

## Original Working Group Committees:

In January 2009, seven committees were formed to better focus on the priorities of the NIH Working Group on Women in Biomedical Careers. Each committee was tasked with addressing a set of goals.

- Committee on Advancing Women in Independent Positions
  - Identify successful approaches to spur advancement of women biomedical scientists who have completed research training and are in independent research or research-related positions.
  - Collaborate with organizations that support the advancement of women in science.
- Committee on the NIH Intramural Research Program
  - Encourage changes to the NIH work culture, such as those related to infant and child-care issues and consider the development of alternative metrics to evaluate female and male scientists with care giving responsibilities.
  - Consider the National Academies recommendations for universities as a guide for improving the recruitment and retention strategies at NIH, including considerations for dual career families.
- Committee on Women of Color in Biomedical Careers
  - Ensure that the unique career challenges faced by women of color are addressed, paying specific attention to recruitment, mentoring, retention, and promotion.
- Committee on Communication and Public Outreach
  - Coordinate communication plan to publicize the accomplishments of the NIH Working Group on Women in Biomedical Careers.
  - Develop and implement strategies to disseminate and promote adoption of the recommendations of the *Women in Biomedical Research: Best Practices for Sustaining Career Success* workshop by all relevant stakeholders.
- Committee on Extramural Activities and Mentoring Programs
  - Develop and/or revise extramural funding mechanisms and policies to: (1) use grant monies for dependent care expenses, (2) provide technical or administrative support during a leave of absence, and (3) extend grant support during and after a leave of absence.
  - Examine NIH funding reviews to ensure gender equity throughout the review process, including gender of reviewers.
  - Collect, store, and publish composite information on the demographics of extramural funding applicants and recipients.
  - Develop extramural mentoring programs based on the recommendations of the *National Leadership Workshop on Mentoring Women in Biomedical Careers*.
- Committee on Integration of Women into Bioengineering Fields
  - Ensure that the career challenges faced by women in bioengineering fields are considered and develop resources for the career development and advancement of female and male bioengineers with care giving responsibilities.
- National Library of Medicine Programs
  - Continue to implement and publicize innovative policies within the NLM extramural programs which address the needs of women and minorities in biomedical careers.