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## DESCRIPTION:

New York City Health and Hospitals (NYC Health and Hospitals) is Medium Risk. The company 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. NYC Health and Hospitals 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.** Lower Risk

*NYC Health and Hospitals has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

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

*NYC Health and Hospitals does not publish charitable giving guidelines (1).*

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

*NYC Health and Hospitals requires its employees to take unconscious bias and DEI training. NYC Health and Hospitals appears to prioritize diversity over merit in its recruitment and supply chain. From its Diversity and Inclusion Progress Report: The company "Advance[s] recruitment best practices to attract diverse talent" and its "Supplier Diversity Program, operated by Supply Chain Services under the direction of the Office of Business Operations, proactively engages with and encourages Minority- and Women-Owned Business Enterprises (M/WBE), or other historically underrepresented groups" (1). NYC Health and Hospitals does not provide viewpoint protections for its employees (2)(3).*

## Corporate Governance and Public Policy

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

NYC Health and Hospitals' Gender Equity Programs include pronoun guides, an LGBTQ-affirming toolkit, and a Social and Racial Equity Toolkit. It also offers 25 distinct D&I education programs, workshops, and videos on topics including unconscious bias and LGBTQ-affirming services (1). NYC Health and Hospitals Corp has 18 medical centers which received a perfect score on the HRC Healthcare Equality Index (2). Otherwise, there are no publicly known cases of NYC Health and Hospitals using its reputation to advance ideological causes or policies (3).

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

NYC Health and Hospitals Corp has 18 medical centers which received a perfect score on the HRC Healthcare Equality Index (1). This indicates, among other things, the medical centers "offer transgender-inclusive healthcare benefits to their employees", which includes coverage for hormone replacement therapy, puberty blockers, and gender reassignment surgeries for employees and their children (2). The company has a Gender Equity Program to advance LGBTQ services and is expanding its LGBTQ Pride Centers. NYC Health and Hospitals Corporation hosts the annual LGBTQ Pride Committee in NYC and participates in many LGBTQ Community Engagement Initiatives. The company also collaborates and partners with community-based organizations such as: NYC Commission on Gender Equity, Destination Tomorrow, Brooklyn Pride Center, Fierce NYC, Staten Island Pride Center, and The LOFT: LGBTQ+ Community Center (3).

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A**

New York City Health and Hospitals Corporation does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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