

MMWSS Keynote Q&A

Questions for Catalina Martinez

This is great

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Questions for Catalina Martinez

Not a question, just a confirmation. "Snuck in" to URI! I've felt that way my whole life! (When will they find out? What happens then?)

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How should we address environments that make is feel uncomfortable or as if we do not belong?

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What do you think is the most important thing for people with privilege to do to help minority scientists feel welcome in academic spaces?

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You showed a slide about how women (and in particular women of color) are underpaid compared to men in equivalent positions. Do you have advice for negotiating for salary and benefits with a (potential white, male) supervisor?

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I see one person constantly bragging "I'm so honored to be..." over and over on Linked In and wonder when is it bragging, self promoting or self advocating? I am reluctant to do this myself.

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When talking about your history, at one point you said you were "lucky". I feel that way a lot. But it's not just luck, right? We worked hard to get where we are. Why don't we see that?

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If you could change any widespread standard policy that exists in STEM to improve the environment, what would it be?

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I do not know if you have had personal experiences with this, but I often struggle heavily with my mistakes. If I fail to succeed at an educational setting where the fault was mine, I struggle to recover and will start reinforcing negative thoughts of not belonging, self-doubt, and guilt. It seems to me that all of the people that I look up to have been perfect in this sense.

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How have you navigated spaces as a leader where you are faced with the double bind? Where confidence, expertise, and amplifying one's voice is necessary but can also be viewed negatively by others in the room because of sexism?

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How do I get connected with a mentorship program? Where do I find them if my institution does not offer them?

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for all: In order to create/develop a culture of true inclusion and equality, what practices, rubrics, habits, phrasing do you think would help?

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<https://fearlessorganization.com/>

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Can we all show our videos for a second at the very end--would be nice to see all the faces!

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