



Committee Call Notes

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

Conference Call

Tuesday, November 8, 2022

2:00PM Eastern / 11:00 AM Pacific

<https://icpdprograms-org.zoom.us/j/83927890145?pwd=UWlldDc3V3dYbGNFb3YvZjNHSVJLQT09>

Meeting ID: 839 2789 0145

The following Committee members were in attendance:

- Richard Besingi, PhD, J&J Consumer Health
- Samira Brooks, PhD, Amgen
- John Bullen, PhD, AstraZeneca
- Adrienne Dawson, Millipore Sigma
- Ashton Delauney, PhD, BMS
- Eileen Elliot, Pfizer
- Kevin Kenworthy, Incyte
- Shakima Perez, Pfizer
- Janae Ruhl, IGM Biosciences
- Dustielyn Savage, ICPD
- Lamont Terrell, PhD, 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 today's meeting. She advised that the agenda for today's meeting was sent via email and she reminded the committee members that they can locate the agenda, past meeting notes and supporting documents for the meeting on the ICPD 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 all committee members to introduce themselves before she began reviewing the meeting agenda.

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 how we want to keep the program impactful and effective and not lose the individualized experiences. Elisabeth shared that ICPD

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had to turn away some companies that wanted to partner with SMDP in 2022. She asked the members what we should do with those additional companies that want to partner SMDP. Eileen asked what limits the capacity of the program. Elisabeth responded saying that ICPD had discussions the issue of growing the program with sponsor companies in the past. Members of this committee had suggested that 50 Scholars was the rights size balance for a cohort. In 2022, the SMDP Biotech cohort has reached 100+ Scholars.

ICPD agrees, based on sponsor feedback, that we should split the group into 2 cohorts of 50 Scholars and conduct concurrent sessions. However, there some general sessions for 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 but also have additional breakout spaces. For 2023 we are wanting 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 in regards to making connections 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 their 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 them 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 there in person. Elisabeth added that for the SMDP Scholars, they 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 disappears. Dustie answered by saying it’s not ideal but it’s more ideal 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 meet 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”.

- **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

- **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 we have 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

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

- **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 page. She along with her Outreach team made up of alumni are starting to recruit all over the country. This year one of the new ways of reaching students is having Dustie attend relevant society meetings. Dustie 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 come speak at Vanderbilt University and have 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 connections she is making.

- **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; should ICPD offer annual programming for SDP alumni in conjunction with the SMDP training programs, and if so, what programming should be provided?**

Elisabeth shared how special it was to have the alumni from 2020 and 2021 years attend training and conventions in 2022 since they were not able to participate in person due to COVID during their program years. One of the questions that has come from that is how do we continue to engage alumni beyond their one year of training and should we have an annual alumni event. ICPD recommends it be a forum that happens in conjunction with SMDP training. It would increase visibility around the topic of diversity because we would make sure that it was integrated into BIO International and The MedTech Conference. We would bring alum from across the country and they would interact with others by having a “town hall event” at the conference. Richard would like us to dive into this subject deeper and requests that we pick up the discussion at the next meeting due to time constraints.



- **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 just on the outside of BIO and we would like to integrate it more with activities at BIO.

- **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. We would need a space that could hold 200-250 people classroom style for the full day on June 4 and half day on June 5. We are also looking for a site visit/lunch the afternoon on June 5. Dustie asked the committee members to please share any suggestions with her 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 had a virtual meeting on October 18th 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 J&J and were able to learn about the pharma and consumer healthcare sectors at J&J.
 - **Incyte site visit for select 2022 SMDP Biotech scholars will be November 10-11**
Incyte is having 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 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.

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 John or Theresa soon. Elisabeth and Dustie thanked everyone for their participation on the committee and wished everyone a happy holiday season.

Upcoming Calls:

Dates to be announced in December