

THE BRIDGE

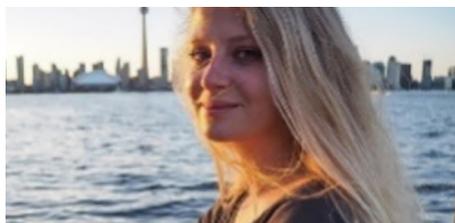
WOMEN
IN PHARMA®

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



Welcome Leaders

Welcome to the February 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

Kinga Podciechowska
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Women of Science from History

Hertha Marks Ayrton (1854-1923)
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Volunteer Opportunities

We invite all ISPE Member Volunteers
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A Message from the ISPE WIP International Mentor Circle Leader



Tanya Sharma

This month's Women in Pharma theme is Diversity & Inclusion. This is a very timely topic, as we remain in a pandemic-induced remote environment that challenges everyone around the entire globe. We're all in this together - when talking about lockdowns and working from home, everyone is in the same situation; nobody considers differences in culture, background, or location. This is a good thing - and it enables us to open up about diversity and inclusion because there are no boundaries or borders.

Diversity refers to the traits and characteristics that make people unique while inclusion refers to the behaviors and social norms that ensure people feel welcome (<https://builtin.com/diversity-inclusion>). Diversity and inclusion are critical to WIP as we come together from around the world, each of us bringing unique histories and stories and experiences, to embrace and accept our differences and use them to create a stronger and more empowering community.

Diversity means different things to different people and we should not have a restricted range of emotion; instead, we need greater emotional complexity to understand distinctive perspectives. People with different opinions and experiences can reach common ground by opening up this conversation and listening. Try to do this - it is enlightening and interesting to learn others' perspectives based on their unique backgrounds, familiarity, and knowledge.

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We are pleased to introduce you to **Kinga Podciechowska**, A Pharmacy Student at Poznan University of Medical Science in Poland, and President of the University's ISPE Student Chapter. We asked Kinga questions about her experiences, her goals, and her reflections on Diversity & Inclusion.

What made you select BioPharm as your major?

When I was choosing pharmaceutical studies, I was guided by the fact that I liked chemistry and I was interested in medicine. Now, after five years of studying pharmacy, I can say that I hit a bull's eye. I've selected a very dynamically developing field of science - I have many various possibilities for work which was an important concern for me when I was deciding on my major. No matter which career path I choose I know that, in my future job, I will directly or indirectly contribute to helping patients.

Where do you see yourself five years from now? How do you think involvement in ISPE/WIP can help you get to that point?

This is a very difficult question because I am a kind of a person who likes to try many things. That's why I have many ideas for my future career. Five years from now, I would like to have a job that provides real contributions to helping patients. For now, I think I would like to develop my career in clinical trials. I also hope that in my future I will be able to gain experience and practice abroad. Being the President of this ISPE Student Chapter is helping me improve many skills, including management, good communication and teamwork, which can help me be a better candidate for my future work position.

Can you share some lessons you've learned about diversity and inclusion through ISPE?

The most important thing is to work as equals with everyone, giving each person a chance and listening to all voices. This is what makes us strong and united - different points of view, broad diversity - as long as we respect each other, this is the greatest treasure for us all. My biggest task taking the lead position with the ISPE Student Chapter at my University is to keep things this way - not letting anyone feel excluded or underestimated. The diversity is what makes us who we are, and ISPE is all about the amazing people creating

the society together, regardless of the differences.

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

"If it doesn't challenge you, it doesn't change you." It's worth it to try new things and overcome weaknesses, because it's the best way to develop ourselves.

What are some of the highlights you've experienced in your academic years?

These years have been very enriching and special for me. I took part in numerous activities, such as joining a student organization and a scientific club. I had an amazing opportunity to take an active part in international conferences and become a part of the scientific life at my University. My aim is to always develop and learn new things. Through these activities I met amazing people, making this time unforgettable. In addition to my studies, I also took part in a cultural exchange program and I lived in the United States for a year, which was an amazing experience.

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

Don't contemplate it - just join ISPE and try it. For me, joining ISPE was a wonderful opportunity to learn new things and gain experience as a leader of a Student Chapter. I am sure that you will find something special for you. ❖

We can reconstruct collective views together and take action to change things around us by engaging, interacting, and learning from people from various places near and far. Rather than trying to polarize the conversation based on our beliefs, we can help others find their own motivation to widen their thoughts.

Some actions we can take together include:

- » Have a conversation – even just one can inspire and foster action
- » Be curious and interested in learning about other peoples' backgrounds, cultures, and educational and professional experiences
- » Join different groups and explore new ways of doing things
- » Understand challenges of different people
- » Read more books – the WIP February Book Club, held on 23 February, explored diversity and inclusion by discussing “Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces” by Karen Catlin.

We can be very opinionated and form our thoughts based on these opinions; our beliefs can become our identity. But if we can see things in a spectrum, and accept and encourage a wide range of diversity, we will grow more, learn more, and be better for it. ❖

Tanya Sharma is the WIP International Mentor Circle Leader and Principal Consultant, Assurea, LLC.

“A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.”

—Sundar Pichai, CEO of Google
(Source: Quartz at Work)

Women of Science from History



Hertha Marks Ayrton (1854-1923) was a British engineer, mathematician, physicist, inventor, and suffragette. She was the first woman to be elected to the Institution of Electrical Engineers, the British counterpart to the IEEE. Although she passed the Mathematical Trips at Cambridge, she was granted only a certificate because Cambridge did not give full degrees to women. In 1881, she passed an external examination at the University of London, which awarded her a Bachelor of Science degree. Ms. Ayrton was awarded the Hughes Medal by the Royal Society for her work on electric arcs and ripple marks in sand and water. ❖

“When she shifted from competition to collaboration, all the women around her became radiant stars in a dark blue sky, each one striking and rising, without trying to outshine.”

—Tanya Markul

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 — **February** — the empowerment suggestion for **Diversity and Inclusion** is: Sign up to mentor young people at [Big Brothers](#), [Big Sisters of America](#). ❖

ISPE WIP Blog



Cy Rodriguez is an ISPE Emerging Leader residing in The Philippines. Formerly an ISPE Student Member, Cy was the undergraduate winner of the ISPE Poster Competition at the 2018 ISPE Annual Meeting & Expo and a Hackathon participant in the ISPE International Hackathon at the 2019 ISPE Annual Meeting & Expo. He is serving as a coach in the ISPE Student & Recent Graduate International Hackathon, currently in progress, and shares in his blog his experiences competing and participating with other ISPE

Members from around the world and how the diverse and inclusive nature of ISPE has helped him exceed in his endeavors. [Read Cy's blog.](#) ❖

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! ❖

ISPE Women in Pharma 2021 Programming

Support from industry partners is crucial to the success of ISPE Women in Pharma (WIP). Over overall these for 2021 is "Fuel the Fire" and we are hosting numerous events throughout the year that will allow us to connect, collaborate, and network with women and men across the globe.

Each month in 2021 will focus on a specific theme, and each event will be tied to that theme. From Confidential Conversations, that provides small groups of women-only with a safe and welcoming environment to discuss difficult topics, to Book Clubs focusing on the monthly theme, Sunrise to Sundown networking events to network with old and new colleagues and friends, to Webinars tied into the popular ISPE Webinar Series, and WIP provides programs designed to educate, network, support, and collaborate.

We are offering an opportunity to become a valued sponsor of ISPE WIP in 2021, with a variety of different events that you can sponsor. We hope you will consider one of the opportunities below:

- **ISPE WIP Webinars** – \$5,000 each, limit: 3
- **Confidential Conversations** – \$10,000 each, limit: 2
- **Book Club** – \$1,000 each, limit: 2
- **Sunrise to Sundown** – \$1,000, limit: 5

Sponsorship benefits include:

- Day of recognition on presentation and verbal recognition
- Recognition on e-blast promoting the event
- Special callout on social media by WIP Network
- Promotion on WIP Website for event
- After program visual thank you on social media

Benefits of supporting ISPE Women in Pharma initiatives include:

- Networking with industry leaders from around the globe
- Career advancement discussions and talks for you and your employees
- Referring your organization through social media and visibility in event promotion
- Influencing women, emerging leaders, students, and your peers
- Community outreach to generously support diversity throughout the biotechnology and pharmaceutical industries
- And perhaps most importantly, the opportunity to help us empower women around the world, including in emerging markets, by fostering inclusion, inspiring women to take risks and enhancing their education and knowledge with mentors, training, and other resources, enabling them to advance their careers and along with our industry.

Check here if you would like to be contacted regarding sponsoring global ISPE Women in Pharma® events throughout this year.

Organization Name _____
 Contact Person _____
 Phone _____ Email _____

For more information, please contact wip@ispe.org.

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 - Fuel the Fire with Accountability!***

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 **Debbie Kaufmann** (dkaufmann@ispe.org) for more information. ❖

ISPE's California Chapters



Hosting Joint Virtual Event for International Women's Day

On Monday, 8 March - International Women's Day - please join the ISPE California Chapters at 12:00 noon PST for a joint virtual event featuring **Sandra Pelletier**, CEO, Evofem Biosciences, as she leads an important discussion on Innovating Women's Healthcare. From

nutrition to reproductivity to cancer, this event will help participants understand new innovations and the progress being made in women's healthcare. [Register today!](#) ❖

ISPE CaSA Includes WIP Programming in 2021 Life Sciences Technology Conference



Every March, ISPE CaSA holds a major conference - ISPE CaSA Life Sciences Conference. Due to the pandemic, this year's Conference will be held

virtually. As part of the agenda, the ISPE CaSA WIP group will present two sessions: on 9 March at 8:30am ET, the Keynote will feature "Leading Ladies in the Industry." Wendy Haines, PhD, Associate Director of Technical and Scientific Services, PharmEng Technology, will moderate a panel discussion about the "Race to Recovery" with panelists Kelli Collin, Vice President, Head of Quality, Shattuck Labs; Monique Spruiell, Sr. Director, Johnson & Johnson; Christine Vannais, COO, FujiFilm Diosynth Biotechnologies; and Sylvia St-Martin, Vice President, Medicago. Then, on 10 March at 11:15am ET, Women in Pharma will present "Applying Lean Execution Tools on a Fast-Track Project. For more details and to register, visit [ISPE CaSA Life Sciences Technology Conference](#). ❖

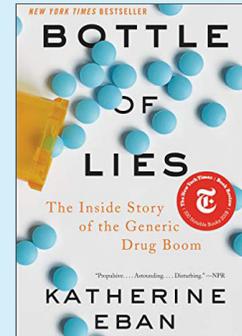
ISPE Ireland Affiliate to Host Emerging Leader and Women in Pharma Career Development Event

On Wednesday, 10 March, ISPE's Ireland Affiliate will hold an event hosted by its Emerging Leaders and Women in Pharma groups. Join this important "Career Development - Plan for Success" from 10:00 - 11:30 GMT to hear from



guest speakers Richard Kilfeather, AbbVie, and Alice Redmond, CAI, as they discuss ways to achieve one's full potential and the importance of emotional intelligence and influencing others. For more details and to register, visit the [event page](#). ❖

Philippines WIP Mentor Circles Progress and Upcoming Activity



In March 2021, the WIP Mentor Circles Philippines will be hosting a book discussion on our chosen literature *Bottle of Lies* by Katherine

Eban. We chose this book because of its relevance to the industry, and the new perspective it could bring to the circle. This book discussion will also be the first session we will have for the new year. Our Mentor Circles program started last October 2020 with two circles. We have held sessions covering topics including Purpose and Career Planning, Effective Communication, and Employment Basics. We are excited to continue and share this progress to everyone. Due to a limited number of seats, this Book Club is open to Philippines participants only, but the plan is to share the next Philippine Affiliate Book Club with an international audience. ❖

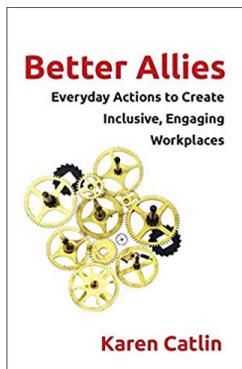
ISPE Women in Pharma Hosts March Sunrise to Sundown

On 16 March, be sure to join WIP for its' bi-monthly Sunrise to Sundown. Join colleagues from around the globe to discuss the monthly theme of entrepreneurship, to network, and to see old friends and colleagues and meet new people. Two times - 7:00am ET and 12:00noon ET - enable folks from all time zones to meet for a discussion over coffee, mid-day, or for a happy hour! We look forward to seeing you! ❖

RECENT EVENTS

February WIP International Book Club

Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces,
by Karen Catlin



On 23 February 2021, ISPE Women in Pharma hosted its February Book Club in which *Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces* written by Karen Catlin. Interactive and invigorating discussions prompted personal growth and provided an educational experience that helped all participants more fully understand how to make their workplace fully inclusive, arming them with a roadmap on how to be a better human being at work. Sessions were held at 7:00am ET and 12:00pm ET to accommodate different time zones, offering this special experience to people everywhere. ❖

San Francisco/Bay Area WIP Group Holds Ongoing, Highly Successful Mentor Circle



For the past eight months, six women from the Bay Area have been meeting every six weeks for the ISPE Women in Pharma Mentor Circle. The Mentor Circle has been a great

way to bring together women in all stages of their career to discuss different challenges that women face in the workplace. Meeting topics have ranged from “How to Work with Difficult Managers” to “Relationship Management – at the Stakeholder Level and at the Customer Level”. Vivian Chu, an associate engineer at Dupont, noted how intimate and approachable the group is, stating that “It’s been insightful to listen to women speak honestly about their struggles and successes in the biotech world. We get to go beyond canned questions and explore topics that are relevant to women in STEM today - female leadership, gender imbalances in the workplace, family and children, work-life balance.” Laura Yee, a project manager at Bayer, added, “It has been refreshing to have meaningful dialogue with a group of wonderful women who possess a variety of personalities and experiences, outside my typical network. I have found our times together to be a wonderful opportunity for growth and introspection. Whether just starting out or almost ready to retire, we all have so much to share and learn.” We are confident that every member of the group has enjoyed getting to know one another and learning from each other’s experiences. Due to the success of this group, the ISPE SF Bay Area chapter is looking to start three additional Mentor Circles with a similar model this year. If you’d like to help start a mentor circle in the Bay Area, please contact Anamica Srinivasaragavan, WIP Committee Chair, ISPE Bay Area Chapter anamica.ragavan.pro@gmail.com. ❖

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 2020 Steering Committee Chair



Stephanie Thatcher
ISPE Women in Pharma Chapter and Affiliate Liaison

RECENT EVENTS

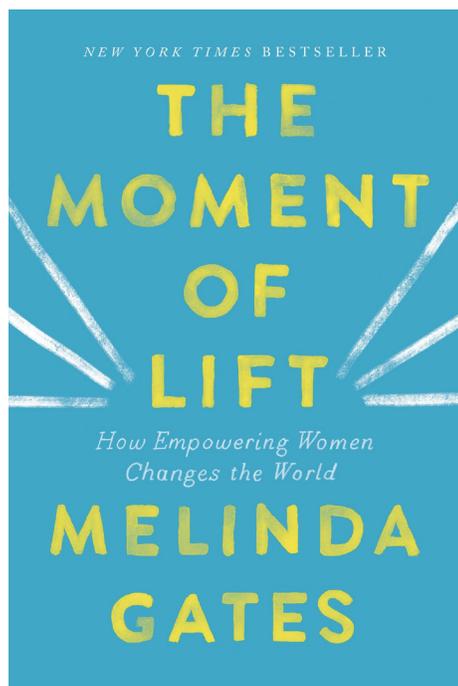
ISPE Rocky Mountain Chapter Hosts Discussion Panel, “Lift While You Climb”

On January 28th, the Rocky Mountain ISPE Chapter held a virtual Women in Pharma panel to discuss the topic “Lift While You Climb.” The panelists included Caroline Rocks, Sr. Program Manager at Abbvie in Dublin; Dina Iezzi, Marketing and Business Development Executive in Toronto; Lindsay Kenney, Core Team Leader at CRB in Denver; and host Kerren Bergman, CEO at Hyde Engineering + Consulting. The panel topic “Lift While You Climb” has historical relevance. It stemmed out of the women’s suffrage movement in the U.S., and was the motto of the National Association of Colored Women (now NACWC), founded in 1896, which advocated for women’s rights and reforms to improve life for Black Americans.

The panel discussion centered around how pre-conceived notions of ourselves and our abilities as women impact progress in our careers, and how gender, racial bias and generational factors can influence the ability to “Lift While You Climb”. With over 70 global attendees, the panel conversation was intimate and genuine, encompassing the panelists’ professional journeys and their experiences supporting and lifting others. Feedback from attendees has been extremely positive, emphasizing what a special opportunity it was to hear from these amazing women in such a personal setting and to learn from their experiences, observations and suggestions. ❖



Upper left; Kerren Bergman, lower left; Dina Iezzi, upper right; Caroline Rocks, lower right; Lindsay Kenney



CaSA Chapter January WIP Book Club

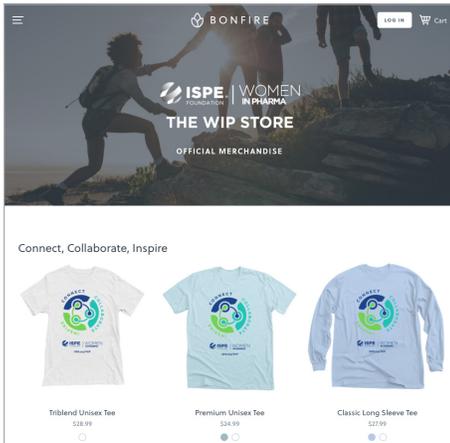
On Tuesday, 26 January 2021, the ISPE CaSA Chapter held a Book Club to review and discuss Melinda Gates’ *The Moment of Lift: How Empowering Women Changes the World*. In this moving and compelling book, Gates shares lessons she’s learned from the inspiring people she’s met during her work and travels around the world. As she writes in the introduction, “That is why I had to write this book to share the stories of people who have given focus and urgency to my life. I want all of us to see ways we can lift women up where we live.” The book club members enjoyed an engaging, stimulating discussion that focused on the book, on Gates’ compassion towards people in developing countries, and the decades of work she has put in to improving the health, lives, and education of women around the globe. ❖

“That is why I had to write this book to share the stories of people who have given focus and urgency to my life. I want all of us to see ways we can lift women up where we live.”

—Melinda Gates

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>

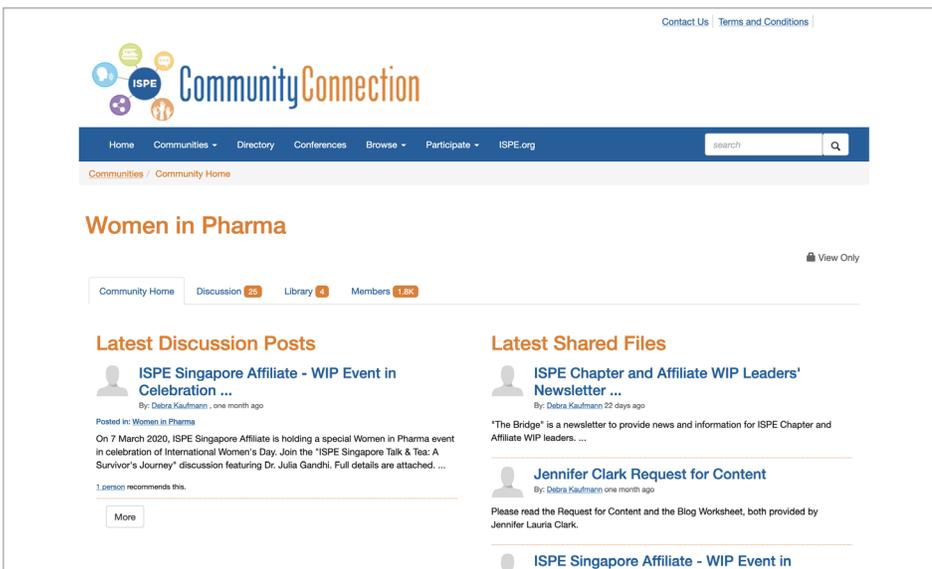
Please share with your Affiliates and Chapters, Mentor Circle participants, and anyone else who might have an interest in proudly wearing a WIP shirt! ❖



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](#) 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 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! ❖

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!