

2021

a year in review



Anniversary Report

We are connectors. We are disruptors.
We are champions for women in measurement!





November 11, 2021

Dear Women in Measurement Community Members,

It is my incredible honor to be writing to you on our first anniversary. One year ago today we held our first Board of Directors meeting and laid out a vision for a different kind of professional organization: One dedicated to the advancement of gender and racial equity in educational measurement leadership. In addition to forming a network of almost 700 women, you all have helped us achieve more than we initially imagined. We are proud to have become a community, a space for support and empowerment, and a place for dialogue and disruption.

We are sharing this anniversary report to highlight the contributions of so many of you who have taken the idea and promise of our organization and turned it into the vibrant and growing community it is today. Thank you to the esteemed leaders who have served as panelists at our mentoring sessions, who openly shared their experiences and expertise with all of us. Thank you to the hundreds of you who attended and engaged in the conversations at these powerful sessions. Thank you to our inaugural cohort of seven Women in Measurement Fellows and all those who submitted outstanding research proposals. Thank you to Dr. Linda Cook, our 2021 Women in Measurement Leadership Award recipient, for your career-long commitment to mentoring women in our field and to all those who joined us in celebrating her accomplishments at our 2021 networking reception. Thank you to our many individual donors and corporate sponsors who generously finance our programming and events. And finally, let me express my deepest gratitude for the dedicated leadership team and Board of Directors of Women in Measurement, without whom this volunteer-run organization would not be possible.

As we look ahead to next year, we are excited to expand our programming. In 2022, I am looking forward to learning from women in our field at another six mentoring sessions, launching a quarterly mentoring circle for women of color, connecting with all of you at a ***fingers-crossed*** in-person networking reception, hosting two Women in Measurement sessions at national professional conferences, and accepting our next cohort of Women in Measurement Fellows. Additionally, we are proud to be partnering with NCME and AERA to spearhead our own research that measures and tracks the status of women and racially minoritized students and professionals in our field.

Thank you all for your engagement and support in this first, ground-breaking year for Women in Measurement. Cheers to many more!

Sincerely,



Susan Lyons
Executive Director
Women in Measurement

ABOUT US

VISION & MISSION

The vision of Women in Measurement is to serve as the epicenter for empowering women in educational measurement.

The mission of Women in Measurement is to advance gender and racial equity in educational measurement leadership. We amplify the diverse voices of all women and provide structures of support for career advancement.

CORE VALUES

- Diversity
- Courage
- Vulnerability
- Learning
- Empowerment

DIFFERENTIATORS

Leadership. We are women leading!

Engaging Dialogue. We believe in the power of community and our diverse stories.

Social justice consciousness and advocacy for diverse representation.

Holistic career support at every stage.

LEADERSHIP



Susan Lyons
Executive Director



Jennifer Dunn
Chief Operating Officer



Fiona Hinds
Chief Strategy Officer



Kadriye Ercikan
Board



Ellen Forte
Board



Jennifer Randall
Board



Ye Tong
Board

PROGRAMS

Mentoring

The Women in Measurement mentoring program seeks to create meaningful connections among women in our field. We offer a series of panelist discussions, each dedicated to developing a candid, deep dive conversation around a relevant topic. The mentoring program provides a venue to explore issues and solutions related to the advancement of women and ethnic minorities, while building community and connections among women in our field. Participants have opportunities to share their experiences and to seek advice from panelists and others. We offered four mentoring sessions in 2021.

Exploring Careers in Measurement



Jennifer Dunn hosted our inaugural mentoring session where the panelists discussed different career paths in our field. Each of the panelists has experience from at least two different sectors of our field.

“No topic seemed off limits, and all responses were real and candid.”

– Participant

- Kadriye Ercikan, *Vice President of Research and Measurement Sciences, Educational Testing Service & Professor Emerita, Faculty of Education, University of British Columbia*
- Kristen Huff, *VP of Assessment and Research at Curriculum Associates*
- Marianne Perie, *Founder and President of Measurement in Practice*

A Deep Dive Discussion on Mentoring



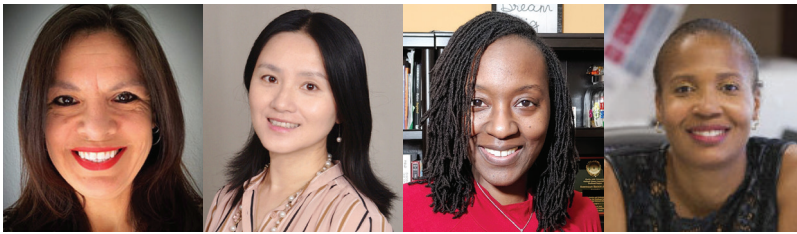
Kadriye Ercikan facilitated a discussion among panelists and participants exploring effective mentorship strategies.

“I appreciated the perspectives from women in different career stages.” – Participant

- Nina Deng, *Director of Learning Analytics and Psychometrics at Kaplan Inc.*
- Sara Finney, *Professor and Associate Director for the Center for Assessment and Research Studies at James Madison University*
- Laura Hamilton, *Associate Vice President of Research Centers at ETS*
- Medjy Pierre-Louis, *PhD student at the University of Colorado-Boulder*

PROGRAMS (continued)

Women of Color in Measurement



Fiona Hinds provided a venue for women of color to share and discuss their experiences in the measurement field including confronting racial and gender inequities and navigating the workplace.

“Facilitator and panelists are wonderful, informative and well prepared.” – Participant

- Elda Garcia, *Executive Director of the National Association of Testing Professionals*
- Lydia Liu, *Principal Research Director at ETS*
- Kyndra Middleton, *Associate Professor and Director of Graduate Studies for the School of Education at Howard University*
- Jennifer Randall, *Associate Professor, Director of Evaluation at the Center for Educational Assessment, and Associate Dean of Academic Affairs in the College of Education at the University of Massachusetts-Amherst*

A Deep Dive Discussion on Leadership



Susan Lyons facilitated a conversation that explored concepts including finding a position with opportunities for growth, moving into a leadership position, strategies for effective leadership, and considerations for women and people of color in leadership.

“Excellent facilitation, excellent panelists. The meeting was far more inspirational and supportive than I ever imagined.” – Participant

- Suzanne Tsacoumis, *President and CEO of HumRRO*
- Tabitha Bellamy, *NAEP State Coordinator at the New Jersey Department of Education*
- Laura Slover, *CEO of CenterPoint Education Solutions*
- Ye Tong, *VP of Psychometrics and Research at Pearson*

WOMEN IN MEASUREMENT FELLOWSHIP PROGRAM

Women in Measurement offers an annual research fellowship program to support outstanding research that seeks to better understand the intersection of race, gender and educational measurement. The fellowship awards of \$500 - \$2,500 are intended to promote female-led research that focuses on advancing equity in the field of educational measurement. The fellows meet monthly to build community, connect, and share insights and seek feedback on their research projects.

Congratulations to our inaugural cohort of research fellows. We are proud to announce that all fellows are scheduled to present their research at honorary sessions at either AERA or NCME in 2022.

GRAND PRIZE WINNER



JADE CAINES LEE

Assistant Professor of Educational Leadership at Clark Atlanta University

Amplifying Marginalized Voices: The Experiences of Black Women in Educational Measurement



MARIA BAEZ-CRUS

Post-Doc at Georgia Tech

Measuring Teacher's Promotion of Sociocultural Integration: A Scenario-Based Validation



XIAOYAN GU

Doctoral Student at University of Nebraska-Lincoln

The Perceptions and Practice of Classroom-based Language Assessment for Language-Minority Students: A Translanguaging Perspective



REKA BARTON

Doctoral Student at San Diego University

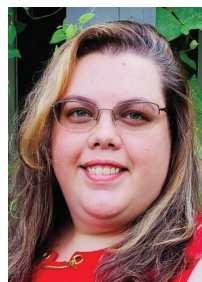
Testifying & Testimonios: The Importance of Mentoring Relationships for Black Female and Latina Graduate Students on the Pathway to the Professoriate



MAEGHAN HENNESSEY

Associate Professor at the University of Oklahoma

Expanding a Consequential Validity Framework for Equity-Minded Assessment



SANDRA BOTHA

Doctoral Student at University of Massachusetts-Amherst

Avatars and Choice: Towards Culturally-Responsive Assessment of Black and Brown Middle School Students



TOMOE KANAYA

Associate Professor at Claremont McKenna College

The Representation of Women and People of Color in the Editorial Boards of Peer-Reviewed Journals for Educational Measurement

NETWORKING AND LEADERSHIP AWARD

In October we hosted over 75 women at our first-of-its kind networking reception. In addition to topic-based discussion rooms, we were thrilled to honor Dr. Linda Cook with our 2021 Women in Measurement Leadership Award in recognition of her outstanding commitment to mentoring women in our field.

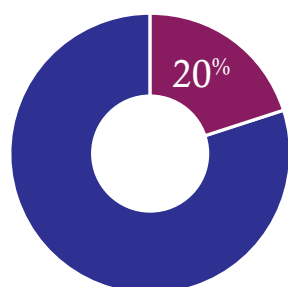
Left: Dr. Linda Cook



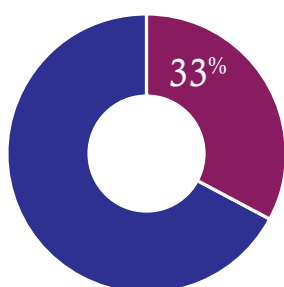
CONFERENCE SESSION

The Women in Measurement leadership team and Board of Directors hosted an invited session at the 2021 annual meeting of the National Council for Measurement in Education in which Susan Lyons shared some preliminary data that highlights the underrepresentation of women, and minoritized women in particular, in positions of leadership in our field. This was followed by a panel discussion facilitated by Jennifer Dunn. Panelists Ellen Forte, Ye Tong, and Jennifer Randall, each of whom has forged a distinguished career path in a different sector of our field, shared experiences and strategies that have helped them succeed. Commentary from our discussant, Kadriye Ercikan, provided insightful reflections on the issues presented and strategies discussed. We reserved time during this session to facilitate interactive discussion, allowing attendees to share their experiences and reflections. Overall the session set the foundation for an open dialogue to understand and dismantle the systems of oppression that perpetuate inequities in our field.

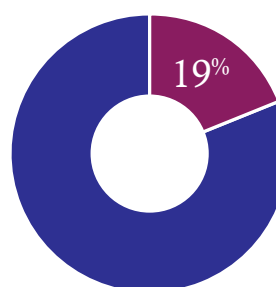
WOMEN IN LEADERSHIP*



Full Professors at Top Ed Psych Programs



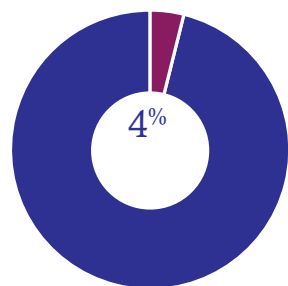
Head of Assessment at Large Testing Companies



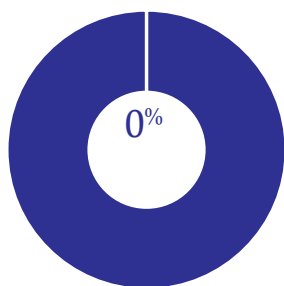
NCME Presidents



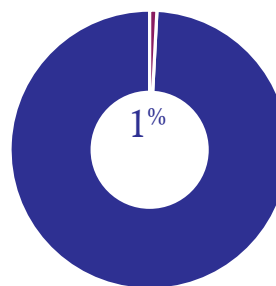
WOMEN OF COLOR IN LEADERSHIP*



Full Professors at Top Ed Psych Programs



Head of Assessment at Large Testing Companies



NCME Presidents



**Preliminary data collected from publicly available information in March 2021. More formal data collection and a thorough field analysis is planned for 2022.*

STRATEGIC PLANNING & LOOKING AHEAD: GOALS FOR 2021 - 2023

During our strategic planning process we re-visited and established a vision, mission, core values, and differentiators. This process was approached with the exploration of future possibilities, and the creation of a three year plan that included strategic themes, goals and initiatives.

Over the next few years we will continue to pursue our mission. We have four focal areas with key initiatives and metrics for each.



1. Establish WIM as a leading nonprofit for empowering and growing diverse women leaders in measurement

- Share our mission and vision within the measurement community broadly
- Maintain financial stability and solicit sponsorship
- Evaluate and monitor our organizational structure for efficacy and efficiency



2. Create a trusted community of women in measurement

- Host six mentoring sessions annually
- Establish quarterly women in color mentoring circles
- Host six fellowship circle meetings



3. Share collective knowledge & resources with contributions from women at all career stages.

- Collect data and disseminate a state of the field report that describes the degree of gender and racial parity in our field
- Define the vision and parameters for a resource hub to support women in our field



4. Provide a platform to amplify the voices of women

- Coordinate presentations at national conferences
- Highlight the accomplishments of women in our monthly newsletter and through our annual leadership award

SPONSORS

We rely on the generous support of our individual donors and corporate sponsors who make our organization and programming possible. Thank you for the incredible support, we hope you will continue to value the work we are doing at Women in Measurement.

Individual Donors

(as of 10/06/21)

Christie Barron
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Renee Foran
Laura Hamilton
Emily Ho
Andrew Ho
Madison Holzman
Cara Laitusis
Joni Lakin
Suzanne Lane
Lindsay Lee
Kate Nolan
Olasumbo Oluwalana
Renee Roran
Elizabeth Stone
Catherine Taylor
Alina von Davier
Phoebe Winter

2021 Corporate Donors

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Interested in becoming a supporter of Women in Measurement? Please reach out to us at info@womeninmeasurement.org to learn more about the benefits of becoming a sponsor.

2021



www.womeninmeasurement.org