

# Venable Welcomes Jennifer Reddien as the Firm's Inaugural Chief Diversity and Inclusion Officer

Venable LLP is pleased to announce the addition of Jennifer Reddien to the firm's Washington, DC office in the newly created role of chief diversity and inclusion officer. Ms. Reddien will work closely with Nora E. Garrote, partner in charge of Diversity and Inclusion and a co-chair of the Intellectual Property Transactions Group, and will have extensive interaction with the firm's Management Committee and board as she works to advance Venable's commitment to fostering a diverse and inclusive workplace for attorneys and business professionals.

Stuart P. Ingis, chairman of Venable, said, "We are thrilled to have Jenn join Venable to help enhance our ongoing diversity and inclusion initiatives."

"Jenn has extensive experience helping major law firms cultivate diverse communities and inclusive work environments. Her ability to develop innovative strategies and enact meaningful, measurable change will have a lasting impact on our firm. I much look forward to collaborating with her," said Ms. Garrote.

Ms. Reddien is an accomplished professional with deep experience in the diversity, equity, and inclusion space in the legal industry. A former practicing litigator, she transitioned into her current area of expertise while serving as the executive director for the Chicago Committee on Minorities in Large Law Firms. In this role, Ms. Reddien helped drive sustainable institutional change at law firms. In

addition to consulting with firms to identify diversity and inclusion issues, she also developed and executed strategic plans to address said issues and fulfill the organization's mission to help firms recruit, retain, and promote diverse attorneys. Ms. Reddien most recently served as the director of diversity and inclusion at Haynes and Boone, LLP, where she collaborated with firm leadership to integrate the firm's commitment to diversity and inclusion into all of its talent functions, including recruiting, professional development, and business development. Ms. Reddien maintained a thorough knowledge of emerging trends and best practices for the business community, monitored the progress of the firm's diversity by utilizing metrics and benchmarking, and led education efforts for both attorneys and professional staff regarding diversity and inclusion awareness and cross-cultural competency.

Ms. Reddien received her J.D. from the University of Michigan Law School in 2004. She also earned an MBA from the University of Notre Dame in 2017 and a B.A. in Sociology and French from Duke University in 1999.