

# Women in Biomedical Careers

Advancing careers and diversity for better science



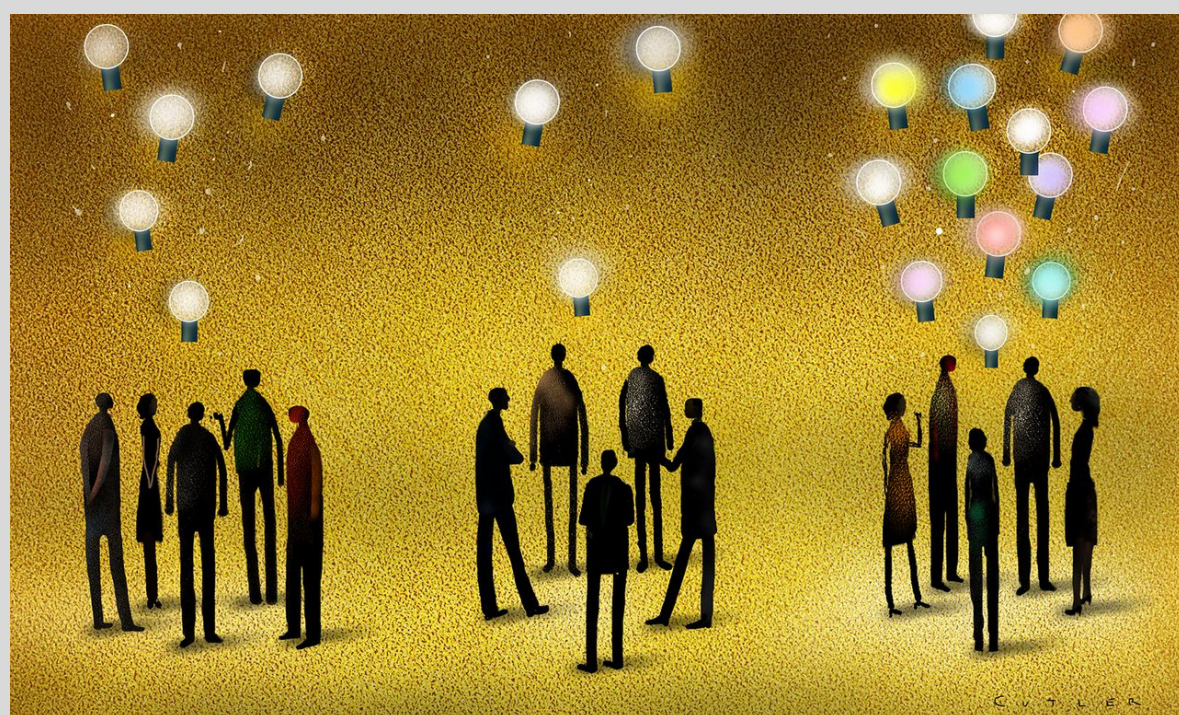
## ORWH Mission

A key part of ORWH's mission is to develop opportunities that support the recruitment, retention, reentry, and advancement of women in biomedical careers.

## Impeded Advancement

Despite being a large percentage of the biomedical workforce, even at the doctoral level, women are not advancing in STEMM careers.

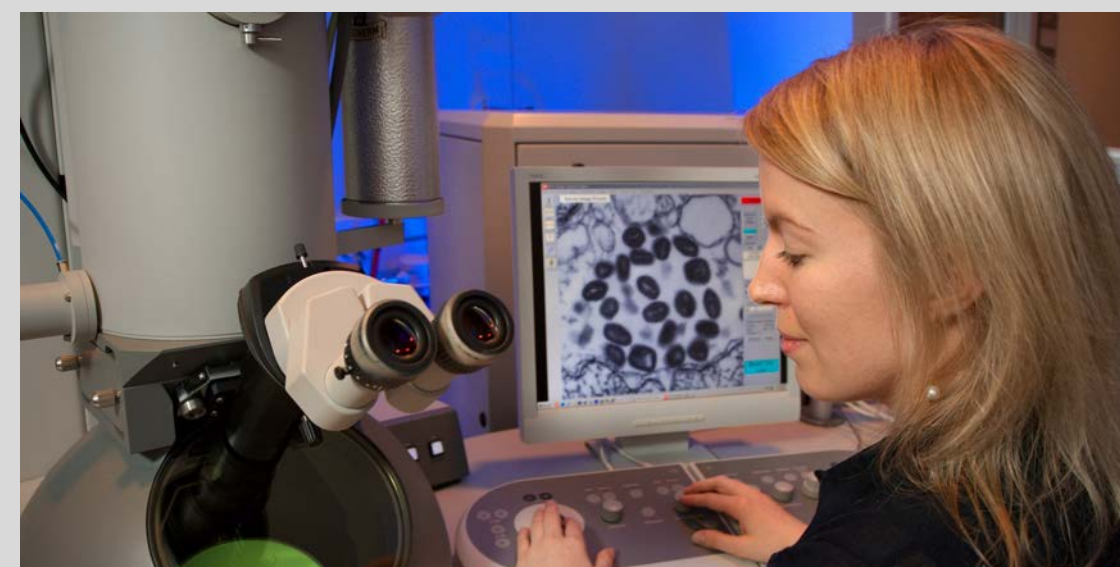
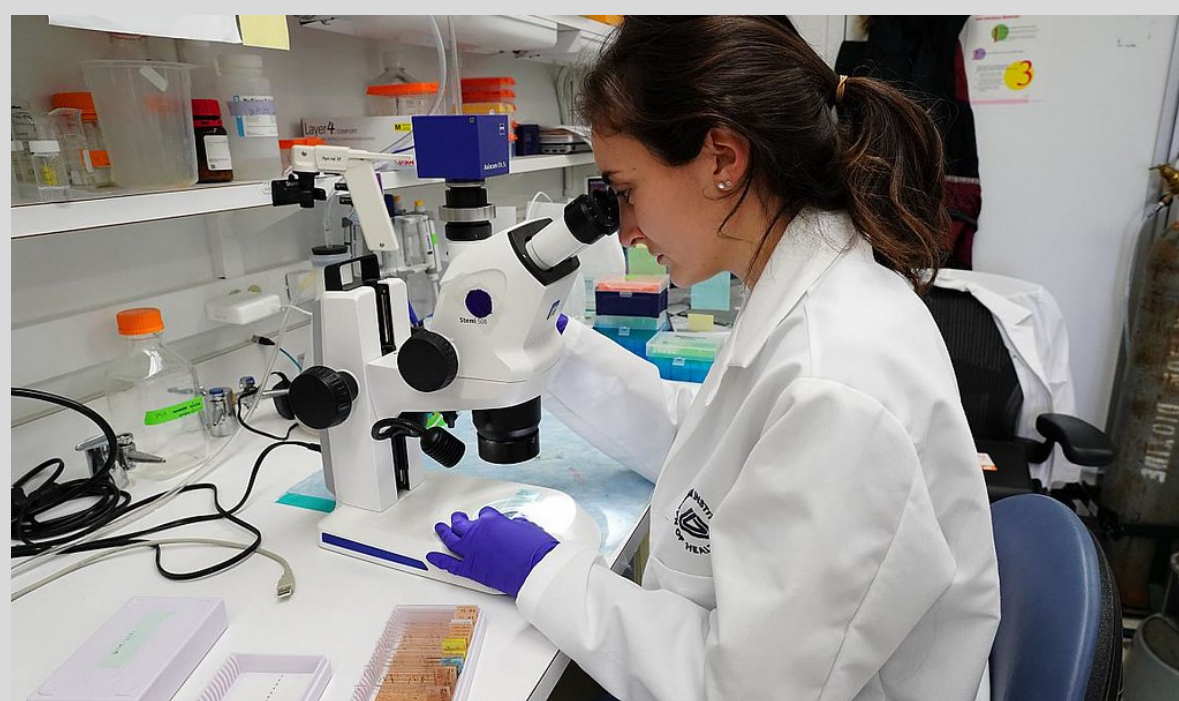
Women are still underrepresented at full faculty and senior leadership levels across disciplines – just 5% of department heads and deans in STEMM academic fields.



Courtesy of Dave Cutler

## Diversity Is Good Science

Gender diversity in the biomedical workforce produces a productivity and innovation "dividend" that leads to smarter, more creative teams."\* It broadens viewpoints, questions, and areas addressed to "spark new discoveries." Women scientists also are more likely to include gender and sex analysis in their research.\*\*



## Pivotal Events

- 1992** | Supplements to Promote Reentry into Biomedical Research Careers
- 2000** | Building Interdisciplinary Research Careers in Women's Health (BIRCWH)
- 2002** | Specialized Centers of Research (SCOR) on Sex
- 2007** | Working Group on Women in Biomedical Careers
- 2008** | Family-friendly Policies & Causal Factors and Interventions RFA
- 2012** | Women of Color Research Network
- 2018** | Specialized Centers of Research Excellence (SCORE) on Sex Differences
- 2019** | ACD Working Group on Changing the Culture to End Sexual Harassment

## NIH Responds

**The NIH Prize for Enhancing Faculty Gender Diversity** will recognize institutions that have successfully and systemically addressed gender diversity and equity issues among faculty members in biomedical and behavioral sciences. Other ORWH initiatives include:

- Promoting Career Continuity for **K Awardees**, NOT-OD-20-054
- Promoting Career Continuity for **RPG Awardees**, NOT-OD-20-055

Continuity awards seek to minimize departures from the biomedical research workforce at two critical transitions: from mentored career development award to independent research project award; and from first independent research project award to first renewal or second independent research award.

\*Nielsen et al. *PNAS*. 2017. PMID: 28228604

\*\*Nielsen et al. *Nat Hum Behav*. 2017. PMID: 31024130



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