

# THE BRIDGE

WOMEN  
IN PHARMA®

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



## Welcome Leaders

Welcome to the October 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.



## Mentor Circles - Goal Met!

WIP groups from around the world  
[Read more...](#)



## November-December

Events and Activities  
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## Recent Events

In the EU, Latin America, and Japan  
[Read more...](#)



## A Message from the ISPE Mentor Circle Lead

Tanya Sharma

The 24 Hours with Women in Pharma® (WIP) occurred earlier this week - 27-28 October 2020. This exciting global event included participation from many people around the world.

The event was kicked-off at 0800-0900 on 27 October with a [Webinar](#), led by ISPE WIP Chair Jennifer Lauria Clark and Co-Chair Vivianne Arencibia. It was followed by five Book Club discussions held at various times, each focusing on *Lean In: Women, Work, and the Will to Lead*, written by Sheryl Sandberg and Nell Scovell. Five Mentor Circles, also spread throughout the day and night, focused on building meaningful connections. Finally, five sessions of Crucial Conversations, each of which was led by a WIP Steering Committee member and encompassed its own topic of particular interest to women, were scheduled throughout the 24 hours. These Crucial Conversations were limited to eight women each to ensure an intimate, comfortable, and confidential environment to enable honest, open discussions.

This was the first time that WIP introduced an event that continued over a 24-hour period, allowing attendees from every time zone around the world to participate at a time convenient to them. Engaging and collaborative, 24 Hours with WIP provided an opportunity for different people to share their experiences, network with peers, meet new friends, and learn new ideas from

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## 24 Hours with Women in Pharma



Numerous men and women registered to attend one or more of the 16 sessions held during 24 Hours with Women in Pharma, 27-28 October 2020. Positive reviews are coming in and we're excited that this unique event,

designed to provide education, support, and networking to people from around the world, was a success. Stay tuned for more information in the November issue of *The Bridge*. Our thanks to Pharmatech Associates, IPS, and the PQE Group for their generous sponsorships that provided every Zoom platform used for each of these 16 sessions, and to the many organizations that sponsored individual sessions. We are grateful to all for your support of ISPE Women in Pharma. ❖

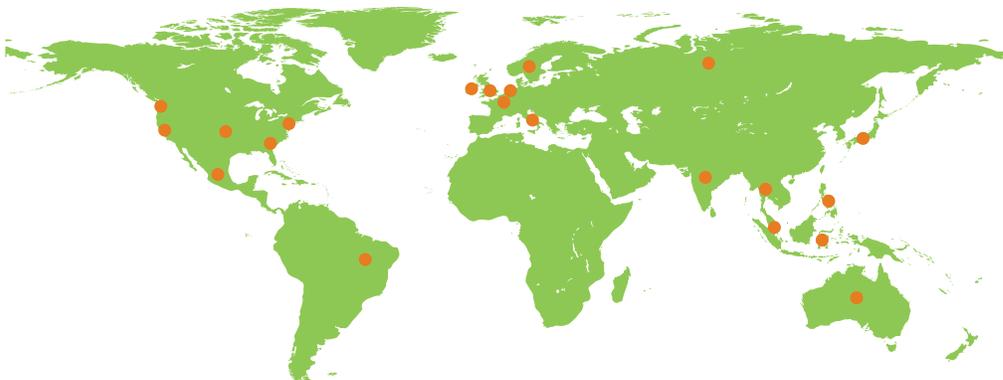
## ISPE to Promote ISPE Women in Pharma at the Pennsylvania and Massachusetts Women's Conferences

On 1 October 2020, ISPE exhibited on behalf of ISPE WIP at the Texas Women's Conference. More than 940 people visited our exhibit, and more than 220 participants swiped their badges to receive additional information. And Texas does not have a tremendous pharmaceutical presence! On 9 November and 10 December 2020, ISPE WIP will have a virtual exhibit booth at the Pennsylvania and Massachusetts Women's Conferences, respectively. Each of these states is home to numerous pharma, biotech, and other life sciences organizations, so we anticipate even greater interest. If you plan to attend either of these Women's Conferences, be sure to check out the ISPE Women in Pharma exhibit in the Career Section of the Conference. ❖

## Mentor Circles – Goal Met!

WIP is proud to announce that it has met its goal of establishing 20 Mentor Circles by the end of 2020. In October, WIP reached 21 Mentor Circles officially established. These are represented by WIP groups in 25 countries around the world, including Asia, Southeast Asia, South America, Australia, in addition to Europe and the US. Congratulations to all WIP groups for meeting and exceeding this goal! ❖

### Mentor Circles Around the World



## ISPE WIP Receives Third ZOOM Sponsorship!



In the August issue of *The Bridge*, we announced that **Pharmatech Associates** provided a generous sponsorship to enable all Women in Pharma virtual activities – networking events, webinars, panel discussions, book clubs, etc. – to be hosted on a Zoom platform that will be provided to ISPE WIP. And in the September issue, we were pleased to inform you of a second sponsor, **IPS**, which provided additional Zoom licenses and a second Webinar license for use by all ISPE Chapter and Affiliate WIP Groups. We are now happy to announce that **PQE Group** has also provided WIP with a Zoom Platform sponsorship. Thank you, **Pharmatech Associates, IPS, and PQE Group**, for providing this essential platform to keep ISPE WIP connected, collaborative, and engaged with its global community! ❖

Delaware Valley	India
CaSA Chapter	Midwest Chapter
San Francisco/Bay Area Chapter	Japan
Pacific Northwest Chapter	Indonesia
Ireland	Nordic Affiliate (Sweden)
Mexico	UK Affiliate
Russia	Brazil
Singapore	Netherlands
Australia	Italy
Thailand	Japan
Philippines	Belgium

each other. Participants heard from industry professionals who shared personal and professional stories and recommendations based on their own experiences. Mentor Circles encouraged attendees to identify a mentor or a mentee for future engagement. Crucial Conversations empowered women to discuss difficult experiences in a safe setting. And Book Clubs encouraged open discussion about a topic important to everyone.

We all are aware that it can be difficult to network and engage in a virtual setting, so 24 Hours with WIP provided a unique opportunity to make new connections with people that share similar professional backgrounds, interests, and experiences. It was exciting for many reasons - because of the depth and breadth of the event, because everyone got to connect with old friends and meet new ones, because we were able to learn about different people and career paths. It was exciting to hear fresh ideas and thoughts regarding important situations and obtain lessons on navigating challenges that we find ourselves in on a frequent basis, in the workplace and elsewhere. It was exciting to hear and be heard. It was exciting to discover cognitive diversity in stories, thought processes and perspectives, to talk about what a meaningful connection means to different people, and to find mutual empathy about shared challenges that women face in the workplace and elsewhere in their lives. And it was exciting to herald the ISPE Virtual Annual Meeting & Expo 2020 with the ISPE 24 Hours with Women in Pharma!

Our sincere thanks to the many sponsors and volunteers that helped and supported this incredible event. Stay tuned for the November issue of The Bridge, when our Chair, Jennifer Clark, will share more information and a more detailed summary of 24 Hours with WIP. ❖

## UPCOMING AFFILIATE AND CHAPTER EVENTS AND ACTIVITIES

### APAC Joint Event - 12 November 2020

On 12 November at 1430 IST, ISPE Australasia, India, Japan, Malaysia, Philippines, Singapore, and Thailand Affiliates will join together to host a Women in Pharma webinar. Guest speakers from these countries will share their insights and experiences, discussing topics that include Work-Life Balance, Confidence Building, and Networking Support in Times of Covid. The objective of this event is to build the WIP network in Asia Pacific while having meaningful conversations, sharing experiences, strengthening relationships, and fostering camaraderie within the APAC community. For inquiries and registration please contact [ispephilippines@gmail.com](mailto:ispephilippines@gmail.com). ❖

### Singapore to Host December Mentor of the Month

Stay tuned for information on the next Mentor of the Month Event, which will be hosted in December by the ISPE Singapore Affiliate. Everyone is invited and encourage to attend—the Mentor of the Month meetings are lively, educational, engaging, and fun! ❖

## DID YOU KNOW?

### 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 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](mailto:dkaufmann@ispe.org)). ❖

## RECENT EVENTS

### EU WIP Event Implemented by Multiple European WIP Groups

On 22 October, European Women in Pharma groups held a joint event powered by the ISPE UK, Belgium, Netherlands, Italy and Nordic WIP and YP volunteers. This program allowed professionals with diverse backgrounds and experiences to discuss career, professional, and personal growth. The event focused on virtual support networking using a Zoom Platform sponsored by PharmaTech Associates, IPS, and the PQE Group. Breakout sessions following this independence and entrepreneurial journey provided an opportunity for the 38 participants to ask more in-depth questions, connect with existing friends and colleagues, and make new acquaintances. It was interesting, fun, and helpful to all who attended. ❖

A joint event powered by the ISPE UK, Belgium, Netherlands, Italy and Nordic WIP and YP volunteers.

### Japan Affiliate WIP Mentor Circle

The ISPE Japan Affiliate conducted a survey among ISPE female members about “work-life balance” and “equal opportunities in working among men and women.” The results were discussed in the WIP Mentor Circle that was held on 23 October prior to the APAC joint event on 12 November, where the results will also be shared. During the Mentor Circle, the group discussed the result of the survey and the topic of remote working during the COVID-19 pandemic. Tanya Sharma also joined this Mentor Circle as a guest and shared her story about how she has grown the Mentor Circle program since becoming its leader last spring. The next Japan Affiliate Mentor Circle will be held in January 2021. ❖

## Q&A

**Q: How many people participate in the ISPE Women in Pharma Community of Practice?**

*A: As of 22 October 2020, we have 1,714 people who have joined and participate in the [WIP Community of Practice](#). This is a great place to make connections, engage in lively discussions, ask questions and get answers, and network with old and new friends. If you are not already a member of this important CoP, we encourage you to join today!*

**Q: Can I get any WIP tee shirts or other items that represent this initiative?**

*A: We're glad you asked! By year-end, we plan to launch a WIP Merchandise store. Exciting graphics are being developed for a variety of shirts, with a variety of fun and inspirational messages. Proceeds from any merchandise sold will go to the ISPE Foundation for WIP initiatives. The pilot program will begin with shirts but, if interest is strong, will grow to include many more items, from baby clothes to masks to water bottles and mugs. Be on the lookout for more information in the very near future! ❖*

## COMING SOON!

### ISPE WIP Merchandise Store



# RECENT EVENTS

## Latin America Regional Event



ISPE FOUNDATION | WOMEN IN PHARMA

Webinar WIP® LATAM

“Una oportunidad única de reunirse con mujeres profesionales con diversas experiencias para discutir carrera profesional y crecimiento personal.”

DEYANIRA CHIÑAS RAMIREZ  
TSDC MÉXICO

MARTA CICCONI VIDAL  
ISPE ARGENTINA

LISA PALLA TAVOLARO  
THERMO FISHER SCIENTIFIC BRAZIL

On 22 October, WIP groups from Argentina, Brazil, and Mexico joined forces to provide a webinar to people around the entire Latin America region. One speaker from each country, along with one moderator, discussed topics including Women’s Key Challenges to Business & Life Success, Women’s Life and Work Balance, and Young Women’s Roles and Integration in the Pharmaceutical Industry.

The speakers were women with senior level positions in the pharmaceutical or biopharmaceutical industry. They, together with moderator Alfonso Izarra, an expert in working with high level women in the industry, led several roundtable discussions, each of which encouraged strong interaction and engaging conversation around the topics noted above.

The two-hour webinar was joined by 41 people from Mexico, Brazil and Argentina, and included introductions to ISPE WIP and its mission and initiatives, along with descriptions of local and collaborative events given by the three Affiliates. After Alfonso presented the speakers—Deyanira Chiñas from Mexico, Marta Cicconi Vidal from Argentina, and Lisa Palla from Brazil—he gave a brief presentation about the role of women in the family, in the company and in society over the years and provided important statistics from the region regarding current data and future prospects, as well as the advantages of gender equity in the industry. Then, the roundtables occurred, with strong interaction among the participants and the speakers, and recommendations from the speaker’s extensive professional and personal experience, followed by questions asked by the audience. Feedback was overwhelmingly positive, with requests for future events of this sort. ❖

**Cyber Monday**  
30 November 2020

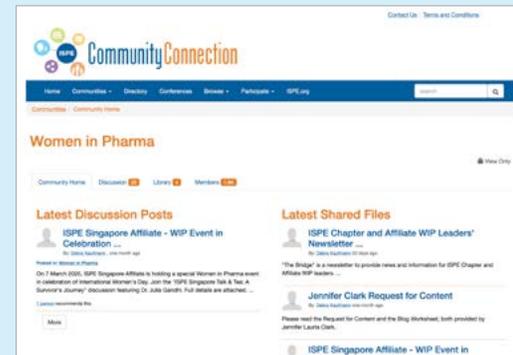
Look for ISPE Cyber Monday deals and discounts

**Giving Tuesday**  
1 December 2020

Donations benefit and support the ISPE Foundation

Stay tuned for more information on ISPE.org

## 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 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!

## 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.

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

# ISPE FOUNDATION

## A Message from the ISPE Foundation

This year, the ISPE Foundation awarded eight grants to Students and Young Professionals to attend the virtual 2020 ISPE Annual Meeting & Expo. Investing in the next generation of pharmaceutical engineers is a top priority for the Foundation. We are proud to continue the tradition of supporting the industry's next generation through training, conference attendance, and hackathons. The ISPE Foundation aims to expand our support for our Workforce of the Future initiative in 2021, so stay tuned for an exciting announcement during the 2020 ISPE Annual Meeting & Expo!

The Foundation has some simple and practical goals, which are to bring new and diverse talent to the industry, increase knowledge sharing among our members, and help us support the pharmaceutical industry's efforts to prevent drug shortages and deliver transformational medicines to patients. Your generosity and engagement help us provide powerful support to the pharmaceutical manufacturing community.

This year, we hope you will join us for **Giving Tuesday** in December. **Giving Tuesday** is a global day of giving and unity that will take place on December 1, 2020. We are putting a call to all ISPE members to consider making a gift to the ISPE Foundation and its initiatives, either before or on December 1, 2020. Your continued support allows us to influence the future of the industry and prepare our emerging leader members for tomorrow.

Kindly direct your questions and/or needs related to **Giving Tuesday** or support for the ISPE Foundation to [foundation@ispe.org](mailto:foundation@ispe.org). ❖

## Donate

Any donations your Chapter or Affiliate collects on behalf of WIP will be earmarked for WIP Initiatives by the ISPE Foundation! Visit [ISPE Foundation - WIP](#) Initiatives to learn more. ❖



“You have what it takes to be a victorious, independent, fearless woman.”

—Tyra Banks

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Vimeo: Tyra Banks Testimonial Dec 13th 2018