



Allstate

Subsidiaries: Esurance, National General Insurance

Locations: Illinois (HQ)

Industries: Insurance

RISK LEVEL:



High Risk

DESCRIPTION:

Allstate fired an employee over religious beliefs and statements made outside the workplace. The company 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, the company 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. Allstate 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. Allstate suspended PAC donations to Members of Congress who objected to the election certification. The company streamlined funds to Planned Parenthood and created ads promoting LGBTQ values. Allstate is a brass sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. Allstate has donated to the BLM movement and the Equality Act. For these reasons, Allstate 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. **High Risk**

Allstate 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).3(4). Since then, Allstate has had a new CEO but has not changed its anti-religious stance.

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

Allstate's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Allstate unilaterally restricts matching charitable gifts to educational institutions "that advocates a particular religious belief or restricts attendance on the basis of religion" (3). It does not have restrictions against other educational matches.

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

High Risk

Allstate's HRC 2023 CEI rating 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). The company (3)(4).

Corporate Governance and Public Policy

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

Allstate's HRC 2023 CEI rating 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 has released advertisements supporting the LGBTQ movement (3). Allstate's CEO Thomas J. Wilson is a member of the Business Roundtable (4).

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

Allstate's HRC 2023 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 (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. Allstate has enabled corporate gifts to Planned Parenthood (3). The company has pledged over \$7 million to the Black Lives Matter movement and related causes (4)(5). Allstate is a brass sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (6)(7). The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (8)(9).

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

High Risk

Allstate'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. The company donated to the Equality PAC but has not lobbied for ideological purposes (3)(4)(5).

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