



**Tracie Morris**

**U.S. Chief Human Resource Officer**

Tracie Morris is the U.S. Chief Human Resources and Diversity and Inclusion Officer for BMO Financial Group. She oversees the strategic and operational governance for the Human Resources (HR) organization. She also leads, sponsors and executes enterprise HR priorities in the U.S. and has oversight for the execution in other Banking/Corporate Groups, overseeing and coordinating human resources related matters as they pertain to U.S. regulatory agencies, and U.S. mergers and acquisitions. Tracie also leads the BMO Financial Group U.S. focus on Diversity and Inclusion, accountable for deeply understanding the U.S. market and developing BMO's response from policy to execution. Tracie has a leadership role with the Human Resources Committee of the BMO Financial Corp Board of Directors and the Benefits Investment Committee. She also chairs the U.S. Compensation Oversight Committee and the U.S. Benefits Administration Committee.

Prior to her current role, Tracie was a 17-year veteran of Exelon, with experience leading organizational and cultural transformations, driving workforce planning, talent acquisition, leadership development, succession planning and building strong training programs.

**Civic Involvement**

Tracie serves on the board of directors for Leadership Greater Chicago, Black Ensemble Theatre, Junior Achievement of Chicago and Business Leadership Council. She also serves on the Board of Trustees for North Central College.

**Education**

Tracie holds a bachelor's degree in organizational communications from North Central College and a master's degree in management and organizational behaviors from Benedictine University, where she was inducted into the Sigma Beta Delta Honor Society.

**Honors and Awards**

Tracie is the 2021 recipient of American Bankers' Most Powerful Women in Banking Standout Award and Chicago United's Business Leaders of Color Award.