



Women *in*  
payments

ASEAN 2026

AWARD  
CATEGORIES  
& CRITERIA

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



## INNOVATION AWARD

The Women in Payments Award for Innovation will be presented to a woman in the industry who best meets the criteria below. Nominations are encouraged from organizations and roles across the payments and fintech industry, including but not limited to back office, technology, operations, client facing, product, and other roles.

### CRITERION 1: INNOVATION

Has promoted payments innovation through creativity, vision, and perseverance in her organization or the payments industry. Has gone beyond what is expected by their organization and current professional role. 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 solve 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 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.

info@womeninpayments.org

1698 Flamborough Circle  
Mississauga, ON L5M 3M7  
Canada

womeninpayments.org



## RISING STAR AWARD

The Women in Payments Rising Star Award will be presented to a woman with a maximum of ten (10) years experience in the payment industry, who is currently employed in ASEAN and 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: 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 innovative 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: TEAMWORK & COLLABORATION

Is widely recognized for her expertise and actively works to empower others. Leads by example and motivates members of her team, organization, or industry. Has influenced and encouraged a positive and supportive learning environment with integrity and diversity.

### 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.

[info@womeninpayments.org](mailto:info@womeninpayments.org)

1698 Flamborough Circle  
Mississauga, ON L5M 3M7  
Canada

[womeninpayments.org](http://womeninpayments.org)



## COMMUNITY IMPACT & SUSTAINABILITY AWARD

The Women in Payments Community Impact Award will be presented to a woman in the 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: COURAGEOUS LEADERSHIP

Is a strong leader and advocate for sustainability, social justice and mental health in her community within, or outside the payments industry. Is a strong resource for her knowledge and specific expertise within her organization or in the industry as a whole. Is committed to practicing and promoting sustainability principles within her realm of influence and beyond.

### CRITERION 2: POSITIVE IMPACT

Creates positive community impact by consistently seizing 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.

### CRITERION 4: SUSTAINABILITY VISION

Has a clear and strong idea of what she sees for a sustainable future for her organization, her team and/or the payments industry. Believes in supporting the mental health of her colleagues and stakeholders and actively shares knowledge to promote sustainability and social justice.

### CRITERION 5: ACTION & COMMITMENT

Has taken leadership action with initiatives that supported her community, both professional and personal, in a sustainable way. Strong commitment to sustainable practices and positive mental health of her team, her organization, and those around her. Shares insights to sustainable practices for her organization, furthering the industry as a whole.

info@womeninpayments.org

1698 Flamborough Circle  
Mississauga, ON L5M 3M7  
Canada

womeninpayments.org



## 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.

info@womeninpayments.org

1698 Flamborough Circle  
Mississauga, ON L5M 3M7  
Canada

womeninpayments.org



## DISTINGUISHED PAYMENTS PROFESSIONAL

The Women in Payments Distinguished Professional Award will be presented to a woman in the industry who best meets the following criteria. Nominations are encouraged from organizations and roles across the payments and fintech industry, including back office, technology, operations, client-facing, product, and other roles.

### 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. Actively contributes to the collective success of the payments industry. 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. Has high integrity and sets high professional standards for ethics and quality of work. 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 positively impact members of her organization or the payments industry. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.

### 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.

info@womeninpayments.org

1698 Flamborough Circle  
Mississauga, ON L5M 3M7  
Canada

womeninpayments.org



## WOMEN IN PAYMENTS ASEAN 2026 AWARDS PROGRAM CATEGORIES & CRITERIA

### NOMINATION REQUIREMENTS

- Self-nominations are not allowed.
- Each nominee submitted must reside in the ASEAN.
- 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.

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

#### Nominator

- Name
- Organization
- Email
- Phone

#### Nominee

- Name and Job title
- Organization
- Biography
- Email & Phone
- LinkedIn Profile (URL)
- Address

#### Award

- Category
- Describe how the nominee meets the criteria for this award. (min 500 – 1000 max characters)
- Outline of the nominee's experience and most significant achievement(s) in the organization or within the payments industry in the areas of leadership, mentorship, integrity, and diversity. Provide concise examples of initiatives, efforts, programs, or policies that have contributed to success. (min 500 – 1000 max characters)
- Profile picture of the nominee (max 1000 x 1000 pixels). The picture must be labeled with full name and organization

#### References

- Minimum of one (1) mandatory reference letter from colleagues and peers who can support the nomination. However, we encourage you to provide two additional (2) 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)

info@womeninpayments.org

1698 Flamborough Circle  
Mississauga, ON L5M 3M7  
Canada

womeninpayments.org



## INNOVATION AWARD

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

## RISING STAR AWARD

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

## COMMUNITY IMPACT & SUSTAINABILITY AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Courageous Leadership	Positive Impact	Resilience	Sustainability Vision	Action & Commitment	Total Score
/10	/10	/10	/10	/10	/50

info@womeninpayments.org

1698 Flamborough Circle  
Mississauga, ON L5M 3M7  
Canada

womeninpayments.org



## MALE ALLYSHIP

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

## DISTINGUISHED PAYMENTS PROFESSIONAL

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

info@womeninpayments.org

1698 Flamborough Circle  
Mississauga, ON L5M 3M7  
Canada

womeninpayments.org