

Complicating your research

For this assignment, I used SAGE Knowledge, Cited-in searching and Subject searching. I found the following articles:

Dover, Tessa L., Brenda Major, and Cheryl R. Kaiser. "Members of High-Status Groups are Threatened by Pro-Diversity Organizational Messages." *Journal of Experimental Social Psychology*, vol. 62, 2016, pp. 58-67.

Levenson, Michael. "University in Florida to Investigate Professor Who Tweeted about 'Black Privilege'." *The New York times*, 2020, pp. A22. <https://www.nytimes.com/2020/06/05/us/ucf-professor-charles-negy-race.html>

PHARO, JEN. "AUNTIE IS ANTI WHITE: FURY AT 'RACIST' BBC Telly Jobs just for Minorities AUNTIE ANTI-WHITE [Ulster Region]." *Sun (Plainfield, Ill. : Homer Township, Lockport, Lemont ed.)*, 2016.

Cole M. A Marxist critique of Sean Walton's defence of the Critical Race Theory concept of 'White supremacy' as explaining all forms of racism, and some comments on Critical Race Theory, Black Radical and socialist futures. *Power and Education*. 2020;12(1):95-109. doi:[10.1177/1757743819871318](https://doi.org/10.1177/1757743819871318)

Walton, Sean. "Why the Critical Race Theory Concept of 'White Supremacy' Should Not Be Dismissed by Neo-Marxists: Lessons from Contemporary Black Radicalism." *Power and Education*, vol. 12, no. 1, Mar. 2020, pp. 78–94, doi:[10.1177/1757743819871316](https://doi.org/10.1177/1757743819871316).

I found that using Cited-in searching and Subject searching was helpful although it took quite a bit of tinkering with key words to find sources with opposing views. I know I've said it before, but

for my topic of research I'm able to find more popular articles that are extremely current while using a narrow descriptor in the search field. However, once I found the right search parameters, there were a lot of scholarly article choices available, but not many for oppositional sources. I still thought using the library database was a little frustrating and time-consuming. Despite my critique of search criteria, I found that the cited-in search was a great way of finding more relevant information on my topic. One article led me to another and another and so on.

Several of the sources I found will offer the perspective of white people who are unnerved by companies that present as pro-diversity. They offer a look into the anxiety of some white workers (particularly white men) about being discriminated against due to increased diversity in the workplace and how this might disrupt DEI efforts at an organization. I must admit that prior to this I really didn't have any sources that offered views from the other side, so this was very helpful. I also saw an article on how neo-Marxists believe critical race theory's concept of white supremacy should be dismissed because racism is more closely tied to capitalism, therefore not all white people benefit from white supremacy. This is an interesting viewpoint that I had not heard in its entirety. I don't wholly agree, but it might help with rounding out my conversation with the reader so they know I've examined other angles!