



With a deep and abiding commitment to diversity and inclusion, **Nichole Barnes Marshall** has built a remarkable career in Diversity and Inclusion leadership. Always seeking to empower others, Nichole has dedicated her time and talents to endeavors that enable people to take their lives to the next level.

Nichole currently serves as Global Head of Diversity and Inclusion for Aon plc, the world's leading provider of risk management, insurance and reinsurance brokerage, and human resources solutions and outsourcing services. She is responsible for the development and implementation of inclusion and diversity strategies for Aon's 66,000 colleagues in more than 120 countries. Her charge is to leverage diversity and inclusion as an engine for growth and foster a corporate culture that champions all of its colleagues. She is responsible for the integration of diversity and inclusion into every element of Aon's talent agenda, including performance management, learning and development, succession planning and talent acquisition.

Nichole has a robust background with over 18 years of expertise in Diversity and Inclusion leadership, Talent Acquisition and Community Relations. Before joining Aon, Nichole was Senior Manager of Inclusion and Diversity for W.W. Grainger, Inc., where she led the successful execution of Grainger's inclusion and diversity strategies in the areas of inclusive culture, education and workforce diversity. She also previously worked for Aon in roles of Director of Community Affairs and Diversity Recruitment Manager, where she demonstrated leadership in engaging employees in the community and attracting the best and brightest diverse talent the marketplace had to offer. She has also served in HR leadership roles at Tribune Company and IBM Global Services.

Throughout the years, Nichole has been actively engaged in the Chicago-area community and has played a leadership role in several important civic and professional organizations, including The Executives' Club of Chicago, The Chicago Sinfonietta, The Museum of Science and Industry – Black Creativity Advisory Committee, The National Association of African Americans in Human Resources (NAAHR) and Chicago United. An avid reader and public speaker, Nichole is also a commercial voice actor and a sought after speaker and facilitator for numerous conferences, symposia and events.

Nichole is a graduate of Western Illinois University with a Bachelor's degree in Political Science and Sociology. A devoted wife and mother, Nichole is married to her sweetheart Kenny Marshall, and has 3 beautiful children; Kennedy, Erin and Nicholas.