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# **NSSE 2020 Topical Module Report**

## **Inclusiveness & Engagement with Diversity**

University of Wyoming

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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 'Inclusiv & Cult Div' column of this report.

Group label	Inclusiv & Cult Div
Date submitted	6/5/20
How was this comparison group constructed?	Your institution retained the default comparison group (all module participants).
Group description	All other current- and prior-year (if applicable) NSSE institutions who administered module "Inclusiveness and Engagement with Cultural Diversity"

### Inclusiv & Cult Div (N=207)

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

## Inclusiv & Cult Div (N=207), continued

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

\*2019 participant

## Inclusiv & Cult Div (N=207), continued

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University of Missouri (Columbia, MO)\*  
University of Missouri-Kansas City (Kansas City, MO)\*  
University of Nebraska at Lincoln (Lincoln, NE)\*  
University of New Brunswick (Fredericton, NB)  
University of North Carolina Wilmington (Wilmington, NC)\*  
University of Pittsburgh-Bradford (Bradford, PA)  
University of Prince Edward Island (Charlottetown, PE)  
University of Richmond (University of Richmond, VA)  
University of South Dakota (Vermillion, SD)  
University of Southern Maine (Portland, ME)  
University of the Incarnate Word (San Antonio, TX)\*  
University of the South, The (Sewanee, TN)  
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)  
Utah Valley University (Orem, UT)  
Valley City State University (Valley City, ND)\*  
Valparaiso University (Valparaiso, IN)  
Vancouver Island University (Nanaimo, BC)  
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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UW		Inclusiv & Cult Div		UW	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
<b>1. During the current school year, how much has your coursework emphasized the following?</b>										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICD01a	1	Very little	67	23	6,641	13	<b>2.2</b>	2.6 ***	-0.38
		2	Some	116	39	18,317	34			
		3	Quite a bit	87	29	20,013	36			
		4	Very much	31	9	10,030	18			
		Total		301	100	55,001	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	53	20	6,631	13	<b>2.4</b>	2.6 ***	-0.23
		2	Some	93	32	16,899	31			
		3	Quite a bit	109	34	20,710	37			
		4	Very much	45	13	10,782	19			
		Total		300	100	55,022	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	35	13	3,765	7	<b>2.6</b>	2.8 ***	-0.21
		2	Some	85	30	15,046	28			
		3	Quite a bit	127	40	23,501	42			
		4	Very much	54	17	12,677	22			
		Total		301	100	54,989	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	64	21	9,604	18	<b>2.3</b>	2.5 ***	-0.19
		2	Some	112	40	17,933	33			
		3	Quite a bit	85	27	17,957	32			
		4	Very much	39	12	9,478	17			
		Total		300	100	54,972	100			
e. Learning about other cultures	ICD01e	1	Very little	70	24	7,729	14	<b>2.2</b>	2.6 ***	-0.35
		2	Some	120	42	18,526	34			
		3	Quite a bit	74	23	18,355	33			
		4	Very much	37	11	10,380	18			
		Total		301	100	54,990	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	69	25	8,963	17	<b>2.3</b>	2.5 ***	-0.26
		2	Some	104	36	17,548	33			
		3	Quite a bit	84	25	17,825	32			
		4	Very much	43	14	10,644	19			
		Total		300	100	54,980	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	41	15	4,478	9	<b>2.5</b>	2.8 ***	-0.35
		2	Some	107	37	14,812	28			
		3	Quite a bit	103	33	21,989	40			
		4	Very much	48	15	13,761	24			
		Total		299	100	55,040	100			
<b>2. How much does your institution emphasize the following?</b>										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	32	11	3,042	6	<b>2.6</b>	2.9 ***	-0.40
		2	Some	106	36	13,442	25			
		3	Quite a bit	110	36	22,308	41			
		4	Very much	50	17	16,186	29			
		Total		298	100	54,978	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	39	14	3,512	7	<b>2.5</b>	2.8 ***	-0.36
		2	Some	104	34	15,069	28			
		3	Quite a bit	111	38	22,225	40			
		4	Very much	43	14	14,114	25			
		Total		297	100	54,920	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UW		Inclusiv & Cult Div		UW	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
c. Creating an overall sense of community among students	ICD02c	1	Very little	20	8	2,759	5	<b>2.8</b>	3.0 **	-0.16 ▽
		2	Some	75	25	12,320	23			
		3	Quite a bit	132	44	22,814	41			
		4	Very much	70	23	17,023	30			
		Total		297	100	54,916	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	28	10	3,031	6	<b>2.7</b>	3.0 ***	-0.32 ▽
		2	Some	83	28	11,729	22			
		3	Quite a bit	123	42	22,154	40			
		4	Very much	63	20	18,013	32			
		Total		297	100	54,927	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	25	10	3,392	6	<b>2.7</b>	2.9 ***	-0.22 ▽
		2	Some	79	27	12,805	24			
		3	Quite a bit	128	42	21,803	40			
		4	Very much	66	21	16,844	30			
		Total		298	100	54,844	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	22	8	2,797	5	<b>2.9</b>	3.0 ***	-0.19 ▽
		2	Some	70	24	11,121	20			
		3	Quite a bit	121	41	21,829	40			
		4	Very much	83	27	19,074	35			
		Total		296	100	54,821	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	29	10	4,780	9	<b>2.8</b>	2.8	-0.03
		2	Some	80	27	15,274	28			
		3	Quite a bit	114	39	20,590	38			
		4	Very much	73	24	14,179	26			
		Total		296	100	54,823	100			
<b>3. How much does your institution provide a supportive environment for the following forms of diversity?</b>										
a. Racial/ethnic identity	ICD03a	1	Very little	20	7	1,949	4	<b>2.8</b>	3.1 ***	-0.35 ▽
		2	Some	90	29	11,172	20			
		3	Quite a bit	121	42	22,395	41			
		4	Very much	66	21	19,339	35			
		Total		297	100	54,855	100			
b. Gender identity	ICD03b	1	Very little	21	8	2,478	5	<b>2.8</b>	3.0 ***	-0.32 ▽
		2	Some	92	30	11,171	21			
		3	Quite a bit	115	40	21,516	40			
		4	Very much	67	23	19,647	35			
		Total		295	100	54,812	100			
c. Economic background	ICD03c	1	Very little	23	8	4,472	8	<b>2.7</b>	2.8 *	-0.15 ▽
		2	Some	101	34	15,439	28			
		3	Quite a bit	110	37	20,062	37			
		4	Very much	64	20	14,792	27			
		Total		298	100	54,765	100			
d. Political affiliation	ICD03d	1	Very little	36	14	6,259	12	<b>2.5</b>	2.7 **	-0.16 ▽
		2	Some	110	37	17,898	33			
		3	Quite a bit	102	34	18,660	34			
		4	Very much	49	15	11,963	22			
		Total		297	100	54,780	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UW		Inclusiv & Cult Div		UW	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
<b>4. During the current school year, about how often have you done the following?</b>										
e. Religious affiliation	ICD03e	1	Very little	27	10	3,838	7	<b>2.7</b>	2.9 ***	-0.21 ▽
		2	Some	94	32	14,533	27			
		3	Quite a bit	113	38	20,718	38			
		4	Very much	63	20	15,682	28			
		Total		297	100	54,771	100			
f. Sexual orientation	ICD03f	1	Very little	25	10	3,067	6	<b>2.7</b>	3.0 ***	-0.31 ▽
		2	Some	94	31	11,894	22			
		3	Quite a bit	111	38	20,781	38			
		4	Very much	66	22	19,022	34			
		Total		296	100	54,764	100			
g. Disability status	ICD03g	1	Very little	16	6	4,055	7	<b>2.9</b>	2.9	-0.04
		2	Some	77	26	13,284	24			
		3	Quite a bit	122	41	20,370	37			
		4	Very much	82	27	17,133	31			
		Total		297	100	54,842	100			
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICD04a_20	1	Never	111	39	13,327	25	<b>1.9</b>	2.2 ***	-0.37 ▽
		2	Sometimes	130	43	22,002	40			
		3	Often	37	12	13,200	24			
		4	Very often	20	6	6,249	11			
		Total		298	100	54,778	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	174	61	25,604	48	<b>1.6</b>	1.8 ***	-0.20 ▽
		2	Sometimes	71	23	16,680	29			
		3	Often	32	10	8,086	14			
		4	Very often	19	7	4,353	8			
		Total		296	100	54,723	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	198	68	31,501	59	<b>1.4</b>	1.7 ***	-0.25 ▽
		2	Sometimes	68	23	12,557	22			
		3	Often	22	7	6,724	12			
		4	Very often	7	3	3,778	7			
		Total		295	100	54,560	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	240	81	38,594	71	<b>1.3</b>	1.4 ***	-0.23 ▽
		2	Sometimes	41	14	9,305	16			
		3	Often	12	4	4,498	8			
		4	Very often	3	1	2,171	4			
		Total		296	100	54,568	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	119	43	15,976	30	<b>1.9</b>	2.1 ***	-0.28 ▽
		2	Sometimes	114	36	20,558	37			
		3	Often	42	14	11,641	21			
		4	Very often	22	8	6,535	12			
		Total		297	100	54,710	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UW		Inclusiv & Cult Div		UW	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
<b>1. During the current school year, how much has your coursework emphasized the following?</b>										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICD01a	1	Very little	86	20	6,850	11	<b>2.4</b>	2.8 ***	-0.34
		2	Some	142	33	17,597	27			
		3	Quite a bit	138	31	22,884	35			
		4	Very much	74	16	17,147	26			
		Total		440	100	64,478	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	77	19	8,630	15	<b>2.5</b>	2.7 ***	-0.21
		2	Some	141	33	16,847	27			
		3	Quite a bit	137	30	22,119	33			
		4	Very much	84	18	16,857	25			
		Total		439	100	64,453	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	62	16	5,118	9	<b>2.6</b>	2.9 ***	-0.24
		2	Some	115	26	15,013	24			
		3	Quite a bit	163	37	25,330	39			
		4	Very much	100	22	18,999	29			
		Total		440	100	64,460	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	115	27	11,510	19	<b>2.4</b>	2.6 ***	-0.18
		2	Some	114	26	17,955	28			
		3	Quite a bit	128	29	20,035	31			
		4	Very much	83	18	14,943	23			
		Total		440	100	64,443	100			
e. Learning about other cultures	ICD01e	1	Very little	110	26	10,299	17	<b>2.3</b>	2.6 ***	-0.28
		2	Some	148	34	19,301	30			
		3	Quite a bit	104	23	19,551	30			
		4	Very much	77	17	15,287	23			
		Total		439	100	64,438	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	125	30	12,042	20	<b>2.3</b>	2.6 ***	-0.19
		2	Some	112	26	17,700	28			
		3	Quite a bit	111	24	18,606	28			
		4	Very much	92	20	16,059	24			
		Total		440	100	64,407	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	80	20	6,547	11	<b>2.6</b>	2.8 ***	-0.28
		2	Some	117	27	15,082	24			
		3	Quite a bit	141	31	23,355	36			
		4	Very much	101	22	19,503	29			
		Total		439	100	64,487	100			
<b>2. How much does your institution emphasize the following?</b>										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	57	13	4,402	7	<b>2.6</b>	2.9 ***	-0.35
		2	Some	140	32	15,734	24			
		3	Quite a bit	156	35	24,254	38			
		4	Very much	87	19	19,992	31			
		Total		440	100	64,382	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	80	19	5,514	9	<b>2.4</b>	2.8 ***	-0.38
		2	Some	150	34	19,110	30			
		3	Quite a bit	146	33	23,448	36			
		4	Very much	62	14	16,264	25			
		Total		438	100	64,336	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UW		Inclusiv & Cult Div		UW	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
c. Creating an overall sense of community among students	ICD02c	1	Very little	55	13	4,947	8	<b>2.6</b>	2.9 ***	-.33
		2	Some	159	36	16,587	26			
		3	Quite a bit	145	32	24,564	38			
		4	Very much	79	18	18,228	28			
		Total		438	100	64,326	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	66	16	5,118	8	<b>2.6</b>	2.9 ***	-.33
		2	Some	132	30	15,696	24			
		3	Quite a bit	155	36	24,054	37			
		4	Very much	82	19	19,421	30			
		Total		435	100	64,289	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	51	11	5,402	9	<b>2.7</b>	2.9 ***	-.20
		2	Some	137	31	16,486	26			
		3	Quite a bit	152	35	23,638	36			
		4	Very much	97	22	18,763	29			
		Total		437	100	64,289	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	58	13	5,703	9	<b>2.8</b>	2.9 **	-.15
		2	Some	110	25	14,998	23			
		3	Quite a bit	144	33	23,110	36			
		4	Very much	123	29	20,356	32			
		Total		435	100	64,167	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	88	20	8,584	14	<b>2.4</b>	2.7 ***	-.24
		2	Some	153	34	19,621	30			
		3	Quite a bit	116	27	20,790	32			
		4	Very much	78	18	15,174	24			
		Total		435	100	64,169	100			
<b>3. How much does your institution provide a supportive environment for the following forms of diversity?</b>										
a. Racial/ethnic identity	ICD03a	1	Very little	37	9	3,652	6	<b>2.7</b>	2.9 ***	-.29
		2	Some	139	32	16,075	25			
		3	Quite a bit	178	41	24,468	38			
		4	Very much	81	19	19,977	31			
		Total		435	100	64,172	100			
b. Gender identity	ICD03b	1	Very little	46	11	4,265	7	<b>2.6</b>	2.9 ***	-.31
		2	Some	141	32	15,787	25			
		3	Quite a bit	164	38	23,863	37			
		4	Very much	81	19	20,186	31			
		Total		432	100	64,101	100			
c. Economic background	ICD03c	1	Very little	53	12	7,499	12	<b>2.6</b>	2.7 *	-.12
		2	Some	149	34	19,807	31			
		3	Quite a bit	153	35	21,075	33			
		4	Very much	77	18	15,741	25			
		Total		432	100	64,122	100			
d. Political affiliation	ICD03d	1	Very little	69	16	9,659	15	<b>2.5</b>	2.5 *	-.10
		2	Some	163	38	22,417	35			
		3	Quite a bit	139	32	19,524	30			
		4	Very much	61	15	12,498	20			
		Total		432	100	64,098	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UW		Inclusiv & Cult Div		UW	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
e. Religious affiliation	ICD03e	1	Very little	58	14	6,539	10	<b>2.5</b>	2.7 ***	-.24 ▽
		2	Some	165	38	19,736	31			
		3	Quite a bit	141	33	22,038	34			
		4	Very much	67	16	15,788	25			
		Total		431	100	64,101	100			
f. Sexual orientation	ICD03f	1	Very little	41	10	4,735	8	<b>2.6</b>	2.9 ***	-.28 ▽
		2	Some	151	35	16,554	26			
		3	Quite a bit	165	38	23,293	36			
		4	Very much	74	17	19,523	30			
		Total		431	100	64,105	100			
g. Disability status	ICD03g	1	Very little	43	10	6,157	10	<b>2.7</b>	2.8 *	-.10 ▽
		2	Some	123	28	17,170	27			
		3	Quite a bit	175	40	22,371	35			
		4	Very much	92	22	18,470	29			
		Total		433	100	64,168	100			
<b>4. During the current school year, about how often have you done the following?</b>										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICD04a_20	1	Never	207	49	19,568	32	<b>1.7</b>	2.1 ***	-.36 ▽
		2	Sometimes	148	34	25,044	38			
		3	Often	58	13	12,823	19			
		4	Very often	21	4	6,728	10			
		Total		434	100	64,163	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	276	65	31,320	51	<b>1.5</b>	1.8 ***	-.25 ▽
		2	Sometimes	93	21	19,436	29			
		3	Often	37	8	8,258	12			
		4	Very often	24	5	5,085	8			
		Total		430	100	64,099	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	324	76	37,505	60	<b>1.4</b>	1.7 ***	-.30 ▽
		2	Sometimes	60	14	14,468	22			
		3	Often	27	6	6,991	11			
		4	Very often	17	4	4,975	7			
		Total		428	100	63,939	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	356	83	44,556	71	<b>1.2</b>	1.5 ***	-.25 ▽
		2	Sometimes	50	11	11,587	17			
		3	Often	16	4	4,859	7			
		4	Very often	10	2	2,883	4			
		Total		432	100	63,885	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	154	36	16,758	28	<b>2.0</b>	2.2 ***	-.20 ▽
		2	Sometimes	151	34	22,882	35			
		3	Often	78	18	14,442	22			
		4	Very often	50	11	10,042	15			
		Total		433	100	64,124	100			

### First-Year Students

Variable name	N	Mean		Standard error <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
		UW	Inclusiv & Cult Div	UW	Inclusiv & Cult Div	UW	Inclusiv & Cult Div			
ICD01a	296	2.24	2.59	.053	.004	0.91	0.92	46,594	.000	-.38
ICD01b	295	2.41	2.62	.056	.004	0.96	0.93	46,618	.000	-.23
ICD01c	296	2.61	2.79	.053	.004	0.92	0.87	299	.001	-.21
ICD01d	295	2.29	2.48	.054	.005	0.94	0.97	298	.001	-.19
ICD01e	296	2.22	2.55	.054	.004	0.94	0.95	299	.000	-.35
ICD01f	295	2.26	2.52	.057	.005	0.99	0.98	46,577	.000	-.26
ICD01g	294	2.47	2.79	.054	.004	0.92	0.90	46,615	.000	-.35
ICD02a	294	2.58	2.93	.052	.004	0.90	0.87	296	.000	-.40
ICD02b	292	2.53	2.85	.052	.004	0.89	0.88	294	.000	-.36
ICD02c	292	2.83	2.97	.051	.004	0.87	0.86	46,508	.007	-.16
ICD02d	292	2.71	2.99	.052	.004	0.90	0.88	295	.000	-.32
ICD02e	294	2.74	2.94	.052	.004	0.90	0.89	46,442	.000	-.22
ICD02f	291	2.87	3.04	.053	.004	0.91	0.87	46,424	.001	-.19
ICD02g	291	2.77	2.80	.055	.004	0.94	0.92	46,428	.582	-.03
ICD03a	292	2.78	3.07	.051	.004	0.86	0.83	295	.000	-.35
ICD03b	290	2.77	3.05	.052	.004	0.88	0.86	293	.000	-.32
ICD03c	293	2.69	2.83	.052	.004	0.89	0.92	46,385	.013	-.15
ICD03d	292	2.51	2.66	.054	.004	0.91	0.95	46,395	.007	-.16
ICD03e	292	2.68	2.87	.053	.004	0.91	0.91	46,383	.000	-.21
ICD03f	291	2.73	3.00	.054	.004	0.91	0.89	293	.000	-.31
ICD03g	292	2.89	2.93	.051	.004	0.87	0.92	46,451	.501	-.04
ICD04a_20	293	1.86	2.21	.050	.004	0.86	0.95	296	.000	-.37
ICD04b_20	290	1.63	1.82	.054	.004	0.92	0.95	46,342	.001	-.20
ICD04c_20	290	1.44	1.67	.043	.004	0.73	0.94	295	.000	-.25
ICD04d_20	291	1.26	1.45	.035	.004	0.59	0.81	297	.000	-.23
ICD04e_20	292	1.86	2.14	.054	.005	0.92	0.98	46,347	.000	-.28

See the endnotes on the last page of this report.

### Seniors

Variable name	N	Mean		Standard error <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
		UW	Inclusiv & Cult Div	UW	Inclusiv & Cult Div	UW	Inclusiv & Cult Div			
ICD01a	436	2.43	2.76	.047	.005	0.99	0.97	43,962	.000	-.34
ICD01b	435	2.48	2.69	.048	.005	1.00	1.00	43,948	.000	-.21
ICD01c	436	2.65	2.87	.048	.004	0.99	0.93	443	.000	-.24
ICD01d	436	2.38	2.57	.051	.005	1.07	1.04	43,940	.000	-.18
ICD01e	435	2.30	2.59	.050	.005	1.04	1.02	43,920	.000	-.28
ICD01f	436	2.35	2.55	.053	.005	1.11	1.07	43,908	.000	-.19
ICD01g	435	2.56	2.83	.050	.005	1.04	0.97	441	.000	-.28
ICD02a	436	2.60	2.92	.045	.004	0.95	0.91	443	.000	-.35
ICD02b	433	2.42	2.78	.045	.004	0.95	0.92	43,843	.000	-.38
ICD02c	433	2.55	2.86	.045	.004	0.94	0.92	441	.000	-.33
ICD02d	430	2.58	2.89	.047	.004	0.97	0.93	437	.000	-.33
ICD02e	433	2.68	2.87	.045	.004	0.94	0.94	43,814	.000	-.20
ICD02f	430	2.77	2.91	.049	.005	1.01	0.95	436	.004	-.15
ICD02g	431	2.43	2.66	.049	.005	1.01	0.99	43,722	.000	-.24
ICD03a	431	2.69	2.95	.042	.004	0.88	0.89	43,706	.000	-.29
ICD03b	427	2.65	2.93	.044	.004	0.91	0.91	43,658	.000	-.31
ICD03c	428	2.59	2.71	.045	.005	0.92	0.97	43,680	.013	-.12
ICD03d	428	2.45	2.55	.045	.005	0.93	0.97	436	.039	-.10
ICD03e	427	2.51	2.73	.044	.005	0.92	0.95	43,658	.000	-.24
ICD03f	426	2.63	2.89	.043	.004	0.88	0.92	43,647	.000	-.28
ICD03g	429	2.73	2.83	.044	.005	0.91	0.95	43,697	.032	-.10
ICD04a_20	430	1.73	2.07	.041	.005	0.85	0.96	43,711	.000	-.36
ICD04b_20	426	1.53	1.77	.041	.005	0.85	0.94	435	.000	-.25
ICD04c_20	424	1.37	1.65	.037	.005	0.76	0.94	436	.000	-.30
ICD04d_20	428	1.25	1.45	.030	.004	0.62	0.81	441	.000	-.25
ICD04e_20	429	2.04	2.25	.048	.005	0.99	1.02	437	.000	-.20

## 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.