



FAIR
AGRICULTURE
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Tyson Foods Earns Top
Marks for LGBT Equality

Tyson Foods dumps millions of pounds of
toxic pollutants into US rivers and lakes

Tyson



Are Facing Child Labor
Investigations

Tyson

Partnerships

Highlight

LGBTQ Pride

Year Lon

WokeTyson
EXPOSED

Man Decapitated While Cleaning
Equipment at Tyson Plant

Tyson Foods Honored for Programs Focused on
Communities, Environmental Achievement and
Diversity, Equity & Inclusion

Meatpacking Workers Say Tyson Foods
Makes Them Fight to See the Doctor

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WOKE TYSON EXPOSED

TYSON'S DEI, LGBTQ+, AND IMMIGRATION POLICIES ARE A PR SHIELD FOR CORPORATE ABUSE.

Tyson Foods, America's largest meat producer, wants the public to believe it stands for fairness, diversity, and inclusion. It touts its efforts to support LGBTQ+ workers, immigrants, women, and people of color. But behind the facade of PR campaigns and corporate statements, Tyson's real business model is built on exclusionary, unethical, and often illegal practices that are anything but fair.

This report aims to expose the company's hypocrisy. Despite its superficial commitments to Diversity, Equity, and Inclusion (DEI), Tyson does not live these values through its actions. Instead, it uses these initiatives as a shield to distract from its long legacy of exploiting working-class people, farmers, rural communities, children, women, the environment, and animals.

From illegally employing minors in slaughterhouses to stealing wages from its workers, poisoning rural

communities with pollution, trapping farmers in debt servitude, and putting millions of independent farmers out of business, Tyson is not the advocate for equity and justice it claims to be.

Stakeholders across the political spectrum should be outraged at Tyson's flagrant corporate "wokewashing": its use of progressive-sounding policies to deflect from the disturbing reality of its day-to-day business practices.

20%

of all meat sold in the U.S. is produced by Tyson Foods

\$25B

in profits since 2020

\$300M

in fines for illegal activity since 2000

A photograph of a large industrial facility, likely a Tyson meat processing plant. The building is a large, light blue metal structure with the Tyson logo (a red oval with the word 'Tyson' in white) and 'Tyson Fresh Meats, Inc.' printed on its side. The facility is surrounded by complex piping, scaffolding, and utility structures. A yellow banner is overlaid on the bottom portion of the image, containing the title 'ABOUT THIS REPORT' in large, bold, black capital letters.

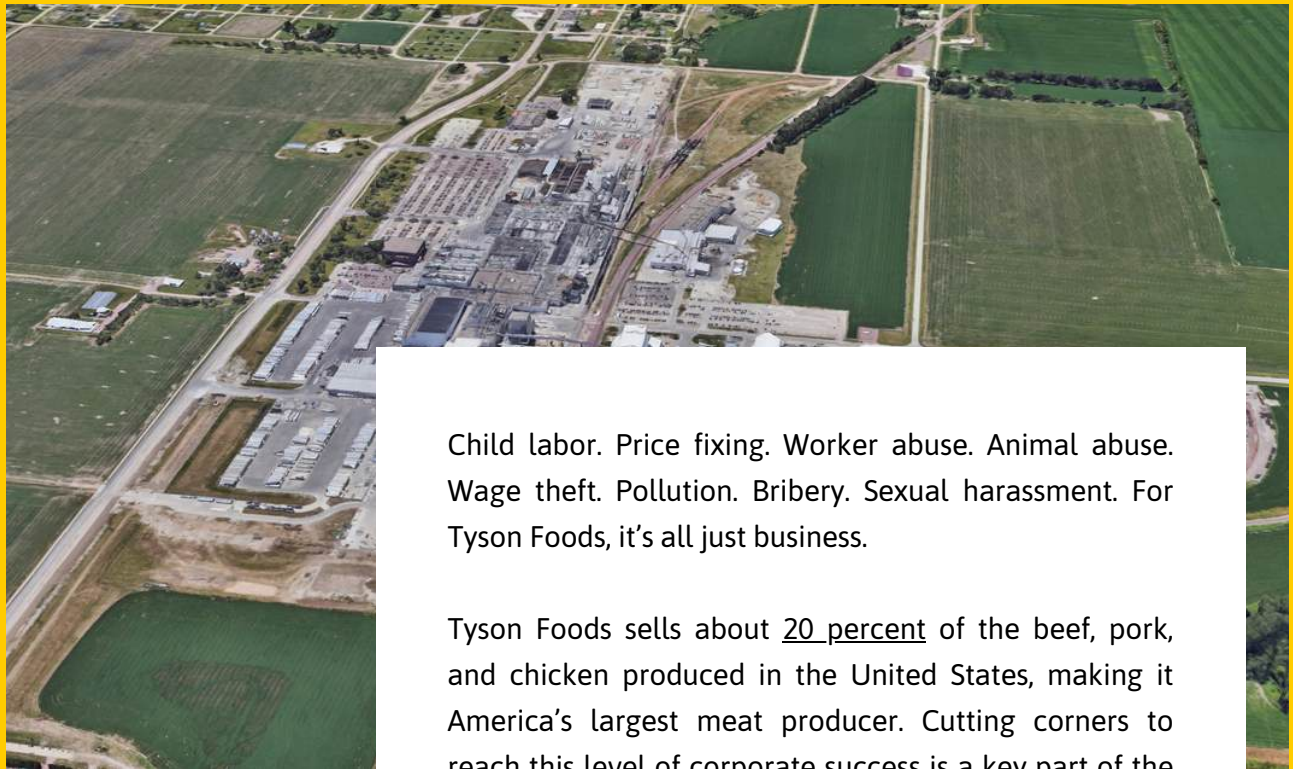
ABOUT THIS REPORT

This report examines Tyson’s DEI initiatives and strategies against a backdrop of the company’s extensive human rights abuses, legal violations, and the significant threats it poses to the American food supply and the people working within it. During a time of heightened scrutiny of corporate and governmental DEI initiatives, a critique of Tyson’s practices presents a unique opportunity for conservatives and progressives to align on how damaging these policies can be when abused for corporate gain.

Part I evaluates Tyson’s legacy of worker abuse and child labor, farmer abuse, animal abuse, price fixing, marketing scams, food safety scandals, pollution and resource extraction, and sexual harassment. Part II offers an overview of its various DEI policies and practices, including how the company leverages DEI rhetoric to deflect attention from the harms it causes and risks it poses to vulnerable populations.

Ultimately, this report aims to illustrate that while Tyson’s DEI initiatives might benefit a select few, the support they provide is astronomically outweighed by the harm the company causes to the very groups it claims to serve.

PART I: TYSON'S LEGACY



Google Earth

Child labor. Price fixing. Worker abuse. Animal abuse. Wage theft. Pollution. Bribery. Sexual harassment. For Tyson Foods, it's all just business.

Tyson Foods sells about 20 percent of the beef, pork, and chicken produced in the United States, making it America's largest meat producer. Cutting corners to reach this level of corporate success is a key part of the company's business model.

Since 2000, Tyson has been fined nearly \$300 million for illegal activity — and that's just for the times it's been caught. It has one of the worst criminal records of any major food company and the worst record for safety-related offenses. It has put thousands of independent farmers out of business, abuses billions of animals annually, and was responsible for more COVID-related deaths than any other meatpacker.

Raking in over \$25 billion in profits since 2020, Tyson is making a killing by killing all of us.

WORKER ABUSE & CHILD LABOR

Working in a Tyson Foods plant is among the most dangerous jobs in America — especially during a pandemic, and especially for underage workers. Tyson's plants are rife with amputations, serious lacerations, chemical burns, and other gruesome injuries. Workers at Tyson plants have been decapitated, crushed, run over, and killed or severely burned by fires and explosions.

A 2023 New York Times investigation exposed how children were working in dangerous conditions in Tyson Foods facilities. A year later, federal investigators launched a separate probe after reports that kids as young as 11 were cleaning kill floors at Tyson plants in Arkansas.

Despite crying wolf about the collapse of the food supply during the pandemic, Tyson brought in record profits, exported 1,289 tons of pork to China, and handed its top three executives over \$10 million each

Meatpacking Workers Say Tyson Foods Makes Them Fight to See the Doctor

Tyson dodges COVID lawsuit from meatpacking employees

Tyson Managers Suspended After Allegedly Betting If Workers Would Contract COVID

Man Decapitated While Cleaning Equipment at Tyson Plant

Tyson Foods' Green Forest plant implicated in child labor investigation



Tyson rejects shareholder call for audit into child labor allegations

Why Is Tyson Foods Still Stealing From its Workers?

2X

more worker deaths than any other meatpacker during COVID

\$15,138

maximum federal penalty for employing a child in meatpacking plants

#5

highest severe injury rate of all U.S. companies in 2023

in 2020 compensation. Tyson lied about the dangers of the virus to workers via interpreters, under-reported cases, stonewalled health departments, and attempted to skirt legal liability for failing to protect workers from the virus. Plant managers even ran a betting ring on how many workers would fall ill while protecting themselves and denying knowledge of the virus's spread.

Willingly exposing employees to a deadly illness was far from Tyson's first strike against its own workers. The company has a long history of cheating its workers out of their wages, and the Supreme Court has had to step in to hold the company accountable. In a major 2016 case, the Court ruled against Tyson for illegally withholding pay from thousands of meatpacking workers. Instead of fairly compensating employees for essential job tasks, Tyson pocketed the stolen wages to boost its bottom line. In total, Tyson has been fined over \$73 million for wage and hour violations.

**“CORPORATIONS WERE
HIRING MIGRANT CHILDREN
TO WORK IN THEIR
MEATPACKING FACILITIES
AND CLEAN UP
SLAUGHTERHOUSES. THEY
WERE HIRING CHILDREN.
THIS IS LITERALLY
MODERN-DAY SLAVERY.
UNDOCUMENTED
CHILDREN. AND YET WE’RE
SUPPOSED TO JUST TURN
A BLIND EYE TO IT AS IF
NOTHING’S GOING TO
COME OF IT ... THESE
CORPORATIONS NEED TO
BE DISBANDED. ”**

- U.S. Rep. Anna Paulina Luna



FARMER EXPLOITATION

In just five years, Tyson helped erase independent poultry farming from America's landscape. In 1950, 95 percent of broiler chicken producers were independent, with over 1.6 million farms raising chickens for consumers. But as Tyson perfected and expanded its model of vertical integration, the number of independent growers collapsed — to just 10 percent by 1955—and by 2007, a staggering 98 percent of chicken farms had disappeared.

For today's contract growers, working for Tyson is akin to indentured servitude. Drawn by the promise of economic security, farmers take out million-dollar loans and enter into restrictive contracts with Tyson that give the company near-total control.

Farmers are forced into a debt treadmill for years on end and "live on the ragged edge of bankruptcy"; many are at constant risk of losing their farms and homes if they can't keep up with the company's demands. Tyson even subjects them to a Hunger Games-like tournament system, which pits farmers against one another in a desperate match for meager profits. As a result of this rigged system, nearly three quarters of poultry farmers who contract with Tyson and other major meatpackers live below the poverty line.



Timothy Bundren, contract chicken grower for Tyson Foods | Investigate Midwest

"I STAND A CHANCE OF LOSING EVERYTHING. EVERY (CHICKEN) HOUSE I GOT, ALL MY LAND, EVERYTHING ... IT'S THROWING ME AND MY FAMILY IN THE STREET. TYSON AIN'T THINKING ABOUT THAT, AND I GUESS THEY DON'T CARE ... THEY TOLD ME POINT BLANK THAT AS LONG AS I GROW DECENT BIRDS AND DO MY JOB, THEY WOULD KEEP ME IN BIRDS LONG ENOUGH TO PAY MY LOAN OFF."

- Timothy Bundren, contract chicken grower for Tyson Foods who was left with \$1.4 million in debt after Tyson closed four meatpacking plants in his region

ANIMAL ABUSE

“A living nightmare” — that’s how one investigator described conditions for animals in a Tyson Foods facility in Virginia. Tyson slaughters over two billion animals annually after subjecting them to short, miserable lives in factories and feedlots. Chickens raised for Tyson are packed by the tens of thousands, wall-to-wall, in windowless sheds. Bred to grow extremely large extremely fast, birds suffer from excruciating deformities, organ failure, and heart attacks.

They are forced to live atop mounds of feces and breathe in the toxic stench of ammonia. Undercover investigations have exposed stomach-churning conditions and treatment: bug-infested feed, animal corpses left to rot, workers beating chickens and tearing their heads off, and numerous other abuses. Once birds reach the slaughter plant, they are hung upside down, electrocuted, and boiled, many while still fully conscious.



Representative image | Jo-Anne McArthur / We Animals

“HIDDEN-CAMERA VIDEO FOOTAGE SHOWS ... PIGLETS LEFT TO SUFFER AND SLOWLY DIE ON DEAD PILES”

- Mercy For Animals investigation



Tyson Foods investigation, Mercy For Animals



Tyson Foods investigation, Animal Outlook

MONOPOLISTIC PRACTICES & PRICE FIXING

Tyson Foods is among the four conglomerates that control a whopping 55-85 percent of the meat market. Especially in its home state of Arkansas, Tyson now operates a near-monopoly as a result of exploiting weakened antitrust regulations. This consolidation gives Tyson the power to rig the food system in its favor and has coincided with the closure of thousands of independent chicken farms.

Since 2000, Tyson has been fined \$135 million for illegal anti-competitive practices and has paid significantly more to buy its way out of price fixing lawsuits. Its schemes of collusion with other major meat companies to artificially drive up prices and boost profits have harmed virtually every chicken consumer in America.

BRIBERY & OTHER SCANDALS

Tyson's history of immoral, illegal business dealings rivals that of the worst corporations in the United States. In 2004, Tyson's top executives attempted to cover up an illegal bribery scheme involving veterinarians tasked with protecting food safety at a Mexico slaughter plant. The company was later charged with conspiracy and violating the Foreign Corrupt Practices Act. Tyson paid a criminal penalty, but none of the executives responsible were ever charged. John Tyson, the company's current board chair, even praised one of the involved executive's "dedicated service to the company," calling him "a stalwart team member." Following a 30-month

investigation, in 2001, Tyson and six of its employees were indicted for conspiring to illegally smuggle migrants across the Mexican border to work in its processing plants. In 1997, the company pleaded guilty to showering then-Secretary of Agriculture Mike Espy with illegal gifts, including football tickets, airline trips, meals, and scholarship money for his girlfriend.

LOBBYING & CORPORATE³ WELFARE

While Tyson executives may no longer be caught handing out illegal gifts to politicians or bribing food safety officials, they don't need to. Today, Tyson leverages its immense lobbying power, campaign contributions, and deep political connections to get what it wants. The company spends millions every year influencing legislation, blocking worker protections, and ensuring that federal agencies like the USDA and OSHA look the other way when it comes to labor abuses, price-fixing, and food safety violations.

Since the late 1990s, Tyson Foods has poured over \$30 million into lobbying efforts to secure favor from politicians. Though numbers aren't public, it has undoubtedly poured millions more into food industry trade groups' pot of hundreds of millions of dollars in campaign contributions. Tyson's political power has paid off; the company has received at least \$332 million in subsidies.

Tyson and its Big Meat accomplices have successfully bullied the government into letting the companies destroy market competition, deceive consumers with false labeling, and avoid fines for pollution, among other abuses. Tyson has even bought out politicians in an effort to stall progress on climate change, spending twice as much as Exxon Mobil relative to each company's revenue over a 20-year period. A Congressional report found that during the pandemic, Tyson's lobbying efforts led to policies and an executive order — which Tyson lawyers drafted before handing to President Trump — to keep plants operating at maximum capacity, endangering thousands of plant workers.

2X

increase in lobbying in
the past two decades

2X

as much spent on
lobbying as Exxon Mobil
relative to revenue



Representative image

ENVIRONMENTAL DESTRUCTION

By any measure, Tyson Foods is one of America's worst polluters. According to EPA data, the company was the second largest polluter of the country's waterways from 2010 to 2014, dumping more toxic waste from its processing plants than Cargill, Koch Industries, and ExxonMobil combined.

And that doesn't even account for pollution from Tyson's contract farms, which produce tens of millions of tons of manure each year. Laden with toxic chemicals as well as nitrogen and phosphorus, this waste jeopardizes the health of rural Americans and causes algal blooms and massive fish kills. This manure, along with fertilizer runoff from the 10 million acres of cropland used to grow feed for Tyson's animals, is largely to blame for the infamous dead zone in the Gulf of Mexico. When it comes to climate change, Tyson under-reports its true footprint, omitting all emissions from raising livestock. When those numbers are factored in, the company produces more greenhouse gases than entire countries.

Despite its enormous environmental footprint, Tyson claims to be a leader in sustainability. In September 2025, the Environmental Working Group sued the company for allegedly misleading consumers with its "climate-friendly" beef claims. The lawsuit asserts that Tyson's promises to achieve net-zero emissions by 2050 and its marketing of beef products with 10 percent fewer emissions lack substantive plans or verifiable data, deceiving environmentally conscious consumers.

#2 largest water polluter
in America (2010-2014)

371M pounds of pollutants
released into
waterways (2018 - 2022)

MARKETING & LABELING SCAMS

Even according to one of its own employees, Tyson's animal welfare claims such as the "free range" label are meaningless marketing tactics. In truth, all of its chickens are packed into warehouses and have little to no access to the outdoors. The company has labeled its new line of beef "climate friendly" but refuses to back up that claim with any data. Instead, it's hoping that partnerships with big-name environmental groups like the Nature Conservancy and Environmental Defense Fund will deflect attention away from its lies.

Other environmental and consumer protection organizations have sued Tyson for falsely advertising its products as humane and sustainable and for claiming that its farmers are "independent" and workers are provided a "safe work environment." Even Tyson's own competitors sued the company for tricking consumers into believing its chickens are raised without antibiotics.

FOOD SAFETY SCANDALS

Tyson Foods has an alarming history of selling contaminated and unsafe food, repeatedly putting consumers at risk. Since 2011, Tyson has issued over two dozen recalls of millions of pounds of chicken and other meat products — including those intended for young children and distributed to schools — due to contamination with metal shards, rubber, plastic, bone fragments, undeclared allergens, and potentially deadly bacteria.

In 2021, Tyson recalled nearly 9 million pounds of chicken after Listeria bacteria put multiple people in the hospital and caused at least one death. Other recalls have also been linked to injuries and illnesses. This pattern of negligence isn't bad luck; it's a direct result of Tyson's cutthroat cost-cutting measures and refusal to prioritize food safety over profits.

25 recalls since 2011

SEXUAL HARASSMENT & RETALIATION

Tyson may tout its dedication to gender inclusion and its women's employee resource group, but the reality for women inside its plants is anything but safe or empowering. In case after case, women have reported sexual harassment so egregious it reads like something out of a nightmare: unwanted touching, threats, vulgar propositions, and humiliating treatment in front of co-workers. A Kentucky plant worker, for example, testified that she was groped, propositioned, and followed by multiple men, including supervisors, only to be told by her boss, “That’s how [Hispanics] treat their women,” and then terminated for not immediately returning to work.



Representative image

In another case, a woman alleged she was suspended after reporting sexual harassment because she refused to out another victim. Tyson has fought legal battles over these issues for decades: from Thompson v. Tyson Foods, in which a woman faced retaliation after reporting groping and harassment, to Gray v. Tyson Foods, where a jury awarded nearly \$1 million in damages after hearing a woman’s testimony of lewd comments, gestures, and physical abuse. A 2021 federal lawsuit filed by the EEOC outlines how Tyson retaliated against a woman for raising complaints, violating federal law.

In yet another disturbing case, a woman who worked at Tyson’s Wilkesboro, North Carolina plant alleges she was repeatedly propositioned for sex by her department manager, sexually assaulted at the facility, and ultimately fired after reporting the abuse. Her lawsuit accuses multiple Tyson managers not only of ignoring her complaints, but of retaliating against her with a disciplinary write-up and termination, a brutal pattern that echoes other cases across Tyson’s operations.

These aren’t isolated incidents; they’re part of a systemic failure to protect women from violence and retaliation. Even when HR is notified, Tyson has been accused of burying reports, losing documentation, or doing nothing at all.

PART II: TYSON'S WOKEWASHING



While Tyson Foods rolls out glossy DEI campaigns, touts gender and LGBTQ+ inclusion, and paints itself as a champion of immigrants and working families, its business practices tell a different story: one of ruthless exploitation. These PR-fueled “values” initiatives have served a corporate smokescreen, carefully designed to distract from the suffering Tyson inflicts daily: rural families crushed by debt, children cleaning blood-soaked kill floors, and immigrant workers pushed into hazardous jobs with no voice and no way out.

Tyson claims to empower immigrants while knowingly funneling them into some of the most dangerous jobs in America, where amputation, chemical burns, and even death are routine. It praises its “loyal” foreign-born workforce even as it allows migrant children to be maimed in its plants. It boasts of fighting hunger with food donations that amount to less than half a percent of its profits while siphoning wealth from the very rural communities it pretends to uplift by decimating independent agriculture and forcing farmers into lifelong debt. It parades its racial equity audits and statistically insignificant social justice donations while stripping rural communities of color of their fundamental rights: safe air, clean water, and the right to speak out without fear. And it markets itself as a champion of LGBTQ+ rights while bankrolling the campaigns of anti-LGBTQ politicians.

To be sure, some employees — largely those working in Tyson’s corporate offices — praise its efforts and claim to be positively impacted. Pride parades, Muslim prayer accommodations, immigrant sponsorships, and employee support groups are enjoyed by the relative few whom these initiatives target.

But while Tyson’s “diversity” efforts may earn praise from a select few employees, consultants, shareholders, and even human rights organizations, they do nothing to stop the rot at the core of its operations. Every “progressive” talking point Tyson uses is weaponized to distract from the harm it causes behind closed doors. Whether you see this as virtue signaling gone corporate or as a betrayal of true justice, the result is the same: a multibillion-dollar empire laundering its abuses through the language of equity.

TYSON'S DELETED BLOG POSTS

ALL REMOVED SINCE NOV. 2024

Tyson Partnerships Highlight LGBTQ
Pride All Year Long

Love and the Power of Black History

Tyson Foods Earns Top Marks for LGBT
Equality

Why Should I Include Pronouns If
Everyone Knows I'm a Girl?

Dr. Martin Luther King Jr.'s Lasting
Legacy

Welcome Home: Tyson Foods Team
Members Celebrate Citizenship

Remembering George Floyd

The Inspiring Women Who Inspire Us

CORPORATE DEI THEATER

Tyson Foods has implemented a number of Diversity, Equity, and Inclusion (DEI) initiatives over the past decade, in part led by full-time team members. The company's former and current DEI staff include, among others, a Chief Diversity, Equity & Inclusion Officer (Paul E. Davis), a Director of Diversity, Inclusion & Engagement (Ulanda Terry), a Director of Diversity, Equity, Inclusion & Belonging (Ana Marfil), and a Language and Cultural Services Manager (Charlee Brewer).

Tyson's DEI Council meets regularly to review strategy and progress. The company has stated that a portion of executive compensation is tied to DEI goals, such as improving hiring, promotion, and culture metrics. In 2021, Tyson joined the McDonald's Mutual Commitment to Diversity, Equity and Inclusion (MCDEI), stating that the company "will continue to advance diversity, equity, and inclusion by committing to actions like setting representation goals, conducting education and training, increasing diverse supplier spend, and developing innovative programs and partnerships to increase diversity and inclusion across its business."

In 2020, in the wake of the killing of George Floyd, Tyson held a moment of silence across all U.S. facilities for 8 minutes and 46 seconds "to mark the funeral for George Floyd." Tyson pledged to donate \$5 million over three years to social justice organizations including the Equal Justice Initiative, The Executive Leadership Council, and the National Urban League. Spread over three years, that amount is less than a tenth of a percent of Tyson's annual profits, akin to someone who earns a \$100,000 salary donating around \$25 per year.

The company claims this funding "has gone to the important work of providing economic empowerment, improving educational opportunities, and protecting civil rights for the underserved in America." Tyson also provided grants to organizations that are working to address the civil and human rights of Asian Americans in celebration of Asian American and Pacific Islander Heritage Month.

"TYSON FOODS WILL CONTINUE TO ADVANCE DIVERSITY, EQUITY, AND INCLUSION BY COMMITTING TO ACTIONS LIKE SETTING REPRESENTATION GOALS, CONDUCTING EDUCATION AND TRAINING, INCREASING DIVERSE SUPPLIER SPEND, AND DEVELOPING INNOVATIVE PROGRAMS AND PARTNERSHIPS TO INCREASE DIVERSITY AND INCLUSION ACROSS ITS BUSINESS."

- Tyson Foods

In 2021, Tyson agreed to conduct a Racial Equity Audit in response to shareholder pressure. The audit was designed to evaluate whether Tyson’s policies and practices have a discriminatory impact on communities of color.

The company has stated, “At Tyson, we believe in taking action against racism and social injustice.” It has implemented unconscious bias training, inclusive leadership workshops, and published internal guides for LGBTQ+ allyship. It has also accommodated religious practices at some plants, such as providing prayer spaces for Muslim employees.

Through its eight Business Resource Groups (BRGs), Tyson encourages internal cultural events, mentorship, and networking among underrepresented groups. BRGs include groups for LGBTQ+ employees, Black employees, Latinx employees, veterans, employees with disabilities, women, Asian employees, and young professionals.

In 2023, Tyson hosted its first Supplier Inclusion Summit to increase business with minority-owned vendors, noting that “diversity, equity, and inclusion at all levels is necessary to build a more sustainable food system and industry.” The same year, it received recognition from the North American Meat Institute (NAMI) for its DEI strategy.



Tyson Foods has shared its commitment to DEI through marketing graphics and social media posts.

RAINBOW-WASHING AND LGBTQ+ BRANDING

Tyson received a 100 percent rating on the Human Rights Campaign's Corporate Equality Index in 2016 and was recognized as a "Best Place to Work for LGBT Equality." The company provides transgender-inclusive healthcare, equal benefits for same-sex partners, and supports gender-affirming workplace policies.

Tyson's Pride Network, an internal Business Resource Group (BRG), leads volunteerism, education, and partnerships with LGBTQ+ organizations. It has partnered with local nonprofits, marched in Pride parades, and sponsored LGBTQ resource centers and job programs. The company celebrates Pride



**“BEST PLACE TO WORK
FOR LGBTQ+ EQUALITY”**

- Human Rights Campaign

Month annually, sharing Pride promotional materials and social media posts with the hashtags #TysonTogether, #pridemonth, #equality, and #diversityandinclusion. Tyson showcased its ongoing, year-round engagement in LGBTQ issues with a blog titled “Tyson Partnerships Highlight LGBTQ Pride All Year Long.”

Despite its internal pro-LGBTQ+ policies, Tyson’s external lobbying tells a different story. The company has financed the campaigns of many politicians with strong anti-LGBTQ+ stances, including former Arkansas governor Asa Hutchinson, Sen. Marsha Blackburn, Sen. Ted Cruz, Rep. Mike Johnson, Rep. Barry Moore, Rep. Bruce Westerman, Rep. French Hill, and many others.



STRATEGIC IMMIGRATION POSTURING

Tyson employs over 120,000 people in the United States, with more than one-third (approximately 42,000) being foreign-born workers. Immigrants, including refugees and asylum seekers, make up a significant portion of the workforce in many Tyson plants. In past decades, workers were largely from Mexico, Central America, and Southeast Asia, including refugee groups from Vietnam and Cambodia. More recently, Tyson has expanded its recruitment efforts to include asylum seekers arriving from Venezuela, Colombia, and other countries.

The company joined a business coalition in support of immigration reform and has advocated for legal status for Dreamers, refugees, and farmworkers. In 2021, Tyson publicly stated its support for bipartisan immigration policy solutions, emphasizing the need to provide stability for its immigrant team members. Tyson's Federal Government Relations Director, Nora Venegas, has spoken at press events organized by the American Business Immigration Coalition (ABIC), where she highlighted the diverse backgrounds of Tyson workers and called for reforms to protect them.

Through the Tyson Immigration Partnership (TIP), the company provides free legal services to non-resident employees, which include support for work permits, green cards, and citizenship applications. Tyson also reimburses the \$725 naturalization fee for employees pursuing U.S. citizenship. Since 2020, the TIP program has assisted more than 500 employees with their immigration cases.

In 2022, Tyson joined the Tent Partnership for Refugees and committed to hiring 2,500 refugees over three years. These hires are drawn from legally resettled populations, including Afghan and Congolese refugees, and placed in plant jobs across the U.S. In early 2024, Tyson recruiters met with asylum seekers at Chobani's Manhattan offices and hired 17 of them on the spot for positions at a plant in Tennessee, stating plans to hire many more.

Tyson hiring manager Garrett Dolan praised immigrant employees as “very, very loyal” and motivated by a desire for stability and belonging.

While some may commend Tyson’s efforts to support its immigrant team members, it’s clear the company’s motivations are purely profit-driven given extensive documentation of dangerous working conditions, high line speeds, wage theft, and other abuses against its workforce.

“LATELY, THERE HAVE BEEN A LOT OF ACCIDENTS BECAUSE WHEN YOU'RE WORKING MORE RAPIDLY, YOU CAN'T PAY ATTENTION 100 PERCENT TO THE DANGERS YOU ARE EXPOSED TO. YOU CAN FALL BECAUSE THE FLOOR IS SLIPPERY, AND YOU ARE RUNNING FASTER.”

- Tyson worker from Mexico, quoted in The Nation

REPUTATION LAUNDERING THROUGH COMMUNITY PROGRAMS

Tyson has launched various community-oriented programs tied to DEI to bolster its image. These include offering education programs and free college tuition to frontline workers in partnership with Guild Education and donating to community organizations. The company supports minority-serving nonprofits, such as League of United Latin American Citizens (LULAC), with food donations and grants. Tyson has also partnered with community centers like the Center on Halsted in Chicago for job training programs aimed at LGBTQ youth.

Tyson Foods also positions hunger relief as a core part of its philanthropic efforts. The company highlights that in 2022, it donated meat valued at \$29 million to food banks, pantries, and hunger-related organizations in the United States, an amount equal to 0.44 percent of its total profits that year.

The company's food donations and community charity don't make it a hero. They reveal a system built to overproduce on the backs of exploited labor. Tyson creates the very economic conditions that fuel hunger in the first place: impoverishing rural communities, displacing independent farmers, and trapping workers in low-wage, dangerous jobs. Then it turns around and labels itself a savior for offering scraps from its surplus. This is not generous philanthropy; it's damage control.

0.44% of total profits donated to hunger relief



TYSON'S SHAME



Tyson Foods has spent years polishing its image with the language of justice and inclusion. It has touted its Business Resource Groups for women, LGBTQ+ employees, veterans, and immigrants; issued allyship guides; sponsored Pride parades; and funded racial equity audits. But all of this is a charade.

Women at Tyson face not only daily harassment but assault and retaliation when they speak up. LGBTQ+ employees may see their identities celebrated on social media, but the company continues to fund politicians who push anti-LGBTQ legislation. Immigrant workers — whom Tyson praises as “loyal” and essential — are injured, dismembered, and in some cases killed on the job, including children illegally employed in its plants. When these workers need protection, Tyson vanishes.

While Tyson boasts of legal aid programs and immigrant hiring partnerships, it has refused to comment publicly or defend its workers amid a recent surge in deportations — remaining silent as reporters reached out about possible deportations of Tyson plant employees.



Representative image | We Animals

In fact, Tyson’s entire tone has shifted. Since DEI became a right-wing lightning rod, the company has quietly removed major portions of its website highlighting its inclusion efforts, scrubbing mentions of LGBTQ+ initiatives, immigrant support programs, and DEI commitments. Even as recently as this report’s development, pages once publicly available have disappeared.

Tyson is not living its values. It’s hedging its bets. When DEI was convenient, Tyson used it to launder its reputation. Now that it’s controversial, the company is erasing the evidence. And as immigrant workers face raids and deportation, as women inside plants risk violence, and as LGBTQ+ employees wonder whether their rights still matter, Tyson is doing what it always does: protecting profits, not people.



Representative image

TYSON'S REMOVED DEI BLOG POSTS

Blog Post Title	Posted Date	Last Capture Date
<u>Taking Pride in Tyson During Pride Month</u>	6/11/2020	11/3/2024
<u>Pride Month from Two Perspectives</u>	6/18/2020	11/3/2024
<u>Building a Sustainable Future Through Diversity and Inclusion</u>	5/29/2020	12/7/2024
<u>Welcome Home: Tyson Foods Team Members Celebrate Citizenship</u>	10/28/2022	12/7/2024
<u>Celebrating a Shared History: Native American Heritage Month</u>	11/30/2022	12/7/2024
<u>Dr. Martin Luther King Jr.'s Lasting Legacy</u>	1/16/2023	12/7/2024
<u>Remembering George Floyd</u>	5/24/2021	1/21/2025
<u>Juneteenth: A Meaningful Celebration of African American History</u>	6/18/2021	1/21/2025
<u>Business Resource Groups Highlight Allyship Among Team Members</u>	7/2/2021	1/21/2025
<u>"They Did It All For Us:" Team Member Reflects on Parents' Journey to the U.S.</u>	5/4/2022	1/21/2025
<u>Leading the Way for Immigrant Team Members</u>	12/7/2022	1/21/2025
<u>Tyson Foods Holds Food Donation Events in Honor of Juneteenth</u>	6/19/2023	1/21/2025
<u>Finding Family at Tyson: An Interview with Miguel Sanchez</u>	6/15/2020	1/22/2025
<u>Why Should I Include Pronouns If Everyone Knows I'm a Girl?</u>	6/1/2021	1/22/2025
<u>Living Life to the Fullest: A Mother's Perspective on Coming Out Day</u>	10/11/2021	1/22/2025
<u>Empowering our Team Members Through a Culture of Diversity</u>	10/26/2022	1/22/2025
<u>Love and the Power of Black History</u>	2/2/2023	1/22/2025
<u>Tyson Hosts First Ever Supplier Inclusion Summit</u>	6/21/2023	1/24/2025
<u>Tyson Foods Earns Top Marks for LGBT Equality</u>	12/5/2016	2/15/2025
<u>Keep the Mission High: Addressing Unconscious Bias and Checking Our "Blindspots"</u>	6/27/2019	2/15/2025
<u>Reflections on Juneteenth: History, Family and the Value of Diversity at Tyson Foods</u>	6/19/2020	2/15/2025
<u>Advancing Equity, Inclusion and Diversity Through Tyson Foods Grant Recipients</u>	9/1/2020	2/15/2025
<u>The Inspiring Women Who Inspire Us</u>	3/29/2021	2/15/2025
<u>Championing Diversity, Equity, and Inclusion: Hispanic Heritage Month</u>	10/15/2021	2/15/2025
<u>Team Members Enjoy Food and Festivities During Diwali</u>	11/4/2021	2/15/2025
<u>Tyson Foods Commits More Than \$1 Million to Expand Legal and Citizenship Support for Team Members</u>	4/12/2022	2/15/2025
<u>Because of Ruth Bader Ginsburg: Reflections from Women Leaders at Tyson Foods</u>	9/25/2020	2/18/2025
<u>Finding Peace and Purpose: A Refugee's Story</u>	11/18/2021	2/18/2025
<u>Tyson Partnerships Highlight LGBTQ Pride All Year Long</u>	6/26/2020	5/1/2025*
<u>Supporting Asian Americans Beyond Asian American and Pacific Islander Heritage Month</u>	5/27/2021	5/1/2025*
<u>Impactful Leadership: When C-Suite Leaders Champion Diversity, We All Win</u>	11/30/2022	5/1/2025*

*Posts were likely deleted on the initial release date of this report (5/1/2025), report updated 5/5/2025