

CVS Shareholder Meeting
Statement in Support of Item 6
Scott Shepard, Free Enterprise Project Director
The National Center for Public Policy Research, May 11, 2022

In its statement opposing our proposal, the company in fact indicates why the proposal is so necessary.

First, the company willfully ignores and actively misrepresents the purpose and meaning of our proposal. What we are asking the company for is a report that focuses on whether, in its myriad diversity, inclusion and equity efforts, the company is discriminating against employees that it has not honored with the label “diverse.” And we asked that in putting together the report, the company consult with experts from a wide range of political and intellectual viewpoints, including those of the center/right, representing the majority of Americans and almost certainly the majority of both ultimate CVS shareholders and employees.

In its opposition, the company lists a significant number of expressly discriminatory programs that it proudly sponsors. It makes some effort to hide the fact that these programs discriminate on the basis of race and sex, but they are unable to hide the fact entirely. And the company failed even to acknowledge that all of its employees not only have civil rights, but have the *same* civil rights as all other employees.

In its explicit support of “equity,” the company illegally and immorally rejects this basic civic fact. Equity means current discrimination now to make up for other discrimination against other people by other people in the past. And it also means dividing national wealth and power by a racial spoils system, with each racial and other identity-based group getting a proportional share, in disregard of individual accomplishment.

Equity in practice, then, is plainly illegal. The law protects all Americans from discrimination by race, sex, orientation and other protected categories, whether or not CVS or hard-left critical theory honor them with the label “diverse” or consider them part of “underserved communities.” In response to a proposal asking that the company make some minimal effort to ensure that it’s not discriminating against employees it doesn’t honor with such labels, the company responded by underscoring just how thoroughly it does so discriminate. All shareholders must be worried when the company spends their money to create such massive legal, regulatory, litigational and reputational risks.

CVS admits that nearly half of its pharmacists are “racially or ethnically diverse,” as are 58 percent of total employees, while more than 70 percent are women. Yet CVS still maintains special programs that target the advancement of these already overrepresented groups while excluding and diminishing groups that are genuinely underrepresented. And it sponsors mandatory employee-training programs during which white, male and Christian employees are called out for special condemnation.

Yet with all that, the company is happy to report that there is a Black Colleague Support Group that non-blacks can join as allies, but somehow no White or Male Colleague Support Group to

push upper management to stop this torrent of discrimination and hostility against the surface-characteristic groups that, as CVS itself acknowledges, are genuinely statistically underrepresented at CVS.

I will grant you that there are a few white men who should be dismissed from CVS – those who sit on the board, who, with the other board members, should all go for countenancing, encouraging and sponsoring discrimination on the forbidden grounds of race, sex, orientation and ethnicity. All your employees have the same civil rights. As you can't seem to grasp that, you must go.

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