Women in Biomedical Careers

☐ Subcommittee 9 – Changing the NIH work culture, including addressing childcare and family care issues

☐ Subcommittee 10 – Recruitment and retention of women at the NIH, including consideration for dual career couples

Childcare and Leave Initiatives

- ☐ **Childcare/Family Care**
  - ■ **Plans in development for a new childcare center on campus**
  - ■ **Proposal for expansion of the childcare subsidy program – will require legislative authority to include subsidies for postdoctoral fellows and other trainees**
  - ■ **Possibility to offer backup childcare/family care being explored**
  - ■ **Possibility for reserving slots at off-campus childcare facilities – will also require legislative authority**

Childcare and Leave Initiatives

☐ **Family Leave**

- ■ **VLTP Program available to government employees**
- ■ **Proposal for a pilot leave bank program, in collaboration with OHR**
- ■ **Proposal for a new program that would provide a mechanism to bring in a temporary lab manager when the PI or other crucial scientific staff goes on extended family leave**

Recruitment Initiatives

☐ NIH is a founding member of the Mid-Atlantic Higher Education Recruitment Consortium (M-A HERC) which will include universities, colleges, hospitals, and other government agencies in MD, VA, and DC

Recruitment Initiatives

☐ Exploring possibilities for reserved spaces at area childcare facilities, to be used as a recruitment tool

☐ Preparing a package of information for new employees on various workplace flexibilities such as telework

Mentoring

- [ ] There is a recognized need for more female role models/mentors in the intramural program

- [ ] Creation of a trans-NIH intramural mentoring committee to develop and implement new mentoring programs across the NIH

Mentoring

- The questions the committee will address are:

  - How do we ensure that all trainees and junior faculty receive high-quality mentoring?

  - How do we evaluate the quality of mentoring?

  - How can we help PIs to be better mentors?

Mentoring

☐ The committee will ensure enhanced availability of professional development training for all levels of staff

☐ Examples:

- **How to Succeed as a PI at the NIH - tenure-track investigators**

- **Leadership skills workshops - senior investigators**

- **Leadership Skills to Advance Your Career in Science - postdocs & grad students**