

NOMINATIONS COMMITTEE CANDIDATES

There are four candidates, one of whom is a Young Woman aged 30 or under, standing for the two Nominations Committee positions.

Candidates were asked address the following areas:

- Experience in selection and recruitment
- Application and understanding of intersectional feminism
- Critical thinking
- Knowledge of the responsibilities of Directors

Each candidate was approved by the YWCA Australia Board to stand for election. All appointments are subject to background checks.

The candidates are listed in alphabetical order by their first name.

Elleni Tsaketas (Young Woman) VIC

Elleni is a Senior Manager at Future Women (FW), specialising in community engagement and communications, with a strong focus on gender equity and inclusion. Part of her role at FW is leading communications for the Jobs Academy program, supporting women and gender diverse people to return to work. Her work is grounded in intersectional feminism, tailoring support to each individual's unique experiences.

Elleni finds fulfilment in her work helping women achieve their goals and secure stable employment. Her growth mindset and empathetic nature feeds her desire to help individuals and communities overcome systemic barriers. She is especially interested in addressing issues related to family violence and housing insecurity. Elleni admires the important and impactful work of YWCA.

With a deep understanding of the candidate-side experience in recruitment through her work at FW, Elleni would be privileged to join the Nominations Committee. As part of the team one of her goals would be collaborating to ensure candidates are selected based on how they align with YWCA's values and enhance the Board's diversity in identity, lived experience, strengths and ways of thinking, to achieve YWCA's purpose.

In her spare time, Elleni is likely working on one of her various crafts; painting, crocheting, or her favourite - arranging flowers.

Hilary Callaghan NSW

Hilary brings over 15 years HR & Recruitment experience consulting on a wide variety of people and recruitment programs for startups and global companies, including Canva, Rakt, GWA, and Optus. They are also a professional inclusion and accessibility advocate, content creator and speaker.

For the past three years Hilary has helped promote an inclusive interview process for YWCA's board, board traineeship, and committee interviews. Hilary is excited to be considered for a second term on the nominations committee

Hilary has lived experience as a queer non-binary person with multiple disabilities and as a carer for their profoundly disabled sister, as a domestic abuse survivor and as a young person who experienced systemic obstacles to both education and housing. Hilary is passionate about creating space for people to bring their lived experiences to impact the change of tomorrow.

Iris Chan *NSW*

Iris is a multilingual marketer with a breadth of experience across the not-for-profit, education, and private sectors, where she asks purposeful questions, builds empathetic connections, and champions diverse voices.

Her involvement as an advisor and board member for The Women's Foundation and The Lab Network has resulted in over 150 pairs of female mentors and mentees, the appointment of a senior female executive, and the reintegration of mothers into the workforce. These experiences highlight her commitment to intersectional feminism and expertise in recruitment.

As a culturally and linguistically diverse migrant mother, Iris is committed to creating equitable and inclusive spaces for all. In her role leading international communications at an Australian public university, she not only amplifies the voices of diverse stakeholders but also champions her female colleagues and fosters a supportive workplace for working parents.

Iris' expertise in cross-cultural engagement makes her an invaluable asset to YWCA's Nominations Committee.

Ruzika Soldo *NSW*

Ruzika grew up in Newcastle NSW after migrating to Australia aged 4. She remembers her early years at school learning to speak English and helping her parents navigate the social housing system. Raised in a single parent household she was the first person in her family to go to university where she studied adult education. She was always a free spirit and left home for work in Sydney when she was 21 which helped her grow her interest in all things food and travel.

She is an experienced talent and diversity leader with a rich background spanning not-for-profit/NGO, government and commercial industries. She brings to the committee experience managing talent and succession planning processes, running recruitment, developing diversity strategies, leadership development, and more recently local and global youth engagement. This has given her a unique perspective on creating effective strategies for meaningful change. She is currently the Head of Impact & Engagement at UNICEF Australia, where she is scaling young people's engagement on critical social issues. Her approach to work and life can be summed up in three words: fair, focused, and flexible.

Her interest in the Committee position aligns perfectly with her professional focus equity. She is deeply committed to advancing young women into leadership roles, recognising the crucial need for diverse representation and strong ethical leadership. She would like to see the expansion of leadership development opportunities for young women in regional and remote Australia.