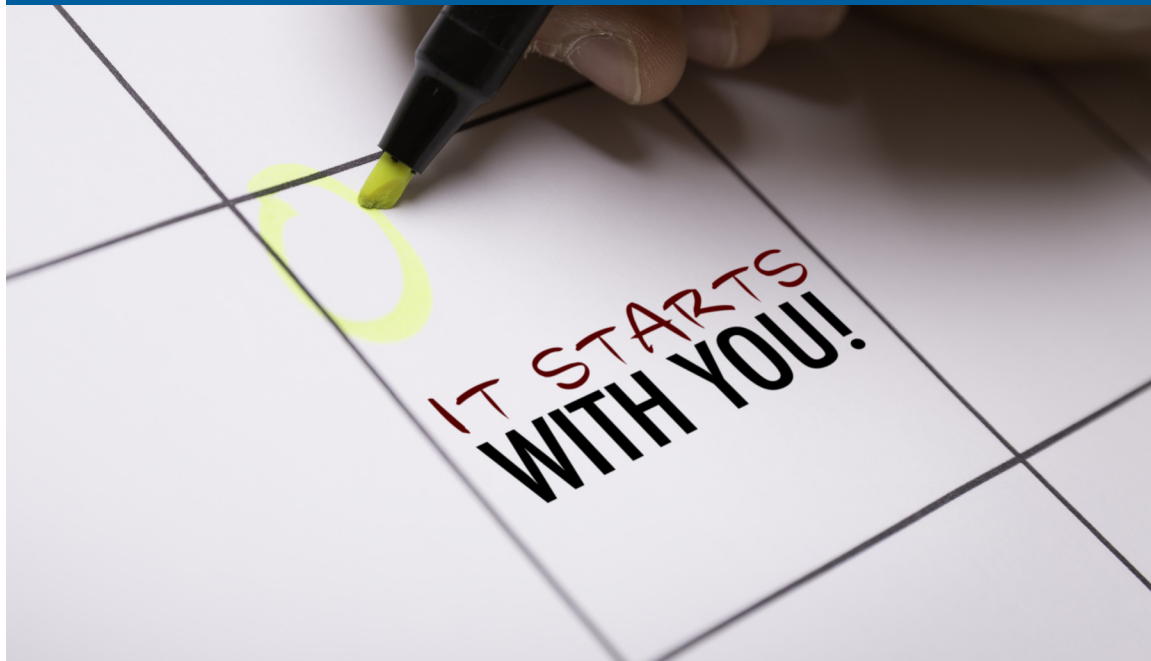


THE BRIDGE

WOMEN
IN PHARMA®

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



Welcome Leaders

Welcome to the January 2021 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 ISPE policies and procedures.



A New Column

ISPE Member Interviews

[Read more...](#)



Second New Column

Women of Science from History

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Volunteer Opportunities

We invite all ISPE Member Volunteers

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A Message from the ISPE WIP Chair

Fueling the Fire with Accountability



Jennifer Lauria Clark, Executive Director, Strategic Development, CAI and ISPE Women in Pharma Chair

Accountability is essential. It facilitates accomplishing your goals, meeting your responsibilities, and completing all required tasks.

There are many layers of accountability. First, you must be accountable to yourself, which is the most important level. Being accountable to yourself ensures you can accomplish the rest of your layers of accountability - to your family, your job, and other aspects of your life that require your time and effort. To maintain accountability to yourself, you must take time for you! Set your goals and be sure to include taking 10 minutes of 'ME' time every day. Setting aside me time for yourself, especially during the pandemic, is crucial for your mental and physical health.

Next comes accountability to your family. My husband and I have made a commitment to take each of our daughters, individually, on a date each month, and also to have a date - on our own - as well. For the kids, this can be a run to Target, biking on the Greenway, making a TikTok together - it doesn't have to be grandiose, but it does have to give each of them time alone with mom and/or dad for a special outing or activity. For my husband and me, our couple dates can be a Starbucks run, dinner, a movie - something that gets us out of the house, just the two of us, allowing us to maintain a balance for ourselves

[continued on page 3](#)



We are pleased to introduce a new column for *The Bridge* – ISPE Member Interviews. Starting with an ISPE Student Member in the January issue, we will continue to build on levels of experience for each month; by the end of the year the interviews will feature C-suite level industry professionals. Today, we are pleased to introduce you to **Janelle Lilith Fernandez de Leon**, a 5th year BS Industrial Pharmacy student from the University of the Philippines, Manila, who will graduate later this year. We asked Janelle questions about her experiences, her goals, and her reflections on accountability.

What made you select Industrial Pharmacy as your major?

I really liked Chemistry in high school and wanted to major in it but decided that the field was too broad. I heard about Industrial Pharmacy (BS-IP) from an older student - it sounded like Chemistry but was specialized towards drugs/medication. I applied for the course at the University of the Philippines (UP) Manila, took the UP-College Admission Test (UPCAT), and passed. That's how I ended up with BS-IP.

How does ISPE support you in your university studies to prepare you for the industry?

ISPE offers numerous webinars and resources on its website. There are also Guidance Documents that I can access for free (ISPE member perks 😊), which have been extremely helpful for me. I've been able to expand my knowledge of the pharmaceutical industry and the innovations, standards, and guidelines being implemented globally. I'm lucky that the ISPE Philippines Affiliate is extremely active. Recently, ISPE Philippines Affiliate partnered with my University for Manufacturing internships. It was a fruitful experience; being able to hear from industry experts inspired me. ISPE has also allowed me to meet people from around the world through different events and network with them. I didn't expect to meet new people during the Covid-19 pandemic, and I'm extremely grateful to ISPE for giving me the opportunity to network from the comfort of my home.

Where do you see yourself five years from now? How do you see ISPE adding value to your career (present and future)?

I see myself being part of the Pharmaceutical Industry in the Philippines. Hopefully, five years from now, I will have a positive impact in the company I work for, the Philippine Pharmaceutical Industry, and my community. I think ISPE will add value to my future career as it will keep me

constantly updated on what's happening globally in the Pharmaceutical Industry. I will also have opportunities to network with other people through ISPE's events and learn what their best practices are. Through ISPE's mentorship programs, I will be able to gain insight on the necessary skills needed to become an asset to my future team and learn from the experiences of other people.

Can you share some lessons you've learned about accountability through ISPE?

One of the key topics of ISPE webinars is data integrity—and a huge part of that is accountability: who did what, who's responsible for what, and who should be liable if things go wrong. While data integrity is a technical topic, accountability is something that we should apply to our daily lives. Being able to hold ourselves accountable for our own actions will help us grow as individuals and improve. Admitting one's wrong can be difficult, but that is only when we can learn from our experiences.

What are some of the highlights you've experienced as a Student ISPE member?

I was able to join the Hackathon of the Singapore Affiliate and attend the 2020 ISPE Annual meeting and Expo as a recipient of the ISPE Foundation Event Attendance Grant.

Specific to your experience, what advice would you give someone contemplating joining ISPE and contributing to ISPE Women in Pharma?

Just do it. Don't let self-doubt or fear stop you. Join ISPE and participate in the different WIP activities. I was once afraid of joining ISPE events or applying for grants because I wasn't sure if I was good enough. However, when I started joining and participating, I realized that it was my own self-doubt that was prohibiting me from growing and learning. By getting past that and participating, I've grown and learned so much. ❖

Janelle was a recipient of an ISPE Foundation Event Attendance Grant, which is available to our Student and Recent Graduate Members. Your contributions to this Fund and to Women in Pharma help give Members like Janelle the opportunity to access ISPE's cutting edge programming.

Visit ispefoundation.org today to learn more and to donate. ❖

and enjoy occasional 'just us' time without our children. What are you doing to hold yourself accountable with your family?

The third level of accountability is to your job. Each of us has numerous job-related goals and plans. Some ways to manage them all is to keep yourself organized. Find a system – it can be paper or digital or a hybrid of both but pick a system and stick with it. Tell someone your goals and how you plan to accomplish them. Find an accountability partner to hold you accountable. I have been fortunate that I not only have my husband as an accountability partner, but also a fellow WIP champion to help hold me accountable in 2021. She has my list and I have hers. We do weekly check-ins to ensure we are holding each other's feet to the fire to make 2021 what we want it to be.

My top three goals for 2021 – and please, ping me, or if you see me, ask me how I'm doing – are:

- » Do one thing for myself every day
- » Hit and exceed my CAI business goals
- » Achieve WIP goals
 - » Grow ISPE membership through WIP by 300 members
 - » Help Raise \$85,000 for ISPE Foundation for WIP Programming

There are other layers of accountability, as well, including to your friends, committees in which you participate, community activities. Staying organized, prioritizing, and counting on others to help you remain accountable will enable you to be successful. ❖

“By holding others accountable; you are empowering them to be a better version of themselves.”

—Jennifer Lauria Clark

Women of Science from History

The second new column in *The Bridge* will introduce readers to women of science from history. We begin with **Rita Levi-Montalcini**, Neurologist and Italian Senator.



Rita Levi-Montalcini OMRI OMCA was an Italian Nobel Laureate, honored for her work in neurobiology. She was awarded the 1986 Nobel Prize in Physiology or Medicine jointly with colleague Stanley Cohen for the discovery of nerve growth factor. From 2001 until her death in 2012, she also served in the Italian Senate as a Senator for Life. This honor

was given due to her significant scientific contributions. On 22 April 2009, she became the first Nobel laureate to reach the age of 100, and the event was feted with a party at Rome's City Hall.* ❖

**Source: Wikipedia. Read more here: Rita Levi-Montalcini - Wikipedia*

“Above all, don't fear difficult moments. The best comes from them.”

—Rita Levi-Montalcini



Empowerment Suggestions

WIP is always looking for ways to help you empower yourself – and we've identified several that we want to share with you. In each issue of *The Bridge*, we will provide a new idea for you. This month—**January**—the empowerment suggestion for **ACCOUNTABILITY** is: Schedule time to work on a project that's meaningful or fun for you and *make it happen!*

2021 is the year that ISPE Women in Pharma will FUEL THE FIRE!

To help Fuel the Fire, WIP has identified Monthly Themes for 2021! They are:

- » January – Accountability
- » February – Diversity & Inclusion
- » March – Entrepreneurship
- » April – Self Care
- » May – Balance
- » June – Confidence
- » July – Recognition
- » August – Mentoring
- » September – Data
- » October – Giving
- » November – Gratitude
- » December- Joy

Activities held by ISPE WIP International throughout the year will include Webinars, Confidential Conversations, Book Clubs, and Sunrise to Sundown; each will focus on the theme of the month in which they are held. Stay tuned for dates and invitations to upcoming events! ❖

Pharmaceutical Engineering® Magazine Focuses on Women in Pharma

Be sure to read the January/February 2021 issue of *PE* Magazine! Its theme is Women in Pharma, and it offers powerful commentary on the ISPE Women in Pharma Initiative. You'll recognize many people who contributed to this important publication that outlines the efforts, activities, accomplishments, and benefits provided by WIP, and we think you will feel pride for being a part of this amazing group of people that are making it all happen! [Enjoy Empowering Women as Industry Leaders](#). ❖

ISPE WIP Blog

Tanya Sharma, WIP International Mentor Circle Leader, has written a blog on Accountability. It starts by asking, "What is accountability? By definition, 'it is taking or being assigned responsibilities for something that you have done or something that you are supposed to do'." Tanya goes on to discuss the numerous ways accountability goes far beyond that definition. Visit her blog, [It's a New Year. Make Accountability a Resolution!](#) ❖

*“Ni neart go cur le cheile”
“There is no strength without unity”*

—Our thanks to **Eamon Judge**,
ISPE Ireland Affiliate, for sharing this
Old Irish Proverb with *The Bridge*.

Q: How do I volunteer with ISPE Women in Pharma?

A: *It's easy to volunteer with ISPE WIP, and we encourage you to do so. There are numerous opportunities and ways in which you can contribute. In fact, **ISPE Women in Pharma is looking for Volunteers - Fuel the Fire with Accountability!** Listed below are current opportunities to work with WIP. Please contact **Tanya Sharma** (tanyasharma0304@gmail.com) or **Debbie Kaufmann** (dkaufmann@ispe.org) for more information.* ❖

Volunteer Opportunities

One-time commitments (we invite all ISPE Member Volunteers that are willing to support):

- » Book Club Host
- » Sunrise to Sundown host
- » Confidential Conversation host
- » Write an article for The Bridge
- » Write a blog for iSpeak and LinkedIn
- » Speak at an event
- » Help find speakers for an event

Join the team (2-3 hours a month):

- » Join the Program Committee (need 5-6 ISPE Member Volunteers)
 - » Looking for people interested in brainstorming ideas, planning webinars, planning activities, logistics, setting up events
- » Join the Marketing Committee (need 3-4 ISPE Member Volunteers)
 - » Looking for people who have social media or marketing savvy to help us expand our global reach and brand awareness of ISPE WIP
- » Join the Fundraising Committee (need 1-2 ISPE Member Volunteers)
 - » Looking for people who have a large network at high levels to get us a meeting to talk about the ISPE Foundation and its' programming benefits
- » Become an ambassador of ISPE WIP to promote events ❖

RECENT EVENTS

ISPE Italy ‘Graziella Molinari—Women in Pharma’ Award



December was a very important month for the ISPE Italian Affiliate: during the traditional ISPE Christmas Night, held with a virtual meeting and apero delivered to more than 75 participants, we celebrated the second year of the ‘Graziella Molinari - Women in Pharma Award’.

This Award was created in 2019 to celebrate the commitment, perseverance, professionalism, and competence of women who work in the Life Sciences. These qualities characterized the work of Graziella Molinari, former Vice President of ISPE Italy and an active member for many years; her long professional career also included involvement in international sales at Tecnimont. Sadly, Graziella passed away at a young age, and the Italian Affiliate created the Award in her name to recognize, each year, a woman who has distinguished herself professionally in the Life Sciences sector for merit, determination, confidence in one’s own abilities, the achievement of a significant milestone, and generosity towards others.

The 2020 winner received an ISPE Italian Affiliate-paid enrollment in a professional development course in the amount of €3,000. This was awarded to a woman who has distinguished herself for:

- » Innovative projects to improve efficiency, quality, “smart” compliance
- » Sustainability projects
- » Promotion and recognition of the Italian expertise abroad
- » Special initiatives for knowledge sharing activities in the founding spirit of ISPE
- » Innovative solutions that have allowed the continuity of projects and activities at the critical moment of the pandemic for Covid-19

Four finalists were invited to present their projects at the ISPE Christmas Night. In the spirit of ISPE, the projects represented different sectors of the Life Sciences. The finalists were:

- » **Federica Casati**, DP Process Scientist Manager IMA: Solid dosage form formulation development from Batch to Continuous manufacturing
- » **Angela Faccendini**, University of Pavia, Department of Pharmaceutical Sciences: Development of nanocomposite scaffolds for tissue engineering
- » **Antonia Pascale**, Thermacare Ops Integration Process leader Angelini: Leading the acquisition and integration of Thermacare® brand, relevant systems and the manufacturing plant in US
- » **Alessandra Ugolini**, Site Eng. Manager Chiesi: Plant engineering sustainability project for propellant abatement and recovery plant installation



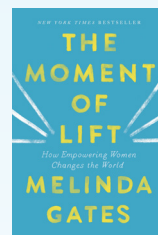
The award winner was **Antonia Pascale**, Thermacare Ops Integration Process leader, for leading the acquisition and integration of the Thermacare® brand, relevant systems, and its manufacturing plant in the US, as well as for the sharing of knowledge and the challenging aspects of accomplishing this during the pandemic.

All finalists were awarded one year of ISPE membership. Congratulations to all participants and the final winner! ❖

Sunrise to Sundown

The first WIP International Sunrise to Sundown of 2021 was held 19 January 2021; two sessions, the first at 7:00am ET and the second at 12:00noon ET, accommodated all time zones. People from around the world, including Australia, Singapore, the Philippines, Europe, and the US, participated in each session. Discussions ranged from WIP community activities to the importance of accountability, trivia questions were played, and breakout groups provided networking opportunities for attendees to see old friends and meet new ones. Sunrise to Sundown will be held each quarter in 2021; stay tuned for invitations to the next event, planned for March 2021. ❖

CaSA Chapter WIP Book Club



The Moment of Lift
Melinda Gates -
Tue, Jan 26, 2021,
5:30 PM

In this compelling book, Melinda Gates shares lessons she’s learned from inspiring people she’s met during her work and travels around the world. As she writes in the introduction, “That is why I had to write this book—to share the stories of people who have given focus and urgency to my life. I want all of us to see ways we can lift women up where we live.” The book club members enjoyed an engaging, stimulating discussion that focused on the book, on Gates’ compassion towards people in developing countries, and the decades she has spent working to improve the health, lives, and education of women around the globe. ❖



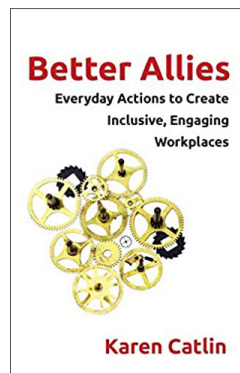
UPCOMING AFFILIATE AND CHAPTER EVENTS AND ACTIVITIES

February WIP International Book Club

Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces, by Karen Catlin

Join WIP International for its February Book Club on February 23, 2021, at 7:00am ET and 12:00noon ET. Please read *Better Allies*, reviewed below, and come prepared for an interactive and invigorating discussion. Registration details will be provided soon.

“Calling all allies! Here is your one-stop manual for becoming better as an advocate, champion, and ally for marginalized colleagues in the workplace. Catlin’s rich experience as an executive in the tech world infuses each of her immensely practical allyship strategies with deep wisdom from the trenches. Not sure where to start? Catlin demystifies allyship with proven workplace actions from a host of everyday allies. This amazing book is both an invitation and a roadmap to every person and organization committed to making the workplace fully inclusive. Better Allies is a gift to everyone who truly wants to be a better human being at work.”



—Brad Johnson, PhD and David G. Smith, PhD,
authors of *Athena Rising: How and Why Men Should Mentor Women*

San Francisco Chapter WIP

March 3, 2021 – 4-5:30 PST – Allyship in Focus

What is Allyship? Why is it important? Women empowerment, inclusion, and equity in the workplace can only be driven to true success with the partnership and support of male allies. This event will facilitate discussions with established industry leaders to bring male Allyship in Focus for the purpose of awareness, education, and a call to action. Registration information will be available shortly. ❖

ISPE Student & Recent Graduate International Virtual Hackathon



ISPE Student or Recent Graduate (RG) Members are invited to join the ISPE International Virtual Hackathon. Developed by ISPE Emerging Leaders from around the world, participants will work virtually with students and recent graduates from around

the globe on virtual teams competing to propose viable, innovative solutions to real-world, relevant industry challenges. Industry professional coaches will provide their experience and guidance to each team. Final presentations will be made to industry leaders in a virtual judging event. ISPE Students and RG Members are encouraged to participate – education, collaboration, and networking opportunities abound – plus it’s FUN! ❖

The event begins 8 February so [register](#) soon!

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**:

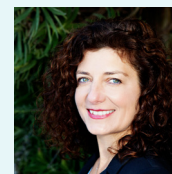
- » Name of your Chapter or Affiliate
- » Current (or very recent) events (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » Events planned within the next two months (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » For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



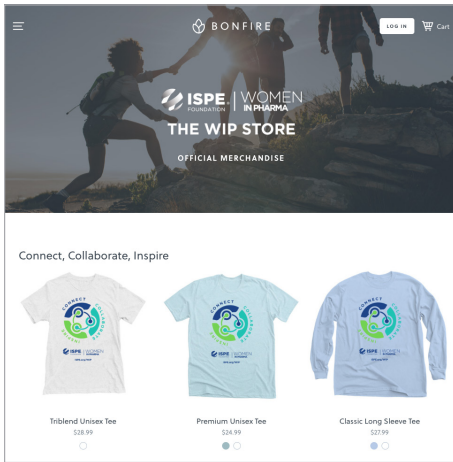
Jennifer Lauria Clark
ISPE Women in Pharma 2020 Steering Committee Chair



Stephanie Thatcher
ISPE Women in Pharma Chapter and Affiliate Liaison

DID YOU KNOW?

Visit 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!

Here is the link:

<https://www.bonfire.com/store/the-ispe-wip-store/>

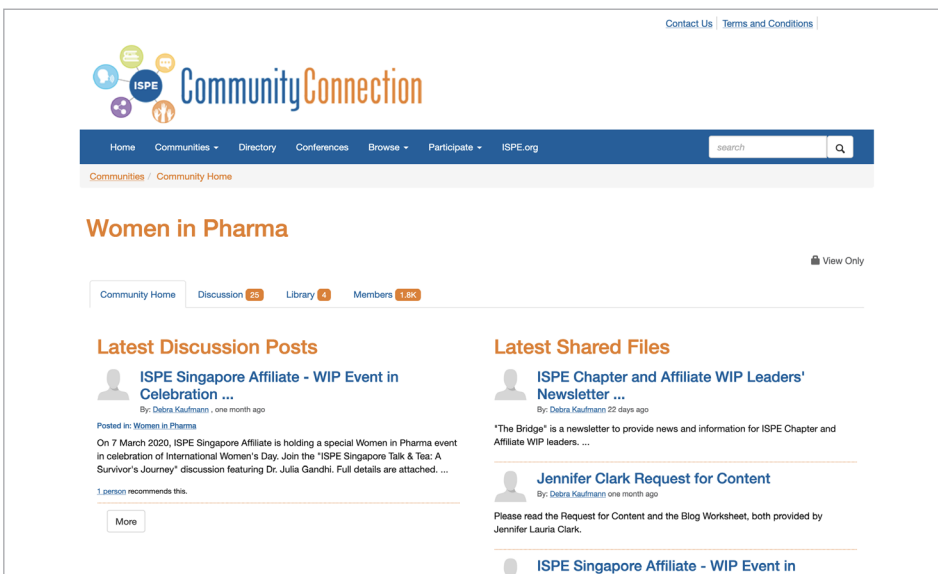
Please share with your Affiliates and Chapters, Mentor Circle participants, and anyone else who might have an interest in proudly wearing a WIP shirt! ❖



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. ❖

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!