



Flagstar Bank

Locations: Michigan (HQ)
Industries: Banks

RISK LEVEL:



Medium Risk

DESCRIPTION:

Flagstar Bank scored a 30 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. Flagstar Bank uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. The bank integrates ESG into its business practices. Flagstar Bank has conducted "listening sessions" and DEI workshops for its employees. The company pledged \$1 million in grants to minority-owned businesses, including LGBTQ organizations and provided \$1 million to the Appraiser Diversity Initiative. However, Flagstar Bank has not publicly terminated business relationships based on views or beliefs and has not used its PAC donations for ideological purposes. For these reasons, Flagstar Bank 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**

Flagstar Bank received a score of 30 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). Flagstar Bank integrates ESG into its business practices. The company's, "Board of Directors further solidified our commitment to integrating ESG strategies throughout our business and proactively assessing risk" (3). However, Flagstar Bank 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. **High Risk**

Flagstar Bank (1)(2).

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Flagstar Bank does not publish a nondiscrimination policy.

Corporate Governance and Public Policy

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

Flagstar Bank conducted "listening sessions" and hosted DEI workshops as part of the Black Lives Matter movement (1).

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

Flagstar Bank pledged \$1 million in grants to minority-owned businesses, including LGBTQ organizations (1)(2). The company provided \$1 million to the Appraiser Diversity Initiative which promotes targeted recruitment of diverse candidates (3).

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

Flagstar Bank has not used its PAC donations for ideological purposes and has not reported on its lobbying (1)(2)(3).

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