

ASWB's new [strategic framework](#) positions the social work licensing examination program as a central focus, directing the association to expand understanding and acceptance of the necessity for assessing social work competencies through valid and reliable competence measures.

The framework articulates commitments to engage with stakeholders, to educate and increase understanding of the licensing examinations, and to explore the creation of an additional assessment for those candidates who are unsuccessful on the licensing exam.

The association's effort to increase engagement around the examination program is closely related to ASWB's commitment to support diversity, equity, and inclusion in both regulation and the profession as a whole. The ASWB Board of Directors and staff recognize that no one operates in isolation and that this concept is true at the systems level when it comes to the social work profession. Educational programs, regulatory frameworks, and society interact. ASWB's DEI work challenges the association to explore ways the organization can contribute and, when appropriate, lead while continuing to listen and learn.

ASWB is undertaking several important initiatives to fulfill the competency measurement goals of the strategic framework, initiatives that challenge all members of the social work community to explore the contributions they can make toward diversity, equity, and inclusion. CEO Dwight Hymans and Senior Director of Examination Services Lavina Harless are leading all initiatives.

## Listening to and learning from diverse perspectives: Exams for the future of social work

Action on ASWB's commitment to listen to and learn from the entire social work community has already begun. ASWB is reenvisioning the next practice analysis and asking for input from the largest possible range of social workers. Staff are collaborating with the social work community to bring more perspectives, including those of individuals representing diverse racial, ethnic, and geographic backgrounds, into the exam development process. ASWB is expanding its research-driven process to update the licensing exams to continue to build on current practices through these initiatives.

### Social Work Workforce Coalition

A group of leading social work organizations from the United States and Canada that will:

- Expand the diversity of voices contributing to the development of the practice analysis and the examinations

- Identify participants and questions for community input sessions, to be held in early 2022, to ensure a variety of perspectives are heard

#### Coalition member organizations

- National Association of Social Workers
- Canadian Association of Social Workers
- Council on Social Work Education
- Canadian Association for Social Work Education
- National Association of Deans and Directors
- National Association of Black Social Workers
- Latino Social Workers Organization
- Department of Veterans Affairs
- Association of Social Work Boards



The first meeting of the Social Work Workforce Coalition will be held January 6–8, 2022, in Washington, D.C. Activities on the agenda include reviewing current content outlines, reviewing demographic questions to be asked on the Social Work Census, and planning for the community input sessions that will begin early in the year.

“The meeting represents an exciting first step in a multiyear process that will require participation, involvement, and engagement from every part of the profession to comprehensively address issues of diversity, equity, and inclusion in social work,” Harless said.

## Community input sessions

Focus groups that will expand the diversity of voices involved in the exam development process by:

- Providing perspectives from a diverse range of stakeholders
- Offering feedback that will inform the development of the Social Work Census
- Presenting viewpoints about professional licensing and the role of an exam

## Social Work Census

The largest survey of social work practitioners ever undertaken that will provide insight to:

- Gather demographic data to define who today's social workers are and what they do
- Inform educators, professional organizations, and other stakeholders about the day-to-day activities of the social work profession
- Shape the content of the licensing exams

## Examination performance data

On November 9, ASWB's Board of Directors unanimously approved a motion to gather, analyze, and release examination performance data by certain demographic variables. The motion directs ASWB staff and consultants to develop a plan to implement this important information-sharing initiative.

Investing in this review of test-taker–reported data breaks new ground and contributes to the profession's larger discussion about diversity, equity, and inclusion.—Lavina Harless, senior director of examination services

ASWB anticipates that the new analysis will include performance data broken down by demographic group for sharing with member jurisdictions as well as schools of social work. In this process, staff are working with independent psychometric consultants. While ASWB is moving forward as quickly as possible, the organization is committed to ensuring accurate reporting.

“Investing in this review of test-taker-reported data breaks new ground and contributes to the profession's larger discussion about diversity, equity, and inclusion,” Harless said. “We look forward to taking this new step in the association's commitment to participating in conversations around data and social work values.”

## Examination resources for educators

ASWB is looking at how well candidates are prepared to demonstrate their competence on a multiple-choice examination. Because social work education programs play a major role, ASWB is developing and enhancing resources for educators. The resources outlined below are designed to help educators better understand the examinations and in turn share their understanding with students. The suite of free resources, to be released in August 2022, takes a comprehensive approach, reduces financial barriers, and offers educators more opportunities for direct engagement with ASWB.

## Data release to schools

ASWB is expanding on its commitment to social work education programs by helping educators better understand how their graduates are performing on the ASWB licensing examinations. The association has offered aggregate pass/fail data to schools of social work for a fee for several years. The 2020 reports, released in May 2021, were made available for free to accredited programs. Future plans around data include:

- Pass rate data for demographic subgroups (2022)
- Aggregated subscore data related to performance on the major content area of the examinations (August 2022)

## New exam materials

Free exam materials will provide educators with insight they can use to prepare their students to demonstrate competence on the licensing exams.

The current ASWB Guide to the Social Work Exams is being reworked and combined with the Exam Candidate Handbook to provide a more streamlined source of exam information. The new publication will help test-takers register for and take the exam and create a study plan that works for them. It will include updated sample questions retired from the exams and a refined list of core references for each content area created with the help of a volunteer advisory panel of social work educators.

## Enhanced Group Review Practice Test

The Group Review Practice Test is made up of retired exam questions and includes rationales for correct answers. It is available to social work educators for classroom and online use. ASWB is expanding the guide that educators receive when they access the Group Review Practice Test. The enhanced supplemental material will serve as a course guide to help educators use the Group Review Practice Test with students.

## Educator training

ASWB item development consultants will create and lead online training for educators in accredited schools of social work to teach skills in writing multiple-choice questions according to ASWB standards.

## Additional assessment

ASWB is committed to exploring additional assessment methods that meet the association's high standards of validity and reliability in assessing the competence of candidates who are unsuccessful on the current ASWB examinations. Explorations into possible options are just beginning as part of the new strategic framework.

Investigating this new pathway includes offering recommendations around examination retakes. "Psychometric data and other research show that regulatory boards and candidates are not well served by policies that allow for unlimited retakes," Harless noted. "We believe that an additional assessment would help to address this issue."

## Exam administration enhancements

ASWB has begun to reassess and enhance some of its examination administration practices in ways that improve access and responsiveness while maintaining ASWB's to exam validity and security. Areas that have already changed include:

- New race and gender categories on the exam registration form
- Improved access to lactation arrangements
- Addition of job jeopardy as a reason for granting a 90-day waiver

## CORE VALUES

**R**ESPECT

**A**CCOUNTABILITY

**I**NTEGRITY

**S**ERVICE

**E**XCELLENCE



### GOAL

Advance knowledge and acceptance of social work as a licensed profession.

### STATEMENT

The social work community and the public understand that a license is the legal privilege required to practice as a professional social worker.

### OBJECTIVES

- Decrease the number of licensure exemptions in social work regulation.
- Increase collaboration with the social work education community to accept regulation of professional social workers.
- Educate legislative stakeholders to increase their acceptance of the importance of social work regulation for public protection.



### GOAL

Facilitate mobility by licensure through endorsement.

### STATEMENT

ASWB's mobility implementation process allows a licensed or registered social worker in good standing in one jurisdiction to practice in other jurisdictions without having to undergo significant additional training, experience, examinations, or assessments.

### OBJECTIVES

- Develop and manage processes and data systems that are used by members to support social work practice mobility.
- Collaborate to protect the public by accepting that the knowledge, skills, and abilities of licensed social workers needed to perform the scope of practice are equivalent across jurisdictions.
- Educate social workers and the public about rights and responsibilities related to how and where social work practice occurs.



### GOAL

Curate research for best practices in regulation.

### STATEMENT

ASWB is the conduit for and repository of quality research about best practices in social work regulation.

### OBJECTIVES

- Develop and manage a library of research to benefit the social work regulatory community.
- Conduct and commission regulatory research and collaborate with other researchers.
- Develop and provide useful information to member boards and the social work regulatory community in pursuit of best practices for public protection.

## CORE MISSION

Provide support and services to the social work regulatory community to advance safe, competent, and ethical practices to strengthen public protection.

## VISION

All social workers are licensed in order to protect clients and client systems.

## 2021 Bylaws and Resolutions Committee Report to the Delegate Assembly

*The Bylaws and Resolutions Committee shall propose amendments to the Bylaws when it determines that such amendment is necessary and shall receive and consider proposed amendments to the Bylaws submitted in accordance with these Bylaws. The committee shall receive and consider all resolutions submitted in accordance with Association policy.*

The Bylaws and Resolutions Committee held its July 10, 2021, meeting in a hybrid format (in person and Zoom) at the Madison Hotel in Washington, D.C. All committee members were present. Kathy Outland, Board liaison, ASWB legal counsel Dale Atkinson, ASWB CEO Dwight Hymans, and ASWB staff member Jayne Wood also attended the meeting.

### Ongoing charges

The Bylaws and Resolutions Committee is charged with the following on an ongoing basis:

1. Considering all amendments duly proposed to the bylaws and making recommendations to the Board of Directors and the delegate assembly as to the implications of adoption.

The committee received no proposed amendments from membership.

2. Initiating any suggestions that the committee feels necessary for change to the bylaws or proposed amendments.

### Recommendations/Actions

The committee proposes no new amendments to the bylaws.

The committee discussed a recommendation by a committee member to change the bylaws requirement that administrators serving on the ASWB Board of Directors resign when their service to a member board ends during their term on the ASWB Board. The recommendation was to require resignation only in cases when the administrator was removed for cause. Following discussion in which the risk mitigation reasons were outlined for requiring resignation in all cases, the committee member withdrew the recommendation, noting that the provision as written was best from a risk management perspective.

3. Providing leadership to the bylaws amendment process at the Annual Meeting of the Delegate Assembly.

The committee chair will make the report at the meeting.



### Committee Members

*Chairperson*  
Vikki Erickson  
Nevada

Cheney Cloke  
British Columbia

Jacqueline Lowe  
South Carolina

John Shalett  
Louisiana

Kate Zacher-Pate  
Minnesota

*Board liaison*  
Kathy Outland  
Oregon

### Also present

Dale Atkinson  
ASWB legal counsel

Dwight Hymans  
Jayne Wood  
ASWB staff

**Report prepared by  
Jayne Wood**

**Date: July 23, 2021**

4. Screening and processing all resolutions to be brought before the delegate assembly in accordance with association policy.

### **Recommendations/Actions**

The committee recommends that ASWB staff: 1) engage in an education campaign about the benefits to members of using the resolution process and how to submit resolutions and amendments and 2) provide other tools to administrators to help boards participate. A mini-training at the annual meeting was suggested as well as adding education sessions on the resolution process to New Board Member Training and Governance as Leadership; providing information through the *association news* and *association update*; and including the topic as part of Administrators Forum and Board Member Exchange meetings. Committee members also noted the importance for member boards to include the topic on their meeting agendas.

The committee resolved to submit its own resolution on resolutions (attached). The Board of Directors makes a **Do Pass** recommendation.

### **Rationale**

The committee received no resolutions from membership, sparking a discussion about the effectiveness of the notification process inviting submission of proposed resolutions and amendments to the bylaws. Committee members believe it is important for membership to be engaged in the governance of ASWB, which is achieved in part through submitting resolutions and amendments. It was noted that the timing of the notice period was a potential barrier to member engagement because of the meeting schedule of many boards. Staff acknowledged that the notice could be sent earlier in the year, allowing a longer lead time for membership to act. Another barrier the committee noted was a possible lack of understanding by membership about the benefits, purpose, and focus of resolutions and how to use this governance tool.

5. At the direction of the Board of Directors, reviewing the ASWB Policy Manual for inconsistencies with current bylaws or association practice, and drafting proposed changes for consideration by the ASWB Board.

The Board did not charge the committee with this responsibility in 2021.

## **2021 Committee Charge(s)**

### Charge 1

Continue to evaluate membership via bylaws, policies, and member contracts related to exam use.

### **Recommendations/Actions**

With this report, the committee submits recommendations to the ASWB Board of Directors related to next steps for assisting member boards that have not achieved compliance with exam use policy by the June 30, 2021, deadline. The committee proposes that the Board of Directors consider:

- extending the June 30 deadline for six months to allow ASWB staff to pursue direct contact with member boards that have not been in communication with ASWB to outline their plan for exam use compliance
  - Committee members would like to receive a report from staff at the end of the extension period to determine whether the committee needs to reconvene or pass the baton to the 2022 Bylaws Committee.

- exploring alternate means or products for member boards that cannot comply with policy because of laws or lack of authority to act
- incorporating certain waivers related to when applicants can sit for the exams into Policy 2.1, Procedures to eliminate the need for member boards to request exceptions that the Board has consistently granted
  - allowing BSW students to sit for the Bachelors exam in the last semester of their education
  - allowing MSW students to sit for the Masters exam in the last semester of their education

### **Rationale**

The Bylaws and Resolutions Committee received a progress report from staff about the exam use compliance process and how member boards have responded. From a risk mitigation standpoint, the committee believes that more data is needed to understand the elements in play. The committee's recommendations are offered in recognition that while the deadline for compliance has passed, no benefit is gained at this time by imposing sanctions on member boards that are out of compliance because not enough information is known about the reasons for the noncompliance. Suspension or termination of membership, the highest sanction, would be harmful to social work license applicants, member boards, ASWB, and consumers. The committee therefore encourages the ASWB Board and staff to continue to work with membership as outlined to gather needed data before taking action against noncompliant boards as provided in the bylaws Article IV. Membership, Section 4. Continued Membership.

Additionally, the committee recommends that the Board consider revising the exam use policy to include identified waivers because having the exceptions in policy would eliminate the need for boards to make a formal request and for the ASWB Board to have to respond to the request. It becomes an advantage for those boards that can incorporate into their regulations.

### **Other Action Items**

None.

### **Other Discussion Items**

Staff brought a question to the committee related to qualifications for nominees slated for the Board of Directors. Unlike nominees for the Nominating Committee, Board of Directors nominees are not required to have attended an annual meeting. Staff wondered if the same requirement should be added for Board nominees.

After discussion in which the background for the difference was explained, the committee recommended no changes to the bylaws.

### **Future Discussion Topics and/or Suggestions for 2022 Committee Charge**

- Continue the 2021 charge in anticipation that the ASWB Board will extend the exam use compliance window and staff will have further information about outreach to member boards.
- Review the bylaws in full to ensure they continue to meet the needs of the organization.
- Look at data security re. privacy requirements, especially related to storage of data between Canada and the United States.
- Develop a resolutions guidance document with suggested templates, wording, and submission policies, including how to craft resolutions in plain language.

**Resolution No: 1-2021****Proposed by: ASWB Bylaws and Resolutions Committee****Name of Resolution: The Resolution to Jump Start All Resolutions****Committee Recommendation: Do Pass****Board of Directors Recommendation: DO PASS**

WHEREAS, the Association of Social Work Boards is a membership organization whose Member Boards, as defined by the Bylaws, consist of government bodies empowered to credential and regulate the practice of social work, and

WHEREAS, ASWB, as a membership organization, encourages its Member Boards to actively participate in providing direction to the ASWB Board of Directors, consistent with the ASWB mission, vision, values, and recognized Section 501(c)(3) tax status, and

WHEREAS, the ASWB Bylaws authorize the Member Boards to submit resolutions as a means of providing direction on significant policies to the ASWB Board of Directors, and

WHEREAS, the ASWB Bylaws calls for an ASWB Bylaws and Resolutions Committee that receives and considers all duly submitted resolutions, and

WHEREAS, the ASWB Bylaws and Resolutions Committee will assist proposers of resolutions with drafting and editing to assure that proposed resolutions are consistent with the mission, vision, values, and tax status of the ASWB, and

WHEREAS, the ASWB Policies provide a procedural mechanism for Member Boards to timely submit resolutions for discussion, debate, and ultimate Delegate voting at the Annual Meeting of the Delegate Assembly, and

WHEREAS, duly adopted resolutions will assist the ASWB Board of Directors in its strategic and generative planning and will be effectuated by ASWB staff, and

WHEREAS, historically, the Member Boards have not actively participated in the resolution process.

THEREFORE BE IT RESOLVED that the 2021 ASWB Bylaws and Resolutions Committee encourages the ASWB Board of Directors to provide the ASWB Member Boards, in a manner it deems necessary, with information and templates on how to draft, submit, and work with the Bylaws and Resolutions Committee on the appropriate use of the resolution process, and

THEREFORE BE IT FURTHER RESOLVED that the 2021 ASWB Bylaws and Resolutions Committee encourages the ASWB Member Boards to familiarize themselves with the information and templates on how to draft, submit, and work with the Bylaws and Resolutions Committee and, thereafter, actively participate in the resolution process as a means of providing direction to the ASWB Board of Directors on significant policy issues.

# 2021 Examination Program Report

## EXAM ADMINISTRATION

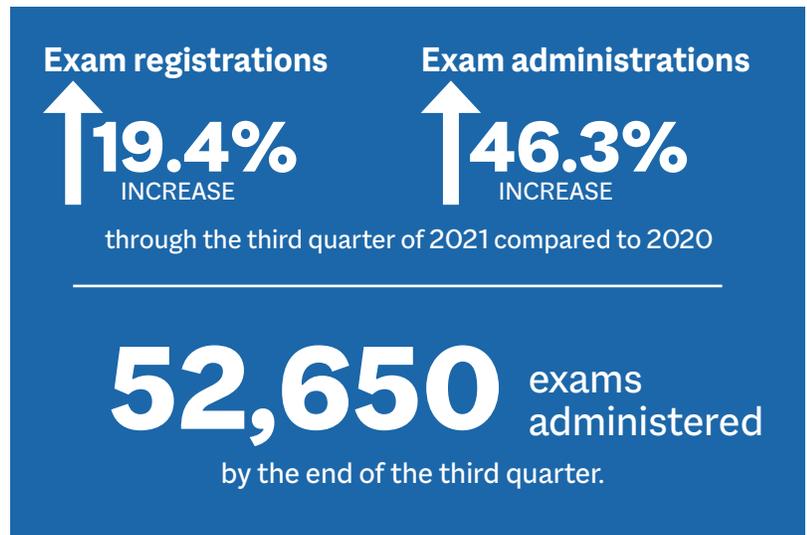
Testing and Candidate Services saw continued improvement throughout 2021. By summer, most Pearson Professional Centers were back to 100 percent testing capacity. Pearson VUE removed its mandatory mask requirement at the PPCs on August 1, deferring once again to local regulations.

### Change fees and extensions

Candidate Services initially began waiving the US\$30 fee for changes to a registration to grant extensions in 2020 because of the COVID-19 pandemic. In August of this year, ASWB decided to discontinue the change fee altogether as a benefit to test-takers. ASWB intends to continue to be flexible and grant registration extensions through 2022, as jurisdictional board approval expiration dates allow.

### Score verification

ASWB also discontinued its score verification process as of June. Due to the accuracy of electronic scoring, recounting correct and incorrect answers does not alter test results. A series of quality checks further ensures the accuracy of electronic scoring, which is why ASWB no longer offers this service.



### Candidate services

The Candidate Services team implemented a ticketing system called HelpDesk in January to respond to and track email inquiries from exam candidates and processed 23,829 HelpDesk tickets through the end of September. Plans are in place to add a live chat feature in 2022 and to expand the hours of phone support to the prepandemic schedule of 8:30 a.m. - 5:00 p.m.

### 90-day waiting period

In September, ASWB expanded eligibility to request a waiver of the 90-day waiting period to include individuals unable to gain employment without a social work license. Previously, eligibility was restricted to cases of job jeopardy when a candidate scored within five questions of the passing score. ASWB implemented this change in response hearing from candidates struggling to find employment during the pandemic.

### Online registration form

We are pleased to announce that the online registration form was updated in October to reflect expanded, more inclusive gender and race/ethnicity questions. We overcame significant restrictions and limitations of IT systems both internally and at Pearson VUE to make this important change.

## Nonstandard testing arrangements

The complexity of nonstandard testing arrangements and the volume of requests continued to increase this year. We received considerable social media attention this summer regarding unnecessary steps in our process for requesting special arrangements, specifically around lactation needs. ASWB has long accommodated lactating individuals, and we are committed to evaluating our current procedures to improve our processes. We are currently creating a request form specific to lactating individuals and will be using DocuSign, a secure electronic signature platform, for completion. We intend to use DocuSign for ESL requests as well and eventually for all other requests related to disabilities and other conditions. We are committed to making the process efficient and secure for all involved.

### Policy modification for member board consideration

We are reviewing policy with modifications in mind to streamline the request process with the goals of saving member board staff time, improving communications, enabling faster processing time for candidates requesting nonstandard testing arrangements, and minimizing potential legal risk caused by process delays. Currently, 28 member boards authorize ASWB to process one or more types of nonstandard testing arrangement requests on their behalf.

## Test delivery platform

We are excited to announce that delivery of the ASWB examinations will switch in January 2022 from Pearson VUE's Administrator test delivery platform, which we have used since 2011, to Athena. The long-awaited, pandemic-delayed migration will take place during a blackout period from December 24, 2021, through January 2, 2022. During this time, ASWB exams will not be administered. These dates have been blocked off on the scheduling calendar and are not available to candidates. Because no administrations will occur that week, there will be no score files the week of January 3. Other than that exception, member boards will continue to receive score rosters and individual score reports on a weekly basis in the same manner as you do now. Athena will provide candidates with a better testing experience via a more user-friendly interface with highlight and strikethrough features. The online practice test is being updated to reflect the new interface.

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## EXAM DEVELOPMENT

Despite ongoing challenges related to the COVID-19 pandemic, ASWB's Examination Development department continued to increase its productivity and take on new projects during 2021. Building on successes in 2020, the department focused on new initiatives for ensuring item and exam quality. Additionally, to accomplish these tasks and to help with the ongoing work and increasing needs of the examination program, the Exam Development department hired another licensed social worker.

### Examination Committee

The Examination Committee consists of three subgroups: Clinical, Masters, and Bachelors. Committee members are successful item writers selected to represent the diversity of the profession. The committee's main task is to review and approve new items to be pretested on ASWB examinations.

The Exam Committee typically meets four times per year. This year, the committee met five times to ensure that item banks were robust enough after the pandemic forced the cancellation of meetings in 2020. The Exam Committee convened online for three meetings in 2021 and, for the first time since fall 2019, included an in-person component at the August and September meetings. These last two meetings were the first hybrid sessions, held in Washington, D.C., and Reston, Virginia, respectively. We leveraged technology to ensure that online and in-person participants had positive and engaging experiences while maintaining the integrity of the item review process. Additionally, an ad hoc committee of emeritus Examination Committee members convened in August to help add to the number of new items reviewed for the year. Item bank numbers are now back to prepandemic levels.

## 2021 Examination Committee performance

**1540**

new items  
reviewed



**1355**

new items  
approved  
for pretest

### Form review

Before an exam test form is administered to candidates, a final review of a complete ASWB examination form takes place. Subject matter experts, primarily emeritus members of the ASWB Examination Committee, serve as form reviewers. One exam form is typically released each quarter per exam category. Like Exam Committee meetings, form review has always been held in person. During the pandemic, however, the exam program pivoted to an online platform. This process has worked well and created new efficiencies while maintaining positive experiences for volunteers and exam integrity.

### 2021 form review performance

**12**

examination forms  
approved for release

**1800**

operational items

**1400**

pretest items

### Practice analysis and Social Work Census/Workforce Coalition

Preparation is well under way for the next practice analysis, which will be an expanded effort with more transparency and opportunity to collaborate with the social work community. ASWB has secured commitments from nine major social work organizations in the United States and Canada to form a social work workforce coalition and to launch a series of social work community input sessions. The work of the coalition, coupled with the community input sessions, will help inform the questions asked on the demographic and task statement portions of the survey, to be launched in 2023 as the Social Work Census.

ASWB has already begun the work of leveraging our messaging around the coalition and census and is planning the next exam creation process to ensure that diversity, equity, and inclusion continue to be deliberately discussed and considered at every step of exam development.

### Exam resources for educators

The purpose of this project is to develop a suite of exam-related resources for social work educators to help them prepare their students for the exams. This work will include a rework of the exam guide, an item writer training for educators, data release to schools of social work, and new resources for the Group Review Practice Test. The suite will launch August 2022.

As a beginning point, we will establish a core set of recommended exam resources broken down by content area for each of the exam categories. An advisory panel of item development consultants and social work educators from across the United States and Canada will guide the project. The panel created a survey that was sent to all CSWE/CASWE schools asking educators to identify references used in their programs. The survey results will be finalized in 2021, and responses will be used to establish reference lists for the exam program.

## Item writer program and training

Twenty-three new item writers attended ASWB's two-day item writer training in August. These individuals were selected from the 352 applicants from across the United States and Canada who applied to the program. They were chosen based on their demonstrated writing skills and to represent the diversity of the profession. The training, usually held in person, was held online for the first time due to the pandemic. We used the Zoom platform for online delivery and project management software for additional engagement.

To continue supporting our exam community in their important work, the exam program initiated quarterly online item writer/consultant forums this year. Staff hosted the forums, and the item development consultants for each exam category facilitated the sessions. Item writers spent time getting to know other writers from different training cohorts and discussed item writing topics.

Additionally this year, we launched a newsletter that we send each quarter to ASWB's exam program community. The goal is to build and deepen connections among community members and keep them informed of key program happenings, tips for item consistency, and the schedule of upcoming meetings.

## 2021 item writer recruitment and selection



applications were accepted for

**5 months**



**16**

jurisdictions represented in the new item writers



**352** applications received



**23** new item writers were trained\*

**14** teach/have taught social work

**1.5 years**

Range of experience of new item writers

**35 years**

\*based on consultant recommendation and program diversity needs

## DEI initiatives

The ASWB exam development program has always embraced the social work profession's values of diversity, equity, and inclusion in every step of creating the social work licensing examinations. This commitment is evidenced by the diversity of the subject matter experts who participate in the program as consultants, volunteers, and item writers.

The exam development program has always trained writers and Exam Committee members to guard against bias in exam items. To take this a step further, staff sent links to video training sessions about microaggressions to item writers, Exam Committee members, form reviewers, and item development consultants. Discussion about building awareness of potential microaggressions in items followed in the item writer/consultant forums and with the full Exam Committee to help ensure that microaggressions do not appear in items. This focus on preventing microaggressions in items will be ongoing, encompassing all aspects of exam development and being delivered via multiple channels. Editorial staff also continue to monitor items for potential microaggressions.

A sensitivity review of the ASWB practice tests took place in August before the Exam Committee meeting. Item development consultants reviewed the online practice tests to ensure the language used is the most current and sensitive language possible. This content is also used on our Group Review Practice Test.

Exam Committee members and item development consultants served as a sensitivity panel for a discussion about terminology used in the exams during the August Exam Committee meeting. Staff facilitated discussions to get feedback about certain terms to ensure consistency across exams in the use of the most sensitive language possible. These recommendations, coupled with research on the use of the terms by subject matter experts, will inform future item writing and editing.

## The Exam Program Yearbook

An annual publication that showcases the expertise and diversity of the examination program community members who contribute to the development of the exams. This year the [exam program yearbook](#) includes all item writers, not just the newest class. This 12th edition of the yearbook is published in an expanded digital format on ASWB's website.