



Committee Call Notes

Scientist Mentoring & Diversity Program for Biotechnology (SMDP Biotech) Outreach & Planning Committee

Conference Call

Tuesday, April 12, 2022

2:00PM Eastern / 11:00 AM Pacific

<https://icpdprograms-org.zoom.us/j/83671083648?pwd=U2xQdldVcckc2dFEzTXk0c3lCQVo5dz09>

Meeting ID: 836 7108 3648

Passcode: 983047

The following Committee members were in attendance:

- Richard Besingi, PhD, Johnson & Johnson Consumer Healthcare
- Ashton Delauney, BMS
- Eileen Elliott, Pfizer
- Khateeta Emerson, Merck
- Mel-Pilar Espaillat, PhD, Takeda
- Aaron Hayden, Takeda
- Melinda King, 23andMe
- Migdaliz Lopez, Amgen Manufacturing Limited
- Scott May, ICPD
- Reilly O'Connell, Trinity
- Yusef Oni, BMS
- Shakima Perez, Pfizer
- Bill Richards, 23andMe
- Janaye Ruhl, IGM Biosciences
- Dustielyn Savage, ICPD
- Courtney Tobin, Trinity
- Lamont Terrell, PhD, GSK
- Elisabeth Valerio, ICPD

Welcome & introductions: BOLD ITEMS WILL BE COVERED DURING THE CALL.

For a more in-depth briefing contact Scott May at smay@icpdprograms.org or +1 (202) 441-7370

Scott May welcomed the committee members to the Scientist Mentoring and Diversity Program for Biotechnology (SMDP Biotech) Outreach & Planning Committee meeting. Scott mentioned the agenda was sent via email. Scott reminded the committee members they could locate the agenda, past meeting notes and supporting documents for the meeting on the website www.icpdprograms.org, select "Committees" from the "Select an ICPD site" drop-down menu at the top right side of the page.

Scott then invited everyone on the call to introduce themselves before reviewing the meeting agenda.



Planning for the 2022, 2021 and 2020 SMDP Biotech, June 11-15, San Diego

- **2022 SMDP Scholars - Demographics of the Applicants; Partner companies should email the Selection Committee names to Elisabeth Valerio (evalerio@icpdprograms.org) and Scott May by close of business today; Each Selection Committee member will review core 20 applicants using the online system and are asked to complete this by April 22**

Dustie shared that we had a great response to our Call for Applicants. We are in the process of doing a preliminary review of the quantitative criteria. Currently the applicants are 62% female, 48% male. Of those, 55% are African American, 38% are Hispanic American, 1% Pacific Islander, 1% Native American and 5% are other. Dustie reminded the committee that we partnered with SACNAS this year to reach their students and she believes it is from that effort that we were able to increase our number of Native American applicants. Scott asked the committee to please provide ICPD with any names for the Selection Committee to him by the end of the day. The selection process starts tomorrow, April 13th. Each Selection Committee member will be responsible for reviewing 20 applicants and will have 2 weeks to complete the reviews, with a due date of April 22.

- **2022 SMDP Mentors - ICPD sent a mentor nomination email template to the partner company; ICPD request partner companies identify mentors by April 22; Please contact Scott May in the event any mentors are unable to travel; Mentors are responsible for their own travel and lodging arrangements; BIO is optional for mentors**

ICPD emailed a mentor nomination email to the partner companies. It includes an email template that is to be sent to each mentor and copied respond to ICPD staff. We have found this helps get around some of the company firewalls. We would like to have mentors identified by April 22, 2022. If any mentors are not able to travel, then we ask them to contact Scott May.

Eileen Elliott shared that Pfizer still has a travel restriction and are only able to travel for business-critical work. She asked if the other companies have similar policies. None of the other committee noted these travel restrictions and their mentors plan to be at the SMDP training in-person in San Diego. Scott explained that mentors who aren't able to attend in-person, then ICPD will host a separate orientation call for the "virtual" mentors. During the training, ICPD will ask the scholars assigned to virtual mentors to connect with them virtually during the one-on-one sessions. Dustie added that virtual mentors will be sent calendar requests for the one-on-one session. We are still working out the details on how the scholars will connect with their mentors.

- **2022 SMDP Biotech Attendee Info Page**

- **Program Agenda**

Elisabeth directed everyone to the "Attendee Info Page" on the main website. There are 2 separate pages currently, one for the current cohort and one for the alumni who will be attending from 2020 and 2021 SMDPs. She showed the committee the draft agenda that is regularly being updated on the website.

- **Speaker Needs - Please recommend speakers to Elisabeth Valerio by May 6**

Elisabeth requested that any speaker recommendations be sent to her by May 6. She explained that on the agenda any open speaking opportunities are indicated as TBD.

- **2021 and 2020 SMDP Biotech Alumni Attendee Info Page - Program Agenda**

Since the 2020 and 2021 SMDP Biotech training programs we conducted virtually, ICPD will host those scholars in San Diego for a half-day training program followed by the participation in the BIO International Convention (BIO). The "alumni" draft agenda can be found on the main SMDP web page.



- **Celebration of Mentoring & Diversity Reception - Sunday, June 12, 6:30-9:30pm, at Venue 808, San Diego, RSVP by May 13 to Dustie Savage (dsavage@icpdprograms.org); Recommendations for Keynote Speaker**
Anyone who is interested in attending the Celebration of Mentoring & Diversity Reception should to RSVP to Dustie Savage by May 13. The venue will be Venue 808 and it is a very large facility with space for everyone. It is located downtown near Petco Park. Scott mentioned that we have an invitation out to a keynote speaker and are waiting on confirmation.
- **ICPD is adopting COVID measures in accordance with what is required by the BIO International Convention. The current guidelines for BIO are HERE**
For BIO, presently the requirements are that masks are to be worn at all times, and everyone must be fully vaccinated and show proof. ICPD will follow the BIO guidelines for all SMDP events, and if BIO modifies these guidelines, then ICPD will adjust its rules accordingly.
- **BIO International Convention – If partner companies would like to have “pop-up” meetings with their senior leaders and the scholars, then contact Scott May by May 13**
For partner companies that would like to have “pop-up” meetings during BIO, please contact Scott May by May 13.

Current programming: - Postponed until next meeting due to time constraints

- **Virtual support for the Scholars - the second session of the new SMDP biotech career networking virtual meeting was Friday, February 4, and featured Genentech, J&J Consumer Healthcare, Merck, Merck KGaA Darmstadt Germany and Takeda; DISCUSSION ITEMS: demand for third session? Debrief about the events; Project pages; Smartphone app for the portal; SMTP gateway membership program**
Scott discussed how well the second Biotech Career Networking Event went. It was held on Friday February 4. Scott asked any partner companies, which would like to participate in third one, to contact him.
- **CONFABS/Webinars - Update on CONFAB sessions; contact Elisabeth Valerio to produce a CONFAB or webinar featuring senior leaders from your company speaking on topics aligned with the SMDP mentoring curriculum**

Partner Support

- **2022 Sponsorship – We are finalizing the scholar/mentor pair sponsorships**
- **Outreach & Planning Committee - let Scott May know for changes in committee membership from your organization for 2022**
- **Sponsorship information available here: <http://www.icpdprograms.org/sponsorship/>**
- **Portal orientations for recruiters - schedule with Scott May**

Other ICPD program updates:

- **ELISA – ELISA Scholars, November 8-11, Hwange Zimbabwe: - online tours and briefings about ELISA are available by contacting Scott May**
ELISA is a program in Africa centered around entrepreneurship and how to foster small business development and job creation on the continent. November 8-11 in Hwange Zimbabwe, ICPD will be launching the first ELISA training program where ICPD will host entrepreneurs from across the continent together for in-depth coaching and mentoring training about how to have successful business. ELISA Scholars will be assigned mentors to work with them virtually for one year, following the training program. If you would like to learn more about ELISA, please message Scott May.



- **SMDP MedTech - Celebration of Mentoring and Diversity Reception, Sunday, October 23, 6:30-9:30pm, Boston, MA RSVP to Dustie Savage; 2022 SMDP MedTech training will be October 22-26, Boston, MA**

The SMDP MedTech Celebration of Mentoring & Diversity Reception will be held Sunday, October 23 from 6:30-9:30. We will be bringing together the 2020, 2021 and 2022 cohorts.

Sponsor Updates - Postponed until next call due to time constraints

There were no updates at this meeting

- SMDP related announcements
 - **Genentech SMDP Scholar Reception, June 13 or 14**
 - **Amgen Day - June 15-17**
- Diversity and inclusion activities
 - **Leaders of Color M Scholars sponsored by Merck KGaA**
 - **Janssen Scholars of Oncology Diversity Engagement Program**

Scholar Updates - Postponed until next call due to time constraints

Other & Action Items: Scott and Elisabeth thanked everyone for their participation on the committee and reminded everyone the next meeting will be Tuesday, July 12, 2022, at 2pm EST.

Upcoming Calls:

Tuesday, July 12, 2022, 2:00 PM Eastern / 11:00 AM Pacific

Tuesday, September 13, 2022, 2:00 PM Eastern / 11:00 AM Pacific

Tuesday, November 8, 2022, 2:00 PM Eastern / 11:00 AM Pacific