

# THE BRIDGE

WOMEN  
IN PHARMA®

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



## Welcome Leaders

Welcome to the September 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.

**24 Hours**  
with  
**ISPE FOUNDATION | WOMEN IN PHARMA**

Virtual Event 27-28 October

## 24 Hours with WIP

WIP's virtual program will include 16 sessions

[Read more...](#)

**ISPE** Call for Proposals

**Facilities of the Future®**  
CONFERENCE

September 2021 | San Francisco, CA

## Did You Know?

Submit your proposal for the 2021 FOF Conference

[Read more...](#)

## Ruth Bader Ginsburg

1933-2020

[Read more...](#)

## Above All Else, Be Kind



### A Message From the ISPE Steering Committee

**Christa Myers, Sr. Associate, Pharma Market Director, CRB**

Words have power. People will use them to give you power. People will use them to take away your power. But sometimes people carelessly and unwisely use them without the intention of doing either. Not every set of interactions is intentional. These unintentional interactions are usually where conflict begins. Choose wisely how you will deal with unintentional conflict; it can affect your happiness. If you let every comment upset you; you become the one who is giving away your own power and happiness. *Be kind.*

Sometimes people just say dumb things. "Well it is obvious who wears the pants in your family." I was leading a construction meeting and working through a complex solution with a team. The gentleman that made the statement was smiling. I could have easily gotten mad and tried to teach him a thing or two or get upset about gender bias. It was obvious that his intention was not meant to be hurtful. Instead I smiled and said "It sure is. We both do. You think I am straightforward? You should meet my husband." He came up to me at the end of the meeting and complemented me on how I handled the meeting and said that his wife is similar. He was not trying to be derogatory - he was trying to be complementary - he was just clumsy at it. Once we were friends, then I chatted with him about just how outdated that old phrase is and how hard women have to work to be taken seriously. I don't think he will ever use that phrase again. *Be kind.*

[continued on page 7](#)

# Ruth Bader Ginsburg, 1933-2020



After Ruth Bader Ginsburg attended Harvard then Columbia Schools of Law, graduating at the top of her class, she could not get a job with a law firm because, she explained, she was a woman and a mother. Instead, following a clerkship with the U.S. District Court for the Southern District of New York, she began teaching at Rutgers University Law School. She went on to build an impressive career that included becoming the founding director of the Women's Rights Project of the ACLU and being a federal judge. She made a name for herself as a champion of rights for women and gender equality and fought against race and disability discrimination. She reached the pinnacle of the legal career ladder when she was nominated by President Bill Clinton to serve on the United States Supreme Court, which she did from 1993 until her death on 18 September 2020. RBG, as she was affectionately referred to, was a mentor to many, and an inspiration to all. Her life was indeed well lived. ❖



## UPCOMING AFFILIATE AND CHAPTER EVENTS AND ACTIVITIES

### Latin America WIP Webinar—22 October

**ISPE Mexico, Argentina, and Brazil Affiliates** are hosting a joint webinar for a very engaging and interactive session on promoting women in leadership positions. The session, which will use a mix of Spanish and Portuguese languages, will be held on **22 October 2020**, at 1700 GMT. Senior level professionals in the pharma and biotech industries will speak—one presenter from each country will discuss the following issues: Women's Key Challenges to Business and Life Success; Women's Life and Work Balance; and Young Women's Roles and Integration in the Pharmaceutical industry. **Alfonso Izarra**, an industry professional with solid experience working with women in senior level positions, will moderate the program, which will be a roundtable encouraging audience interaction. Registration information will be available soon. ❖

### 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 information, please contact [ispephilippines@gmail.com](mailto:ispephilippines@gmail.com). ❖

### EU WIP Event Coming Soon

The **ISPE Netherlands, Belgium, Italy, Sweden, and UK Affiliates** are joining forces and growing Women in Pharma® in Europe. They will be kicking off their WIP initiatives by hosting a speed networking event, which will take place over Zoom **Thursday, 22 October 2020, at 5:00pm CET**. This interactive roundtable discussion will include discussions on expanding networks and having meaningful connections during the pandemic, independent and entrepreneurial journeys, and standing up and speaking out for oneself. In addition to Women in Pharma, attendees will include industry professionals, YPs, and students. Registration information will be available soon. ❖

“To make life a little better for people less fortunate than you, that's what I think a meaningful life is. One lives not just for oneself but for one's community.”

—Ruth Bader Ginsburg

## RECENT EVENTS

### ISPE New Jersey Chapter

#### WIP Virtual Event Held 17 September

The first New Jersey Chapter Women in Pharma® virtual event was recently held on 17 September. *Establish your Stance and Credibility in the Workplace* looked through the eyes of four accomplished industry panelists and how they have navigated through their careers. The esteemed panelists included **Eleanor Small, Ph.D.** with Johnson & Johnson, **Leticia Fabiano** with Sanofi, **Carmel Keane** with Pfizer, and **Christine Farnar** with WuXi Biologics.

All of the panelists addressed gender stereotypes and hurdles they have faced, how their careers have changed since they began in the industry, who has helped them throughout their career, how they have balanced work

and personal life, and how COVID-19 has impacted their current role. The discussion was a combination of prepared questions and those from the audience. The questions and responses were informative, thought-provoking, and motivating, and were well received by attendees.

The New Jersey Chapter is looking forward to hosting another program/panel for Women in Pharma® next year (hopefully face-to-face), which we expect to be even more informative and exciting for WIP and the New Jersey Chapter. The New Jersey Chapter enjoyed the partnership with the Del/Val Chapter through their President and one of the panelists, Eleanor Small. ❖

### ISPE Eurasia Affiliate WIP Group Hosted YP Event

On 17 September, the ISPE Eurasia Affiliate hosted a WIP event. Organized by **Alena Kolcova**, the WIP Leader of the Affiliate, YPs were invited to participate. Approximately 20 people, including representatives from several pharma companies in Russia, attended to hear **Elena Krasilnikova**, an analyst at the National Research Institute of Public Health who heads a team that is looking at rare diseases. The author of a road map that strives to identify solutions for financing treatment for patients with these rare diseases, Ms. Krasilnikova shared information about her career and discussed how she is working to attract public attention as currently, the country is experiencing challenges with obtaining government financing for this important unmet need.



Following this intriguing discussion, the group participated in a networking activity, and NovaMedica Pharmaceuticals invited YPs to a site visit of their facility. The ISPE Eurasia Affiliate is also planning a conference in November. Stay tuned for more information! ❖

### ISPE Great Lakes Chapter Hosts “Mentor of the Month” Webinar

#### How Self Awareness Can Grow Confidence



Sandy Chambers

On 24 September, approximately 155 people from around the world, including Russia, Germany, Ireland, Netherlands, Brazil, Canada, Italy and numerous US locations, joined the ISPE Great Lakes Chapter’s WIP group for the “Mentor of the Month” event.

The chairs, **Lori Kim** and **Dave McAlonan** welcomed the attendees and introduced the guest speaker, **Sandy Chambers**, Senior Director, Global Supply Chain Brand Management with Abbvie.

Sandy delivered powerful and inspiring messages connecting confidence and self-awareness to building personal brand and successful career path. She advised the audience to navigate career challenges by repeatedly facing your fears, embracing feedback to identify both strengths and opportunities, and recognizing advocates

in your sphere to build relationships. She shared personal and career challenges which played significant roles in growing her sense of empowerment and confidence and shaped her personal brand and design of her career.

**Sara Brothers**, Project Manager with Jacobs, moderated the Q&A session following Sandy’s inspirational presentation, and **Jeannine Hillmer**, Key Account Manager with WL Gore’s PharmBIO Products Group, led a chat Q&A. The virtual presentation utilized the Zoom platform sponsored by PharmaTech Associates and IPS.

**Janette Buechler**, Sales & Marketing Communication Manager of Pharmatech Associates had this to say: “*The event this morning was really good. They hit the nail on the head with an experienced speaker, positive focus, and great takeaways for the audience on how to improve their situation. Loved it!*” ❖

## 24 Hours with Women in Pharma®



WIP is delighted to announce its upcoming event, **24 Hours with Women in Pharma®!** On 27-28 October, just prior to the 2020 ISPE Annual Meeting & Expo on 2-6 November, WIP's virtual program will include 16 sessions held at various times to accommodate participants from all time zones. The program kicks off at 0800 EST on 27 October with a webinar that

will focus on "Speaking Up", led by WIP Chair Jennifer Clark and Co-Chair Vivianne Arencibia. This live webinar will be recorded and available on-demand. Following the webinar, join us for multiple Mentor Circles, each led by a Mentor Circle leader; Book Clubs to discuss Sheryl Sandberg's "Lean In: Women, Work, and the Will to Lead" (please be sure to read the book prior to the event); and Crucial Conversations, which offer a unique opportunity for small groups of women to discuss ways to deal with difficult situations in a confidential, welcoming, and comfortable environment. Free to ISPE Annual Meeting registrants; minimal session fees for ISPE Members. Learn more and [register](#) soon – space is limited! ❖

## Second 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. We are pleased to inform you that another sponsor, **IPS**, has also joined in this program as a second sponsor, providing additional Zoom licenses and a second webinar license for use by all ISPE Chapter and Affiliate WIP Groups. Thank you, Pharmatech Associates and IPS, for providing this essential platform to keep ISPE WIP connected, collaborative, and engaged with its global community! ❖

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



This year on 1 October, 9 November, and 10 December, ISPE will have a virtual exhibit booth at the Texas, Pennsylvania, and Massachusetts Women's Conferences, respectively. Information

provided will include who ISPE WIP is, what ISPE WIP does, and why ISPE WIP is important. Banners will link attendees to locations within the ISPE.org website and will provide substantial information about the WIP Initiative and WIP activities and events taking place. If you plan to attend any of these Women's Conferences, be sure to check out the ISPE Women in Pharma® exhibit in the Career Section of the Conference. ❖

**Q: How do I obtain a Zoom license to use for my upcoming WIP virtual event?**

**A: Tanya Sharma,** *Women in Pharma® Mentor Circle Program Lead, is managing the distribution of the Zoom licenses. Tanya is providing each region with a license to share (we have a total of 15 licenses, and two webinar licenses); each will require activation by the event host, and deactivation once the event is completed. Tanya will guide users through the necessary steps to make that happen. Please be sure to tell Tanya if your event is a networking event, a meeting or panel discussion, a book club, a mentor circle, or a webinar, as there may be a difference in the type of license required for the session. You can reach Tanya at [tanyasharma0304@gmail.com](mailto:tanyasharma0304@gmail.com).*



**Q: If our WIP group has a joint event with our Chapter/Affiliate, do we use the Zoom license?**

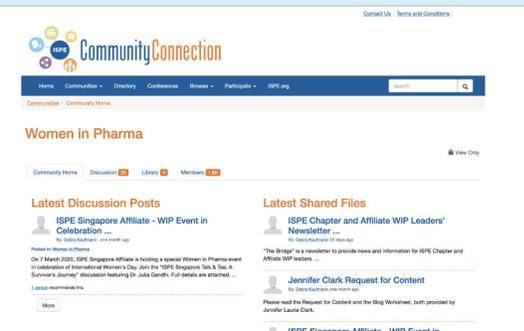
**A: The Zoom license is intended for WIP virtual events only. If your program is a WIP session, please use the WIP Zoom platform. If the WIP session is a smaller part of an overall Chapter/Affiliate event (e.g., annual conference), the WIP session should be held on the platform provided by the Chapter/Affiliate for the overall program.**

**Q: Is there anything special we need to do to use the Zoom Platform?**

**A: The only thing required is the activation/deactivation before and after the event, and the recognition of the sponsors of the WIP Zoom Platform program. A slide has been provided to all Chapters and Affiliates thanking Pharmatech Associates and IPS; please be sure to display the slide before and after the event, and verbally thank our generous sponsors. ❖**

# DID YOU KNOW?

## 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!

## 2021 ISPE 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. ❖

## 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)). ❖



## Donate

**Any donations** your Chapter or Affiliate obtains for the ISPE Foundation on behalf of Women in Pharma® will be 100% earmarked for WIP Initiatives! [Visit ISPE Foundation - WIP Initiatives](#) to learn more. ❖

## ISPE Foundation Announces Student and YP Attendance Grants

One of the [ISPE Foundation's](#) flagstone programs is granting opportunities for students and young professionals to attend conferences, trainings, and hackathons. The cross-pollination between ISPE's thought-provoking learning and students and professionals early in their careers is instrumental to developing the workforce talent of the future. As the [2020 ISPE Annual Meeting & Expo](#) has transformed into a digital experience this year, the Foundation is considering grant requests from ISPE Students and Young Professional Members who wish to register and participate in the virtual conference. We urge these Students and YPs to make plans to join us for a uniquely immersive and engaging digital experience, guaranteed to innovate, educate, and inspire.

To be eligible, the applicant must complete and submit an [Event Attendance Grant Request Form](#) to the Foundation no later than October 15, 2020. Completed requests received by this date will be given equal consideration by the Foundation Disbursement Committee. Grant request forms can be accessed via the [Foundation website](#) or by contacting [foundation@ispe.org](mailto:foundation@ispe.org). It is our hope that these grants will enable more students and young professionals to engage in ISPE events, establish and grow their networks, and jump start their career development. **ISPE Student and YP Members - we encourage you to apply for this grant.** ❖

---

## ISPE Women in Pharma®

### Offers ISPE Student and YP Members Event Attendance Complimentary Registration to 24 Hours with Women in Pharma®

ISPE Women in Pharma® (WIP) is very supportive of providing education, mentoring, and training to students and young professionals. Therefore, ISPE Student and Young Professionals are invited to apply for a WIP Event Attendance Complimentary Registration to attend **24 Hours with Women in Pharma®**. This event, which occurs on 27-28 October 2020, is designed to accommodate participants from any time zone around the globe. It provides an opportunity to enjoy real-time engagement with industry professionals and Women in Pharma® leaders, experience a wide range of program topics, connect over book club discussions, and participate in Mentor Circles.

Complimentary Registration applications are limited to one per person to attend:

- » 24 Hours with Women in Pharma® Webinar (0800 on 27 October 2020)
- » Any of the five 24 Hours with Women in Pharma® Mentor Circles (times are scheduled throughout the 24 hours to accommodate various time zones)
- » Any of the five 24 Hours with Women in Pharma® Book Clubs (times are scheduled throughout the 24 hours to accommodate various time zones)

To be eligible, the applicant must complete and [submit an application](#) to ISPE WIP no later than October 15, 2020. Completed requests received by this date will be given equal consideration by the WIP Steering Committee. Complimentary Registration request forms can be accessed [here](#) or by contacting [wip@ispe.org](mailto:wip@ispe.org). It is our hope that these Complimentary Registrations will enable more students and young professionals to engage in the **24 Hours with Women in Pharma®** sessions, and support WIP's commitment to connect and collaborate! **Space in sessions is limited; if a session is full when an application is received, we will be unable to provide the requested Complimentary Registration.** ❖

## 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

## CONTINUED FROM PAGE 1

Sometimes people really say dumb things. "Well it is obvious who wears the pants in your family." This was said to a male colleague that I respect highly. His professional wife had a meeting that meant that he could not be available to travel for work. Gender bias does not only happen to women. When this instance occurred, we immediately called it out as a dumb thing to say – I don't think that we even knew the words "gender bias" yet. Each year we realize more and more how much gender bias affects both sexes. Even in this COVID-19 work-from-home time, both men and women are still struggling with gender bias and gender roles with colleagues. The best part of this work-from-home environment is that we get to see each other's kids as we work through video conferences. But the way we are all struggling to manage childcare, school-from-home education, and availability for work is shining bright lights on our perceptions of gender roles. *Be kind.*

Sometimes I say dumb things. "Black lives matter. All lives matter." This one is touchy these days. Often times people do not understand the issues that are tied to phrases. I completely did not like the Black Lives Matter commentary when it was first said. Of course, black lives matter – all lives matter. I had to sit down with a dear friend and ask, "What am I missing?" After a long conversation, I realized that the phrase had more meaning; it had more intention, and it had more depth and history than what I understood from my perspective. I was grateful to have a friend that I could go to and ask a dumb question. Just because someone says Black Lives Matter, does not mean that they don't think that all lives matter. I am thankful that she did not get too upset at me for my unintentional ignorance. *Be kind.*

People are going to continue to say dumb things. I have a dear friend from college who has a daughter that used to be her son. I continuously apologize as I use the wrong pronoun or name to address her daughter. Luckily, she doesn't get mad at me and understands that I am trying to get it right. Commentaries about gender are changing—More than even gender bias and gender roles.

A colleague has a signature on her email that says, "preferred pronouns: she/her." I had never seen that before. I knew that she was neither trans nor gay, so I was completely confused as to why her signature would say that. I approached her and asked. She was great. She explained that she does that to be

---

## Encourage women and others to step out of obscurity.

---

an ally to those that want to choose who they are. When conversations start regarding gender fluidity or non-binary persons, I start asking more questions, but what matters here is that it does not matter what I think. It only matters what people think of themselves. *Be kind.*

ISPE Women in Pharma® (WIP) started as a thought to be able to encourage women and others to step out of obscurity and into roles where they speak, lead, mentor, ask questions, make changes, and drive the industry forward. At the time, it was painfully obvious that women did not feel welcome "at the table" to discuss issues. Our greatest allies to start WIP were men. They noticed that there was a vast discrepancy in the number of women speakers at the podium, in leadership positions, and even in attendance. The more we talked, the more the idea grew. This year on 27-28 October, just prior to the 2020 ISPE Annual Meeting, we are implementing **24 Hours with Women in Pharma®** around the world. We have grown the membership, we have created mentoring programs, and we have raised money for the Foundation to invest in sending young professionals to ISPE events to continue the growth of the industry. Come join WIP in support of the entire industry. ❖