



Personal Latina Postdoctoral Experiences and Social Networking

Leticia Cano, PhD
Department of Microbiology and Immunology
School of Medicine
University of Nevada, Reno

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

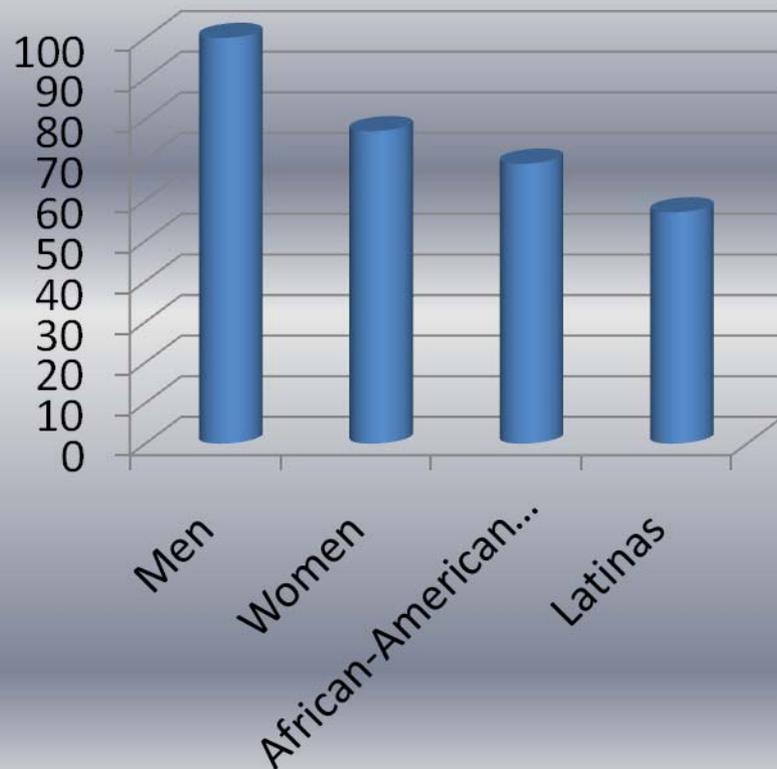
- Self-identified Latina graduate students, postdoctoral fellows and Professionals
 - 40 Hispanic Professionals
 - 23 Hispanic Graduate Students
 - LinkedIn as networking tool
- Added contacts from meetings
- Latina Scientist
 - Develop a network of Latinas from AWIS, SACNAS, LULAC and Las Comadres
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

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

The WAGE Gap



- 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/>

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