

The Chosen Few: Latinas and the New Technologies

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ABSTRACT

This paper considers the underrepresentation of Latinos in the fields of information technology and academe, with a particular emphasis on Latinas. The concept of “tokenism” is presented as one structural explanation used to address situations in which persons of one social type (e.g., women) are in an extreme minority when they enter an occupation. This concept explains many difficulties women face as they enter traditionally male-dominated occupations. Improved recruitment and retention of Latinas, as well as access to mentoring are recommended as key to increasing representation of women in academe.