

# THE BRIDGE

WOMEN  
IN PHARMA®

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

ISPE Women in Pharma®

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## Welcome Leaders

Welcome to the July 2020 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 to ensure WIP leaders are kept informed of helpful information as well as updates in ISPE policies and procedures.

## Q&A

How can we grow ISPE WIP?

[Read more...](#)



## Highlights

Brazil Affiliate's WIP Project.

[Read more...](#)



## Did You Know?

Submit your proposal for 2021 ISPE Facilities of the Future Conference

[Read more...](#)

## Gaining Greater Bearings

Through Innovation, Speed, Flexibility, and Efficiency



### A Message From the ISPE Steering Committee

**Vivien Santillan**, ISPE Women in Pharma® 2020 Steering Committee—APAC Representative

Lockdown, quarantine, self-isolation, circuit break, new normal—these are words that have become common these days as everyone responds to and copes with the COVID pandemic. Virtual meetings, webinars, and video conference calls have become the standard for getting connected for work and personal affairs. The “way of doing things” in business has been drastically changed, if not re-invented. Innovation, Speed, Flexibility, and Efficiency are concepts that have gained greater bearing and significance. Stories abound and much has been said of the new normal and in coping with the same. Needless to say, this pandemic has profoundly affected most if not all aspects of people’s lives.

But things are not as foreboding as they seem to be. In spite of the struggles in work and personal life, sudden shifts in lifestyles and acquiescence to necessary restrictions, there are a great number of reasons to remain optimistic and hopeful. People and organizations have learned to adapt in ways that they have never thought of or imagined. Circumstances have brought out in us the resiliency that had been dormant up until this time. Indeed, it is when the going gets tough that the tough get going. It is in the darkest of times when the flame of even a solitary candle shines the brightest.

[continued on page 2](#)

## HIGHLIGHTS

### ISPE Foundation Provides Grant to the Brazil Affiliate's WIP Project

In May, the ISPE Foundation identified and funded \$10,000 in grants to support ISPE Affiliates and Chapters that were working on programs that would help prevent, detect, and respond to the challenges created by the COVID-19 pandemic.

From these funds the **ISPE Brazil Affiliate** was awarded \$2500 US on behalf of its **Women in Pharma® COVID-19** project creating hygiene kits that include personal protection equipment (PPE), hand sanitizer, shampoo/conditioner, soap, dental products, etc., for the homeless population in Sao Paolo. Kudos to the ISPE Brazil Affiliate and its WIP group!

The first round of the [Affiliate and Chapter COVID-19 Matching Gift Grant](#) ended 30 June 2020; Affiliates and Chapters that applied were eligible to receive up to \$2,500 per grant (up to a total of \$10,000) . The COVID-19 Matching Gift Grants program has been extended to **1 October 2020** and is now available to ISPE Communities of Practice in addition to Affiliates and Chapters. Therefore, any CoP—be it a technical CoP, or a YP or WIP program, is eligible to apply to receive aid for COVID-19 efforts that align with the grant objectives. We encourage ISPE Affiliates, Chapters, and CoP groups to consider applying for this grant. Full guidelines and materials can be found on the [ISPE Foundation page](#).

Donations to the Foundation to support similar grants and programs can be made online at [ISPE Foundation](#). ❖

## GAINING GREATER BEARINGS, CONTINUED



Now is an opportune time to look ahead and think how life should be, COVID or not. I believe that we are past the What and the Why of the pandemic and should be thinking ahead to the How and the Ought To Be. As I have shared with my colleagues in APAC, resiliency, adaptability, and ingenuity will be instrumental in the way we do things moving forward. Even in these uncertain times, I take comfort in knowing that as an industry and a community, we will be forging ahead together.

In this spirit, we at ISPE Women in Pharma® will continue to connect and collaborate through numerous forums. Chapters and Affiliates are coming up with their own WIP activities as platforms for awareness and empowerment to openly discuss work experiences, as well as technical and soft skills development. We also have virtual social networking sessions as a venue to initiate conversations and discuss topics in a light and casual environment. These programs provide us with a work-life balance despite current challenges in our physical, mental, and spiritual well-being.

As we move forward, let us continue to diversify our connection. Not just to network but more so to develop relationships. The future will be different, and things may not be as easy, but let's keep going, together as one. ❖

## Q&A

**Q: If we want to share event information, is it open to ISPE Members only?**

*A: Book clubs, Happy Hours, Sunrise to Sunset, and these types of events, are for everyone. Mentor Circles are intended for ISPE Members, but Members can bring a guest in the hopes that they will join ISPE and continue participating in WIP and Mentor Circles. We want to grow WIP and reach as many people as possible, but Mentor Circles are clearly a Member benefit.*

**Q: Should we be encouraging men to participate in Mentor Circles. What is a good ratio?**

*A: ISPE WIP is a highly inclusive, supportive community and we have had strong male participation in WIP events; many men want to be a part of WIP. Only "confidential conversations" should be limited to small groups of only women, as those discussions are relevant to women and require a safe and comfortable environment for these discussions.*

**Q: How can we help grow ISPE Women in Pharma®?**

*A: WIP groups are doing many things around the world that can serve as a model; the more we continue to connect—through calls, webinars, Mentor Circles, etc.—the more we will bring a significant amount of attention and engagement to WIP. Any time you experience lessons learned, or hold WIP events, or hear about something great that has happened related to WIP, please share that information with Debbie to be included in The Bridge. We want to illustrate to the ISPE Community how WIP globally stands together as a group. Also, please provide content for PE Magazine®, blogs, start book clubs and Mentor Circles, hold networking events, and participate in WIP local and global activities, like Sunrise to Sunset and Mentor of the Month events. ❖*

## Women's Initiative, Pharma Ladies in Russia



Established by Aleona Koltsova, ISPE Eurasia Affiliate Volunteer



In 2018, before joining the ISPE Eurasia Affiliate in Russia and becoming an ISPE Women in Pharma® Volunteer, **Aleona Koltsova** started a group called the Pharma Ladies in Russia; already, more than 200 women have joined this initiative! Events the Pharma Ladies in Russia have held include painting nights, dinners, and discussions. And now, Aleona is bringing this group into the ISPE Eurasia Affiliate's WIP group. Welcome, Aleona, and thank you for sharing your story! Keep up the great work and please keep us posted on future events and activities. Read more about [Women's Initiative – Pharma Ladies in Russia](#). ❖

“Forget about the fast lane. If you really want to fly, just harness your power to your passion”

—Oprah Winfrey



## UPCOMING AFFILIATE AND CHAPTER EVENTS AND ACTIVITIES

### Ireland Affiliate Announces its August Mentor Circle

On 21 August, from 1030-1130 GMT, the Ireland Affiliate WIP group will hold its next WIP Webinar, entitled *The Value of Mentoring for Your Career*. Please check with the [ISPE Ireland Affiliate](#) website for details and registration information. ❖

### CaSA Monthly Lunch and Learn Session 3

On 5 August 2020 from 12 noon - 1pm, CaSA will hold its third monthly Lunch and Learn. The topic is *Rethinking Wellness through Mindfulness*. Please visit [CaSA Lunch and Learn 5 August 2020 to register](#). Registration is complementary but required. ❖

### Women in Pharma® “Mentor of the Month” Event, Hosted by the ISPE Great Lakes Chapter WIP Group

All are invited to participate in the September “Mentor of the Month” event. The topic is *How Self Awareness Can Grow Confidence*. Join the WIP Community from around the globe to discuss how to define your personal brand, and how to convert fear to confidence as we encounter change.

The final date, time, and registration capabilities will be located on the [ISPE Great Lakes Chapter](#) website, and in the August issue of *The Bridge*. ❖



## RECENT EVENTS

### Delaware Valley Mentor Circle Kickoff

The ISPE Delaware Valley (DelVal) Chapter WIP team held its kick-off meeting on Thursday, 16 July 2020. The goal of the meeting was to assemble the individuals that indicated interest in being a Mentor Circle Leader and plan for the next steps in the Delaware Valley. There was good attendance and great engagement by all attendees, and the team is very excited to now engage with the remaining individuals that responded to DelVal's interest survey (the Chapter had 40 responses to the WIP Mentor Circle Survey). Stay tuned for exciting things happening in the Delaware Valley! ❖

### Pacific Northwest WIP Group Cleans Up Its Community



Shortly after the July 4th holiday, **Tanya Sharma**, the ISPE WIP Mentor Circle Leader, rounded up the Pacific Northwest Chapter's WIP team to do a post-July 4th beach clean-up! The group put on their masks and picked up trash, glass, and plastic throughout the beach. It is true what they say: You are as good as your team! Thanks for working hard on such a great cause and community service! Way to go, Seattle WIP team of the ISPE Pacific Northwest Chapter! ❖

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

## DID YOU KNOW?

### ISPE 2021 Facilities of the Future Conference

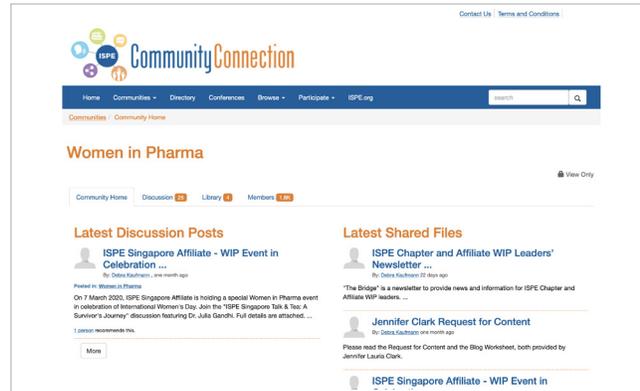
In September 2021 in San Francisco, CA, USA, the ISPE Facilities of the Future Conference will look at new manufacturing challenges, technologies, and regulatory factors impacting the ability of today's companies to stay competitive and cost effective. And it will explore advancements in pharma technology and what manufacturing facilities will look like in the future.

We will explore the impact of disruptive technologies and Pharma 4.0 speed to market, highly automated processes using the Internet of Things (IoT), Artificial Intelligence (AI), robotics, advanced analytics, the use of digital twins, and machine learning. Also included will be the facility designs that embrace the attributes of facilities of the future such as adaptability and flexibility, with a particular emphasis on single-use, regenerative medicines, and drug products.

- » Learn how award-winning industry leaders successfully implemented technology innovations in facility design using virtual reality, artificial intelligence, and automation
- » Interact with industry and regulatory thought leaders to address key issues in pharma manufacturing facilities today
- » Identify current challenges in facility design and define the "procedures" of the future
- » Hear from industry leaders about their approaches to cyber security, lifecycle engineering, and plant asset management.

Please [Submit Your Proposal](#) for the 2021 FOF Conference; the deadline for submission is 1 November 2020. ❖

## 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. 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! ❖

## We Need Your Participation to Make This Newsletter Successful!

Please send **Debbie Kaufmann** ([dkaufmann@ispe.org](mailto: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.

### Thank You!



**Jennifer Lauria Clark**  
ISPE Women in Pharma® 2020 Steering Committee Chair



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

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



Any donations your Chapter or Affiliate obtains for the ISPE Foundation will be 100% earmarked for WIP Initiatives! [Visit ISPE Foundation - WIP Initiatives](#) to learn more. ❖