

THE BRIDGE

WOMEN
IN PHARMA®

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



Welcome Leaders

Welcome to the March 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.



ISPE Member Interviews

Ingeborg Baars
[Read more...](#)



Women of Science from History

Sylvia Earle, Marine Biologist, Explorer, and Aquanau
[Read more...](#)

Volunteer Opportunities

We invite all ISPE Member Volunteers
[Read more...](#)

A Message from ISPE WIP



Stephanie Thatcher - ISPE Chapter & Affiliate Liaison, President, ORCAS Project Controls

Entrepreneurship

It was the perfect ski day at Crystal Mountain just outside of Seattle, WA. Up to this point, my ski skills as a 9-year-old were limited to what I had taught myself on the bunny slopes. My father asked me to join him on the big chairlift for the very first time. I replied “Yes” without hesitation. Riding up the chairlift, I started to imagine all that he would teach me about skiing that day. Standing by his side at the top of that mountain, my heart raced with excitement. Then his words, “Do you see the lodge at the base of this mountain?” I confirmed with a nod. He said “Good. I will meet you there at 5:00 pm.” My voice trailed off with “Wait...” as he skied away with all his ski knowledge and expert skills.

Standing alone at the top of that mountain trembling with fear, I had to figure out how to ski down to the lodge. It took grit, ingenuity, and a little luck that day to safely return to the bottom of the mountain, but I returned with the feeling of pride and accomplishment. Saying “Yes” got me to the top of that mountain. Saying “Yes” rooted a lifetime appreciation for skiing and many other crazy outdoor adventures.

My first day on a construction site felt a lot like being left alone on top of Crystal Mountain. I landed in Silicon Valley at 22 years of age with a fancy business degree and no experience. I didn’t know anything about construction, yet my mission was to support the cost and schedule

[continued on page 3](#)

Ingeborg Baars, GMP/GDP Consultant



Ingeborg Baars is the principal of Baars Consultancy Firm. *The Bridge* talked with Ingeborg and she provided answers to our questions regarding her path to entrepreneurship – she knows firsthand what it takes to start, build, and grow one’s career independently.

How did you get your start in the BioPharm industry?

I accidentally fell into this industry. When looking for a new job after a small career in the animal feed industry, I applied for a Business Development job at a small consultancy firm. I was hired and there I learned a lot about our industry, mainly about the QA/IT field. I liked it immediately. All the people I met during the years are so passionate, intelligent, and helpful. It is not a job; it is a way of life. During the years, I have been working at companies of all sizes, from the multinationals to the start-ups. Although there are cultural differences, you feel the passion of this industry with every individual. And yes, biopharma may not always be the most sparkling industry and most of the time we are not the early adopters (except for this COVID-19 pandemic), but the process of assessing risks, evaluating the impact of change, and planning before execution is wonderful to experience, over and over again.

How do you think involvement in ISPE/WIP can help you get to that point?

ISPE is an organization with an amazing knowledge base and a more amazing network. It is unbelievable how easy it is to connect to other people and learn from them. The world becomes a small place when being connected to the ISPE community. ISPE’s events and guidance documents provided me with a large amount of knowledge, which every day is of huge value for me. And still, I am learning daily.

Last year, I joined on a volunteer basis Women in Pharma (WIP). Even though I am a woman myself, I have learned a lot about women in the industry and how they cope (or need to cope) with being female. True, it has loads of advantages, but in some countries, it is still a daily struggle for gender equality. WIP is not about this struggle – it is about helping and learning from each other, supporting one another in our respective career growth efforts, and having fun doing nice things together.

What words of wisdom can you share with readers that will help them in their careers?

I only have one piece of advice: ALWAYS be – and believe in – yourself, but do continually grow and improve. Every single person has an added value in his or her job and daily life as well as in a team, whether in high school, a board director or an administrative employee. You have to discover your unique value and help other people grow by using this value.

What led you to start your own business and what advice do you have for those who are considering doing the same?

Working at companies as an employee made me feel bored after some time. Tasks were repetitive and events recurred. Also, I would become too involved in the company, which resulted in frustration as things did not go in the (in my opinion) best way. Becoming a consultant increased my distance between a company and myself and made the ‘added value’ of hiring me much clearer. I still feel a lot of pressure to add value and give my best, but it is a demarcated part of the business, which makes it tangible for me.

I have learned a lot – of course in my field of expertise, but also on a personal level. It is important to believe in yourself. Everyone in this world has an added value – whether it is in hard skills or in soft skills or in a combination of both – and can bring it to other people. Being self-employed requires you to define this added value for yourself, but it must also be visible to others. You must believe in yourself and carry this out. This was for me an intensive process, but it made me much stronger and also, I think, a kinder person.

What are some of the highlights you’ve experienced in your career?

During my first job, the CEO of the company I was working for told me I was a diamond that needs to be cut, then it will shine. At that time – young and unexperienced – I felt that was a stupid remark. But during the years, I learned he was completely right. He meant that I needed to listen to people instead of talking and to treat people with respect. Some years later, I had an incredibly nice job in a small start-up. I had the opportunity to develop managerial skills and it is amazing how you can help people grow by ensuring they know you’re there for them when they need you and you trust them in what they do. The feeling that I got by achieving this cannot be described. I think it is the best part of the working life: letting and helping people grow. If you can do this, the same people give you so much back. ❖

Sylvia Earle, Marine Biologist, Explorer, and Aquanaut



Sylvia Alice Earle is an American marine biologist, explorer, author, and lecturer. She has been a National Geographic explorer-in-residence since 1998. Earle

was the first female chief scientist of the U.S. National Oceanic and Atmospheric Administration, and was named by Time Magazine as its first Hero for the Planet in 1998. She is also part of the group Ocean Elders, which is dedicated to protecting the ocean and its wildlife. ([Wikipedia.org](https://en.wikipedia.org/wiki/Sylvia_Earle)). ❖

“Knowing is the key to caring, and with caring there is hope that people will be motivated to take positive actions. They might not care even if they know, but they can’t care if they are unaware.”

—Sylvia A. Earle,
The World Is Blue: How Our Fate and the Oceans Are One

management for the most advanced construction project in California, a sub-micron development center for a leading microchip company. I was in way over my head but was determined to figure out how to provide value to my customer. Each workday was followed by an equally long night. It was during these nights when I studied construction materials, databases, AutoCAD, and scheduling tools.

My naivety about the construction industry actually served me well during this formative time in my career. In 1988, I didn’t know it was unusual for women to take on roles in the construction field. Many people asked how I could be successful as a woman in construction, but I never saw my gender as a barrier. First, because I was confident. I had taken on impossible challenges before; I had conquered mountains before! Then, I earned the project team’s respect through hard work. With intense focus, I became the person with the answers, paying attention to every detail of the project. Finally, I learned how to package all those data details into meaningful information the project team could use to make critical decisions.

Our team successfully delivered the project on time and on budget. More importantly, I discovered my talent and my niche in supporting project managers and project teams. Saying “Yes” got me to my first construction project. Saying “Yes” ignited a passion for project controls. I leveraged this passion to launch my company — ORCAS Project Controls.

Transitioning into life sciences 20 years ago opened up a new world. ISPE has supported the growth and development of my team and company. We have learned about new businesses, technology, and best practices through local chapter commuter events and at the ISPE Annual Meetings. In return, and with gratitude, our team volunteers and supports ISPE conferences and initiatives. I have been a proud contributing member of **ISPE Women in Pharma®** since its inception. Through ISPE, my company has expanded our professional network and has teamed up with other entrepreneurs.

In our life sciences community, we have learned how to bring even more value to our customers in providing project controls services to optimize cost and schedule and to mitigate risks of capital construction projects. We help companies deliver critical time-to-market projects to help patients around the globe get the drugs they need.

It is not about the value one person or one company delivers. This work takes a community that cares for the patient first, collaborates on technology and solutions, and celebrates success together. I am proud to be an entrepreneur in our community of life sciences.

It all started with saying “Yes” to a seemingly impossible proposition! ❖



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 Women in Pharma “Choose to Challenge” Video

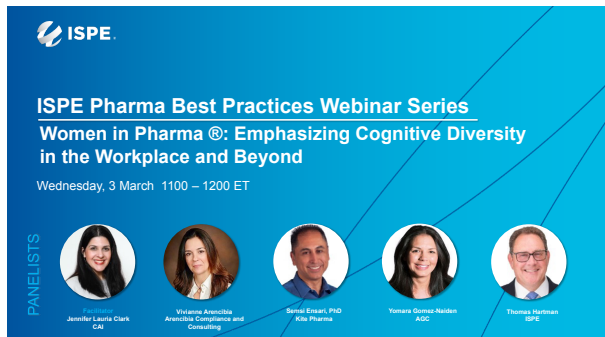
March 8 was International Women’s Day 2021, and the theme for the Day was “Choose to Challenge.”

It’s a clear call to action not to accept the status quo and push for change because change moves us forward – as individuals and as a society. To celebrate, ISPE Women in Pharma developed a [video](#) spotlighting inspiring women from the WIP community who embody the Choose to Challenge mantra and share what it means to them as professionals in the pharmaceutical industry. We hope they inspire you to celebrate all women’s achievements, raise awareness against bias, and take action for equality. Thank you to our video sponsor, Clayco! ❖

CLAYCO

THE ART & SCIENCE OF BUILDING

ISPE Webinar Series Hosts Women in Pharma: Emphasizing Cognitive Diversity in the Workplace and Beyond



On 3 March 2021, more than 180 people attended a webinar entitled **Women in Pharma: Emphasizing Cognitive Diversity in the Workplace and Beyond**.

Moderated by Jennifer Lauria Clark, CAI and Chair of ISPE WIP, the panelists were Vivianne Arencibia, Arencibia Compliance

and Consulting and ISPE WIP Co-Chair; Tom Hartman, ISPE President & CEO; Semsi Ensari, PhD, Kite Pharma; and Yomara Gomez-Naiden, AGC. The discussion focused on the importance of cognitive diversity in the workplace; inclusivity in hiring, corporate training, and other programs and initiatives; cultivating platforms that enable all employees to speak up with confidence; and encouraging the sharing of all opinions, whether popular with the majority of leaders and colleagues or not. View this important [webinar](#). ❖

Our thanks to the Webinar Sponsor, Kinetics, and to the Platform Sponsors, Pharmatech Associates, PQE Group, and IPS.

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[ISPE Foundation](#) is a newly registered charity with Amazon Smile. Simply choose the ISPE Foundation as your charity of choice when you shop on Amazon, and Amazon will donate .5% of your qualifying purchases. It’s an easy, automatic way to support the charitable work of the Foundation, at no cost to you.

When you shop at [smile.amazon.com](#), you’ll find the exact same low prices and convenient shopping experience as Amazon.com, with the added bonus that a portion of the purchase price will be donated. Every little bit helps the ISPE Foundation further its mission and initiatives like [Women in Pharma®](#), the [Diversity Internship Program](#) and raising funds to [sponsor event registrations](#) for our Student, Recent Graduate and Emerging Leader Members.

To shop at AmazonSmile, go to [smile.amazon.com](#) on any web browser on your computer or mobile device. You may also want to add a bookmark to [smile.amazon.com](#) to make it even easier to return and start your shopping at AmazonSmile. You can use the same account on Amazon.com and AmazonSmile. Be sure to type in ISPE Foundation when searching for your charitable organization.

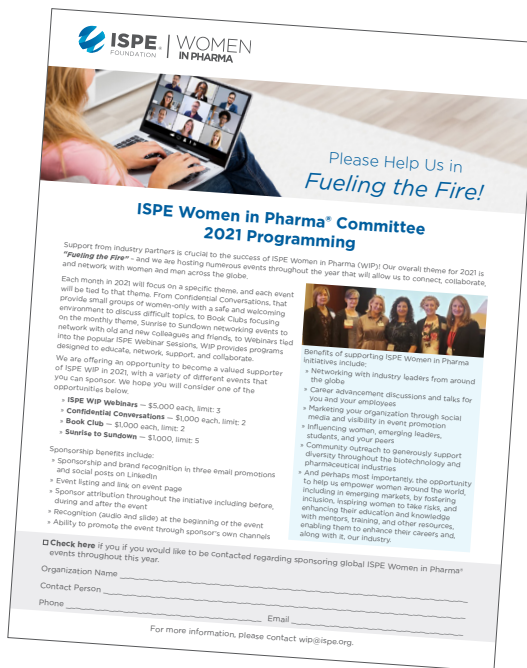
If you wish to donate directly to the Foundation, you can do so by clicking [here](#). ❖

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! ❖

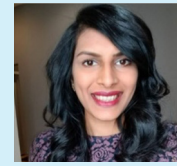


Wrapping up Women's History Month with Women in Pharma and PAT LCS COP

The PAT LCS COP has been working hard to have a more diverse community membership and a more diverse leadership representation on our steering committee. As the third month of 2021 has come to its close, it is time for a recap and a look ahead. In the spirit of March being Women's History Month, we're taking this opportunity to focus on the women in our organization. Here's a reflection on and celebration of some exciting past and future accomplishments for 2021, with women in the driver seat. [Read more.](#) ❖

ISPE WIP Blog

My Entrepreneurial Journey



Krisha P. Patel,
Co-Founder
and Principal
Consultant,
Assurea LLC

Krisha P. Patel is one of three co-founders of Assurea LLC, a consulting company that specializes in providing services within emerging technologies, such as cell and gene therapies, which is her background. The group also consults on block chain, validation, and data integrity services. We talked with Krisha to learn more about her Entrepreneurial journey, and the road she paved to get to where she is today. Read Krisha's [blog](#) today. ❖

Empowerment Suggestions

WIP is looking for even more ways to empower ourselves – and we've identified several that we want to share with you. In each issue of The Bridge, you will learn a new way to empower yourself. This month – **March** – the empowerment suggestion for **Entrepreneurship** is:

**SEEK OUT LOCAL
BUSINESSES RUN
BY WOMEN AND
SUPPORT THEM.**



UPCOMING AFFILIATE AND CHAPTER EVENTS AND ACTIVITIES

Women in Pharma Panel Discussion with the Northeastern University Student Chapter of ISPE



Overcoming Challenges of Entering Industry

April 8th, 2021
7:00-8:00pm | Zoom

Join us for a special Women in Pharma Panel addressing the topic of challenges young professionals face when first entering into industry.

About this Event

It can be a daunting task to navigate social situations that conflict with an individual's morals while being new to a company. Chair and Co-Chair of Women in Pharma, Jennifer L. Clark and Vivianne J. Arencibia have years of experience with pragmatic approaches to these situations. In addition, Monique Sprueill, a long-term and highly active Student and Emerging Leaders Volunteer with ISPE, will participate on the panel. Take advantage of this opportunity to gain skills on how to face these challenges for your first internship, CO-OP, or career.



Jennifer Lauria Clark



Monique Sprueill



Vivianne J. Arencibia

Join the Northeastern University Student Chapter of ISPE on **Thursday, April 8, from 7:00-8:00pm ET**, for a special panel with Women in Pharma (WIP), dedicated to addressing challenges that individuals face when they first enter into industry. It can be a daunting task to navigate social situations that conflict with an individual's morals while being new to a company. Chair and Co-Chair of WIP, Jennifer L. Clark and Vivianne J. Arencibia have years of experience with pragmatic approaches to these situations. In addition, Monique Sprueill, a long-term and highly active Student and Emerging Leaders Volunteer with ISPE, will participate on the panel. Take advantage of this opportunity to gain skills on how to face these challenges for your first

internship, CO-OP, or career. We encourage all Student and Emerging Leader ISPE Members to participate. [Register here.](#) ❖

ISPE Singapore Affiliate to Host WIP Discussion

On **19 May 2021, from 5:00-6:00pm SGT**, The ISPE Singapore Affiliate's WIP group will host a discussion entitled *Achieving Improved Work-Life Balance*. All are welcome to join this informal session, with senior executives sharing their experience, tips, and advice. More details to come in the April issue of *The Bridge*. [Register here.](#) ❖



"Amazing things happen when women help other women."

—Kasia Gospos, CEO, Leaders in Heels

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 Steering Committee Chair



Stephanie Thatcher
ISPE Women in Pharma Chapter and Affiliate Liaison

RECENT EVENTS

WIP Sunrise to Sundown Entrepreneurial Event



On **March 16**, a total of 64 people joined one of two calls – one at 7:00am ET and one at 12:00 noon ET, to accommodate different time zones – to hear from successful entrepreneurs and hold conversations with them.

The 7:00am panelists were Gilda D’Incerti, Founder and CEO of PQE Group, and Mahesh Karande, CEO of Omega Therapeutics. Gilda believes in creating teams to grow organically. When asked what she is grateful for, she replied being a woman as a leader. She shared that people should create the organization’s culture and framework from the moment the company is established and the importance of being true to yourself and not trying to be someone else. She also introduced a new type of body language – virtual body language – because now that we are all virtual, the connections we are building are different. Mahesh recommends that leaders should have

Panelists: Session 1



Gilda D’Incerti
Founder and CEO
PQE Group



Mahesh Karande, ED
CEO
Omega Therapeutics

Panelists: Session 2



Amita Goel
CEO
Celltheon



Ben Locwin
SME
Black Diamond Networks

a level of predictability about them, particularly with respect to reactions and decision making, and suggests that entrepreneurship behaviors can provide leaps in your organization or any new initiative.

At 12:00 noon, Amita Goel, CEO of Celltheon and Ben Locwin, SME with Black Diamond Networks were speakers. Each spoke of how “entrepreneurship” means different things to different people, the importance of staying true to yourself and your values and principles in spite of what others may think, and maintaining a personal conviction to the choices you have made. For example, Amita Goel spoke of her passion for developing affordable

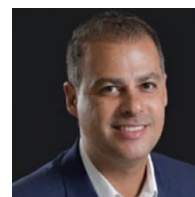
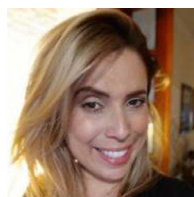
pharmaceutical products for patients around the world, which is the core of her decision to start Celltheon without funding. The speakers discussed how balance – feeling comfortable with your known existence vs. the uncertainties of new ideas and opportunities – must be managed to begin your entry into entrepreneurship. And each discussed their opinion of what growth means – not just ROI and EBITDA, but their goals to develop new technologies, identifying altruistic approaches, developing people and new concepts for products and services – growth depends on your personal goals and measuring growth in accordance with those. Some advice included “don’t let negativity influence you” and “never take advice from someone who does not have your best interest at heart.” During the Rapid-Fire rounds, the speakers recommended reading *Reinventing Organizations* by Frederic Laloux, *The Immortal Life of Henrietta Lacks* by Rebecca Skloot and *The Death of Expertise* by Dan Nichols (we’re sure those will be reviewed in a future WIP Book Club). Be sure to join the next WIP Sunrise to Sundown on May 18 – again at 7:00am and 12:00 noon ET – to discuss WIP’s May theme – **Balance**. ❖

ISPE Brazil Affiliate Takes Action!

In recent weeks, the ISPE Brazil Affiliate’s WIP group has been highly focused on community activities. On 27 February, WIP Brazil obtained donations in money and snacks, which enabled the group to join Daniela’s Project in Sao Paulo City to distribute 500 meals to the homeless population in two downtown squares. Each meal contained a beverage, one hot dog with ketchup, one candy dessert, and napkins. This project was led by Rodrigo Cesar and Patricia Oliveira, both members of WIP. They took responsibility for purchasing the items at the supermarket, cooking the

sausages, preparing each hotdog and all of the meals to be delivered to the 500 people living on the street. “It was very challenging, cooking 500 sausages with only two people in the kitchen, but it was also very good to be able to deliver these meals to the community,” said Rodrigo.

In addition to the the community homeless initiative, the Brazil Affiliate hosted a webinar entitled



L to R: Patricia Oliveira, Rodrigo Cesar, and Nelio Belate.

“Integrity, Ethics and Purpose.” The speaker, Nelio Bilate from NB Heart of Sao Paulo, spoke for almost two hours on 23 February to an audience that was delighted to connect with the Brazil Affiliate’s Women in Pharma group again. ❖

RECENT EVENTS

Easter Activity for Brazil Affiliate



The Affiliate organized an Easter event on 24 March, during which it delivered more than 100 chocolate Easter eggs to eight-to-twelve-year-old children attending the Miosotis Institute in Sao Paulo. These beautiful chocolates were made by a woman entrepreneur that owns a candy store, and on hand for the deliveries were Bernado (Liana Montemor's son) and his friends, Rafael and Manuela. The Affiliate is grateful to have received enough

donations to make this happen, and it was able to obtain volunteers and the dollars required to purchase all of the chocolates! Congratulations, ISPE Brazil Affiliate's WIP group! ❖

Ireland Affiliate Hosts WIP and Emerging Leaders Joint Event

To coincide with International Women's Day, a joint event - "Career Development - Plan for Success" was held on 10 March by the WIP and Emerging Leader groups of the ISPE Ireland Affiliate. More than 100 people attended the event virtually from across Europe, Singapore and Australia. Speakers were Alice Redmond, *ISPE WIP Steering Committee and Chief Strategy Officer of CAI*, who spoke on her career journey with specific emphasis on how Emotional Intelligence and Influencing Others were Key Enablers on her journey, and Richard Kilfeather, *Organisational Capability Leader in Abbvie*, who spoke on creating good development plans and their importance for achieving one's full potential. [View the session recording.](#) ❖

International Women's Day (IWD) Discussion from the ISPE Singapore Affiliate: Creating Opportunities for Women in the Pharma Industry

On **10th of March 2021**, in light of IWD week, the ISPE Singapore Affiliate's Women in Pharma group held a virtual discussion on Creating Opportunities in the Pharma Industry. The discussion was aligned with this year's IWD theme of #ChooseToChallenge. The roundtable was led by Dr Julia Gandhi, Chair of Women in Pharma, ISPE Singapore Affiliate. A highly distinguished panel of inspiring industrial professionals spoke at this event: Ee Lynn Kok, Director of Enterprise Regulatory Compliance at Johnson & Johnson; Pierre Winnepeninckx, CEO of No Deviation; Preeti Kachroo, Global Affairs Principal Scientist at GSK Consumer Healthcare; and Stephanie Donat, Head of MS&T at Novartis. The event strengthened the WIP network in Asia as it engaged participants from Singapore, Indonesia, Japan, India, and Malaysia, who actively contributed to make the discussion an enriching and meaningful one. ❖

Q&A

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!***

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

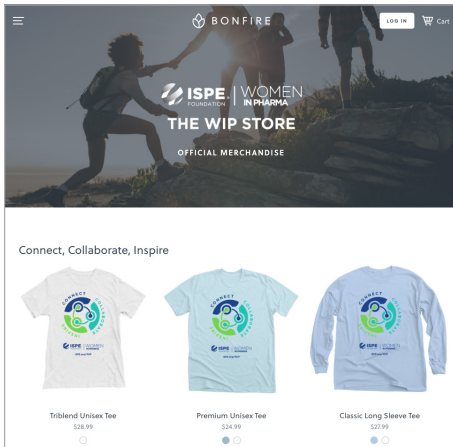
Join the team (2-3 hours a month):

- » 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

Please contact **Tanya Sharma** (tanyasharma0304@gmail.com) or **Debbie Kaufmann** (dkaufmann@ispe.org) for more information. ❖

📣 DID YOU KNOW?

Visit the WIP Merchandise Store!

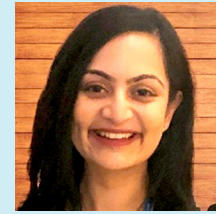


This virtual storefront offers a variety of shirts that feature fun graphics and inspirational messages; proceeds will go to the ISPE Foundation for WIP initiatives. Purchase your shirt and spread the word! Here is the link:

<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! ❖

Tanya Sharma Shares Her Entrepreneurship Story in March/April issue of PE Magazine



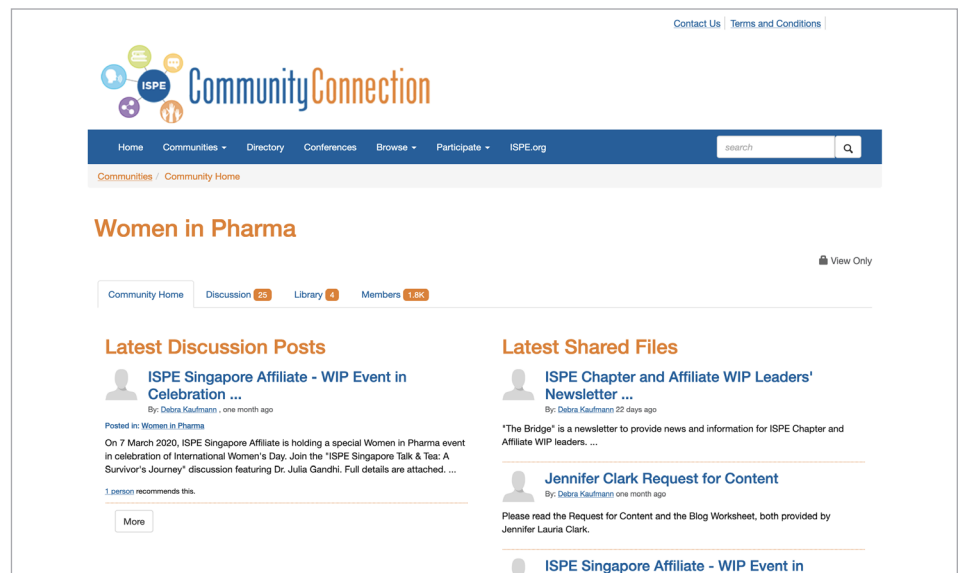
Tanya Sharma, the International WIP Mentor Circle Leader, is also an entrepreneur. She shared

her thoughts and some of her experiences with PE Magazine in the March/April Issue. [Read Tanya's article.](#) ❖

ISPE WIP Community of Practice

To all the ISPE Chapter and Affiliate WIP and WIP Mentor Circle leaders – we are grateful for your enthusiasm, flexibility, and creativity during the time of COVID-19. These online programs are enabling everyone to remain engaged, continue to learn, inspire others, and maintain connections and collaboration.

Thank you!



[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! ❖