

THE BRIDGE

WOMEN
IN PHARMA®

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



Welcome Leaders

Welcome to the November/December 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.

From everyone at ISPE to ISPE Women in Pharma leaders, volunteers, sponsors, participants, and followers: we applaud you for your perseverance and innovative ways to remain connected throughout this challenging year of the Covid-19 pandemic, we thank you for your optimism and good cheer, and we wish you a wonderful holiday season and a new year of good health, much happiness, and prosperity for all.



A Message From the ISPE WIP Chair

Reflecting on 2020—and Optimism for 2021

Jennifer Clark, ISPE WIP Chair

2020 has been a highly unusual year, beset with pandemic-related changes and complexities, the necessity of moving from in-person to virtual meetings and conferences, and the new normal of balancing work, family, and other responsibilities. And despite this, ISPE Women in Pharma (WIP) accomplished so much!

In March, as the world began locking down and closing up, ISPE and WIP began to transition the many-scheduled meetings and conferences to virtual programs. WIP groups around the world came together online, holding numerous webinars, networking events, Mentor Circles, book clubs, and other activities designed to maintain connections. We exceeded our goal of establishing 20 Mentor Circles by year-end; we currently enjoy 21 active Mentor Circles throughout every region of the world. In late October, we hosted the virtual 24 Hours with Women in Pharma. This incredible program provided the opportunity to share experiences, learnings, and challenges (and how to overcome them) with one another. It brought together diverse groups from around the globe, raised money for our WIP programming, and inspired people via 16 sessions over 24 hours that sparked discussion, offered confidential conversations, and stimulated confidence and shared wisdom. I cannot thank enough the many participants, volunteers, and sponsors that made this extraordinary event possible.

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WIP Merchandise Store!



The Women in Pharma Steering Committee is very excited to announce the launch of 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!**

Please share with your Affiliates and Chapters, Mentor Circle participants, and anyone else who might have an interest in proudly wearing a WIP shirt! We want this to be a big success, so please help us make that happen. ❖

ISPE's Pharmaceutical Engineering® Magazine January/February 2021 Theme: WIP!

We are excited to announce that the next issue of *PE Magazine* will focus on ISPE Women in Pharma! The theme of the issue is WIP and includes a feature article providing a thorough and comprehensive look at WIP. The article puts forth great information obtained from interviews with numerous WIP leaders, ISPE President and CEO Tom Hartman, and ISPE Board Chair Joanne Barrick. Be sure to be on the lookout for the upcoming *PE Magazine* and the in-depth look at WIP that it will contain. ❖

ISPE Young Professionals Announce Upcoming International Student and YP Virtual Hackathon

Under the leadership of the new IYPC Chair John Clarke, the ISPE YP Community is pleased to announce the next International Student and YP Virtual Hackathon. The event is planned to launch 8 February 2021, with Orientation and the pre-week team planning to begin 1 February. Stay tuned for more details and registration information, which should be available shortly. Students and YPs are encouraged to participate—education, collaboration, and networking opportunities abound—plus it will be FUN! ❖

ISPE to Promote ISPE Women in Pharma at the Massachusetts Women's Conference

On 10 December 2020, ISPE will have a virtual exhibit booth at the Massachusetts Women's Conference. The region is home to numerous pharma, biotech, and other life sciences organizations, so we anticipate strong interest. If you plan to attend the Massachusetts Women's Conference, be sure to check out the ISPE Women in Pharma exhibit in the Career Section of the Conference. ❖

Q: Was ISPE WIP successful in 2020, given the pandemic and the need to change to a 100% virtual environment?

A: WIP Chair Jennifer Clark and WIP Co-Chair Vivianne Arencibia are proud of the 2020 achievements made by WIP, which include exceeding its goals of raising \$25,000 for the ISPE Foundation and having 20 Mentor Circles in place by the end of 2020. Instead, WIP raised more than \$50,000 in donations and sponsorships and currently enjoys 21 Mentor Circles around the globe. To every WIP volunteer, sponsor, and participant—thank you! These accomplishments could not have been achieved without your passion, commitment, and assistance! ❖

To all the ISPE Chapter and Affiliate WIP and WIP Mentor Circle leaders—we appreciate 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!

Message from the ISPE WIP Chair

Based on the success of 2020, WIP has lofty goals for 2021. We will continue building even greater engagement within WIP communities, increasing new membership by at least 100 people, and raising \$85,000 for WIP programming. I encourage our WIP volunteers to maintain their involvement and encourage others to volunteer to support ISPE WIP—you will make a difference while participating in an important program that supports and inspires others. Speaking of inspiring others, I want to say how much every one of you inspires me—your optimism, energy, and contributions have truly made ISPE WIP an exceptional example of the results passionate people, working together, can create.

Our industry is making a critical impact and we should all be proud of who we are.

As we wind down 2020, I encourage each of you to take time for yourself during the holiday season. Plan some downtime after this busy and stressful year, enjoy and embrace the additional time with family and friends, and find the positive in each day. Do at least one thing every day that brings you joy. And remember, there is light at the end of the tunnel—vaccines are on the way! Our industry is making a critical impact and we should all be proud of who we are.

Thank you again to everyone, and best wishes for a happy and safe holiday season. ❖

Jennifer Clark, Executive Director, Strategic Development, CAI ISPE WIP Chair 2020-2021

DID YOU KNOW?

A Message from the ISPE Foundation



The ISPE Foundation is pleased to announce its new website: ispefoundation.org. This new, standalone site offers more detailed and comprehensive information on all of the Foundation’s initiatives, including Women in Pharma. This new website will serve as the primary source of information for the ISPE Foundation, and the WIP section within it will continue to grow (the original WIP site also remains on <https://ispe.org/women-pharma>). Be sure to bookmark our new site and check often for updates! ❖

Now Available

Pre-Recorded Conversations with Professor Nic Palamarini, Director of the National Innovation Centre for Ageing (NICA)

Ranna Eardley-Patel has received a pre-recorded dialogue, ‘*In Conversation with Nic Palamarini*’ which is available for use in WIP events; Nic has offered to be a panel member for WIP as well! Nic is the Director of the National Innovation Centre for Ageing (NICA), a world-leading organization which he created with an investment from the UK Government and Newcastle University, to help create a world in which we all live better, for longer. Nic is a TEDx speaker, author, teacher, and applied research scientist. One of his research efforts looks at how technology and AI can help mitigate factors including loneliness and isolation, and he is interested in the dynamics of women, technology, and the workplace. For additional information, please contact [Ranna Eardley-Patel](mailto:Ranna.Eardley-Patel@nca.ac.uk). ❖

WIP Promotion Code for New Industry Members Now Available



Reminder: ISPE has developed a code that ISPE Chapters and Affiliates can offer to new industry members joining ISPE who plan to participate in Women in Pharma. This code “JOINWIP” will enable them to waive the processing fee (\$40/€35) for new members and is good through 31 December 2020.

Each ISPE Affiliate and Chapter, and each WIP leader, has received a flyer and a slide that can be used when recruiting potential new members. If you do not have these, please reach out to Debbie Kaufmann (dkaufmann@ispe.org). ❖

RECENT EVENTS

Ireland Affiliate Launches Its First Mentor Circle



November was an exciting month for the Ireland ISPE Affiliate, with the launch of its first Mentor Circle, facilitated by Caroline Rocks and Regina Mulhall. 10 IPSE members volunteered to be the inaugural group of mentees as part of this program and were joined

by Catherine Healy, VP Product Management with JnJ, who served as the guest speaker for our first discussion. Catherine shared her career journey to date; she is a strong advocate for talent development and supporting leader development, so we had a lively discussion with all participants gaining real insights. Annmarie O Carroll, who will be the mentor/facilitator for our next circle, which will occur in early 2021, also joined us. To the wider Ireland Affiliate members—if you are interested in being part of our next Mentor Circle feel free to reach out to us at rmulhall@its.jnj.com or annmarie_ocarroll@prochem.ie. ❖

APAC Hosts Highly Successful Joint Event

On 12 November 2020 at 2:30PM IST, more than 80 people joined hosts from ISPE Australasia, India, Japan, Malaysia, Philippines, Singapore, and Thailand Affiliates for an engaging Women in Pharma webinar. Guest speakers from these countries shared their insights and experiences, discussing topics that included Work Life Balance, Building Your Personal Brand, and Networking Support in Times of Covid. Survey results from a survey sent prior to the webinar were shared; some of the findings showed that 81% of respondents feel that the ratio of remote work to office work has increased during the Covid-19 pandemic, less people are satisfied with their work-life balance during the pandemic than before, but people feel flexibility has improved as a result of remote work. This event helped to build the WIP network in Asia Pacific while having meaningful conversations, sharing experiences, strengthening relationships, and fostering camaraderie within the APAC community. Congratulations to the APAC hosts for a well-done event! ❖



“The holiday season is a perfect time to reflect on our blessings and seek out ways to make life better for those around us”

—Terri Marshall, Author



ISPE Thailand Affiliate Holds Its First Student and YP Hackathon

On 20-21 November 2020, the ISPE Thailand Affiliate held the first Student and Young Professional Hackathon at the Mandarin Hotel, Bangkok. The competition was organized by ISPE Student and YP Members, all of them volunteers. 50 students and young professionals entered the competition. The challenges focused on providing COVID-19 vaccines for Thai residents by year 2021. Each team had one full day and night to deliver their work and present it to the judges, all of whom are experts in bio-pharmaceutical processes in Thailand. The teams all worked hard, applied knowledge from previous activities (project management training and a Bio plant tour, which were prerequisites for participating in the Hackathon), and delivered fantastic presentations. The winning team showcased their innovative solutions on the solutions with realistic technical feasibility. Congratulations to all—the winning team and all participants of the first ISPE Thailand Student and Young Professional Hackathon 2020! ❖

The Winning Team:

- » Miss Paweethida Niamchuen (Advance Pharmaceutical Manufacturing Co., Ltd.)
- » Mr. Suppasun Tubtintong (Chulalongkorn University)
- » Mr. Rujthiwat Bhavabhutanonda mahasarakam (Mahidol University)
- » Mr. Paroch Boonyatulanont (Silpakorn University)
- » Miss Nataporn Suwan (T.P. Drug Laboratories (1969) Co. Ltd.)
- » Miss Jutharat Somnuek (The Government Pharmaceutical Organization)



UPCOMING AFFILIATE AND CHAPTER EVENTS AND ACTIVITIES

Boston Area Chapter Introduces Professional Moai Groups!



Boston Area Chapter
Serving All of New England

Join a Professional Moai Today!
www.ISPEBoston.org/Moai

Moais (or peer mentor groups) originated in Japan and the name Moai translates to “meeting for a common purpose.” The Boston Women in Pharma group has held successful professional Moais in the past and is now opening this exciting program up to others. All who are interested are invited to join us in this exciting opportunity. ❖

ISPE Singapore Affiliate to Host December Mentor of the Month Event

On 8 December, from 5:30pm-7:00pm SGT, the ISPE Singapore Affiliate will host a Mentor of the Month panel and roundtable discussion: *'The Power Of Your Personal Brand.'*

The Affiliate invites you to join a distinguished panel of inspiring women leaders from around the region to explore what makes up a personal brand, how to develop it, and how to promote it to improve your opportunities and success. Discussions will include:

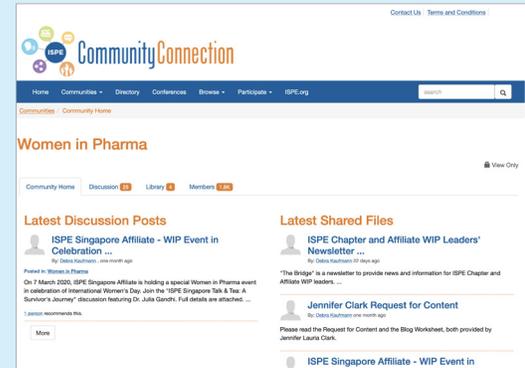
- » How to distinguish yourself in a highly competitive world.
- » Ways to engage your personal brand to gain your next promotion, new job, or new opportunity.
- » Using your personal brand to secure your seat at the table and get you paid what you are worth.
- » Developing your personal brand to set you apart from others who have similar education, experience, and credentials.

Moderated by Shanshan Liu, President, ISPE Singapore Affiliate, panel members and roundtable hosts will include:

- » Vivien Santillan, President, ISPE Philippines and co-Chair, ISPE APAC
- » Heryn Prasetya, President, ISPE Indonesia
- » Dr Sasivimol Kittivoravitkul, Treasurer, ISPE Thailand
- » Vasiliki (Vee) Revithi, Ex-Head, GMDP Inspectorate, EOF Medicines Agency of Greece
- » Dr. Julia Gandhi, Panelist, Chair/Advisor, Student Affairs Faculty, ISPE Singapore

This session is FREE and open to all! [Register Here.](#) ❖

ISPE WIP Community of Practice



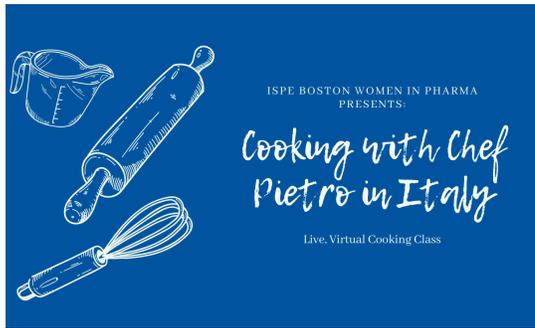
The ISPE Women in Pharma Community of Practice (CoP) is a great venue for sharing information, asking questions of your fellow WIP Members, and posting items of interest to the WIP Community. If you have not yet joined, be sure to do so today! If you have questions on how to join, please contact Debbie 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! ❖





UPCOMING AFFILIATE AND CHAPTER EVENTS AND ACTIVITIES (CONTINUED)

ISPE Boston Affiliate Women in Pharma Cooking with Chef Pietro in Italy



Fight the winter blues by joining ISPE Boston Affiliate's Women in Pharma for this live virtual experience: *Cooking with Pietro*. Grab a glass of wine and cook along at home. Family members are welcome to join in!

Registration is **limited to 30 people**, be sure to sign-up and reserve your spot!

Registration Fee: \$15
Thursday, 28 January 2021
6:00 pm ET

Zoom link to be provided upon registration. [Register Here!](#) ❖

ISPE 40th Anniversary Member Networking Event



Join us in December for the **ISPE 40th Anniversary Member Networking Event**, a fun digital gathering for you to mix and mingle with your fellow ISPE colleagues worldwide.

This year marks ISPE's 40th Anniversary and we are bringing the celebration to you (virtually, of course) to show our appreciation for our Members' contributions to the Society and the pharma industry throughout the years.

We'll have surprises, giveaways, and maybe even a special guest or two!

Designed to accommodate Members worldwide, you can choose from three different options to fit your schedule:

Thursday, 10 December 2020, 1330 - 1500 IST
Friday, 11 December 2020, 1600 - 1730 CET
Friday, 11 December 2020, 1600 - 1730 EST

Don't miss this exclusive Members-only event where you can connect with old friends, meet new colleagues, reminisce about your time with the Society, celebrate the end of 2020, and let us show our appreciation!

Space is limited! [Register Now!](#) ❖

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

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. ❖

