



Women *in*
payments

LATAM 2026

AWARD
CATEGORIES
& CRITERIA

*Kristy Duncan,
Founder & CEO,
Women in Payments*



INNOVATION AWARD

Nominations are encouraged from across the payments industry, including but not limited to back office, tech, operations, client facing, fintech and more. The Women in Payments Award for Innovation will be presented to a woman 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 the solution, 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 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.



INSPIRATION AWARD

The Women in Payments Inspiration Award will be presented to a woman who exemplifies excellence in expertise, vision, and mentorship, while inspiring others to achieve greatness within the payments industry. She empowers those around her through thought leadership, knowledge-sharing, positivity, and integrity. She is a catalyst for both personal and professional growth, driving meaningful impact within her team, organization, and the broader payments ecosystem.

CRITERION 1: EXPERTISE & VISION

Demonstrates deep expertise and thought leadership within the payments industry. Creates and communicates a compelling vision for the future of her organization and industry, inspiring colleagues and stakeholders to embrace growth, innovation, and collaboration.

CRITERION 2: LEADERSHIP & ACTION

Takes initiative to lead projects, programs, or industry debates that have advanced the payments ecosystem. Inspires others to reach new heights of performance and success through proactive leadership and forward-looking ideas.

CRITERION 3: MENTORSHIP & RELATIONSHIPS

Is widely recognized as a mentor, advisor, and teacher. Builds strong, supportive relationships, empowering others to grow and become future leaders. Leads by example, motivating colleagues and fostering a collaborative environment.

CRITERION 4: POSITIVITY & RESILIENCE

Acts as a beacon of positivity in the face of challenges. Freely shares knowledge and insights, uplifting others with her encouragement and ability to transform obstacles into opportunities.

CRITERION 5: INTEGRITY & DIVERSITY

Holds herself to the highest standards of integrity and ethics. Champions diversity of people, thought, and opinion, and creates an environment where all voices are valued and respected.



MALE ALLYSHIP AWARD

The Women in Payments Award for Male Allyship will be awarded to a man in the payments & fintech industry who best meets the criteria below. Nominations are encouraged from across the payments industry, including but not limited to back office, tech, operations, client facing, and more.

CRITERION 1: PROMOTION FOR FEMALE LEADERSHIP

Actively contributes to the advancement and professional development of women either inside or outside his own organization and publicly celebrates the work and accomplishments of women. Leads by example—promoting and broadcasting the need for continuous support and advocacy for female talent and leadership. Is a strong role model for female empowerment, encouraging the hiring and promotion of strong female talent to build diverse and balanced teams.

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. Provides a positive forum for women to network and find mentors within the industry.

CRITERION 3: SUPPORTS & EDUCATES

Promotes education, career development, and mentorship opportunities, both formal and informal, for women in his organization. Actively advocates for, sponsors, and supports the advancement of women in the organization and across the industry.

CRITERION 4: MENTORSHIP

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



ADVOCATE FOR WOMEN AWARD

The Advocate for Women Award celebrates a woman who is a dedicated champion of gender equity in the payments industry. She actively supports the advancement of female talent through mentorship, advocacy, and leadership, while fostering inclusive environments where women can thrive. Her commitment to diversity, integrity, and empowerment drives meaningful progress for her organization and the industry as a whole.

CRITERION 1: PROMOTION OF FEMALE TALENT

Demonstrates commitment to gender parity at all levels of the organization, through active hiring and promotion of gender-balanced teams. Supports the career development of women by giving opportunities for learning, networking and career advancement. Drives the organization or industry toward gender parity at all levels.

CRITERION 2: ADVOCATES FOR WOMEN

Is a strong leader and advocate for women in the organization, offering sponsorship and mentorship to women at all levels. Actively supports and advocates for women to promote their career growth. Is an advocate for gender equality at all levels, including equal pay and equal opportunities for career growth. Provides a positive forum for women to network and find mentors within the organization or industry.

CRITERION 3: SUPPORTS AND EDUCATES

Promotes education, career development and mentorship opportunities, both formal and informal, for women in the organization or industry. Leads or facilitates access to educational resources and business resource groups to support the personal and career growth for women in the organization or 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 women in the organization and beyond.

CRITERION 5: INTEGRITY & DIVERSITY

Has 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.



RISING STAR

Nominations are encouraged from across the payments industry, including but not limited to back office, tech, operations, client-facing, fintech and more. The Women in Payments Rising Star Award will be presented to a woman under the age of 40 (as of January 1, 2026), who is currently employed in the LATAM region and who best meets the following criteria:

CRITERION 1: DRIVE

Is always willing to go the extra mile to achieve excellence for herself, her organization, her clients 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 delivers, collaborates and leads in a variety of settings and circumstances. Performs with distinction and delivers strong results by building trust and confidence among her colleagues, peers and/or clients.

CRITERION 3: POTENTIAL

Exhibits behaviors that reflect her organization'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, clients 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.



DISTINGUISHED PAYMENTS PROFESSIONAL

Nominations are encouraged from across the payments industry, including but not limited to back office, tech, operations, client facing, fintech and more. The Women in Payments Distinguished Payments Professional Award is a lifetime achievement honor. It will be presented to a woman who is a recognized role model and positive contributor to the overall image of the industry and 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. Is viewed as a trusted advisor by peers and colleagues and is often a source of industry expertise.

CRITERION 3: LEGACY

Is known for her personal and professional authenticity and building her career on a 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 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 LATAM 2026 AWARDS PROGRAM CATEGORIES & CRITERIA

APPLICATION REQUIREMENTS

- EACH NOMINEE CAN ONLY BE NOMINATED FOR ONE AWARD CATEGORY, DUPLICATE NOMINATIONS WILL NOT BE ACCEPTED.
- A MAXIMUM OF ONE NOMINEE PER CATEGORY PER ORGANIZATION.
- SELF NOMINATIONS ARE NOT ALLOWED.
- EACH NOMINEE SUBMITTED MUST RESIDE IN THE LATAM REGION.

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

Nominator (may not be same as nominee)

- Name
- Organization
- Email
- Phone

Nominee

- Name
- Organization
- Job title
- Biography
- Email
- LinkedIn Profile (URL)
- 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 the 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 the 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 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 one (1) mandatory reference letter from colleagues and peers who can support the nomination. However, we encourage you to provide additional two supplementary references for a strong nomination. This is optional.
- 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)



INNOVATION AWARD

Nomination #: Nominee: Title: Organization:					
Innovation	Problem Solving	Productivity	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50

INSPIRATION AWARD

Nomination #: Nominee: Title: Organization:					
Expertise & Vision	Leadership & Action	Mentorship & Relationship	Positivity & Resilience	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50

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MALE ALLYSHIP AWARD

Nomination #: Nominee: Title: Organization:					
Promotion for Female Leadership	Advocate for All Women	Supports & Educates	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50



ADVOCATE FOR WOMEN AWARD

Nomination #: Nominee: Title: Organization:					
Promotion of Female Talent	Advocate for Women	Supports & Educates	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50

RISING STAR AWARD

Nomination #: Nominee: Title: Organization:					
Drives	Professional Excellence	Potential	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50

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DISTINGUISHED PAYMENTS PROFESSIONAL

Nomination #: Nominee: Title: Organization:					
Achievement	Contribution	Legacy	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50