

1. AWARDS BACKGROUND

The WITWA Tech [+] Awards is a celebration of WA's diverse Tech [+] talent. Since 2018, we have been shining the light on the stories of incredible local women in Tech [+]. The legacy of the Awards is our [Inspiring Role Models](#) page, which is our answer to 'We couldn't find a woman for the job / panel / board...'.

This year, we will celebrate and honour our Tech [+] Award recipients on **Friday, 5th November 2021**.

Based on moderated judging results, we will be awarding the following:

- **Tech [+] 20** - the 20 highest-scoring women based on judging results
- **First Among Equals** – the top-scoring Nominee based on judging results.
- **People's Choice** – the highest number of votes received via our public voting.
- **Outstanding Regional Role Model** – the highest-scoring Nominee in the Regional category.
- **Outstanding Youth Role Model** – the highest-scoring Nominee 25 years old or younger (as at 31st July 2021).
- **Outstanding STEM Educator** – the highest-scoring Nominee who works or volunteers in STEM education.
- **Outstanding Allyship Award** – the highest-scoring Nominee who does not identify as a woman.

2. ELIGIBILITY CRITERIA

To be considered eligible and included in the evaluation process, an application must have been received by the closing date and time and meet the following criteria. **Tech [+] 20**

Awards, nominees must:

- Identify as a woman (except for Outstanding Allyship Award),
- Currently reside in Western Australia,
- Not have won a WITWA trophy in previous years and,
- Not be a current member of the WITWA Central Committee or Subcommittees.

Additional criteria for **Outstanding Regional Role Model**:

- Those living regionally are defined as living in the following postcodes: 6041-6044, 6083, 6084, 6121-6126, 6200-6799.
- Evidence of residency may be requested at a later date.

Additional criteria for **Outstanding Youth Role Model**:

- Those 25 years and younger (as at 31st July 2021).

Additional criteria for **Outstanding STEM Educator**:

- Must work or volunteer in STEM education.

To be eligible to enter the **Outstanding Allyship**, Nominees must:

- Not identify as a woman

Note: Outstanding Allyship Nominees are not eligible for People's Choice.

WITWA conducts an eligibility assessment of all received applications. All applications provided to the judges are deemed to be eligible for evaluation.

3. TIMELINE

- Nominations close Sunday 8th August 2021, 23:55 AWST
- Judging opens 9th August 2021
- Judging closes 6th September 2021
- Trophy winners will be announced at our Award Night 5th November 2021

4. EVALUATION CRITERIA

All applicants are asked to provide the following evidence as part of their submissions.

For Tech [+] 20 Awards:

Q1: Personal Determination (max 250 words)

Provide evidence of how you demonstrate your ability to overcome business challenges with tenacity, determination, and grit.

Q2: Technical Strength (max 250 words)

Provide evidence of how you demonstrate your ability to provide fresh, innovative approaches and push boundaries for better business outcomes. Describe how this has delivered valuable impact locally / regionally.

Q3: Leadership (max 250 words)

Provide evidence of how you demonstrate exceptional and progressive leadership and encourage diversity; mentor and inspire others to achieve their goals; forge new and innovative pathways that demonstrate foresight / vision.

For Outstanding Allyship Awards:

Q1: Leadership

Describe an occasion (or occasions) when you have been instrumental in creating a permanent, measurable, and direct change for gender equality in Tech [+].

Q2: Challenge

Describe an occasion (or occasions) where you challenged the status quo to remove barriers within the workplace for your women colleague(s) and what outcome(s) this had.

Q3: Support

Describe how you have mentored and / or sponsored individual women in Tech [+], and what the outcome has been for their career and wellbeing.

5. SCORING SYSTEM

Each Nominee will be assessed by three (3) randomly selected Judges and will be scored against a total possible score of 120. Each evaluation criteria is equally weighted with a total score of 40. You are asked to score each Nominee against the three (3) evaluation criteria.

5.1 Standardising the Judges Scores

Every judge will score submissions slightly differently. Since each Nominee will have multiple judges evaluating their submission, one way to help reduce variation in judging is to standardize each judge's scores. Scores for all Nominees will be standardised prior to calculating the average score for each submission.

6. MARKING RUBRIC

6.1 Tech [+] 20 Awards

<p>Tech [+] 20 Awards (PLUS Outstanding Youth, Regional, STEM Educator, First Among Equals and People’s Choice)</p> <p>Please indicate the degree to which each criterion is met:</p>	<p>POOR*</p> <p>0 - 5</p> <p>demonstrates little or no understanding of the criteria or addresses it at an unsatisfactory level</p> <p>* comment must be provided if giving scores in this range</p>	<p>FAIR</p> <p>6 - 15</p> <p>demonstrates limited understanding of the criteria and addresses it at minimal level</p>	<p>GOOD</p> <p>16 - 25</p> <p>demonstrates satisfactory understanding of the criteria and addresses it at a satisfactory level</p>	<p>EXCELLENT</p> <p>26 - 35</p> <p>demonstrates a good understanding of the criteria and a high level of achievement in addressing it</p>	<p>EXCEPTIONAL*</p> <p>36 - 40</p> <p>provides specific and measurable examples of excellence that far exceed the criteria</p> <p>* comment must be provided if giving scores in this range</p>
<p>Personal determination (total score out of 40)</p> <p>How well did the Nominee provide evidence of how they demonstrated their ability to overcome business challenges with tenacity, determination, and grit.</p> <p>The Nominee:</p> <ol style="list-style-type: none"> Clearly articulated the business challenge Clearly articulated the steps taken to overcome those business challenges Provided clear and demonstrable evidence that shows the ability to adapt and overcome exceptional difficulties and adversities. 					
<p>Technical strength (total score out 40)</p> <p>How well did the Nominee provide evidence of their ability to provide fresh,</p>					

<p>innovative approaches and push boundaries for better business outcomes? How well did the Nominee describe how this has delivered valuable impact, locally / regionally?</p> <p>The Nominee:</p> <ol style="list-style-type: none"> 1. Clearly articulated the business need / opportunity 2. Clearly articulated the approach taken 3. Clearly articulated the outcome and impact 4. Provided clear and demonstrable evidence that shows the ability to formulate innovative ideas to capture the attention and to convince others about the approach. 					
<p>Leadership (total score out 40)</p> <p>How well did the Nominee provide evidence of how they demonstrated exceptional and progressive leadership, encouraged diversity, mentored and inspired others to achieve their goals, forged new and innovative pathways that demonstrated foresight / vision?</p> <p>The Nominee:</p> <ol style="list-style-type: none"> 1. Clearly articulated the context 2. Clearly articulated the approach taken 3. Clearly articulated the outcome and impact 4. Provided clear and demonstrable evidence that shows the ability to lead other people / groups, to put the needs of others before one's own, and to create a shared objective. 					

6.2. Outstanding Allyship Award

<p>Outstanding Allyship Award</p> <p>Please indicate the degree to which each criterion is met:</p>	<p>POOR*</p> <p>0 - 5</p> <p>demonstrates little or no understanding of the criteria or addresses it at an unsatisfactory level</p> <p>* comment must be provided if giving scores in this range</p>	<p>FAIR</p> <p>6 - 15</p> <p>demonstrates limited understanding of the criteria and addresses it at minimal level</p>	<p>GOOD</p> <p>16 - 25</p> <p>demonstrates satisfactory understanding of the criteria and addresses it at a satisfactory level</p>	<p>EXCELLENT</p> <p>26 - 35</p> <p>demonstrates a good understanding of the criteria and a high level of achievement in addressing it</p>	<p>EXCEPTIONAL*</p> <p>36 - 40</p> <p>provides specific and measurable examples of excellence that far exceed the criteria</p> <p>* comment must be provided if giving scores in this range</p>
<p>Leadership (total score out of 40)</p> <p>How well did the Nominee provide evidence of how they have been instrumental in creating a permanent, measurable, and direct change for gender equality in Tech [+].</p> <p>The Nominee:</p> <ol style="list-style-type: none"> Clearly articulated the context Clearly articulated the approach taken Clearly articulated the outcome and impact Provided clear and demonstrable evidence that shows the ability to lead other people / groups, to put the needs of others before one's own, and to create a shared objective. 					
<p>Challenge (total score out of 40)</p> <p>How well did the Nominee provide evidence of how they challenged the status quo to remove barriers within the workplace for their women colleague(s) and what outcome(s) this had.</p>					

<p>The Nominee:</p> <ol style="list-style-type: none"> Clearly articulated the context Clearly articulated the approach taken Clearly articulated the outcome and impact Provided clear and demonstrable evidence that shows the ability to persevere in overcoming challenges. 					
<p>Support (total score out 40)</p> <p>How well did the Nominee provide evidence of how they mentored and / or sponsored individual women in tech [+], and what the outcome has been for their career and wellbeing.</p> <p>The Nominee:</p> <ol style="list-style-type: none"> Clearly articulated the context Clearly articulated the approach taken Clearly articulated the outcome and impact Provided clear and demonstrable evidence that shows the ability to participate actively and continuously in activities for the benefit of the community. 					