

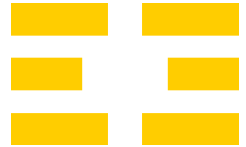


Cambia Health Solutions

Locations: Oregon (HQ)

Industries: Health Care Equipment and Services, Insurance

RISK LEVEL:



Medium Risk

DESCRIPTION:

Cambia Health Solutions scored a 80 on the Human Rights Campaign's (HRC) Corporate Equality Index (CEI). By complying with the HRC's controversial demands, Cambia Health Solutions 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 employee recruitment, and vendor selection. Cambia Health Solutions forces employees to undergo multiple ideological trainings and uses its reputation and corporate funds to support controversial DEI and gender ideologies and organizations. However, the company has not used its political contributions for ideological purposes. For these reasons, Cambia Health Solutions 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**

Cambia Health Solutions received a score of 80 on the 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). However, the company 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**

Cambia Health's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (3).

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

Cambia Health Solutions does not provide viewpoint protections for its employees (1)(2). The company's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (3)(4).

Corporate Governance and Public Policy

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

[1](#)). The company had its team participate in racism training through the Center for Equity and Inclusion and had a representative in The Race Equity Culture fellowship program [2](#)). Cambia Health's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace [3](#)). In response to the death of George Floyd, Cambia Health Solutions posted on social media and its website about addressing "the trauma of systemic racism" [4](#)[5](#)[6](#)).

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

The Utah Division of Multicultural Affairs was a top 10 recipient of Cambia Health Solution's charitable giving [1](#)). The company'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 [2](#)[3](#)). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

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

Cambia Health Solutions has not used its PAC donations or lobbied for ideological purposes [1](#)[2](#)[3](#)).

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