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# **NSSE 2022 Topical Module Report**

## **Inclusiveness & Engagement with Diversity**

### **Western Michigan University**

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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.

Comparison group details are in the online Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface. A PDF copy is also saved in your report download folder.

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# NSSE 2022 Inclusiveness & Engagement with Diversity

## Frequencies and Statistical Comparisons

### Western Michigan University

#### First-Year Students

				Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				WMU		Doctoral/High		WMU	Doctoral/High	
Item wording or description	Variable name	Values <sup>c</sup>	Response options	Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
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	ICDskills	1	Very little	29	14	585	11	2.5	2.6	-.09
		2	Some	65	31	1,810	34			
		3	Quite a bit	88	42	1,964	37			
		4	Very much	28	13	970	18			
			Total	210	100	5,329	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	29	15	634	13	2.5	2.6	-.13
		2	Some	70	34	1,581	30			
		3	Quite a bit	76	37	2,014	37			
		4	Very much	34	14	1,084	19			
			Total	209	100	5,313	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	14	7	364	7	2.7	2.8	-.09
		2	Some	64	32	1,463	29			
		3	Quite a bit	89	42	2,223	42			
		4	Very much	43	19	1,256	22			
			Total	210	100	5,306	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	44	22	909	18	2.4	2.5	-.12
		2	Some	63	31	1,778	34			
		3	Quite a bit	76	35	1,699	32			
		4	Very much	27	11	923	17			
			Total	210	100	5,309	100			
e. Learning about other cultures	ICDcultures	1	Very little	28	14	682	13	2.5	2.6	-.10
		2	Some	71	35	1,737	33			
		3	Quite a bit	77	36	1,780	33			
		4	Very much	34	15	1,118	20			
			Total	210	100	5,317	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	23	12	805	16	2.7	2.6	.13
		2	Some	55	28	1,641	32			
		3	Quite a bit	86	41	1,808	33			
		4	Very much	45	19	1,056	19			
			Total	209	100	5,310	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	17	9	401	8	2.8	2.8	.03
		2	Some	47	23	1,416	28			
		3	Quite a bit	87	41	2,121	40			
		4	Very much	58	26	1,377	25			
			Total	209	100	5,315	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	11	6	328	7	3.0	2.8	.13
		2	Some	43	20	1,422	27			
		3	Quite a bit	95	48	2,175	41			
		4	Very much	59	27	1,379	25			
			Total	208	100	5,304	100			

# NSSE 2022 Inclusiveness & Engagement with Diversity

## Frequencies and Statistical Comparisons

### Western Michigan University

#### First-Year Students

				Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				WMU		Doctoral/High		WMU	Doctoral/High	
Item wording or description	Variable name	Values <sup>c</sup>	Response options	Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
b. Providing students with the resources needed for success in a multicultural world	ICDresources	1	Very little	14	7	396	8	2.8	2.8	.04
		2	Some	62	29	1,582	30			
		3	Quite a bit	82	41	2,074	39			
		4	Very much	50	23	1,242	22			
		Total	208	100	5,294	100				
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	14	7	333	7	2.8	2.8	-.08
		2	Some	58	29	1,357	26			
		3	Quite a bit	88	44	2,256	42			
		4	Very much	46	20	1,348	25			
		Total	206	100	5,294	100				
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual oreintation, etc.)	ICDstigma	1	Very little	11	6	337	7	2.9	2.9	-.03
		2	Some	49	25	1,286	25			
		3	Quite a bit	97	47	2,131	40			
		4	Very much	51	23	1,538	28			
		Total	208	100	5,292	100				
e. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	15	7	441	8	2.8	2.8	.03
		2	Some	52	26	1,488	29			
		3	Quite a bit	95	46	2,025	39			
		4	Very much	45	21	1,324	24			
		Total	207	100	5,278	100				
f. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	20	9	391	7	2.8	2.8	-.03
		2	Some	54	27	1,448	28			
		3	Quite a bit	80	40	1,988	37			
		4	Very much	50	25	1,447	27			
		Total	204	100	5,274	100				
g. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	24	12	598	12	2.7	2.7	.01
		2	Some	61	29	1,681	32			
		3	Quite a bit	80	40	1,858	35			
		4	Very much	40	19	1,140	21			
		Total	205	100	5,277	100				
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICDrace	1	Very little	6	3	189	4	3.0	3.0	.05
		2	Some	41	21	1,203	23			
		3	Quite a bit	92	46	2,208	42			
		4	Very much	65	30	1,691	31			
		Total	204	100	5,291	100				
b. Gender identity	ICDgender	1	Very little	6	3	235	5	3.0	3.0	.03
		2	Some	52	25	1,215	24			
		3	Quite a bit	82	41	2,179	41			
		4	Very much	66	31	1,654	30			
		Total	206	100	5,283	100				
c. Economic background	ICDecon	1	Very little	13	6	363	7	2.7	2.8	-.09
		2	Some	71	35	1,525	30			
		3	Quite a bit	81	38	2,037	38			
		4	Very much	42	20	1,349	25			
		Total	207	100	5,274	100				

# NSSE 2022 Inclusiveness & Engagement with Diversity

## Frequencies and Statistical Comparisons

### Western Michigan University

#### 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>		
				WMU		Doctoral/High		WMU	Doctoral/High	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
d. Political affiliation	ICDpolitics	1	Very little	36	18	604	12	<b>2.5</b>	2.6	-.10
		2	Some	59	29	1,807	35			
		3	Quite a bit	73	34	1,803	34			
		4	Very much	36	18	1,060	20			
		Total		204	100	5,274	100			
e. Religious affiliation	ICDreligion	1	Very little	19	10	427	8	<b>2.7</b>	2.8	-.03
		2	Some	60	29	1,570	30			
		3	Quite a bit	81	39	1,978	37			
		4	Very much	47	22	1,302	24			
		Total		207	100	5,277	100			
f. Sexual orientation	ICDsexorient	1	Very little	11	5	291	6	<b>3.0</b>	2.9	.06
		2	Some	51	25	1,307	26			
		3	Quite a bit	77	38	2,082	39			
		4	Very much	67	32	1,599	29			
		Total		206	100	5,279	100			
g. Disability status	ICDability	1	Very little	26	12	408	8	<b>2.8</b>	2.8	-.03
		2	Some	48	24	1,479	29			
		3	Quite a bit	76	37	1,931	37			
		4	Very much	56	28	1,456	27			
		Total		206	100	5,274	100			
h. Citizenship or immigration status	ICDcitizen (Comparison data are limited to NSSE 2022.)	1	Very little	13	6	486	9	<b>2.8</b>	2.7	.11
		2	Some	53	26	1,635	32			
		3	Quite a bit	95	46	1,856	35			
		4	Very much	45	22	1,301	24			
		Total		206	100	5,278	100			

# NSSE 2022 Inclusiveness & Engagement with Diversity

## Frequencies and Statistical Comparisons

### Western Michigan University

#### First-Year Students

				Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				WMU		Doctoral/High		WMU	Doctoral/High	
Item wording or description	Variable name	Values <sup>c</sup>	Response options	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>										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICDevents	1	Never	60	29	1,685	32	<b>2.1</b>	2.1	.02
		2	Sometimes	84	41	2,073	39			
		3	Often	46	22	1,028	20			
		4	Very often	16	8	486	9			
		Total		206	100	5,272	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	109	54	2,709	52	<b>1.7</b>	1.8	-.08
		2	Sometimes	63	30	1,475	28			
		3	Often	19	9	702	13			
		4	Very often	15	7	382	7			
		Total		206	100	5,268	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	132	64	3,168	60	<b>1.6</b>	1.7	-.08
		2	Sometimes	37	19	1,136	21			
		3	Often	23	12	597	11			
		4	Very often	13	6	360	7			
		Total		205	100	5,261	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	149	74	3,702	70	<b>1.4</b>	1.5	-.11
		2	Sometimes	35	17	885	17			
		3	Often	13	6	428	8			
		4	Very often	7	3	245	5			
		Total		204	100	5,260	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	59	30	1,567	31	<b>2.1</b>	2.1	-.06
		2	Sometimes	85	41	1,949	37			
		3	Often	36	18	1,104	20			
		4	Very often	23	11	644	12			
		Total		203	100	5,264	100			

# NSSE 2022 Inclusiveness & Engagement with Diversity

## Frequencies and Statistical Comparisons

### Western Michigan University

## Seniors

				Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				WMU		Doctoral/High		WMU	Doctoral/High	
Item wording or description	Variable name	Values <sup>c</sup>	Response options	Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
1. During the current school year, how much has your <i>coursework</i> emphasized the following?										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICDskills	1	Very little	40	14	692	10	2.7	2.8 *	-0.14
		2	Some	87	29	1,801	26			
		3	Quite a bit	104	34	2,711	38			
		4	Very much	69	23	1,932	26			
		Total	300	100	7,136	100				
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	46	16	936	14	2.6	2.7	-0.07
		2	Some	79	26	1,832	26			
		3	Quite a bit	107	35	2,410	34			
		4	Very much	67	22	1,943	26			
		Total	299	100	7,121	100				
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	36	12	584	9	2.7	2.9 *	-0.13
		2	Some	72	24	1,700	24			
		3	Quite a bit	122	40	2,733	38			
		4	Very much	70	23	2,107	28			
		Total	300	100	7,124	100				
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	67	23	1,178	18	2.4	2.6 **	-0.16
		2	Some	86	29	1,946	28			
		3	Quite a bit	92	30	2,309	32			
		4	Very much	54	18	1,686	23			
		Total	299	100	7,119	100				
e. Learning about other cultures	ICDcultures	1	Very little	46	16	1,086	16	2.6	2.6	.01
		2	Some	90	30	2,014	29			
		3	Quite a bit	91	30	2,257	31			
		4	Very much	74	24	1,769	24			
		Total	301	100	7,126	100				
f. Discussing issues of equity or privilege	ICDequity	1	Very little	59	21	1,295	20	2.6	2.6	-0.03
		2	Some	79	26	1,839	26			
		3	Quite a bit	92	30	2,148	30			
		4	Very much	70	23	1,840	24			
		Total	300	100	7,122	100				
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	38	13	700	11	2.8	2.9	-0.07
		2	Some	66	22	1,574	23			
		3	Quite a bit	112	37	2,611	36			
		4	Very much	83	28	2,238	30			
		Total	299	100	7,123	100				
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	22	8	485	7	2.9	2.9	.05
		2	Some	64	21	1,736	25			
		3	Quite a bit	124	41	2,787	39			
		4	Very much	90	30	2,098	29			
		Total	300	100	7,106	100				

# NSSE 2022 Inclusiveness & Engagement with Diversity

## Frequencies and Statistical Comparisons

### Western Michigan University

#### Seniors

				Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				WMU		Doctoral/High		WMU	Doctoral/High	
Item wording or description	Variable name	Values <sup>c</sup>	Response options	Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
b. Providing students with the resources needed for success in a multicultural world	ICDresources	1	Very little	34	12	604	9	2.7	2.8	-.09
		2	Some	93	31	2,029	29			
		3	Quite a bit	102	34	2,663	38			
		4	Very much	71	24	1,802	24			
		Total	300	100	7,098	100				
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	40	14	538	8	2.6	2.8 ***	-.21
		2	Some	89	30	1,934	27			
		3	Quite a bit	109	37	2,750	39			
		4	Very much	60	20	1,877	26			
		Total	298	100	7,099	100				
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual oreintation, etc.)	ICDstigma	1	Very little	35	12	529	8	2.7	2.9 *	-.15
		2	Some	78	26	1,772	25			
		3	Quite a bit	115	38	2,666	38			
		4	Very much	72	24	2,115	29			
		Total	300	100	7,082	100				
e. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	28	9	598	9	2.8	2.8	-.08
		2	Some	87	29	1,787	26			
		3	Quite a bit	113	38	2,672	38			
		4	Very much	73	24	2,020	28			
		Total	301	100	7,077	100				
f. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	36	12	639	9	2.7	2.9 *	-.13
		2	Some	83	27	1,779	25			
		3	Quite a bit	108	36	2,544	36			
		4	Very much	74	25	2,096	29			
		Total	301	100	7,058	100				
g. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	40	13	963	14	2.5	2.6 *	-.11
		2	Some	108	36	2,115	30			
		3	Quite a bit	104	35	2,307	33			
		4	Very much	48	16	1,682	23			
		Total	300	100	7,067	100				
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICDrace	1	Very little	21	7	394	6	2.9	2.9	-.06
		2	Some	76	26	1,740	25			
		3	Quite a bit	116	39	2,776	39			
		4	Very much	83	28	2,159	30			
		Total	296	100	7,069	100				
b. Gender identity	ICDgender	1	Very little	20	7	431	6	2.9	2.9	-.03
		2	Some	76	26	1,812	26			
		3	Quite a bit	121	40	2,667	38			
		4	Very much	80	27	2,148	30			
		Total	297	100	7,058	100				
c. Economic background	ICDecon	1	Very little	48	16	674	10	2.5	2.7 ***	-.23
		2	Some	104	35	2,103	30			
		3	Quite a bit	83	28	2,462	35			
		4	Very much	62	21	1,815	25			
		Total	297	100	7,054	100				



# NSSE 2022 Inclusiveness & Engagement with Diversity

## Frequencies and Statistical Comparisons

### Western Michigan University

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				WMU		Doctoral/High		WMU	Doctoral/High	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
d. Political affiliation	ICDpolitics	1	Very little	61	21	978	14	<b>2.4</b>	2.5 ***	-.20 ▽
		2	Some	116	39	2,516	36			
		3	Quite a bit	75	25	2,190	31			
		4	Very much	46	16	1,373	19			
		Total		298	100	7,057	100			
e. Religious affiliation	ICDreligion	1	Very little	41	14	795	11	<b>2.5</b>	2.7	-.11
		2	Some	108	36	2,350	33			
		3	Quite a bit	90	30	2,362	34			
		4	Very much	58	20	1,542	22			
		Total		297	100	7,049	100			
f. Sexual orientation	ICDsexorient	1	Very little	16	6	473	7	<b>2.8</b>	2.8	.00
		2	Some	89	30	1,977	29			
		3	Quite a bit	115	38	2,617	37			
		4	Very much	77	26	1,983	27			
		Total		297	100	7,050	100			
g. Disability status	ICDability	1	Very little	29	10	617	9	<b>2.8</b>	2.8	-.07
		2	Some	87	29	1,952	28			
		3	Quite a bit	109	37	2,494	36			
		4	Very much	72	24	1,988	27			
		Total		297	100	7,051	100			
h. Citizenship or immigration status	ICDcitizen (Comparison data are limited to NSSE 2022.)	1	Very little	33	11	746	11	<b>2.7</b>	2.7	-.03
		2	Some	98	33	2,232	32			
		3	Quite a bit	99	33	2,367	34			
		4	Very much	67	23	1,715	24			
		Total		297	100	7,060	100			

# NSSE 2022 Inclusiveness & Engagement with Diversity

## Frequencies and Statistical Comparisons

### Western Michigan University

## Seniors

				Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				WMU		Doctoral/High		WMU	Doctoral/High	
Item wording or description	Variable name	Values <sup>c</sup>	Response options	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>										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICDevents	1	Never	130	44	2,745	39	<b>1.9</b>	1.9	-.04
		2	Sometimes	92	31	2,575	36			
		3	Often	50	16	1,142	16			
		4	Very often	27	9	602	9			
		Total		299	100	7,064	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	185	62	3,902	56	<b>1.6</b>	1.7	-.08
		2	Sometimes	60	20	1,861	26			
		3	Often	32	11	801	11			
		4	Very often	22	7	495	7			
		Total		299	100	7,059	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	199	67	4,397	63	<b>1.6</b>	1.6	-.04
		2	Sometimes	51	17	1,451	20			
		3	Often	26	9	728	10			
		4	Very often	23	8	478	7			
		Total		299	100	7,054	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	213	72	4,943	71	<b>1.4</b>	1.5	-.01
		2	Sometimes	49	16	1,270	18			
		3	Often	21	7	534	8			
		4	Very often	15	5	305	4			
		Total		298	100	7,052	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	89	30	1,946	29	<b>2.2</b>	2.2	.00
		2	Sometimes	98	33	2,428	34			
		3	Often	62	21	1,625	23			
		4	Very often	49	16	1,065	15			
		Total		298	100	7,064	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>
	WMU	WMU	Doctoral/High	WMU	Doctoral/High	WMU	Doctoral/High	Comparisons with:		
								Doctoral/High		
ICDskills	212	2.53	2.60	.061	.015	0.89	0.90	3,979	.220	-.09
ICDbiases	211	2.51	2.63	.063	.015	0.91	0.94	3,965	.065	-.13
ICDperspective	212	2.72	2.79	.058	.014	0.85	0.87	3,960	.217	-.09
ICDbackground	212	2.36	2.48	.065	.016	0.95	0.97	3,963	.091	-.12
ICDcultures	212	2.52	2.61	.063	.016	0.92	0.95	3,970	.178	-.10
ICDequity	211	2.68	2.55	.063	.016	0.92	0.98	237	.054	.13
ICDideas	211	2.84	2.81	.063	.015	0.92	0.89	3,965	.676	.03
ICDcommitment	209	2.95	2.84	.058	.014	0.83	0.87	235	.066	.13
ICDresources	209	2.80	2.76	.060	.014	0.87	0.89	3,949	.581	.04
ICDcommunity	208	2.77	2.85	.059	.014	0.85	0.87	3,946	.235	-.08
ICDstigma	210	2.87	2.90	.057	.015	0.83	0.89	3,947	.674	-.03
ICDdiscrimination	208	2.81	2.78	.058	.015	0.84	0.91	235	.650	.03
ICDallegations	206	2.81	2.84	.063	.015	0.91	0.91	3,929	.665	-.03
ICDconfront	206	2.67	2.65	.064	.015	0.92	0.93	3,934	.843	.01
ICDrace	205	3.04	3.00	.055	.014	0.79	0.83	3,941	.516	.05
ICDgender	208	3.00	2.97	.057	.014	0.83	0.85	3,938	.657	.03
ICDecon	208	2.72	2.81	.059	.015	0.85	0.89	3,932	.201	-.09
ICDpolitics	206	2.53	2.62	.069	.015	0.99	0.93	3,929	.175	-.10
ICDreligion	208	2.74	2.77	.063	.015	0.91	0.91	3,934	.681	-.03
ICDsexorient	207	2.97	2.92	.061	.014	0.87	0.88	3,934	.422	.06
ICDability	208	2.80	2.82	.068	.015	0.98	0.91	3,931	.686	-.03
ICDcitizen	208	2.84	2.74	.059	.015	0.84	0.92	235	.110	.11
ICDevents	208	2.08	2.06	.063	.015	0.90	0.94	3,931	.764	.02
ICDcenters	208	1.69	1.77	.063	.015	0.90	0.94	3,928	.289	-.08
ICDclub	206	1.59	1.66	.063	.015	0.90	0.94	3,921	.289	-.08
ICDprotest	206	1.39	1.48	.052	.014	0.75	0.84	234	.100	-.11
ICDreflect	204	2.08	2.14	.066	.016	0.95	0.99	3,918	.397	-.06

## 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>
	WMU	WMU	Doctoral/High	WMU	Doctoral/High	WMU	Doctoral/High	Comparisons with:		
								Doctoral/High		
ICDskills	300	2.67	2.80	.056	.013	0.98	0.95	5,429	.021	-.14
ICDbiases	299	2.64	2.71	.058	.014	1.00	1.01	5,417	.234	-.07
ICDperspective	300	2.74	2.86	.055	.013	0.95	0.93	5,421	.034	-.13
ICDbackground	299	2.43	2.60	.060	.014	1.03	1.02	5,417	.006	-.16
ICDcultures	301	2.63	2.63	.059	.014	1.02	1.02	5,423	.932	.01
ICDequity	300	2.56	2.59	.061	.015	1.06	1.06	5,421	.626	-.03
ICDideas	299	2.79	2.86	.057	.014	0.99	0.97	5,417	.220	-.07
ICDcommitment	300	2.93	2.89	.052	.013	0.91	0.91	5,406	.402	.05
ICDresources	300	2.69	2.77	.055	.013	0.96	0.92	5,399	.151	-.09
ICDcommunity	298	2.63	2.82	.055	.013	0.95	0.91	329	.001	-.21
ICDstigma	300	2.74	2.88	.055	.013	0.96	0.92	5,390	.012	-.15
ICDdiscrimination	301	2.77	2.84	.053	.013	0.93	0.93	5,385	.155	-.08
ICDallegations	301	2.73	2.85	.056	.013	0.97	0.95	5,367	.028	-.13
ICDconfront	300	2.54	2.65	.053	.014	0.91	0.99	341	.040	-.11
ICDrace	296	2.88	2.93	.053	.012	0.90	0.88	5,371	.322	-.06
ICDgender	297	2.88	2.90	.052	.013	0.89	0.90	5,364	.628	-.03
ICDecon	297	2.53	2.75	.058	.013	1.00	0.95	328	.000	-.23
ICDpolitics	298	2.35	2.55	.057	.013	0.98	0.96	5,364	.001	-.20
ICDreligion	296	2.55	2.66	.056	.013	0.96	0.94	5,358	.056	-.11
ICDsexorient	297	2.85	2.85	.051	.013	0.88	0.90	5,359	.980	.00
ICDability	297	2.75	2.81	.054	.013	0.93	0.94	5,360	.256	-.07
ICDcitizen	297	2.68	2.71	.055	.013	0.95	0.95	5,366	.585	-.03
ICDevents	299	1.90	1.94	.057	.013	0.98	0.95	5,375	.490	-.04
ICDcenters	299	1.63	1.70	.054	.013	0.94	0.93	5,371	.206	-.08
ICDclub	299	1.57	1.60	.054	.013	0.93	0.92	5,365	.530	-.04
ICDprotest	298	1.45	1.46	.048	.011	0.83	0.81	5,367	.889	-.01
ICDreflect	298	2.23	2.23	.061	.014	1.05	1.02	5,375	.998	.00

## 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. Comparison group details are in the Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface.
- 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. You may not see all of these symbols in your report.