

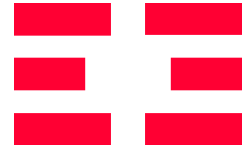


23andMe

Locations: California (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



High Risk

DESCRIPTION:

23andMe is a self-proclaimed "activist brand." 23andMe has wholly integrated DEI into its hiring processes, setting diversity quotas for both applicants and suppliers. 23andMe does not provide viewpoint protections for its employees, and the company has implemented ESG practices into its business strategies. 23andMe has opposed and refused to cooperate with Trump-era policy, requires hiring teams to undergo DEI training, and published statements advocating for the imposition of postmodern gender theory onto children's medical treatment. 23andMe has donated to the BLM Support Fund, the ACLU, and the National Urban League. For these reasons, 23andMe receives a High 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**

23andMe has not publicly fired customers, suppliers, or vendors based on views or beliefs. However, 23andMe has a strongly DEI-influenced hiring process, mandating at least one "diverse" candidate in each interview process and requiring 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). 23andMe has integrated ESG into all of its business practices (4).

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

23andMe does not have a written rule discriminating 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**

23andMe does not provide protections 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**

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 launched trainings on “Unconscious Bias, Microaggressions, and Allyship” for employees, and the company requires hiring teams to undergo “Inclusive Interview Training” (3). 23andMe has published statements advocating on behalf of postmodern gender theory and supporting life-altering hormone treatments for children (4)(5). 23andMe has integrated ESG into all its business practices (6).

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

23andMe both provides direct grants and matches employee donations to the ACLU and the Black Lives Matter Support Fund (1). 23andMe has donated its products to the National Urban League (2).

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

N/A

23andMe does not have a PAC.

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