


**TIAA**

Subsidiaries: Nuveen

Locations: Florida (HQ)

Industries: Government, Insurance

**RISK LEVEL:**

**High Risk**
**DESCRIPTION:**

TIAA scored a 95 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, TIAA 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. TIAA 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 firm is a corporate partner of the Human Rights Campaign (HRC) and the National LGBT Chamber of Commerce. It also supports the Equality Act. For these reasons, TIAA 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**

*TIAA received a score of 95 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, TIAA*

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

*TIAA ARC 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**

*TIAA 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). TIAA (3).*

## Corporate Governance and Public Policy

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

TIAA 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. TIAA has signed an open letter in support of the Equality Act (3). TIAA's CEO has spoken out against the Georgia voting reform law as well (4). CEO Thassunda Brown Duckett is a member of the Business Roundtable, but has not supported ideological initiatives (5). Nuveen, a subsidiary of TIAA, is an investment signatory for Climate Action 100+ (6). Nuveen is also a part of the Ceres Network (7).

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

TIAA 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. TIAA is a bronze partner of the HRC and a corporate partner of the National LGBT Chamber of Commerce (3)(4).

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

TIAA 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. TIAA regularly donates in a bipartisan manner, and there is no record of them using PAC donations for ideological purposes (3).

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