

**Monica G. Parham**

Counsel
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Practice Areas

- Litigation
- International Terrorism Litigation

Monica Parham serves as Crowell & Moring LLP's Diversity Counsel, with full-time responsibility for coordinating the firm's implementation of its diversity initiatives. She works closely with the firm's Diversity Council, and Recruiting and Lawyer Development Committees, to address and enhance the firm's recruitment, retention and promotion of attorneys from groups traditionally underrepresented in the legal profession. She also facilitates communications regarding client expectations and assists in coordinating client development efforts, focusing on diversity and inclusion.

Prior to serving as Crowell & Moring's Diversity Counsel, Monica spent twelve years in the firm's litigation practice, where she litigated in numerous venues across the country, including federal and state courts, and at the trial and appellate levels.

Monica 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 joined the firm in 1994, following a judicial clerkship with the Honorable T.S. Ellis III of the U.S. District Court for the Eastern District of Virginia. She is a 1990 graduate of the University of North Carolina at Chapel Hill, where she was a Morehead Scholar and was elected Phi Beta Kappa. Monica is a member of the Bars of North Carolina and the District of Columbia, as well as various federal district and appellate courts.

Monica has served on a number of firm committees and is currently a member of the Board of Directors of the Crowell & Moring Foundation. She is also an active participant in the firm's *pro bono* program, frequently serving as Guardian Ad Litem in disputed child custody matters. For her firm activities, Monica received a firm Pro Bono award in 2001 and Crowell & Moring Firm Citizenship Awards in 2005 and 2006.

Monica has spoken widely in the area of diversity generally and diversity in the legal profession specifically. She is currently President of the Women's Bar Association of the District of Columbia for the 2011-2012 Bar year, having previously served on the WBA's Board of Directors and as Co-Chair of the WBA's Litigation Forum. Monica also serves on the Board of Advisors of the Project for Attorney Retention and on the Diversity and Membership Committees of the ABA Section of International Law. 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. Monica is also a member of the Association of Law Firm Diversity Professionals, Inc. Under her leadership, the firm has received several diversity awards, including the Minority Corporate Counsel Association's Thomas L. Sager Award for the Mid-Atlantic Region (2010) and the Drucilla Stender Ramey Award, awarded to the CMCP majority-owned law firm member that has demonstrated the strongest commitment to diversity, from the California Minority Counsel Program (2011).

Education

- University of North Carolina at Chapel Hill, B.A. (1990) Morehead Scholar, Phi Beta Kappa
- Yale Law School, J.D. (1993)

Affiliations

Admitted to practice: District of Columbia, North Carolina

Publications

- "Stewardship for the Sick: Preserving Assets For Asbestos Victims Through Inactive Docket Programs," 33 *Tex. Tech. L. Rev.* 1, [selected by the Texas Tech Law Review's Board of Editors as the Outstanding Lead Article of the Year for 2001] (2001). Co-Authors: Monica G. Parham and Marks Behrens (*Shook, Hardy & Bacon*).
- "Fostering Mutual Respect and Cooperation Between State Courts and State Legislatures: A Sound Alternative to a Tort Tug of War," 103 *West Virginia L. Rev.* 1 (Fall 2000). Co-Authors: Monica G. Parham, Victor E. Schwartz and Mark A. Behrens (*Shook, Hardy and Bacon*).

Speaking Engagements

- Global Diversity Issues, ABA International Law Leadership Retreat (2011). Facilitator: Monica G. Parham.

- "The Law Firm Challenge: Refocusing on Diversity After the Downturn," in connection with symposium on "Pursuing Diversity in the New Economy: A Shared Responsibility," Catholic University School of Law (2011). Panel Member and Speaker: Monica G. Parham.
- "Law Firms: Success Strategies for Summer Associates and Associates," Washington Bar Association Young Lawyers' Division (2010). Speaker and Panel Member: Monica G. Parham.
- "The Business of Keeping the Best and Brightest: Flexibility, Diversity, and Attorney Retention," DuPont Annual Meeting (2010). Speaker and Panel Member: Monica G. Parham.
- Project for Attorney Retention Annual Meeting (2010). Speaker and Moderator: Monica G. Parham.
- "The Global War for Talent – Who's Winning," ABA Section of International Law Spring Meeting (2010). Speaker and Moderator: Monica G. Parham.
- "Navigating the Corporate Matrix: Advancing Women in Corporate Law Departments," Women's Bar Association of the District of Columbia Initiative on Advancement and Retention of Women (2010). Task Force and Summit Co-Chair: Monica G. Parham.
- Marketing and Networking Subcommittee of the DuPont Minority Counsel Network (2007-2010). Co-Chair: Monica G. Parham.
- "The Multicultural Advantage: Diversity in the Legal Profession," Catholic University School of Law (2009). Panel Participant: Monica G. Parham.
- "Hit the Ground Running, Practical Skills You Need to Succeed," Women's Bar Association of the District of Columbia (2009). Faculty Member: Monica G. Parham.
- "Judicial Clerkship Information Panel," sponsored by Georgetown Law Center's Black Law Students Association (2009). Speaker and Panel Member: Monica G. Parham.
- "By Invitation Only," American Bar Association National Diversity Summit (2009). Participant: Monica G. Parham.
- "Best Practices – Law Firms: A Panel of Managing Partners," Project for Attorney Retention Diversity & Flexibility Connection Conference (2009). Panel Moderator: Monica G. Parham.
- "Landing a Non-Profit Job in This Economy," sponsored by the Non-Profit Practice Forum of the Women's Bar Association (2009). Panel Moderator: Monica G. Parham.
- "A Candid Conversation: LGBT Issues in the Profession from the Straight Perspective," National LGBT Bar Association Lavender Law Conference (2008). Panelist: Monica G. Parham.
- "Inside the Minds of MCN Alumni and Chief Legal Diversity Officers," DuPont Minority Counsel Network 10th Anniversary Conference (2008). Planning Committee Member and Conference Panelist: Monica G. Parham.

- "Career Choices and Career Paths in Business Law," ABA Section of Business Law Spring Meeting (2008). Panelist: Monica G. Parham.
- "Women's Bar Association of the District of Columbia Initiative on Advancement and Retention of Women," Summit on Advancing and Retaining Women of Color in Today's Law Firms (2008). Task Force Member and Summit Presenter: Monica G. Parham.