2021
a year in review

Women in Measurement

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.

- Diversity
- Courage
- Vulnerability
- Learning
- Empowerment

CORE VALUES

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.

DIFFERENTIATORS

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

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
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

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
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.

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

- Male: 20%
- Female: 19%

Head of Assessment at Large Testing Companies

- Male: 33%
- Female: 19%

NCME Presidents

- Male: 88%
- Female: 12%

WOMEN OF COLOR IN LEADERSHIP*

Full Professors at Top Ed Psych Programs

- Male: 0%
- Female: 4%

Head of Assessment at Large Testing Companies

- Male: 0%
- Female: 1%

NCME Presidents

- Male: 89%
- Female: 1%
- Ethnic Minorities: 1%

*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.

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