



Sandy Paparisto

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Sandy Paparisto is Senior Manager of People and Culture at Kiva. She began her career in communications before making a transition to HR when she developed an interest in promoting better employee experience and work-life balance. She has spent the majority of her HR career working for nonprofits, most recently in distributed, global environments like Kiva and ORCID. Her 15 years of experience have led her to a passion for building programs and policies that help employees at organizations contributing to the greater good. She has two boys who teach her as much about balance as any role and continue to drive her reason for supporting teams and promoting employee well-being.