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# **NSSE 2020 Topical Module Report**

## **Inclusiveness & Engagement with Diversity**

Eastern Washington 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 '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)	Emory University (Atlanta, GA)
California State University, Fullerton (Fullerton, CA)	Emporia State University (Emporia, KS)
California State University, Los Angeles (Los Angeles, CA)	Endicott College (Beverly, MA)
California State University, Monterey Bay (Seaside, CA)	Fairfield University (Fairfield, CT)
California State University, Sacramento (Sacramento, CA)	Farmingdale State College (Farmingdale, NY)
Capilano University (North Vancouver, BC)*	Fitchburg State University (Fitchburg, MA)*
Capital University (Columbus, OH)*	Fontbonne University (Saint Louis, MO)

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

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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)
Rider University (Lawrenceville, NJ)*	University of Missouri (Columbia, MO)*

\*2019 participant

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

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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)  
University of Wyoming (Laramie, WY)  
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>		
				EWU		Inclusiv & Cult Div		EWU	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	57	18	6,650	12	<b>2.4</b>	2.6 ***	-0.26 ▽
		2	Some	109	35	18,324	33			
		3	Quite a bit	116	38	19,983	36			
		4	Very much	27	9	10,034	18			
		Total		309	100	54,991	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	54	17	6,630	12	<b>2.4</b>	2.6 ***	-0.26 ▽
		2	Some	115	37	16,877	31			
		3	Quite a bit	103	33	20,714	38			
		4	Very much	39	13	10,788	20			
		Total		311	100	55,009	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	31	10	3,769	7	<b>2.6</b>	2.8 ***	-0.24 ▽
		2	Some	103	33	15,027	27			
		3	Quite a bit	129	42	23,498	43			
		4	Very much	45	15	12,686	23			
		Total		308	100	54,980	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	80	26	9,588	17	<b>2.2</b>	2.5 ***	-0.27 ▽
		2	Some	108	35	17,936	33			
		3	Quite a bit	90	29	17,951	33			
		4	Very much	32	10	9,485	17			
		Total		310	100	54,960	100			
e. Learning about other cultures	ICD01e	1	Very little	57	18	7,742	14	<b>2.5</b>	2.6	-0.09
		2	Some	94	30	18,551	34			
		3	Quite a bit	108	35	18,320	33			
		4	Very much	50	16	10,367	19			
		Total		309	100	54,980	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	58	19	8,974	16	<b>2.5</b>	2.5	-0.09
		2	Some	102	33	17,550	32			
		3	Quite a bit	96	31	17,812	32			
		4	Very much	52	17	10,634	19			
		Total		308	100	54,970	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	43	14	4,476	8	<b>2.6</b>	2.8 ***	-0.21 ▽
		2	Some	91	29	14,828	27			
		3	Quite a bit	116	37	21,974	40			
		4	Very much	61	20	13,748	25			
		Total		311	100	55,026	100			
<b>2. How much does your institution emphasize the following?</b>										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	17	6	3,057	6	<b>2.8</b>	2.9 *	-0.15 ▽
		2	Some	95	31	13,453	24			
		3	Quite a bit	125	41	22,291	41			
		4	Very much	71	23	16,165	29			
		Total		308	100	54,966	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	25	8	3,526	6	<b>2.7</b>	2.9 **	-0.15 ▽
		2	Some	94	30	15,079	27			
		3	Quite a bit	131	42	22,203	40			
		4	Very much	59	19	14,098	26			
		Total		309	100	54,906	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>		
				EWU		Inclusiv & Cult Div		EWU	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	25	8	2,754	5	<b>2.7</b>	3.0 ***	-0.37
		2	Some	102	33	12,293	22			
		3	Quite a bit	131	43	22,813	42			
		4	Very much	50	16	17,043	31			
		Total		308	100	54,903	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	23	7	3,036	6	<b>2.8</b>	3.0 ***	-0.20
		2	Some	78	25	11,734	21			
		3	Quite a bit	137	44	22,138	40			
		4	Very much	71	23	18,005	33			
		Total		309	100	54,913	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	22	7	3,395	6	<b>2.8</b>	2.9 **	-0.18
		2	Some	88	29	12,796	23			
		3	Quite a bit	131	43	21,798	40			
		4	Very much	67	22	16,843	31			
		Total		308	100	54,832	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	22	7	2,797	5	<b>2.8</b>	3.0 ***	-0.25
		2	Some	77	25	11,114	20			
		3	Quite a bit	138	45	21,810	40			
		4	Very much	68	22	19,089	35			
		Total		305	100	54,810	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	37	12	4,772	9	<b>2.6</b>	2.8 ***	-0.23
		2	Some	103	33	15,251	28			
		3	Quite a bit	116	38	20,586	38			
		4	Very much	52	17	14,200	26			
		Total		308	100	54,809	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	8	3	1,961	4	<b>3.0</b>	3.1	-0.03
		2	Some	66	22	11,196	20			
		3	Quite a bit	135	44	22,379	41			
		4	Very much	97	32	19,308	35			
		Total		306	100	54,844	100			
b. Gender identity	ICD03b	1	Very little	4	1	2,495	5	<b>3.1</b>	3.1	.01
		2	Some	68	22	11,195	20			
		3	Quite a bit	135	44	21,494	39			
		4	Very much	99	32	19,615	36			
		Total		306	100	54,799	100			
c. Economic background	ICD03c	1	Very little	27	9	4,468	8	<b>2.7</b>	2.8 *	-0.14
		2	Some	104	34	15,435	28			
		3	Quite a bit	113	37	20,058	37			
		4	Very much	64	21	14,792	27			
		Total		308	100	54,753	100			
d. Political affiliation	ICD03d	1	Very little	43	14	6,252	11	<b>2.5</b>	2.7 **	-0.18
		2	Some	120	39	17,887	33			
		3	Quite a bit	92	30	18,669	34			
		4	Very much	51	17	11,961	22			
		Total		306	100	54,769	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>		
				EWU		Inclusiv & Cult Div		EWU	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
e. Religious affiliation	ICD03e	1	Very little	23	7	3,842	7	<b>2.7</b>	2.9 **	-0.16 ▽
		2	Some	99	32	14,527	27			
		3	Quite a bit	121	39	20,709	38			
		4	Very much	65	21	15,680	29			
		Total		308	100	54,758	100			
f. Sexual orientation	ICD03f	1	Very little	16	5	3,076	6	<b>3.0</b>	3.0	-0.05
		2	Some	67	22	11,920	22			
		3	Quite a bit	133	43	20,758	38			
		4	Very much	91	30	18,997	35			
		Total		307	100	54,751	100			
g. Disability status	ICD03g	1	Very little	20	6	4,051	7	<b>2.9</b>	2.9	-0.07
		2	Some	85	28	13,275	24			
		3	Quite a bit	123	40	20,368	37			
		4	Very much	81	26	17,134	31			
		Total		309	100	54,828	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	122	40	13,315	24	<b>1.9</b>	2.2 ***	-0.36 ▽
		2	Sometimes	115	37	22,017	40			
		3	Often	53	17	13,183	24			
		4	Very often	17	6	6,252	11			
		Total		307	100	54,767	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	168	55	25,609	47	<b>1.7</b>	1.8 **	-0.18 ▽
		2	Sometimes	89	29	16,662	30			
		3	Often	28	9	8,089	15			
		4	Very often	20	7	4,352	8			
		Total		305	100	54,712	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	218	71	31,480	58	<b>1.4</b>	1.7 ***	-0.25 ▽
		2	Sometimes	52	17	12,573	23			
		3	Often	28	9	6,717	12			
		4	Very often	10	3	3,775	7			
		Total		308	100	54,545	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	201	65	38,632	71	<b>1.5</b>	1.5	.10
		2	Sometimes	63	21	9,283	17			
		3	Often	28	9	4,481	8			
		4	Very often	15	5	2,159	4			
		Total		307	100	54,555	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	118	38	15,977	29	<b>2.0</b>	2.2 **	-0.16 ▽
		2	Sometimes	99	32	20,572	38			
		3	Often	60	20	11,622	21			
		4	Very often	30	10	6,527	12			
		Total		307	100	54,698	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>		
				EWU		Inclusiv & Cult Div		EWU	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	73	16	6,863	11	<b>2.7</b>	2.8 **	-0.13
		2	Some	129	27	17,610	27			
		3	Quite a bit	157	33	22,865	35			
		4	Very much	111	24	17,110	27			
		Total		470	100	64,448	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	91	19	8,616	13	<b>2.6</b>	2.7 **	-0.14
		2	Some	114	24	16,874	26			
		3	Quite a bit	157	33	22,099	34			
		4	Very much	107	23	16,834	26			
		Total		469	100	64,423	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	57	12	5,123	8	<b>2.7</b>	2.9 ***	-0.21
		2	Some	131	28	14,997	23			
		3	Quite a bit	172	37	25,321	39			
		4	Very much	109	23	18,990	29			
		Total		469	100	64,431	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	121	26	11,504	18	<b>2.4</b>	2.6 ***	-0.20
		2	Some	133	28	17,936	28			
		3	Quite a bit	130	28	20,033	31			
		4	Very much	86	18	14,940	23			
		Total		470	100	64,413	100			
e. Learning about other cultures	ICD01e	1	Very little	102	22	10,307	16	<b>2.5</b>	2.6 ***	-0.16
		2	Some	143	30	19,306	30			
		3	Quite a bit	131	28	19,524	30			
		4	Very much	93	20	15,271	24			
		Total		469	100	64,408	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	105	22	12,062	19	<b>2.5</b>	2.6	-0.08
		2	Some	117	25	17,695	27			
		3	Quite a bit	149	32	18,568	29			
		4	Very much	100	21	16,051	25			
		Total		471	100	64,376	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	66	14	6,561	10	<b>2.7</b>	2.9 **	-0.14
		2	Some	117	25	15,082	23			
		3	Quite a bit	165	35	23,331	36			
		4	Very much	123	26	19,481	30			
		Total		471	100	64,455	100			
<b>2. How much does your institution emphasize the following?</b>										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	47	10	4,412	7	<b>2.9</b>	2.9	-0.07
		2	Some	107	23	15,767	25			
		3	Quite a bit	180	38	24,230	38			
		4	Very much	136	29	19,943	31			
		Total		470	100	64,352	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	64	14	5,530	9	<b>2.6</b>	2.8 ***	-0.17
		2	Some	136	29	19,124	30			
		3	Quite a bit	180	38	23,414	36			
		4	Very much	89	19	16,237	25			
		Total		469	100	64,305	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>		
				EWU		Inclusiv & Cult Div		EWU	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	74	16	4,928	8	<b>2.5</b>	2.9 ***	-0.36
		2	Some	147	31	16,599	26			
		3	Quite a bit	168	36	24,541	38			
		4	Very much	80	17	18,227	28			
		Total		469	100	64,295	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	69	15	5,115	8	<b>2.7</b>	2.9 ***	-0.22
		2	Some	115	25	15,713	24			
		3	Quite a bit	174	37	24,035	37			
		4	Very much	111	24	19,392	30			
		Total		469	100	64,255	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	61	13	5,392	8	<b>2.8</b>	2.9 **	-0.12
		2	Some	110	23	16,513	26			
		3	Quite a bit	185	39	23,605	37			
		4	Very much	115	24	18,745	29			
		Total		471	100	64,255	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	59	13	5,702	9	<b>2.8</b>	2.9 **	-0.14
		2	Some	104	22	15,004	23			
		3	Quite a bit	192	41	23,062	36			
		4	Very much	115	24	20,364	32			
		Total		470	100	64,132	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	91	19	8,581	13	<b>2.5</b>	2.7 ***	-0.22
		2	Some	156	33	19,618	31			
		3	Quite a bit	145	31	20,761	32			
		4	Very much	79	17	15,173	24			
		Total		471	100	64,133	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	27	6	3,662	6	<b>2.9</b>	2.9	-0.08
		2	Some	122	26	16,092	25			
		3	Quite a bit	201	43	24,445	38			
		4	Very much	117	25	19,941	31			
		Total		467	100	64,140	100			
b. Gender identity	ICD03b	1	Very little	24	5	4,287	7	<b>2.9</b>	2.9	-0.04
		2	Some	125	27	15,803	25			
		3	Quite a bit	195	42	23,832	37			
		4	Very much	124	26	20,143	31			
		Total		468	100	64,065	100			
c. Economic background	ICD03c	1	Very little	55	12	7,497	12	<b>2.6</b>	2.7	-0.08
		2	Some	156	33	19,800	31			
		3	Quite a bit	166	35	21,062	33			
		4	Very much	91	19	15,727	25			
		Total		468	100	64,086	100			
d. Political affiliation	ICD03d	1	Very little	95	20	9,633	15	<b>2.3</b>	2.5 ***	-0.20
		2	Some	173	37	22,407	35			
		3	Quite a bit	138	30	19,525	30			
		4	Very much	59	13	12,500	20			
		Total		465	100	64,065	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>		
				EWU		Inclusiv & Cult Div		EWU	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
e. Religious affiliation	ICD03e	1	Very little	68	15	6,529	10	<b>2.5</b>	2.7 ***	-.24
		2	Some	176	38	19,725	31			
		3	Quite a bit	143	31	22,036	34			
		4	Very much	81	17	15,774	25			
		Total		468	100	64,064	100			
f. Sexual orientation	ICD03f	1	Very little	32	7	4,744	7	<b>2.8</b>	2.9	-.06
		2	Some	129	28	16,576	26			
		3	Quite a bit	187	40	23,271	36			
		4	Very much	120	26	19,477	30			
		Total		468	100	64,068	100			
g. Disability status	ICD03g	1	Very little	43	9	6,157	10	<b>2.8</b>	2.8	-.06
		2	Some	129	28	17,164	27			
		3	Quite a bit	189	40	22,357	35			
		4	Very much	107	23	18,455	29			
		Total		468	100	64,133	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	202	43	19,573	31	<b>1.8</b>	2.1 ***	-.32
		2	Sometimes	179	38	25,013	39			
		3	Often	72	15	12,809	20			
		4	Very often	17	4	6,732	10			
		Total		470	100	64,127	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	276	59	31,320	49	<b>1.6</b>	1.8 ***	-.24
		2	Sometimes	136	29	19,393	30			
		3	Often	43	9	8,252	13			
		4	Very often	16	3	5,093	8			
		Total		471	100	64,058	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	329	70	37,500	59	<b>1.5</b>	1.7 ***	-.23
		2	Sometimes	85	18	14,443	23			
		3	Often	39	8	6,979	11			
		4	Very often	17	4	4,975	8			
		Total		470	100	63,897	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	340	73	44,572	70	<b>1.4</b>	1.5 *	-.09
		2	Sometimes	82	18	11,555	18			
		3	Often	35	7	4,840	8			
		4	Very often	11	2	2,882	5			
		Total		468	100	63,849	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	158	34	16,754	26	<b>2.1</b>	2.3 ***	-.16
		2	Sometimes	161	34	22,872	36			
		3	Often	88	19	14,432	23			
		4	Very often	62	13	10,030	16			
		Total		469	100	64,088	100			

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

#### 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>
		EWU	Inclusiv & Cult Div	EWU	Inclusiv & Cult Div	EWU	Inclusiv & Cult Div			
								<i>Comparisons with:</i>		
								Inclusiv & Cult Div		
ICD01a	309	2.37	2.61	.050	.004	0.88	0.92	55,298	.000	-.26
ICD01b	311	2.41	2.65	.052	.004	0.92	0.93	55,318	.000	-.26
ICD01c	308	2.61	2.82	.049	.004	0.86	0.86	55,286	.000	-.24
ICD01d	310	2.24	2.50	.054	.004	0.95	0.97	55,268	.000	-.27
ICD01e	309	2.49	2.57	.055	.004	0.97	0.95	55,287	.136	-.09
ICD01f	308	2.46	2.55	.056	.004	0.98	0.98	55,276	.122	-.09
ICD01g	311	2.63	2.82	.054	.004	0.95	0.90	313	.000	-.21
ICD02a	308	2.81	2.94	.049	.004	0.85	0.87	55,272	.011	-.15
ICD02b	309	2.72	2.85	.049	.004	0.86	0.88	55,213	.010	-.15
ICD02c	308	2.67	2.99	.048	.004	0.84	0.86	311	.000	-.37
ICD02d	309	2.83	3.00	.049	.004	0.87	0.87	55,220	.000	-.20
ICD02e	308	2.79	2.95	.049	.004	0.86	0.89	55,138	.001	-.18
ICD02f	305	2.83	3.04	.049	.004	0.86	0.87	55,113	.000	-.25
ICD02g	308	2.59	2.81	.052	.004	0.91	0.92	55,115	.000	-.23
ICD03a	306	3.05	3.08	.046	.004	0.80	0.83	55,148	.566	-.03
ICD03b	306	3.08	3.06	.044	.004	0.77	0.86	309	.776	.01
ICD03c	308	2.69	2.83	.051	.004	0.90	0.92	55,059	.013	-.14
ICD03d	306	2.49	2.66	.053	.004	0.93	0.94	55,073	.002	-.18
ICD03e	308	2.74	2.88	.050	.004	0.88	0.90	55,064	.007	-.16
ICD03f	307	2.97	3.02	.049	.004	0.85	0.89	55,056	.398	-.05
ICD03g	309	2.86	2.92	.050	.004	0.88	0.92	55,135	.215	-.07
ICD04a_20	307	1.89	2.23	.050	.004	0.88	0.94	310	.000	-.36
ICD04b_20	305	1.67	1.84	.051	.004	0.89	0.95	55,015	.002	-.18
ICD04c_20	308	1.45	1.68	.045	.004	0.79	0.94	312	.000	-.25
ICD04d_20	307	1.53	1.45	.049	.003	0.85	0.81	309	.098	.10
ICD04e_20	307	2.01	2.16	.056	.004	0.99	0.98	55,003	.006	-.16

## 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>
	EWU	EWU	Inclusiv & Cult Div	EWU	Inclusiv & Cult Div	EWU	Inclusiv & Cult Div			
ICD01a	470	2.65	2.78	.046	.004	1.01	0.96	475	.006	-.13
ICD01b	469	2.60	2.73	.048	.004	1.04	0.99	474	.005	-.14
ICD01c	469	2.71	2.90	.044	.004	0.96	0.91	474	.000	-.21
ICD01d	470	2.39	2.60	.049	.004	1.06	1.03	64,881	.000	-.20
ICD01e	469	2.46	2.62	.048	.004	1.04	1.02	64,875	.001	-.16
ICD01f	471	2.52	2.60	.049	.004	1.06	1.06	64,845	.094	-.08
ICD01g	471	2.73	2.86	.046	.004	1.00	0.96	476	.004	-.14
ICD02a	470	2.86	2.93	.044	.004	0.95	0.91	64,820	.116	-.07
ICD02b	469	2.63	2.78	.044	.004	0.94	0.92	64,772	.000	-.17
ICD02c	469	2.54	2.87	.044	.004	0.95	0.91	474	.000	-.36
ICD02d	469	2.70	2.90	.046	.004	0.99	0.92	474	.000	-.22
ICD02e	471	2.75	2.87	.045	.004	0.97	0.93	64,724	.007	-.12
ICD02f	470	2.77	2.91	.044	.004	0.96	0.95	64,600	.002	-.14
ICD02g	471	2.45	2.66	.045	.004	0.99	0.98	64,602	.000	-.22
ICD03a	467	2.87	2.95	.040	.004	0.85	0.89	64,605	.080	-.08
ICD03b	468	2.90	2.93	.039	.004	0.85	0.91	64,531	.359	-.04
ICD03c	468	2.63	2.70	.043	.004	0.93	0.97	64,552	.088	-.08
ICD03d	465	2.35	2.54	.044	.004	0.94	0.97	64,528	.000	-.20
ICD03e	468	2.51	2.73	.044	.004	0.94	0.94	64,530	.000	-.24
ICD03f	468	2.84	2.90	.041	.004	0.88	0.92	64,534	.213	-.06
ICD03g	468	2.77	2.83	.042	.004	0.91	0.95	64,599	.183	-.06
ICD04a_20	470	1.80	2.10	.038	.004	0.83	0.96	478	.000	-.32
ICD04b_20	471	1.57	1.80	.037	.004	0.80	0.95	480	.000	-.24
ICD04c_20	470	1.46	1.68	.037	.004	0.80	0.95	479	.000	-.23
ICD04d_20	468	1.40	1.47	.034	.003	0.73	0.82	476	.032	-.09
ICD04e_20	469	2.12	2.28	.047	.004	1.02	1.02	64,555	.001	-.16

## Endnotes

- a. Results reflect Report Sample exclusions and are unweighted. Refer to your *Administration Summary* report for more details. Percentages may not sum to 100 due to rounding.
- b. Results reflect Report Sample exclusions and are unweighted. 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. Due to Report Sample exclusions, all statistics are unweighted. Refer to your *Administration Summary* report for more details. 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 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.