



First Interstate Bank

Locations: Montana (HQ)

Industries: Banks

RISK LEVEL:



Medium Risk

DESCRIPTION:

First Interstate BancSystem, doing business as First Interstate Bank, has not publicly terminated business relationships based on views or beliefs. The company does not protect its employees against viewpoint discrimination and requires organizations abide by its charitable giving nondiscrimination policies. First Interstate Banks CEO signed the CEO Action for Diversity & Inclusion pledge and committed to implementing unconscious bias training. The company has funded multiple LGBTQ and ideological organizations. For these reasons, First Interstate 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. Lower Risk

First Interstate 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. Medium Risk

First Interstate Bank'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 (1).

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

First Interstate Bank's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1). The bank has committed to implementing unconscious bias training for its employees (2). First Interstate Bank does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

First Interstate Bank has not supported ideological causes or policies [\(1\)](#).

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

First Interstate Bank donates to the Black Hills Center for Equality, which advocates for pro-abortion legislation and gender-related operations and medical treatment for youth [\(1\)](#)[\(2\)](#). The bank has stated that 57% of its corporate donations go to LGBTQ-related organizations, including the Pride Foundation [\(3\)](#).

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

N/A

First Interstate Bank does not operate a PAC at this time [\(1\)](#)[\(2\)](#).

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