



Nicole M. Durham

Vice President, Diversity and Inclusion
Exelon Corporation

Profile

Ms. Durham is the VP, of Diversity of Inclusion at Exelon Corporation, a Chicago-based, Fortune 100 competitive energy provider with approximately \$34.5 billion in annual revenue and nearly 34,000 employees. With over 17 years of experience, Ms. Durham has a proven record of high performance and success in large, matrixed corporate environments. She is responsible for Exelon's diversity and inclusion strategy and ensuring alignment with the company's Vision and business priorities. She is a valued partner to business leaders and employees, builds strong client relationships, collaborates cross-functionally, develops D&I strategies and leads change to achieve business results.

Professional History

Prior to her current position, Ms. Durham was Director HR Operations for the Business Services Company at Exelon, where she partnered with senior leadership teams to create and drive strategies supporting talent management, leadership development and employee engagement. Prior to that, as Director of D&I, she led a D&I team and served as a strategic advisor to senior leadership, diversity and inclusion councils and employee resource groups. She partnered across the company in developing strategies to attract, develop and retain talent, create an inclusive culture and strengthen employee engagement.

Ms. Durham served as Chief of Staff to Exelon senior vice president and chief financial officer where she oversaw the development and implementation of the Finance organization's strategic plan. In this role, Nicole worked with leaders to assess workplace culture and develop strategies to address key issues ranging from process improvement to competency model development. Before joining Exelon in 2004, Ms. Durham practiced technology risk consulting at Protiviti, Inc. and Arthur Andersen, LLP in Chicago.

Ms. Durham has been featured in Today's Chicago Woman magazine for her role as a diversity and inclusion practitioner. She has presented on the topic of diversity and inclusion including speaking at Northwestern University, University of Notre Dame MBA Program, Chicago Mercantile Exchange, BNP Paribas, Chicago United, Edison Electric Institute, Step Up Women's Network, Black Engineer of the Year Award Conference, and Minority Corporate Counsel Association's Pathways to Diversity.

Civic Involvement

Ms. Durham is on the board of directors for Step Up Women's Network Chicago and the Notre Dame Executive Business Council Advisory Board. She is passionate about giving back and has volunteered with organizations and schools including The DuSable Museum of African American History, Greater Chicago Food Depository, Habitat for Humanity, Chicago Cares, Principal for a Day, Greenbrier Elementary and North Chicago Community High School.

Education

Ms. Durham earned her BBA from the University of Notre Dame and her graduate certificate in Learning and Organizational Change from Northwestern University. She has a professional in human resources (PHR) certification and certified information systems auditor (CISA) designation.

Ms. Durham resides in the northwest suburbs of Chicago with her husband and three sons.