

Raquel Karls

Executive Vice President and Chief People Officer



With nearly 30 years of global human resources (HR) experience, Raquel Karls serves as BECU's executive vice president and chief people officer (CPO).

As CPO of Washington's largest credit union, Raquel is responsible for leading teams focused on talent, human resources and equity and inclusion. She also oversees BECU's efforts to develop and implement people and diversity, equity and inclusion strategies that ensure employees continue to be the company's most strategic asset.

Prior to BECU, Raquel served as CPO for REI, where she led a team of over 90 people to support thousands of employees nationwide during a period of rapid growth and digital transformation. She was also responsible for all facets of people and culture across the organization, including talent acquisition, compensation, employee events and people operations. Before that, she held senior positions at

Outerwall, Expedia, Pepsi Bottling Company and Starbucks.

In her spare time, Raquel is active in her local community. She currently serves as co-founder and board member for Summit Community Center for neurodiverse adults and as a program committee member for the International Women's Forum of Washington. Raquel earned a master's degree from the University of Oregon.