

Monica Parham

MG Parham Consulting



Monica Parham is a consultant, speaker, coach, and facilitator on a full range of diversity and inclusion (“D&I”), talent, and professional and leadership development topics. She has worked with individuals ranging from pre-college students to executive-level leaders, across industries and sectors, and with for-profit, non-profit, educational, and government entities. Parham has developed and delivered programming on topics including women’s leadership, implicit bias, branding, self-promotion, and talent management. In the education space, she has provided facilitation on optimizing experiences of, and outcomes for, diverse students, including first generation students/professionals. In March 2018, Parham was appointed by the Federal Communications Commission to the Advisory Committee on Diversity and Digital Empowerment (ACDDE) and within the ACDDE to the Working Group on Diversity in Tech, focusing on developing best practices regarding opportunities for women and minorities in the tech industry.

Parham is also active in philanthropic and community leadership. In May 2018, Parham will complete her term 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 currently Scholarship Chairman of the Pearl and Ivy Educational Foundation, leading three annual scholarship cycles focusing on (1) “high school scholars,” all graduating seniors at D.C. public and public charter high schools; (2) alumni of the high school scholars program currently in their freshman through junior years of college; and (3) students at three local universities, including two HBCUs (historically Black colleges and universities). 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 / head of Diversity at Crowell & Moring LLP. She worked across firm functions and with internal and external stakeholders, including clients, to address and enhance the recruitment, retention, and promotion of attorneys from traditionally under-represented groups. Under her leadership, the firm received D&I-facing recognitions from organizations including the Leadership Council for Legal Diversity, the Human Rights Campaign (consistent 100% scorer on HRC’s Corporate Equality Index), the Minority Corporate Counsel Association, the California Minority Counsel Program, and Working Mother. Prior to moving into her D&I role, Parham spent 12 years as a commercial litigator. Parham is a former member and former president of the Association of Law Firm Diversity Professionals. She 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 101-year history. 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.

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*, and B.A. in political science from the University of North Carolina at Chapel Hill, where she was a Morehead-Cain Scholar and Phi Beta Kappa. She remains an active member of the North Carolina and the District of Columbia bars.