



NSSE 2020 Topical Module Report

Inclusiveness & Engagement with Diversity

Illinois State University

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About This Topical Module

This module examines environments, processes, and activities that reflect the engagement and validation of cultural diversity and promote greater understanding of societal differences. Questions explore students' exposure to inclusive teaching practices and intercultural learning; perceptions of institutional values and commitment regarding diversity; and participation in diversity-related programming and coursework. Complementary FSSE set available.

Comparison Group

This section summarizes how this module's comparison group was identified, including selection criteria and whether the default option was taken. This is followed by the resulting list of institutions represented in the 'Inclusiveness Group' column of this report.

Group label	Inclusiveness Group
Date submitted	6/5/20
How was this comparison group constructed?	Your institution customized this group by selecting institutional characteristics as follows: Sector (Pub; Priv nfp)
Group description	No description provided

Inclusiveness Group (N=195)

Albright College (Reading, PA)*	Castleton University (Castleton, VT)*
Alvernia University (Reading, PA)*	Cedar Crest College (Allentown, PA)
Andrews University (Berrien Springs, MI)*	Central Michigan University (Mount Pleasant, MI)*
Arcadia University (Glenside, PA)	Chadron State College (Chadron, NE)
Auburn University at Montgomery (Montgomery, AL)	Chapman University (Orange, CA)*
Augusta University (Augusta, GA)	Chestnut Hill College (Philadelphia, PA)
Augustana University (Sioux Falls, SD)	Colgate University (Hamilton, NY)
Babson College (Babson Park, MA)	College of Saint Benedict and Saint John's University, The (Saint Joseph, MN)*
Baker University (Baldwin City, KS)*	College of Saint Scholastica, The (Duluth, MN)
Baldwin Wallace University (Berea, OH)	Colorado State University (Fort Collins, CO)*
Bay Path University (Longmeadow, MA)*	Concordia University (Portland, OR)*
Bentley University (Waltham, MA)	Concordia University-Saint Paul (Saint Paul, MN)*
Berea College (Berea, KY)*	Converse College (Spartanburg, SC)
Binghamton University (State University of New York) (Vestal, NY)	Culver-Stockton College (Canton, MO)*
Bowling Green State University (Bowling Green, OH)*	CUNY York College (Jamaica, NY)*
Brenau University (Gainesville, GA)	Dakota State University (Madison, SD)
Butler University (Indianapolis, IN)	Denison University (Granville, OH)
Cabrini University (Radnor, PA)	Dickinson College (Carlisle, PA)*
California Baptist University (Riverside, CA)*	Drew University (Madison, NJ)
California College of the Arts (San Francisco, CA)	East Tennessee State University (Johnson City, TN)*
California Lutheran University (Thousand Oaks, CA)	Eastern Nazarene College (Quincy, MA)
California State University-Channel Islands (Camarillo, CA)	Eastern Washington University (Cheney, WA)
California State University-Stanislaus (Turlock, CA)	Emory University (Atlanta, GA)
California State University, Chico (Chico, CA)	Emporia State University (Emporia, KS)
California State University, Fullerton (Fullerton, CA)	Endicott College (Beverly, MA)
California State University, Los Angeles (Los Angeles, CA)	Fairfield University (Fairfield, CT)
California State University, Monterey Bay (Seaside, CA)	Farmingdale State College (Farmingdale, NY)
California State University, Sacramento (Sacramento, CA)	Fitchburg State University (Fitchburg, MA)*
Capital University (Columbus, OH)*	Fontbonne University (Saint Louis, MO)
Carthage College (Kenosha, WI)*	Fort Lewis College (Durango, CO)*

Inclusiveness Group (N=195), continued

Fresno Pacific University (Fresno, CA)*	Rowan University (Glassboro, NJ)*
Gonzaga University (Spokane, WA)*	Saint Joseph's College (Standish, ME)
Grace College and Theological Seminary (Winona Lake, IN)*	Saint Mary's University of Minnesota (Winona, MN)*
Grand View University (Des Moines, IA)*	Saint Michael's College (Colchester, VT)
Gustavus Adolphus College (Saint Peter, MN)*	Salve Regina University (Newport, RI)
Harvey Mudd College (Claremont, CA)	Sam Houston State University (Huntsville, TX)*
High Point University (High Point, NC)*	Seattle Pacific University (Seattle, WA)*
Hilbert College (Hamburg, NY)*	Seattle University (Seattle, WA)*
Hood College (Frederick, MD)*	Seton Hall University (South Orange, NJ)*
Hope College (Holland, MI)	Seton Hill University (Greensburg, PA)*
Illinois College (Jacksonville, IL)	Shenandoah University (Winchester, VA)
Iona College (New Rochelle, NY)*	Shepherd University (Shepherdstown, WV)*
Ithaca College (Ithaca, NY)*	Simmons University (Boston, MA)
John Brown University (Siloam Springs, AR)	St. Louis College of Pharmacy (Saint Louis, MO)
Kalamazoo College (Kalamazoo, MI)*	St. Mary's College of Maryland (St. Mary's City, MD)*
Kansas State University (Manhattan, KS)*	State University of New York at Brockport (Brockport, NY)
Kenyon College (Gambier, OH)	State University of New York at Fredonia (Fredonia, NY)
Lawrence University (Appleton, WI)*	State University of New York at Geneseo, The (Geneseo, NY)
Linfield College - McMinnville Campus (McMinnville, OR)	Stevenson University (Stevenson, MD)
Linfield College-Online and Continuing Education (McMinnville, OR)	Stonehill College (Easton, MA)
Linfield College-Portland Campus (Portland, OR)	Sul Ross State University (Alpine, TX)
Lipscomb University (Nashville, TN)	SUNY College at Oswego (Oswego, NY)
Longwood University (Farmville, VA)	SUNY College of Agriculture and Technology at Cobleskill (Cobleskill, NY)
Loyola University New Orleans (New Orleans, LA)	SUNY College of Environmental Science and Forestry (Syracuse, NY)
Lycoming College (Williamsport, PA)	SUNY College of Technology at Canton (Canton, NY)
Macalester College (Saint Paul, MN)	Tarleton State University (Stephenville, TX)*
Marian University (Indianapolis, IN)*	Temple University (Philadelphia, PA)*
Marshall University (Huntington, WV)	Texas A&M University - Corpus Christi (Corpus Christi, TX)*
Maryland Institute College of Art (Baltimore, MD)	Texas Tech University (Lubbock, TX)*
Marywood University (Scranton, PA)*	United States Air Force Academy (USAF Academy, CO)
Massachusetts College of Art and Design (Boston, MA)	United States Merchant Marine Academy (Kings Point, NY)
Mayville State University (Mayville, ND)	United States Naval Academy (Annapolis, MD)
Miami University-Oxford (Oxford, OH)*	University of Alabama, The (Tuscaloosa, AL)*
Minneapolis College of Art and Design (Minneapolis, MN)	University of Arkansas (Fayetteville, AR)*
Minnesota State University Moorhead (Moorhead, MN)*	University of Central Florida (Orlando, FL)
Missouri Western State University (Saint Joseph, MO)*	University of Central Missouri (Warrensburg, MO)
Nazareth College (Rochester, NY)*	University of Colorado Denver (Denver, CO)*
Neumann University (Aston, PA)	University of Dubuque (Dubuque, IA)
North Dakota State University (Fargo, ND)	University of Evansville (Evansville, IN)
Northwest Missouri State University (Maryville, MO)*	University of Hartford (West Hartford, CT)*
Oakland University (Rochester Hills, MI)	University of Hawai'i-West O'ahu (Kapolei, HI)
Ohio State University at Newark, The (Newark, OH)*	University of Idaho (Moscow, ID)
Ohio Wesleyan University (Delaware, OH)*	University of Illinois Springfield (Springfield, IL)
Otterbein University (Westerville, OH)	University of Indianapolis (Indianapolis, IN)
Pacific Lutheran University (Tacoma, WA)	University of Kentucky (Lexington, KY)
Pepperdine University (Malibu, CA)	University of La Verne (La Verne, CA)*
Pittsburg State University (Pittsburg, KS)	University of Lynchburg (Lynchburg, VA)
Point Loma Nazarene University (San Diego, CA)	University of Mary (Bismarck, ND)
Prairie View A&M University (Prairie View, TX)	University of Missouri (Columbia, MO)*
Presbyterian College (Clinton, SC)	University of Missouri-Kansas City (Kansas City, MO)*
Presentation College (Aberdeen, SD)	University of Nebraska at Lincoln (Lincoln, NE)*
Radford University (Radford, VA)	University of North Carolina Wilmington (Wilmington, NC)*
Randolph-Macon College (Ashland, VA)	University of Pittsburgh-Bradford (Bradford, PA)
Rider University (Lawrenceville, NJ)*	University of Richmond (University of Richmond, VA)
Ringling College of Art and Design (Sarasota, FL)	University of South Dakota (Vermillion, SD)
Rochester Institute of Technology (Rochester, NY)*	University of Southern Maine (Portland, ME)
Rochester University (Rochester Hills, MI)	University of the Incarnate Word (San Antonio, TX)*
Roosevelt University (Chicago, IL)	University of the South, The (Sewanee, TN)

*2019 participant

Inclusiveness Group (N=195), continued

University of the Virgin Islands (Charlotte Amalie, VI)
University of Utah (Salt Lake City, UT)
University of Washington Tacoma (Tacoma, WA)*
University of Wisconsin-Green Bay (Green Bay, WI)
University of Wisconsin-Whitewater (Whitewater, WI)
University of Wyoming (Laramie, WY)
Utah Valley University (Orem, UT)
Valley City State University (Valley City, ND)*
Valparaiso University (Valparaiso, IN)
Virginia Polytechnic Institute and State University (Blacksburg, VA)
Viterbo University (La Crosse, WI)
Washington & Jefferson College (Washington, PA)*
Washington College (Chestertown, MD)*
Wesleyan College, Macon, Georgia (Macon, GA)*
Wheaton College (Wheaton, IL)*
Wheaton College (Norton, MA)
Whitman College (Walla Walla, WA)
William Jewell College (Liberty, MO)
Wisconsin Lutheran College (Milwaukee, WI)*

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ISU		Inclusiveness Group		ISU	Inclusiveness Group	
				Count	%	Count	%	Mean	Mean	Effect size ^d
1. During the current school year, how much has your coursework emphasized the following?										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICD01a	1	Very little	36	16	5,569	12	2.4	2.6 **	-0.18
		2	Some	82	37	16,026	33			
		3	Quite a bit	74	35	17,737	36			
		4	Very much	30	12	9,018	18			
		Total		222	100	48,350	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	32	15	5,431	12	2.5	2.6	-0.13
		2	Some	76	35	14,828	31			
		3	Quite a bit	77	35	18,382	37			
		4	Very much	37	16	9,723	19			
		Total		222	100	48,364	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	18	9	3,008	7	2.7	2.8 *	-0.14
		2	Some	67	31	13,014	28			
		3	Quite a bit	97	44	20,833	43			
		4	Very much	38	17	11,488	23			
		Total		220	100	48,343	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	32	15	7,908	17	2.4	2.5	-0.06
		2	Some	84	38	15,745	33			
		3	Quite a bit	77	35	16,025	33			
		4	Very much	29	12	8,655	17			
		Total		222	100	48,333	100			
e. Learning about other cultures	ICD01e	1	Very little	26	11	6,206	14	2.5	2.6	-0.07
		2	Some	91	42	16,269	34			
		3	Quite a bit	71	32	16,452	34			
		4	Very much	34	15	9,420	19			
		Total		222	100	48,347	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	38	17	7,565	17	2.5	2.5	-0.07
		2	Some	77	35	15,479	33			
		3	Quite a bit	69	32	15,754	32			
		4	Very much	37	16	9,538	19			
		Total		221	100	48,336	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	10	4	3,697	8	2.7	2.8	-0.11
		2	Some	84	39	12,993	28			
		3	Quite a bit	85	39	19,401	40			
		4	Very much	43	18	12,295	24			
		Total		222	100	48,386	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	10	5	2,549	6	2.8	2.9 *	-0.16
		2	Some	73	34	11,598	24			
		3	Quite a bit	82	38	19,568	41			
		4	Very much	55	23	14,615	30			
		Total		220	100	48,330	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	15	7	2,926	6	2.7	2.9 **	-0.21
		2	Some	79	36	13,023	27			
		3	Quite a bit	89	40	19,524	40			
		4	Very much	39	17	12,803	26			
		Total		222	100	48,276	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ISU		Inclusiveness Group		ISU	Inclusiveness Group	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Creating an overall sense of community among students	ICD02c	1	Very little	10	5	2,311	2.8	3.0 **	-.19	
		2	Some	67	31	10,605				
		3	Quite a bit	92	41	20,038				
		4	Very much	53	23	15,323				
		Total		222	100	48,277				100
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	12	6	2,572	2.9	3.0 *	-.16	
		2	Some	62	28	10,122				
		3	Quite a bit	93	42	19,434				
		4	Very much	55	25	16,163				
		Total		222	100	48,291				100
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	22	10	2,736	2.7	3.0 ***	-.27	
		2	Some	70	31	10,884				
		3	Quite a bit	77	35	19,295				
		4	Very much	53	24	15,310				
		Total		222	100	48,225				100
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	14	6	2,348	2.9	3.1 **	-.19	
		2	Some	54	25	9,581				
		3	Quite a bit	92	43	19,068				
		4	Very much	59	26	17,203				
		Total		219	100	48,200				100
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	29	13	3,971	2.6	2.8 ***	-.24	
		2	Some	76	35	13,083				
		3	Quite a bit	70	32	18,231				
		4	Very much	47	20	12,925				
		Total		222	100	48,210				100
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICD03a	1	Very little	14	7	1,646	2.9	3.1 ***	-.26	
		2	Some	57	25	9,661				
		3	Quite a bit	95	44	19,570				
		4	Very much	56	25	17,345				
		Total		222	100	48,222				100
b. Gender identity	ICD03b	1	Very little	8	3	2,216	3.0	3.1	-.06	
		2	Some	53	24	9,797				
		3	Quite a bit	94	43	18,692				
		4	Very much	66	30	17,496				
		Total		221	100	48,201				100
c. Economic background	ICD03c	1	Very little	17	7	3,787	2.7	2.8 *	-.14	
		2	Some	78	35	13,432				
		3	Quite a bit	81	37	17,546				
		4	Very much	46	21	13,396				
		Total		222	100	48,161				100
d. Political affiliation	ICD03d	1	Very little	24	11	5,473	2.6	2.7	-.08	
		2	Some	80	37	15,676				
		3	Quite a bit	76	34	16,267				
		4	Very much	42	18	10,758				
		Total		222	100	48,174				100

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ISU		Inclusiveness Group		ISU	Inclusiveness Group	
				Count	%	Count	%	Mean	Mean	Effect size ^d
e. Religious affiliation	ICD03e	1	Very little	20	9	3,241	7	2.7	2.9 *	-0.16 ▽
		2	Some	70	31	12,591	26			
		3	Quite a bit	79	36	18,148	38			
		4	Very much	52	24	14,182	29			
		Total		221	100	48,162	100			
f. Sexual orientation	ICD03f	1	Very little	12	5	2,728	6	3.0	3.0	-0.03
		2	Some	53	24	10,476	22			
		3	Quite a bit	86	39	18,052	38			
		4	Very much	70	32	16,898	34			
		Total		221	100	48,154	100			
g. Disability status	ICD03g	1	Very little	21	10	3,571	7	2.8	2.9 *	-0.17 ▽
		2	Some	64	28	11,564	24			
		3	Quite a bit	85	38	17,722	37			
		4	Very much	52	25	15,364	32			
		Total		222	100	48,221	100			
4. During the current school year, about how often have you done the following?										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICD04a_20	1	Never	67	31	10,728	24	2.1	2.2	-0.13
		2	Sometimes	82	37	19,497	40			
		3	Often	45	21	12,063	24			
		4	Very often	27	11	5,872	12			
		Total		221	100	48,160	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	105	48	21,629	47	1.9	1.8	.05
		2	Sometimes	61	26	14,958	30			
		3	Often	32	15	7,460	15			
		4	Very often	24	11	4,069	8			
		Total		222	100	48,116	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	122	56	26,917	58	1.7	1.7	.00
		2	Sometimes	56	27	11,357	23			
		3	Often	23	10	6,144	12			
		4	Very often	18	8	3,546	7			
		Total		219	100	47,964	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	154	70	34,155	72	1.4	1.4	-0.01
		2	Sometimes	42	19	7,866	16			
		3	Often	14	6	3,971	8			
		4	Very often	10	4	1,972	4			
		Total		220	100	47,964	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	75	33	13,684	30	2.1	2.1	-0.06
		2	Sometimes	78	37	18,134	37			
		3	Often	42	19	10,406	21			
		4	Very often	26	11	5,884	12			
		Total		221	100	48,108	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ISU		Inclusiveness Group		ISU	Inclusiveness Group	
				Count	%	Count	%	Mean	Mean	Effect size ^d
1. During the current school year, how much has your coursework emphasized the following?										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICD01a	1	Very little	23	9	6,157	11	2.9	2.8	.08
		2	Some	82	27	16,226	27			
		3	Quite a bit	101	33	21,351	35			
		4	Very much	102	30	16,333	27			
		Total		308	100	60,067	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	29	12	7,837	14	2.7	2.7	.04
		2	Some	77	26	15,638	27			
		3	Quite a bit	118	37	20,616	33			
		4	Very much	86	25	15,952	26			
		Total		310	100	60,043	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	12	5	4,685	9	3.0	2.9 *	.12
		2	Some	59	22	13,891	24			
		3	Quite a bit	130	41	23,464	39			
		4	Very much	106	31	18,008	29			
		Total		307	100	60,048	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	48	18	10,371	18	2.6	2.6	.05
		2	Some	83	27	16,609	28			
		3	Quite a bit	92	29	18,798	31			
		4	Very much	85	26	14,256	23			
		Total		308	100	60,034	100			
e. Learning about other cultures	ICD01e	1	Very little	35	13	9,255	17	2.7	2.6	.06
		2	Some	95	33	17,927	30			
		3	Quite a bit	94	30	18,281	30			
		4	Very much	84	25	14,561	24			
		Total		308	100	60,024	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	44	17	11,098	20	2.7	2.6 *	.12
		2	Some	81	26	16,443	28			
		3	Quite a bit	91	28	17,349	28			
		4	Very much	93	29	15,109	24			
		Total		309	100	59,999	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	26	10	6,012	11	2.9	2.8	.07
		2	Some	66	21	13,997	24			
		3	Quite a bit	109	36	21,658	36			
		4	Very much	107	32	18,401	30			
		Total		308	100	60,068	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	20	7	4,049	7	2.8	2.9 *	-.14
		2	Some	93	30	14,467	24			
		3	Quite a bit	118	39	22,485	37			
		4	Very much	77	24	18,976	31			
		Total		308	100	59,977	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	28	10	5,040	9	2.7	2.8	-.09
		2	Some	100	32	17,548	29			
		3	Quite a bit	111	36	21,828	36			
		4	Very much	68	22	15,515	26			
		Total		307	100	59,931	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ISU		Inclusiveness Group		ISU	Inclusiveness Group	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Creating an overall sense of community among students	ICD02c	1	Very little	15	6	4,593	8	2.9	2.9	-.01
		2	Some	87	29	15,360	26			
		3	Quite a bit	124	39	22,754	38			
		4	Very much	80	26	17,213	28			
		Total		306	100	59,920	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	22	7	4,758	8	2.9	2.9	-.04
		2	Some	89	30	14,482	24			
		3	Quite a bit	112	35	22,323	37			
		4	Very much	86	29	18,323	30			
		Total		309	100	59,886	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	26	8	4,885	8	2.7	2.9 **	-.17 ▽
		2	Some	107	36	15,139	25			
		3	Quite a bit	103	32	21,981	36			
		4	Very much	72	24	17,882	30			
		Total		308	100	59,887	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	23	7	5,248	9	2.9	2.9	.01
		2	Some	85	26	13,774	23			
		3	Quite a bit	103	33	21,390	36			
		4	Very much	96	34	19,358	33			
		Total		307	100	59,770	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	36	11	7,870	13	2.7	2.7	.01
		2	Some	107	35	18,080	30			
		3	Quite a bit	94	30	19,358	32			
		4	Very much	71	25	14,463	24			
		Total		308	100	59,771	100			
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICD03a	1	Very little	23	7	3,349	6	2.9	3.0 *	-.12 ▽
		2	Some	87	27	14,827	25			
		3	Quite a bit	122	40	22,656	38			
		4	Very much	76	26	18,939	32			
		Total		308	100	59,771	100			
b. Gender identity	ICD03b	1	Very little	15	5	4,032	7	2.9	2.9	.02
		2	Some	82	26	14,689	25			
		3	Quite a bit	121	40	21,994	37			
		4	Very much	89	29	18,990	31			
		Total		307	100	59,705	100			
c. Economic background	ICD03c	1	Very little	39	12	6,836	11	2.7	2.7	-.06
		2	Some	96	31	18,231	30			
		3	Quite a bit	111	35	19,597	33			
		4	Very much	62	22	15,059	25			
		Total		308	100	59,723	100			
d. Political affiliation	ICD03d	1	Very little	38	13	9,009	15	2.5	2.6	-.02
		2	Some	115	37	20,691	34			
		3	Quite a bit	103	32	18,120	30			
		4	Very much	52	17	11,884	20			
		Total		308	100	59,704	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				ISU		Inclusiveness Group		ISU	Inclusiveness Group	
				Count	%	Count	%	Mean	Mean	Effect size ^d
e. Religious affiliation	ICD03e	1	Very little	25	9	6,063	2.7	2.7	-.07	
		2	Some	112	36	18,203				
		3	Quite a bit	110	35	20,442				
		4	Very much	60	21	15,000				
		Total		307	100	59,708				100
f. Sexual orientation	ICD03f	1	Very little	21	6	4,465	2.9	2.9	.02	
		2	Some	83	26	15,469				
		3	Quite a bit	121	39	21,440				
		4	Very much	83	29	18,340				
		Total		308	100	59,714				100
g. Disability status	ICD03g	1	Very little	27	8	5,703	2.8	2.8	-.06	
		2	Some	97	31	15,818				
		3	Quite a bit	110	36	20,715				
		4	Very much	74	25	17,531				
		Total		308	100	59,767				100
4. During the current school year, about how often have you done the following?										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICD04a_20	1	Never	93	31	18,038	2.0	2.1	-.04	
		2	Sometimes	131	43	23,239				
		3	Often	55	18	12,046				
		4	Very often	26	8	6,439				
		Total		305	100	59,762				100
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	168	58	28,994	1.7	1.8 *	-0.12 ▽	
		2	Sometimes	76	23	18,062				
		3	Often	45	14	7,769				
		4	Very often	16	5	4,877				
		Total		305	100	59,702				100
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	173	58	34,652	1.6	1.7	-.03	
		2	Sometimes	78	25	13,548				
		3	Often	38	12	6,570				
		4	Very often	15	5	4,771				
		Total		304	100	59,541				100
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	221	73	41,664	1.4	1.4	-.05	
		2	Sometimes	52	17	10,603				
		3	Often	20	6	4,492				
		4	Very often	12	4	2,730				
		Total		305	100	59,489				100
e. Reflected on your cultural identity	ICD04e_20	1	Never	75	27	15,513	2.2	2.2	-.02	
		2	Sometimes	119	37	21,270				
		3	Often	65	22	13,490				
		4	Very often	47	14	9,453				
		Total		306	100	59,726				100

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		ISU	Inclusiveness Group	ISU	Inclusiveness Group	ISU	Inclusiveness Group			
ICD01a	220	2.43	2.60	.060	.008	0.90	0.92	14,334	.006	-.18
ICD01b	220	2.52	2.64	.063	.008	0.93	0.93	14,340	.051	-.13
ICD01c	218	2.69	2.81	.057	.007	0.85	0.86	14,331	.038	-.14
ICD01d	220	2.44	2.50	.060	.008	0.89	0.97	228	.320	-.06
ICD01e	220	2.51	2.58	.060	.008	0.88	0.94	14,332	.330	-.07
ICD01f	219	2.46	2.53	.064	.008	0.95	0.98	14,329	.277	-.07
ICD01g	220	2.70	2.80	.054	.008	0.80	0.90	14,341	.115	-.11
ICD02a	218	2.80	2.94	.058	.007	0.85	0.87	14,324	.016	-.16
ICD02b	220	2.68	2.86	.056	.007	0.83	0.87	14,309	.002	-.21
ICD02c	220	2.82	2.98	.056	.007	0.84	0.86	14,307	.006	-.19
ICD02d	220	2.85	3.00	.058	.007	0.86	0.88	14,312	.015	-.16
ICD02e	220	2.73	2.96	.063	.007	0.94	0.88	225	.000	-.27
ICD02f	216	2.89	3.05	.059	.007	0.87	0.87	14,282	.005	-.19
ICD02g	220	2.60	2.82	.064	.008	0.95	0.92	226	.001	-.24
ICD03a	220	2.87	3.08	.058	.007	0.87	0.83	14,290	.000	-.26
ICD03b	220	3.00	3.05	.055	.007	0.82	0.86	14,284	.402	-.06
ICD03c	220	2.71	2.84	.059	.008	0.87	0.92	14,272	.037	-.14
ICD03d	220	2.60	2.67	.061	.008	0.91	0.95	14,276	.264	-.08
ICD03e	219	2.74	2.89	.063	.008	0.93	0.90	14,271	.019	-.16
ICD03f	219	2.98	3.01	.059	.008	0.87	0.89	14,265	.680	-.03
ICD03g	220	2.78	2.94	.063	.008	0.93	0.92	14,292	.011	-.17
ICD04a_20	219	2.12	2.24	.066	.008	0.98	0.95	14,272	.061	-.13
ICD04b_20	220	1.89	1.84	.069	.008	1.03	0.96	14,258	.488	.05
ICD04c_20	218	1.69	1.69	.063	.008	0.93	0.95	14,213	.955	.00
ICD04d_20	219	1.43	1.45	.052	.007	0.77	0.81	14,212	.839	-.01
ICD04e_20	219	2.09	2.15	.066	.008	0.98	0.98	14,260	.344	-.06

See the endnotes on the last page of this report.

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		ISU	Inclusiveness Group	ISU	Inclusiveness Group	ISU	Inclusiveness Group			
ICD01a	309	2.85	2.77	.055	.007	0.96	0.96	21,646	.150	.08
ICD01b	313	2.74	2.70	.054	.007	0.96	1.00	21,640	.494	.04
ICD01c	308	2.99	2.88	.049	.006	0.86	0.93	317	.028	.12
ICD01d	308	2.63	2.58	.060	.007	1.06	1.04	21,635	.432	.05
ICD01e	308	2.66	2.60	.056	.007	0.99	1.02	21,624	.275	.06
ICD01f	309	2.69	2.56	.061	.007	1.07	1.07	21,619	.034	.12
ICD01g	308	2.90	2.84	.055	.007	0.97	0.97	21,645	.222	.07
ICD02a	309	2.79	2.93	.051	.006	0.89	0.92	21,609	.012	-.14
ICD02b	308	2.70	2.79	.052	.006	0.91	0.93	21,587	.109	-.09
ICD02c	307	2.85	2.86	.050	.006	0.87	0.92	21,583	.882	-.01
ICD02d	309	2.85	2.89	.052	.006	0.92	0.93	21,567	.433	-.04
ICD02e	308	2.72	2.88	.053	.006	0.92	0.93	21,572	.003	-.17
ICD02f	308	2.93	2.92	.054	.007	0.94	0.95	21,525	.825	.01
ICD02g	309	2.69	2.67	.055	.007	0.96	0.99	21,525	.802	.01
ICD03a	308	2.85	2.95	.051	.006	0.89	0.89	21,517	.042	-.12
ICD03b	307	2.95	2.93	.049	.006	0.85	0.92	316	.654	.02
ICD03c	308	2.66	2.72	.054	.007	0.95	0.97	21,504	.270	-.06
ICD03d	308	2.53	2.55	.053	.007	0.93	0.98	21,497	.686	-.02
ICD03e	307	2.68	2.74	.051	.007	0.90	0.95	21,495	.250	-.07
ICD03f	308	2.91	2.89	.051	.006	0.89	0.93	21,490	.719	.02
ICD03g	308	2.79	2.84	.052	.007	0.92	0.96	21,513	.321	-.06
ICD04a_20	305	2.04	2.08	.052	.007	0.91	0.96	314	.452	-.04
ICD04b_20	303	1.67	1.78	.051	.007	0.90	0.95	21,492	.044	-.12
ICD04c_20	305	1.63	1.66	.050	.007	0.87	0.95	314	.537	-.03
ICD04d_20	306	1.41	1.45	.044	.006	0.77	0.81	21,417	.393	-.05
ICD04e_20	306	2.23	2.25	.057	.007	1.00	1.02	21,506	.733	-.02

Endnotes

- a. Column percentages are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Percentages may not sum to 100 due to rounding. Counts are unweighted; column percentages cannot be replicated from counts.
- b. All statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Unless otherwise noted, statistical comparisons are two-tailed independent t -tests. Items with categorical response sets are left blank.
- c. These are the values used to calculate means. For the majority of items, these values match the codes in the data file and codebook.
- d. Effect size for independent t -tests uses Cohen's d ; z -tests use Cohen's h .
- e. Statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Categorical items are not listed.
- f. The 95% confidence interval for the population mean is equal to the sample mean plus or minus 1.96 times the standard error of the mean.
- g. A measure of the amount individual scores deviate from the mean of all the scores in the distribution.
- h. Degrees of freedom used to compute the t -tests. Values differ from N s due to weighting and whether equal variances were assumed.
- i. Statistical comparisons are two-tailed independent t -tests or z -tests. Statistical significance represents the probability that the difference between your students' mean and that of the students in the comparison group is due to chance.
- j. Statistical comparison uses z -test to compare the proportion who responded (depending on the item) "Done or in progress" or "Yes" with all who responded otherwise.
- k. Mean represents the proportion who responded (depending on the item) "Done or in progress" or "Yes."

Key to symbols:

- ▲ **Your students' average** was significantly higher ($p < .05$) with an effect size at least .3 in magnitude.
- △ **Your students' average** was significantly higher ($p < .05$) with an effect size less than .3 in magnitude.
- ▽ **Your students' average** was significantly lower ($p < .05$) with an effect size less than .3 in magnitude.
- ▼ **Your students' average** was significantly lower ($p < .05$) with an effect size at least .3 in magnitude.

Note: It is important to interpret the direction of differences relative to item wording and your institutional context.