## Assignment Objectives:

* Understand key legal concepts related to computing and its use, including patent protection, digital copyright, cybersecurity, and software licensing.
* Given an issue or problem of ethical, social, legal, and/or economic relevance to the computing profession, analyze the relevant information, formulate an opinion, defend this opinion clearly in a written document or oral presentation, and understand and explain opposing perspectives.

## Assignment Description:

Using the Ethical Analysis Framework, you will analyze the problem of *Gender Inequality and Diversity.* As this is a broad topic, try to pick a specific perspective related to gender inequality or diversity but probably not both. As always, do not try and answer the following questions but rather use them to think about which perspective you would like to focus on.

1. Who are the stakeholders?
2. What do the laws say? <https://www.eeoc.gov/laws/index.cfm>
3. Do equal opportunity employment laws work?
4. Do corporate shareholder’s goals conflict with diversity or gender equality?
5. What can we do to improve the situation?
6. First, read the Many Faces of Gender Inequality:
	1. Sen, A. (2011). “Many Faces of Gender Inequality”. November 9, 2001. (<https://www.sas.upenn.edu/~dludden/MANY%20FACES%20OF%20GENDER%20INEQUALITY.htm>)
	2. Adamson, M. and Beauregard, T. and Lup, D. “The Many Faces of Gender Inequality at Work”. August 3, 2018.

<https://journals.sagepub.com/doi/full/10.1177/0950017018780603?casa_token=7Hasr-NQJmEAAAAA:Pdqbmj55PDiMaSlbqRg1SSoBSLRFs9tncphdXQVbhiMuGJedz7BUxrengqoqU0WO2fbcYT7mfVaV>

1. Read this University of Florida’s introduction to workplace diversity:
	1. Green, K., Lopez, M. Wysocki, A., Kepner, K., Farnsworth, D., and Clark, J. (2002). “Diversity in the Workplace: Benefits, Challenges, and the Required Managerial Tools”. (<https://edis.ifas.ufl.edu/pdffiles/HR/HR02200.pdf>)
2. Finally, look at the Harvard Business Review’s coverage of this topic:
	1. Dobbin, F. and Kalev, A. (2016). “Why Diversity Programs Fail”. <https://hbr.org/2016/07/why-diversity-programs-fail>

Other resources of interest:

1. Barnes, P. (2019). “Is the EEOC Protecting Workers or Discriminatory Employers?”

<https://www.forbes.com/sites/patriciagbarnes/2019/09/04/is-the-eeoc-protecting-workers-or-discriminatory-employers/#2bf696e55407>

1. Do your own research. What questions do you have that these articles haven’t answered? As you go through the rest of the process, you may find the need to do more research on specific questions or possible consequences.
2. While there are many different angles to this story, you do not need to include all of them. Decide what you want to focus on and what aspects of this situation you want to draw out. Don’t try to include every single thing that you’ve learned. (You would never be able to fit that in 2000 words.)
3. Use the first ten steps of the ethical analysis framework to organize your thoughts and develop your analysis. (You do *not* need to submit your notes in “ten-step format” and you will not have enough space to include all ten steps!)
4. Write your own cogent (which means “clear and understandable”) essay presenting your analysis. It should include all of the key information that you organized in your ten-step process, but it should *not* just be linearly presented as those ten pieces of information sequentially. (And whatever you do, do *not* start a sentence with, “The stakeholders in this case are...”)

Think about what conclusion you drew and use that as a thesis statement, then create a narrative structure that will let you support that thesis using the information from your analysis. You probably want to write an outline first to organize the general order in which you’ll present the information, and what you’ll say, before you write the final essay.

1. Start this assignment soon! Feel free to attend online office hours or email the TA to talk about your notes from the ten-step process, review your outline, or to look through parts of an early draft. Write the essay early enough that you have time to set it aside, let it rest, and then come back to it with a fresh eye to edit and proofread. It’s OK to ask a friend/peer to read and comment on your draft, but they ***should not rewrite it for you***, and you should indicate what kind of editing help you received, if any.
2. Please be very careful about any quotations or wording you’d like to borrow from your sources, and quote and cite those sources appropriately, consistently with the course policy. You should also cite your sources for any specific facts, findings, or sources of expert opinions (but you don’t need to cite sources for general knowledge like what a zero-day vulnerability is).
3. Include a bibliography (list of references) that is easy to read and has full bibliographic information (***not*** just URLs, even if you found a source online). Please use APA style for your style guid