

MONICA R. SYLVAIN, PHD

Associate Consultant



Monica is an Inclusion, Diversity, Equity and Access (IDEA) thought leader at Lord. She is a former c-suite executive and the Founder & CEO of Monica Sylvain Consulting LLC. She has nearly 30 years of proven experience leading in financial services, commodity chemicals, higher education, and the not-for-profit sector. In her role as inaugural Chief Diversity Officer at IBERIABANK, Monica was the strategic thought leader for the enterprise-wide diversity, equity and inclusion vision. Over the course of her career, she has honed expertise in corporate social responsibility, ESG, board diversification, inclusive culture transformation and identification & retention of top diverse talent.

Prior to joining IBERIABANK, Dr. Sylvain was the founding Director of The Posse Foundation, New Orleans, a premier college success, leadership cultivation and workforce diversification program. During her tenure at Posse, Sylvain built a reputation for growing a successful start-up nonprofit, championing equity & diversity in corporations and higher education, building a strong advisory board, and stewarding broad-base stakeholder relationships to ensure long-term sustainability.

Dr. Sylvain earned her Analytical Chemistry Ph.D. with honors from Louisiana State University, where she wrote a two-part dissertation, the first in the history of the Chemistry department. While pursuing her PhD at LSU, Sylvain was the founding Director of the LA-STEM Research Scholars Program, which gained traction as a national model for diversifying and transforming STEM undergraduate education. Sylvain graduated at the top of her class receiving her B.S. in Chemical Engineering *magna cum laude* from Howard University.