



# Commerce Bank

Locations: Missouri (HQ)

Industries: Banks

RISK LEVEL:



High Risk

## DESCRIPTION:

Commerce Bancshares, doing business as Commerce Bank, has not publicly terminated business relationships based on views or beliefs. Commerce Bank scored a 90 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, Commerce Bank 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, vendor selection, marketing, and philanthropic support. Commerce Bank forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company does not protect its employees against viewpoint discrimination. Commerce Bank's CEO signed the CEO Action for Diversity & Inclusion pledge and supports DEI within its business practices. The company supports multiple LGBTQ events and implements unconscious bias training for its employees. Commerce Bank sponsored the Animal Adoption Plaza at the Kansas City Pride Fest and donated an entire building to the Urban League of Metropolitan St. Louis. The company is a Corporate Member of the Mid-America LGBT Chamber of Commerce. For these reasons, Commerce Bank 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**

Commerce Bank received a score of 90 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, Commerce 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**

Commerce Bank(1)(2). Commerce Bank does not appear to discriminate against charitable organizations based on views or beliefs (3).

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

**High Risk**

Commerce Bank 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 a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Commerce 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 (3). Commerce Bank hosts Diversity and Inclusion training, which includes unconscious bias trainings (4)(5). Commerce Bank does not provide viewpoint protections for its employees (6).

## Corporate Governance and Public Policy

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

Commerce Bank indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). customers and harming shareholders. Commerce Bank celebrates PRIDE month and has marched in the St. Louis Pride Parade with company branded PRIDE shirts (3). Commerce Bank supports DEI within its business practices. From its ESG report: "... we have pledged to foster a culture that values... DEI in all aspects of our business. As a company, we believe our commitment to DEI is not only the right thing to do, it is also essential to our success" (4).

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

Commerce Bank 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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Commerce Bank sponsored the Animal Adoption Plaza at the Kansas City Pride Fest (3). In 2022, the bank donated an entire building to the Urban League of Metropolitan St. Louis (4). Commerce Bank is a Corporate Member of the Mid-America LGBT Chamber of Commerce (5)(6).

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

**High Risk**

Commerce Bank indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Commerce Bank has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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