



State Farm Insurance

Locations: Illinois (HQ)

Industries: Insurance

RISK LEVEL:



High Risk

DESCRIPTION:

State Farm Insurance scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, State Farm 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. State Farm 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 uses its reputation and corporate dollars to support LGBTQ causes and organizations. State Farm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, State Farm 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**

State Farm received a score of 100 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, State Farm 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**

State Farm's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

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

State Farm 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 specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). State Farm does not protect its employees from viewpoint discrimination (3).

Corporate Governance and Public Policy

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

State Farm signed an amicus brief in support of *Bostock v. Clayton County* (a Supreme Court case arguing that the 1964 Civil Rights act applies to sexual identity) (1). Leaked emails showed that State Farm partnered with The GenderCool Project to implement children's books about transgenderism and LGBTQ ideologies with kids in elementary school classrooms (2)(3). After Consumers' Research reported on a State Farm employee inviting local agents to plant transgender books in children's libraries, State Farm abruptly ended the project (4). CEO Michael Tipsord is a member of the Business Roundtable, but has not supported ideological initiatives (5). State Farm indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (6)(7). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

State Farm 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. State Farm has funded LGBTQ Pride and advocacy organizations (3). State Farm is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (4)(5). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (6)(7).

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

State Farm's HRC 2023 CEI rating 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. State Farm's PAC has a reliable history of bipartisan giving (3).

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