

Joint Committee on Standards for Educational Evaluation
Statement on Diversity
September 2007

The Joint Committee on Standards for Educational Evaluation sets evaluation standards and promotes their use. The Committee's mission is "... to promote concern for evaluations of high quality based on sound evaluation practice and procedures, and to meet existing and emerging needs in the field of evaluation . . ." ¹ There is a need to conduct periodic and systematic updates of the standards, to give attention to issues in interpretation and specific applications, to train in the use of standards, and to inform practitioners and users about future developments. ² The Joint Committee attends to the role of diversity in all phases of committee work, with an emphasis on standards development and use.

The Joint Committee recognizes that its evaluation standards are used in many diverse contexts by national and international organizations and individuals to define, implement, and assess the evaluation process. This statement presents the Joint Committee's views on the role of diversity in the creation, revision, and use of the standards documents to perform these activities. The purpose of the diversity statement is to promote equity and fairness in the development and application of the standards to the evaluation process and in the membership of the Committee.

Diversity as utilized by the Joint Committee includes, but is not limited to these categories:

- Culture, race, ethnicity, language, social class, and religion
- Age, gender, sexual orientation
- Abilities of all types; e.g., physical, mental
- Sociocultural experiences
- Academic disciplines or areas of study
- Philosophical and epistemological orientation toward evaluation, methodologies, types, and approaches
- The type, focus, and activities of member organizations (e.g., schools, governments, public organizations, private sector companies)
- Geography, including all regions of the world ³

The Joint Committee not only seeks to address diversity in the standards it has developed, but also to achieve diversity in its membership, which is composed of supporting organizations with a focus on evaluation and in its audiences of users. Within this framework, the Joint Committee acts to

- Establish a representative community in the development of standards

¹ Joint Committee on Standards for Educational Evaluation. (1980). *Governing principles*, p. 4. [Electronic Version]. Retrieved February 21, 2007, from the Western Michigan University Evaluation Center Web site: <http://www.wmich.edu/evalctr/jc/>

² Joint Committee on Standards for Educational Evaluation. (1980). *Governing principles*, p. 2. [Electronic Version]. Retrieved February 21, 2007, from the Western Michigan University Evaluation Center Web site: <http://www.wmich.edu/evalctr/jc/>

³ While the standards are utilized worldwide, Joint Committee membership is concentrated in the United States and Canada.

- Increase the awareness, understanding, and valuing of diversity by incorporating attention to the cultural competence⁴ of evaluators in the standards documents
- Increase awareness of the standards' relevance and expand the use of the standards documents among diverse communities
- Raise the level and richness of discourse about diversity in the process of educational evaluation through discussions with relevant professional organizations, e.g., ACA, NEA, AEA, AERA, NCME, and other user and participant groups

In addition, the Joint Committee will conduct the following activities to ensure that it establishes and maintains diversity in all areas of its work:

- Continuously monitor issues of diversity as they relate to all phases of standards development, review, revision, and use.
- Analyze diversity issues represented in Joint Committee standards documents during all scheduled reviews and revisions of such documents.
- Facilitate the recognition and application of principles of equity and fairness in the use of the standards in the training and orientation activities for users of the standards documents.
- Solicit additional sponsoring organizations based in part on their ability to broaden the diversity of the Joint Committee.

This statement will be revised as part of the scheduled review and subsequent revision of all standards documents to maintain a current perspective on diversity within the standards and in the Joint Committee's work.

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⁴ "To ensure recognition, accurate interpretation and respect for diversity, evaluators should ensure that the members of the evaluation team collectively demonstrate cultural competence. Cultural competence would be reflected in evaluators seeking awareness of their own culturally-based assumptions, their understanding of the worldviews of culturally-different participants and stakeholders in the evaluation, and the use of appropriate evaluation strategies and skills in working with culturally different groups. Diversity may be in terms of race, ethnicity, gender, religion, socio-economics, or other factors pertinent to the evaluation context." American Evaluation Association. (n.d.) *Guiding principles for evaluators*. [Electronic Version]. Retrieved February 21, 2007, from <http://www.eval.org/Publications/GuidingPrinciples.asp>