

THE BRIDGE

WOMEN
IN PHARMA®

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



Welcome Leaders

Welcome to the May 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

Elice Kitchen-McKinley

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Women of Science from History

Mae Jemison, Astronaut, Educator, and Doctor

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Q&A

Suggestions for an inspirational book?

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A Message from ISPE WIP

Kelly Keen on Balance

Mind, body and spirit are the three components to a healthy existence. How do we balance these alongside a full-time job, family and social obligations, among other tasks? If we take care of ourselves first, then we can serve the others around us better. We need to sustain our immune systems to perform at our maximum.

Stress is the culprit for all illnesses... physical and mental. I thought I had it all under control in my mid-thirties. I was building a billion-dollar project for George Lucas, working 9-12 hours each day, renovating my own home, teaching up to ten fitness classes a week, co-parenting a six-year-old, mountain biking for fun in the redwoods... and then burn-out hit. Ulcers and back pain were the beginning, then total exhaustion. I needed to slow down.

"Who is pushing you?" my doctor asked. The only answer was me. I wanted to please everyone. I was doing it for everyone but myself. When dissecting my daily schedule, the main components missing were sleep and relaxation.

Everything in my life has happened for a reason. Soon after, my mentor called to see if I was interested in a position at Genentech. Genentech was the most revolutionary start-up biotech company of its kind, encouraging a work/life balance. They had excellent employee (and pet) insurance, a fitness facility with programs for everyone, HoHo Happy Hours on Fridays, concerts in the parking lot with A-list musical artists, among other wonderful benefits. It was time to make a career change.

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Elice Kitchen-McKinley



Elice Kitchen-McKinley is an ISPE Emerging Leader who has been balancing a lot in recent months. A Bioprocess Engineer with Novartis Gene Therapies, Elice has seen numerous changes in her life since graduating from NC State- a new job, marriage, a new house, and a baby on the way! She finds it all very exciting, and we talked with Elice to learn more about her experiences during her path to this fast-moving and happy life.

How did you get your start in the biopharmaceutical industry?

During my first career as a professional ballet dancer, I started on my journey towards an academic career by completing my associate degree in science. After retiring from the stage, I began to look into programs in science offered by four-year universities. My first area of interest was in nutrition, working with elite athletes; the other I found through North Carolina State University in Bioprocessing. I knew I wanted to pursue a degree in an area where I could “give back” to my community. During this time, my father was diagnosed with a neurodegenerative disease, Multiple System Atrophy (MSA). I witnessed his body slowly start to shut down and after researching where Bioprocessing could take me in a career, I found I could give back to the community of rare disease. I decided to make the transfer to Bioprocessing at NC State for my bachelor’s degree, where I discovered the Biopharmaceutical industry and the many ways I could get involved and develop an impactful career.

What motivated you to join ISPE?

During my first semester as a transfer student at NC State, I wanted to get more involved on campus and looked for student chapters of professional affiliations. My desire was to not only learn in textbooks, but learn about what is current in the industry and begin building a network. Some classmates told me about the ISPE Student Chapter at NCSU and I looked up their meetings. The next one scheduled was a Women in Pharma panel discussion and I’m so glad I went. It was so wonderful to hear from women at different levels of their careers, and learn about the obstacles they may have had or how they wound up in their current roles. I find listening to stories highly motivating and I decided to join the chapter, ultimately becoming a member of the NCSU Student Chapter Board as Secretary and then President.

Can you share some lessons you’ve learned about the importance of balance in your career?

As we move through the seasons of life and our priorities shift, so does the way we perceive and desire balance. Throughout my dance career, training as a young student and progressing into my professional years, balance was not something I was able to achieve in life (only on my toes!) nor did I feel the need for it. My desire was to be at peak performance as an artist and athlete, and that meant prioritizing my body and making sacrifices. As I grew in this career, I began to long for balance - to grow my relationships, to grow my education, and to allow other people into my world. When I left the stage and pursued my degree in bioprocessing, I was an adult, supporting myself, which meant my priorities were education and bills. It did not leave as much time for the balance I had hoped for, yet it did allow me to grow my relationship with my now husband, who fully supported all my endeavors. While my brain was my priority throughout school, nourishing it with rest and studying whenever I had free time, the hard work was well worth it as I transitioned into a full-time career with Novartis. I greatly appreciate my education and the way it prepared me for my career so that I would feel confident in my role and have the ability to “turn off” on my days off. I do not take the Balance I’ve gained in my life post- ballet and post-college for granted because I know what it is like to not have it. Now as I enter a new season of life, as I become a mother, my priorities and perception of balance will shift again. Balance is not a one size fits all, it’s about making time for yourself and prioritizing the people in your life and the things that make you feel content during whatever season in life you may be in. As we move through our lives, the seasons change, and so do our priorities and identities. One thing is for sure, balance is key to having a successful career alongside a successful and fulfilling family life. This takes work but we must have the support of our workplace and family to do it all. It’s possible, and I’ve seen it many times in the women I’ve met through WIP. They have shown me that I could find that balance I yearned for and still have the successful career and family I dreamed of.

What are some of the highlights you’ve experienced in your career?

I’ve been so lucky to have had many highlights in my career so far. As a student and intern at AveXis, I received both the Jane Brown Scholarship and the WIP Scholarship that gave me the opportunity to travel to Las Vegas for the ISPE Annual Meeting, where I participated in the Hackathon and was on the winning team! That was a huge moment - I learned so much and made so many wonderful

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Mae Jemison, Astronaut, Educator, and Doctor



Mae Carol Jemison*

(born October 17, 1956) is an American [engineer](#), [physician](#), and former [NASA](#)

astronaut. She became the first [black](#) woman to travel into space when she served as a [mission specialist](#) aboard the [Space Shuttle Endeavour](#). Jemison joined NASA's [astronaut corps in 1987](#) and was selected to serve for the [STS-47](#) mission, during which she orbited the Earth for nearly eight days on September 12–20, 1992.

Born in Alabama and raised in Chicago, Jemison graduated from [Stanford University](#) with degrees in [chemical engineering](#) as well as [African](#) and [African-American studies](#). She then earned her medical degree from [Cornell University](#). Jemison was a doctor for the [Peace Corps](#) in [Liberia](#) and [Sierra Leone](#) from 1983 until 1985 and worked as a [general practitioner](#). In pursuit of becoming an astronaut, she applied to NASA.

Jemison left NASA in 1993 and founded a technology research company. She later formed a non-profit educational foundation and through the foundation is the principal of the [100 Year Starship](#) project funded by [DARPA](#). Jemison also wrote several books for children and appeared on television several times, including in a [1993 episode](#) of [Star Trek: The Next Generation](#). She holds several [honorary doctorates](#) and has been inducted into the [National Women's Hall of Fame](#) and the [International Space Hall of Fame](#). (Wikipedia) ❖

**Official portrait of STS-47 Mission Specialist Mae Jemison from the NASA Image and Video Library.*

connections at that meeting. Serving as the NCSU ISPE Student Chapter President really gave me the confidence to pursue this career transition. It connected me with so many strong women in the industry. During my time with Novartis I have been able to overcome the Imposter Syndrome I felt as I began this path, building significant faith in my knowledge and gaining confidence to speak to the issues at stake. I've also had the opportunity to share my story through an NC Biotech video and express my gratitude for being part of the Novartis Gene Therapies family, where I can give back to the rare disease community, as well as show others that a change in career is possible no matter where they are in their lives.

Specific to your experience, what advice would you give someone contemplating:

- » **Joining ISPE** - Joining ISPE will be the best decision, if not just for the knowledge you will gain relevant to your work in the industry, but for the people you will meet along the way and stay connected with.
- » **Contributing to WIP** - The contributions to WIP allowed me to attend the ISPE Annual Meeting, a life changing event. Not everyone gets to go, especially as a student. It was the greatest gift. Contributing to WIP gives the opportunity for mentorship and a lifelong circle of women you can always turn to.
- » **A career move** - Career moves are scary! But with the right goals in mind and plans to achieve that goal, anything is possible. I went from ballet to science, and while I never would have seen the connection, there are so many translatable skills. You never know how one career can prepare you for a whole new industry until you try. Reach out to others, ask questions, research the industry, and take the leap. ❖

“I’ve grown into accepting that ambition is not a dirty word, and that it doesn’t make me less of a feminine, loving, nurturing woman to be ambitious and have big dreams and big goals. It’s easier to be happy because I have a little more gentleness for myself.”

—Katherine Heigl

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—

May - the empowerment suggestion for **Balance** is:

SCHEDULE TIME TO WORK ON A PROJECT THAT’S MEANINGFUL OR FUN FOR YOU.



There is good stress and there is bad stress. Planning a wedding or vacation is stressful, but it's for something that brings personal enjoyment. Having a PCR test make you miss an international flight can throw you to the other side. Especially in these times of the pandemic, we should be cognizant of not only how the additional stresses are affecting our mental health, but be aware of the warning signs of others in despair.

Step one is to identify the stressors in your life. While living in California, stressors were usually traffic and things outside of my control. After moving to Switzerland, where I have a 10-minute bicycle ride to work, I began to notice my quality of life change dramatically for the better. Having control over my environment is important to me and the Swiss society runs like clockwork.

Second is to understand how <you> react in negative situations. Fight or Flight? Do you internalize it? Do you take it out on others? Do you self-medicate with food, smoking, drugs or alcohol? For me it was exercise for the adrenaline rushes, and that took a toll on my physical body.

Which of your activities make you feel good, and do you need to prioritize? I have begun a habit during COVID of scheduling down time in my calendar to prioritize healthy activities, whether that is getting fresh air, playing an instrument, spending time with family, or taking time to cook a healthy meal. The challenge is to treat these just as every other appointment on your schedule.

Be in the moment! Focus on the 5 senses. Stop. Take a deep breath. Close your eyes. What do you hear? What do you smell? How do you feel? What was the last taste in your mouth? Now open your eyes and what do you see? Are you planning for tomorrow without enjoying today?

After a couple of hip surgeries, I shifted my focus from high-impact sports to yoga, Pilates, TRX, and more

restorative activities. I tried to take meditation courses, but accidentally joined the Harre Krishnas. I found myself stuck in their compound for three weeks meditating twice a day for two hours, where I usually fell asleep. I realized that I am much better at a moving meditation - walking a beach or hiking in the woods. Some of my best ideas and problem solving comes from hiking and biking alone in nature.

Adding self-care activities can also help. Regular massages, acupuncture, and taking time out for relaxing vacations will help recharge your batteries. Taking care of our health is important and getting enough sleep, rest, and relaxation is important. I admire the Swiss-German culture for being able to separate from work and focus on family evenings and weekends.

Moving from Genentech to the mothership, Roche, in Switzerland, I was amazed that there were no free yoga classes. The wait to join the corporate gym was a year and employees had to pay hefty membership fees. That is when I started a Corporate Wellness Program. In the beginning, a small group of women participated over lunch three days a week, but soon word spread, and we were given a dedicated room, then other satellite buildings wanted a similar program. The women helped me learn German and when I wasn't available, others volunteered to teach. The participant list grew to 350 people before I left in 2018 and the program continues post-Covid.

Companies who invest in employee well-being have noticed increased productivity, less work missed due to illness, better team collaboration, and increased energy in the Workplace. It allowed me to get to know my coworkers on a different level. What many missed most during the lockdowns were the social interactions, which are an important aspect of our mental health. Many of us have been challenged this year by having this taken away from us. Hopefully, we can visit safely in person together for ISPE events.

On 18 May, WIP Sunrise to Sundown focused on **BALANCE**. I would like to thank Tanya Sharma, Teresa Minero, Nic Palmarini, Alassandra Fano, Tamara Hamovic, Sarah Matson, Ingeborg Baars, Alice Redmond, and Natalia Vtyurina for cooperating together on the sessions. You can find a link to the Mindfulness Slides [here](#). Stay healthy and balance your time.

Kelly Keen is an Architect, PPM and PMO. She began her own business in 2020, consulting on Life Sciences Portfolio Management and setting up Corporate Wellness Programs. An active ISPE member since 1998, Kelly has been involved with WIP, Student, and Emerging Leader initiatives; she has also been a member of the ISPE European Leadership Team, the ISPE Pharma 4.0 Steering Committee, and a FOYA Chair, and has had leadership roles within the San Francisco Chapter and the Singapore and D/A/CH Affiliates. She served on the International ISPE BOD from 2018-2019. ❖

ISPE Foundation Update

ISPE International and the ISPE Foundation is pleased to announce the recent addition of two key members to the team: Bill Mojica, Director of Development and Foundation Operations, and Jaquie Keen, Board and Foundation Senior Coordinator. Bill brings over thirty years of non-profit leadership experience, with twenty-one years spent in fundraising, as a Development and Communications Director. Jaquie brings ten years of board experience.

Mark Hernick, ISPE COO, stated, "We are all extremely excited to have both Bill and Jaquie join the ISPE team. I am confident that their combined experience, knowledge, and enthusiasm for the ISPE mission is going to propel the Foundation to new heights."

Bill is no stranger to growing a development department from the ground up. He launched productive fundraising programs while at Athelas Institute, Inc., Woodbourne, Inc./Nexus Family Healing, and Chimes International, Inc. Initially as an army-of-one, those departments grew quickly, resulting in continuous revenue growth. He is well-versed within the fundraising continuum, specifically in grants management, donor cultivation, procuring major gifts, and capital campaign projects. Bill has enjoyed a high-level of success fundraising across multiples states and internationally.

Bill remarked, "This is a tremendous opportunity to join a well-respected organization and shepherd the Foundation's charitable initiatives. I look forward to building a culture of philanthropy and expanding ISPE's donor portfolio."

Jaquie has supported executives in the medical field for most of her professional career. She is excited about developing her fundraising skillset and looks forward to being a part of moving the Foundation's initiatives forward.

Tony Moreira, ISPE Foundation Board Chair commented, "I am excited and delighted with the arrival of two new staff members of the Foundation. Bill brings with him a long-time experience working with non-profit boards and leading successful fundraising programs for those organizations. Jaquie has years of experience supporting board activities, coordination, and execution."

Bill and Jaquie have jumped right in, helping to put the finishing touches on a relationship with Nephron Pharmaceuticals, as part of the Foundation's Diversity Internship Program. They are immersed in creating a cohesive plan for the remainder of 2021, harnessing the Foundation's Strategic Plan, and setting aspirational goals for the coming year.

Tony added, "Bill and Jaquie join the team at a pivotal time when the Foundation's Strategic Plan is being developed and action plans implemented. They will be central to the Foundation's activities and I look forward to working with both on many successes ahead."

To learn more about the Foundation, or to donate, please visit ISPEFoundation.org. ❖

Do You Shop on Amazon?

Use AmazonSmile and Donate to ISPE Foundation!



[ISPE Foundation](https://ISPEFoundation.org) 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
FOUNDATION

Learn more and donate online at ISPEFoundation.org

Text* GiveISPE to 44-321

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Investing in People. Building the Future.

Make an immediate impact on the future of our industry with your donation today.

Women in Pharma Sunrise to Sundown

On 18 May 2021, ISPE WIP presented its bi-monthly event, Sunrise to Sundown, which is offered at two times – 0700am ET and 1200 noon ET – to accommodate different time zones.

Teresa Minero, Nic Palmarini, Alassandra Fano, Tamara Hamovic, Sarah Matson, Ingeborg Baars, Alice Redmond, and **Natalia Vtyurina** facilitated and led the panel discussions, and worked with **Tanya Sharma** in the planning and development of content, which focused on Balance.

Some of the take-aways from the panels included:

- » The importance of good sleep and relaxation (some suggestions – an occasional glass of wine, soothing tea, the smell of the sea, dog walking, music, exercise.
- » Keep lists to maintain organization, priorities, and relieve the mind.
- » Balance your time between work and “me” time.
- » Sports and group lessons (online makes classes easier).
- » At night, read by candlelight
- » We can’t change the past – think “no regrets” and try to learn from your past to create a better future for yourself. Be grateful.

Panelists also discussed the best way to communicate online and allow people to feel a more personal connection, such as being aware of body language, introducing yourself to someone prior to the group call, and using icebreakers. Other topics of discussion included why the gender gap still exists in science and ways to close it, ways to increase women in STEM, and the long wait – a projected 118 years – to close the gap in pay equality.

Both sessions also included a mindfulness program following the panel discussion developed and presented by **Kelly Keen**, Architect, PPM and PMO and consultant in Life Sciences Portfolio Management and Corporate Wellness Programs. Kelly’s presentation provided similar suggestions. Her biggest message is to stay centered!

Stress, mindfulness, and well-being contributes strongly to physical and mental health as well as Emotional Intelligence. In addition:

- » Stress is the culprit of all illness, both physical and mental. Pharmaceutical professionals, many of whom have type A personalities, often lead a stressful life. Many people experience depression and anxiety, which has been exacerbated by Covid. Physical activity can help release anxiety and depression. Self-medicating due to stress is not good. Insomnia (especially when doing a lot of business travel) worsens these symptoms. Consistent, sound sleep is critical.
- » Mindfulness is the quality or state of being conscious or aware of something – a mental state achieved by focusing one’s awareness on the present moment, while calmly acknowledging and accepting one’s feelings, thoughts, and bodily sensations, used as a therapeutic technique. Meditation does not have to be sitting quietly on the floor; you can meditate while walking or whatever is the best way for you to understand and cope with uncomfortable emotions.
- » You are what you eat! “To be a leader in the workplace, you need to eat like an athlete.” Concentrate on what is going into your body. Exercise trains the body for stressful situations, promotes health, and it’s fun!
- » Self-awareness is important. Be aware of how you act under stress; journal, write down goals and priorities, maintain your schedule in a calendar. Be empathetic: listen and understand others’ perspectives. Give yourself and others the space to be emotional.

Read Kelly’s WIP Column in this issue of The Bridge for more specific information on her recommendations for physical and mental health and wellbeing, and click on the link in the article to view her presentation.

The next WIP Sunrise to Sundown will be held in August (instead of July). Stay tuned for more details and registration information. ❖

Teresa Minero, a panelist and host of the 0700am session, offers this special message to Bridge readers:

“I would like to address an invitation to all women and men, either young or older, either “STEM infiltrated” or not, either having grey or colored hair. Fight to do what you like and do it well, whichever stage of life you are living in! As a gift to all, here is my mantra: “Everything you are good at contributes to happiness”

—(Bertrand Russel, 1930)

RECENT EVENTS

ISPE Brazil Affiliate's WIP Webinar on Career Boosting in the Pharmaceutical Industry

O Comitê Women in Pharma® da ISPE Brasil convida para o Webinar gratuito

Como impulsionar a sua carreira na Indústria Farmacêutica: da introdução à recolocação



Mirella Melo
Quality Compliance
Consultoria Farmacêutica

Newton Velloso
About Me

ISPE
Brazil
Affiliate

Dia 22 de abril, das 10h às 12h

On 22 April, the **Women in Pharma Committee** from **ISPE Brazil** promoted a webinar entitled “*Career Boosting in the Pharmaceutical Industry - From Introduction to Relocation*”. Speakers included entrepreneurs **Mirella Melo**, Partner and Director at Quality Compliance Consultoria Company, a company that recruits and outsources specialized labor for pharmaceutical industries, and **Newton Velloso**, CEO and Founder of About Me, one of the largest platforms for advertising available positions and job hunting

services in Brazil’s pharmaceutical segment.

The webinar was designed with the objective of supporting professionals who are experiencing difficulty in relocation or can benefit from professional guidance during a period of global crisis, with high unemployment rates due to the pandemic.

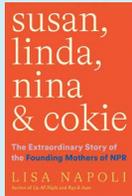
During the event, the speakers provided the audience with information about the pharmaceutical market, demonstrating through current data that despite the global financial crisis, the pharmaceutical segment still remains prosperous and numerous positions are available. However, although employment opportunities are plentiful, the content of the webinar made clear that the level of demand and basic prerequisites for joining the industry are high. Necessary steps to meet relocation requirements and valuable tips for achieving the relocation or career boosting goals were shared with participants.

At the event’s conclusion, stories of professionals who followed the steps to transition to professional relocation were shared, along with accounts of how they achieved the long-awaited introduction or relocation in the pharmaceutical market to successfully reach their goals. ❖

Q&A

Q: Do you have any suggestions for an inspirational book that is relevant to women in the workplace and provides historical as well as current examples of some of their stories, barriers they broke, and efforts that have influenced the path to equality for professional women?

A: A new book on the market provides a great example of professional women and the obstacles they have overcome in past decades. In the years after the Civil Rights Act of 1964, women in the workplace still found themselves relegated to secretarial positions or locked out of jobs entirely. This was especially true in the news business, a backwater of male chauvinism where a woman might be lucky to get a foothold on the “women’s pages.” But when a pioneering nonprofit called National Public Radio came along in the 1970s, and the door to serious journalism opened a crack, four remarkable women came along and blew it off the hinges.



Susan, Linda, Nina, and Cokie is journalist Lisa Napoli’s captivating account of these four women, their deep and enduring friendships, and the trail they blazed to becoming icons. They had radically different stories. Cokie Roberts was born into a political dynasty and felt a tug toward public service. Susan Stamberg was the first woman to anchor a nightly news program and pressed for accommodations to balance work and home life. Linda Wertheimer, the daughter of shopkeepers in New Mexico, fought her way to a scholarship and a spot on-air. And Nina Totenberg, the network’s legal affairs correspondent, invented a new way to cover the Supreme Court. Based on extensive interviews and calling on the author’s deep connections in news and public radio, *Susan, Linda, Nina, and Cokie* will be as beguiling and sharp as its formidable subjects. (Amazon) ❖

ISPE WIP BLOG

ISPE WIP Blog

Balance - What Does That Even Mean in Today’s Society?



Tamara Hamovic is a Senior Validation Officer (CSV) with Oxford Biomedica and lives in the UK. In this month’s blog, Tamara shares her thoughts on balancing herself before and since the pandemic, and how she has managed to maintain balance during challenging times. Read Tamara’s [blog](#) today. ❖



UPCOMING AFFILIATE AND CHAPTER EVENTS AND ACTIVITIES

WIP June Webinar – Boosting Self-Confidence. The Moments that Matter

Confidence is one of the most pressing challenges for women leaders, and yet, to succeed, confidence matters as much as competence. There is strong evidence showing women are less self-assured than men, as confidence in girls drops dramatically during adolescence, with the effects often lasting throughout adulthood.

The ISPE Webinar Series invites you to join the WIP Webinar, “Boosting Self Confidence. The Moments that Matter.” In this session, we will explore this deeply personal topic, unpacking the realities women face at an individual level and also the challenges that exist within the social systems at work. In our time together, we will also explore the moments that matter along with the practical ways to boost confidence levels to skyrocket you toward your goals. Speakers **Audrey McGuckin**, CEO of The McGuckin Group, **Clarisse da Mota**, Associate Director PMO & Communications – Global Blockchain Program Connected Channel, **Amita Goel**, CEO of Celltheon, and **Kaye Cullum**, Global Group Lead, Diversity & Inclusion, Thermo Fisher Scientific, will facilitate discussions on identifying areas that may hold you back, steps you can take to increase confidence in your work, and signals to be aware of if you’re getting off track and what to do to get back on it. The Webinar is scheduled for **23 June 2021 from 11:00am-12:00noon ET**. Stay tuned for registration details. ❖

Collaborative, Upcoming Countries’ Mentor Circle Program Launch!

On Monday, June 28th, the WIP Mentor Circle program will officially launch in India, and the first in a series of Mentor Circles will focus on critical thinking regarding emerging technologies in upcoming countries. This international Women in Pharma initiative will highlight collaboration with participating countries from around the globe, and ISPE/WIP members (and others) from Japan, Singapore, Brazil, Philippines, Mexico, India, and elsewhere are invited to participate in these important Mentor Circle discussions.

The first Mentor Circle will be hosted by the ISPE India Affiliate and will feature guest speaker **Charlie Wakeham**, who will share his thoughts on critical thinking with respect to bridging the gap and adapting to emerging technologies in upcoming countries. The topic was selected based upon survey results and respondent feedback. The focus on critical thinking in these areas was selected as the first topic of discussion to encourage greater push towards problem solving in the workplace. Charlie will be sharing tools that will help shape our thought processes holistically. Look for registration information in the near future.

Future discussions in the Upcoming Countries’ Mentor Circle series will include discussions on 3D printing in the life sciences and use cases. Stay tuned for more information in the coming weeks. Please reach out to **Vivien Santillan** (vivien.santillan@ntint.com), **Tanya Sharma** (tanyasharma0304@gmail.com), or your local affiliate for more information on becoming a part of this exciting initiative! ❖

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>

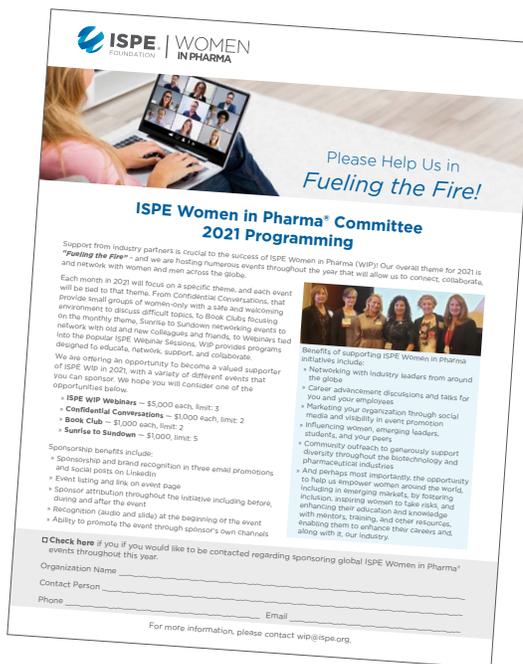
Please share with your Affiliates and Chapters, Mentor Circle participants, and anyone else who might have an interest in proudly wearing a WIP shirt! ❖

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

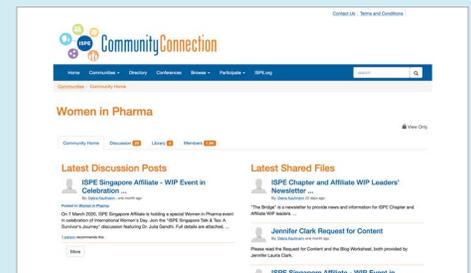
Activities held by ISPE WIP International throughout the year will include Webinars, Confidential Conversations, Book Clubs, and Sunrise to Sundown; each will focus on the theme of the month in which they are held. Stay tuned for dates and invitations to upcoming events! ❖



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](#) to learn more. ❖

ISPE WIP Community of Practice



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 Jessie Hardy (jhardy@ispe.org). 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! ❖

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!**