"Complicating my research" involves finding opinions that disagree with mine, and how being able to have counters to those arguments can further prove my points. In order to do this with our ongoing discussion in diversity, I analyzed what proofs or arguments were missing from the readings we've done and the sources I've found so far. One small point articles seemed to talk about little, and that has only been brought up – in order to counter it – in one other article, was the point that in studies of diversity and success, diversity didn't always cause success. The reason for this is the counter I would make to the counter, if I were to use this point for my article. However, many articles don't discuss that diversity doesn't inherently breed success. The diversity must be fostered in the right environment in order to do so. I used the techniques in this activity to find out if there were studies that aimed to prove that diversity *didn't* breed success. The following were the articles I found:

Opinion Strategic North America. "Does Gender Diversity on Boards Really Boost Company

Performance?" *Knowledge Wharton*, Penn State, 18 May 2017,

knowledge.wharton.upenn.edu/article/will-gender-diversity-boards-really-boost-

company-performance/.

Syna, Helena Desivilya. "Social Divisions, Intergroup Conflict and Diversity. Reflections about

Social Conflict and Diversity: the Case of Israeli Organizations." *Re-Thinking Diversity*,

2015, pp. 55–82., doi:10.1007/978-3-658-11502-9_4.

This was an interesting experience using these tools because it was an approach I hadn't thought of before when trying to make an argument, or even just trying to find more information on a certain subject. While it helps find a counter for my inquiry, it also complicates

it, like suggested in the handout. It makes it so I must research the topic further or along

another avenue. Now finding research that disagrees with my previous research. I must find

more research that disagrees with the *new* research. While many articles fail to include the

piece about how sometimes diversity doesn't result in success, reading these articles actually

helped explain that piece further and how to disprove it. There's a reason why sometimes

diversity isn't successful, and it needs to be talked about more.