

The paper makes broad claims about AA and DEI effectiveness without acknowledging variability.

Example:

“DEI programs in businesses and schools then build on this foundation to promote understanding, respect, and cooperation...” (Abstract)

This statement assumes uniform success across sectors without discussing cases where DEI failed or faced resistance.

Ambiguity in Success Metrics

Comment: The paper critiques quota-based approaches but doesn’t define alternatives clearly.

Example:

“...developing targeted, data-driven strategies that go beyond quotas.” (Abstract)

What constitutes a “data-driven strategy”? The paper should propose specific metrics or frameworks.

: Some citations are inconsistently formatted or incomplete.

Example:

The reference to April (2021) in the abstract is cited as:

“As April (2021) emphasizes...”

But the full citation is buried in the reference list without consistent formatting. Ensure all in-text citations match the reference list and follow the journal’s style guide.

- Some references are cited in-text but lack full bibliographic details or consistent formatting.
- Ensure all sources are properly cited according to the journal’s style guide.

Keywords to Consider Removing

1. **Empowerment** – This is already implied in the title and throughout the paper. It’s broad and less specific than other terms.
2. **Opportunity** – Also quite general and covered under more specific terms like “Affirmative Action” and “Equity.”
3. **Workplace Economic Impact** – This phrase is vague and not commonly used as a keyword. Consider replacing it with “Workplace Diversity” or “Economic Empowerment.”
4. **Policy** – Too broad unless the paper specifically focuses on policy analysis, which it does not in depth.

Several ideas are repeated without adding new insights.

Example:

The benefits of DEI in business are discussed in multiple sections (pp. 10, 14, 17), often repeating phrases like:

“...diversity in teams contributes positively to inclusivity and enhances the productivity...”

This could be condensed for clarity.

Opposition to AA and DEI Programs

Opposition is mentioned but not deeply analyzed.

Example:

“...opposition against their implementation has been fierce, particularly by White Nationalists and White Supremacists.” (p. 20)

This framing is politically charged and lacks a balanced discussion of mainstream critiques, such as concerns about meritocracy or unintended consequences. The paper focuses solely on race without considering overlapping identities.

Example:

Throughout the paper, terms like “Black community” are used without exploring how gender, disability, or socioeconomic status intersect with race in AA and DEI outcomes.