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## ANNUAL REPORT



**WE ARE CONNECTORS.  
WE ARE DISRUPTORS.**

*We are Champions for  
Women in Measurement.*

**2023**

**A YEAR IN REVIEW**

Dear Women in Measurement Community Members,

It is with great joy that I share the extraordinary 2023 accomplishments of Women in Measurement. As we celebrate our third anniversary, our organization continues to thrive as a vibrant and inclusive community, wholeheartedly dedicated to advancing gender and racial equity in educational measurement leadership.

Over the past year, we experienced remarkable growth, with our network expanding to include over 1200 students and professionals on our distribution list and amassing more than 1,300 followers on social media. In 2023, Women in Measurement orchestrated nine impactful mentoring sessions, hosted two enriching networking receptions, provided support to two remarkable ResearchHERs, and took the lead in four influential conference presentations. Our thriving community of professionals and students has been the driving force behind strategic expansions to our organization's roadmap for the future. We have strengthened our purpose, clarified our identity, and amplified our visibility as a dynamic, thought-provoking, and equity-driven community.

Our 2023 annual report reflects the richness of the past year of programming and events. The most noteworthy progress lies in our mentoring program, which has evolved beyond panel discussions to encompass fireside chats with distinguished leaders and workshops tailored to enhance the skills of our community. In 2024, Women in Measurement aims to extend this impact further through the mentoring circle pilot program, creating opportunities for small groups of women with shared interests to convene regularly throughout the year. Our deepest gratitude extends to our esteemed panelists and all who engaged in the mentoring program this year.

In 2023, we awarded fellowships to two exceptional international ResearchHERs. Our ResearchHER program provides financial support, a community, and a platform to showcase exceptional women-led research that advances the mission of Women in Measurement. Additionally, we proudly honored Dr. Peggy Carr as our 2023 WIM Leadership Award recipient. Our annual reception was particularly poignant, graciously sponsored by edCount, a women-founded and women-owned business, in celebration of its 20-year anniversary. Additionally, our second networking reception, co-hosted with the Center for Measurement Justice, marked our inaugural participation at the conference for Culturally Responsive Evaluation and Assessment (CREA).

We extend our deepest appreciation to our individual donors and corporate sponsors whose generous support has been instrumental in financing our programming and events. Your contributions form the bedrock of our vital work.

As I contemplate the journey ahead into 2024, I am filled with pride at the collective impact of Women in Measurement. I am profoundly grateful for all who have contributed to this journey. My fellow officers' experiences and feedback are invaluable in shaping the future of Women in Measurement. The unwavering commitment of the Board of Directors is the driving force behind the success of this volunteer-run organization. I am forever inspired by the Women in Measurement community, the heartbeat of our organization. It has been a privilege to be a part of this endeavor, advancing gender and racial equity in the measurement field.

*Wishing you all the very best in 2024!*

Warm Regards,

A handwritten signature in black ink, reading "Jennifer L. Dunn". The signature is fluid and cursive, with the first name "Jennifer" being more prominent and the last name "Dunn" following in a similar style.

Jennifer L. Dunn  
Chief Operating Officer, Women in Measurement

# MISSION & VISION



## 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.

Diversity

Courage

Vulnerability

Learning

Empowerment

## 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*



**AUTUMN BRANCH**

*Operations Manager*

## BOARD OF DIRECTORS



**KADRIYE ERCIKAN**

*VICE PRESIDENT OF RESEARCH, ETS*



**YE TONG**

*SR VICE PRESIDENT, ASSESSMENT OPERATIONS, NBME*



**JENNIFER RANDALL**

*PRESIDENT, CENTER FOR MEASUREMENT JUSTICE*



**ELLEN FORTE**

*CEO & CHIEF SCIENTIST AT EDCOUNT, LLC*

# PROGRAMS

## Mentoring

At Women in Measurement, our mission is to foster a supportive environment where women can connect, exchange expertise, and build a sense of community. We recognize the intrinsic value of every individual's lived experiences and viewpoints, regardless of their position or seniority in the field. Our mentoring approach differs from traditional hierarchical mentor-mentee models. Our program encompasses four key components:

- 1. Panelist Sessions:** These structured discussions delve deep into pertinent topics, aiming to provide diverse perspectives and strategies for addressing industry challenges. Participants are encouraged to share their experiences and seek advice from both panelists and peers.
- 2. Mentoring Circles:** These groups offer a supportive platform for small cohorts of women who share common identities and/or interests. In 2024, we will be expanding these circles beyond our Women of Color circle, the expectation is that these groups will convene regularly for candid, in-depth discussions on relevant workplace topics or shared experiences.
- 3. Fireside Chats:** These informal conversations feature a single guest speaker. The sessions aim to celebrate the achievements of our invited guests while extracting valuable insights from their experiences.
- 4. Workshops:** Conducted by subject matter experts or groups of experts, workshops are designed to enhance specific skill sets within our community. They serve as focused professional development and training sessions to broaden attendees' abilities.

By the end of 2023, we will have hosted a total of nine mentoring sessions: 2 Panelist Sessions, 3 Fireside Chats, 2 Workshops, and 2 Mentoring Circles. These diverse offerings aim to cater to a wide range of learning preferences and professional development needs within our community.



## Panelist Sessions

### AI AS A CO-WORKER

*Panelists: Alina Von Davier, Narmeen Makhani, & Victoria Yaneva*

**May 18, 2023** - Three leading AI experts who shared their ideas about how machine learning technology will shape the measurement industry and the future of how we work. Alina von Davier of Duolingo, Narmeen Makhani of ETS, and Victoria Yaneva of NBME offered their insight into how our workplaces will adapt to the advances in AI technology. The panelists also shared their experiences as women leaders in such a male dominated field.



ALINA  
VON DAVIER



NARMEEN  
MAKHANI



VICTORIA  
YANEVA

### PITCHING IDEAS AND CONFRONTING REJECTION

*Panelists: Rochelle Michel, Lesley Muldoon, & Aneesha Badrinarayan*

**August 24, 2023** - How to get your ideas heard, but also confront rejection. This session was facilitated by Dr. Marianne Perie, Director of Assessment Research and Innovations at West Ed. She was joined by Dr. Rochelle Michel, Deputy Executive Program Officer, Psychometrics and Research at Smarter Balanced, Lesley Muldoon, Executive Director at the National Assessment Governing Board, and Aneesha Badrinarayan, Director of State Performance Assessment Initiatives at Learning Policy Institute, who served as panelists.



MARIANNE  
PERIE



ROCHELLE  
MICHEL



LESLEY  
MULDOON



ANEESHA  
BADRINARAYAN

# Mentoring Circles

## *Women of Color Mentoring Circles*

### **PERSPECTIVES ON SHOWING UP AUTHENTICALLY AND NAVIGATING ACADEMIC AND/OR PROFESSIONAL SPACES**

*Panelists: Janine Jackson & Malitsitso Moteane*

**June 22, 2023** - This mentoring circle was an open conversation about showing up authentically and navigating various spaces as a woman of color. This session was facilitated by Malitsitso Moteane, Ph.D student and Graduate Assistant at UNC Greensboro & Janine Jackson, AERA Division D Senior Representative and Senior Data Analyst at the Center for Predictive Analytics.



JANINE  
JACKSON



MALITSITSO  
MOTEANE

### ***UPCOMING:*** **LEADING FROM WHERE YOU ARE ... WITH SELF-CARE!**

*Panelists: Angelicque Blackmon-Tucker, Jenin Sabbah, & Nirupa Matthews*

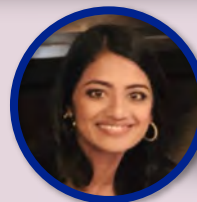
**December 14, 2023** - This session will explore the dynamics of leadership at all levels, and the capacity to lead and take care of the things that matter most... We will explore what it means to be effective in our roles without compromising our health, families and communities. We will discuss what it means to prioritize self-care while being on top of our game!



ANGELICQUE  
BLACKMON-  
TUCKER



JENIN  
SABBAH



NIRUPA  
MATHEW

## Fireside Chats

### FIRESIDE CHAT FEATURING ELAINE MONTILLA



ELAINE MONTILLA

**March 28, 2023** - Jennifer Dunn facilitated a fireside chat with Elaine Montilla, the Chief Technology Officer for Pearson School. Elaine is a former CIO, a TEDx speaker, A Forbes Technology council member and the founder of 5xminority, Inc., a company and social media brand dedicated to empowering and elevating the voices of women and underrepresented minorities. Our discussion explored how advocating for minoritized women became foundational to Elaine's personal mission, strategies she has used to successfully navigate male-dominated workplaces, and her perspective on the similarities and differences in the status of the diversity and inclusivity culture journey of two fields (technology and educational assessment).

### FIRESIDE CHAT FEATURING ELLEN FORTE

**July 12, 2023** - Jennifer Dunn facilitated a fireside chat with Ellen Forte, the CEO & Chief Scientist at edCount, LLC. Dr. Forte's work focuses on validity evaluation and on policies for how students, including those with disabilities and English learners, engage in instructional and assessment contexts. She particularly specializes in designing, developing, and evaluating assessments for alignment quality. Dr. Forte serves on the Technical Advisory Committees for Illinois, Louisiana, Montana, South Dakota, Washington, Wyoming, ACT, Curriculum Associates, Project Lead the Way, and the UK Standards and Testing Agency as well as on the editorial boards for Educational Measurement (5th edition), Educational Measurement: Issues and Practice, Applied Measurement in Education, and the National Council on Measurement in Education (NCME) Newsletter. She serves on the NCME Board of Directors and is Chair of the Education Division of the Association of Test Publishers.



ELLEN FORTE

## Fireside Chats



DR. IDA LAWRENCE

### FIRESIDE CHAT FEATURING DR. IDA LAWRENCE

**November 1, 2023** - Women in Measurement held a fireside chat featuring the remarkable Ida Lawrence, a trailblazer in the field of educational measurement. Kadriye Ercikan facilitated an in-depth conversation that explores Ida's career journey, her perspectives on the evolving landscape of educational measurement, and words of wisdom for aspiring women leaders in the field.

## Workshops

### HOW CAN WE FACILITATE A WORK CULTURE THAT CENTERS A JUSTICE-ORIENTATION?

**March 22, 2023** - Dr. Jennifer Randall, the Dunn Family Endowed Professor of Psychometrics and Test Development at the University of Michigan and the President of the Center for Measurement Justice led a discussion on our definitions of justice (and injustice) as well as who is responsible for it in our communities, schools, and organizations. We also examined our individual organization's purpose, mission, and/or value statements to determine how/if justice shows up (or not) in their explicit commitments. Finally, we discussed how we can leverage our individual and collective influence to demand a culture that centers justice at every decision-making point.



DR. JENNIFER RANDALL



LEANNE MARTIN

### PERSONAL FINANCE WORKSHOP

**November 30, 2023** - Women in Measurement held a workshop featuring Leanne A. Martin, a seasoned expert in Financial Planning and Fiduciary Trust. With over two decades of experience, Leanne serves as a General Partner at Two Tugboats Wealth Management and holds certifications as a Certified Financial Planning Practitioner (CFP®) and Certified Trust and Fiduciary Advisor (CTFA®). We engaged in discussions and activities designed to enhance your understanding of personal finance in the current economic climate.



# ResearchHER Program

*Special thank you our ResearchHER program co-facilitator, Tomoe Kanaya. Thank you for your dedication and support to the success of the Women in Measurement ResearchHERs.*



TOMOE  
KANAYA

Women in Measurement is proud to offer a ResearchHER program. This year we changed the name of the program to highlight a women-centered approach. The 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 ResearchHERs become part of a research community that meets regularly to build connections, share insights, and provide feedback on their research projects.

***Congratulations to our third cohort of ReseracHERs! We look forward to learning from their research and amplifying this important work when their research is complete.***

Dr. Sheila Parveen Lallmamode is a Mauritian-born researcher and assessment consultant with a Ph.D. in the field of assessment of L2 writing. She completed her Ph.D. in Malaysia, and her research interests cover a range of topics in language testing, colonial-free assessment, assessing writing, justice and fairness, ePortfolio assessment, Rasch measurement, mixed-method approach, validation studies and performance assessment. Dr. Lallmamode's research topic is *Experiences of Muslim Women in Educational Measurement in the Middle East: Between Religious Traditions and Modernity*



DR. XAVI  
GONZALEZ-WEGENER

Dr. Xavi Gonzalez-Wegener is a Chilean academic and researcher in the fields of educational assessment, lifelong learning and leadership. She is currently a Teaching Fellow at Keele University in England, teaching, mentoring and supervising students in the bachelor, teacher training, master and doctorate in education programmes. She has a rigorous background in education studies, holding a Bachelor of Education Degree from Universidad Andres Bello in Psycho-pedagogy, a Master's from King's College London in Educational Assessment, and recently obtained her PhD in Curriculum, Pedagogy and Assessment from University College London. Dr. Gonzalez-Wegener's research topic is *Enacting transformative assessment in the Latin American region: Understanding lifelong learning trajectories of women in measurement in reform journeys.*

# Leadership Award and Networking Events

## NCME/AERA Networking Event & Leadership Award

In April, WIM hosted a lively networking evening event dedicated to celebrating our community, making new connections, and honoring the outstanding contributions of Dr. Peggy Carr, the 2023 recipient of our annual Women in Measurement Leadership Award. This award is 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. In addition to socializing, enjoying delicious food and drinks, we were inspired by Dr. Peggy Carr's powerful and gracious remarks.

Women in Measurement celebrates EdCount's 20 year anniversary and its founder and CEO, Ellen Forte. We are grateful for Ellen's support of our organization. With EdCount and our other Champion level sponsors, we hosted over 200 colleagues, supporters, friends and family at our networking reception.





# Culturally Relevant Education & Assessment (CREA) Conference

## *Moving Forward Together... with Joy!*

In October, Women in Measurement partnered with The Center for Measurement Justice to host an engaging dinner reception focused on Moving Forward Together... with Joy! This evening's event was dedicated to making connections, celebrating our diverse cultures & identities, and uplifting the collective difficult work that we do to advance racial and gender equity in the field of measurement.



# Speaker Series

Women in Measurement was honored to be involved in four high profile sessions at the conferences held by the American Educational Research Association (AERA), the National Council on Measurement in Education (NCME), and Culturally Responsive Evaluation & Assessment (CREA) in 2023.

## *NCME 2023:* **MOVING TOWARDS AN EQUITABLE AND JUST PROFESSION: LESSONS LEARNED FROM THE FIELD**

*Panelists: Jade Caines Lee, Maria Hamdani, Susan Lyons, & Scott Marion*

Many scholars and advocates have justifiably critiqued the slow pace of the educational measurement field in addressing inequities especially as it relates to racism. After all, Edmund Gordon (1995) and others (e.g., Hood, 1998; Gould, 1981) have been writing about inequities in our field for more than 30 years. Currently, there are a number of efforts underway that aim to make educational assessment more equitable and just. This discussion session highlighted efforts that are focusing on diversifying the pool of professionals who work in our field to reflect the population of test takers. More specifically, our session featured the efforts of three organizations committed to improving the representation of women and people from marginalized communities in educational measurement. Each of the three organizations—The Center for Measurement Justice, Women in Measurement, and The Center for Assessment—are trying to address different aspects of this work, while navigating multiple challenges and gaining critical perspectives. This “organized discussion” featured brief, introductory presentations by representatives of the three organizations and a facilitated, transparent discussion about our early successes and key, critical challenges we face as we work to scale our efforts.



JADE  
CAINES LEE



MARIA  
HAMDANI



SUSAN  
LYONS



SCOTT  
MARION



*NCME and AERA 2023:*  
**STATE OF THE FIELD: GENDER AND RACIAL EQUITY  
IN EDUCATIONAL MEASUREMENT**

*Panelists: Thao Vo, Ye Tong, Susan Lyons, Felice Levine, & Nathan Bell*

National employment reports show that while the demographic makeup of the workforce is now trending more female and racially/ethnically diverse than ever before, workplace inequities still persist in influential and well-compensated positions. The past three decades of employment reports within the educational measurement field mirrors these findings, making us question, what factors are holding women back from achieving parity with men? To address this question, Women in Measurement, AERA, and NCME partnered to produce a first-of-its-kind study on workplace equity in the educational measurement community. Our study is the first to examine intersecting marginalized identity groups (e.g., women of color) and the field's perceptions of employment diversity, equity, and inclusion (DEI) practices. In this session, we presented our preliminary findings of a census survey administered to students and professionals affiliated with WIM, AERA, and NCME on key indicators including social identity, employment position, educational training, professional experiences, salary and perceptions of DEI.



THAO  
VO



YE  
TONG



SUSAN  
LYONS



FELICE  
LEVINE



NATHAN  
BELL

**NCME 2023:**  
**RECRUITMENT AND RETENTION OF  
MINORITIZED MEASUREMENT PROFESSIONALS**

*Panelists: Jade Caines Lee, Leslie Rosales, Njideka Mbelede, & Joseph Rios*

Recruitment and retention of minoritized measurement professionals is critical for the field of measurement to effectively represent multiple perspectives, drive the field for cultural responsiveness and address inequities in education. In this session we (a) presented findings from research studies focusing on the experiences of racially and ethnically minoritized women working in the field of educational measurement as well as (b) highlighted systemic efforts to increase the representation of Black, Brown, and Indigenous (BBI) students into the field of educational measurement.



**JADE  
CAINES LEE**



**LESLIE  
ROSALES**



**NJIDEKA  
MBELEDE**



**JOSEPH  
RIOS**

**CREA 2023:**  
**CREATING A SAFE SPACE TO EMPOWER & INSPIRE  
WOMEN IN THE MEASUREMENT COMMUNITY**

*Panelists: Fiona Hinds, Janine Jackson, Katrina Santer*

This Roundtable offered a discussion format to explore the experiences, strength and strategies for women in measurement addressing gender and racial disparities in the measurement industry. The session began with an overview of a dynamic innovative mentor program designed to engage women in measurement at all career stages and provide a platform for inspiration and learning from one another to advance gender and racial equity in the workplace. The Roundtable session engaged participants in an exploration of questions related to the status of women and women of color in the measurement field, what types of support systems and resources are needed for overcoming gender and racial disparities, strategies for breaking through barriers to reach leadership positions and resilience and well-being.



**FIONA  
HINDS**



**JANINE  
JACKSON**



**KATRINA  
SANTER**

# STATE OF THE FIELD





Women in Measurement is proud to have partnered with AERA and NCME to launch a first-of-its-kind effort to understand the state of gender and racial equity in our field. Thank you to all who participated in this groundbreaking study, over 2,200 measurement professionals and students responded to our survey earlier this year.

At Women in Measurement, we know that white women and women of color experience the field differently than men. Our community members regularly share the challenges they have faced, and much of our programming is aimed at providing spaces for women to share and learn from one another's experiences. This study, for us, was about seeking to understand the scale of the gender and race issues we face as a field, and to document the disparities we see as baseline data to help track our progress towards more equitable work environments over time. Yes, we need current data to highlight the tangible differences in terms of salary and position, but we also want to understand the differences in terms of perceptions of equity in the workplace. For example, is the workload distributed equitably? Are the processes in place for hiring and promotion fair? Any differences in how gender and racial identity groups respond to these items reveal meaningful differences in how they are perceiving and experiencing their environments.

## Median Salary Range by Intersectional Group

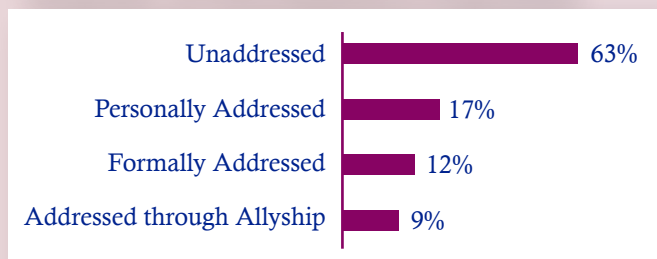
Men & Women of Color	\$90,000 - \$109,999
White Women	\$110,000 - \$129,999
White Men	\$130,000 - \$149,999

## Agreement Rates by Intersectional Group

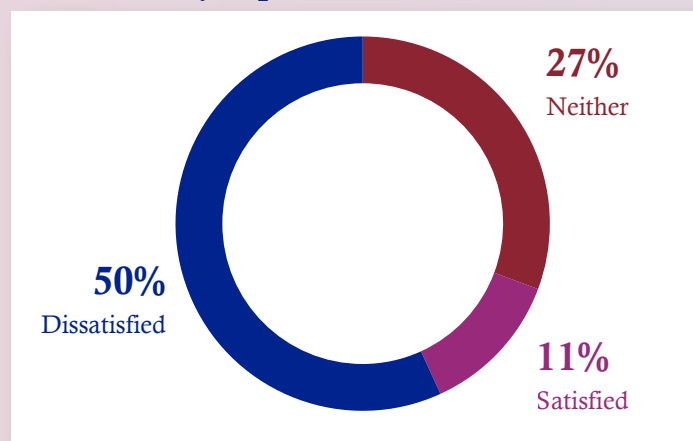
	Women of Color	White Women	Men of Color	White Men
My workplace's <b>policies</b> or procedures support an equitable workplace.	64%			81%
The <b>leadership</b> at my workplace is committed to supporting equity, as reflected in their statements and actions.	64%			83%
Employees from all identity backgrounds are encouraged to apply for higher <b>positions</b> .	54%			72%
Employees from all identity backgrounds have equitable opportunities to <b>advance</b> their careers at my workplace	69%			75%

Over the past 12 months, 12% of respondents reported experiencing workplace discrimination.

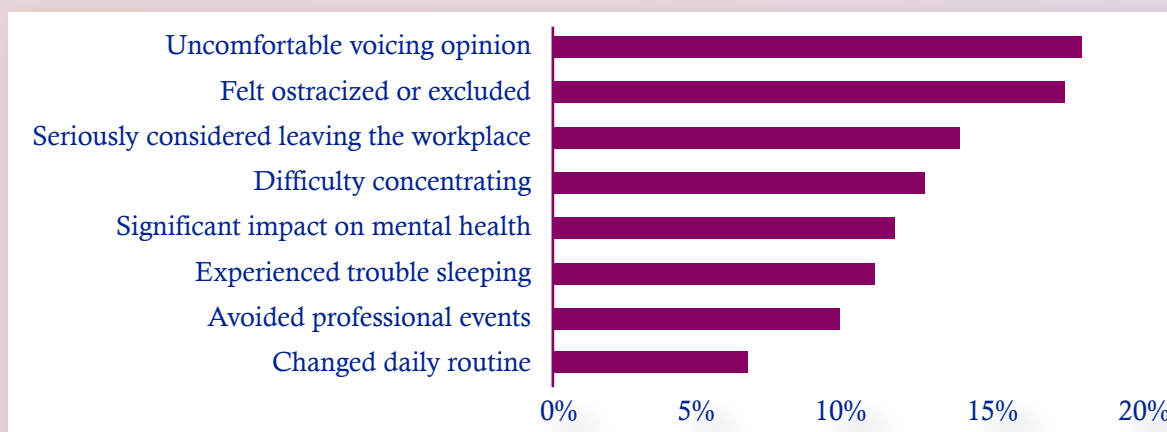
#### Response to Discriminatory Experience



#### Satisfaction with the Response to the Discriminatory Experience



#### Impact of Discriminatory Experiences



When we see large disparities across racial and gender groups in how likely people are to agree to statements like “my workplace treats all employees fairly,” we reveal not only that some people are being treated unfairly, but perhaps more interestingly, we reveal that there is a large proportion of people that simply do not see that some are being treated unfairly. Many of us are not perceiving the inequities or discrimination that others are confronted with in our work environments. Findings like this make this effort so powerful. We are bringing systemic inequities into the light of day so we can collectively talk about them and work towards making progress.



We are grateful for the dedicated effort of Thao Vo, our outstanding Research Scientist who led this study. Thao approached this work with rigor, humility, and a critical focus on equity and intersectionality. We are thrilled to showcase selections from her findings in this annual report and look forward to releasing the full report in 2024.



# STRATEGIC PRIORITIES

## 2023 - 2025

### *Elevating the vision, mission, & core values!*

At Women in Measurement, we engage in a three-year strategic planning model to identify priorities and critical initiatives that will elevate the vision, mission and core values of our organization. We also implement semi-annual strategic reviews to examine where we are in meeting annual milestones while making adjustments as needed.

We have a bold vision for the future. Women in Measurement is on a journey to help bring about change in our field through innovative programs, effective policies, expansive resources, and a visible platform for change. Below are the four strategic priorities from our latest strategic plan.

#### **1. Organizational Policy & Finance: *Growth and Sustainability***

Develop and implement a growth strategy with a business development model to advance and sustain WIM as a leading nonprofit for empowerment, inclusion, and representation of women leaders in measurement.

#### **2. Programs: *Expansion & Engagement***

Expand and sustain programs to increase participation and impact.

#### **3. Resources & Tools: *Professional Guidance & Advocacy***

Provide access to resources (e.g., professional development, research, community) for the advancement of gender and racial equity in the measurement community.

#### **4. Platform for Change: *Visibility & Impact***

Influence the gender and racial diversity of leadership in the field of educational measurement.

# 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.

## Corporate Donors

### *Champion-Level Sponsors*



### *Partner-Level Sponsors*



### *Supporter-Level Sponsors*



*Interested in becoming a supporter of Women in Measurement?  
Please reach out to Susan Lyons at [susan@womeninmeasurement.org](mailto:susan@womeninmeasurement.org) to learn  
more about the benefits of becoming a sponsor.*