



EMBRACING OUR DIFFERENCES,
CHANGING OUR WORLD

diverS!ty

& INCLUSION 2019

2019 DIVERSITY & INCLUSION WEEK
NOVEMBER 11–15, 2019

SCHEDULE OF EVENTS



An Exelon Company



Dear Colleagues,

We are delighted to welcome you to BGE's annual celebration of diversity and inclusion. The theme for D&I Week 2019—*Embracing Our Differences, Changing Our World*—captures our vision for how committing to D&I can spark positive change far beyond the workplace. We know that we are most successful when our workforce is as diverse and inclusive as the communities we serve.

As BGE and Exelon employees, we are challenged to innovate in everything we do. D&I is among our most important responsibilities, vital to creating a culture that empowers employees so that we can power a cleaner and brighter future for our customers and communities.

This year's guest speakers, panel discussions, and volunteer opportunities will inspire you to engage in meaningful dialogue and explore opportunities to enhance our already strong D&I culture. The events are for everyone—whether you're a recognized D&I champion or just want to learn more. Your participation is an invaluable part of the overall experience. We encourage all leaders to promote and support D&I Week by allowing members of their organization to participate.

Thank you to the D&I Council and D&I Week planning committees for organizing an outstanding slate of events that encourage each of us to bring our whole selves to work. Together, we are more deeply engaged when we feel safe to be who we are and secure when sharing our insightful and distinct perspectives.

We look forward to continuing these essential conversations this week, and to embracing new ideas for delivering value through diversity and inclusion.

Thank you for all that you do.

Calvin and Steve

Calvin Butler
CEO, BGE
Interim CEO, Exelon Utilities

Steve Woerner
President and COO, BGE

MONDAY, NOVEMBER 11

7 – 8 a.m. • Various BGE locations

D&I Week Kick-Off

Celebrate the start of D&I Week with kick-off events at BGE locations throughout the service territory. ELT members are excited to greet employees on Monday morning with the

D&I Schedule of Events and a light breakfast. Get ready for an engaging and exciting week of thought-provoking events and discussions.

1 – 2:30 p.m. • G&E Building, Smart Energy Hall

FACTUALITY

FACTUALITY's board game delivery creates a comfortable environment for participants to simulate structural inequality in America. In under 90 minutes, participants will discuss and unpack the structural limitations and advantages that coincide with various intersecting identities.

FACTUALITY is played with eight characters that belong to the following racial groups: Asian, White, African American, and Latinx. There are male and female characters, LGBTQ characters, Muslim and Jewish characters. Each character encounters a series of fact-based advantages and limitations

based on the intersection of their race, gender, sexual orientation, faith and class.

Participants select a character that differs from how they identify, and are then engaged in a facilitated conversation that includes but is not limited to: racial, gender, religious, and sexual orientation discrimination, privilege, gender and racial pay gaps, redlining and gentrification, median income averages by race and gender, mental/health disparities, prison and bail disparities, accessibility, education inequity, and intersectionality.

11 a.m. – 2 p.m., Monday - Thursday

Food Trucks

Celebrate a variety of international cuisines at food trucks making special stops at BGE locations during D&I Week. All Exelon employees who show their badge can purchase a meal and drink for \$5. Each truck will offer a special menu selected specifically for D&I Week.

	Monday	Tuesday	Wednesday	Thursday
LBB	Taco Truck	Bistro Lunchbox	Fusion	Pasta La Vista, Baby
Spring Gardens	Fusion	Pasta La Vista, Baby	Taco Truck	Bistro Lunchbox
Front Street	Pasta La Vista, Baby	Fusion	Bombay Kitchen	Taco Truck

9 – 11 a.m. • G&E Building, Smart Energy Hall

GenderSpeak



Men and women live in different worlds. They're like night and day when it comes to introducing ideas, delivering their bottom line, getting interrupted, receiving criticism, and even not knowing an answer. Because men and women often grow up in different cultures and learn

different lessons about "appropriate" teamwork, problem solving and leadership, the differences can be difficult to see,

let alone manage. This session will explore research and use humor so we can better understand and manage our differences more productively. When we judge coworkers of another gender by our own rules, we can misinterpret and see unkindness when none was intended. It's vital to learn about our differences and then discuss them together, because knowledge equals action.

SPEAKER: Tammy Hughes, president of the Heim Group

1 – 2:30 p.m. • G&E Building, Smart Energy Hall

Diversity & Inclusion @ Exelon—Unconscious Bias Overview

By helping employees recognize and minimize any potential blind spots, companies can better facilitate more open and honest conversations. This interactive training on unconscious bias will inspire attendees to be leaders of positive change for their own team. The session will also provide an update on

diversity and inclusion initiatives at Exelon and the future vision for D&I going forward.

SPEAKER: Nicole Durham, Exelon vice president of Diversity & Inclusion

1 – 3 p.m. • RBC Fleet Building, Conference Rooms E-002 and E-004

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SPEAKER: Tammy Hughes, president of the Heim Group

9:30 – 11 a.m. • G&E Building, Smart Energy Hall

Women in Leadership Panel

This session brings together four women leaders from across BGE to discuss their perspectives on the importance of gender equality in the workplace and share how they have addressed these issues throughout their careers. They will discuss their personal experiences, challenges and strategies, and how each has impacted their leadership skills both as individual contributors and team leaders.

Speakers:

Valencia McClure (VP, Governmental & External Affairs)
Erica Grier (Manager, Distribution System Operations)
Regina Sanderoff (Manager, New Business, Resource & Work Management)
Rebecca Ehrlich (Director, Transmission & Substation)
Panel facilitated by Allyson Black, Key Manager, State Affairs and Economic Development

12:30 – 3:30 p.m. • G&E Building, Smart Energy Hall

Walk a Mile Experience

What would you do if you didn't have enough money to feed your children? Would you sell your household goods? Not pay rent and face eviction? Apply for a predatory loan? These are hard questions, but ones that thousands of central Maryland families face every day. United Way of Central Maryland's Walk a Mile Experience is a hands-on activity that illustrates these struggles in a personal and unforgettable way. Participants

assume the role of a family member living at or near the poverty level and are challenged to make life decisions while overcoming a lack of resources and a confusing support system. By engaging in the activity, participants experience the value of the services supported by UWCM.

This session will have a maximum of 80 participants

1 – 2 p.m. • RBC Fleet Building, Conference Rooms E-002 and E-004

Inclusive Leadership Behaviors “Leader Talks”

Styled after TED Talks, this forum will allow a small group of BGE leaders to tell a 10-minute story that illustrates courage or authenticity—two of the Exelon Inclusive Leadership Behaviors. As the company is rolling out the leadership behaviors

broadly to leaders and employees in the fourth quarter, the speakers will use personal stories to bring the behaviors to life. After each speaker, attendees will have the opportunity to respond with brief reflections and key takeaways.

9:30 – 11 a.m. • G&E Building, Smart Energy Hall

HeForShe Fundamentals: Next Step

Have you learned the fundamentals of HeForShe and want to support the initiative, but aren't sure what comes next? Hear from your peers on how they support our gender equality efforts as HeForShe champions. This session will explore the many ways, large or small, how our employees

are supporting each other at work.

SPEAKERS: Carol Dodson , VP, Transmission and Substation; Chima Chijioke, director of Customer Care; Don Leilich, Operations Coordinator, DSO; Steve Flaherty, manager, Investment Management

12:30 – 2 p.m. • G&E Building, Smart Energy Hall

Keynote Speaker: Melissa Hyatt, Baltimore County Police Chief



Melissa Hyatt is chief of the nation's 21st largest police department, with 1,900 sworn officers serving 612 square miles that include urban, suburban and rural areas. She is Baltimore County's first woman police chief. With Danielle

Bradshaw-Lee, BGE manager of Corporate Security, she will discuss her experience leading the department and advancing in her career, the challenges of being a leader in a role traditionally held by men, and her keys to success.

4 – 8:30 p.m. • Maryland Science Center

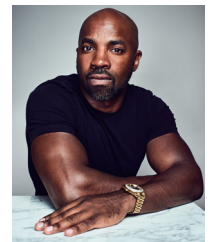
Featured guest presentation 4:30 – 5:30 p.m.

Closing Reception: A Celebration of Diversity & Inclusion

Join fellow employees for food and drinks at the Maryland Science Center to celebrate the conclusion of D&I Week. The Baltimore ERGs' year-end event and DYP charity auction are part of this closing reception.

Featured guest presentation: The Master Plan, Chris Wilson

Born and raised in Washington, D.C., Chris grew up under extremely difficult circumstances. Poverty, drug addiction, and gun violence was the everyday norm in his community. At the age of 17, he was charged with a crime, convicted and sentenced to life in prison. It was during times of isolation that he decided to not only to turn his life around, but to make a difference in the lives of people who currently live in poverty-stricken communities similar to his childhood surroundings.



Chris has committed his life to self-improvement and helping others. In his talk, he will inspire and empower the audience to create their own master plan.

Chris now lives in Baltimore and is the owner and founder of the Barclay Investment Corporation, a multi-service social enterprise, specializing in residential and commercial contracting work. Barclay works closely with local workforce and social service providers to connect unemployed Baltimore City residents with clients who are in need of services.

SPEAKERS: Chris Wilson, author and social entrepreneur

Welcome/Executive Comments:
Steve Woerner, BGE president and COO

8 – 10 a.m. • RBC Fleet Building, Conference Rooms E-002 and E-004

Fireside Chat With Calvin Butler and William Von Hoene

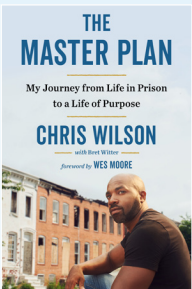
A candid conversation between Calvin Butler, Exelon Utilities Interim CEO & CEO of BGE, and William Von Hoene, Exelon senior executive vice president and chief strategy officer, about leadership at Exelon, D&I culture at Exelon and their vision for where D&I is going, how it's growing and what it means for employees at all levels of the company.

SPEAKERS:

Calvin Butler, Exelon Utilities Interim CEO & CEO of BGE
William Von Hoene, Exelon senior executive vice president and chief strategy officer

*We succeed as an
inclusive and diverse team.*

— EXELON CORE VALUE



Attendees will receive a free copy of The Master Plan (while supplies last) and Chris will be available for a book signing after his talk.

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