**ENG-123-T4850 English Composition II 23EW4  
3-6 Project One: Writing Plan**

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Describe the argument to be addressed in your persuasive essay. Explain how the argument relates to your major, the major you are considering pursuing, or your field of work.

**a.) Ensure that your topic is debatable. Can you see at least two perspectives on this argument?** In my persuasive essay, I will argue the importance of diversifying the tech industry. As a computer science major, I have seen firsthand how a certain demographic has dominated the tech industry, limiting the opportunities available to others (Vermesan & Friess, 2022). This is a critical issue because it directly affects my career and my ability to find work in the industry. By diversifying the tech industry, we can make it more equitable, open, and welcoming for everyone who wants to work in it. Furthermore, it will promote industry innovation, creativity, and progress.

Yes, I see at least two sides to this argument. On the one hand, some argue that diversity in the technology industry is unnecessary and may reduce innovation. Others, on the other hand, may argue that diversity is necessary because it leads to more significant innovation and progress in the industry. It can also make the workplace more equitable and welcoming for everyone and provide more opportunities for those traditionally underrepresented in the tech industry.

1. **Identify the challenges you may encounter in supporting your argument with a specific audience.**

a.)   **First, state the audience you will be writing to.**

I will be writing to a broad audience of people interested in the future of technology.

b.)   **Then address the challenges of supporting your argument with this audience.**

The potential challenge I may face when writing to this audience is that some may need to comprehend the significance of diversity in the tech industry or see no benefit in diversifying it. On the other hand, others in the tech industry may resist change and hesitate to embrace diversity (Vermesan & Friess, 2022).

1. **Establish a goal that you hope to accomplish with this essay. What will this essay need to meet your goal successfully?**

This essay aims to persuade readers of the importance of diversifying the technology industry. Therefore, this essay must provide evidence of the benefits of diversity, explain how the industry can become more diverse, and discuss the consequences of not diversifying the industry in order to achieve this goal. Furthermore, I will be required to provide examples of successful diversity initiatives in the tech industry and explain why diversifying the tech industry is critical for promoting innovation and progress.

**Determine three essential points that will help support your argument and provide a rationale.**

1. 1. A diverse tech industry produces better, more innovative products: Numerous studies have shown that teams with diverse backgrounds, experiences, and perspectives are likelier to find creative solutions to problems. A more diverse tech industry will allow for the development of more innovative products, services, and businesses.
2. By diversifying the tech industry, more opportunities will be created for those previously excluded: Currently, a certain demographic dominates the tech industry, leaving few opportunities for those outside the majority. By diversifying the tech industry, we can create more opportunities for those who have traditionally been excluded, allowing them to access the same career opportunities and resources as the majority.
3. Diversifying the tech industry will help to improve its public image: The tech industry has a reputation for being exclusive and elitist, which can harm its public image. We can improve the tech industry's public image by diversifying it, demonstrating that it is open to all, and making it more appealing to potential employees and customers.

**Provide a brief description of at least two sources that support the key points of your argument.**

1. **a.) First, list the authors and the titles of each source. These sources may be books or articles you identified in a previous assignment.**

**First Source**

Authors- Bocquet, Le Bas Mothe & Poussing.

Titles - Does diversity matter?

**Second Source**

Authors- Sung & Choi (2021)

Title - Contingent effects of workforce diversity on firm innovation: high-tech industry and market turbulence as critical environmental contingencies.

c.)   **Then, briefly describe how each may reinforce your argument.**

 The first article discusses why diversity is essential in the tech industry and highlights the benefits of a diverse tech workforce.

The second article provides a comprehensive overview of the benefits of a diverse tech industry, including increased innovation and better problem-solving.

1. **Explain how you plan to integrate evidence effectively into the essay.**

I intend to effectively incorporate evidence into my persuasive essay by providing facts, figures, and data to support my argument. I will provide statistics demonstrating the lack of diversity in the tech industry as well as the economic impact of this. I will also include personal stories and experiences from industry professionals to demonstrate the significance of this issue. I will also include research that shows the positive effects of diversity in the industry, such as increased innovation and creativity and reduced discrimination and unequal pay. This evidence will demonstrate the need for more diversity in the tech industry, strengthening and convincing my argument.

1. **Explain how your instructor's feedback on previous assignments has influenced your progress.**

My instructor's feedback on previous assignments has been highly beneficial in assisting me in improving my writing. I used their feedback to identify areas where I needed to make changes or strengthen my arguments. I have made significant progress in my writing by taking their critiques seriously and applying them to my work. I have also become more cognizant of my flaws, allowing me to concentrate on improving them. Overall, my instructor's feedback has been extremely helpful in helping me improve as a writer.

1. **What changes did you make to your writing plan after receiving this feedback?**

After getting feedback from my teacher, I revised my writing plan. I specifically decided to expand my argument by emphasizing the positive effects of diversifying the tech industry, such as enhanced creativity and inventiveness. I also provided more evidence to support my claim by citing examples of how a lack of diversity has hampered the industry. Finally, I included a conclusion highlighting the significance of diversifying the tech industry and calling on those in the industry to take action to make it more equitable.

**References**

Bocquet, R., Le Bas, C., Mothe, C., & Poussing, N. (2019). Strategic CSR for innovation in SMEs: Does diversity matter? Long Range Planning, 52(6), 101913.

Sung, S. Y., & Choi, J. N. (2021). Contingent effects of workforce diversity on firm innovation: high-tech industry and market turbulence as critical environmental contingencies. The International Journal of Human Resource Management, 32(9), 1986-2012.

Vermesan, O., & Friess, P. (Eds.). (2022). *Internet of things-global technological and societal trends from innovative environments and spaces to green ICT*. CRC Press.