



**Karen Penn**  
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*DEI and Elastic Cares*  
**Elastic**

As the Head of DEI at Elastic, a distributed company that powers search solutions, Karen is able to make lasting changes supported by an internal culture of openness, growth, and a commitment to inclusion. With employees in 40 countries and with 100-plus different nationalities, building a DEI approach that scales globally has been an exciting challenge for Karen. Prior to her employment with Elastic, she was head of HR for Endgame.

Karen started her career working for the Office of Civil Rights within the U.S. Department of Justice, where she was responsible for ensuring that grant recipients had equal opportunity plans in place and weren't being discriminatory. After spending four years at the Department of Justice, Karen has held several positions in HR and diversity throughout her career, where she's been able to leverage her legal background to dabble in various niche areas like corporate responsibility, equal employment opportunity and affirmative action, ethics and compliance, as well as the do-everything generalist responsibilities that come along with heading up HR in the tech startup environment.

Karen is the co-chair of Girl Scouts Nation's Capital Women's Advisory Board and a mentor to girls through Camp CEO. She is also a former member and officer of the Board of Directors. Karen is a Lifetime Girl Scout member.