



NSSE 2020 Topical Module Report

Inclusiveness & Engagement with Diversity

University of Wisconsin-Whitewater

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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	Not applicable; comparison group not customized.
How was this comparison group constructed?	Your institution did not customize this comparison group; the default group (all module participants) was used.
Group description	Default comparison group

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

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

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 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 ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Whitewater		Inclusiv & Cult Div		Whitewater	Inclusiv & Cult Div	
				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	19	8	6,687	12	2.6	2.6	.04
		2	Some	87	37	18,337	33			
		3	Quite a bit	91	38	20,001	36			
		4	Very much	41	17	10,018	18			
		Total		238	100	55,043	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	19	8	6,665	12	2.7	2.6	.07
		2	Some	73	30	16,910	31			
		3	Quite a bit	106	44	20,704	38			
		4	Very much	42	18	10,782	20			
		Total		240	100	55,061	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	8	3	3,792	7	2.8	2.8	-.01
		2	Some	72	30	15,050	27			
		3	Quite a bit	118	49	23,500	43			
		4	Very much	42	18	12,687	23			
		Total		240	100	55,029	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	33	14	9,631	18	2.5	2.5	.02
		2	Some	88	37	17,950	33			
		3	Quite a bit	82	34	17,952	33			
		4	Very much	37	15	9,478	17			
		Total		240	100	55,011	100			
e. Learning about other cultures	ICD01e	1	Very little	16	7	7,780	14	2.7	2.6	.11
		2	Some	92	38	18,547	34			
		3	Quite a bit	86	36	18,334	33			
		4	Very much	46	19	10,369	19			
		Total		240	100	55,030	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	20	8	9,011	16	2.7	2.5 **	.19
		2	Some	76	32	17,567	32			
		3	Quite a bit	91	38	17,809	32			
		4	Very much	53	22	10,632	19			
		Total		240	100	55,019	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	13	5	4,505	8	2.8	2.8	.03
		2	Some	67	28	14,847	27			
		3	Quite a bit	104	43	21,977	40			
		4	Very much	56	23	13,749	25			
		Total		240	100	55,078	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	12	5	3,062	6	2.9	2.9	-.06
		2	Some	63	26	13,479	25			
		3	Quite a bit	105	44	22,303	41			
		4	Very much	60	25	16,171	29			
		Total		240	100	55,015	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	15	6	3,535	6	2.8	2.9	-.03
		2	Some	65	27	15,105	27			
		3	Quite a bit	106	44	22,221	40			
		4	Very much	53	22	14,096	26			
		Total		239	100	54,957	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		
				Whitewater		Inclusiv & Cult Div		Whitewater	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Creating an overall sense of community among students	ICD02c	1	Very little	13	5	2,765	5	2.9	3.0	-.09
		2	Some	58	24	12,333	22			
		3	Quite a bit	106	45	22,829	42			
		4	Very much	61	26	17,027	31			
		Total		238	100	54,954	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	11	5	3,047	6	3.0	3.0	.03
		2	Some	47	20	11,762	21			
		3	Quite a bit	105	44	22,162	40			
		4	Very much	76	32	17,993	33			
		Total		239	100	54,964	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	14	6	3,402	6	2.9	2.9	-.03
		2	Some	64	27	12,815	23			
		3	Quite a bit	88	37	21,835	40			
		4	Very much	73	31	16,830	31			
		Total		239	100	54,882	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	9	4	2,810	5	3.1	3.0	.09
		2	Some	40	17	11,146	20			
		3	Quite a bit	105	44	21,837	40			
		4	Very much	86	36	19,063	35			
		Total		240	100	54,856	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	17	7	4,791	9	2.8	2.8	.04
		2	Some	62	26	15,284	28			
		3	Quite a bit	101	42	20,595	38			
		4	Very much	59	25	14,189	26			
		Total		239	100	54,859	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	7	3	1,961	4	3.1	3.1	-.03
		2	Some	50	21	11,211	20			
		3	Quite a bit	106	44	22,397	41			
		4	Very much	76	32	19,324	35			
		Total		239	100	54,893	100			
b. Gender identity	ICD03b	1	Very little	10	4	2,488	5	3.1	3.1	.04
		2	Some	44	18	11,217	20			
		3	Quite a bit	97	41	21,523	39			
		4	Very much	88	37	19,620	36			
		Total		239	100	54,848	100			
c. Economic background	ICD03c	1	Very little	17	7	4,477	8	2.9	2.8	.07
		2	Some	59	25	15,479	28			
		3	Quite a bit	97	41	20,064	37			
		4	Very much	66	28	14,784	27			
		Total		239	100	54,804	100			
d. Political affiliation	ICD03d	1	Very little	21	9	6,273	11	2.8	2.7 *	.13 △
		2	Some	63	26	17,939	33			
		3	Quite a bit	100	42	18,652	34			
		4	Very much	54	23	11,955	22			
		Total		238	100	54,819	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		
				Whitewater		Inclusiv & Cult Div		Whitewater	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
e. Religious affiliation	ICD03e	1	Very little	14	6	3,849	7	2.9	2.9	-.01
		2	Some	61	26	14,560	27			
		3	Quite a bit	104	44	20,718	38			
		4	Very much	58	24	15,684	29			
		Total		237	100	54,811	100			
f. Sexual orientation	ICD03f	1	Very little	11	5	3,080	6	3.0	3.0	-.01
		2	Some	54	23	11,932	22			
		3	Quite a bit	95	40	20,786	38			
		4	Very much	78	33	19,004	35			
		Total		238	100	54,802	100			
g. Disability status	ICD03g	1	Very little	7	3	4,063	7	3.3	2.9 ***	.41
		2	Some	28	12	13,331	24			
		3	Quite a bit	90	38	20,392	37			
		4	Very much	114	48	17,094	31			
		Total		239	100	54,880	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	34	14	13,390	24	2.3	2.2	.07
		2	Sometimes	123	52	22,007	40			
		3	Often	59	25	13,174	24			
		4	Very often	22	9	6,247	11			
		Total		238	100	54,818	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	101	42	25,662	47	1.8	1.8	.00
		2	Sometimes	93	39	16,655	30			
		3	Often	30	13	8,086	15			
		4	Very often	16	7	4,356	8			
		Total		240	100	54,759	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	151	63	31,533	58	1.6	1.7	-.08
		2	Sometimes	47	20	12,577	23			
		3	Often	24	10	6,719	12			
		4	Very often	17	7	3,767	7			
		Total		239	100	54,596	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	177	74	38,641	71	1.4	1.5	-.09
		2	Sometimes	39	16	9,305	17			
		3	Often	16	7	4,492	8			
		4	Very often	7	3	2,167	4			
		Total		239	100	54,605	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	85	35	15,999	29	2.0	2.2 **	-.17
		2	Sometimes	95	40	20,572	38			
		3	Often	36	15	11,643	21			
		4	Very often	24	10	6,533	12			
		Total		240	100	54,747	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		
				Whitewater		Inclusiv & Cult Div		Whitewater	Inclusiv & Cult Div	
				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	22	9	6,914	11	2.7	2.8	-.05
		2	Some	77	33	17,662	27			
		3	Quite a bit	79	33	22,943	35			
		4	Very much	58	25	17,163	27			
		Total		236	100	64,682	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	29	12	8,678	13	2.7	2.7	-.02
		2	Some	65	28	16,923	26			
		3	Quite a bit	87	37	22,169	34			
		4	Very much	55	23	16,886	26			
		Total		236	100	64,656	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	13	6	5,167	8	3.0	2.9	.07
		2	Some	45	19	15,083	23			
		3	Quite a bit	115	49	25,378	39			
		4	Very much	63	27	19,036	29			
		Total		236	100	64,664	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	36	15	11,589	18	2.6	2.6	.02
		2	Some	69	29	18,000	28			
		3	Quite a bit	80	34	20,083	31			
		4	Very much	51	22	14,975	23			
		Total		236	100	64,647	100			
e. Learning about other cultures	ICD01e	1	Very little	31	13	10,378	16	2.6	2.6	-.02
		2	Some	84	36	19,365	30			
		3	Quite a bit	70	30	19,585	30			
		4	Very much	50	21	15,314	24			
		Total		235	100	64,642	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	32	14	12,135	19	2.6	2.6	.02
		2	Some	81	34	17,731	27			
		3	Quite a bit	67	28	18,650	29			
		4	Very much	56	24	16,095	25			
		Total		236	100	64,611	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	18	8	6,609	10	2.9	2.9	-.01
		2	Some	59	25	15,140	23			
		3	Quite a bit	99	42	23,397	36			
		4	Very much	60	25	19,544	30			
		Total		236	100	64,690	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	17	7	4,442	7	2.9	2.9	-.06
		2	Some	55	23	15,819	24			
		3	Quite a bit	103	44	24,307	38			
		4	Very much	60	26	20,019	31			
		Total		235	100	64,587	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	17	7	5,577	9	2.7	2.8	-.05
		2	Some	75	32	19,185	30			
		3	Quite a bit	95	41	23,499	36			
		4	Very much	47	20	16,279	25			
		Total		234	100	64,540	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		
				Whitewater		Inclusiv & Cult Div		Whitewater	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Creating an overall sense of community among students	ICD02c	1	Very little	17	7	4,985	8	2.8	2.9	-.04
		2	Some	64	27	16,682	26			
		3	Quite a bit	96	41	24,613	38			
		4	Very much	58	25	18,249	28			
		Total		235	100	64,529	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	14	6	5,170	8	2.9	2.9	-.04
		2	Some	63	27	15,765	24			
		3	Quite a bit	98	42	24,111	37			
		4	Very much	58	25	19,445	30			
		Total		233	100	64,491	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	16	7	5,437	8	2.9	2.9	.01
		2	Some	61	26	16,562	26			
		3	Quite a bit	94	40	23,696	37			
		4	Very much	63	27	18,797	29			
		Total		234	100	64,492	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	13	6	5,748	9	2.9	2.9	.04
		2	Some	62	26	15,046	23			
		3	Quite a bit	86	37	23,168	36			
		4	Very much	74	31	20,405	32			
		Total		235	100	64,367	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	22	9	8,650	13	2.7	2.7	-.01
		2	Some	89	38	19,685	31			
		3	Quite a bit	73	31	20,833	32			
		4	Very much	51	22	15,201	24			
		Total		235	100	64,369	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	12	5	3,677	6	2.9	2.9	-.02
		2	Some	58	25	16,156	25			
		3	Quite a bit	98	42	24,548	38			
		4	Very much	65	28	19,993	31			
		Total		233	100	64,374	100			
b. Gender identity	ICD03b	1	Very little	13	6	4,298	7	2.9	2.9	-.01
		2	Some	63	27	15,865	25			
		3	Quite a bit	85	36	23,942	37			
		4	Very much	72	31	20,195	31			
		Total		233	100	64,300	100			
c. Economic background	ICD03c	1	Very little	20	9	7,532	12	2.8	2.7	.10
		2	Some	64	27	19,892	31			
		3	Quite a bit	92	39	21,136	33			
		4	Very much	57	24	15,761	25			
		Total		233	100	64,321	100			
d. Political affiliation	ICD03d	1	Very little	29	12	9,699	15	2.6	2.5	.09
		2	Some	74	31	22,506	35			
		3	Quite a bit	86	37	19,577	30			
		4	Very much	46	20	12,513	19			
		Total		235	100	64,295	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		
				Whitewater		Inclusiv & Cult Div		Whitewater	Inclusiv & Cult Div	Effect size ^d
				Count	%	Count	%	Mean	Mean	
e. Religious affiliation	ICD03e	1	Very little	22	9	6,575	10	2.7	2.7	-.04
		2	Some	76	33	19,825	31			
		3	Quite a bit	87	37	22,092	34			
		4	Very much	48	21	15,807	25			
		Total		233	100	64,299	100			
f. Sexual orientation	ICD03f	1	Very little	16	7	4,760	7	2.9	2.9	.00
		2	Some	60	26	16,645	26			
		3	Quite a bit	90	39	23,368	36			
		4	Very much	67	29	19,530	30			
		Total		233	100	64,303	100			
g. Disability status	ICD03g	1	Very little	11	5	6,189	10	3.2	2.8 ***	.41
		2	Some	31	13	17,262	27			
		3	Quite a bit	88	38	22,458	35			
		4	Very much	104	44	18,458	29			
		Total		234	100	64,367	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	82	35	19,693	31	2.0	2.1 *	-.13
		2	Sometimes	93	40	25,099	39			
		3	Often	44	19	12,837	20			
		4	Very often	16	7	6,733	10			
		Total		235	100	64,362	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	132	56	31,464	49	1.7	1.8 *	-.13
		2	Sometimes	66	28	19,463	30			
		3	Often	18	8	8,277	13			
		4	Very often	19	8	5,090	8			
		Total		235	100	64,294	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	149	63	37,680	59	1.6	1.7	-.08
		2	Sometimes	50	21	14,478	23			
		3	Often	16	7	7,002	11			
		4	Very often	20	9	4,972	8			
		Total		235	100	64,132	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	185	79	44,727	70	1.3	1.5 **	-.18
		2	Sometimes	31	13	11,606	18			
		3	Often	13	6	4,862	8			
		4	Very often	6	3	2,887	5			
		Total		235	100	64,082	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	66	28	16,846	26	2.2	2.3	-.05
		2	Sometimes	81	35	22,952	36			
		3	Often	56	24	14,464	22			
		4	Very often	31	13	10,061	16			
		Total		234	100	64,323	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 ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Whitewater	Inclusiv & Cult Div	Whitewater	Inclusiv & Cult Div	Whitewater	Inclusiv & Cult Div			
ICD01a	238	2.65	2.61	.056	.004	0.86	0.92	55,279	.491	.04
ICD01b	240	2.71	2.65	.055	.004	0.85	0.93	242	.230	.07
ICD01c	240	2.81	2.82	.049	.004	0.76	0.86	242	.824	-.01
ICD01d	240	2.51	2.50	.059	.004	0.91	0.97	55,249	.791	.02
ICD01e	240	2.68	2.57	.055	.004	0.86	0.95	242	.057	.11
ICD01f	240	2.74	2.55	.058	.004	0.90	0.98	241	.001	.19
ICD01g	240	2.85	2.82	.054	.004	0.84	0.90	55,316	.615	.03
ICD02a	240	2.89	2.94	.054	.004	0.84	0.87	55,253	.373	-.06
ICD02b	239	2.82	2.85	.055	.004	0.85	0.88	55,194	.613	-.03
ICD02c	238	2.90	2.98	.055	.004	0.84	0.86	55,190	.144	-.09
ICD02d	239	3.03	3.00	.054	.004	0.84	0.87	55,201	.636	.03
ICD02e	239	2.92	2.95	.058	.004	0.90	0.89	55,119	.618	-.03
ICD02f	240	3.12	3.04	.053	.004	0.81	0.87	55,094	.183	.09
ICD02g	239	2.85	2.81	.057	.004	0.88	0.92	55,096	.505	.04
ICD03a	239	3.05	3.08	.052	.004	0.80	0.83	55,130	.628	-.03
ICD03b	239	3.10	3.06	.055	.004	0.84	0.86	55,085	.496	.04
ICD03c	239	2.89	2.82	.058	.004	0.89	0.92	55,041	.290	.07
ICD03d	238	2.79	2.66	.058	.004	0.90	0.94	239	.034	.13
ICD03e	237	2.87	2.88	.055	.004	0.85	0.90	55,046	.854	-.01
ICD03f	238	3.01	3.02	.056	.004	0.86	0.89	55,038	.886	-.01
ICD03g	239	3.30	2.92	.051	.004	0.79	0.92	55,117	.000	.41
ICD04a_20	238	2.29	2.22	.053	.004	0.82	0.94	240	.220	.07
ICD04b_20	240	1.84	1.84	.057	.004	0.89	0.95	241	.991	.00
ICD04c_20	239	1.61	1.68	.060	.004	0.93	0.94	54,833	.232	-.08
ICD04d_20	239	1.38	1.45	.048	.003	0.74	0.81	240	.152	-.09
ICD04e_20	240	2.00	2.16	.062	.004	0.95	0.98	241	.009	-.17

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Whitewater	Inclusiv & Cult Div	Whitewater	Inclusiv & Cult Div	Whitewater	Inclusiv & Cult Div			
ICD01a	236	2.73	2.78	.061	.004	0.94	0.96	64,916	.467	-.05
ICD01b	236	2.71	2.73	.062	.004	0.96	0.99	64,890	.768	-.02
ICD01c	236	2.97	2.90	.054	.004	0.82	0.92	237	.230	.07
ICD01d	236	2.62	2.59	.064	.004	0.99	1.03	64,881	.721	.02
ICD01e	235	2.59	2.62	.063	.004	0.97	1.02	64,875	.709	-.02
ICD01f	236	2.62	2.60	.065	.004	0.99	1.06	64,845	.729	.02
ICD01g	236	2.85	2.86	.058	.004	0.89	0.96	237	.836	-.01
ICD02a	235	2.88	2.93	.057	.004	0.88	0.91	64,820	.391	-.06
ICD02b	234	2.74	2.78	.056	.004	0.86	0.92	64,772	.435	-.05
ICD02c	235	2.83	2.87	.058	.004	0.88	0.91	64,762	.503	-.04
ICD02d	233	2.86	2.90	.056	.004	0.86	0.93	64,722	.527	-.04
ICD02e	234	2.87	2.87	.058	.004	0.89	0.93	64,724	.925	.01
ICD02f	235	2.94	2.90	.058	.004	0.89	0.95	64,600	.564	.04
ICD02g	235	2.65	2.66	.060	.004	0.92	0.98	64,602	.870	-.01
ICD03a	233	2.93	2.95	.056	.003	0.86	0.89	64,605	.753	-.02
ICD03b	233	2.93	2.93	.059	.004	0.89	0.91	64,531	.912	-.01
ICD03c	233	2.80	2.70	.060	.004	0.91	0.97	234	.106	.10
ICD03d	235	2.63	2.54	.061	.004	0.93	0.97	64,528	.150	.09
ICD03e	233	2.69	2.73	.059	.004	0.90	0.94	64,530	.498	-.04
ICD03f	233	2.89	2.90	.059	.004	0.90	0.92	64,534	.946	.00
ICD03g	234	3.22	2.83	.055	.004	0.85	0.95	235	.000	.41
ICD04a_20	235	1.97	2.10	.059	.004	0.90	0.96	64,595	.040	-.13
ICD04b_20	235	1.68	1.80	.061	.004	0.93	0.95	64,527	.050	-.13
ICD04c_20	235	1.60	1.68	.062	.004	0.94	0.95	64,365	.243	-.08
ICD04d_20	235	1.32	1.47	.045	.003	0.70	0.82	236	.001	-.18
ICD04e_20	234	2.22	2.28	.066	.004	1.00	1.02	64,555	.422	-.05

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.