



Cynthia Keys, M.A., B.Ed., CCC., RCAT

Regional Director
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Cynthia Keys is a seasoned Professional Counselor and Art Therapist with over 15 years of clinical experience. Her career spans a wide range of clinical environments, including public health, oncology, forensic psychiatry, addiction treatment, and most extensively within Employee and Family Assistance Programs (EFAP). Across these settings, Cynthia has developed a strong reputation for clinical depth, thoughtful leadership, and a sustained commitment to mental health and organizational well-being. Over the past nine years at Homewood Health, Cynthia has advanced through progressive leadership roles—from Mental Health Clinician to Clinical Manager—and now serves as Clinical Director for the Western Region. In her current role, she leverages her extensive clinical knowledge and experience to create and sustain clinical excellence within the EFAP program, ensuring high-quality, responsive care. More recently, Cynthia has served as a subject matter expert in neurodiversity and is deeply passionate about neuroaffirming care, helping bring this lens into Homewood’s EFAP services for employees and their families. Cynthia is a confident and engaging presenter, known for her ability to translate complex mental health concepts into accessible, actionable insights for leaders and teams. Her leadership is grounded in collaboration, continuous learning, and a passion for empowering others—whether through clinical oversight, strategic partnerships, or education. Based in Calgary, Alberta, Cynthia is a proud mother of two. Outside of her professional work, she enjoys fiber crafts, curling, lawn bowling, and spending time outdoors.