

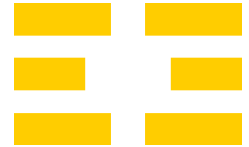


## 23andMe

Locations: California (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

### RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

23andMe often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes [Company Name] occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

### Corporate Weaponization

**Has canceled 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**

*23andMe has a strongly DEI-influenced hiring process, mandating at least one “diverse” candidate in each interview process and requires hiring teams to participate in “Inclusive Interview Training” (1)(2). Additionally, 23andMe requires that suppliers submit a DEI scorecard as an integral part of the supplier selection process (3). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (4).*

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

*23andMe does not publish charitable giving guidelines (1).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk**

*23andMe does not provide viewpoint protections for its employees (1). 23andMe launched trainings on “Unconscious Bias, Microaggressions, and Allyship” for employees, and the company requires hiring teams to undergo “Inclusive Interview Training” (2).*

### Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

23andMe has referred to itself as an “activist brand” (1). The company publicly opposed and refused to cooperate with Trump-era LGBTQ-related policy (2). 23andMe has published statements advocating on behalf of postmodern gender theory and supporting life-altering hormone treatments for children (3)(4). The company opposed various state and local legislation intended to protect parental rights, girls’ sports, bathroom facilities, and gendered spaces (5). 23andMe opposed legislation in Iowa intended to protect parental rights, girls’ sports, bathroom facilities, and gendered spaces (6). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (7). 23andMe is a member of the “Don’t Ban Equality” business coalition, which advocates against any abortion restrictions because they are “bad for business” (8). The company’s Chief Legal and Regulatory Officer, Kathy L. Hibbs, co-signed a letter to law firms demanding an improvement in diversity in order to retain business with the company (9). 23andMe CEO, Anne Wojcicki, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (10)(11).

---

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

23andMe has pledged support to Black Lives Matter and related causes (1)(2). The company has donated its products to the National Urban League (3).

---

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk**

23andMe does not operate a PAC at this time but has not lobbied for ideological purposes (1)(2)(3).

---

*The contents of this website and related resources (collectively, the “materials”) are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.*

*USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.*

© 1792 Exchange 2023