

FacDev in 5

KEY TAKEAWAYS

Ensuring Equity in Assessment



Watch the FacDev in 5 Video featuring Dr. Tai Lockspeiser, Associate Dean of Medical Education - Assessment, Evaluation, and Outcomes. tinyurl.com/FD5-EquityAssmnt

KEY TAKEAWAYS



Use these tips to promote fairness and equity in observation, reflection, and feedback.

1

Find Common Ground

Connect with all learners by focusing on shared patient-care goals and avoiding affinity bias.

2

Focus on Observable Behaviors

Assess actions and skills—not personal traits—avoid “fit” bias, and use quick notes to support follow-up.

3

Consider the Learner’s Perspective

Reflect on how feedback may be received and consider how you would respond. Recognize that your intent may not always align with your impact.

4

Pause to Evaluate Bias

Regularly question whether bias is influencing your assessments. Consider if you’d give the same feedback to a learner of a different gender, race, or background.

5

Actively Counter Stereotypes

Reflect on counter-stereotypic examples and recall successful professionals from similar backgrounds before giving feedback.



DIVE DEEPER

Holmboe, E. S., et al. The urgency of now: Rethinking and improving assessment practices in medical education programs (Acad Med 2023).

Lucey, C.R., et al. Medical education’s wicked problem: Achieving equity in assessment for medical learners (Acad Med 2020).

Sheffield, V., et al. Advancing equity: Understanding, addressing, and mitigating bias in assessment in medical education (Clin Obstet Gynecol 2024).

