



Best Places to Work for LGBTQ Equality 2021

THE HUMAN RIGHTS CAMPAIGN FOUNDATION IS

proud to recognize the following 767 businesses that met all the criteria to earn a 100 percent rating and the designation of being a 2021 "Best Place to Work for LGBTQ Equality."

Top-rated CEI employers come from nearly every industry and region of the United States. To earn top ratings, these employers took concrete steps to establish and implement comprehensive policies, benefits and practices that ensure greater equity for LGBTQ workers and their families.

3M Co.
 AbbVie Inc.
 Abercrombie & Fitch Co.
 Accenture
 Activision Blizzard
 Adidas North America Inc.
 Adobe Inc.
 ADP
 Advanced Micro Devices Inc.
 AECOM
 AIG
 Air Liquide US, LLC
 Air Products & Chemicals Inc.
 Airbnb Inc.
 Airbus Americas Inc.
 Airlines Reporting Corporation (ARC)
 Akamai Technologies Inc.
 Akerman LLP
 Akin, Gump, Strauss, Hauer & Feld LLP
 Alight Solutions
 AlixPartners LLP
 AllianceBernstein LP
 Alliant Energy Corp.
 Allianz Life Insurance Co. of North America
 Ally Financial Inc.
 Alston & Bird LLP
 Altice USA Inc.
 Altria Group Inc.
 Amalgamated Bank
 Amazon.com Inc.
 AMC Entertainment Inc.
 Ameren Corp.
 American Airlines
 American Electric Power Co. Inc.
 American Express Company
 American Express Global Business Travel

American Family Mutual Insurance Company, S.I
 AmerisourceBergen Corp.
 Amgen Inc.
 Anheuser-Busch Companies Inc.
 Anschutz Entertainment Group, Inc.
 Anthem Inc.
 Aon plc
 Apollo Global Management Inc.
 Apple Inc.
 Applied Materials Inc.
 AQR Capital Management LLC
 Aramark Corp.
 Arcadis U.S. Inc.
 Arconic
 Arent Fox LLP
 Ares Management LLC
 Armstrong Teasdale LLP
 Arnold & Porter Kaye Scholer LLP
 Arrow Electronics
 Arthur J. Gallagher & Co.
 Arup USA Inc
 Ascena Retail Group Inc.
 Assurant
 Astellas Pharma US Inc.
 AstraZeneca PLC
 Asurion LLC
 AT&T Inc.
 Atlassian
 Autodesk Inc.
 Avient Corporation
 Avita Pharmacy
 AXA Equitable Life
 Axiom Global Inc.
 BAE Systems Inc.
 Bain & Co. Inc./ Bridgespan Group
 Baker & Hostetler LLP
 Baker & McKenzie LLP
 Baker Botts LLP
 Ball Corp.
 Ballard Spahr LLP
 Bank of America Corp.
 The Bank of New York Mellon Corp.
 Bank of the West
 Barclays
 Barilla America Inc.
 Barnes & Noble Inc.
 BASF Corp.
 Bass, Berry & Sims PLC
 Baxter International Inc.
 Bayer U.S. LLC
 BBVA USA
 Beam Suntory
 Becton, Dickinson and Co.
 Ben & Jerry's Homemade Inc.
 Berkshire Bank
 Best Buy Co. Inc.
 Biogen
 BioMarin Pharmaceutical Inc.
 Black & Veatch Holding Inc.
 Black Knight Inc.
 BlackRock
 The Blackstone Group LP
 Blank Rome LLP
 Bloomberg LP
 Blue Cross & Blue Shield of Rhode Island
 Blue Cross Blue Shield of Florida Inc.
 Blue Cross Blue Shield of Massachusetts
 Blue Cross Blue Shield of Minnesota
 Blue Shield of California



BlueCross BlueShield of Tennessee
 BMO Financial Corp.
 BNP Paribas
 Boehringer Ingelheim USA Corp.
 Boies Schiller Flexner LLP
 Booz Allen Hamilton Inc.
 Boston Consulting Group
 Boston Scientific Corp.
 BounceX
 Box Inc.
 BP America Inc.
 Bridgewater Associates LP
 Bristol Myers Squibb
 Broadridge Financial Solutions Inc.
 Brooks Sports Inc.
 Brown Advisory
 Brown Brothers Harriman & Co.
 Brown Rudnick LLP
 Brown-Forman Corp.
 Brownstein Hyatt Farber Schreck LLP
 Bryan Cave Leighton Paisner LLP
 Buchanan Ingersoll & Rooney PC
 Buckley LLP
 BuzzFeed
 C&S Wholesale Grocers Inc.
 Cadence Design Systems
 Cadwalader, Wickersham & Taft LLP
 Caesars Entertainment Corp.
 Cambia Health Solutions Inc.
 Cambridge Associates LLC
 Capgemini America, INC
 Capital Area Services Company, LLC (CASCI)
 The Capital Group Companies Inc.
 The Capital Markets Company NV
 Capital One Financial Corp.
 Cardinal Health Inc.
 CareFirst Inc.
 Cargill Inc.
 Cargo Transporters Inc.
 Carlson Inc.
 Carlton Fields P.A.
 The Carlyle Group LP
 CarMax Inc.
 Carnival Corp.
 Carrier Global Corporation
 CBRE Inc.
 CDW Corp.
 Celanese Corp.
 Celgene Corp.
 Cengage Learning Inc.
 Centene Corp.
 Cerner Corp.
 CGI
 Chapman and Cutler LLP
 Charles Schwab & Co. Inc.
 Chemonics International Inc
 Chevron Corp.
 Chipotle Mexican Grill Inc.
 Choate, Hall & Stewart LLP
 Chobani
 Choice Hotels International Inc.
 Chubb Ltd.
 CIGNA Corp.
 Cimpres USA Inc
 Cisco Systems Inc.
 CIT Group Inc.
 Citigroup Inc.
 Citizens Financial Group
 Citrix Systems Inc.

Cleary Gottlieb Steen & Hamilton LLP
 The Clorox Co.
 Cloudflare Inc
 CME Group Inc.
 CNA Financial Corporation
 The Coca-Cola Co.
 Colgate-Palmolive Co.
 Comcast NBCUniversal
 Comerica Inc.
 Community Care Behavioral Health Organization
 Conagra Brands Inc.
 ConocoPhillips
 Constellation Brands Inc.
 Cooley LLP
 Cooper Tire & Rubber Co.
 Corteva Agriscience
 The Cosmopolitan of Las Vegas
 Covington & Burling LLP
 Cox Enterprises Inc.
 Cozen O'Connor
 Credit Suisse USA Inc.
 CrowdStrike Inc.
 Crowell & Moring LLP
 CSAA Insurance Group
 Cubic Corporation
 Cummins Inc.
 CUNA Mutual Group
 Cushman & Wakefield
 Danaher Corp.
 Danone North America
 Davis Polk & Wardwell LLP
 Davis Wright Tremaine LLP
 Day Pitney LLP
 Debevoise & Plimpton LLP
 Dechert LLP
 Dell Technologies Inc.
 Deloitte LLP
 Dentons US LLP
 The Depository Trust & Clearing Corp.
 Designer Brands
 Deutsche Bank
 Diageo North America
 Dickinson Wright PLLC
 Digitas
 Discover Financial Services
 DLA Piper
 Dominion Energy
 Dorsey & Whitney LLP
 Dow
 Dropbox Inc.
 Duane Morris LLP
 Duke Energy Corp.
 The Dun & Bradstreet Corp.
 Dunkin' Brands Group Inc.
 Dykema Gossett PLLC
 E&J Gallo Winery
 E. I. du Pont de Nemours and Co. (DuPont)
 EAB
 Eastern Bank Corporation/Eastern Bankshares, Inc.
 Eastman Chemical Co.
 Eastman Kodak Co.
 Eaton Corp.
 Eaton Vance
 eBay Inc.
 Ecolab Inc.
 Edison International
 Edward Jones
 Egon Zehnder International Inc.
 Electronic Arts Inc.



Eli Lilly & Co.
 EMD Serono, MilliporeSigma, and EMD Performance Materials
 Emerson Electric Co.
 Enbridge
 Epsilon Data Management LLC
 Ericsson Inc.
 Ernst & Young LLP
 The Estée Lauder Companies Inc.
 Etsy Inc.
 Eversheds Sutherland (US) LLP
 Evolent Health Inc.
 Exelon Corp.
 Expedia Group
 Experian North America
 Facebook Inc.
 FactSet Research Systems Inc.
 Faegre Drinker Biddle & Reath LLP
 Farmers Insurance Group
 Federal Home Loan Mortgage Corp. (Freddie Mac)
 Federal National Mortgage Association (Fannie Mae)
 Federal Reserve Bank of Atlanta
 Federal Reserve Bank of Boston
 Federal Reserve Bank of Chicago
 Federal Reserve Bank of Cleveland
 Federal Reserve Bank of Kansas City
 Federal Reserve Bank of Minneapolis
 Federal Reserve Bank of New York
 Federal Reserve Bank of Philadelphia
 Federal Reserve Bank of Richmond
 Federal Reserve Bank of San Francisco
 Federal Reserve Bank of St Louis
 Fenwick & West LLP
 Fidelity National Information Services Inc.
 Fifth Third Bancorp
 Financial Industry Regulatory Authority Inc.
 Finnegan, Henderson, Farabow, Garrett & Dunner LLP
 First American Financial Corp.
 Fiserv Inc.
 Fish & Richardson PC
 Fisher & Phillips LLP
 Fitch Group Inc.
 Fleishman-Hillard Inc.
 FMC Corp.
 Foley & Lardner LLP
 Foley Hoag LLP
 Food Lion, LLC
 Fortive Corp.
 Fossil Group Inc.
 Fox Corporation
 Fox Rothschild LLP
 Franklin Templeton Investments
 Fredrikson & Byron
 Fried, Frank, Harris, Shriver & Jacobson LLP
 Frost Brown Todd LLC
 Fujitsu America, Inc.
 GameStop Corp.
 Gannett Co. Inc.
 Gap Inc.
 Gartner Inc.
 GE Appliances
 Genentech Inc.
 General Mills Inc.
 Genesco Inc.
 Genworth Financial Inc.
 Gerson Lehrman Group Inc.
 The GIANT Company
 Giant Eagle Inc.
 Giant of Maryland LLC

Gibson, Dunn & Crutcher LLP
 Gilead Sciences Inc.
 GlaxoSmithKline LLC
 Global Payments Inc.
 GODADDY Inc.
 The Goldman Sachs Group Inc.
 Goodwin Procter LLP
 Google Inc.
 Gordon Rees Scully Mansukhani, LLP
 Goulston & Storrs
 Grant Thornton LLP
 Great River Energy
 Greenberg Traurig LLP
 Groupon Inc.
 The Guardian Life Insurance Co. of America
 Guidehouse
 H&R Block Inc.
 Hallmark Cards Inc.
 Hannaford Supermarkets
 The Hanover Insurance Group Inc.
 The Hartford Financial Services Group Inc.
 Harvard Pilgrim Health Care Inc.
 Hasbro Inc.
 Haven Behavioral Healthcare
 Haynes and Boone LLP
 Health Care Service Corp.
 Henry Schein Inc.
 HERE North America LLC
 Herman Miller Inc.
 The Hershey Co.
 Hertz Global Holdings Inc.
 Hewlett Packard Enterprise Co.
 Highmark Blue Cross Blue Shield Delaware
 Highmark Inc.
 Highmark West Virginia
 Hilti Inc.
 HILTON
 Hinshaw & Culbertson LLP
 Hogan Lovells US LLP
 Holland & Hart LLP
 Holland & Knight LLP
 Horizon Blue Cross Blue Shield of New Jersey
 HP Inc.
 HSBC USA
 Humana Inc.
 Huntington Bancshares Inc.
 Hunton Andrews Kurth LLP
 Huron Consulting Group Inc.
 Husch Blackwell LLP
 Hyatt Hotels Corp.
 Hyundai Motor America
 IAC/InterActiveCorp.
 IBM Corp.
 Ice Miller LLP
 IHS Markit Ltd.
 IKEA Holding US Inc.
 Illumina
 Impossible Foods
 Indeed Inc.
 Information Resources Inc.
 Ingram Micro
 Instacart
 Intel Corp.
 InterContinental Hotels Group Americas
 International Flavors & Fragrances
 Interpublic Group of Companies Inc.
 Intrado
 Intuit Inc.
 Invesco Ltd.



Iron Mountain Inc.
 J. Crew Group, LLC
 Jackson Lewis PC
 Jacobs Engineering Group Inc.
 Janus Henderson Investors
 Jenner & Block LLP
 JLL
 John Hancock Financial Services Inc.
 John Wiley & Sons Inc.
 Johnson & Johnson
 JPMorgan Chase & Co.
 JSX
 K&L Gates LLP
 Kaiser Permanente
 Katten Muchin Rosenman LLP
 Kearney
 Kelley Drye & Warren LLP
 Kellogg Co.
 Kelly Services Inc.
 Kering Americas Inc.
 Keurig Dr Pepper Inc.
 KeyCorp
 Kilpatrick Townsend & Stockton LLP
 Kimpton Hotel & Restaurant Group LLC
 King & Spalding LLP
 Kirkland & Ellis LLP
 KKR & Co. LP
 The Knot Worldwide
 Kobre & Kim
 Kohl's Corp.
 Korn Ferry
 KPMG LLP
 The Kraft Heinz Company
 The Kroger Co.
 Kutak Rock LLP
 L Brands Inc.
 L3 Harris Technologies
 Laboratory Corporation of America Holdings
 Lam Research Corp.
 Lane Powell PC
 Latham & Watkins LLP
 Leidos Holdings
 Lendlease Americas Inc.
 LENOVO (UNITED STATES) INC.
 Leo Burnett Company Inc.
 Levi Strauss & Co.
 LexisNexis Legal & Professional
 Lexmark International Inc.
 Liberty Mutual Group
 Lincoln National Corp.
 LinkedIn
 Lions Gate Entertainment Corp.
 Littler Mendelson PC
 Live Nation Entertainment Inc.
 Locke Lord LLP
 Lockheed Martin Corp.
 Loeb & Loeb LLP
 Lord, Abbett & Co. LLC
 L'Oreal USA Inc.
 Lowenstein Sandler LLP
 Lowe's Companies Inc.
 LPL Financial Holdings Inc.
 Lumen Technologies
 Lyft Inc.
 M&T Bank Corp.
 Macmillan Learning
 Macmillan Publishing Group
 Macquarie Group Ltd.
 Macy's Inc.

Mallinckrodt LLC
 Manatt, Phelps & Phillips LLP
 ManpowerGroup
 Marathon Petroleum Corp.
 Marriott International Inc.
 Mars Inc.
 Marsh & McLennan Companies Inc.
 Massachusetts Mutual Life Insurance Co.
 Mastercard
 Mathematica Policy Research
 Mattel Inc.
 Mayer Brown LLP
 McDermott Will & Emery LLP
 McDonald's Corp.
 McGraw Hill LLC
 McKesson Corp.
 McKinsey & Co. Inc.
 Medallia Inc.
 Medidata Solutions Inc.
 Medtronic PLC
 Meijer Inc.
 Merck
 Mesirow Financial Holdings Inc.
 MetLife Inc.
 MGM Resorts International
 Michael Best & Friedrich LLP
 Michael Page International Inc.
 Micron Technology Inc.
 Microsoft Corp.
 Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC
 Mitchell Gold + Bob Williams
 Molson Coors Brewing
 Mondelēz International Inc.
 Montgomery McCracken Walker & Rhoads LLP
 Moody's Corp.
 Moore & Van Allen PLLC
 Morgan Stanley
 Morgan, Lewis & Bockius LLP
 Morningstar Inc.
 Morris, Manning & Martin LLP
 Morrison & Foerster LLP
 Motorola Solutions Inc.
 MSLGROUP Americas
 MUFG Union Bank, N.A.
 Munger, Tolles & Olson LLP
 NASDAQ Inc.
 National CineMedia Inc.
 National Grid USA
 Nationwide
 NCR Corp.
 Nestlé Purina PetCare Co.
 Nestlé USA Inc.
 Nestlé Health Science
 Nestlé Waters North America Inc.
 Netflix Inc.
 Neuberger Berman Group LLC
 New Belgium Brewing Company
 New York Life Insurance Company
 Newell Brands Inc.
 Newmont Corp.
 Nielsen
 Nike Inc.
 Nixon Peabody LLP
 Nokia Inc.
 Nomura
 Nordstrom Inc.
 Northern Trust Corp.
 Northrop Grumman Corp.
 Northwestern Mutual Life Insurance



Norton Rose Fulbright
 NortonLifeLock
 Novartis Pharmaceuticals Corp.
 Nuance Communications
 NVIDIA Corp.
 Ocean Spray Cranberries Inc.
 Office Depot Inc.
 The Ogilvy Group Inc.
 Ogletree, Deakins, Nash, Smoak & Stewart
 O'Melveny & Myers LLP
 Omnicom Group
 ONEOK Inc.
 Oracle Corp.
 Orrick, Herrington & Sutcliffe LLP
 Otis Worldwide Corporation
 Owens Corning
 Palo Alto Networks
 Papa John's International Inc.
 Patagonia Inc.
 Patterson Belknap Webb & Tyler LLP
 Paul Hastings LLP
 PayPal Holdings Inc.
 Peapod Digital Labs LLC
 Pearson
 Peloton Interactive Inc.
 PepsiCo Inc.
 Perkins and Will Inc.
 Perkins Coie LLP
 Pernod Ricard USA LLC
 Pfizer Inc.
 PG&E Corp.
 Philips
 Phillips 66
 Pillsbury Winthrop Shaw Pittman LLP
 PIMCO LLC
 Pinterest Inc.
 Pitney Bowes Inc.
 The PNC Financial Services Group Inc.
 Polsinelli
 Portland General Electric Co.
 PPL Corp.
 PricewaterhouseCoopers LLP
 Principal Financial Group
 Procter & Gamble Co.
 Proskauer Rose LLP
 Prudential Financial Inc.
 Publicis Healthcare Communications
 Publicis Inc.
 Publicis Media
 Publicis Sapient
 PVH Corp.
 Quaintance-Weaver Management, LLC
 QUALCOMM Inc.
 Quantcast Corp.
 Quarles & Brady LLP
 Quest Diagnostics Inc.
 Quinn Emanuel Urquhart & Sullivan LLP
 Qurate Retail Group
 Rackspace Technology
 Ralph Lauren Corp.
 Randstad USA
 Raymond James Financial Inc.
 Raytheon Technologies Corp.
 RBC Capital Markets LLC
 RBC Wealth Management
 Re:Sources USA Inc.
 Reed Smith LLP
 Regions Financial Corp.
 Relias LLC

Replacements Ltd.
 Restaurant Brands International
 Retail Business Services
 Reynolds American Inc.
 RingCentral Inc.
 Robert Half
 Robert W. Baird & Co. Incorporated
 Robins Kaplan LLP
 Roche Diagnostics Corp.
 Rockland Trust Co.
 Rockwell Automation Inc.
 Rolls-Royce North America (USA) Holdings Co.
 Ropes & Gray LLP
 Royal Caribbean Cruises Ltd.
 RSM US LLP
 S&P Global Inc.
 S.C. Johnson & Son Inc.
 Saatchi & Saatchi North America Inc.
 Salesforce
 Samsung Electronics America Inc.
 Sanofi
 SAP America Inc.
 Saul Ewing Arnstein & Lehr LLP
 Schiff Hardin LLP
 Schulte, Roth & Zabel LLP
 Science Applications International Corp.
 Seacoast National Bank
 Seagate Technology plc
 Sempra Energy
 Sephora
 ServiceNow
 Seyfarth Shaw LLP
 Shake Shack Inc.
 Shearman & Sterling LLP
 Shell Oil Co.
 Sheppard, Mullin, Richter & Hampton LLP
 Shook, Hardy & Bacon LLP
 Sidley Austin LLP
 Siemens Corp.
 Siemens Healthineers USA
 Siemens Medical Solutions USA Inc.
 Simpson Thacher & Bartlett LLP
 SIRIUS XM + Pandora
 Skadden, Arps, Slate, Meagher & Flom LLP
 Slalom
 Snell & Wilmer
 Société Générale
 Sodexo Inc.
 Softchoice Corp.
 Sony Corporation of America
 Sony Electronics Inc.
 Sony Interactive Entertainment LLC
 Sony Pictures Entertainment Inc.
 Southern Co.
 Southwest Airlines Co.
 SPARC Group LLC
 Splunk Inc.
 Squire Patton Boggs
 Standard Chartered
 Standard Insurance Co.
 Stanley Black & Decker Inc.
 Staples Inc.
 Starbucks Corp.
 State Farm Group
 State Street Corp.
 Steelcase Inc.
 Steptoe & Johnson LLP
 Stinson LLP
 Stoel Rives LLP



The Stop & Shop Supermarket Company, LLC
 Stryker Corp.
 Subaru of America Inc.
 Sumitomo Mitsui Banking Corporation
 Sun Life
 Synchrony
 T. Rowe Price Associates Inc.
 Takeda Pharmaceuticals USA Inc.
 Tapestry Inc.
 Target Corp.
 TD Ameritrade
 TD Bank, N.A.
 TD Securities (USA) LLC
 TDS Telecommunications, LLC
 TE Connectivity Inc.
 Tech Data Corp.
 TEGNA Inc.
 Tesla Inc.
 Teva Pharmaceutical USA Inc.
 Texas Instruments Inc.
 Thermo Fisher Scientific Inc.
 Thompson Coburn LLP
 Thompson Hine LLP
 Thomson Reuters
 TIAA
 Tiffany & Co.
 T-Mobile USA Inc.
 Toyota Motor North America Inc.
 TPG Global LLC
 The Transamerica Corp.
 TransUnion
 The Travelers Companies Inc.
 TripAdvisor Inc.
 Troutman Pepper Hamilton Sanders LLP
 Truist Financial
 Tufts Health Plan
 Turner Construction Co.
 Twitter Inc.
 U.S. Bancorp
 U.S. Cellular
 Uber Technologies Inc.
 UBS AG
 UKG (Ultimate Kronos Group)
 Under Armour Inc.
 Unilever
 United Airlines Holdings, Inc.
 United Parcel Service Inc.
 United Services Automobile Association
 United States Steel Corp.
 UnitedHealth Group Inc.
 Univar Solutions Inc.
 University of Phoenix
 Univision Communications Inc.
 Unum Group
 UPMC Health Plan
 Vanguard Group Inc.
 Verizon Communications Inc.
 VERMEG SARL
 Vertex Pharmaceuticals Inc.
 VF Corp.
 ViacomCBS
 Vinson & Elkins LLP
 Virgin Orbit
 Visa
 VMLY&R
 VMware Inc.
 Vorys, Sater, Seymour and Pease LLP
 Vox Media Inc.
 Voya Financial

W.W. Grainger Inc.
 Waddell & Reed Financial Inc.
 Walgreen Co.
 Walmart Inc.
 The Walt Disney Co.
 Warby Parker
 Warner Music Group
 Wawa Inc.
 Wayfair
 WE Communications
 Weil, Gotshal & Manges LLP
 WellCare Health Plans Inc.
 Wellmark Inc.
 Wells Fargo & Co.
 The Wendy's Co.
 West Monroe Partners LLC
 Western Digital Corp.
 WestRock
 Whirlpool Corp.
 White & Case LLP
 Wiley Rein LLP
 William Blair & Company LLC
 Williams Mullen Clark & Dobbins
 Willis Towers Watson
 Willkie Farr & Gallagher LLP
 Wilmer Cutler Pickering Hale & Dorr LLP
 Wilson Sonsini Goodrich & Rosati PC
 Winston & Strawn LLP
 Womble Bond Dickinson (US) LLP
 Workday Inc.
 WPP Group USA
 Wyndham Destinations
 Wyndham Hotels & Resorts Inc.
 Xcel Energy Inc.
 Xerox Corp.
 Xylem Inc.
 Yelp Inc.
 Yext Inc.
 Zendesk Inc
 Zillow Group
 Zoetis Inc.
 ZS Associates Inc.