

Cheryl Richards

### **Director of Corporate Culture and Workforce Inclusion**

With nearly 30 years of experience in workforce development and organizational culture, Cheryl is a hands-on leader focused on creating workplaces where employees feel respected, supported, and able to grow. As the Director of Corporate Culture and Workforce Inclusion at Hillcrest Educational Centers, she develops and implements strategies that strengthen diversity, equity, and inclusion (DEI) across hiring, training, and day-to-day operations. Her work ensures that DEI isn't just a policy, but a fundamental part of how the organization supports its people and drives success.

She began her career in 1996 as a direct care staff member and advanced through leadership roles, including Residential Shift Supervisor, Program Manager, and Workforce Learning Manager. Her deep experience in employee training, development, and organizational leadership informs her approach to fostering a culture of growth and belonging.

Cheryl holds a Bachelor's degree in Psychology and two Master's degrees—one in Business Administration and another in Human Resource Management. Her combined academic expertise and real-world experience enable her to align business strategy with a people-centered approach, driving inclusive workplace practices that support employee growth and organizational success.

Beyond her professional role, she serves on the Board of Directors for the Association of Children's Residential & Community Services (ACRC) and is a Court Appointed Special Advocate (CASA) with 18 Degrees, advocating for children in the foster care system.

A dedicated leader and advocate, Cheryl is passionate about creating workplaces and communities where everyone has the support, resources, and opportunities to succeed.