



# Dell Technologies

Locations: Texas (HQ)

Industries: Technology Hardware and Equipment

RISK LEVEL:



High Risk

## DESCRIPTION:

Dell Technologies (Dell) 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, Dell 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. Dell 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. Dell provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. The company is part of the Global Alliance for Responsible Media. Dell is a corporate partner of the Human Rights Campaign (HRC). The company supports the Equality Act, the Respect for Marriage Act, transgender participation in female sports, and publicly promotes gender ideology. Dell was part of the Freedom for All Americans coalition, and it funds multiple LGBTQ organizations. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Dell is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism, and it is a Ceres Network Member, committed to net zero carbon emissions by 2040. Dell is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. Dell has donated to the Equality PAC. For these reasons, Dell 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**

[1](#)[2](#)[3](#). The company 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 [4](#)[5](#). However, the company terminated business relationships due to religious beliefs or political views.

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

DellRC 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**

Dell 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). Dell protects its employees against viewpoint discrimination (3)(4).

## Corporate Governance and Public Policy

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

Dell indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. The company signed an open letter in support of the Equality Act (3)(4). CEO Michael Dell and the company spoke out against state legislatures' efforts to pass voting integrity bills (5)(6). Dell opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (7). Michael Dell is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (8)(9). Dell is a Ceres Network Member, committed to net zero carbon emissions by 2040 (10)(11)(12). Dell was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule state laws designed to protect girls' sports and similar laws (13).

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

Dell provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4)(5). The company 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 (6)(7). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (8). Dell is a member of the Global Alliance for Responsible Media and a bronze partner of the HRC (9)(10)(11)(12). Dell is also a member of the America Competes steering committee, a titanium sponsor of Out and Equal, and a corporate partner of the National LGBT Chamber of Commerce (13)(14)(15)(16)(17).

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

**High Risk**

Dell 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. Dell has donated to the Equality PAC (3)(4)(5)(6)(7)(8). Dell lobbied for the Equality Act and the Respect for Marriage Act (9)(10)(11)(12).

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