

**DESCRIPTION:**

Venable LLP often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Venable LLP occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Lower Risk

Venable has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

Venable will not "fund projects that promote or proselytize on behalf of any religion, or that are closely identified with a faith-based organization" (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Venable is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (1)(2). "With this as our goal, Venable has adopted a multipronged approach to recruit, retain, and promote diverse talent. Through these efforts, we have realized a 50% increase in the number of racially diverse attorneys among our ranks and doubled the number of partners and counsel who are women in just the past decade" (3). Venable protects its employees against viewpoint discrimination (4).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. Medium Risk

Venable supports DEI within its business practices, hosting a DEI Council and employing a Chief D&I Officer (1).

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

The Venable Foundation donates to "a variety of programs for the community, including...LGBTQ+ services". However, it does not list which organizations that it donated to that provide LGBTQ services (1)(2). The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (3)(4).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Medium Risk

Venable is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism" (1)(2). Venable has not used its PAC donations for ideological purposes and does not engage in lobbying at this time (3)(4)(5).

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