



Title:

The Gray Zone in High-Stakes Testing: An Emerging DEI in Testing Dimension

Short Callout:

Join ATP's DEI Committee on October 12th at 10:30 AM (Central Time) for a webinar and discussion about "The Gray Zone" in high-stakes testing. We will discuss testing circumstances that may undermine test performance. The Gray Zone consists of circumstances that may undermine test performance. These circumstances include test takers with test anxiety who do not have a formal disability diagnosis, remote internet testing in urban and rural communities that experience "digital deserts," and neurodivergent test takers who do not fit optimally with the standard testing regimen and environment. There is limited space. Register in advance for this one-hour webinar: <https://us02web.zoom.us/meeting/register/tZMoc-mrpjsiGt36qixwdzx1hV8HHCiyJYfk>

[John Jones](#), [Andre Allen](#), and [Kelly Dages](#) from FifthTheory, LLC will be introducing "The Gray Zone" dimension and facilitating discussion about Gray Zone factors and how we can start addressing those factors. Participants will be given an opportunity to discuss questions in small breakout groups.

Longer Description:

Test publishers strive for equity and fairness in their tests and test taking processes. Beyond addressing the inequalities faced by test takers from disadvantaged and minority groups, there are "Gray Zone" circumstances that may create inequalities. These circumstances include test takers with test anxiety who do not have a formal disability diagnosis, remote internet testing in urban and rural communities that experience "digital deserts," and neurodivergent test takers who do not fit optimally with the standard testing regimen and environment. Addressing these gray zone issues necessitates a holistic approach that considers the diverse challenges that disadvantaged, underserved, and marginalized test-takers may face. To create an equitable testing landscape, we must endeavor to provide affordable and accessible test preparation and test mastery mindset resources, offer support to those grappling with test anxiety, and implement measures to bridge the digital divide related to remote online testing programs.

This webinar seeks to start a conversation about “The Gray Zone” factors and how we can address them. The discussion will follow a Kiva protocol, where small groups can contribute to a broader global discussion that allows all voices to be heard. Test publishers have a unique opportunity to foster a system that recognizes and respects the abilities of all test-takers, providing them the resources and opportunities to perform at their best. The integration of DEI principles in our testing programs can catalyze a more just society, ensuring that every individual is evaluated fairly and impartially.