

NIH Child Care Board Meeting Minutes
March 6, 2008
Rockledge II, Room 3087

Members in Attendance: Valerie Durrant, Christie Baxter-Espinoza, Hillary Fitis, Jayne Lura-Brown, Susan Persons, Henry Primas, Heather Rogers, Lisa Strauss, Tracy Waldeck, Shanil Haugen, Conrad Farina for Robert McDonald, Mary Ellen Savarese, Tonya Lee.

Members Absent: Angela Magliozzi, Kim Plascjak, Rachel Weinstein

Center Liaisons Attending: POPI: Paulina Alvarado, ECDC: Beth Levy, Child Kind: Jaydah Wilson, Amy Cliber

Guests: Joslyn Kravitz, Rosalind King

- I. Welcome and Introductions** - Chair Durrant welcomed guests.
- II. Approval - Minutes for January** - Chair Durrant called for a vote to approve the minutes from the January 2008, meeting. Minutes were approved.
- III. Report from the Chair** - Chair Durrant began discussing the Conference on Women in Biomedical Research: Best Practices for Sustaining Career Success that was held at NIH on March 4, 2008. She gave a brief overview discussing the importance of work culture, and the challenges that are contributing diminishing numbers of women scientists – referred to as the “leaky pipeline”. Child Care was identified as important, but not the most important issue. Dr. Kington’s comments about the importance of having an evidence base for plans of action prompt the Board to discuss ways to gather research/evidence to support the recommendations/suggestions of the Board to the Leadership of NIH. Rosalind King mentioned possibilities of working with fellows to identify research strategies. Chair Durrant also mentioned that Dr. Joan Schwartz, who serves as a member of Dr. Zerhouni’s NIH Working Group on Women in Biomedical Careers, spoke about the efforts NIH is making to assist with this issue.

Chair Durrant asked, “*Any thoughts on where we go from here.....*”

Comments/Suggestions:

- We have a role to play to help people to make more of a balance between work/family
 - Support network/mentor programs
 - Change the work culture at NIH
- IV. NIH Child Care Needs Assessment** - The Board was asked to comment on the January 24, 2008 Board meeting when Dr. Michael Kirsch presented the final report on the 2008 NIH Child Care Needs Assessment. One weak aspect that was discussed in the report was the Return on Investment. Currently NIH does not conduct enter and exit interviews/surveys. Hillary Fitis offered to modify enter/exit surveys given at the Clinical Center to included questions on the issue. Chair Durrant suggested that data and

information from this report become the basis for the Board Annual Report in the format of a "Child Care Challenges" paper for the NIH leadership.

V. NIH Child Care Board Communication Plan: Review, Discuss, & Approve - The Draft Communication Plan was reviewed and comments are as follows:

- Give AO's information on child care program so they can give it to new hires or those going out on maternity leave
- Include child care programs/services on the global email sent out by Human Resources
- Post information in the Lactation Rooms
- Update the ORS Child Care Web site
- Design a brochure/ handout on "What I want my supervisor to know about my work/life balance"
- Develop a talking point paper on the child care issues (Trible Amendment)

The Board will receive the final draft of the Communication Plan one week prior to the April Board meeting. Final review and approval are scheduled for that Board meeting.

VI. Announcements - Jayne Lura-Brown spoke about the upcoming Parenting Festival on May 7, 2008. This year a series of Parenting Seminars will be conducted in April to lead up to the Festival. The Committee is also planning to have display on child safety seats and foster care and adoption. There will be a sign up sheet for volunteers at the April Board meeting.

Mary Ellen Savarese spoke about the success of the Summer Camp Fairs. Over 500 employees participated/received the resource book. Employees can now request the resource book from the ORS Child Care Web site.

VII. Adjourn - The meeting was adjourned at 12:00 PM.

**The next meeting will be April 17, 2008
Natcher Conference Center, Building 45, Room C1**