



Old National Bank

Subsidiaries: Capstar Financial Holdings, Inc.
Locations: Indiana (HQ)
Industries: Banks

RISK LEVEL:



Medium Risk

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DESCRIPTION:

Old National Bank 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. Old National Bank 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

Old National Bank received a score of 40 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 (1)(2). However, Old National Bank has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

Old National Bank'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 bank will not match donations to "church-related financial commitments" or "contributions supporting activities for religious or political purposes" (3).

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

Old National Bank does not provide viewpoint protections for its employees (1). After the events of 2020, the company created a learning series for its executive leaders and associates. Including a series titled "Race Matters" where colleagues were invited to learn about key topics such as "the history of race, dimensions of diversity, actionable allyship, and inclusive leadership behaviors" (2).

Corporate Governance and Public Policy

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

Old National Bank's CEO, Jim Ryan, 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 (1)(2). The company also implemented a "CEO Action for Diversity and Inclusion Day of Understanding" where they discussed DEI topics (3).

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

Old National Bank's HRC 2025 CEI rating indicates the company provides a benefits package for employees which includes some transgender medical benefits for covered employees and dependents, including children. This may include paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. 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). Old National Bank also sponsored the Big 10 LGBTQ+ Symposium (3). The bank is also a member of the Wisconsin LGBT Chamber of Commerce (4). Otherwise, there are no publicly known cases of Old National Bank using corporate funds to advance ideological causes, organizations, or policies (5).

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

Old National Bank has not used its PAC donations for ideological purposes and does not engage in lobbying at this time (1)(2)(3).

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