

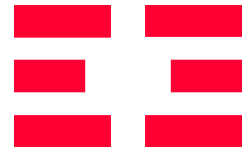


## Radian Group

Locations: Pennsylvania (HQ)

Industries: Insurance

### RISK LEVEL:



High Risk

#### DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Radian Group 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.

Radian Group 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. Its CEO signed the CEO Action for Diversity & Inclusion Pledge and requires its managers take unconscious bias training. Radian Group supports the Equality Act and regularly LGBTQ Pride. For these reasons, Radian Group 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**

*Radian Group received a score of 90 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, it 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**

*Radian Group (1)(2).*

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

*Radian Group 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). Radian Group(3).*

## Corporate Governance and Public Policy

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

Radian Group 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 CEO of Radian Group signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3). The company requires managers to take unconscious bias training and was named to the Bloomberg Gender Equality Index (4). Radian Group has corporately advocated for the Equality Act (5). The company highlighted activities for LGBTQ Pride Month on its website, encouraging employees to attend an LGBTQ event, read LGBTQ literature, and watch LGBTQ movies (6).

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

Radian Group 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. Radian Group (3). The company also highlighted activities for LGBTQ Pride Month on its website, encouraging employees to donate to an LGBTQ charity and support LGBTQ-owned businesses (4).

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

Radian Group 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. Radian Group (3)(4).

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