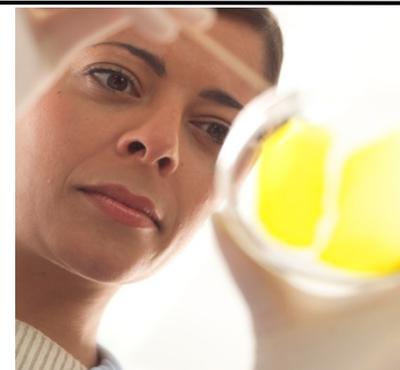
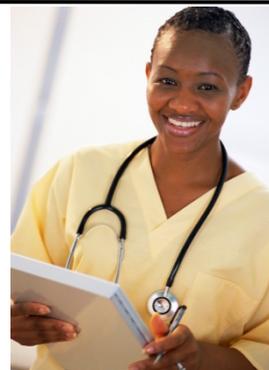


BEST PRACTICES INITIATIVES AT THE NIH



NIH Working Group on Women in Biomedical Careers

established in January 2007

Purpose:

To examine issues raised in the National Academies report, "Beyond Bias and Barriers, Fulfilling the Potential of Women in Academic Science and Engineering," and to respond to the challenges issued to government funding agencies to maximize the potential of women scientists and engineers.

Co-chairs Drs. Elias Zerhouni and Vivian W. Pinn

Goals of the Women in Biomedical Careers Working Group

To develop *innovative strategies* and *tangible actions* that can be implemented to **promote the advancement of women in research careers** both within the NIH intramural community and throughout the extramural research community

Subcommittees on Women in Biomedical Careers

Subcommittee 1

“Best Practices” workshop

Chair – Barbara Alving

Subcommittees 2, 3, 4, and 5 combined

Extramural funding mechanisms and policies, including gender equity in NIH funding reviews and Demographics of extramural funding applicants and recipients

Chairs: Norka Ruiz Bravo

Subcommittee 6

Research on the efficacy of programs to reduce gender bias

Chair: Raynard Kington

continued....

Subcommittees on Women in Biomedical Careers

Subcommittee 7

Enforcement of Title IX and existing anti-discrimination laws

Comments/Advice: Catherine Manzi

Subcommittee 8

Mentoring programs

Chair: Lawrence Tabak

Subcommittees 9 and 10 combined

**Recruitment, retention, and advancement of women at NIH, including
changing the NIH work culture**

Chairs: Michael Gottesman and Ruth Kirschstein

Subcommittee 11

Integration of women into bioengineering fields

Chair: Catherine Kuo

Panel Session - Best Practices Initiatives at the NIH

Panel Chair: Kathryn Zoon, Ph.D., Director, Division of Intramural Research, National Institute of Allergy and Infectious Diseases, NIH

Building an Evidence Base to Address Challenges in the Careers of Women in Science

Raynard Kington, M.D., Ph.D., Deputy Director, NIH

Career-Related Extramural Policies and Activities

Walter Schaffer, Ph.D. Senior Scientific Advisor for Extramural Research, NIH

NLM Pilot Activities to Enhance Biomedical Careers

Valerie Florance, Ph.D., Deputy Director for Extramural Programs, National Library of Medicine, NIH

Intramural NIH Initiatives

Joan Schwartz, Ph.D., Assistant Director, Office of Intramural Research, NIH

Responders: **Jeremy Berg**, Ph.D. , Director, NIGMS; **Joan Goldberg**, ASCB