

RELEVANT EXPERIENCE

PRISONERS LITERATURE PROJECT, Berkeley, CA (January 2022-present)

Volunteer

- Encourage reading, the pursuit of knowledge, and self-determination among incarcerated people
- Respond to inmate requests with brief, thoughtful message and free books based on requestor's favorite authors and specified interests

KAISER PERMANENTE, THE PERMANENTE FEDERATION, Oakland, CA

Advocacy and Communications Manager (February 2022-February 2026)

- Created and implemented strategies to influence federal health care policy through trade association and coalition partnerships
- Led the development and execution of coalition communications strategy, including "hospital-at-home" advocacy event that resulted in 10M impressions across social media
- Supervised a team of external government relations consultants to ensure progress toward department objectives

Senior Policy and Communications Advisor (May 2019-January 2022)

- Collaborated with public advocacy colleagues to motivate 20,000+ volunteers to contact their legislators regarding priority policy issues
- Directly interacted with government officials and staff to improve the ways in which health care is paid for and delivered
- Monitored external landscape and identified opportunities to promote KP's brand as a person-centered care organization

Policy and Communications Consultant (August 2017-April 2019)

- Launched first-of-its-kind education and grassroots advocacy campaign program for employees interested in the organization's health policy and issue priorities
- Provided counsel to chief executive leadership on effective communications in interviews and national presentations
- Cultivated relationships and successfully collaborated with members of the media, partner organizations, internal/external stakeholders, and cross-departmental colleagues

KAISER PERMANENTE, INSTITUTE FOR HEALTH POLICY, Oakland, CA (May-Dec 2016)

Health Policy Communications Graduate Intern

- Translated technical, peer-reviewed health research into audience-specific materials such as infographics and poster presentations
- Provided strategic direction on a variety of original content, including digital and print collateral materials, blog posts, social media campaigns, and website refreshes
- Orally presented recommendations to senior leaders, governing boards, and other decision-makers as needed

NEW YORK PUBLIC RADIO (WNYC), New York, NY (October 2009-August 2012)

Publicist

- Cultivated and maintained positive working relationships with a wide array of writers, bloggers, and reporters across several beats
- Project-managed a combination of assigned and proactive work, including coordination of internal and external colleagues' tasks

KB NETWORK NEWS / THE HALL GROUP, New York, NY (March 2008-April 2009)

Junior Account Executive

- Exercised outstanding interpersonal skills and ability to work well in a team environment, dealing effectively with staff and clientele at all levels of the agency
- Supervised a team of undergraduate interns and provided mentorship as appropriate

ORANGE COUNTY TRANSPORTATION AUTHORITY, Orange, CA (May 2006-August 2007)

Associate Community Relations Specialist

- Developed project collateral for OCTA's transportation products to increase visibility and engagement for campaigns such as "Know Before You Go" navigation guidance
- Collaborated with external consultant, project partners, and in-house marketing colleagues on comprehensive plan for 4-year, \$335 million freeway expansion project

LEADERSHIP ENGAGEMENTS

DIVERSITY, EQUITY, AND INCLUSION ADVISORY COMMITTEE (October 2020-Dec 2022)

Founding Member, The Permanente Federation

- Made recommendations to executive leadership team to improve inclusion, transparency, and psychological safety among employees, such as the creation of an organizational DEI philosophy statement
- Co-facilitated company-wide listening sessions to employee groups across all levels to obtain and discuss reactions to the organization's inclusive climate assessment survey
- Supported organizational change management by collaborating with committee members across departments to build a clear understanding of different stakeholder communications needs

INCLUSIONLABS (September-December 2020)

Fellow

- Completed 9-week program for professionals to explore concepts of identity, barriers to inclusion in the workplace, and strengthen individual toolkit resources for leadership practice
- Developed personalized, inclusive leadership plan with actionable next steps to apply in work setting

EDUCATION

University of California, Berkeley
Master of Public Health, Nutrition

May 2017

Chapman University, Orange, CA
Bachelor of Arts, Communication Studies, Cum Laude

January 2006

DASHINI JEYATHURAI |

PROFESSIONAL SUMMARY

Talent & Employee Experience Leader with extensive expertise in developing and executing people strategies that drive organizational transformation, engagement, and high performance. Proven track record in building world-class onboarding, development, and talent programs at leading tech companies. Passionate about creating a culture that empowers employees and aligns people initiatives with broader business goals. It's not about making a company the best place to work but the best place to do great work.

PROFESSIONAL EXPERIENCE

Upstart

- Selected for Lazlo Bock's Transformative CHRO Leadership Program at UC Berkeley (Beginning April 2025)
- Scope Expanded to Employee Experience, Development & Talent Programs (Dec 2023 – Present)
- Senior Director, Employee Experience & Development (Nov 2022 – Present)
- Director, Employee Experience & Development (Aug 2021 – Nov 2022)

Learning & Development:

- Transformed the onboarding process from a brief virtual session to a comprehensive 2-day in-person experience, connecting new hires with senior leadership and reinforcing Upstart's culture. Leveraged ChatGPT to create "Scout," an onboarding GPT for new hires based on their roles to speed up a new hire's ramp (currently being piloted on the People Team). Also responsible for the end-to-end onboarding of new board members to Upstart's board of directors.
- Led the design and implementation "Interviewing 101," equipping teams to hire consistently across the board.

Leadership Enablement:

- Partnered with the Chief People Officer to develop Upstart's manager expectations, integrating these standards into hiring, performance reviews, and continuous learning programs.
- Launched manager communities and a dedicated onboarding program to uplevel Upstart managers, alongside a comprehensive leadership integration and executive coaching program for new and high potential senior leaders.
- Developed and facilitated monthly VP Forums to drive critical dialogue and strategic alignment among senior leaders.

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Performance & Talent Programs:

- Led the end-to-end uplevelling of Upstart's performance review process, collaborating with HR Tech to build a bespoke system in Workday and currently oversee internal calibration and promotion processes. In addition, responsible for all enablement and company-wide communication related to the performance review process.

Internal Communications & Employee Engagement:

- Acted as the de facto internal communications lead for 2 years, orchestrating communications strategy for large-scale company events such as Upstart Live, weekly all-hands meetings, and milestone celebrations such as Upstart's 10th anniversary.
- Directed the development and deployment of an employee engagement survey strategy (in partnership with an external Industrial and Organizational Psychologist), uncovering actionable insights for Upstart's leadership.
- Revamped Upstart's recognition program for critical milestones such as Upstarter anniversaries and partnered with the Total Rewards team to develop a spot bonus recognition program.
- Drove the growth of 9 ERG communities, launching executive sponsorship roles and recognition initiatives for ERG Leads to bolster inclusion and engagement, as well as an Allyship 101 program to provide Upstarters with the tools to be effective allies.

Waymo

Manager Development Lead (June 2020 – Aug 2021)

- Developed and implemented Waymo's Manager Expectations in collaboration with executive leadership, ensuring buy-in across senior engineering and C-suite teams.
- Designed a comprehensive learning and development strategy for managers—including a 5-day onboarding journey, post-orientation networks, and ongoing quarterly communities—to foster a culture of continuous improvement.
- Created targeted "just-in-time" learning nudges for hybrid management and adaptive leadership, enhancing managerial performance during organizational transitions.
- Led the "Hyphen" ERG for Asian Americans & Allies, increasing membership by 50% through innovative marketing and virtual programming initiatives.

Google People Development

People Ops Program Manager & Noogler Facilitator (Apr 2018 – Jun 2020)

- Spearheaded the design and delivery of a comprehensive People Operations Onboarding program for a 4,000+ organization, enabling over 1,000 new hires to integrate seamlessly into the culture.
- Developed onboarding roadmaps for senior People Ops leaders and Director+ roles, ensuring alignment with the company's vision and operational excellence.

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- Enhanced global orientation processes by introducing self-service facilitator sign-ups and standardized communication protocols.
 - Delivered impactful diversity & inclusion modules, earning accolades from participants for transformative content and delivery.
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YouTube Trust & Safety

Global Knowledge Program Manager (Sept 2017 – Apr 2018)

- Built and launched a centralized Knowledge Base for over 4,000 vendor agents across 10 global sites, improving policy compliance and operational efficiency.
 - Streamlined communications between the Policy team and global vendors, ensuring timely updates and reinforcing regulatory compliance—averting potential multi-million dollar fines.
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gTech Consumers

Onboarding & Ongoing Development Program Manager (Aug 2014 – Sept 2017)

- Designed and implemented a global career development program for individual contributors, driving a 30% reduction in onboarding costs through strategic vendor partnerships.
 - Launched Career Development Days across gTech offices worldwide, enhancing cross-regional knowledge sharing and professional growth.
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AdWords SMB Services

Account Strategist (Nov 2012 – Aug 2014)

- Optimized vendor case resolution times and streamlined case management processes, achieving a 30% week-over-week reduction in backlog.
 - Enhanced soft skills development through targeted training initiatives and structured supervisory engagements, improving overall client support quality.
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EDUCATION

University of Michigan, Ann Arbor

MA in English & Women's and Gender Studies

- Delivered lectures to 400+ undergraduate students and contributed scholarly articles in peer-reviewed journals.

Carleton College, Minnesota

BA in English & Women's Studies, Summa Cum Laude (GPA: 3.98)

- Honored as a commencement speaker and recipient of multiple academic awards including the Mortar Board Fund Prize and Niles Prize.
 - Awarded the Starr International Scholarship for full-tuition support throughout all four years.
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ADDITIONAL SKILLS

- Languages: Native in English and Malay
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PROFESSIONAL DEVELOPMENT & HONORS

- Board of Trustees, Carleton College
- Advisor for LifeLabs Learning
- (In progress) Coaching Certification with [Co-Active Training Institute](#)