



Presented by



Commonwealth Bank  
of Australia

# Women in Banking & Finance Awards Program

*celebrating women in leadership in banking and finance*

Women in Banking and Finance is delighted to support gender diversity across the sector with the 2022 WiBF Awards Program, our very own industry-led awards program run by members and for members. The WiBF Awards celebrate the talented women leading by example across Australia's banking and finance industry, as well as those men, women and organisations working to improve the gender diversity across the sector.

## About the Awards

The WiBF Awards Program, provides a platform to celebrate and elevate positive corporate exemplars promoting gender equality in the Australian financial services industry, and recognition and personal brand exposure to leadership for the finalists and winners.

The Awards leverage WiBF's core values of making a tangible impact in addressing gender diversity; focussing on results, action and innovation; understanding the business sense and strength behind gender diversity; and championing professional development opportunities, thought leadership and knowledge transfer to empower and enable women at all stages of their career.

## How to Nominate

Nominations are to be submitted via the [WiBF website](https://www.wibf.org.au). There are a series of questions that require responses for each Award nominee. There is no limit to the number of nominations that may be submitted.

women  
banking  
and  
finance

celebrating  
**22**  
years in 2022

13 AWARD CATEGORIES ON OFFER  
NOMINATIONS OPENING 18 MAY 2022  
NOMINATE AT [wibf.org.au/awards-program](https://www.wibf.org.au/awards-program)

## *Individual Award Categories*

WiBF Awards for Achievement celebrate the accomplishments of a woman who is a member of WiBF and demonstrates courage and conviction in her working life, as evidenced by her success within a senior role in an area of Banking and Finance. There are nine Awards for Achievement:

- WiBF Award for Achievement for Private Wealth and Superannuation\*
- WiBF Award for Achievement for Retail Banking
- WiBF Award for Achievement for Small Business Banking\*
- WiBF Award for Achievement for Business Banking\*
- WiBF Award for Achievement for Institutional Banking\* - *sponsored by Citi*
- WiBF Award for Achievement for Regulation & Compliance
- WiBF Award for Achievement for Professional Services
- WiBF Award for Achievement for Operations, Technology or Customer Support (*new award*) - *sponsored by ANZ*
- WiBF Award for Achievement for EA/PA role (*new award*) - *sponsored by Commonwealth Bank*

**WiBF Product or Technical Innovator**, *sponsored by Ansarada* will celebrate female member of WiBF and has made an outstanding contribution in leading the tech agenda in the Banking and Finance industry in Australia, either through thought leadership, product development, technical expertise or as an innovator.

**WiBF Rising Star Award**, *sponsored by Macquarie* will celebrate a woman in the early stages of her career who is making an exceptional impact within a Corporate Member organisation of WiBF.

**WiBF Inclusive Leader Award**, *sponsored by Deutsche Bank* will celebrate a member of WiBF – male or female – who demonstrates qualities consistent with our WiBF values and mission.

### \*Category definitions

- Private wealth and superannuation – the advice and delivery of financial products and services to ultra/high net worth individuals, family offices, and superannuation and funds management.
- Small Business Banking – the advice and delivery of financial products and services by companies with aggregated turnover of less than \$10m
- Business Banking – the advice and delivery of financial products and services to businesses including trade finance, foreign exchange, project finance, transaction banking, business loans, lines of credit, cash management, other business-related products and services
- Institutional Banking – the advice and delivery of simple or complex products and services to large institutions, listed companies or government

## *Corporate Member Organisation Award*

**WiBF Diversity & Inclusion Initiative of the Year**, *sponsored by Commonwealth Bank* will recognise a Corporate Member organisation of WiBF for a workplace initiative that has delivered a tangible impact in addressing gender diversity in the banking and finance sector.

*2022 WiBF Awards Program is proudly sponsored by:*



Commonwealth Bank  
of Australia

## Who can you Nominate?

The 2022 WiBF Awards Program is open to all members of WiBF. Award nominees must be a current financial member of WiBF or an employee of a WiBF Corporate Member.

There are 12 individual Award categories, as well as a Corporate Member organisation Award open for nomination. We encourage you to identify colleagues who you can nominate in the individual categories, as well as any outstanding corporate initiatives that are a celebration of their contribution to your workplace and the banking and finance industry.

## The Judging Process

An external panel of judges will determine the finalists and select the winner for each Award category. Finalists will be announced on 2 August 2022.

The winners for each category will be announced at the WiBF Awards Luncheon event, taking place live in Sydney (subject to COVID-19 health restrictions).

## The Awards Luncheon

WiBF is pleased to announce the 2022 WiBF Awards Luncheon taking place on Friday 2 September at The Ivy Ballroom, Sydney.

Our keynote speaker will be announced soon.

Pricing for WiBF Members: \$175.00 (until 30 May 2022) | \$225 (from 1 June 2022)

Pricing for non-WiBF Members: \$225.00 (until 30 May 2022) | \$275 (from 1 June 2022)

Click [here](#) for more information, or to book your table at this event.

## The Prizes

Winners from all categories will receive a trophy and certificate, a place on the online WiBF Honour Board in perpetuity and a mentoring lunch.

## Mentoring Lunch

In addition, winners of the individual award categories, and the proposer of the winning Diversity & Inclusion Initiative of the Year will be invited to attend an exclusive virtual boardroom lunch to be hosted by a prominent industry leader. This event will be an opportunity for the winners to engage with other senior leaders and award category winners on issues surrounding equal participation in the workforce, and benefit from valuable career advice and mentoring, providing invaluable exposure to respected industry leaders.

## More information

Sponsorship enquiries and questions relating to the submission process can be directed to [tina@wibf.org.au](mailto:tina@wibf.org.au).

# The Award Questions

## Achievement categories

- WiBF Award for Achievement for Private Wealth and Superannuation\***
- WiBF Award for Achievement for Retail Banking**
- WiBF Award for Achievement for Small Business Banking\***
- WiBF Award for Achievement for Business Banking\***
- WiBF Award for Achievement for Institutional Banking\*, sponsored by Citi**
- WiBF Award for Achievement for Regulation & Compliance**
- WiBF Award for Achievement for Professional Services**
- WiBF Award for Achievement for Operations, Technology or Customer Support(new award) - sponsored by ANZ**
- WiBF Award for Achievement for EA/PA role (new award) - Sponsored by Commonwealth Bank**

### **1. Describe nominee's achievement or contribution in the area for nomination**

Illustrate using specific examples - maximum of 500 words

- 2. Detail how the candidate shows leadership outside of the workplace in gender diversity and inclusion or other areas.** Maximum 100 words
- 3. Detail other relevant factors that the judging panel should take into consideration** Maximum 300 words.
- 4. Summary of achievement**

If the nominee is shortlisted, this summary will be used in the Awards Luncheon  
Maximum 150 words

### **WiBF Product or Technical Innovator Award sponsored by Ansarada**

#### **1. Describe nominee's achievement or contribution and impact in the workplace**

Illustrate using specific examples Maximum 500 words

#### **2. Detail relevant factors that the judging panel should take into consideration**

Maximum of 300 words

#### **3. Summary of nominee's innovation**

If the nominee is shortlisted, this summary will be used in the Awards Luncheon  
Maximum 150 words

### **WiBF Rising Star Award sponsored by Macquarie,**

#### **1. Describe nominee's contribution her workplace and why she is a rising star**

Illustrate using specific examples max 500 words

#### **2. Detail other relevant factors that the judging panel should take into consideration**

Maximum of 300 words.

#### **3. Summary of nominee's career**

If the nominee is shortlisted, this summary will be used in the Awards Luncheon  
Maximum 150 words

### **WiBF Inclusive Leader Award sponsored by Deutsche Bank,**

#### **1. Describe nominee's contribution to gender diversity and inclusion in their organisation**

Illustrate using specific examples

Maximum 500 words

#### **2. Detail other relevant factors that the judging panel should take into consideration**

Maximum of 300 words.

#### **3. Summary of nominee's contribution**

If the nominee is shortlisted, this summary will be used in the Awards Luncheon  
Maximum 150 words

### **The WiBF Diversity & Inclusion Initiative of the Year - Sponsored by Commonwealth Bank**

#### **1. Describe the organisation initiative you are nominating**

Illustrate using specific examples - maximum 500 words

#### **2. Describe the impact of this initiative on women in your organisation**

Illustrate using specific examples - maximum of 300 words

#### **3. Detail other relevant factors that the judging panel should take into consideration**

Illustrate using specific examples - maximum of 300 words

#### **4. Summary of initiative**

If the initiative is shortlisted, this summary will be used in the Awards Luncheon publications.  
Maximum 150 words

## Do I have to be a WiBF member to nominate someone for an Award?

Yes. You must be a current financial member of WiBF or an employee of a WiBF Corporate Member.

## Who can be nominated for and receive an Award?

The 2022 WiBF Awards Program is open to all members of WiBF. Award nominees must be a current financial member of WiBF or an employee of a WiBF Corporate Member.

## Does the Award nominee have to work in my organisation or can I nominate someone in the broader industry?

No. The Award nominee doesn't have to work in your organisation. You can nominate an individual from the broader financial services industry, but they must work for a current WiBF Corporate Member or be an Individual member.

## Where can I find a list of WiBF Corporate Members?

The list of current WiBF Corporate Members is located on the [membership page](#) of our website.

## When do Award nominations open and close?

Nominations open at 9.00am on Wednesday 18 May 2022, with nominations to remain open until 5pm on Wednesday 8 June 2022.

## How many Award categories are there?

There are 12 individual categories:

- WiBF Award for Achievement for Private Wealth and Superannuation, Sponsored by Wingate
- WiBF Award for Achievement for Retail Banking,
- WiBF Award for Achievement for Small Business Banking\*,
- WiBF Award for Achievement for Business Banking\*,
- WiBF Award for Achievement for Institutional Banking\* , sponsored by Citi
- WiBF Award for Achievement for Regulation & Compliance,
- WiBF Award for Achievement for Professional Services, s
- WiBF Award for Achievement for Operations, Technology or Customer Support (new award) ANZ
- WiBF Award for Achievement for EA/PA role (new award) sponsored by Commonwealth Bank of Australia
- WiBF Product or Technical Innovator, sponsored by Ansarada
- WiBF Rising Star Award, sponsored by Macquarie
- WiBF Inclusive Leader Award, sponsored by Deutsche Bank

And one corporate member organisation category:

- WiBF Diversity & Inclusion Initiative of the Year, sponsored by Commonwealth Bank of Australia

## What are WiBF's definitions of the various business areas?

WiBF is using broadly accepted industry definitions for the following business areas:

- Private wealth and superannuation – the advice and delivery of financial products and services to ultra/high net worth individuals, family offices, and superannuation and funds management.
- Small Business Banking – the advice and delivery of financial products and services by companies with aggregated turnover of less than \$10m
- Business Banking – the advice and delivery of financial products and services to businesses including trade finance, foreign exchange, project finance, transaction banking, business loans, lines of credit, cash management, other business-related products and services
- Institutional Banking – the advice and delivery of simple or complex products and services to large institutions, listed companies or government

## Can I nominate more than one person in each category?

Yes. You can nominate as many colleagues as you wish in each category

## Can I nominate people for more than one category?

Yes. You can nominate colleagues in every category as well as a company initiative in the Diversity & Inclusion Initiative of the Year Award

## How do I submit a nomination?

Nominations can be submitted via the [WiBF website](#).

## **Why do you need a nominee name for the Diversity & Inclusion Initiative of the Year, and who should it be?**

The nominee's name should be the individual (or one of if there are multiple) who is the project or initiative lead. Part of our judging process is to contact the shortlisted finalists, so having that point person named on the nomination will make the process more seamless.

## **When and where will winners be announced?**

Winners will be announced at a special WiBF Awards Luncheon at The Ivy Ballroom, Sydney on Friday 2 September. Finalists (or their company) will be required to make their own arrangements to attend the WiBF Awards Luncheon. If finalists are not able to attend the Awards Luncheon, they will be contacted separately to arrange for their prize to be sent to them.

## **Can anyone attend the Awards Luncheon?**

Yes. You and your colleagues can book individual tickets, or your company can book a table at the Awards Luncheon. Bookings can be made via the WiBF website [www.wibf.org.au](http://www.wibf.org.au).

## **Tell me about the prizes?**

Winners from all categories will receive a trophy and certificate, and a place on the online WiBF Honour Board in perpetuity.

In addition, winners of the individual award categories, and the proposer of the winning Diversity & Inclusion Initiative of the Year will be invited to attend an exclusive virtual boardroom lunch hosted by a WiBF corporate member CEO. This event will be an opportunity for the winners to engage with other senior leaders on issues surrounding equal participation in the workforce, and benefit from valuable career advice and mentoring, providing invaluable exposure to respected industry leaders.

## **TECHNICAL QUESTIONS**

### **Is the word count important?**

Yes the word count is important. Please be careful not to exceed the word count as any words exceeding the wordcount will be included in the submission to the judges.

### **Can I copy/paste my answers?**

Yes, you can. Be aware that some formatting may not be accepted by the platform, so its best to remove all formatting using your preferred method.

### **Can I use bullet points?**

Yes, you can.

### **Still have questions?**

For information about sponsoring the awards or queries about the awards contact [mail@wibf.org.au](mailto:mail@wibf.org.au).



## DEFINITIONS

- A. WiBF: means Women in Banking and Finance ABN 95 875 679 949 of 173b John Street, Singleton NSW 2330.
- B. Members of WiBF: means a person who is:
  - i. a financial member of WiBF in their own right; or
  - ii. an employee of a financial Corporate Member of WiBF
- C. Awards: means the WiBF Awards Program.
- D. Major Prize: means a trophy, a certificate and a place on the online WiBF Honour Board in perpetuity.
- E. Entrant: means the proposer and the nominee/recipient.
- F. Term: means the entire period of the Awards Program commencing on Wednesday 18<sup>th</sup> May 2022 at 9:00am and closing on Wednesday 8 June 2022 at 5:00pm.
- G. Judging Panel: means the Judging Panel constituted to judge the 2022 WiBF Awards Program.

## RULES

1. These Awards are open to all Financial Members of WiBF. Entry is not open to staff or executives of WiBF.
2. As a condition of entry, the entrant accepts these Terms and Conditions and any rules, policies or procedures that may be adopted by WiBF from time to time. WiBF may change, amend or vary these Terms and Conditions and may extend the period of, or cancel, the Awards without notice.
3. There are twelve individual Award categories open for nomination:
  1. in the areas of Private Wealth and Superannuation, Retail Banking, Small Business Banking, Business Banking, Institutional Banking, Regulation & Compliance and Professional Services, Operations, Technology and Customer Support, in an EA/PA role. );
  2. the WiBF Product or Technical Innovator;
  3. the WiBF Rising Star Award; and
  4. the WiBF Inclusive Leader Award.
4. An individual may nominate a colleague inside their own organisation or an employee of another organisation as long as the nominee is a Member of WiBF.
5. The WiBF Diversity & Inclusion Initiative of the Year is awarded to a corporate member organisation nominated by any individual in that organisation.
6. The WiBF Lifetime Membership Award is not open for nomination but awarded on merit.
7. Nominations for the Awards can be made on the WiBF website. Nominations open at Wednesday 18<sup>th</sup> May 2022 at 9:00am. The proposer must complete the official entry and submit it by Wednesday 8 June 2022 at 5:00pm.
8. Nominations for all Awards categories must be submitted online in the requested format. This includes answering all questions for each category. There are word limits for each answer and excess words will not be read.
9. An external panel of judges will determine the finalists and select the winner for Award category. Finalists will be announced on 2 August 2022. In addition, the Winners from the individual Awards categories and the proposer of the winning Diversity & Inclusion Initiative of the Year will be invited to an exclusive mentoring boardroom lunch hosted by a WiBF significant leader.
10. The Prize is not transferable or exchangeable and it cannot be taken in cash.
11. The Winners of each category will be officially announced at the WiBF Awards luncheon event in Sydney on 2 September 2022.
12. The identity of the Winners will be published on the WiBF website, in the WiBF e-newsletter, and in other media. By accepting the nomination, the Award nominee accepts these Terms and Conditions and gives permission for publishing of their name and/or photograph. Under the conditions of entry, the copyright in all entries will reside with WiBF.
13. By accepting the nomination, the Award nominee grants WiBF the right to reproduce, publish, and use the submitted work in whole or in part as required for appropriate purposes, without royalty, commission or further reimbursement for the benefit of WiBF.
14. WiBF members are responsible for ensuring that their contact details with WiBF are up to date.
15. WiBF reserves the right to make whatever enquiries considered necessary to ensure that each applicant's entry is accurate in every sense. All claims for the Major Prize are subject to WiBF's verification procedures as determined by WiBF in their absolute discretion.
16. WiBF's decision in relation to all aspects of the Program, including but not limited to any dispute as to the identity of an entrant, eligibility to participate in the Awards and determination of an applicant's eligibility to receive the Prize, is final and binding and no correspondence will be entered into. These Terms and Conditions may be changed, amended or varied at any time by WiBF in their absolute discretion without notice and without assigning any reason therefore. WiBF reserves the right to cancel or vary the Awards in whole or in part in their absolute discretion at any time without prior notice. Any such cancellation shall not affect any applicant's entitlement to any prize that has accrued at the time of the cancellation.
17. In the case of any inconsistency between these Terms and Conditions and any promotional material, these Terms and Conditions prevail. WiBF reserves the right to cancel a nominee's participation in the Awards without assigning any reason therefore where WiBF, in their absolute discretion, considers that the entrant has not acted honestly, fairly, in good faith or in the spirit of the Awards.
18. Liability for any tax on any benefits provided to entrants pursuant to the Awards or Program is the sole responsibility of the applicant. It is recommended that entrants contact their own accountant or taxation advisor in this regard.
19. WiBF accept no liability for late, lost or misdirected entries.
20. To the extent permitted by law, WiBF is not liable for and shall be kept harmless from any loss or damage to property or person including but not limited to direct or consequential loss and including loss from personal injury as a result of any person participating in the Awards or making use of the Prize.
21. WiBF collect applicants' personal information in order to conduct the Awards. If the information requested is not provided, the entrant may not be permitted to participate in the Awards. By entering the Awards, unless otherwise advised, each entrant agrees that WiBF may use this information in any media for future promotional, marketing and publicity purposes without any further reference, payment or other compensation to the applicant, including sending the applicant electronic messages. WiBF will not share an entrant's personal information with any other party. A request to access, update or correct any information should be directed to WiBF.