

# Ensuring Equity in Assessment



Watch the FacDev in 5 Video featuring Dr. Tai Lockspeiser, Associate Dean of Medical Education - Assessment, Evaluation, and Outcomes



## 5 KEY TAKEAWAYS

1

### Find Common Ground

- Actively seek similarities with all learners, particularly those who may not share your background.
- Avoid favoring learners who remind you of yourself.
- Use patient care as a shared goal to connect with learners.

2

### Focus on Observable Behaviors, Not Personal Traits

- Prioritize specific actions and observed skills over subjective attributes.
- Avoid assessing learners based on how well they "fit in."
- Use tools like your phone's notes app to track behavioral observations for later use.

3

### Practice Perspective-Taking in Feedback

- Consider how your feedback will be received by the learner.
- Reflect on how you would respond if you received the same feedback.
- Ensure your words and perceptions aren't shaped by bias.
- Recognize that your intent may not always align with the impact of your feedback.

4

### Pause to Evaluate Bias

- Regularly question whether bias is influencing your assessments.
- Ask yourself, "Would I write the same feedback if the learner were a different gender or race?" to ensure fairness and objectivity.

5

### Actively Counter Stereotypes

- Watch for stereotypes that may creep into your assessments.
- Pause to consider counter-stereotypic examples before completing feedback.
- Challenge assumptions by recalling successful professionals from similar backgrounds.

### Dive Deeper

Medical Education's Wicked Problem: Achieving Equity in Assessment for Medical Learners (Acad Med 2020)

Advancing Equity: Understanding, Addressing, and Mitigating Bias in Assessment in Medical Education (Clin Obs Gyn 2024)

The Urgency of Now: Rethinking and Improving Assessment Practices in Medical Education Programs (Acad Med 2023)



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