



COLOR OF EDUCATION



Nicky Charles

Nicky Charles joined the Durham Children’s Initiative (DCI) as Chief Operating Officer in October of 2016. She is the “behind the scenes” woman managing operations, human resources, and finance. As a part of the senior leadership team, she works to align implementable goals to DCI’s strategic vision.

A North Carolina transplant, Nicky was an independent consultant for Made in Durham and Philadelphia’s Lenfest Foundation. Prior to joining DCI, Nicky served as Deputy Chief of Staff and Executive Director for the School District of Philadelphia’s governing body, the School Reform Commission.

Since graduating from Howard University and the University of Pennsylvania, Nicky taught various grade levels and held administrative positions in K-12 schools. Her passion is working to address the systemic issues preventing equitable outcomes for children and youth. For Nicky, “the imperative” is about working beyond equity to justice.

Nicky is an alumnus of Leadership Triangle, LeadBoston and Philadelphia Leadership programs. Nicky has been a “Big” with Big Brother/Big Sister since 2011 and mentors women in transition. She is currently on the board of Durham’s YMCA.

Nicky loves Haribo gummy bears, museums, salsa dancing, travel, and the outdoors. She endures training at the 360 Approach and Cyclebar solely to balance her foodie passions. She works to keep her knees healthy enough to run the occasional road race. Fun fact: Nicky’s first language is German.