

THE BRIDGE

WOMEN
IN PHARMA®

News and Information for ISPE Chapter and Affiliate Women in Pharma® Leaders



Welcome Leaders

Welcome to the April 2021 issue of **The Bridge**, an ISPE Women in Pharma® (WIP) monthly newsletter developed to open the lines of communication among ISPE Chapter and Affiliate WIP leaders, to provide news of importance, share ideas and best practices, and ensure WIP leaders are kept informed of helpful information as well as updates in ISPE policies and procedures.



ISPE Member Interviews

Ong Jian Chun Matthew

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Women of Science from History

Ada Lovelace, Mathematician and Writer

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Volunteer Opportunities

We invite all ISPE Member Volunteers

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A Message from ISPE WIP



Dr. Julia Gandhi, Singapore Affiliate WIP Lead

My Take on Self-Care

I think self-care is an essential aspect of our life. It is critical for our well-being, but how much do we know about it? Is it doable?

We have been hearing a lot more about self-care in recent years; one might even say it has become popular! But what is self-care? There are umpteen definitions or interpretations out there, and since I like simple explanations, I would go with 'self-care means taking care of yourself'. However, in a broader sense of the term, self-care includes nutritional, lifestyle, health, social, financial, spiritual, and environmental factors which influence us. In practicing self-care, not only will you improve your mental, physical, and emotional well-being, but you will also be in a great place to help and care for others.

Self-care should be easy to accomplish - after all, we have been used to taking care of ourselves since we were young. Do you wonder why so many people do not practice self-care? I understand that this is mostly because they feel they are being selfish or self-indulgent for spending time on themselves! Nothing could be further from the truth!

It is important to emphasize that self-care is not being selfish but on the contrary it helps you to de-stress and re-charge and be the best you can be for the people around you. It is a win-win situation as everyone benefits from your revived and revitalized energy.

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Ong Jian Chun Matthew



Matthew Ong is an ISPE Emerging Leader who recently graduated from the National University of Singapore, having earned a BSc degree in Pharmacy. We talked with Matthew to learn more about his education, his reasons for choosing BioPharm as his major, and his hopes and plans for the future.

What made you select BioPharm as your major?

I initially chose to study pharmacy as an avenue to merge my passion for life sciences with my occupation. Since then, I have been constantly impressed by the biopharmaceutical industry's application of disease pathophysiology and human biology to facilitate innovations in medical science which improve patient outcomes.

As a Recent Graduate where do you see yourself five years from now?

In five years, I hope to feel the same amount of excitement going to work each day as I currently do. The excitement I currently feel has stemmed in part from the exposure provided by ISPE to learn of the interesting developments in the biopharmaceutical space. As I transition into a working professional, I hope that ISPE will continue to be an effective platform for me to fuel my passion through continual exposure to novel biopharmaceutical developments.

Can you share some lessons you've learned about self care through ISPE?

My time in ISPE has taught me the value of community in self-care. Naturally, there have been several stressful instances during my time in university. Participating in various ISPE events has provided me opportunities to seek companionship and reassurance from peers, as well

as mentorship and guidance from seniors. This sense of community that can only be fostered from participating in an association like ISPE has provided a strong support structure which has been crucial to my self-care at particularly stressful and challenging times.

What words of wisdom can you share with readers that will help them in their careers?

As a recent graduate, while I may not have much career advice, I often tell my juniors that university (or education) ultimately serves as a springboard for your future career. One thing that we (students) often forget is to prioritize deciding what we want to do when we graduate. We should prioritize practical exposure to understand what jobs or fields we want to work in as early as possible. Identifying these early serves as a good source of motivation, while providing more time to acquire skills which bolster your suitability for the role of interest.

Specific to your experience, what advice would you give someone contemplating joining ISPE?

For any student considering joining ISPE, I personally have never regretted taking time out of my schedule to take part in ISPE events. Socializing and meeting my peers at various ISPE social events are some of the most memorable experiences in my time at university. Simultaneously, the exposure to different fields, as well as access to advice from experienced professionals, enabled me to be aware of the opportunities in the pharmaceutical industry and how best to prepare myself to seize them.

Book recommendation?

Recently, I found the time to read "When Breath Becomes Air" by Paul Kalanithi. The autobiography, written from the perspective of a doctor afflicted with stage IV metastatic cancer, was an enjoyable albeit emotional read, which provided a timely reminder of both the inevitability of human mortality as well as the hope we aim to deliver patients through our biopharmaceutical products. ❖



"Find something you're passionate about and keep tremendously interested in it."

—Julia Child

Ada Lovelace, Mathematician and Writer



Augusta Ada King, (1815-1852) Countess of Lovelace, was an English mathematician and writer, chiefly known for her work on Charles Babbage's proposed mechanical general-purpose computer, the Analytical Engine. She was the first to recognize that the machine had applications beyond pure calculation, and published the first algorithm intended to be carried out by such a machine. As a result, she is sometimes regarded as the first to recognize the full potential of a "computing machine" and one of the first computer programmers. (Wikipedia)

Ada Lovelace Day was created in 2009 by Suw Charman-Anderson. It occurs annually in October and is an international celebration of the achievements of women in science, technology, engineering, and math. ❖

"Imagination is the discovering faculty, pre-eminently. It is that which penetrates into the unseen worlds around us, the worlds of science."

—Ada Lovelace

Simply put, it should be understood that we all need some "me" time! It can of course vary from person to person.

Here are some self-care tips for a healthy mind and body, some of which have worked for me:

- » Physical health: regular exercise, choose an activity you enjoy and make time for it, get enough sleep; at least 6-8 hours of sleep every night.
- » Psychological health: be creative, learn and teach new skills, listen to yourself, if it feels wrong, don't do it, let go of what you cannot control, always be kind to yourself, trust your instincts.
- » Nutrition: be choosy about the type and quality of food eaten, consume nutritious and nourishing foods, make it a habit, cultivate a healthy mindset.
- » Emotional care: avoid or manage stress effectively, do not be afraid to say "No" to things that may cause stress, don't be a people pleaser, set up a coffee break with a friend, develop empathy and compassion.
- » Social engagement: be involved in groups and communities through leisure, sporting, or volunteer activities.
- » Environmental awareness: be generally organised, declutter regularly, recycle, or donate to charity.
- » Spiritual care: reflecting on beliefs and values that affect your life, meditating.
- » Financial state: be responsible for your finances, have knowledge of your income, expenses, and cultivate a money saving habit.

"Live your life the best way! Give Self-Care a try—it will change your life!"

—Dr. Julia Gandhi

What has worked for me towards living my best life? Here are some examples:

- » I found I had osteopenia which could develop into osteoporosis. I was asked to do regular weight bearing exercises. I somehow made time for the strength training, surprisingly enjoyed it - and the best part was that it worked, and I avoided osteoporosis! I have not looked back since!
- » Along with exercise, yoga has been a constant. Yoga improves strength, balance, and flexibility. Also relaxes and manages stress. I need help with all of these!
- » I have always been careful about the food I eat and now more so than ever before - as my gall bladder had to be removed!
- » I am a life-long learner; I find it very satisfying to pick up new skills and knowledge and if possible, be able to train others.
- » I have always found it difficult to say "No" so I am happy that I have learned that I am only human and cannot please everyone! I still must get around to not being afraid to say "No"! I find that because of this awareness, I can manage my stress better.
- » Volunteering at charity organizations has helped me meet and bond with interesting people with similar mindsets. These interactions and associations have developed better empathy and compassion towards the cause and the beneficiaries.
- » Decluttering, donating to charity, and saving money are life-long habits that have endured and along the way have helped relieve tension and anxiety.

You must decide what kind of self-care you need to practice in order to be your best self!

Live your life the best way! Give Self-Care a try—it will change your life! ❖

ISPE Foundation Update



ISPE Foundation
Diversity Internship Program
Deadline to Apply:
6 May 2021

APPLY NOW

The [ISPE Foundation](#) is pleased to announce that it has partnered with Nephron Pharmaceuticals Corporation for the newest cycle of the [ISPE Foundation Diversity Internship Program](#), providing world-class opportunities to groups

that are typically underrepresented in the pharmaceutical industry.

This series with Nephron will be a 12-week experience that offers graduate and undergraduate students in their junior or senior year the opportunity to spend the summer working on priority projects for one of the fastest-growing pharmaceutical companies in the country.

There are currently multiple internship opportunities through the ISPE Foundation-Nephron partnership, including in the following departments:

- » Analytical Services and Formulation
- » Molecular Biology
- » Engineering

The individuals participating in these internships will play key roles in Nephron's ongoing projects. They will work directly with the entire Nephron team. And they will make a difference for patients across America.

Interested in applying or know someone who would be? Just download the application [here](#).

To learn more, please visit [ISPEFoundation.org](#). **The deadline to apply is 2359 ET on 6 May 2021.** ❖

2021 is the year that ISPE Women in Pharma will **FUEL THE FIRE!**

To help Fuel the Fire, WIP has identified Monthly Themes for 2021! They are:

- » January - Accountability
- » February - Diversity & Inclusion
- » March - Entrepreneurship
- » **April -Self Care**
- » May - Balance
- » June - Confidence
- » July - Recognition
- » August - Mentoring
- » September - Data
- » October - Giving
- » November - Gratitude
- » December- Joy

Activities held by ISPE WIP International throughout the year will include Webinars, Confidential Conversations, Book Clubs, and Sunrise to Sundown; each will focus on the theme of the month in which they are held. Stay tuned for dates and invitations to upcoming events! ❖

Do You Shop on Amazon?

Use AmazonSmile and Donate to ISPE Foundation!



[ISPE Foundation](#) is a newly registered charity with Amazon Smile. Simply choose the ISPE Foundation as your charity of choice when you shop on Amazon, and Amazon will donate .5% of your qualifying purchases. It's an easy, automatic way to support the charitable work of the Foundation, at no cost to you.

When you shop at [smile.amazon.com](#), you'll find the exact same low prices and convenient shopping experience as Amazon.com, with the added bonus that a portion of the purchase price will be donated. Every little bit helps the ISPE Foundation further its mission and initiatives like [Women in Pharma®](#), the [Diversity Internship Program](#) and raising funds to [sponsor event registrations](#) for our Student, Recent Graduate and Emerging Leader Members.

To shop at AmazonSmile, go to [smile.amazon.com](#) on any web browser on your computer or mobile device. You may also want to add a bookmark to [smile.amazon.com](#) to make it even easier to return and start your shopping at AmazonSmile. You can use the same account on Amazon.com and AmazonSmile. Be sure to type in ISPE Foundation when searching for your charitable organization.

If you wish to donate directly to the Foundation, you can do so by clicking [here](#). ❖

ISPE WIP Blog

My Entrepreneurial Journey



Prathiba Sampath is a volunteer on the WIP Committee in the ISPE San Francisco/Bay Area Chapter. She is a senior engineer/consultant at Advent Engineering Services. The pandemic has affected each and every one of us and especially women. Looking for a job or transitioning careers can be hard enough without a pandemic and additionally challenging with one. Prathiba shares her experience navigating not only having to find a new job but also motherhood and her lessons learned during this time. She hopes this story will help other new moms, job seekers, and women in biotech know that they are not alone in their struggles, and pushing themselves forward in these uncertain times is the truest form of courage! Read Prathiba's [blog](#) today. ❖

RECENT EVENTS

ISPE Indonesia Affiliate Hosts Its First WIP Networking Event

On 10 April 2021, the ISPE Indonesia Affiliate's WIP Group hosted its first networking event. More than 60 attendees joined the virtual program, which included an introduction to Women in Pharma by **Asri Purnomo** and an opening speech from **Herny Prasetya**, President of ISPE Indonesia Affiliate. A discussion followed, which focused on pursuing careers in pharma while maintaining their role in the family from a women's perspective, led by **Audry Clarissa**, Managing Director of PT Imedco Djaja. **Ryana Agustina** then provided tips on how to create a professional look for impromptu virtual meetings. A door prize was given to a lucky winner, and the event was enjoyed by all who participated. ❖

Empowerment Suggestions

WIP is looking for even more ways to empower ourselves—and we've identified several that we want to share with you. In each issue of *The Bridge*, you will learn a new way to empower yourself. This month—**April** - the empowerment suggestion for **Self-Care** is:

SPEND A WEEK SAYING NO WHEN YOU WANT TO SAY NO.

Q: How do I volunteer with ISPE Women in Pharma?

*A: It's easy to volunteer with ISPE WIP, and we encourage you to do so. There are numerous opportunities and ways in which you can contribute. In fact, **ISPE Women in Pharma is looking for Volunteers to help us Fuel the Fire!***

Volunteer Opportunities

One-time commitments (we invite all ISPE Member Volunteers that are willing to support):

- » Book Club Host
- » Sunrise to Sundown host
- » Confidential Conversation host
- » Write an article for The Bridge
- » Write a blog for iSpeak and LinkedIn
- » Speak at an event
- » Help find speakers for an event

Join the team (2-3 hours a month):

- » Join the Program Committee (need 5-6 ISPE Member Volunteers)
 - » Looking for people interested in brainstorming ideas, planning webinars, planning activities, logistics, setting up events
- » Join the Marketing Committee (need 3-4 ISPE Member Volunteers)
 - » Looking for people who have social media or marketing savvy to help us expand our global reach and brand awareness of ISPE WIP
- » Join the Fundraising Committee (need 1-2 ISPE Member Volunteers)
 - » Looking for people who have a large network at high levels to get us a meeting to talk about the ISPE Foundation and its' programming benefits
- » Become an ambassador of ISPE WIP to promote events

Please contact **Tanya Sharma** (tanyasharma0304@gmail.com) or wip@ispe.org. ❖



UPCOMING AFFILIATE AND CHAPTER EVENTS AND ACTIVITIES

ISPE WIP Sunrise to Sundown



On 18 May 2021, ISPE WIP will once again present its bi-monthly event, Sunrise to Sundown, which is offered at two times — 0700am ET and 1200 noon ET — to accommodate

different time zones. The ISPE Italy Affiliate will host the first (0700am) session and the ISPE Netherlands Affiliate will host the second (1200 noon) session

Alessandra Fano, Teresa Minero, and Nick Palmarini will host a panel discussion during the first session on Impact of the Virtual World and Self Care, and **Alice Redmond, Ingeborg Baars, and Natalia Vtyurina** will host the panel discussion on the same topic during the second session.

Both sessions will include a mindfulness program following the panel discussion facilitated by Germany/Austria/Switzerland (D/A/CH) Affiliate Member **Kelly Keen**, Vice President and Head of Project Management with Celonic Ag. Register [here](#). ❖

ISPE Singapore Affiliate Hosting Panel Discussion

On 19 May 2021, from 1700-1800 Singapore time, the Singapore Affiliate Women in Pharma group will host a panel discussion entitled *Achieving Improved Work Life Balance*. Join panellists **Amy Neary**, Head of PayPal APAC Design Thinking, **Geoff Brown**, QAQC Manager at Schneider Electric Singapore, **Harpreet Kaur**, Associate Director at Moody's Analytics, and **Martina Maurer**, Chief Transformation Officer at Terra Asia Consulting, Positive Psychologist, Consultant, Coach and Trainer will discuss their experiences and recommendations on this important topic. Register [here](#). ❖

ISPE Belgium Affiliate Hosting Webinar and Panel Discussion

On 27 May 2021, from 16:30-18:00 CET, the ISPE Belgium Affiliate will host a Webinar entitled *Impact from Innovation on the Pharmaceutical Industry*, which will be followed by a panel discussion featuring speakers **Peter Hinszen**, Co-founder & Partner of Nexxworks, and **Joachim Decock**, Head of People and Organisation with Novartis Belgium & Luxembourg. All are welcome to join this upcoming virtual event. Registration is required; the event is free of charge and ISPE Members can invite three guests. Register [here](#). ❖

We Need Your Participation to Make This Newsletter Successful!

Please send **Debbie Kaufmann** (dkaufmann@ispe.org) the following information regarding your current and upcoming events and activities by the **15th of each month**:

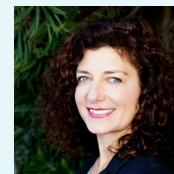
- » Name of your Chapter or Affiliate
- » Current (or very recent) events (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » Events planned within the next two months (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » For current or very recent events' challenges and outcomes, please provide examples of successes such as metrics (number of people that attended, panelists, any other information of note) and challenges you may have encountered
- » For upcoming events—challenges and important planning aspects
- » Questions you would like answered
- » Any other information you wish to provide.

We look forward to hearing from you! Let's work together to make *The Bridge* a great forum for sharing, communicating, and collaborating! ❖

Thank You!



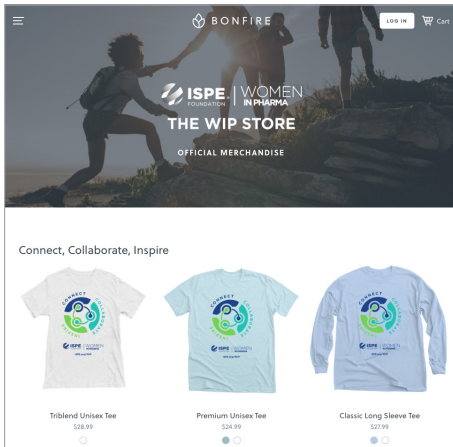
Jennifer Lauria Clark
ISPE Women in Pharma Steering Committee Chair



Stephanie Thatcher
ISPE Women in Pharma Chapter and Affiliate Liaison

DID YOU KNOW?

Visit the WIP Merchandise Store!



This virtual storefront offers a variety of shirts that feature fun graphics and inspirational messages; proceeds will go to the ISPE Foundation for WIP initiatives. Purchase your shirt and spread the word! Here is the link:

<https://www.bonfire.com/store/the-ispe-wip-store>

Please share with your Affiliates and Chapters, Mentor Circle participants, and anyone else who might have an interest in proudly wearing a WIP shirt! ❖



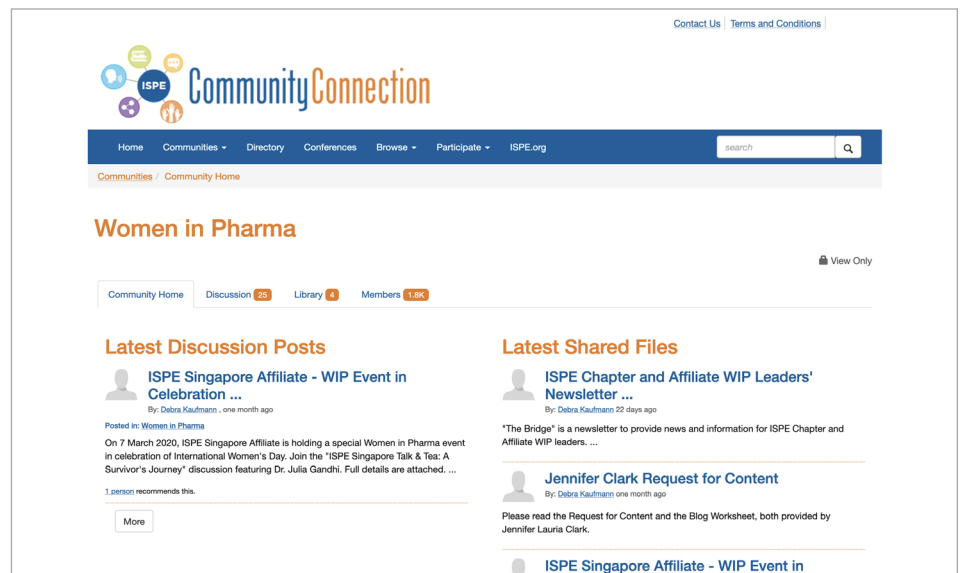
Donate to the ISPE Foundation Women in Pharma Fund

Any donations your Chapter or Affiliate obtains for the WIP Fund will be 100% earmarked for WIP Initiatives! Visit [ISPE Foundation - Women in Pharma Initiative](https://www.ispe.org/women-in-pharma) to learn more. ❖

ISPE WIP Community of Practice

To all the ISPE Chapter and Affiliate WIP and WIP Mentor Circle leaders—we are grateful for your enthusiasm, flexibility, and creativity during the time of COVID-19. These online programs are enabling everyone to remain engaged, continue to learn, inspire others, and maintain connections and collaboration.

Thank you!



The ISPE Women in Pharma Community of Practice (CoP) is a great venue for sharing information, asking questions of your fellow WIP members, and posting items of interest to the WIP Community. If you have not yet joined, be sure to do so today! If you have questions on how to join, please contact Debbie Kaufmann. If you are already a member, start posting! Especially in this time when most of us are working from home and unable to congregate at meetings or conferences, this will help us all keep in touch! ❖