



## **RE: Sandhya Rani Jha's DEI Training**

My name is Zach Supalla, I'm the CEO of Particle, an IoT platform that sells a technology stack to power IoT devices. We invited Sandhya to conduct a Diversity, Equity, and Inclusion (DEI) series of training sessions with our leadership team last year. Sandhya's curriculum broke the topic of DEI down to its three constituent components, providing us with real-world ways to effectively implement policies that clearly addressed each topic. The content she provided was both insightful and engaging despite delivering all these training over Zoom, something that, in my experience, is notoriously difficult to do well. We left each session equipped with both the knowledge that allowed us to make improvements to our current internal DEI curriculum, and the clarity of what to look for when engaging with other DEI specialists.

I would highly recommend Sandhya for any organization with a serious commitment to DEI or DEI programming, and would engage her services again in the future. She is a knowledgeable, empathetic, joy to work with.

A handwritten signature in black ink, appearing to be "Zach Supalla", written in a fluid, cursive style.

**Zach Supalla**  
CEO, Particle