

# THE BRIDGE

WOMEN  
IN PHARMA®

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



## Welcome Leaders

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



## A Moment in History

Sarah Elizabeth Stewart  
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## Upcoming Events

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## Emerging Leaders

### Tanya Sharma, Women in Pharma® International Mentor Circle Leader



*"If you didn't get invited to the table, bring your own chair,"* Stacey Vanek Smith. The pharmaceutical industry is changing and evolving at a rapid pace – pharma 4.0, emerging technologies and cell and gene therapy – and women have made major strides in these areas. Just look at Women in Pharma®, this group alone is full of impressive women ready to support one another as we work to create a better world one career move at a time. The archaic belief that women are always in competition with one another is exactly that – archaic.

We still have a long way to go. The gender disparity within the pharmaceutical and tech industry remains a pressing matter worldwide. According to a recent UNESCO article, this can be as a result of several factors including disproportionate childcare responsibilities, salary discrepancies, and underrepresentation in tech leadership.

In the United States alone, women make up 47% of the workforce and yet, hold less than one-third of leadership positions in the tech industry. According to UIS data, less than 30% of the world's researchers are women. Couple this with unconscious bias in the workplace and educational barriers that deter girls from engaging with STEM, women continue to face cultural and systemic hurdles across borders.

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# HISPANIC HERITAGE MONTH

## ¡Bienvenido a una edición especial de “Women in Pharma’s - The Bridge,” celebrando el mes de la herencia Hispana!

En esta edición, destacaremos a las mujeres latinas que trabajan en la industria farmacéutica. El 15 de Septiembre inició el Mes de la Herencia Hispana en los Estados Unidos para reconocer los logros y las contribuciones de los campeones de Latinos que han inspirado a otros a alcanzar el éxito. Hoy celebramos nuestros capítulos afiliados de América Latina, específicamente Argentina y México, que continúan dando forma al futuro de la industria farmacéutica.

## Welcome to a special edition of The Bridge, celebrating Hispanic Heritage Month!

September 15th kicked off Hispanic Heritage Month in the United States to recognize the achievements and contributions of LatinX champions who have inspired others to achieve success. In this special edition of The Bridge, we celebrate ISPE Affiliates in South America -- Argentina Affiliate, Mexico Affiliate – and our Hispanic members around the globe that continue to move the needle in their respective markets as they Shape the Future of Pharma™. ❖

## ISPE AFFILIATE SPOTLIGHT: MEXICO



**ISPE Member:** Validation Manager - Fatima Jacoba Mancilla Islas

**Position/Cargo:** Gerente de Validación

**Company/Empresa:** Probiomed SA de CV

**Origin:** Mexican

### What do you hope to achieve with your work?

#### ¿Qué espera lograr con su trabajo?

To be a factor of change that drives continuous improvement in the processes of the biopharmaceutical and pharmaceutical industry.

Ser un factor de cambio que impulse la mejora continua en los procesos de la industria biofarmaceutica y farmacéutica.

### How will your work impact your country, specifically?

#### ¿Cómo afectará su trabajo a su país, específicamente?

By being a part of a 100% Mexican company, I am continuing to impact the country positively. Through my expertise and working as a team, we maintain the company's leading position in the biopharmaceutical and pharmaceutical industry, while continuing to develop and promote human talent.

Al formar parte de una empresa 100 mexicana considero que afecta de forma positiva al país, ya que he contribuido desde mi área de expertis y trabajando en equipo a que se mantenga y coloque como una empresa líder en la industria biofarmaceutica y farmacéutica, que desarrolla e impulsar el talento humano.

### How did being Latina influence your professional dreams?

#### ¿Cómo influyó el hecho de ser latina en tus sueños profesionales?

Part of my professional dreams stem from the fact that I am Latina and knew from a very young age I wanted to be a part of the industry. Mexico is recognized as a benchmark country in the pharmaceutical and biopharmaceutical industry, from the stages of research and development to commercial manufacturing. The level of knowledge generated within the country is very valuable and important to share worldwide; Mexico's

pharmaceutical companies meet the highest quality of standards, as set forth by the regulatory entity in Mexico and worldwide, ensuring the nation's efforts comply with the highest requirements established for the industry.

Parte de mis sueños profesionales al ser latina y formar parte de la industria desde muy joven, es que es Mexico sea reconocido como un país referente en la industria farmacéutica y biofarmaceutica, desde las etapas de investigación y desarrollo hasta su manufactura comercial, ya que el nivel de conocimiento que se genera en el país, es muy valioso y de importancia para compartirlo mundialmente, ya que en el hay grandes farmacéuticas de nivel internacional, así como farmacéuticas mexicanas que tienen los más altos estándares de calidad, ya que nuestra entidad regulatoria en Mexico al ser una entidad homologada con agencias regulatorias internacionales da cumplimiento a los requerimientos más altos establecidos para la industria.

### If you could give career advice to a young woman who dreams of making her way into the pharmaceutical industry, what would it be?

#### Si pudieras dar un consejo profesional a una joven que sueña con abrirse camino en la industria farmacéutica, ¿cuál sería?

That you have well defined goals and that you take it step-by-step and set smaller goals that lead you to your final goal; that you consider alternative plans since we must have options to determine how to reach our final goal while supporting and encouraging others -- we can all be part of a chain of support.

Que tenga bien definidas sus metas a las que quiera llegar y que proyecte paso a paso con metas más pequeñas el cómo llegar a su meta final, que se plantee planes alternos ya que debemos proyectar opciones para determinar el cómo si llegar a nuestra meta final, y que apoye e impulse a otros, todos podemos ser parte de una cadena de apoyo.

*NOTE: The English version is a translation of the original responses in Spanish for information purposes only. In case of a discrepancy, the Spanish original will prevail. ❖*

# A Moment in History: Women in Pharma® Edition

In the spirit of Hispanic Heritage Month, we are celebrating Sarah Elizabeth Stewart, a Mexican-American who pioneered the field of viral oncology research.



**Sarah E. Stewart** was born on 16 August 1905 in Tecalitlán, Jalisco, Mexico to a Mexican mother and an American father. When Stewart was 5 years old, the family would move to the United States, where she would continue speaking Spanish while building her legacy and shaping the future of the pharmaceutical industry as we know it.

A woman deeply ahead of her times, Stewart focused heavily on her studies and

went on to receive 4 degrees in her lifetime: her bachelor's degree from New Mexico State University in 1927, her master's degree from the University of Massachusetts Amherst in 1930, and a Ph.D. in microbiology from the University of Chicago in 1939.

Her greatest academic achievement, however, took place in 1949, when she became the first woman to receive her MD degree from Georgetown University's School of Medicine.

Throughout her life, Stewart made it a habit of challenging the status quo. When women were first allowed to become doctors, they were often pushed into gynecology, and Stewart was no exception. Her tenacity, however, kept her focused on her goal. She would go on to pursue a career in research, making several groundbreaking discoveries, including her finding of an oncogenic simian virus (SV40) in polio vaccine prepared from monkey kidneys.

In collaboration with Dr. Bernice E. Eddy, Stewart revealed that SV40 was a cancer-causing virus that millions of people were exposed to through contaminated polio vaccines. The two women were able to grow the virus in the lab and noted that it led to the growth of over 20 different kinds of tumors in the lab mice, and, more importantly, that the virus could be transferred animal to animal.

This experiment and its results led to a spike in oncology research, a field that was often overlooked, believing virologist were underqualified to take part in cancer research, and microbiologists were overqualified.

To learn more about Elizabeth E. Stewart's impact, visit [Photo Quiz - Volume 20, Number 5—May 2014 - Emerging Infectious Diseases journal - CDC](#). ❖

## Message from Tanya Sharma (cont from page 1)

### So how do we fix this?

We continue to challenge that nonsense belief that we are always in competition with one another. We continue to take our networking and mentorship circles to the next level. How? By creating meaningful, professional relationships rooted in shared interests and goals. Through important conversations, we can express our deepest concerns and insecurities, while receiving the pep talk we need to move forward with confidence.

Alternatively, being the person rooting for someone else can provide a great deal of inspiration and excitement for your next move. In many ways, listening to the concerns

of others normalizes our own thoughts and emotions, it allows us to look inward and rework our self-talk. Through digital or in-person conversations, we can encourage each other to embrace challenges and opportunities, whether it be an entry level or leadership position.

There's plenty of opportunities these days to drive innovation. By diversifying our network, partnering with emerging leaders, collaborating with other countries, and spreading the message that we need more women in emerging topics -- specifically emerging tech -- we can continue to Shape the Future of Pharma™, female style. ❖

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*"I always believed that one woman's success can only help another woman's success."*

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—Gloria Vanderbilt

## Women Leaders in the Fight Against Covid

**Thursday, 7 October, 2021 at 1200 to 1330**

Panel format with questions over Zoom: [REGISTER HERE](#)

### Event Schedule

- » 5 min Introduction of ISPE WIP
- » 10 min Introduction to Panelist
- » 50 min Discussion
- » 20 min Q&A
- » 5 min Closure & Sponsorship Messaging

**Target Speakers:** COVID Vaccine / Therapeutics / Diagnostics pharma leaders

**Message:** From COVID diagnostics to treatment, addressing the healthcare challenges has been a phenomenal undertaking and one of the biggest logistical efforts in the 21st century. Women leaders have been shining examples of vital and effective leadership in this pandemic response. This panel of leaders will provide their insights on their experiences and the industry.

**Objectives:** This session is to

- » Highlight their contributions
- » Address the challenges faced (professional & personal)
- » Areas for Improvement
- » Personal Take-away from our involvement ❖

## ISPE Women in Pharma® November Sunrise to Sundown



**16 November 2021**

**Session 1: 0700 ET**

**Session 2: 1200 ET**

Join colleagues from around the world to discuss the current WIP monthly theme, network, and see old friends and colleagues and meet new people. Two times allow folks to join over morning coffee, mid-day, or during happy hour. ❖

## Mentor Circles: Managing Up

**Sunday, 03 October 2021  
4:00-5:30 PM (UTC+8)**

[Join us on Zoom](#)

“Managing Up” refers to how employees handle the people who manage them to create productive and dynamic environments. The session aims to help prepare young professionals and participants to have the responsibility for the relationship they have with those who manage them. In this session, several stories along with a series of questions will be presented. A panel will be sharing their thoughts and participants can engage in the conversation. ❖

## Mentor Circles: Bridging Confidence and Leadership Stories

**Sunday, 17 October 2021  
4:00-5:30 PM (UTC+8)**

[Join us on Zoom](#)

The session aims to help young professionals challenge self-limiting beliefs, own their successes, and aim for leadership roles. In this session, several stories along with a series of questions will be presented. A panel will be sharing their thoughts and participants can engage in the conversation. ❖

[See Event Registration Details Here](#)

## ISPE INTERNATIONAL UPDATES

### ISPE Has Launched Their Fall Membership Drive!

#### SHAPE THE FUTURE OF PHARMA™

Looking to invite a colleague or enroll your company to benefit from WIP and other ISPE resources? Now's the time! ISPE just launched it's Fall Membership drive with special pricing and a membership bundle you don't want to miss. Email [ask@ispe.org](mailto:ask@ispe.org) today to learn more.

**JOIN TODAY\*** at [ispe.org/membership](https://ispe.org/membership)

\*Offer applies to existing members within their 90 day renewal cycle, lapsed membership and new members. Offer ends 31 December 2021



Available to all membership within 90 days of expiration, lapsed memberships and new members, enjoy a two-year membership bundle complete with competitive pricing and access to ISPE's professional development resources! For more information, contact Xundai or Alexis at [ask@ispe.org](mailto:ask@ispe.org). Offer expires 31 December 2021. ❖

### ISPE Community Connection is Now ISPE Engage

#### Welcome to ISPE Engage

WHERE GLOBAL PHARMACEUTICAL PROFESSIONALS CONNECT

The ISPE member networking forum Community Connection is being relaunched with some exciting updates! Now called ISPE Engage, we've updated the platform to include:

- » An open forum for all Members as a place for everyone to virtually connect and Shape the Future of Pharma™
- » Name and logo redesign
- » Renaming of "ISPE Engage Communities" in the navigation bar dropdowns—now called "Forums"

Existing Community of Practice Discussions are still active and available with a redesigned look and feel.

Look for ongoing improvements to ISPE Engage based on your feedback. For any questions, contact Anna Riley at [ariley@ispe.org](mailto:ariley@ispe.org). ❖

### Shop & Shape the Future of Pharma™ with AmazonSmile



Support the good work of the ISPE Foundation each time you make an Amazon purchase at no additional cost to you! By setting up an AmazonSmiles profile, you can select your charity of choice and Amazon will donate .5% of your qualifying purchases to the Foundation.

Best is, nothing changes! You'll continue to use your same Amazon account, have access to the same low prices, fast delivery and convenient shopping experience.

Every little bit helps the ISPE Foundation furthers its mission and supports initiatives like Women in Pharma®, the Diversity Internship Program, and sponsoring event registrations for our Student, Recent Graduate, and Emerging Leader members.

To shop at AmazonSmile go to [smile.amazon.com](https://smile.amazon.com) from the web browser on your computer or mobile device. Pro Tip: bookmark to [smile.amazon.com](https://smile.amazon.com) to make it even easier to return and start your digital shopping experience. You can use the same account on [Amazon.com](https://Amazon.com) and AmazonSmile. Just be sure to select ISPE Foundation as your charitable organization.

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

## RECENT EVENTS

### ISPE Italy Women in Pharma® 'Graziella Molinari' Award



#### Award Women in Pharma® ISPE Italy Graziella Molinari

Each year, the ISPE Italy Affiliate chapter awards the Women in Pharma® Graziella Molinari Award – named for the Affiliate's beloved former Vice President, Graziella Molinari.

This award was introduced in 2019 after Molinari's untimely passing, but continues to honor her legacy by celebrating the commitment, perseverance, and competence of women working in life sciences, and is dedicated to enhancing innovation and excellence while encouraging women's professionalism in the sector. Notably, the award seeks to create strong and credible role models for young women beginning their careers in pharmaceutical and biopharmaceutical manufacturing.

#### Submit your nomination by 30 October 2021 for the 2021 Graziella Molinari Award!

Simply send a word file to [segreteria@ispeitaly.it](mailto:segreteria@ispeitaly.it) by October 30, 2021 with the following details:

- » brief introduction of the candidate and motivation;
- » category of the Award for which the project has distinguished itself;
- » role of the candidate in the project;
- » brief description of the project (purpose, objective, sector, function, milestones, period of realization).

The winner will distinguish themselves between recent entries into the world of work and professionals with more years of experience, and will receive an award worth €3,000 to participate in a training course, as well as the opportunity to participate in ISPE initiatives as a speaker/moderator in events #WIP to increase their network also at an international level.

The 4 finalists will also be awarded a one-year ISPE membership. ❖

You are invited!



Dear Women in Pharma®,  
We are thrilled to be gathering once again at ISPE's Annual Meeting in Boston, Massachusetts, USA. Join us 31 October - 3 November 2021 as we reunite with our international network of pharmaceutical and biopharmaceutical professionals of all levels, including the industry ladies that are *Smart as a WIP!*

#### 1 November 1630-1730 Meet & Greet with Women in Pharma® at the ISPE Annual Meeting Welcome Reception

Stop by the ISPE Booth to meet Women in Pharma® leaders and learn more about Women in Pharma® and how you can become a Women in Pharma® Ambassador.

#### 2 November 0700-0800 Brighten Your Day with Women in Pharma®

Start your day with us. This will be a time for connection and reflection as we share insight from 2021 and move ahead to 2022! This will be a chance to learn more about our programs, take pictures and network with other WIP members. We will provide refreshments and a special gratitude journal for everyone that joins to take home! ❖

We look forward to seeing you there!



**Jennifer Lauria Clark**, ISPE Women in Pharma® Steering Committee Chair.



**Stephanie Thatcher**, ISPE Women in Pharma® Affiliate and Chapter Liaison.

[Sign up for Annual Meeting Today.](#)

# EMERGING LEADERS



**John Clarke, Process Leads with Pfizer in Dublin, quickly discusses the critical importance of Emerging Leaders as we continue to embrace the ever-changing present and future:**

## 1. Why is it important to partner and collaborate with Emerging Leaders?

ISPE Emerging Leaders represent the future of leadership across the pharmaceutical industry. The community is made up of a diverse membership who are actively involved in developing their careers and the industry as a whole. The goal for the ISPE ELs is to continue to build the community by increasing connectivity and providing content of value to ELs around the world.

## 2. How can Emerging Leaders potentially shape the future of the pharmaceutical industry?

Emerging Leaders being actively involved with ISPE is of benefit to the industry as it builds technical expertise, project management experience and soft skills for the next generation of leaders and subject matter experts.

The culture of collaboration and innovation within ISPE Communities of Practice and Special Interest Groups has demonstrated that solutions to industry challenges can be accelerated. Emerging Leaders can be at the forefront of these activities and develop this way of working for the rest of their careers. The potential for this to benefit and shape the industry is infinite.

## 3. What advice would you give an EL that wants to get involved in emerging technologies?

My advice would be to get involved with ISPE Special Interest Groups and Communities of Practice for the subject matter you are interested in. CoPs act as a knowledge resource by providing a library of articles, presentations, white papers and more for the specific subject you are interested in.

The real benefit from being an ISPE member and opportunity for specialisation comes from getting involved with your local affiliate or chapter. The potential learning and development from attending events and seminars is endless and the more you get actively involved the more you receive in return. It provides opportunity to interact, network, and learn from fellow subject matter experts and develop new skills, particularly leadership and abilities to influence others. ❖

## Women in Pharma®: In the News



NBC NEWS: Three Latina scientists at forefront of Covid testing are proud to be part of 'history', written by Isa Gutierrez

In the nation's capital, three Latinas in lab coats are on the front lines of the coronavirus pandemic.

Monica Mann, 34; Elizabeth Zelaya, 36; and Connie Maza, 33, analyze Covid-19 samples every day to track the spread of the virus and, more recently, to identify mutations. The three scientists and medical technologists are part of a small team in the Washington, D.C., Department of Forensic Sciences' Public Health Laboratory Division.

Read the full article here: [Three Latina scientists at forefront of Covid testing are proud to be part of 'history' \(nbcnews.com\)](https://www.nbcnews.com/health/monica-mann-elizabeth-zelaya-connie-maza-three-latina-scientists-forefront-covid-testing-are-proud-to-be-part-history-nbcnews.com). ❖

## Empowerment Suggestions

Women in Pharma® is always looking for new ways to empower our community of powerful, passionate, professional women! Each month, we'll provide you a new resource to explore and help you empower, evolve and grow. This September, we're highlighting the importance of **Emerging Leaders & Emerging Technologies**.

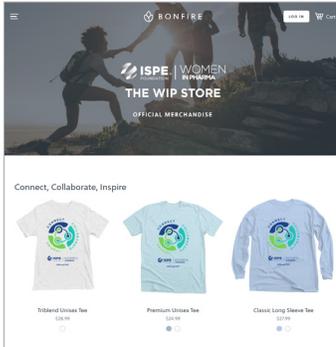
## ARE YOU AN EMERGING LEADER? HERE ARE SOME OF THE MANY WAYS YOU CAN MOVE YOUR CAREER ALONG:

- **SEEK OUT A WIP MENTOR**
- **GET INVOLVED WITH YOUR LOCAL ISPE AFFILIATE OR CHAPTER**
- **TAKE ADVANTAGE OF THE ISPE ONLINE RESOURCES, INCLUDING THE RECENTLY LAUNCHED ISPE ENGAGE**

# DID YOU KNOW?

You can represent Women in Pharma® everywhere you go!

Visit Merchandise Store!



This virtual storefront offers a variety of shirts that feature fun graphics and inspirational messages. Proceeds benefit the ISPE Foundation's Women in Pharma® initiatives. Purchase your shirt and spread the word! Here is the link:

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

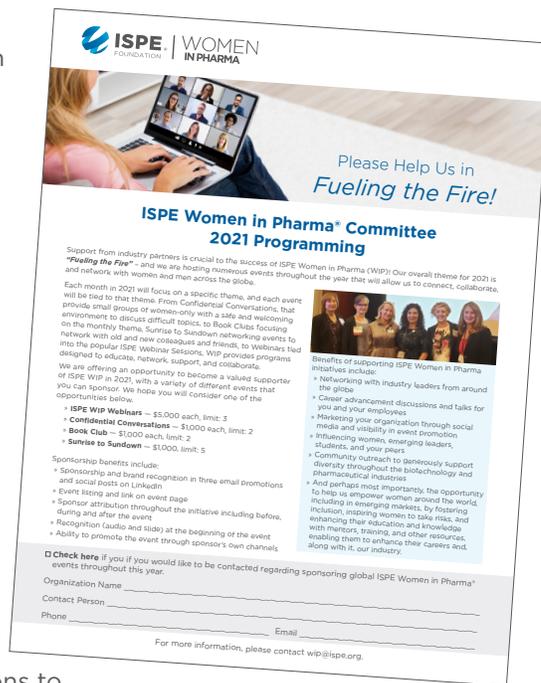
Please share with your Affiliates and Chapters, Mentor Circle participants, and anyone else who might have an interest in proudly wearing a Women in Pharma® shirt! ❖

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

To help Fuel the Fire, Women in Pharma® 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 Women in Pharma® 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! ❖



**Investing in People. Building the Future.**

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

Online: [ISPEFoundation.org](https://www.ispefoundation.org) | Text: GiveISPE to 44-321

\*US only

### Donate to the ISPE Foundation Women in Pharma® Fund

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

To all the ISPE Affiliate and Chapter 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!**