

July 16, 2025

UK Home Office

Global Talent Visa – Tech Nation Route

To Whom It May Concern,

I'm writing to share my experience working with Chris Heimbuch during our time at Roblox, where he played a pivotal role in launching the "Women in Design + Tech" employee group. As a Principal Designer, I saw firsthand how Chris helped bring structure, executive sponsorship, and visibility to an effort that empowered women—especially women of color—in a male-dominated environment.

Chris was not only a founding sponsor but also actively ensured that the group transitioned into authentic, women-led leadership. He advocated for us internally, helped secure funding for events and professional development, and created space for honest conversations across disciplines.

With his guidance, what started as an informal peer group evolved into a design and engineering-wide community and eventually into a formal, company-backed employee resource group. This ERG drove inclusion efforts, influenced hiring practices, and fostered a stronger sense of belonging across Roblox. Importantly, it wasn't just symbolic—we set measurable recruiting goals, built accountability systems, and developed frameworks to track progress toward more equitable outcomes.

During a time of company-wide uncertainty and immense personal and professional challenges, Chris's mentorship gave me perspective and confidence. He was a steady sounding board—trustworthy, thoughtful, and always able to help me zoom out and reconnect to the bigger picture.

It was a privilege to work with Chris. His exceptional thoughtfulness continues to shape my approach to building inclusive, high-impact teams and communities.

Sincerely,

Namrata (Sony) Verma

Former Principal Designer, Roblox

sonyverma@gmail.com

[LinkedIn.com/in/sonyverma](https://www.linkedin.com/in/sonyverma)