

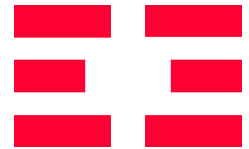


Kaiser Permanente

Locations: California (HQ)

Industries: Health Care Equipment and Services

RISK LEVEL:



High Risk

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DESCRIPTION:

Kaiser Permanente is High Risk. The company 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. Kaiser Permanente embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. 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. High Risk

Kaiser Permanente placed over 2,200 employees on unpaid leave for refusing to be vaccinated for COVID-19, rejecting requests for religious exemptions and threatening termination for those who did not get vaccinated by the deadline of December 2021 (1). Kaiser Permanente received a score of 90 on the 2025 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 (2)(3).

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

Kaiser Permanente's HRC 2025 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 contributions 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 viewpoint or other discrimination and/or are ideological in nature. High Risk

Kaiser Permanente's HRC 2025 CEI rating indicates the company provides gender transition guidelines for its employees (1)(2). Kaiser Permanente does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

High Risk

Kaiser Permanente's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company is an advocate of pro-abortion policy, referring to the procedure as comprehensive healthcare (3)(4). After the events of 2020, Kaiser Permanente published annual report on DEI that stated, "Kaiser Permanente reaffirmed our commitment to advance equity and address systemic racism for our members, communities, employees, and physicians." (5). Kaiser Permanente signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare and in 2019 ran an ad featuring a "Drag Queen Story Hour" attended by children (6)(7). The company has published statements voicing support for transgender ideology and related medical treatments (8). Kaiser supports ESG within its business practices. The company states "We continue active engagement with our investment partners on ESG elements, and ESG dimensions are increasingly present in investment decision-making, which is done solely in the interest of participants and beneficiaries" (9). The company's CEO is a member of the Business Roundtable (10). Kaiser Permanente was a signatory of the Health Sector Pledge, committing itself to achieve net zero emissions by 2050. Signatories were expected to develop and release a climate resilience plan and appoint a corporate executive to oversee its implementation (11). The company's CEO, Greg A. Adams, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (12)(13).

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

High Risk

Kaiser Permanente's HRC 2025 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). Kaiser Permanente provides a benefits package for employees that covers travel/lodging costs for an abortion (3)(4). The company has 4 medical centers which also received a perfect score on the HRC Healthcare Equality Index (5). This indicates, among other things, the medical centers "offer transgender-inclusive healthcare benefits to their employees", which includes coverage for hormone replacement therapy, puberty blockers (even for minors), and gender reassignment surgeries (6)(7). The company was a Champion Tier corporate sponsor of the Trevor Project, an organization that advocates for controversial sex and gender ideology, including "gender transition" drugs and surgeries for minors, through legislation, litigation, advertising, and PR campaigns. The organization also hosts online chatrooms that allow adults to communicate with minors as young as 13 about sexually explicit topics. Adults in these chatrooms have encouraged minors to adopt transgender identities and withhold this information from their parents (8)(9)(10)(11)(12). The company dedicated \$25 million in grant funding to nonprofits working to "dismantle discriminatory institutional practices, structures, and public policies" (13). Kaiser Permanente has pledged support to Black Lives Matter and related causes (14)(15). The company is a corporate partner of the NGLCC (16). Kaiser Permanente is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (17)(18). Kaiser Permanente sponsored WorldPride 2025 (19). Otherwise, there are no publicly known cases of Kaiser Permanente using corporate funds to advance ideological causes, organizations, or policies (20).

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

High Risk

Kaiser Permanente's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Kaiser Permanente does not operate a PAC at this time and has not lobbied for ideological purposes (3)(4)(5).

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