

# Assessment and Equity: What Do We Mean?

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# Session overview

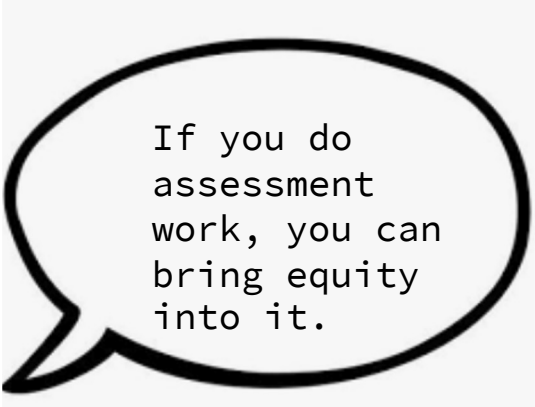
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- How do we define equity?
- How do we define assessment?
- What was our research?
- Discussion via 5 lenses
- Large group sharing
- Q&A
- Wrap up and next steps

# Session Learning Outcomes

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1. Practical questions to ask about each of the phases (as a practitioner or researcher)
2. Awareness or greater confidence that you can contribute to equity in assessment
3. Integrate what you've heard at the Institute and thinking about your own practice

A speech bubble with a black outline and a tail pointing towards the bottom left. The text inside is centered and reads: "If you do assessment work, you can bring equity into it."

If you do assessment work, you can bring equity into it.

**How do you define  
equity?**

# Reflection

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Define equity, inclusion, and social justice.

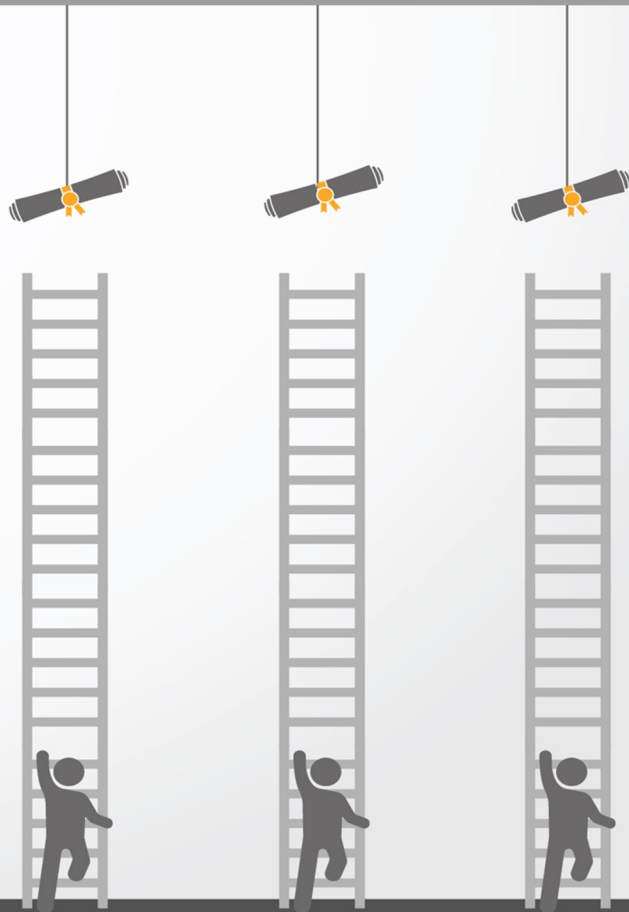
What do these terms mean to you as an individual?

EQUALITY  
imagines an  
equal world.

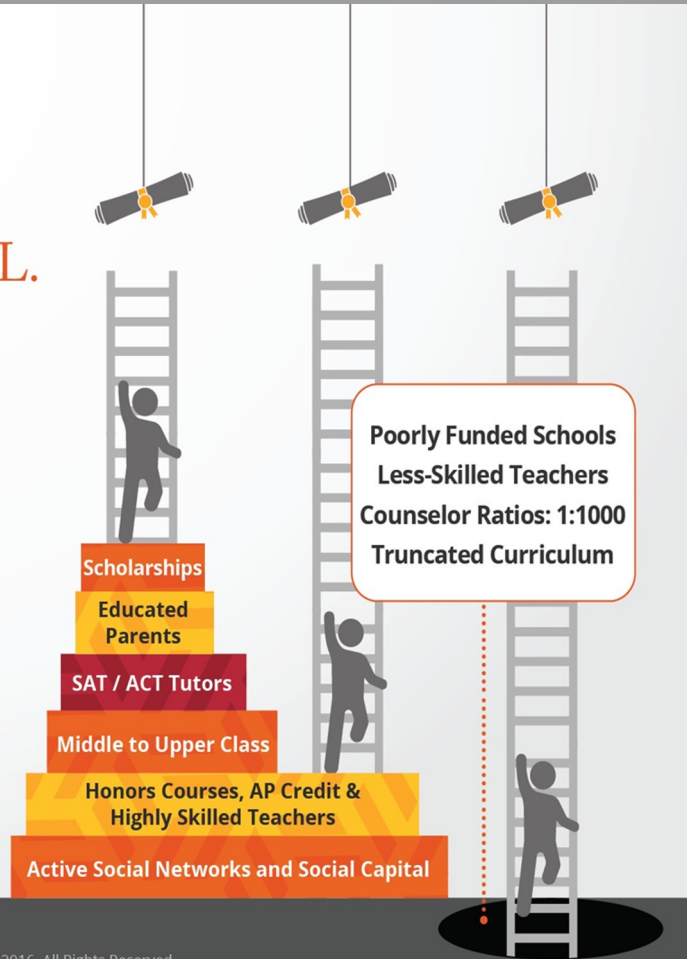
*"I care about all  
students equally"*



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But the world  
**ISN'T EQUAL.**



Within this same  
picture, a  
**DIVERSITY**  
lens focuses only  
on bringing more  
students into an  
unequal pathway.



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In contrast, **EQUITY** redirects resources to the pathways with greatest need to fix barriers and intentionally provide support.



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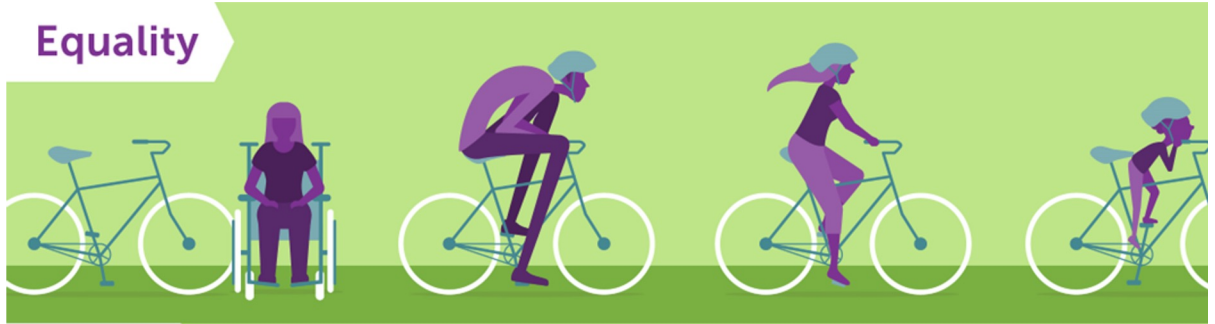


# Inclusion & Social Justice

Applying a social justice approach to higher education requires educators to remember that “...equitable or fair treatment... does not mean equal treatment – certainly when that means treating people with widely disparate needs in the same way”

(Zajda et al., 2006, p. 11)

## Equality



## Equity




**How do you define  
assessment?**

# How do you define assessment?

Pair with a person near to you to discuss (1 minute each)

Then, we'll ask for a couple of attendees to share with the large group

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**“Assessment is the ongoing process of establishing clear, measurable expected outcomes of student learning; ensuring that students have sufficient opportunities to achieve those outcomes; systematically gathering, analyzing, and interpreting evidence to determine how well student learning matches our expectations; using the resulting information to understand and improve student learning.”**

Suskie 2009

# Our Research



## Findings

Five thematic domains emerged from our analysis:

- Assessment for measurement
- Assessment for policy
- Assessment for improvement
- Assessment for equity
- Assessment for change management

# Gaps in Research: Focusing on Student Learning



Assessment is more than just measurement



Intentionality in assessment policy



Focus on outcome improvement



Promoting equity in postsecondary education



Change management, assessment, and institutional culture



Prioritize students as learners



# Equity through five lenses

# Applying an Equity Lens

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- We have heard the many calls for providing examples of assessment that centers equity. And if in fact there are the predominant 5 lenses, it's important to look at these lenses with equity in mind.
- There are several examples that have yet to make it to journal articles, books, etc.
- Plus, there have been several examples shared at this year's Institute.
- Let's discuss...

# Assessment for Measurement

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- How do you (how could we as a field) bring equity into...
  - Measurement and methods of measurement (evaluating performance, knowledge and/or gains)?

For discussion:

- Share an example of having done this; or
- Share something you've heard at this Institute that applies to this lens; or
- Share an idea you have to take back to your own institution.

# Assessment for Equity

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- How do you (how could we as a field) bring equity into...
  - How do we make visible and advocate to support student learning across differences in learning outcomes for various populations (i.e. female students, Black students, Latinx students)?

For discussion:

- Share an example of having done this; or
- Share something you've heard at this Institute that applies to this lens; or
- Share an idea you have to take back to your own institution.

# Assessment for Change Management

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- How do you (how could we as a field) bring equity into...
  - Using change management frameworks, what are equity centered questions for each stage of the processes?

For discussion:

- Share an example of having done this; or
- Share something you've heard at this Institute that applies to this lens; or
- Share an idea you have to take back to your own institution.

# Large Group Sharing

# Making this stick

Wherever you are taking notes for this conference, go there now.

What do you want to not forget? What new question do you have? What do you want to tell someone?

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# Thank You!

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**Thank You!**