A Bibliometric Analysis of the Implementation of Diversity, Equity, and Inclusion (DEI) in the Technology Industry

Ade Suhara¹, Nanny Mayasari², Hassan Mustapa³, Grace Colombine Lentari Rumbiak⁴, Atong Soekirman⁵

¹ Universitas Buana Perjuangan Karawang
² Universitas Nusa Cendana
³ FEB Universitas Winaya Mukti
⁴ Universitas Cendrawasih
⁵ ITL Trisakti

Article Info	ABSTRACT
	This study presents a comprehensive bibliometric analysis of research on Diversity, Equity, and Inclusion (DEI) in the technology industry, focusing on thematic clusters, research trends, potential research topics, and author collaborations. The analysis reveals that diversity and inclusion are central themes, with significant attention also given to gender diversity, equality, and innovation. Recent research trends highlight emerging areas such as accessibility, disability, and artificial intelligence. Potential research topics identified include accessibility and inclusive design, intersectionality, and the role of leadership in promoting DEI. The author collaboration network shows strong intra-group collaborations but limited inter-group interactions, suggesting opportunities for broader interdisciplinary research. This analysis provides valuable insights into the current state of DEI research in the tech industry and identifies key areas for future exploration to foster more inclusive and equitable environments.

Corresponding Author:

Name: Ade Suhara
Institution: Universitas Buana Perjuangan Karawang
Email: ade.suhara@ubpkarawang.ac.id

1. INTRODUCTION

In recent years, the technology industry has become a pivotal force in driving global economic growth and innovation [1]. With its rapid expansion and influence, the industry has not only transformed how we live and work but has also reshaped societal norms and expectations [2]. Amidst this transformation, the concepts of Diversity, Equity, and Inclusion (DEI) have gained significant traction [3]. These principles are increasingly recognized as critical components for fostering innovation, enhancing employee satisfaction, and driving business success [4]. As companies strive to create more inclusive workplaces, understanding the implementation and impact of DEI initiatives in the tech industry has become essential.

The push for DEI in the tech industry stems from a growing awareness of the benefits of a diverse workforce [1]. Research

consistently shows that diversity in teams leads to more creative problem-solving, better decision-making, and improved financial performance [5]v. However, despite these acknowledged benefits, the technology sector has historically struggled with issues related to gender disparity, racial inequity, and underrepresentation of minority groups [6]. Efforts to address these challenges have led to the development and implementation of various DEI initiatives aimed at creating a more inclusive environment [7]. These initiatives range from policy changes and training programs to strategic hiring practices and organizational culture shifts [8].

The importance of DEI extends beyond the internal dynamics of technology companies [9]. As technology products and services are integrated into virtually every aspect of modern life, the perspectives and experiences of those who create these technologies significantly impact their design and functionality [10]. Inclusive design practices ensure that products and services cater to a diverse user base, thereby enhancing user experience and accessibility [11]. Furthermore, as companies face increased scrutiny from stakeholders, including customers, investors, and regulatory bodies, robust DEI practices are becoming a marker of corporate responsibility and ethical governance [11], [12].

Despite the growing emphasis on DEI, the effectiveness of these initiatives remains a topic of ongoing debate and research. While some companies report significant progress and positive outcomes, others struggle to achieve meaningful change [1], [13], [14]. This inconsistency highlights the need for a thorough examination of DEI implementation across the tech industry. By analyzing existing literature and research through a bibliometric lens, we can gain insights into the trends, challenges, and successes associated with DEI initiatives. This analysis will not only shed light on the current state of DEI in the tech sector but also identify gaps in knowledge and areas for future research.

The technology industry's commitment to DEI is well-documented, yet there remains a considerable gap between policy and practice. While many organizations have publicly committed to fostering diverse and inclusive workplaces, the actual implementation and impact of these initiatives vary widely [9]–[11], [15], [16]. This discrepancy poses a significant challenge for industry stakeholders, who must navigate a complex landscape of DEI strategies with varying degrees of success. Moreover, the existing literature on DEI in the tech industry is fragmented, making it difficult to draw comprehensive conclusions about the efficacy of different approaches. There is a pressing need for a systematic review and analysis of the existing research to understand the factors that influence the success or failure of DEI initiatives in the tech sector.

This research aims to conduct a bibliometric analysis of the implementation of Diversity, Equity, and Inclusion (DEI) in the technology industry. By systematically reviewing and analyzing the existing body of literature, this study seeks to identify key trends, patterns, and gaps in research related to DEI practices within the tech sector. The objective is to provide a comprehensive overview of how DEI initiatives have been implemented, the challenges encountered, and the outcomes achieved. This analysis will contribute to a deeper understanding of the effectiveness of DEI strategies and offer insights that can guide future research and policy development in the technology industry.

2. LITERATURE REVIEW

2.1 Evolution of DEI in the Technology Industry

The evolution of Diversity, Equity, and Inclusion (DEI) within the technology industry has been shaped by both societal pressures and internal motivations to foster innovation and competitive advantage. In the early stages of the tech

industry's development, DEI was often an overlooked aspect, with companies primarily focusing on rapid growth and technological advancements. However, as the industry matured, the need for diverse perspectives and inclusive practices became more apparent. Studies have shown that diverse teams are more innovative and better at problem-solving, leading to a shift in how tech companies approach DEI [17]. This shift is evident in the increasing number of tech giants like Google, Microsoft, and Facebook that have established comprehensive DEI programs and regularly publish diversity reports to track their progress.

2.2 Impact of DEI on Organizational Performance

A significant body of literature highlights the positive correlation between DEI and organizational performance. For instance, [18] found that companies in the top quartile for racial and ethnic diversity are 35% more likely to have financial returns above their respective national industry medians. Similarly, those in the top quartile for gender diversity are 15% more likely to outperform their industry peers. These findings suggest that diverse and inclusive workplaces are not only a moral and ethical imperative but also a business necessity. The underlying rationale is that diverse teams bring a wider array of perspectives, which enhances creativity and leads to more effective decision-making. Furthermore, inclusive environments foster higher employee engagement and

retention, contributing to overall organizational stability and growth.

2.3 Challenges in Implementing DEI in Tech

Despite the recognized benefits, implementing DEI in the tech industry comes with significant challenges. One of the primary obstacles is the persistent underrepresentation of certain demographic groups, particularly women and racial minorities, in technical roles. This underrepresentation is often attributed to a combination of factors, including biased hiring practices, workplace culture, and the pipeline problem—wherein fewer women and minorities pursue STEM (Science, Technology, Engineering, and Mathematics) education and careers [19]. Additionally, there is a tendency for tech companies to adopt a one-size-fits-all approach to DEI, which may not address the unique needs and experiences of different groups. This lack of tailored strategies can lead to ineffective DEI initiatives that fail to produce meaningful change.

2.4 Strategies for Effective DEI Implementation

The literature suggests several strategies for effectively implementing DEI in the technology industry. One approach is to integrate DEI into the core business strategy rather than treating it as a standalone initiative. This involves setting clear, measurable goals for diversity and inclusion, holding leadership accountable, and ensuring that DEI principles are embedded in all aspects of the organization, from hiring and

promotions to product development and marketing [20]. Another key strategy is to create an inclusive culture that supports and values diverse perspectives. This can be achieved through comprehensive training programs that address unconscious bias, fostering mentorship and sponsorship opportunities for underrepresented groups, and creating employee resource groups (ERGs) that provide support and advocacy.

2.5 *The Role of Leadership in DEI*

Leadership plays a crucial role in the success of DEI initiatives. Research indicates that organizations with committed and engaged leaders who prioritize DEI are more likely to achieve their diversity goals [21]. Leaders set the tone for organizational culture and are instrumental in driving change by modeling inclusive behavior, advocating for DEI, and ensuring that resources are allocated to support DEI initiatives. Additionally, diverse leadership teams themselves can serve as powerful role models, demonstrating the organization's commitment to diversity and inclusion. Effective leaders also recognize the importance of data-driven decision-making in DEI, using metrics and analytics to track progress and identify areas for improvement.

2.6 *Measuring the Impact of DEI Initiatives*

Measuring the impact of DEI initiatives is critical for understanding their effectiveness and making data-driven adjustments. Various metrics can be used to assess DEI progress, including workforce demographics, employee engagement and satisfaction scores, retention rates of diverse employees, and the inclusivity of organizational practices and policies [22]. Additionally, qualitative methods such as employee surveys, focus groups, and exit interviews can provide valuable insights into the experiences of underrepresented groups and identify barriers to inclusion. By regularly monitoring these metrics, organizations can gauge the success of their DEI initiatives and make informed decisions to enhance their strategies.

2.7 *The Future of DEI in the Tech Industry*

Looking ahead, the future of DEI in the tech industry will likely be shaped by several key trends. One emerging trend is the increasing use of technology to support DEI efforts, such as artificial intelligence (AI) and machine learning algorithms designed to reduce bias in recruitment and performance evaluations [23]. Additionally, there is a growing recognition of the need for intersectional approaches to DEI that consider the overlapping identities and experiences of individuals, such as race, gender, sexuality, and disability. This holistic perspective can lead to more inclusive policies and practices that address the needs of all employees. Furthermore, as societal expectations continue to evolve, tech companies will face increasing pressure from stakeholders to demonstrate their commitment to DEI

through transparent reporting and accountability.

3. METHODS

This research employs a bibliometric analysis to systematically review the existing literature on the implementation of Diversity, Equity, and Inclusion (DEI) in the technology industry. Bibliometric analysis involves the quantitative assessment of academic literature, using statistical methods to analyze publications, citations, and authorship patterns. The study begins by identifying relevant publications from Google Scholar using keywords related to DEI and the technology sector. Inclusion criteria will ensure that only peer-reviewed articles, conference papers, and significant reports from reputable sources are considered. Data extraction focuses on publication trends, key themes, influential authors, and highly cited papers within the DEI domain. Network analysis will be used to visualize relationships and collaborations among researchers, institutions, and countries. The findings will be synthesized to identify prevailing trends, gaps, and emerging areas of research.

4. RESULTS AND DISCUSSION
4.1 Research Data Metrics

Table 1. Data Citation Metrics

Publication years	1706-2024
Citation years	318 (1706-2024)
Paper	980
Citations	22238
Cites/year	69.93
Cites/paper	22.69
Cites/author	13334.55
Papers/author	589.95
Author/paper	2.34
h-index	41
g-index	145
hI,norm	30
hI,annual	0.09
hA-index	30
Papers with ACC	: 1,2,5,10,20:437,306,151,79,43

Source: Publish or Perish Output, 2024

The data presented in Table 1 provides a comprehensive overview of the citation metrics for publications related to Diversity, Equity, and Inclusion (DEI) in the technology industry from 1706 to 2024. Over this extensive period, a total of 980 papers have been published, accumulating 22,238 citations. This indicates a significant interest and engagement with DEI topics in the tech sector, especially in recent years. The average number of citations per year is 69.93, reflecting the growing relevance and impact of this research area. With an average of 22.69 citations per paper, it is evident that these publications are well-regarded and frequently referenced within the academic community.

The authorship metrics further highlight the collaborative nature of DEI research in the technology industry. With an average of 2.34 authors per paper, it suggests that studies in this field often involve multiple contributors, which can enhance the robustness and interdisciplinary nature of the research. Additionally, the metrics show a

significant number of authors (approximately 589.95), who collectively have a high citation count of 13,334.55, indicating that a substantial number of researchers are actively contributing to and being recognized within this domain. The data also shows a diverse and extensive authorship base, which is essential for addressing the multifaceted issues related to DEI.

The h-index, g-index, hI,norm, hI,annual, and hA-index provide further insights into the impact and quality of the research output. An h-index of 41 signifies that 41 papers have received at least 41 citations each, demonstrating consistent and impactful contributions from the field. The g-index of 145 indicates that the top 145 articles have together received a large number of citations, reflecting the depth of influence these key papers have. The hI,norm of 30 and hI,annual of 0.09 suggest a normalized and annualized view of citation impact, respectively, while the hA-index of 30 highlights the significant contribution of high-impact articles. Additionally, the specific citation counts for papers with cumulative citation counts (ACC) of 1, 2, 5, 10, and 20, being 437, 306, 151, 79, and 43 respectively, underscore the varying levels of influence across different publications.

Table 2. Top Cited Research

Citations	Authors and year	Title
2876	[24]	Best practices or best guesses? Assessing the efficacy of corporate affirmative action and diversity policies
2418	[25]	Inclusion and diversity in work groups: A review and model for future research
2195	[26]	Why do some universities generate more start-ups than others?
1876	[27]	Does diversity pay?: Race, gender, and the business case for diversity
1871	[28]	Managing diversity: Toward a globally inclusive workplace
1440	[29]	Disentangling the meanings of diversity and inclusion in organizations
898	[30]	Diversity's promise for higher education: Making it work
739	[31]	The diverse world of social enterprise: A collection of social enterprise stories
580	[32]	The fatal flaws of diversity and the business case for ethnic minorities
512	[33]	Managing workplace diversity: Issues and challenges

Source: Publish or Perish Output, 2024

Table 2 presents a list of the top cited research works related to Diversity, Equity, and Inclusion (DEI) in various contexts, reflecting their significant impact and influence in the academic and professional communities. The table includes the citations, authors, year of publication, and titles of the top ten most cited works in this domain. Leading the list is the work by Kalev, Dobbin, and Kelly (2006), titled "Best practices or best guesses? Assessing the efficacy of corporate affirmative action and diversity policies," with a remarkable 2,876 citations. This study's extensive citation count underscores its importance in evaluating and understanding the effectiveness of corporate diversity policies, setting a benchmark for subsequent research in this field.

The second most cited work is by Shore, Randel, Chung, and colleagues (2011), titled "Inclusion and diversity in work groups: A review and model for future research," which has garnered 2,418 citations. This comprehensive review and conceptual model for understanding inclusion and diversity in workgroups have made a substantial contribution to both academic research and practical applications in organizational

settings. Following closely is Di Gregorio and Shane's (2003) study, "Why do some universities generate more start-ups than others?" with 2,195 citations. This research highlights the intersection of DEI with entrepreneurial outcomes, particularly in academic institutions, and offers valuable insights into the factors driving innovation and start-up generation.

Other notable works include Herring's (2009) "Does diversity pay?: Race, gender, and the business case for diversity" with 1,876 citations and Barak's (2022) "Managing diversity: Toward a globally inclusive workplace" with 1,871 citations. Herring's research provides empirical evidence supporting the business case for diversity, emphasizing how diverse workforces contribute to better business outcomes. Barak's recent work addresses global inclusivity in workplaces, reflecting the evolving nature of DEI concerns in an increasingly interconnected world. Roberson's (2006) study, "Disentangling the meanings of diversity and inclusion in organizations," with 1,440 citations, further

explores the nuanced definitions and implications of diversity and inclusion within organizational contexts, highlighting the complexity and multifaceted nature of these concepts.

The table also includes influential works like Smith's (2020) "Diversity's promise for higher education: Making it work," Thompson and Doherty's (2006) "The diverse world of social enterprise: A collection of social enterprise stories," Noon's (2007) "The fatal flaws of diversity and the business case for ethnic minorities," and Patrick and Kumar's (2012) "Managing workplace diversity: Issues and challenges." These studies, with citation counts ranging from 512 to 898, cover a wide array of DEI-related topics, from higher education and social enterprises to the critical examination of diversity strategies and the challenges of managing workplace diversity. Collectively, these top-cited works provide a robust foundation for understanding the multifaceted dimensions of DEI and underscore the significant scholarly and practical contributions made in this area.
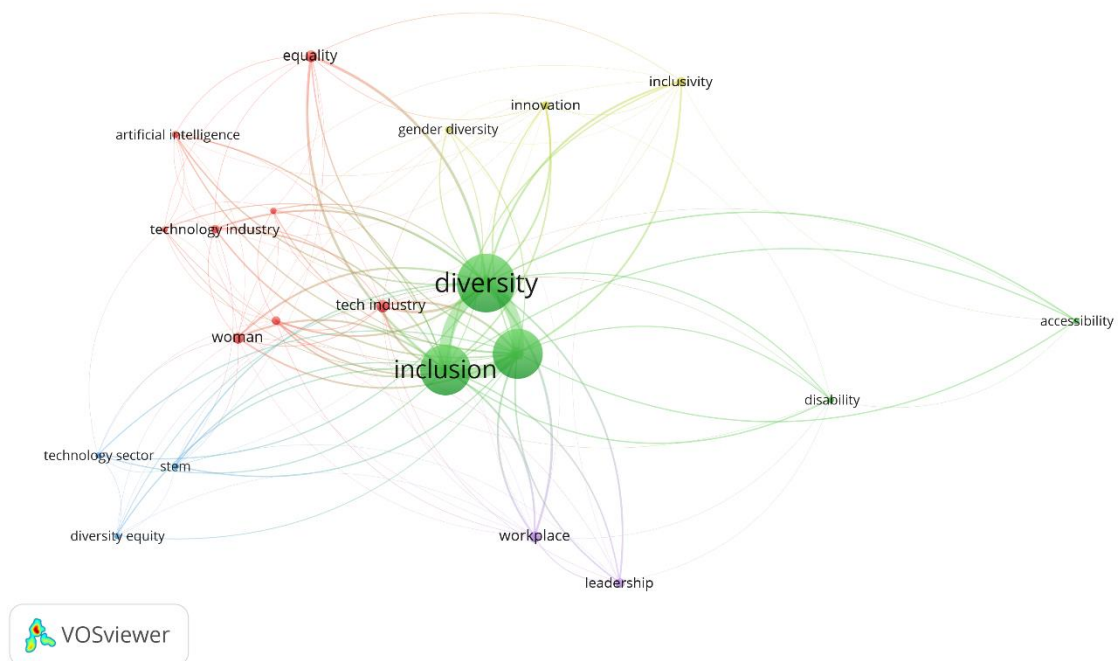

Figure 1. Network Visualization
Source: Data Analysis Result, 2024

The figure presents a keyword co-occurrence network generated using VOSviewer, a tool commonly used for bibliometric analysis and visualization. This network map provides a visual representation of the relationships between various keywords related to Diversity, Equity, and Inclusion (DEI) in the technology industry. The size of the nodes represents the frequency of the keywords, while the links between nodes indicate the co-occurrence of keywords within the same documents. At the core of the network, the keywords "diversity" and "inclusion" appear prominently, suggesting that these are the central themes in the body of literature analyzed. The significant size of these nodes indicates that "diversity" and "inclusion" are frequently discussed and highly relevant topics within the context of DEI in the technology industry.

Surrounding the central themes of diversity and inclusion, several other important keywords form clusters, each representing interconnected topics within the broader DEI discourse. For example, "gender diversity," "equality," and "inclusivity" are closely linked to the core themes. These terms emphasize the multifaceted nature of diversity and inclusion, highlighting different aspects such as gender equity and the general principle of inclusivity. The presence of these keywords in close proximity to "diversity" and "inclusion" underscores the importance of addressing specific dimensions of DEI, such as gender issues, to create more inclusive environments in the tech industry.

Another prominent cluster includes keywords such as "technology industry," "tech industry," and "innovation." These terms are closely connected to the central themes of diversity and inclusion, reflecting the context in which DEI issues are being explored. The technology industry's rapid growth and constant innovation create a dynamic environment where DEI initiatives can have significant impacts. The link between diversity, inclusion, and innovation suggests that diverse and inclusive teams are seen as catalysts for innovative thinking and problem-solving in the tech sector. This

cluster highlights the interdependence between fostering diversity and driving technological advancements.

The keywords "accessibility" and "disability" form another important cluster, indicating a focus on making technology accessible to all users, including those with disabilities. The connections between these terms and the central themes suggest that inclusion in the tech industry also involves ensuring that products and services are designed to be accessible to people with disabilities. This cluster highlights the intersection of DEI with user experience and product design, emphasizing the importance of creating inclusive technologies. Ensuring accessibility is crucial for broadening the user base and enhancing the usability of tech products for diverse populations.

The presence of keywords like "workplace" and "leadership" indicates a focus on organizational practices and leadership roles in promoting DEI. The connection between these terms and the central themes suggests that effective leadership and inclusive workplace cultures are essential for successful DEI implementation. This cluster points to the importance of organizational strategies and leadership commitment in driving diversity and inclusion initiatives. Leaders play a critical role in setting the tone for organizational culture, advocating for DEI principles, and ensuring that resources are allocated to support DEI efforts.

The keywords "diversity equity" and "inclusivity" are also connected to the central themes, reflecting the strategic approaches to DEI in the tech industry. These terms suggest an emphasis on developing and implementing strategies that promote equity and inclusivity, going beyond mere representation to create fair and supportive environments. The connection to the central themes underscores the strategic importance of DEI initiatives in achieving organizational goals and fostering inclusive cultures. Effective DEI strategies involve setting clear, measurable goals, integrating DEI into the

core business strategy, and ensuring accountability at all levels of the organization.

The keyword co-occurrence network map provides a visual and quantitative overview of the central themes and interconnected topics in DEI research within the technology industry. The prominence of keywords such as "diversity," "inclusion," "gender diversity," and "equality" underscores the importance of these themes. The connections between keywords highlight the multifaceted nature of DEI issues, spanning from organizational practices and leadership to specific areas like AI and accessibility. This visualization aids in understanding the current state of DEI research, identifying key focus areas, and revealing potential gaps that future research can address. Overall, it emphasizes the critical role of diversity, equity, and inclusion in driving innovation and creating inclusive tech environments.
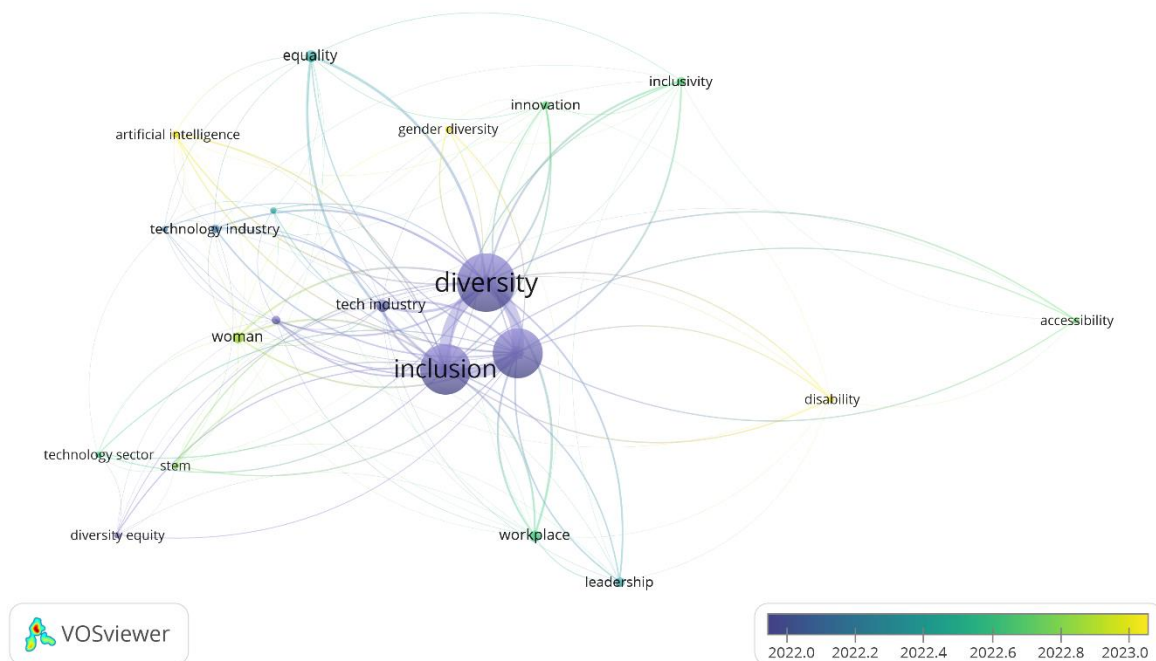

Figure 2. Overlay Visualization
Source: Data Analysis Result, 2024

The figure 2 above presents a keyword co-occurrence network for research on Diversity, Equity, and Inclusion (DEI) in the technology industry, generated using VOSviewer. The nodes represent different keywords, with the size of each node indicating the frequency of the keyword's occurrence in the literature. The links between nodes show the co-occurrence of keywords within the same documents, and the colors indicate the average publication year, providing insights into the temporal evolution of these topics.

The color gradient on the network indicates the average publication year of research associated with each keyword, ranging from 2022 (indicated by blue) to 2023 (indicated by yellow). This gradient helps to visualize the evolution of research topics over recent years. The central keywords "diversity" and "inclusion" are predominantly blue, suggesting that these have been established themes for several years and continue to be focal points in recent research. This consistent interest highlights the ongoing importance of understanding and improving diversity and inclusion practices in the technology sector.

Keywords such as "gender diversity," "equality," and "inclusivity" are closely linked to the core themes. The presence of these

terms, primarily in shades of blue and green, indicates that research on gender diversity and equality has been prominent in recent years and remains a significant focus. The persistent attention to these topics reflects continued efforts to address gender imbalances and promote equal opportunities within the tech industry. The ongoing interest in gender diversity suggests that despite progress, there is still work to be done to achieve gender equity in tech workplaces.

Another significant cluster includes keywords related to the technology industry itself, such as "technology industry," "tech industry," and "innovation." These keywords are also predominantly blue and green, indicating that discussions around the role of DEI in fostering innovation and addressing industry-specific challenges have been ongoing and remain relevant. The link between diversity, inclusion, and innovation highlights the recognized benefits of diverse teams in driving creativity and problem-solving, which are crucial for the tech industry's growth and competitiveness.

Keywords such as "artificial intelligence" and "STEM" appear in the network with colors indicating more recent attention (green and yellow). This suggests that the intersection of DEI with emerging technologies like artificial intelligence is a newer area of focus. The ethical implications of AI, including issues of bias and fairness, are becoming increasingly relevant in DEI discussions. Similarly, efforts to promote diversity in STEM education and careers are critical for addressing the pipeline problem and ensuring diverse representation in the tech workforce. These emerging trends highlight the evolving nature of DEI research, as it adapts to new technological and societal developments.

Keywords related to organizational practices, such as "workplace" and "leadership," are also significant in the network. The colors indicate that these topics have been consistently relevant over recent years. Effective leadership and inclusive workplace cultures are essential for the successful implementation of DEI initiatives. The connection between these keywords and the central themes of diversity and inclusion underscores the importance of organizational strategies and leadership commitment in driving meaningful change. This cluster points to the need for continued research on best practices for fostering inclusive workplaces and the role of leaders in championing DEI efforts.
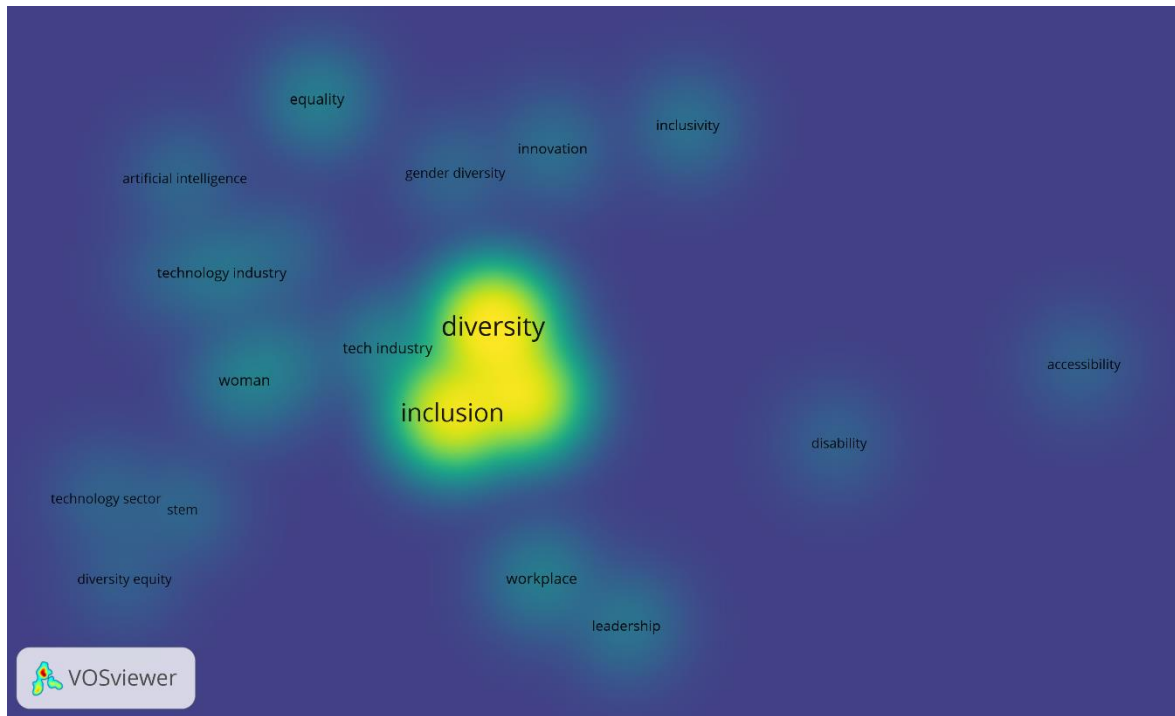
Figure 3. Density Visualization
Source: Data Analysis, 2024

The figure presents a keyword density visualization map generated using VOSviewer, focusing on research related to Diversity, Equity, and Inclusion (DEI) in the technology industry. This visualization highlights the areas of high research activity and potential gaps in the existing literature. The intensity of the color indicates the density of keyword occurrences, with yellow and green areas representing higher concentrations of research activity, while blue areas indicate lower densities.

The central themes of "diversity" and "inclusion" are prominently highlighted in the visualization, appearing in bright yellow. This indicates that these topics are the most frequently studied and discussed within the DEI literature in the technology sector. The high density around these keywords underscores their foundational importance in the field. The clustering of these terms suggests that they are central to most discussions and analyses related to DEI, serving as the core around which other related topics revolve.

Keywords such as "technology industry," "tech industry," "workplace," and "leadership" appear in green to light blue, indicating a moderate level of research activity. These terms suggest that organizational practices and leadership roles are important areas of focus in DEI research. The emphasis on "workplace" and "leadership" highlights the significance of creating inclusive workplace cultures and the role of leaders in fostering diversity and inclusion. The moderate density around these terms suggests that while they are well-studied, there is still room for further exploration and deeper understanding.

Several keywords appear in blue, indicating areas with lower research density. These include "accessibility," "disability," "artificial intelligence," "STEM," and "diversity equity." The presence of these terms in blue suggests that they are emerging areas of interest or have not been as extensively studied as the central themes. For example, "accessibility" and "disability" highlight the importance of making technology inclusive for all users, including those with disabilities. The lower density around these terms indicates an opportunity for more in-depth

research to address gaps in knowledge and practice.

The keyword density map reveals several key opportunities for future research. The relatively low density of keywords like "accessibility," "disability," and "artificial intelligence" points to a need for more focused studies in these areas. As technology continues to advance, ensuring that innovations are accessible to all users, including those with disabilities, is critical. Research can explore best practices for inclusive design, the impact of accessibility on user experience, and the role of AI in promoting or hindering accessibility.
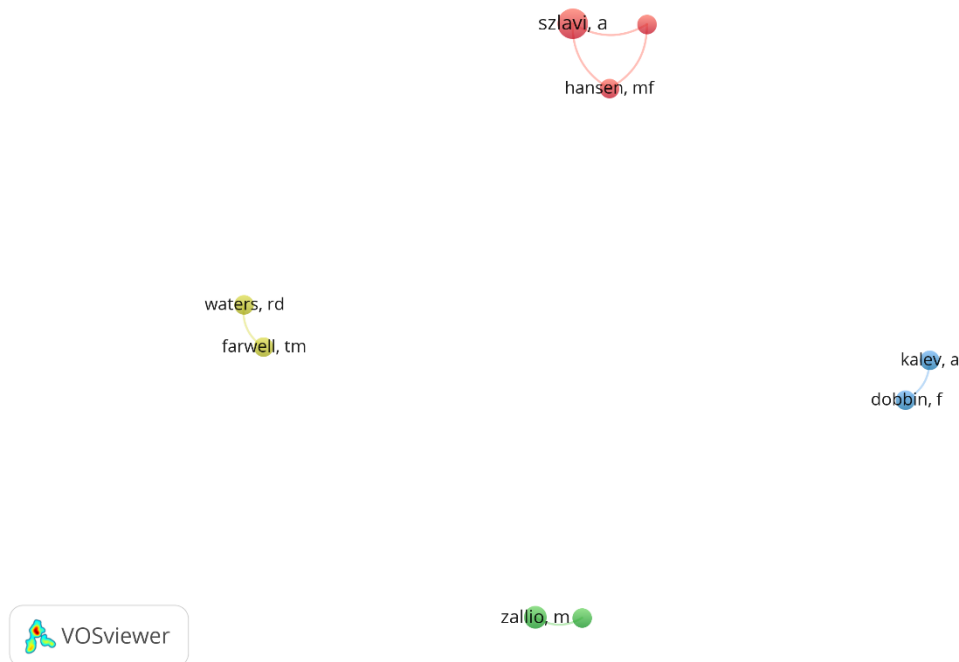

Figure 4. Author Collaboration Visualization
Source: Data Analysis, 2024

The figure presents an author collaboration network generated using VOSviewer, focusing on research related to Diversity, Equity, and Inclusion (DEI) in the technology industry. Each node represents an author, with the size of the node indicating the author's contribution or frequency of their publications within the network. The links between nodes represent collaborative relationships, indicating co-authorship on published papers. The different colors of the nodes and links reflect distinct clusters or groups of authors who frequently collaborate with each other.

The network reveals several distinct clusters of authors who collaborate on DEI research. One prominent cluster includes "szlavi, a" and "hansen, mf," depicted in red.

This cluster indicates a strong collaborative relationship between these authors, as shown by the multiple links connecting them. Another significant cluster features "kalev, a" and "dobbin, f," highlighted in blue, also showing a robust co-authorship bond. Additionally, there are smaller clusters, such as "waters, rd" and "farwell, tm" in yellow, and "zallio, m" in green. These clusters suggest that DEI research in the tech industry is conducted by distinct groups of researchers who frequently collaborate within their respective circles. However, the relatively sparse connections between clusters indicate limited collaboration across different author groups, suggesting an opportunity for increased interdisciplinary and inter-group

research efforts to enhance the breadth and impact of DEI studies.

5. CONCLUSION

The analysis of DEI research in the technology industry, encompassing thematical clusters, research trends, potential research topics, and author collaborations, reveals a multifaceted and evolving field. Thematic clusters highlight central themes such as diversity and inclusion, surrounded by related topics like gender diversity, equality, and innovation, indicating their foundational importance. Research trends show sustained interest in core themes, with emerging focus areas like accessibility, disability, and artificial intelligence, reflecting the field's responsiveness to new challenges and technological advancements. Potential research topics identified include deeper exploration of accessibility, intersectionality, and the impact of leadership and organizational practices on DEI outcomes. Author collaboration networks reveal distinct clusters of researchers, suggesting strong intra-group collaborations but limited inter-group interactions, indicating an opportunity for broader interdisciplinary cooperation. Overall, the field of DEI in the tech industry is characterized by significant progress and ongoing challenges, with ample opportunities for further research and enhanced collaborative efforts to drive meaningful change.

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