

SOMOS CMU

THE LATINE FACULTY & STAFF ALLIANCE

NEWSLETTER

ISSUE NO. 1 | JANUARY – MARCH 2023 | ERG YEAR 1

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February Recap: Latine Staff Panel



Belmary Lorcás, MME | Francisco Molina, Ph.D. | José Andre Morales, Ph.D. | Gladys Pérez Sriprasert, MSPPM

"The Only Latinos in the Room" – Feb. 2nd

Four professionals and distinguished CMU staff members shared their trajectories and experiences as often being the only Latino in the room. Page 2

UP NEXT: LACC VISIT

Join us on March 11th, when we visit the Latin American Cultural Center. This initiative is the first of its kind in Pittsburgh. Page 3

¡SALUDOS!

This is our inaugural newsletter! We will share information about our employee resource group as it develops, feature our members and tell you about upcoming events. Have something to share with our fellow CMU Latines, send mail to latine-employee-resource-group@andrew.cmu.edu.

Haven't joined our group yet? If you're a Latine/a/o/Hispanic member of the CMU faculty or staff, reach out and join your colleagues as we build community within CMU. As one of the new, official ERGs on campus, we're establishing and strengthening ties to benefit future Latine CMUers to find a welcoming community when they arrive.

Join our ERG and check out our partner employee resource groups! [Join today!](#)

TRAINING RESOURCES

CMU provides access to some convenient and high-quality online training on demand. Page 3

Perhaps, we're no longer the only Latinos in the room...

Many of us have shared the experience of being the only Latine or Hispanic individual in the room, certainly in the world of business and industry... but what about academia?

We were lucky enough to be in the company of four of our members who have developed vastly different professional journeys, but still mirror one another in being among the few and often the one Latine voice in their respective spaces.

But as we so often do, our colleagues found that their differences empowered them. **Gladys Perez Sriprasert**, who serves as Director of Public Policy & Management Program for Heinz College explained, for our Latina colleagues, the challenge is compounded with issues of equity, visibility, and the ability to also embrace their culture. It's a delicate balance to be empowered by your culture without being limited by the patriarchal expectations that are sometimes so deeply embedded in our culture.

There are also constant reminders of fitting a particular mold. **José Andre Morales**, who serves as Senior Researcher at the Software Engineering Institute, shared his impressive but unorthodox path to academic computer research, his progression often coming in the form of "Persistencia, Resistencia e Insistencia," and by embracing opportunity.

Belmary Lorcás, who serves as Director of Music Recruitment and Enrollment at the School of Music, shared her own experiences coming to Pittsburgh; first as a student and then as a professional. There's a lot of gratitude in Belmary's account of her opportunities with CMU then and now, but there's also a sense of coming full circle.

There's this sense of achievement and one that you can in a way, credit to your culture and your own trajectory. This was evident as **Francisco Molina**, the Senior Director, Disaster Recovery & Business Continuity for CMU, shared his experiences as he continued to grow personally, academically, and professionally. There are always those small challenges, like mastering a second language and continuing to learn and develop.

Something that was consistent among all our panelists is a sense of authenticity. Whether you're born in the US to a Latine or Hispanic family or culture, or you have lived the immigrant experience firsthand and have come to share your talent, develop your career, and contribute to this country, the strength these colleagues share is a love for what they do and a sense of empowerment through being their authentic selves. We're happy to say that at CMU and with this group, we may no longer be the only Latinos in the room.

Join us for our next meeting!

Not a member? [Sign Up.](#)

SCAN ME



Coming Up in March: A visit to the [Latin American Cultural Center \(LACC\)](#).



Join Us!
[RSVP](#)

LACC features a beautiful and highly informative museum display, as well as live programming in an intimate performance venue that highlights the diverse cultures, music, film, and current day issues of Latin America and the Caribbean. We will hear from the Executive Director and CMU Alum, Milagros Pereyra-Rojas, Ph.D.

As a member, the Latine Alliance ERG will cover your admission!

Please Note: Additional guests or family (including children) are welcome but their admission is not covered by the ERG.

Did you know?



LinkedIn Learning offers a wealth of coursework in Spanish!

Courses include a verifiable certificate of completion from LinkedIn, and fully backed tracks are available with nationally recognized organizations.

CMU offers faculty and staff excellent online training resources for free.

In an upcoming meeting, we will be covering amazing resources like LinkedIn Learning and FocusU. For more information, visit <https://www.cmu.edu/hr/service-center/training/>

There's never been a better time to grow your skillset and bolster your resumé.

Have you always wanted to dance **salsa or **bachata**?**

Join the [Tartan Salsa Club](#) or [Tartan Connect](#)! Learn from Sammie Walker Herrera, who serves as instructor and promoter for the club.

