



Anniversary Report

2022

A YEAR IN REVIEW



WE ARE CONNECTORS.
WE ARE DISRUPTORS.

*We are Champions for
Women in Measurement.*

November 11, 2022

Greetings Women in Measurement Community Members,

This has been an exciting and momentous year for us, and it is with great enthusiasm that we provide you with our second annual report. This year, we continued to build on the foundation set during our inaugural year for advancing gender and racial equity in the field of educational measurement. We grew our network to over 800 women and this powerful community influenced strategic expansions to our organization's vision. We have strengthened our purpose, our identity, and our visibility as a dynamic, thought-provoking, and equity-oriented community.

The Women in Measurement 2022 anniversary report provides highlights from the past year and shares some of our engagements aimed at deepening our connections to one another. We have created space for vulnerability, inspiration, and disruption as a part of the work that advances gender and racial equity measurement; and we did this together! This report highlights the collective participation and contributions made towards our programming and gratitude for the distinguished, passionate, and thoughtful leaders who volunteered their time to share their personal stories and professional wisdom. This year, we awarded fellowships to two international research fellows, and we look forward to providing a platform for their important research. We held our first in-person events including a celebratory networking session and conference sessions at national and regional convenings. In addition, we secured funding and partnerships with NCME and AERA to develop a state-of-the-field report that measures and tracks the status of women and racially minoritized professionals in the field of educational measurement.

Thank you to our many individual donors and corporate sponsors who generously finance our programming and events. Our work relies on the community of support offered by our sponsoring organizations and people like you. 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 approach 2023, I am looking forward to laying groundwork for our next three-year strategic plan. I will be focused on leveraging your experiences and feedback about how we can improve our organization to further efforts to support women in measurement and advance gender and racial equity in the measurement field.

We are all looking forward to seeing you during our virtual and in-person events including the 2023 networking session and additional conference events. Thank you for your meaningful contributions to Women in Measurement!

Wishing you all the best for the New Year ahead!



Fiona Hinds
Chief Strategy Officer
Women in Measurement
fiona@womeninmeasurement.org



MISSION
 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.



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



DIFFERENTIATORS.

- Leadership. We're 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

Board of Directors



**KADRIYE
 ERCIKAN**



**ELLEN
 FORTE**



**JENNIFER
 RANDALL**



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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 women of color 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. Since our last annual report, we have offered six, free and open mentoring sessions as well as one session dedicated specifically to supporting women of color.

Our Women Of Color Mentoring Circle

Beyond Intersectionality: Defining Who We Are In The Workplace... For Us By Us

Panelists: Dr. Fiona Hinds & Dr. Gerunda Hughes

What women of color bring to the workplace because of who we are frames our brilliance, contributions, perspective, ideas and actions and we can define that for ourselves! We have various experiences that include and go beyond intersectionality of identity, context and circumstances Dr. Gerunda Hughes, Howard University, Professor Emeritus, Dr. Fiona Hinds, Cognia Senior Advisor and other panelists facilitated a conversation about what we really bring to the table to expand the narrative of defining who we are in the workplace... for us and by us.

Participant Quote:

“There is so much vulnerability in negotiating who you are and what you bring to the table. I appreciate each panelist and their unique experiences and hearing them reflect on aspects of their identity made me think deeply about my own.”



DR. FIONA
HINDS



DR. GERUNDA
HUGHES

Our Mentoring Sessions

Career Transitions In The Field Of Measurement In 2022

Panelists: Sara Finney & Karla Egan

Forecasts for 2022 suggested it would be a year of ‘great resignation’, with many leaving their jobs for other opportunities. Such transitions may offer new and exciting pathways for growth and also feel a bit risky. Similarly, students on the verge of completing their graduate programs and looking ahead to the start of their careers in measurement face a range of options, each with its own set of pros and cons. In this session, Dr. Ellen Forte led a discussion among seasoned professionals who will offer insights and suggestions for those considering career transitions. How should I compare my current and possible future options for my work satisfaction? For achieving my short- and long-term career goals? What does a ‘day in the life’ look like for an operational psychometrician? For an academic? For a mom on a career fast-track? We discussed these and other questions that arise on our varied and branching career paths.

Participant Quote:

“The open dialogue from each panelist. I appreciated the gritty truth and their willingness to share their experiences.”



SARA
FINNEY



KARLA
EGAN

In Pursuit of Justice -- How Can Women in the Field of Measurement Curate and Elevate Social Justice Research and Practice in Our Profession

Panelists: Britte Haugan Cheng, Emi Iwatini, Pamela Paek, & Jade Caines Lee

Dr. Jennifer Randall led a discussion among several panelists with varied perspectives and experiences in the field to share what they know, don’t know, and struggle within pursuit of justice.

Participant Quote:

“This is about owning and repairing where we cause harm within our community, and again, cleaning up our own messes with each other, to truly coalesce as a group.”



BRITTE
HAUGAN CHANG



EMI
IWATINI



PAMELA
PAEK



JADE
CAINES LEE

Navigating The Testing Industry

Panelist: Ye Tong

Dr. Tong shared her experiences working in the testing industry in the past 17 years and provided advice for people at various stages of their careers. This was an interactive session, where all participants were invited to contribute to small group discussions.

Participant Quote:

“Such a great reminder of the power of women helping women. Great information, great discussion.”



YE
TONG

Strategies for Developing Leadership Skills

Panelists: Katie McClarty & Luz Bay

Jennifer Dunn led a discussion with Drs. Katie McClarty and Luz Bay as they shared strategies they have used to develop and refine leadership skills as they navigated their impressive careers. They reflected on what they learned from successful and challenging experiences. This session was an interactive safe-space session where women had an opportunity to engage with both speakers in a small group setting.

Participant Quote:

“Effective leaders are “above the business,” and not always in the business (in the weeds). That shifts my understanding of the role that leaders play in an organization.”



KATIE
MCCLARTY



LUZ
BAY

Resilience And Wellbeing

Panelists: Peggy Carr, Christina Cipriano, & Susanne Lane

As women leaders we tackle obstacles, navigate changes, strive to improve and recover from negative events. As we navigate our careers it is critical that we create balance in our lives which means fueling professional, emotional, and physical health. Kadriye Erkisan facilitated an in-depth discussion on resilience and well-being with Drs. Peggy Carr, Christina Cipriano, and Susanne Lane.

Participant Quote:

“The panel was so impressive, but what really left an impression on me was how “real” and open each person was in what they shared. Each panelist showed a vulnerable side that was so different than so many other professional webinars and panels. Thank you. What resonated with me was the words of advice at the end, especially the reminder to listen to your inner voice and that to find work that you enjoy doing is such a gift.”



PEGGY
CARR



CHRISTINA
CIPRIANO



SUSANNE
LANE

Stuff They Didn't Teach You In Graduate School

Panelists: Maria Harndani, Pohai Kukea Shultz, & Sue Lottridge

Dr. Ellen Forte will facilitate an in-depth discussion with Maria Harndani, Pohai Kukea Shultz, and Sue Lottridge on “Stuff They Didn't Teach You in Grad School.” This lively event will focus on things these leaders have learned on the job, things they wished they'd known earlier, and things they want more junior women to know. Lessons learned, wisdom and tidbits for navigating home/family/community settings and implications for careers will be shared. This will be a safe-space session where women will have an opportunity to interact with the speakers.



MARIA
HARNDANI



POHAI
KUKA SHULTZ



SUE
LOTRIDGE

Fellowships

Women in Measurement is proud to offer a research fellowship program. Our fellowship program provides support for outstanding research aimed at advancing our understanding of race and gender issues in our field. The award is intended to promote women-led research that focuses on gender and/or racial equity in the professional field of educational measurement--which includes academic, industry, non-profit, and governmental sectors. In addition to receiving the award and presenting their work publicly, our Women in Measurement Research Fellows become part of a fellowship community that meets regularly to connect, share insights and seek feedback on their research projects.

Congratulations to our second cohort of research fellows, Dr. Leslie Rosales and Dr. Njideka Mbelede. We look forward to amplifying their important work when their research is complete!



DR. LESLIE ROSALES

Senior Psychometrician at JML Measurement and Testing Services

Project Title: Career Opportunities for Women in Measurement in Latin America

DR. NJIDEKA GERTRUDE MBELEDE

Faculty of Education, Nnamdi Azikiwe University Awka, Anambra State

Project Title: Women in Educational Measurement: Overcoming the Challenge of Visibility



Networking and Awards

During the 2022 NCME conference in San Diego, we hosted over 75 Women in Measurement supporters at our in-person networking reception in honor of the outstanding contributions of the late Dr. Barbara Dodd. Dr. Dodd was the 2022 recipient of our annual Women in Measurement Leadership Award, an award selected by the Women in Measurement Board of Directors to recognize a leader in the field who has contributed significantly to advancing the mission of Women in Measurement through her work. We were privileged to hear touching tributes to Dr. Barbara Dodd from Drs. Laurie Davis, Luz Bay, Jon Twing, and Kristen Huff. The words spoken on behalf of Dr. Dodd, in recognition of her commitment to mentoring women in our field, were moving and inspirational.



Speaker Series

Women in Measurement was thrilled to be involved in three high-profile sessions at the conferences held by the American Educational Research Association (AERA), the National Council on Measurement in Education (NCME), and the Northeastern Educational Research Association (NERA) in 2022. At AERA and NCME, the work of our research fellows was showcased. The NERA session was dedicated to sharing the journey of Women in Measurement, our purpose, programs, and vision in relation to promoting racial and gender equity.

NCME Conference

Amplifying the Voices of Women of Color in Measurement

Presenters: Jade Caines Lee, Reka Barton, & Gerunda Hughes

The NCME coordinated session was designed to amplify the voices of marginalized women in our field, explore the representation of women and people of color on editorial boards of peer-reviewed journals, and examine the importance of mentoring for Black women and Latinas in graduate school. Dr. Susan Lyons opened the session by emphasizing the urgent need to recruit and retain a more diverse set of measurement professionals. Research was presented by two Women in Measurement Fellows, Dr. Jade Caines Lee and Reka Barton. The session closed with commentary of renowned scholar, Dr. Gerunda Hughes, who will provide her reflections on the significance of the research presented, drawing from her expertise and own experiences in the field.



**JADE
CAINES LEE**



**REKA
BARTON**



**GERUNDA
HUGHES**

AERA Conference

Assessment in the Service of Learning for Culturally- and Linguistically-Diverse Students

Presenters: Sandra Botha, Maeghan Hennessey, & Sharon Nelson-Barber

Honorary AERA President Dr. Edmund Gordon brought together a group of young, talented scholars who are working to advance more equitable learning and assessment systems. We were thrilled that some of our WIM fellows were selected to present their research at this critical event. 2021 Women in Measurement Research Fellows, Sandra Botha and Dr. Maeghan Hennessey, shared their research related to assessment in the service of learning for culturally diverse students. The papers were followed by remarks from esteemed scholar, Dr. Sharon Nelson-Barber.



MAEGHAN
HENNESSEY



SANDRA
BOTH A



SHARON
NELSON-BARBER

NERA Conference

Sharing the Story of Women in Measurement

Presenters: Fiona Hinds, Jennifer Dunn, Jade Caines Lee, & Ellen Forte

The NERA session shared the story of Women in Measurement, how it came about, why it is important and what we hope to accomplish. The esteemed panel included two WIM officers: Dr. Fiona Hinds, Dr. Jennifer Dunn; a WIM research fellow: Dr. Jade Caines Lee, and a WIM Board member: Dr. Ellen Forte. We provided context for the organization, our vision and mission, and programs. The discussion emphasized how WIM is designed to amplify the voices of aspiring women leaders and promote discussions of gender and racial equity. We aim to empower women and women of color to advance throughout their careers in the measurement field.



FIONA
HINDS



JENNIFER
DUNN



JADE
CAINES LEE



ELLEN
FORTE

State of the Field Report

Women in Measurement recognizes the urgent need to gather and track data on the state of gender and racial equity in our field. In partnership with AERA and NCME we are working quickly to produce a first-of-its kind State of the Field report. We are thrilled to have a dedicated Research Scientist to take the reins on leading this work, Thao Vo. Thao is a doctoral student at Washington State University and provides the following update on the work.



The past three decades of employment reports show that while our profession's demographic makeup is trending more female and racially/ethnically diverse than ever, workplace inequalities persist in influential and well-compensated positions. These trends mirror the national reports detailing how women account for a growing share of U.S. labor but remain overrepresented in lower-paying occupations.

In a concerted effort to characterize workplace equity in the educational measurement community, Women in Measurement (WIM) has partnered with the American Educational Research Association (AERA) and the National Council on Measurement in Education (NCME) to produce the first-of-its-kind report documenting the state of the field report on workplace parity. Unlike previous reports, this current study adopts an intersectional framework that focuses

on the pervasive experiences of intersecting and marginalized groups – particularly women of color. This study also examines our field's perceptions of employment diversity, equity, and inclusion (DEI) practices, providing insight into the possible mechanisms for why workplace inequities persist.

Thus far, we conducted an extensive review of peer-reviewed articles on the topics related to measurement, employment, and diversity to develop a survey instrument that extends the existing surveys on workplace parity in educational measurement (e.g., National Study of Postsecondary Faculty). We consulted twelve measurement professionals from diverse work sectors who varied in their employment positions, organizational affiliations, skillsets, and identity backgrounds. After several iterations, we finalized a 20-minute survey that includes close- and open-ended questions about demographic characteristics, educational training, professional experiences, salary, and perceptions of workplace DEI. Our sampling frame is a census of measurement professionals (including graduate students and post-docs) affiliated with AERA, NCME, and WIM organizations.

We are preparing to launch the survey in the coming weeks, once the survey is live, we will encourage all of you within our community to share your voices to help us in our collective fight for gender and racial equity in educational measurement.

Strategic Plan 2021-2023 ...

Living The Vision, Mission & Core Values!



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 regular women in color mentoring circles
- Build a community of support with our Research Fellows

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 equity 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.

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