



Committee Call Notes

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

Conference Call

Tuesday, February 7, 2023

12:00PM Eastern / 9:00 AM Pacific

<https://icpdprograms-org.zoom.us/j/85833625285?pwd=NFgwNDQvSGVOSWdoRmI5bWJIa08wUT09>

Meeting ID: 839 3362 5285

Passcode: 155241

The following Committee members were in attendance:

- Richard Besingi, J&J Consumer Health
- Samira Brooks, Amgen
- John Bullen, AstraZeneca
- Adrienne Dawson, Millipore Sigma
- Ashton Delauney, BMS
- Eileen Elliot, Pfizer
- Kevin Kenworthy, Incyte
- Shakima Perez, Pfizer
- Janae Ruhl, IGM Biosciences
- Dustielyn Savage, ICPD
- Lamont Terrell, GSK
- Courtney Tobin, Trinity
- 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

Elisabeth welcomed the committee members to the Scientist Mentoring and Diversity Program for Biotechnology (SMDP Biotech) Outreach & Planning Committee meeting. She shared that Scott May would not be attending the meeting. She mentioned the agenda was sent via email and reminded the committee members they can 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.

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

Proposed Alumni program - Feedback was positive about bringing the 2020 and 2021 SMDP Biotech and SMDP MedTech scholars (and some mentors) to the in-person SMDP training programs in 2022; ICPD is submitting a proposal to fund annual programming for SMDP alumni, in conjunction with the SMDP training programs; **overview of the proposed program and feedback from the committee; alumni will be engaged in program planning and delivery**

Elisabeth provided an overview of the proposed SMDP alumni program.



Planning for the 2023 SMDP Biotech training June 3-7 in Boston

- **Mentor Selection – partner companies select their own mentors; guidance for mentors is here: <https://smdp.icpdprograms.org/mentoring/>; plan to select the mentors by April 17**; request mentors or surrogate mentors from the sponsor companies be available in-person at the training program
- **Scholar recruitment- the application deadline for 2023 is April 7th 2023. Accepting applications here <https://smdp.icpdprograms.org/>; ICPD staff and scholars have been attending professional meetings as a part of the 2023 outreach including (SACNAS, Society for Advancement of Chicanos/Hispanics and Native Americans in Science) October 27-30 in San Juan, PR; SHPE (Society of Hispanic Professional Engineers) November 2-5 in Charlotte, NC; and ABRCMS (Annual Biomedical Research Conference for Minoritized Scientists) November 9-12 in Anaheim, CA; New position created for SMDP outreach coordinators Jeanette Gavajena and Kathy Curtis; virtual Fireside Chat for prospective SMDP scholars November 18th Register here <https://icpdprograms.org.zoom.us/meeting/register/tZYuc-spjopGdJYUrW-QtFNp9A-ejrLM9CT%20>; ICPD and SACNAS meeting to renew strategic partnership for 2023**

Dustie shared that the applications for the 2023 programs are live on the SMDP portal. Along with the Outreach team, made up of alumni, Dustie has starting to recruit applicants from over the country. This year one of the new ways of reaching students is having Dustie attend relevant society meetings. She has attended SACNAS, SHPE and will be attending ABRCMS later this month.

ICPD has also added 2 new SMDP Outreach Coordinators to help with recruitment, Jeanette Gavajena located in Zimbabwe and Kathy Curtis located in Florida. Dustie will be hosting the first virtual Fireside Chat on November 18 to share SMDP with students from many universities. She has also been invited to speak at Vanderbilt University and will hold a virtual meeting with NIH. CalTech and UCSD have also expressed interest in having Dustie come speak. Elisabeth thanked Dustie for all of her work and the exposure the tea is creating for SMDP.

- **Biotechnology Industry Organization partnership - ICPD seeks to grow its partnership with BIO; ICPD's alliance with AdvaMed is robust; provide introductions to key staff at BIO for Scott May**

Elisabeth explained that ICPD is seeking to grow its partnership with BIO. The alliance with AdvaMed is very robust. Elisabeth asked if any members have specific relations with BIO and are able to "pave the way" to have a greater recognition for the SMDP Scholars at BIO, to contact herself or Scott May. In the past SMDP has been a program at BIO and ICPD believes it's a missed opportunity for industry, we would like to integrate SMDP more with activities at BIO and create greater awareness of the scholars and SMDP at the international conference.

- **Venues - ICPD seeks a venue for the SMDP Biotech training session to be held on June 4 (full day) and June 5 (7am to noon); ICPD seeks venue for Celebration of Mentoring & Diversity Reception, June 4, 6-9pm; contact Scott May for more information**

Dustie expressed the needs for next year's venues. The SMDP program needs a space that can hold 200-250 people classroom style for the full day on June 4 and half day on June 5. ICPD is also looking for a site visit/lunch the afternoon on June 5. Dustie asked the committee members to please share any suggestions for the Celebration of Mentoring & Diversity Program or the causal dinner. Due to the size being close to 200, even a venue for the causal dinner would be more than likely a "restaurant buyout".



Sponsor Updates

- SMDP related announcements
 - Scholar updates
 - **AstraZeneca Values and Company Culture Round Table virtual meeting with 2020-2022 SMDP Biotech scholars was October 18; hosted by ICPD**
AstraZeneca held a virtual meeting for SMDP on October 18 and it was well attended.
 - **Janssen Pharmaceuticals and J&J Consumer Healthcare Open House for select 2022 SMDP scholars was October 31-Nov 2 in Springhouse, PA and Skillman, NJ**
Scholars were invited to Johnson & Johnson and were able to learn about the pharma and consumer healthcare sectors at J&J.
 - **Incyte site visit for select 2022 SMDP Biotech scholars November 10-11**
Incyte is hosting a site visit for select scholars on November 10 and 11.
 - **Pfizer virtual even for SMDP scholars, November 18**
Pfizer will have a virtual event for SMDP scholars on November 18.
- Diversity and inclusion activities
 - Janssen Scholars of Oncology Diversity Engagement Program (SODEP) - virtual Janssen Oncology Day will be September 14, 2022.

Partner Support

- Sponsorship for a scholar/mentor pair has been \$10,000 (since the program's inception in 2001); ICPD recommends revising the sponsorship amount to \$11,000
- **This program has grown, and we understand the need to keep the program impactful and effective, but what should ICPD do about additional companies that want to partner on SMDP?**

Elisabeth highlighted that the program has grown, and it is important to ICPD that we want to keep the program impactful and effective, not losing the individualized experiences. She shared that ICPD has had to decline participation by some companies that wanted to partner this past year. She asked the members what we should do with those additional companies that want to partner with SMDP. Eileen asked what limits the capacity of the program. Elisabeth answered that in the past we have had conversations with sponsor companies about having more students. The sponsor companies in the past shared that 50 was the rights size balance for the cohort. SMDP now has reached 100 scholars and 100 mentors.

ICPD agreed, based on sponsor feedback, that we will split the group into 2 cohorts of 50 scholar/mentor pairs and conduct concurrent sessions. However, there are some general sessions which would be attended by all attendees. In 2022 we did not split the group into two cohorts due to the venue location being large enough to have the entire group in one space while also having breakout spaces. For 2023 we would like to keep the group as close to 100 scholars as possible. Dustie added that John Bullen and Richard Besingi had both shared their concern about having such a large group. They wanted to ensure that everyone continues to have effective interactions with the scholars. Eileen noted that they have historically sponsored 15 scholars, but that Pfizer also has a very strict travel policy currently that limits mentors from being present. She feels that it is very important to continue to have diversity among the sponsor companies. She would be happy to reduce some of the Pfizer spots to create opportunities for new companies. John Bullen also stated that he would be happy to reduce some of their spots to provide opportunities to new companies. Elisabeth thanked the committee members and stated that Scott May would be contacting them about next year sponsorships.



- **Companies should only sponsor scholar/mentor pairs if their mentors (or a surrogate) will be able to attend the training session in-person**

Dustie explained that sponsor companies should only sponsor pairs if their mentors or a surrogate can actually attend in person. ICPD understands that this past year was a little challenging due to COVID restrictions, and Dustie shared that out of 120 mentors in 2022, we only had about half that were actually able to attend in person. Elisabeth added that the SMDP Scholars feel “left out” when their mentor is not present and ICPD believes the scholars do not get quite as much out of the training days when they don’t have their mentor there to work with them in person.

Eileen asked if the surrogate mentors really work. She feels like having a surrogate might be odd because they are building a relationship at the training and then the surrogate disappears. Dustie answered by saying it’s not ideal but it’s better than not having anyone in the seat. Dustie explained that J&J will also provide an assistant mentor for each mentor to ensure there is always someone to engage with the scholar. Dustie went on to explain that having a surrogate is great during the training because the scholar has someone to discuss the topics with and ask questions. She also explained that the surrogate mentor can stay in touch with the scholar after the “hand off” which gives the scholar two industry contacts at the sponsor company.

- **Outreach & Planning Committee - let Scott May know for changes in committee membership from your organization for 2023**

Please let Scott May know if there are any changes for the 2023 O&P committee representation

- **Sponsorship information available here:** <http://www.icpdprograms.org/sponsorship/>
Elisabeth shared the webpage where members can see the different sponsorship levels.
- **Portal orientations for recruiters - schedule with Scott May**

Virtual Programming

- **SMDP Biotech Career Networking virtual meeting - December 8 at 10am PT; limited to four companies; contact Scott May to participate**

Elisabeth noted that ICPD will host an event on December 8. This is the SMDP Biotech Career Networking event and it was very successful in the past.

- **Project pages; Smartphone app for the portal; SMDP Gateway membership program**
- **CONFABS/Webinars - update on CONFAB session; Contact Elisabeth Valerio to produce a confab or webinar featuring senior leaders from your company speaking on topics aligned with the SMDP mentoring curriculum**

Other ICPD program updates: Postponed until next meeting

- **ELISA - ELISA Scholars program sponsorship opportunities available;** Elisa Scholars Program will be April 18-21, Hwange, Zimbabwe; Online tours and briefings about ELISA are available by contacting Scott May
- **SMDP MedTech - 2023 SMDP MedTech training will be October 7-11, Anaheim, CA**

The 2023 SMDP Biotech training will be June 3-7 in Boston

Other & Action Items: John Bullen asked for an itemized budget list. Elisabeth told John she would inform Scott that he needs to get that to John or Theresa soon. Elisabeth and Dustie thanked the committee members for their participation and wished everyone a happy holiday season.

Upcoming SMDP Biotech O&P Committee Meetings: Dates to be announced in December