

THE BRIDGE

WOMEN
IN PHARMA®

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



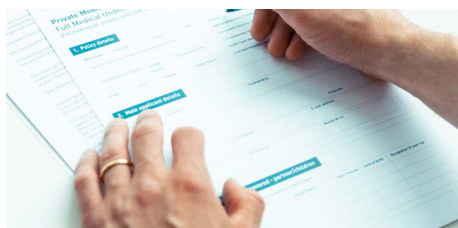
Welcome Leaders

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



Calendar

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Did You Know?

Call for Proposals Extended for Aseptic Conference

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Q&A

How can we reach out to mentors?

[Read more...](#)

A NEW NORMAL: A Personal Reflection



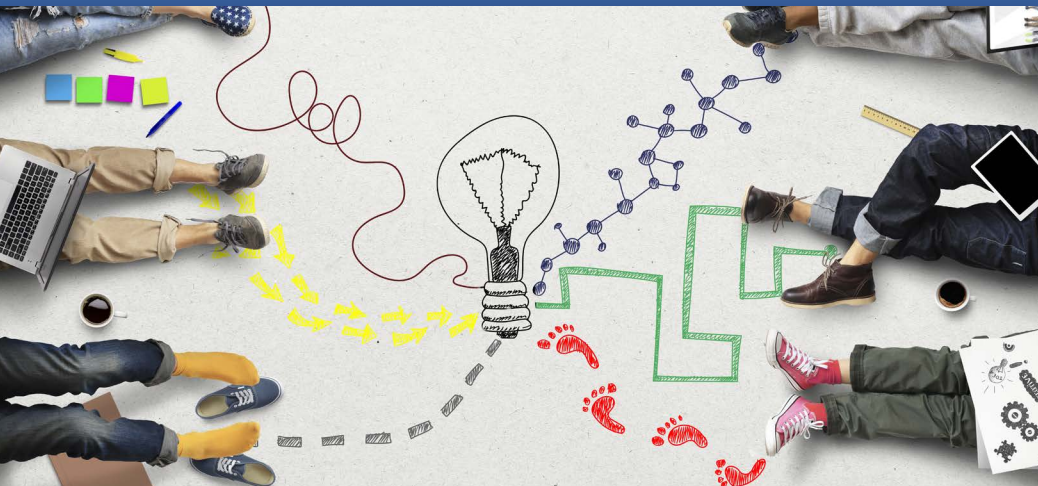
A Message From the ISPE Steering Committee

Vivianne Arencibia, ISPE Women in Pharma
2020 Steering Committee Co-chair

No matter what your role, the current pandemic crisis has brought about a number of changes, challenges, and opportunities. The magnitude of the pandemic itself, the unknowns related to the virus, and the fear of getting infected or infecting someone else is more than enough to create a level of stress and anxiety. Beyond that, we are learning to cope with the new normal. For those of us that are used to getting up each morning, getting dressed and traveling to a work location, that has all but stopped. If you are an essential worker, your on-site time has also greatly changed. Most of my colleagues have reported that their companies have either canceled or severely restricted face to face meetings, and travel is out of the question. Working from home has taken on a new meaning and “can you hear me” is part of our everyday language.

Yes, life has changed. Yet I reflect on these changes and have tried to focus on the positives, as crazy as that sounds. As an independent small business owner, the old way of doing business is gone. I found that, as I explored options, there were so many professionals going through the same or similar process. Connecting with others provided me with a “lifeline” as I talked through various scenarios and I found that there was so much that I could control even during the current crisis. I am grateful to those men and women that I reached out

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WIP Volunteer Takes On Mentor Circle Program Initiative



We are pleased to introduce the WIP Community to its new Mentor Circle Program Lead, **Tanya Sharma** (top photo). Tanya is taking over the Mentor Circle Program initiative from **Jeannine Hillmer** (bottom photo), who has spent more than 1-1/2 years establishing, developing, and growing this important program, which has continually experienced positive momentum around the world.



Tanya is an East Coast native and a graduate of North Carolina State University. Over the last five years, she has traveled extensively while working on consulting projects in Singapore, New England, San Francisco, Los Angeles, Boston, Seattle, and Rhode Island. Her expertise includes cleaning validation, process validation, equipment validation, and computer systems. She spends her time between the Netherlands and Seattle and, in her free time, enjoys reading non-fiction books, finding new hiking trails, and spending

time with family. Tanya is always up for an interesting conversation and can be reached at tanyasharma0304@gmail.com.

Thank you, Jeannine, for all you have done! And please join us in extending a warm welcome to Tanya! ❖

ISPE WIP and ISPE CaSA Chapter Hosts Interactive Webinar

Jennifer Clark, WIP Steering Committee Chair, and the ISPE CaSA Chapter, invite you to attend an interactive webinar focused on diversity, inclusive behaviors, and mentoring. This exciting event is the first in a series of international webinars and conferences being developed by the Women in Pharma Steering Committee. Meet senior leaders from the ISPE CaSA Chapter and ISPE Women in Pharma. Hear keynotes from John Daniel, Chief Human Resources Officer, First Horizon Financial Corporation and Rebecca Holland New, Managing Partner, RSR Partner Solutions. Participate in an invigorating panel discussion on how to “Transform and Empower Yourself.” Wednesday, 10 June 2020 at 1000am-1300pm EDT. [Learn more and register here.](#) ❖

Q: How can we reach out to mentors? Or find mentors?

*A: Mentors and mentees are everywhere! Perhaps your ISPE Chapter/Affiliate Members can suggest people who might be interested and provide introductions. Talk with colleagues at your companies to see if they or someone they know might like to participate. Send a survey to gauge WIP Mentor Circle interest within your Chapter/Affiliate (contact **Tanya Sharma** and **Debbie Kaufmann** to obtain the survey). Use your LinkedIn and Facebook social media pages to reach out to like-minded individuals, and your Chapter/Affiliate website to promote WIP Mentor Circles. We think you will be pleasantly surprised at the interest you receive!*

Q: What is the mission for the Mentor Circles and what are we trying to achieve?

A: While great strides have been made to support women in the workplace, women are still significantly under-represented in upper management in the pharmaceutical industry. The ISPE WIP Mentor Circle program provides a way to promote growing relationships and career development for women scientists and engineers. We hope Mentor Circles will result in higher retention of women, and more women, in leadership positions in the future. The Circles also assist younger people—students, recent graduates, and young professionals—in obtaining helpful information and support from industry experts as they navigate their career path. Men are critical to supporting this cause and are encouraged to participate in Mentor Circles! ❖

To all the ISPE Chapter and Affiliate WIP 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.

ISPE Japan Affiliate WIP Update

Japan placed 121st in the Score of Gender Gap Index 2019 (World Economic forum); this was the lowest level in advanced countries due to barriers to promote women's social advancement in Japan. As a result, the ISPE Japan Affiliate has incorporated WIP and WIP Mentor Circles into the Affiliate and is planning webinars in collaboration with Young Professionals in Japan. The WIP Mentor Circle Lead in Japan is **Ayako Maki**.

On 30 January 2020, Japan held a round table discussion with women leaders from the pharmaceutical industry and academia, at which they discussed ways to promote women's participation in the management of Japanese organizations. Conversations by the attendees, which included the first woman Deputy Director General of MHLW (Pharmaceuticals), highlighted social, cultural, organizational, and personal issues and potential solutions.

Singapore Mentoring Program



The ISPE Singapore Affiliate is launching a Mentoring Program to provide its Young Professionals (YPs) and graduating students the opportunity to interact and learn from senior members in

the industry. The objective is to bring the industry closer to ISPE Students and YPs, helping mentees find their ideal career path, progress, and stay motivated. [Read more!](#)

ISPE CaSA Chapter Webinar Series

On 14 May, the ISPE CaSA Chapter held a Virtual Lunch & Learn, the first in a series focusing on the challenges, strategies, and opportunities of our changing work environment during this challenging time. [View here.](#) The second in the Lunch & Learn series is scheduled for 16 June, 12:00-1300, and will discuss "Leadership & Strategies for Teams". Registration will be available on the ISPE CaSA website shortly. And on 10 June, CaSA will host a WIP Webinar: "Transform and Empower Yourself." [Register here.](#)

ISPE San Diego Chapter WIP Webinar

The ISPE San Diego Chapter is planning a WIP Webinar in July, which will deliver a panel discussion featuring four executive women leaders who hold VP, President, and CEO positions. Stay tuned for more information.

ISPE UK Affiliate Webinar Series



The ISPE UK Affiliate is proud of its Members as they volunteer to support the front-line healthcare and pharmaceutical organizations that are accelerating the development and manufacture

of a vaccine for Covid-19 while working remotely and keeping things together for their families and colleagues. The UK Affiliate's WIP Webinar Series has provided some much-needed guidance, as presented by **Dr. Catherine Evans Joines**. Webinar topics include:

- » Fear, Focus and Fruitfulness—Tips to keep Focused in Challenging Times
- » Mental Wellbeing and Overwhelm First Aid—Practical Strategies for You (and your Family)
- » Working Effectively in Remote Teams - The Three Pillars of Structure, Trust and Communication

View the [ISPE UK Affiliate WIP Webinars.](#)

ISPE Pacific NW Chapter Hosts First "Mentor of the Month"



A new initiative being launched by WIP is "Mentor of the Month." The ISPE Pacific NW Chapter's Seattle Mentor Circle hosted a virtual Mentor of the Month event, featuring Women in Pharma Chair **Jennifer Clark**.

The Webinar, held online 28 May, was themed "Make Your Voice Heard," and discussions focused on navigating difficult conversations, salaries, and asking for career development opportunities.

ISPE Brazil Affiliate Webinar

The ISPE Brazil Affiliate hosted its first webinar with great results. 62 women and men joined online and participated in a session that addressed "Neuroscience and the Return to Work Post-Crisis." Held in Brazil's native language, Portuguese, the presentation was led by coach and career specialist **Patricia Gomes**.

On 29 May, Brazil will hold its second Webinar, with **Lisa Palla Tavolara**, the Brazil Affiliate's WIP Co-Lead (along with **Liane Montemor**), and fellow ISPE Member **Giselle Abi Antoun** discussing "Clinical Trials and COVID-19". More than 70 attendees are anticipated, and Brazil is planning to hold monthly technical webinars, as well as in-person sessions, when we return from the pandemic. ❖

DID YOU KNOW?

Welcome New ISPE WIP Mentor Circles!



Great news! Numerous WIP Mentor Circles have been established in the past month in the following ISPE Chapters and Affiliates:

- » Philippines
- » Indonesia
- » Netherlands
- » UK
- » Japan
- » Korea
- » Brazil
- » India
- » Belgium

This translates to 15 ISPE Chapters and Affiliates that have established—or are scheduling—WIP Mentor Circles around the globe! WIP is well on its way to meeting its goal of 20 Mentor Circles by the end of 2020! Our thanks and congratulations to all the Mentor Circle Leaders on their great accomplishments! ❖

Call for Proposals Extended

2021 ISPE 30th Anniversary Aseptic Conference

The deadline for Aseptic proposals has been extended to **15 June 2020**. This will be your last chance to submit your proposals for 2021 ISPE 30th Anniversary Aseptic Conference, taking place 15-16 March. Young Professionals—your proposals are welcome and encouraged! [SUBMIT A PROPOSAL](#). ❖

“There’s a strong chance the next Bill Gates isn’t going to look anything like the last one. So I’m interested in finding solutions that will help ensure we recognize her when we see her.”

—Melinda Gates

A NEW NORMAL *continued from page 1*

to and who provided advise or an “ear.” To those great leaders that are part of the Women in Pharma network and more broadly, within the ISPE global framework, thank you. You have served as a source of courage, motivation, and inspiration.

This brings me to the opportunities and the point of my message. On the professional side, I am piloting a new business model, marketing the value of the new mode of operation, with a “leaner” financial model. Sharing my workspace with my children has shifted from an inconvenience (they are all vocalists) to an opportunity to get to know them better. I am learning new skills daily (fixing a leaking pipe!) and refreshing my technical knowledge through webinars and online courses. More importantly, my connections to family, peers, mentees, and mentors are not only more frequent, they are more meaningful, and far more rewarding. The “new normal” has brought some positive change as well as provided life lessons on the importance of remaining grounded, staying

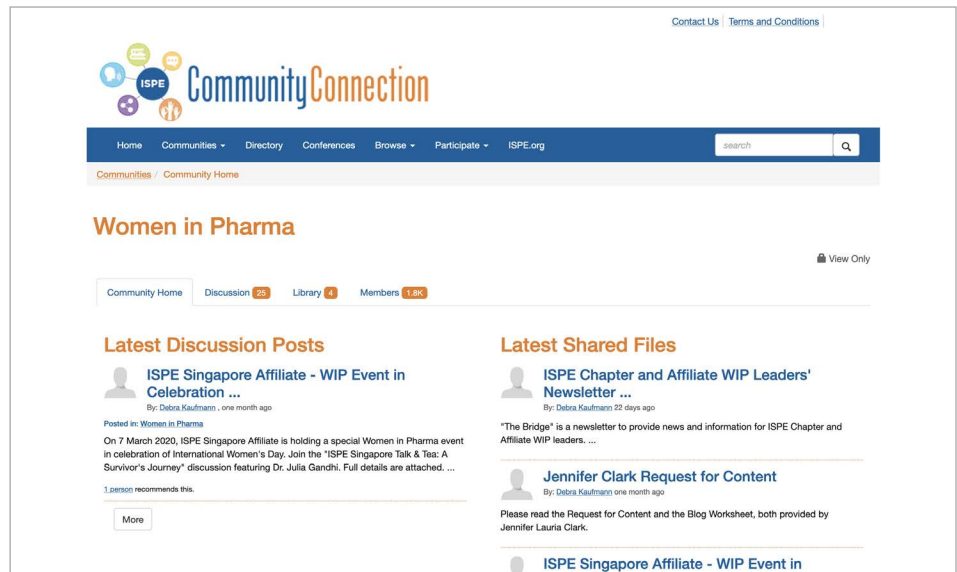
vital, and connecting with your network. Letting go of what I cannot change and “Can you hear me” or “You’re on mute” are no longer distractions. In some ways these meetings have provided some level of comic relief and the ability to be more authentic. If there is anything that I can share beyond being good to yourself, managing your time and finding ways to reduce stress, is to stay connected, professionally and personally. Engagement is critical all the time, but especially now, during this time when it is so easy to lose focus. For me personally, actively engaging in ISPE and in Women in Pharma has been invaluable.

This crisis is indeed horrible, but we should not let it limit us. The work we do within this industry is critical to securing our future. I encourage you to stay connected, share your experiences, and continue to contribute to evolving landscape.

I look forward to the future and to the time when WIP networks can meet face to face. In the interim, stay positive and stay safe. ❖

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. ❖

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) the following information regarding your current and upcoming events and activities by the **15th of each month**:

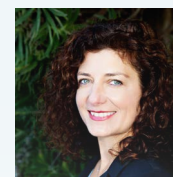
- » Name of your Chapter or Affiliate
- » Current (or very recent) events (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » Events planned within the next two months (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » For 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