



# WOMEN IN PAYMENTS AUSTRALIA 2023 AWARD CATEGORIES

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# WOMEN IN PAYMENTS AWARD FOR INNOVATION

The Women in Payments Award for Innovation will be awarded to a woman, or a woman-led team or initiative, in the industry who best meets the following criteria:

## CRITERION 1: INNOVATION

Has promoted payments innovation through creativity, vision, and perseverance in her organization or the payments industry. Has been instrumental in promoting innovations or creative process re-engineering which are original, have significant impact, can be easily and effectively adopted, have results that are measurable, can be applied elsewhere, and support and inspire others in the organization or industry to innovate.

## CRITERION 2: PROBLEM SOLVING

Creative use of new knowledge and/or technology to develop ideas aimed at addressing ongoing challenges, enhancing customer experience, and creating innovative systems, technology, products, programs, and/or policies to solution such challenges.

## CRITERION 3: PRODUCTIVITY

Has created a solution that reduces time, resources, risks, and/or costs associated with delivering a service, system or product. Has successfully implemented such solutions resulting in a positive impact to the product or customer experience beyond the nominee's own team or department.

## CRITERION 4: MENTORSHIP

Is widely recognized for her expertise and actively works to empower others. Leads by example and motivates members of her team, organization, or industry. Acts as a mentor, advisor, and teacher, to make a positive impact on members of her organization or the payments industry.

## CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



## WOMEN IN PAYMENTS EMERGING LEADER AWARD

The Women in Payments Emerging Leader Award will be awarded to a woman under the age of 35 (as at November 1, 2023), who is currently employed in Australia and who best meets the following criteria:

### CRITERION 1: DRIVE

Is always willing to go that extra mile to achieve excellence for herself, her organization and/or the industry. She supports and inspires others through promoting innovation and advancement. She is results-oriented, always seeking new ideas with the ability to translate them into action for her organization and customers.

### CRITERION 2: PROFESSIONAL EXCELLENCE

Consistently outperforms her peers in a variety of settings and circumstances. Performs with distinction and delivers strong results by building trust and confidence among her colleagues.

### CRITERION 3: POTENTIAL

Exhibits behaviors that reflect her company's culture and values in an exemplary manner. Shows a strong capacity to grow and succeed throughout her career.

### CRITERION 4: MENTORSHIP

Is widely recognized for her expertise and actively works to empower others. Leads by example and motivates members of her team, organization, or industry. Actively supports others to make a positive impact on members of her organization or the payments industry.

### CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



# WOMEN IN PAYMENTS ADVOCATE FOR DIVERSITY AWARD

The Women in Payments Advocate for Diversity will be awarded to either a man or a woman in the payments & fintech industry who best meets the following criteria:

## CRITERION 1: PROMOTION FOR FEMALE LEADERSHIP

Actively contributes to the advancement and development of women either inside or outside his/her own organization and publicly celebrates the work and accomplishments of female leaders. Leads by example—promoting and broadcasting the need for continuous support and advocacy for female leadership. Is a strong role model for female empowerment, encouraging the hiring/promotion of strong female talent with diversity in mind.

## CRITERION 2: ADVOCATE FOR ALL WOMEN

Helps support the development of women and encourages women to increase their levels of participation and engagement. Is an advocate for gender equality, including equal pay and equal opportunities for career growth and provides a positive forum for women to network and find mentors within their industry.

## CRITERION 3: SUPPORTS & EDUCATES

Promotes education, career development, and mentorship opportunities, both formal and informal, for women in his/her organization.

## CRITERION 4: MENTORSHIP

Is widely recognized for his/her expertise and actively works to empower others. Leads by example and motivates members of his/her team, organization, or industry. Acts as a mentor, advisor, and teacher, to make a positive impact on members of her organization or the payments industry.

## CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



# WOMEN IN PAYMENTS DISTINGUISHED PAYMENTS PROFESSIONAL AWARD

The Women in Payments Distinguished Professional Award will be awarded to a woman in the industry who best meets the following criteria:

## CRITERION 1: ACHIEVEMENT

Has influenced industry trends, acts as a role model and successfully reached and exceeded goals—taking her team, organization and/or industry to the next level.

## CRITERION 2: CONTRIBUTION

Acts as a payments ambassador to promote a positive image of her organization, industry initiative, and the payments industry as a whole. Actively contributes to the collective success of the payments industry as a whole.

## CRITERION 3: LEGACY

Is known for her personal and professional authenticity and building her career on strong set of values. Has built strong and positive relationships with co-workers and industry stakeholders. Is seen as a role model within her organization and throughout the industry.

## CRITERION 4: MENTORSHIP

Is widely recognized for her expertise and actively works to empower others. Leads by example and motivates members of her team, organization, or industry. Acts as a mentor, advisor, and teacher, to make a positive impact on members of her organization or the payments industry.

## CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



# WOMEN IN PAYMENTS COMMUNITY IMPACT AWARD

The Women in Payments Community Impact Award will be presented to a woman in the industry who best meets the following criteria:

## CRITERION 1: COURAGEOUS LEADERSHIP

Has shown courage in the face of adversity to drive change and support others in her organization or industry. Demonstrates leadership, vision, and resilience to bring about positive change in the community within her organization and/or industry.



## CRITERION 2: POSITIVE IMPACT

Consistently seizes opportunities to steer co-workers and/or the wider industry to a place of positivity, empathy and mutual support. Leads with spirit to drive toward a positive outcome for all. Is able to pivot as circumstances change to maintain a positive direction.

## CRITERION 3: RESILIENCE

Has shown steadfastness in navigating projects, leading teams and/or accomplishing goals, despite difficulty or changing circumstances. Actively works to build resilience of the team, organization or industry to support each other in times of uncertainty and great change.

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## CRITERION 4: TEAMWORK AND MENTORSHIP

Is widely recognized for her expertise and skill in leading teams. Actively works to empower others to be positive team players and further change agents. Leads by example and motivates members of her team, organization or industry. Acts as a mentor, advisor and teacher to make a positive impact on members of her organization or the payments industry.

## CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions to support the greater community.

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# WOMEN IN PAYMENTS AUSTRALIA 2023 AWARDS PROGRAM CATEGORIES & CRITERIA

## APPLICATION REQUIREMENTS

Please have the following prepared in advance of submitting the application online:

### **Nominator** (may be the same as nominee)

- Name
- Organization
- Email
- Phone

### **Nominee**

- Name
- Organization
- Job title
- Email
- Phone
- Address

### **Award**

- Category
- Describe how the nominee meets the criteria for this award. (min 500 – 1000 max characters)
- Outline of the nominee's experience in their organization or within the payments industry in the areas of leadership, mentorship, integrity and diversity. (min 500 – 1000 max characters)
- Describe the nominee's most significant achievements in her organization or the payments industry in the areas of leadership, mentorship, integrity and diversity. Provide concise examples of initiatives, efforts, programs and or policies that have contributed to her success. (min 500 – 1000 max characters)
- List any recognition or awards received by the nominee, the organization that awarded them and date awarded.
- Biography (min 500 – 1000 max characters)
- Profile picture of the nominee (max 1000 x 1000 pixels)

### **References**

- Min of 3 - Max of 5 reference letters from colleagues and peers who can support the nomination.
- Name, Organization, Email, Phone
- Capacity in which they know the nominee (min 100 – 300 max characters)
- Reasons why they support the nomination (min 100 – 300 max characters)

