



Richard Waring, JD, MBE, CDE

Richard V. Waring is an accomplished executive leader, educator, and ecosystem builder dedicated to advancing economic opportunity, organizational excellence, and equitable business growth. With a unique combination of legal expertise, business acumen, and community-centered leadership, Richard has spent his career developing strategies that strengthen organizations while creating meaningful pathways for entrepreneurs and underserved communities to succeed.

As Executive Director of Freewoods Farm, Richard leads efforts to preserve Black agricultural heritage while creating innovative educational experiences and entrepreneurial opportunities that empower the next generation of business leaders. His work reflects a deep commitment to connecting history, education, and economic development to create lasting community impact.

Richard's professional experience spans executive leadership, higher education, nonprofit management, and organizational strategy. He has taught business law, leadership, and organizational development, equipping aspiring entrepreneurs and business professionals with the practical knowledge, confidence, and strategic mindset needed to launch, grow, and sustain successful ventures.

Previously, Richard served as Vice President and Executive Director of Diversity, Equity & Inclusion for the Charleston Metro Chamber, where he led the nationally recognized Minority Business Accelerator. Under his leadership, the initiative supported the growth of minority-owned businesses while contributing to a projected economic impact of more than \$100 million and the creation of 1,000 jobs over a ten-year period. His work has consistently focused on expanding access, fostering strategic partnerships, and building thriving entrepreneurial ecosystems.

Throughout his career, Richard has collaborated with executives, boards of directors, government agencies, and community stakeholders to strengthen organizational performance, improve operational effectiveness, and drive sustainable growth. His leadership style is grounded in integrity, collaboration, and a passion for helping individuals and organizations transform vision into measurable results.

A Certified Diversity Executive® and Six Sigma Black Belt, Richard is recognized for his ability to bridge strategy with purpose, helping businesses, institutions, and communities build stronger, more inclusive futures through innovation, education, and leadership.