

# 52<sup>nd</sup> Meeting of the NIH Advisory Committee on Research on Women's Health

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**November 2, 2020 – Director's Report**



**OFFICE OF RESEARCH  
ON WOMEN'S HEALTH**

*Advancing the Health of  
Women Through Science*

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 [nih.gov/women](https://nih.gov/women)

**#ResearchForWomen**

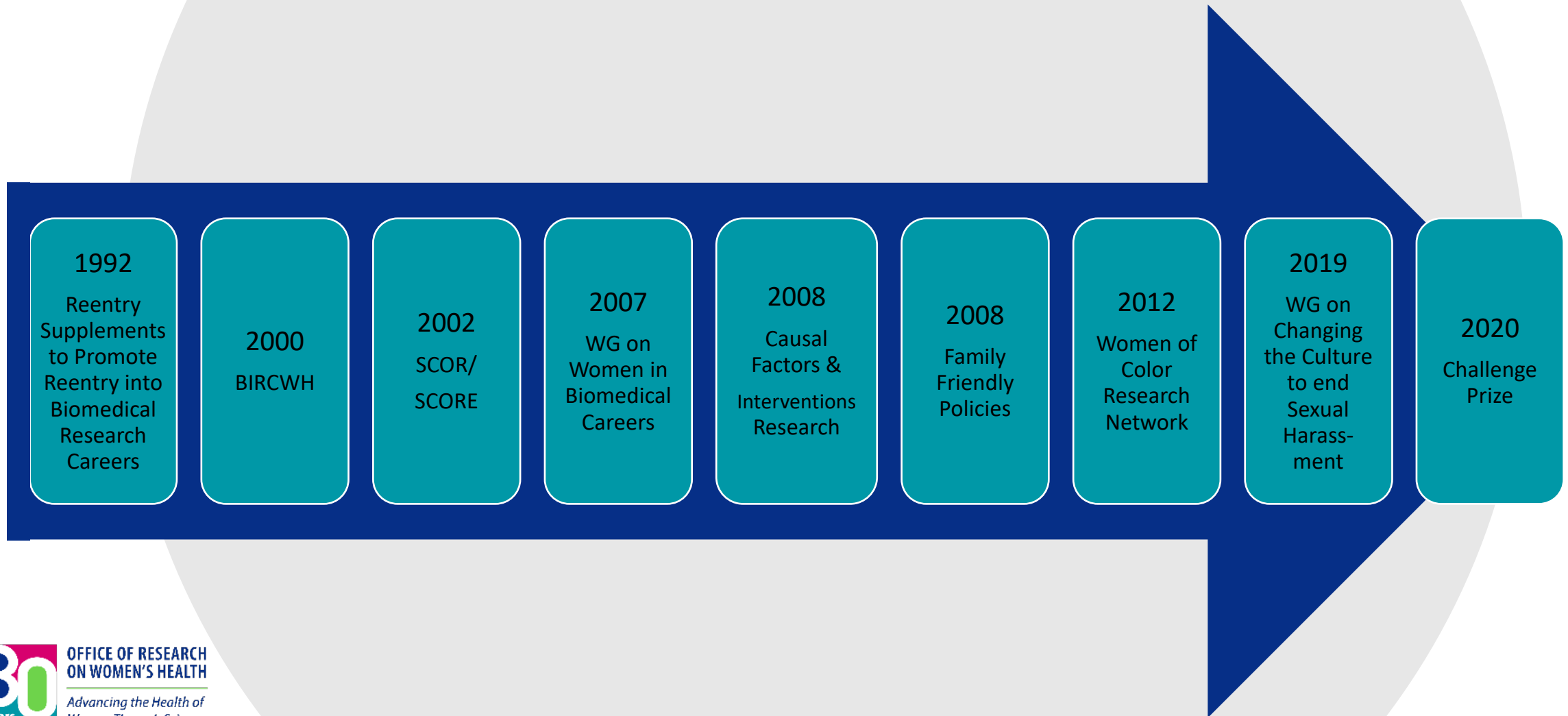


 National Institutes of Health  
Office of Research on Women's Health

# Concept clearance will advance women in biomedical careers on two fronts



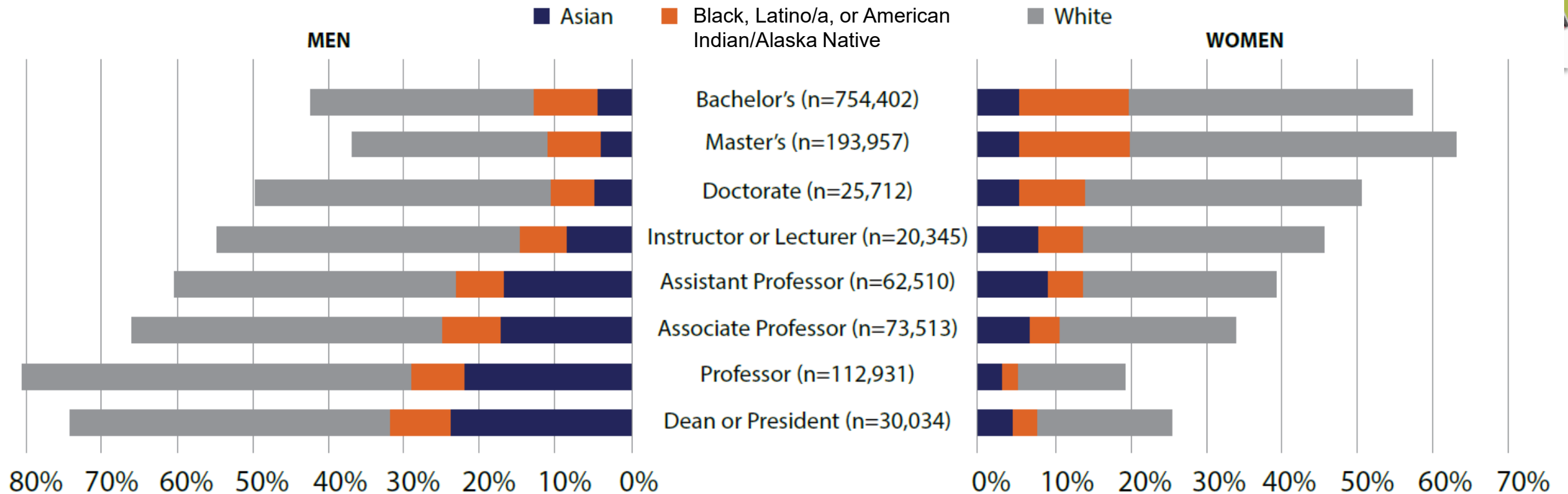
# Initiatives to advance women in science build on the past



# Representation in STEM Professoriate by Gender and Race



Academic STEM Career Progression by Gender and Race, 2015

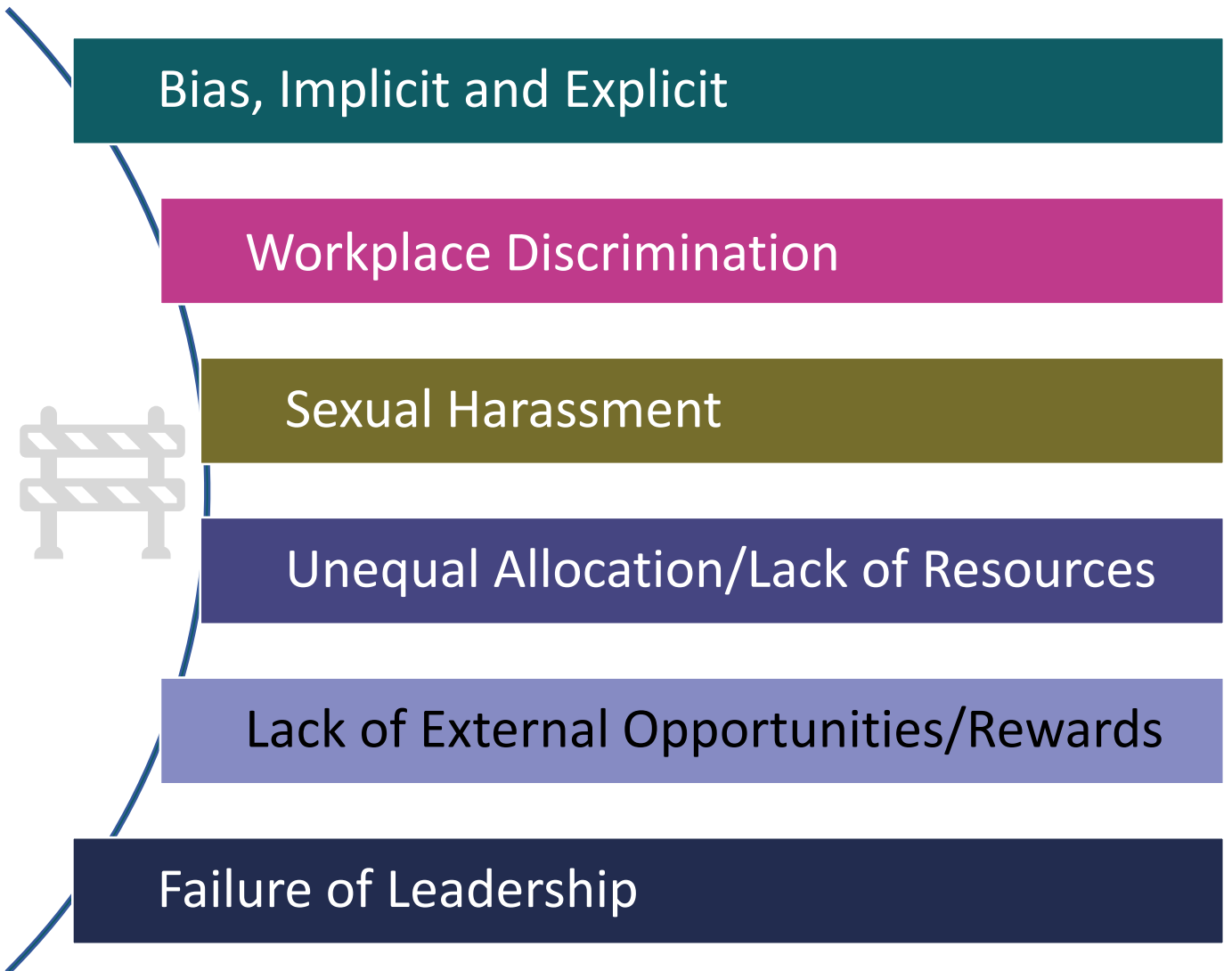


Metcalf & Russell. 2019. Association for Women in Science Membership Report. Transforming STEM Leadership Culture.

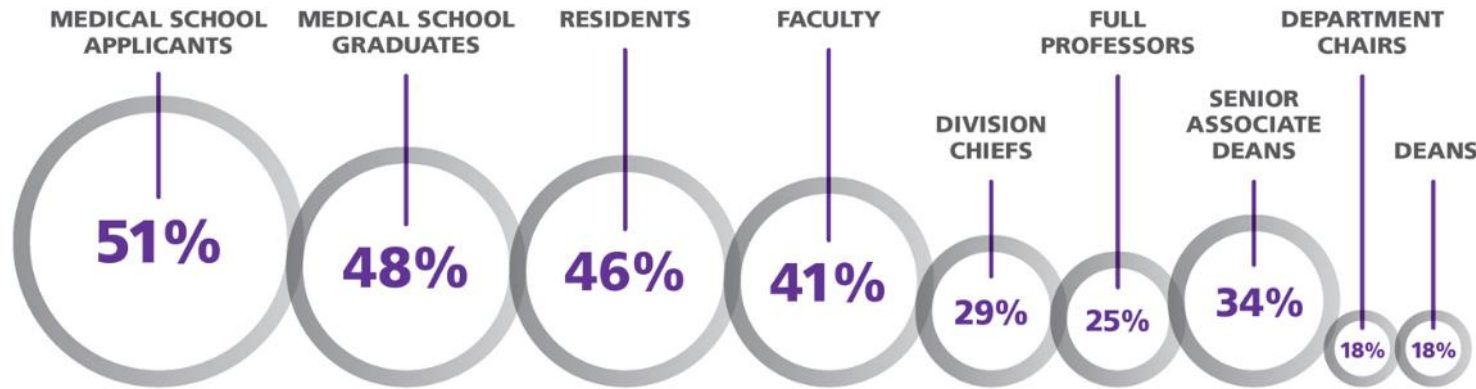
[https://www.awis.org/wp-content/uploads/2019-Leadership-Report\\_FINAL\\_WEB.pdf](https://www.awis.org/wp-content/uploads/2019-Leadership-Report_FINAL_WEB.pdf)

# NASEM's Promising Practices lays out career barriers

“Underrepresentation of women in STEMM—including at leadership levels—is driven by a wide range of structural, cultural, and institutional patterns of **bias, discrimination, and inequity that do not affect men of comparable ability and training**”

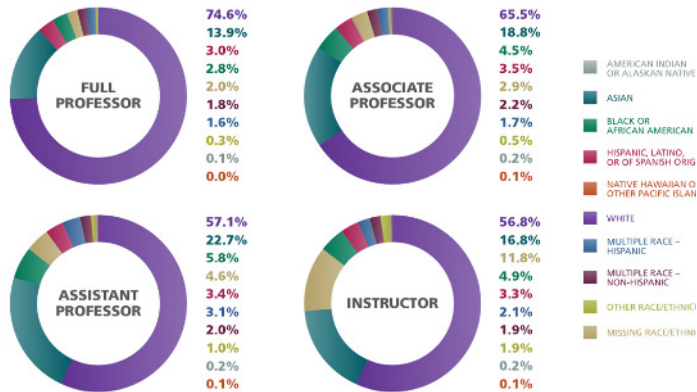


# REPRESENTATION OF WOMEN IN ACADEMIC MEDICINE 2018-2019



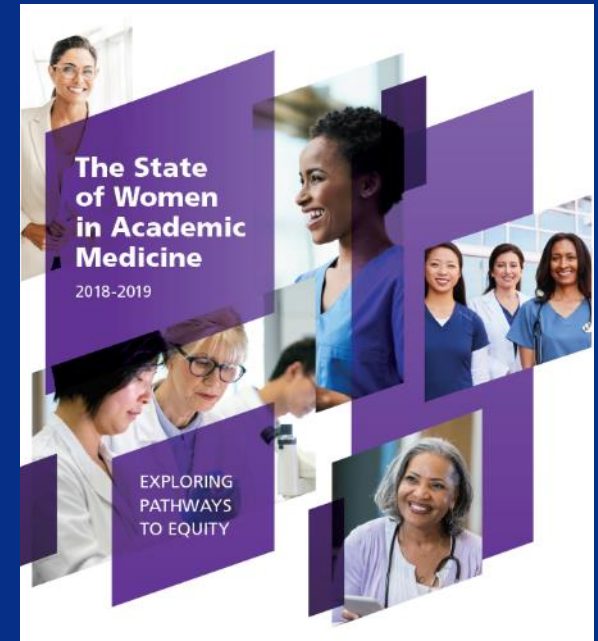
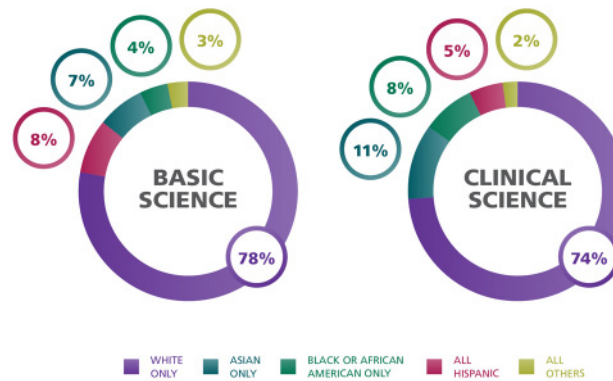
Full-Time Women Faculty by Rank and Race/Ethnicity, 2018

FIGURE 13



Women Department Chairs by Race/Ethnicity and Department Type, 2018

FIGURE 23



A double whammy for women of color

# COVID-19 is impacting workforce, study questions, future knowledge base

## **SHORT-TERM** *impact of additional household and childcare responsibilities*

- Publications gap, which impede tenure path
  - Women first authorship dropped from 35.9% in Dec. to 20.2% in April
  - Last authorship, from 26.1% to 19.3%
- Plus accelerating departures from scientific workforce

## **LONG-TERM**

- **Fewer** women biomedical researchers, **less** sex and gender analysis
- Will women's departures "turn back the clock" – affecting opportunities, advancement


## **MISSED OPPORTUNITIES** *to address impact on women scientists*

- New applications of virtual technologies
- Flexibility in tenure, reentry, leave policies



# COVID-19 reveals interconnected health challenges & need for “Whole Person” strategies

- Nation’s poor state of health manifested in declining life expectancy and prevalence of multiple chronic conditions
  - Links to chronic pain, depression, opioid addiction, and suicide
  - Shared common roots, such as poor diet, sedentary lifestyle, and chronic stress
- “Domino effect of chronic conditions” is seen in the virus’s disproportionate toll on Hispanic, Black, other underserved communities
- COVID-19 makes clear what is needed: “integrative research that bridges across multiple interconnected systems and examines the entire health-disease continuum”



“As a nation, we’re in an alarmingly poor overall state of health.”



Helene Langevin, M.D.  
Director, NICCH



# NIH deploys COVID-19 surveys to the research community

- To inform policy and program decisions as NIH seeks to identify ways to continue to support the biomedical research enterprise
- Confidential | de-identified data



## Extramural *Institutions* Survey

- So NIH better “understands overall challenges faced by institutions during the COVID-19 pandemic.”
- Includes “single institutional leader who oversees research”



## Extramural *Researchers* Survey

- To understand how COVID-19 has impacted individual researchers at NIH funded institutions
- Researchers in our sampling population will be receiving an email from Qualtrics



**OFFICE OF RESEARCH  
ON WOMEN'S HEALTH**

*Advancing the Health of  
Women Through Science*

SAVE THE DATE!

**ORWH 30th Anniversary  
Virtual Meeting Series:**

*Advancing the Health of  
Women Through Science*

**December 14-16, 2020**



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