

Monica Parham

Diversity, Inclusion, and Talent Professional



Monica Parham is a Diversity, Inclusion, and Talent professional providing consulting and programming on an array of diversity, inclusion, and talent-facing matters. She is also actively engaged in philanthropic and community leadership.

Parham currently serves as President of the Women’s Bar Association Foundation, which provides grants to organizations in the D.C. metropolitan area focusing on the unmet legal and related needs of women and girls. She is also Scholarship Chairman of the Pearl and Ivy Educational Foundation, leading a scholarship process awarding some \$40,000 annually to graduating seniors at D.C. public and public charter high schools. Since 2015, she has served on the Advisory Board of the Honors College at the University of North Carolina at Chapel Hill.

Previously, Parham served as diversity counsel at Crowell & Moring LLP, with full-time responsibility for managing the firm’s development and implementation of its diversity initiatives. She worked across firm functions and stakeholder groups to address and enhance the firm’s recruitment, retention, and promotion of attorneys from groups traditionally underrepresented in the legal profession. She also facilitated communications regarding client expectations and client development efforts focusing on diversity and inclusion, with a special focus on creating professional and business development platforms for more senior diverse and women attorneys. Under her leadership, the firm received a number of D&I-facing recognitions, including the Minority Corporate Counsel Association’s Thomas L. Sager Award for the Mid-Atlantic and West Regions, the California Minority Counsel Program’s Drucilla Stender Ramey Award, and multi-year recognition as one of Working Mother’s Best Law Firms for Women and as a 100% scorer on the Human Rights Campaign’s Corporate Equality Index. Prior to serving as Crowell & Moring’s diversity counsel, Parham spent 12 years in the firm’s litigation practice.

Parham received her law degree from the Yale Law School, where she was finals chairman of the Yale Moot Court Board and senior editor of the *Yale Law and Policy Review*. She is a graduate of the University of North Carolina at Chapel Hill, where she was a Morehead-Cain Scholar and Phi Beta Kappa. Parham remains an active member of the North Carolina and the District of Columbia bars.

Parham has spoken widely in the area of diversity generally and diversity in the legal profession specifically, and has held a number of D&I leadership roles. She is a former member and former president of the Association of Law Firm Diversity Professionals. Parham is also a past president of the Women’s Bar Association of the District of Columbia, where she was the fourth African-American president in the organization’s now 100-year history. She is the first women of color to lead both the Women’s Bar Association and its sister Foundation. In 2010, she was named to the ABA Commission on Women in the Profession’s Women of Color Research Initiative Advisory Board, and in 2011 she was named a fellow of the American Bar Foundation. In 2013, Parham was appointed to the Board of Directors of the National Conference of Women’s Bar Associations, ultimately serving as the organization’s vice president of finance. She was named a “2015 Star of the Bar” by the WBA of D.C. for her dedication to the advancement of women lawyers.



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