Personal Latina Postdoctoral Experiences and Social Networking

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Research: Biomarker Discovery in Autoimmune Diseases

• Applications Scientist at Bruker Daltonics
  – Fine-tuned expertise in mass spectrometry
  – Trained people throughout the US

• LA County Hospital/USC Rheumatology Clinic
  – Patients in pain, disease became important

• Rare Diseases at the NIH
  – Challenge of getting data using limited amounts of sample
Postdoctoral Training

- In Hank Fales’ lab (NHLBI), I identified candidate biomarkers for autoimmune diseases
  - Dermatomyositis
  - Systemic Lupus Erythematosus (SLE)
  - Juvenile Idiopathic Arthritis (JIA)
- In Dorothy Hudig’s lab (UNR), studying natural killer cells in autoimmune disease
Latino Organizations

• NIH Hispanic Employee Organization (HEO)
• Society for the Advancement of Chicano and Native American Scientists (SACNAS)
• Las Comadres
  — Network of 15,000 Latinas
• League of United Latin American Citizens (LULAC)
  — Largest and most powerful Latino organization in the US
Association for Women in Science Diversity Task Force

- Self-identified Latina graduate students, postdoctoral fellows and Professionals
  - 40 Hispanic Professionals
  - 23 Hispanic Graduate Students
  - Linkedin as networking tool
- Added contacts from meetings
- Latina Scientist
  - Develop a network of Latinas from AWIS, SACNAS, LULAC and Las Comadres
  - Groups on linkedin and facebook

Rancho San Rafael
Responses from Latina Scientists

- Initiating the communication can be an issue
- *Feelings* of isolation, being the only one, not having someone to talk to, handling problems alone
- Feedback from Las Comadres: Many Latinas in biotechnology have changed fields
- Diverse Latina community
  - Want to associate with women from their country of origin
Latinas Earn Less Money than other Women and other Minority Women

- Train the Trainers Smart Start Workshop sponsored by Reno American Association of University Women (AAUW), Committee on the Status of Women, Women’s Studies Program
- For every dollar a man earns
  - Women earn 77 cents
  - African-American women earn 69 cents
  - Latinas earn 57 cents
- Latinas need to learn salary negotiations
- [http://www.wageproject.org/](http://www.wageproject.org/)
Action Ideas

- Workshop on interviewing for faculty positions
- Workshops for academic salary/benefits/start-up package negotiations
- Continue to develop minority women networking
- Diversity for the diverse workshop
- Reward system for participating in diversity
- Diversity job descriptions
  - Diversity means/does different things in different places in different institutes
  - Accountability
Acknowledgments

• UNR: Dorothy Hudig, Robbyn Tolles
• NIH: Hank Fales, Frederick Miller, Gabor Illei, Nikolov Nikolay, Edith Miles, Clifton Poodry, Milton Hernandez
• AWIS-DTF: Phoebe Leboy, Patrice O. Yarbough, Janet Koster, June Bronfenbrenner, Haydee Salmun, Ruth Howes, Daryl E. Chubin, Gail Gasparich, Lisa Freehill
• SACNAS: Judit Camancho
• Las Comadres: Nora Comstock