

Developing Medical Educators of the 21st Century



Equity in Assessment

Arianne Teherani, PhD

Karen Hauer, MD, PhD

February 15, 2023

Activity 1:

What issues related to bias and inequity in assessment have you encountered either as a teacher, learner, or otherwise?

Activity 2:

Identify and share 2 take-home points from the presentation related to the inequity you discussed earlier.

How will this information help achieve equity in assessment in your setting?

Activity 3:

Based on today's session, how would you alter an existing assessment or develop a new approach to assessment in your context to create greater equity?

- Which of the fishbone factors will you address?
- Design and describe the new assessment/process
- Who will you involve in designing, implementing, and evaluating the new assessment approach?
- What will you STOP doing?
- How will you determine if it is more equitable than what currently exists?

Three components of equity in assessment

From: Lucey C, Hauer KE, Boatright D, Fernandez A. Medical Education's Wicked Problem: Achieving Equity in Assessment for Medical Learners. Acad Med. 2020 Dec;95. S98-S108.

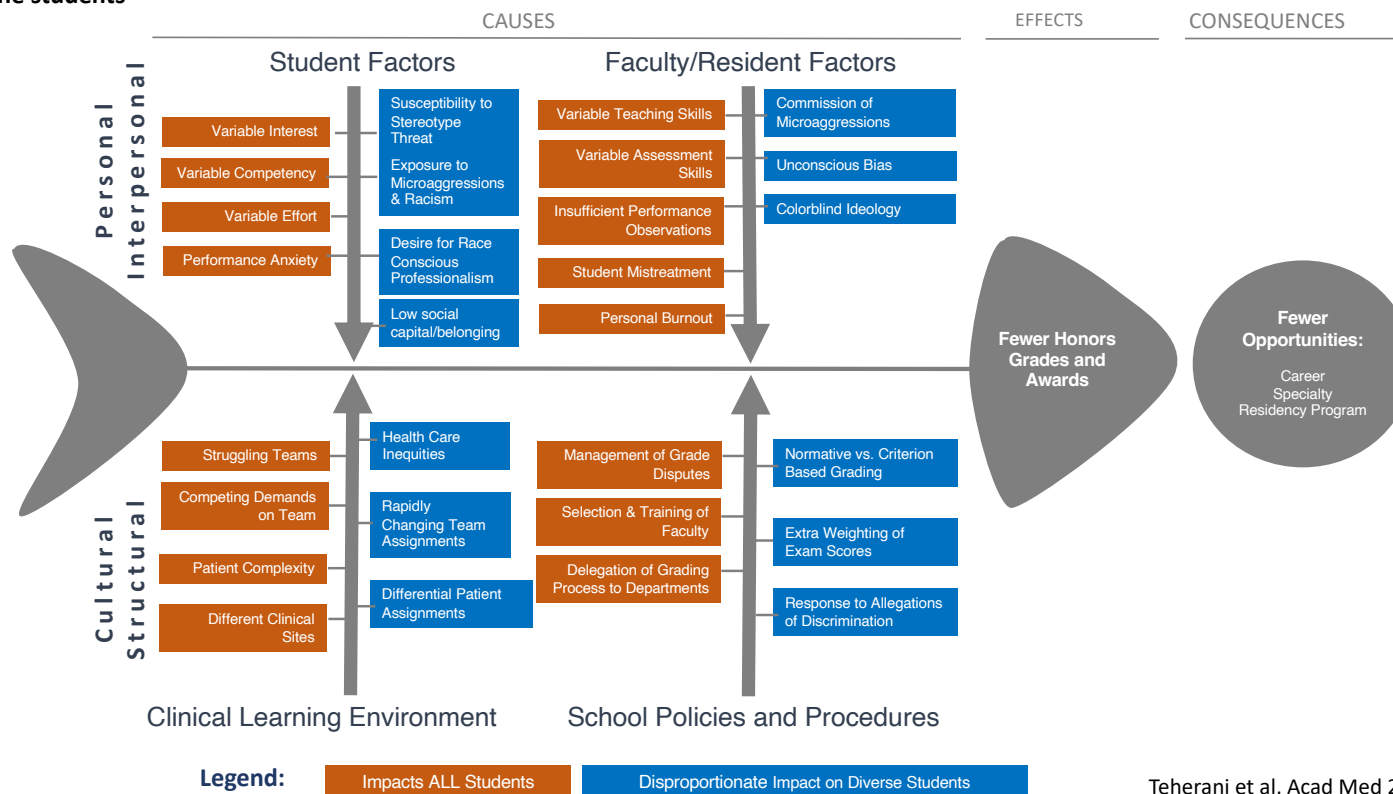


Figure 1 Components of Equity in Assessment

Fishbone Diagram Illustrating the Causes, Effects and Consequences of Lower Assessed Performance in under-represented in medicine students

From: Teherani A, Hauer KE, Fernandez A, King TE, Lucey C. How Small Differences in Assessed Clinical Performance Amplify to Large Differences in Grades and Awards: A Cascade With Serious Consequences for Students Underrepresented in Medicine. Acad Med. 2018 09; 93(9):1286-1292.

Figure 1. Fishbone Diagram Illustrating the Causes, Effects and Consequences of Lower Assessed Performance in under-represented in medicine students



References

1. Boatright D, Ross D, O'Connor P, Moore E, Nunez-Smith M. Racial Disparities in Medical Student Membership in the Alpha Omega Alpha Honor Society. *JAMA Intern Med.* 2017;177(5):659–665
2. Boatright, D., O'Connor, P.G. & E. Miller, J. Racial Privilege and Medical Student Awards: Addressing Racial Disparities in Alpha Omega Alpha Honor Society Membership. *J GEN INTERN MED* 35, 3348–3351 (2020)
3. Bullock JL, Lockspeiser T, Del Pino-Jones A, Richards R, Teherani A, Hauer KE. They Don't See a Lot of People My Color: A Mixed Methods Study of Racial/Ethnic Stereotype Threat Among Medical Students on Core Clerkships. *Acad Med.* 2020 11; 95(11S Association of American Medical Colleges Learn Serve Lead: Proceedings of the 59th Annual Research in Medical Education Presentations):S58-S66.
4. Colson, Eve R. MD, MHPE; Pérez, Maria MA; Blaylock, Leslie MEd; Jeffe, Donna B. PhD; Lawrence, Steven J. MD, MSc; Wilson, Sherree A. PhD; Aagaard, Eva M. MD. Washington University School of Medicine in St. Louis Case Study: A Process for Understanding and Addressing Bias in Clerkship Grading. *Academic Medicine* 95(12S):p S131-S135, December 2020
5. Dhaliwal G, Hauer KE. Excellence in Medical Training: Developing Talent – Not Sorting It. *Perspec Med Ed.* 2021;10 (6): 356-61.
6. Hanson, Janice L. PhD, EdS, MH¹; Pérez, Maria MA²; Mason, Hyacinth R.C. PhD, MPH³; Aagaard, Eva M. MD⁴; Jeffe, Donna B. PhD⁵; Teherani, Arianne PhD⁶; Colson, Eve R. MD, MHPE⁷. Racial/Ethnic Disparities in Clerkship Grading: Perspectives of Students and Teachers. *Academic Medicine* 97(11S):p S35-S45, November 2022
7. Heeneman S, Lubberta H. de Jong, Luke J. Dawson, Tim J. Wilkinson, Anna Ryan, Glendon R. Tait, Neil Rice, Dario Torre, Adrian Freeman & Cees P. M. van der Vleuten (2021) Ottawa 2020 consensus statement for programmatic assessment – 1. Agreement on the principles, *Medical Teacher*, 43:10, 1139-1148
8. Kinnear B, Warm EJ, Hauer KE. Twelve tips to maximize the value of a clinical competency committee in postgraduate medical education. *Med Teach.* 2018 Nov;40(11):1110-1115.
9. Lai CJ, Jackson AV, Wheeler M, Dhaliwal G, Ziv TA, Kryzhanovskaya I, Teherani A. A framework to promote equity in clinical clerkships. *Clin Teach.* 2020 06; 17(3):298-304.
10. Low D, Samantha W. Pollack, Zachary C. Liao, Ramoncita Maestas, Larry E. Kirven, Anne M. Eacker & Leo S. Morales (2019) Racial/Ethnic Disparities in Clinical Grading in Medical School, *Teaching and Learning in Medicine*, 31:5, 487-496.
11. Lucey C, Hauer KE, Boatright D, Fernandez A. Medical Education's Wicked Problem: Achieving Equity in Assessment for Medical Learners. *Acad Med.* 2020 Dec;95. S98-S108.
12. Teherani A, Hauer KE, Fernandez A, King TE, Lucey C. How Small Differences in Assessed Clinical Performance Amplify to Large Differences in Grades and Awards: A Cascade With Serious Consequences for Students Underrepresented in Medicine. *Acad Med.* 2018 09; 93(9):1286-1292. PMID: 29923892.
13. Teherani A, Perez S, Muller-Juge V, Lupton K, Hauer KE. A Narrative Study of Equity in Clinical Assessment Through the Antidote Lens. *Acad Med.* 2020 Dec;95. S121-S130.

