



ATP
GLOBAL

INNOVATIONS
IN TESTING 2023

Are My Exam Items Really Biased?

Bringing Diversity, Equity, Inclusion, and Accessibility (DEIA) to the Forefront

BETTER TOGETHER

Assessments. Learning. Outcomes.

Panel



INNOVATIONS
TESTING 2023

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Emily Yunker – Director of Assessment Programs, Physician Assistant Education Association

Amanda Wolkowitz, Ph.D. – Director of Psychometrics, Data Recognition Corporation

Brett Foley, Ph.D. – Senior Psychometrician, Alpine Testing Solutions

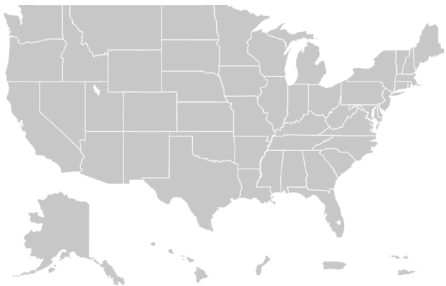
Susan Cooley – Business Development Manager, Alpine Testing Solutions

Agenda

- Introductions
- Goals for session
- DEIA in the literature and standards
- NCARB work
- PAEA work
- Psychometric perspective
- Q&A

Intro to NCARB slide

NCARB



	Asian Men	Men of Another Group	Black or African Men	Hispanic or Latino Men	White Men	Asian Women	Women of Another Group	Black or African Women	Hispanic or Latino Women	White Women
Construction & Evaluation	52%	54%	35%	51%	73%	49%	48%	39%	45%	67%
Practice Management	49%	40%	30%	39%	59%	52%	40%	45%	38%	59%
Programming & Analysis	43%	44%	26%	39%	66%	42%	35%	67%	38%	59%
Project Development & Documentation	53%	49%	26%	42%	69%	43%	41%	40%	33%	50%
Project Management	55%	53%	43%	56%	71%	60%	47%	38%	45%	67%
Project Planning & Design	45%	44%	20%	36%	59%	39%	34%	59%	30%	46%

Intro to PAEA



PAEA

LEARNING FOR A LIFETIME

- The PA Education Association (PAEA) is the only national organization representing PA educational programs.
- Masters-level medical education programs have the option to adopt PAEA exams.
- Three exam programs given to students at different stages of coursework.

DEIA: Goals for Session



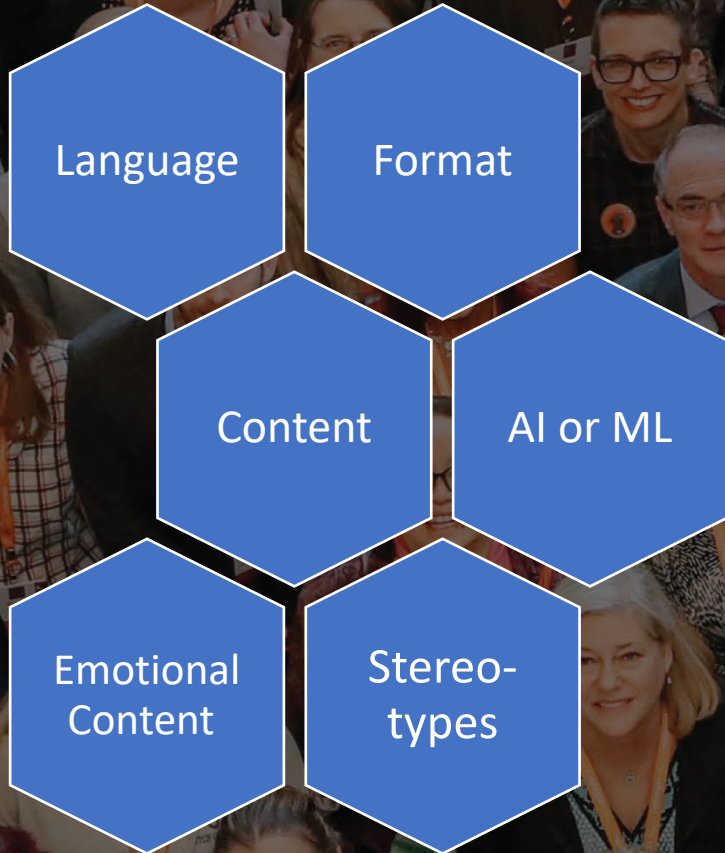
Changes to the test development process



Training SMEs effectively



Psychometric best practices and statistical methods



Item Bias:

Existence of an element in an item that results in differential performance by examinees of the same ability but from different socio-demographic groups.

Diversity, Equity, Inclusion, and Accessibility

“Diversity, equity, inclusion, and accessibility (DEIA) refers to a set of practices intended to ensure people from a broad set of socio-demographic backgrounds are represented and able to thrive in a workforce; and an organization’s actions and services to the public that consider the needs and desired outcomes for all its stakeholders.”

Office of Diversity, Equity, Inclusion, and Accessibility

U.S. Department of Treasury

<https://home.treasury.gov/about/offices/diversity-equity-inclusion-and-accessibility>

Executive Order 14035 on DEIA in the Federal Workforce (6/25/2021)

Sec. 3 - Government-Wide DEIA Initiative and Strategic Plan

- Defines **standards for success** for DEIA based on leading policies and practices in public and private sectors
- Identifies **strategies** to advance DEIA and eliminate barriers **to equity**
- Includes comprehensive framework to **address workplace harassment**
- Promote **data-driven approach** to increase **transparency and accountability**

<https://www.whitehouse.gov/briefing-room/presidential-actions/2021/06/25/executive-order-on-diversity-equity-inclusion-and-accessibility-in-the-federal-workforce/>

Standards for Success

- **ISO 17024 Standards** – Fairness and Validity in the Assessment Process (9.2.4), Examination Process (9.2.5), and Recertification Process (9.6.4)
- **NCCA Standard 16** – Fairness and Validity in the Exam Development process
- **AERA, APA, NCME Standards** - Throughout the standards

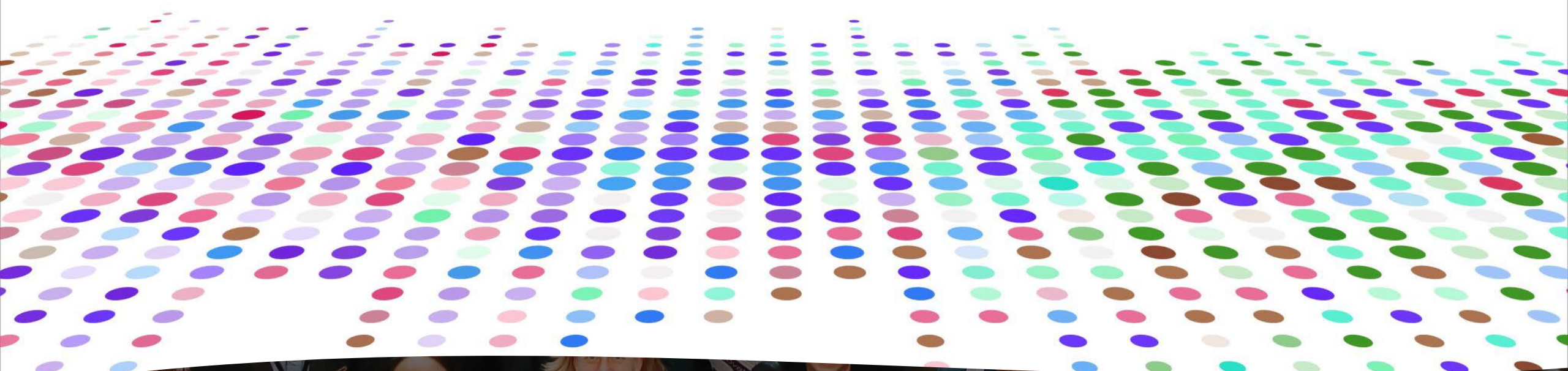
Strategies to Equity



- Advancing equity and minimizing barriers
- The role of the SMEs



Address Workplace Harassment



- Relationship to exam program
- Relationship to item bias



Data-Driven Approach to Transparency and Accountability

- Psychometric best practices
- Technology-based approaches
- Statistical methods
- Communication to stakeholders



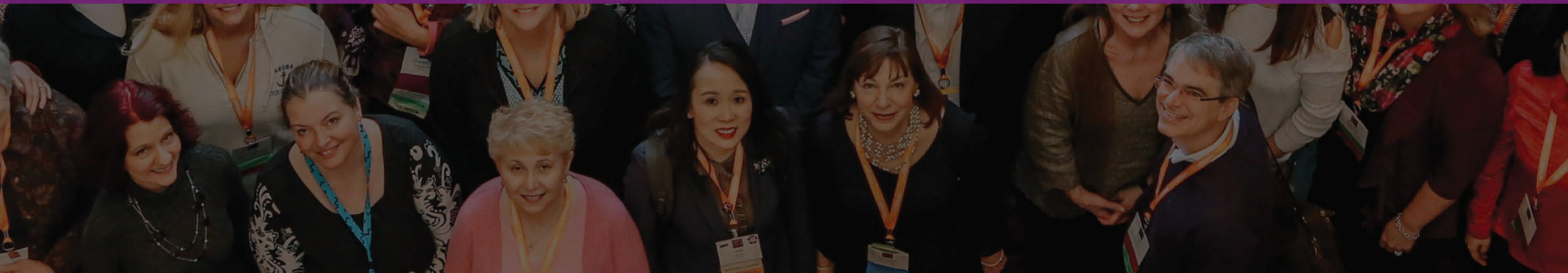


- What lies ahead?
- What if ... ?
- What are you doing?





Questions for the Panel





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