



Center for Measurement Justice

ANNUAL REPORT

2023 - A YEAR IN REVIEW

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LETTER FROM THE PRESIDENT

Dear Center for Measurement Justice Community,

This past year has been a remarkable year for the Center for Measurement Justice (CMJ). As we move into 2024, we continue to grow as a research center committed to measurement justice. CMJ soft-launched in January of 2022 when the need for an organization committed to antiracism within the field of measurement seemed dire. At the time, the recent murder of George Floyd by Minneapolis police and the mass slaying of Asian spa workers in Atlanta simply punctuated the long history of racial violence in the United States (e.g., the murder of Trayvon Martin, Philando Castile, Michael Brown, Tamir Rice). Many of us understood that this hate did not simply spring up out of the ether at random with no source or cause, but rather it represented a long history of the dehumanization of minoritized peoples. And this dehumanization begins with and is sustained through our systems of education. One need only look at the data to see the many varied ways our educational system attempts to erase and (if erasure proves too difficult, simply) marginalize those who do not represent the white dominant class. For example, Black students are 3.4 times more likely to be suspended than white students (for identical offenses), more likely (2.7%) to be retained than White students (1.7%), and more frequently placed (66%) in remedial courses than White (36%) students. And the field of measurement is no innocent in this system of oppression, for we have a long history of using educational assessments both as barriers to opportunity and tools of dehumanization.

Still, if you would have told me in January of 2022 that the climate would only be worse in December of 2023, I would have been hard pressed to imagine how. Unfortunately, I do not have to imagine, because our schools are currently under siege by racists and white supremacists who hide behind disingenuous arguments about equality and their desire for students to see no color. Words like equity, diversity, and inclusion have been labeled dirty; and those who use them have become the targets of those fueled by fear and hate. Nonetheless, in this climate CMJ holds even more steadfast in our commitment to justice and the work it requires.

And none of our work would be possible without the support and labor of our partners. Our mentors (Kyndra Middleton, Malena Oliveri, Justin Kern, Joseph Rios, Jade Caines Lee, and Fatima Zahra) facilitate writing accountability circles, lead mentoring circles, and provide professional development sessions for our CMJ graduate scholars. It is their commitment to CMJ that helps us improve the graduate experience of promising Black, Brown, and Indigenous scholars in the field of measurement.

We also appreciate our institutional partners, including NBME (National Board of Medical Examiners), for their financial support of Black, Brown, and Indigenous junior scholars in the field of measurement. These partners have chosen to imagine what a better system of assessment/measurement can be with us; and we are so grateful for their willingness to help us support those dreams in emerging scholars. I anticipate great challenges in 2024, but we will continue to run and not grow weary; to walk and not faint. CMJ will ever-be ferocious in our fight to topple the white supremacist, racist hierarchy perpetuated by and sustained through traditional assessment and measurement practices. Thank you to all of our supporters who have made the same commitment. We have so much work left to do. Let's go for broke...



Dr. Jennifer Randall - CMJ President

NEW CMJ STAFF IN 2023



she/her

Tyra Young

Operations
Manager

I'm enthusiastic and motivated in my position at CMJ because I have a pivotal role within the organization. Each day, I'm fueled by a strong drive and genuine passion for my tasks and objectives, as they contribute significantly to advancing CMJ's mission. What I love about the mission of CMJ is its dedication to nurturing assessment and measurement methods that combat racism and promote justice across the nation. I'm excited to inspire, provide resources, and facilitate the involvement of measurement professionals, partners, and students as they work to integrate assessment and measurement practices that uphold the values of social justice.

I have a Masters of Education, and I spent five years working in higher education student affairs. Since my departure from higher education, I've been journeying through diverse roles, ranging from EdTech Customer Success to Project Management. Now, I've at last identified a specialized area where I aspire to keep expanding my knowledge and skills. I'm truly appreciative of the forthcoming blessings and prospects.

I see myself as an authentic leader. I stand as evidence that a fulfilling life exists beyond higher education, showcasing the myriad paths achievable with a Masters of Education. It's my aspiration that my professional voyage serves as an inspiration to others.

I'm eagerly anticipating the evolution of our organization and the partnerships that will propel our mission and outreach to diverse BBI students and communities. And I'm looking forward to consistently aiding the organization in enhancing its processes and ensuring seamless operations. [We're just getting started, and I can't wait to see what we will do!]



she/her

**Amanda
Gorham**

Research
Scientist

I feel passionate about my role at CMJ because the field of education is in such need of support with respect to developing and delivering justice-oriented assessment opportunities. I have a particular interest in medical assessment, such as licensure exams and those used to understand health disparities, and believe that our research at CMJ can contribute significantly to the critical transformation of these fields, and therefore, our world.

When I was in graduate school studying educational measurement, research, and psychometrics, I gave birth to my daughter and experienced profound postpartum depression and anxiety. My experience with the commonly used screening tool, and the corresponding response from my health care team, was deplorable. I recognized that a faulty measure was being used to screen for what can sometimes be a life or death situation. When I dug into the research, I found that my hunch was justified and the outcomes for individuals of color, adolescents, rural residents, and individuals speaking a language other than English were significantly negative. It was then that I took this realization as my charge and dove deep into a career in justice-oriented assessment work.

At CMJ, I am eager to contribute to the body of research focusing on justice-oriented assessment through publishing scholarly articles and seeking out grant funded research opportunities. I'm proud to be a part of this work because justice-oriented practitioners, and institutions that can develop them, are so desperately needed.

NEW CMJ STAFF IN 2023



she/her

Rose Martines

Programs and Communications Coordinator

I feel passionate about my role at CMJ because I have seen how oppressive and harmful our education system can be, and I value being part of creating solutions that represent BIPOC student experiences. I ground myself in abolitionism and will always be committed to enacting radical change.

In high school, one of my close friends was a DACA student, and hearing about her and other friends' experiences was the catalyst of my rage and passion for creating substantive change to uplift and center Black and Brown peoples' experiences. I have since targeted my educational and professional career towards learning and radically oriented social justice movements. Working with CMJ combines my experience in nonprofits and educational organizing, in a role where my skills align to make the greatest impact.

I look forward to meeting with our team every week and learning more about the incredible women I work with. I also look forward to connecting more with the community of scholars we are developing, and supporting their growth through support, resources, opportunities, and connections.

At CMJ, I am eager to grow my skills to become even more efficient and effective in my role, help us grow as an organization, and to create transformation in the field.



she/her

Turea Hutson

Research Scientist

My name is Turea and I am (a Research Assistant) at the Center for Measurement Justice! I feel passionate about my role at CMJ because it combines many of the things I am passionate about (educational equity and access, assessment, measurement) and allows me to explore them on a deeper level. The potential to disrupt systems of oppression using research is very appealing to me, and it is awesome that I get to work towards justice every day.

I have always had an interest in education, policy, and how the intersectional identities of students who are historically marginalized can be supported in PK-20 schools. As someone who has both experienced and observed the consequences of educational inequity, I have consistently looked for ways to bring together the elements of policy and education to enact meaningful change throughout my career. I discovered the field of measurement in the second year of my PhD program. Through measurement, I found a way to bring it all together and research all of the things I am enthusiastic about. I am finally in a role where I can explore education and policy through the lens of justice, and contribute to the body of literature in new and creative ways. I look forward to working with our phenomenal, accomplished team to develop and implement ways to be more justice-oriented.

I look forward to working with our phenomenal, accomplished team to develop and implement ways to be more justice-oriented, and eager to see the impact our work makes on future generations of students.

PROGRAMS

CMJ Undergraduate Internships

CMJ works with undergraduate students from the University of Michigan. These interns have the opportunity to discover the world of research by supporting CMJ in various initiatives and projects around justice-oriented assessment development, research, data analysis, and more.

Summer Graduate Internships

Summer graduate internships recipients receive a grant to work with faculty mentors that meet one of the following criteria: they are a Black, Brown or Indigenous person or are a critical scholar (with respect to racial justice) in a field related to racial justice. The collaboration involves working on a racial justice project that aligns with the mentor's area of research for 8-10 weeks during the summer months.

"At times, as the only Chicana in my academic program, it has felt lonely and isolating, but being part of this program reminds me I am not alone. It has been beautiful to build relationships with my peers... Not only has [my mentor] helped me grow as an educational measurement/assessment researcher and evaluator, but she has also nourished my self-confidence. I feel blessed to have her in my corner as a mentor. My only wish was that I had had her much earlier in my academic career, but I am sure she stepped into my life at just the right moment."
– Daniela Cardoza

NCME Travel Scholarship



Each year, CMJ supports 30 new Black, Brown and Indigenous scholars to attend the 2024 NCME conference. By adding these scholars to our support network we have already exceeded our goal of supporting 100 new BBI scholars by 2026.

NCME Travel Scholarship Recipients and CMJ Staff at 2023 NCME Conference

MENTORSHIP PROGRAM

CMJ’s Mentorship Program aims to challenge, disrupt, and dismantle systemic racism in the higher educational measurement space. The program’s goal is to promote equity through support and empowerment. CMJ supports 30 Black, Brown, and Indigenous scholars as they are paired with one of our six mentors from similar backgrounds. The program aims to cultivate an environment where mentors prioritize the well-being and success of mentees by promoting agency and providing them with the necessary resources and support to flourish in their academic journeys and beyond.

Writing Accountability Circles

The practice of writing not only enhances research and critical thinking skills but also improves competitiveness in the job market. Writing Accountability Circles, or WACs as we call them, are a part of the Mentoring program, and are provided by the mentors weekly for scholars in our network. These one hour sessions include check-ins at the beginning and end, where participants share their goals for the session, followed by 45 minutes of uninterrupted writing time.

Professional Development Sessions

Our incredible Mentors, as well as a few external professionals, are leading valuable Professional Development sessions for our Scholars. See the **Upcoming Events** page for info on how to join the next one!



MENTOR FACULTY FELLOWS

This esteemed team of professionals is responsible for leading our mentoring program, which supports 30 exceptional doctoral scholars. The mentorship program aims to challenge, disrupt, and dismantle systemic racism in the higher educational measurement space. Our mentors promote equity through support and empowerment. Their guidance is invaluable, creating a vital community of practice for scholars of color in the field of educational measurement. The following includes their responses to the question: **How has justice-oriented work impacted you?**



she/her

Research Associate
Professor, University of
Nebraska-Lincoln

Dr. Malena Oliveri

Justice-oriented mentoring has helped reshape my personal and professional life, emphasizing fairness, equity, and empowerment. Going beyond traditional dynamics, this approach has heightened my awareness of diverse student needs, allowing tailored guidance to address academic challenges and systemic barriers. Creating connections with students, delving into their stories and goals, and learning more about the challenges they face, has enabled more comprehensive support. Witnessing the positive impact on mentees, I've become an advocate for fairness and inclusivity, actively addressing systemic issues to promote diversity and equity. In essence, justice-oriented mentoring has helped transform the mentor-mentee relationship, fostering a more just and inclusive educational environment, and emphasizing the importance of personal growth and collaborative spaces.



he/him

Founder, Grad Student
Academy

Dr. Joseph Rios

The mentoring I have received during my career has helped me to understand the unwritten rules needed to be successful in academic and professional contexts. Sadly, many students will not have access to this unwritten curriculum, and that is why CMJ is so great. They allow mentors, like myself, the opportunity to make the playing field more level by sharing our knowledge with a group of students from around the world. My participation in this program has been one of the highlights of my career.



he/him

Assistant Professor of
Educational Psychology at
the University of Illinois
Urbana-Champaign

Dr. Justin Kern

I believe very strongly in the importance of increasing representation within both academia and the professional workforce. I see mentoring as one important way that I can help make an impact toward this goal. Moreover, over time I have seen my mentees grow and learn, and make progress toward finishing their degrees, which is very rewarding to me. My greatest hope is to see them finish and continue to make strides in the measurement field.



she/her

CEO of JCRG LLC &
Assistant Research
Professor at the
University of Kansas

Dr. Jade Caines Lee

I haven't always had mentorship that centered on antiracist, justice-oriented ideologies. As a result, I am committed to mentoring historically marginalized students where their cultural identities are not only centered, but prioritized and celebrated.



she/her

Assistant Professor of
Evaluation, Statistics, and
Methodology,
Department of
Educational Leadership
and Policy Studies,
College of Education,
Health, and Human
Sciences

Dr. Fatima Zahra

As a professor and a scholar of color, justice-oriented mentoring has profoundly impacted me. It has nurtured a strong sense of belonging and purpose, knowing that I can use my experiences to guide students who are navigating the complexities of academia and professional development in predominantly white institutions. This mentoring role is more than just an academic duty; it is a personal journey. Each time I answer a student's question or listen to their experiences, I see reflections of my own path - both the triumphs and challenges. It's humbling to realize that every experience I have had, whether positive or painful, now serves a greater purpose in helping my mentees. It is like helping a younger version of myself. My aim is not only to provide academic guidance but also to ensure that my mentees find the best path forward, one that respects their unique and intersectional identities and experiences. Their progress and perseverance make me feel seen, knowing that I contribute to a legacy that extends beyond our immediate interactions and into the broader tapestry of future generations.



she/her

Professor of Educational
Psychology/Director of
Graduate Studies for the
School of Education at
Howard University

Dr. Kyndra Middleton

While in graduate school, I didn't know it at the time, but my mentor utilized justice-oriented mentoring with me. We actually still meet weekly over 20 years later. I have used his model to mentor the next generation of educational measurement scholars by focusing on their whole selves and not just their academic selves. Justice-Oriented mentoring has helped me realize students bring out their best selves when they know that faculty care about and believe in them more than academically. It's made me get to know students on a more personal level. It also feels great to be able to see scholars not afraid to discuss, write, present, and publish on sometimes "tough" justice-oriented topics that I myself was afraid to discuss while a student, and it excites me and creates much pride to see how determined our current scholars are about justice-oriented issues.

CMJ DISSERTATION FELLOWSHIP & CMJ-NBME DISSERTATION FELLOWSHIP

The CMJ Dissertation Fellowship and CMJ-NBME Dissertation Fellowships were created to support minoritized scholars completing their dissertations in the fields of educational measurement for the CMJ fellowship, or a health related field for the NBME sponsored fellowship. They are awarded \$30,000 to support them in completing their dissertation.

Applications for the 2024 Dissertation Fellowships are now closed. Stay tuned for next year's application!

2023 CMJ Dissertation Fellow : Thao Vo



"The Center for Measurement Justice (CMJ) Dissertation Fellowship has been a truly transformative experience for emerging scholars like me, who are dedicated to culturally responsive measurement practices. Beyond providing financial support to focus on my work, it is an incredibly unique platform that has expanded my network and helped me cultivate the skills necessary to promote a socially just assessment and measurement system (e.g., mentoring, strategizing, connecting). I am so honored to be a part of this collaborative environment where my ideas and expertise can flourish. Thank you for all of the support, CMJ!"

2023 CMJ-NBME Dissertation Fellow: Toyese Oyeyemi



"The CMJ-NBME dissertation fellowship has provided the guidance and space needed to focus on completing my dissertation alongside other national scholars. Being able to have a network of individuals similarly focused on measurement justice has been a remarkable benefit to developing my own study and making consistent progress toward my academic goals."

CREA 2023 CONFERENCE



At the recent 2023 CREA conference, our organization took center stage, advocating for transformative education through a series of impactful presentations and events.

- Dr. Jennifer Randall, our President, delivered a stirring keynote address titled "Seeing the Best in Them: Different Script, Same Cast," challenging attendees to revolutionize assessment processes by acknowledging and valuing the sociocultural identities of marginalized students.
- A student panel, featuring students from our "How to Be an Antiracist with Mathematics" summer institute, provided firsthand accounts of transformative experiences at the intersection of antiracist principles and mathematics education.
- The conference also saw the Center for Measurement Justice and Women in Measurement co-hosting a memorable dinner reception themed "Moving Forward Together with Joy," fostering unity and celebration.

These highlights showcased our commitment to reshaping education by redefining assessment, empowering students, and fostering a sense of joy and collaboration within our community.

Grantmakers for Education Conference with the YAB

In October, the Youth Advisory Board took center stage, leading a compelling presentation at the GFE conference alongside Dr. Jennifer Randall and Jenin Sabbah. In this collaboration, they engaged with the audience, teaching them how to transform neutral items into anti-racist items, further spreading our mission.





YOUTH ADVISORY BOARD

Empowering Youth Leaders for Social Justice in Education

Welcome to the vibrant world of our Youth Advisory Board, a dedicated group committed to driving positive change in the field of education. Established with the vision of fostering a community of minoritized students who champion antiracism in assessment, our Youth Advisory Board is at the forefront of our mission.

Goals for Empowerment:

1. Dismantling Injustice Our first goal is to elevate knowledge and awareness surrounding anti-racist assessment and educational disparities. The Youth Advisory Board actively engages in discussions, workshops, and initiatives that shed light on these critical issues, paving the way for informed and impactful advocacy.

2. Skills Development: We are dedicated to honing the skills of our youth leaders. From personal responsibilities to cultivating a professional attitude, our board members are not just advocates but also individuals equipped with the soft and technical skills necessary for success in any endeavor.

3. Academic Empowerment: Our commitment extends to empowering youth in academia. The board actively participates in discussions on the importance of education and equitable testing/evaluation, aiming to inspire fellow students to engage in meaningful dialogue and contribute to a fair and inclusive education system.

The Impact So Far:

Over the past year, our Youth Advisory Board has demonstrated unwavering dedication. Actively participating in professional development sessions and assignments, they have not only enriched their own experiences but have also contributed significantly to the growth of our organization. In a dynamic collaboration, board members have been actively engaging with our research team on various projects, bringing a fresh perspective to our initiatives and ensuring a holistic approach to our mission.

Looking Ahead:

As we look to the future, our goal is to expand these opportunities further. We aspire to provide platforms for our board members to share their insights at conferences and during our own CMJ convening, amplifying their voices and contributing to the ongoing success of our organization.

The Youth Advisory Board embodies the spirit of change, and we are excited about the continued journey ahead as we work together towards a more equitable and just educational landscape.

MEET THE YAB

“What is your favorite thing about being on the YAB?”



Barbara
Freshman

I enjoy being able to consistently learn new factual things through our involvement in creating anti-racist assessments.



Lulua
Junior

I enjoy being able to collaborate with others on practices of applying cultural awareness. Because of my own experiences, I am able to contribute to the YAB.



Andy
Freshman

I enjoy how YAB encourages me to think critically about issues surrounding race and ethnicity, and it provides me a space to discuss these issues with other people my age who are just as interested in the moral and real complexity of these concepts.



Gabrielle
Junior

Being able to learn more about anti-racism and using it to grow, not just as a person but as a future educator. I love that the YAB gives me the opportunity to make a difference in the educational field.



Chloe
Freshman

I really enjoy the chance to express leadership while still being supported by the staff members and peers on the board!



Raymond
College

The experience I get from seeing what goes on behind the scenes of schools.



Rylie
Sophomore

I enjoy the valuable education I gain from being on the YAB the most. If it weren't for CMJ and its mission, I would have never been exposed to anti-racist assessment and educated on why anti-racist assessment is vital to the education of America's youth, ranging from kindergarten all the way to college.



Riana
Sophomore

The elements of YAB that I most enjoy include the research experience that comes with working for CMJ and my ability to contribute to progress in our educational systems. Additionally, I appreciate the collaborative environment that comes with the working alongside the mentors on the Advisory Board and my fellow YAB members.



SUMMER INSTITUTE

The CMJ Summer Institute, held from July 10-17, 2023, in Ypsilanti, Michigan, was a short of a mathematical adventure.

Co-Designing scenario-based Math Assessments:

We provided a unique platform for students to engage in a co-design approach toward creating scenario-based math assessments. Our mission? To bring math to life by solving real-world problems and weaving justice-oriented assessment design into the fabric of education.

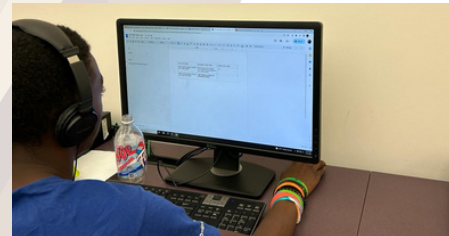
The Assessment Creation Process

Our assessment creation process involved choosing a sociopolitical injustice that was important to the students, crafting instructional modules that were as engaging, weaving in assessment items, and giving students the opportunity to present their work. Three of our incredible students were invited to speak at the prestigious CREA conference, highlighting their experiences from the Institute.

Feedback

Our teachers and students shared insights into the rollercoaster ride of challenges, successes, and the emotional highs and lows and laid out strategic plans that collectively shaped the foundation of their learning experience.

The report wraps up by shining the spotlight on three extraordinary students selected for the CREA conference. But that's not all – we've packed in references to literature on culturally responsive assessment practices and antiracist education. Join us on this ride where math meets justice. The CMJ Summer Institute – where learning is not just a destination, but a thrilling journey.



NEW RESEARCH

Centering Justice in Health Professions Education by Owning Limitations of Anti-Bias Checklist

Jennifer Randall, Tasha R. Wyatt
AMA Journal of Ethics - January, 2024

Justice-Oriented, Antiracist Validation: Continuing to Disrupt White Supremacy in Assessment Practices

Jennifer Randall, Mya Poe, Malena Oliveri, and David Slomp
Educational Assessment - November 22nd, 2023

Recruitment and Retention of Racially and Ethnically Minoritized Graduate Students in Educational Measurement Programs

Jennifer Randall and Joseph Rios
Applied Measurement in Education - November 16th, 2023

Our validity looks like justice. Does yours?

Jennifer Randall, Mya Poe, and Malena Oliveri
Language Testing - October 7th, 2023

Chapter: **Understanding Social Justice Features in Statistics Writing: A Corpus Analysis Case Study of Two Undergraduate Statistics Courses**

In: Corpora and Rhetorically Informed Text Analysis
Oliveri, M., Randall, J., Beck, M., & Poe, M.
June 29th, 2023

It Ain't Near 'Bout Fair: Reenvisioning the Bias and Sensitivity Review Process from a Justice-Oriented Antiracist Perspective

Jennifer Randall
Educational Assessment - June 12th, 2023

'Achievement Gap' vs. 'Education Debt': Why the Language of Testing Matters

Jennifer Randall
The 74 - Op-Ed - June 6th, 2023



UPCOMING EVENTS



Conducting Research Worth Publishing

(and suggestions for navigating the publication process)

with Dr. Stephen G. Sireci

Jan 31, 2024 at 12:00 - 1:00 pm EST

[Register in advance using this link](#)



Time is your most precious resource, protect it at all costs

with Dr. Joseph Rios

Feb 16th, 2024 at 1:00 - 2:00 pm EST

[Register in advance using this link](#)



Growing Professional Legitimacy in Interdisciplinary Scholarship - My story

with Keon McGuire

February, 22nd 2024 at 11:00 am - 12:00 pm EST

[Register in advance using this link](#)



Why Didn't You Tell Me This?!

with Dr. Kyndra Middleton

March 21st 2024 at 3:00 - 4:00 pm

[Register in advance using this link](#)

OPPORTUNITIES!

Research Director

CENTER FOR MEASUREMENT JUSTICE

Full-Time, Remote

Assistant and Full Professor of Educational Statistics, Measurement, and Evaluation

RUTGERS UNIVERSITY

Department of Educational Psychology

Performance Assessment Director

UNIVERSITY OF MASSACHUSETTS AMHERST - MCIEA/ECP

Full-Time, Hybrid (UMASS)

Research Assistant Internship in AI-Powered Learning

Part-Time, Remote

Psychometric Internship

COGNIA

Part-Time, Remote

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BY DR. JOSEPH RIOS

Masterclasses and Mini-Courses designed to help you succeed in Graduate School!