



NSSE 2020 Topical Module Report

Inclusiveness & Engagement with Diversity

Virginia Polytechnic Institute and State University

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About This Topical Module

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

Comparison Group

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

Group label	Inclusiv & Cult Div
Date submitted	6/2/20
How was this comparison group constructed?	Your institution added or removed institutions from 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=128)

Arcadia University (Glenside, PA)	Eastern Nazarene College (Quincy, MA)
Auburn University at Montgomery (Montgomery, AL)	Eastern Washington University (Cheney, WA)
Augusta University (Augusta, GA)	Emory University (Atlanta, GA)
Augustana University (Sioux Falls, SD)	Emporia State University (Emporia, KS)
Babson College (Babson Park, MA)	Endicott College (Beverly, MA)
Baldwin Wallace University (Berea, OH)	Fairfield University (Fairfield, CT)
Bentley University (Waltham, MA)	Farmingdale State College (Farmingdale, NY)
Binghamton University (State University of New York) (Vestal, NY)	Fontbonne University (Saint Louis, MO)
Brenau University (Gainesville, GA)	Harvey Mudd College (Claremont, CA)
Butler University (Indianapolis, IN)	Hope College (Holland, MI)
Cabrini University (Radnor, PA)	Illinois College (Jacksonville, IL)
California College of the Arts (San Francisco, CA)	Illinois State University (Normal, IL)
California Lutheran University (Thousand Oaks, CA)	John Brown University (Siloam Springs, AR)
California State University-Channel Islands (Camarillo, CA)	Kenyon College (Gambier, OH)
California State University-Stanislaus (Turlock, CA)	Linfield College - McMinnville Campus (McMinnville, OR)
California State University, Chico (Chico, CA)	Linfield College-Online and Continuing Education (McMinnville, OR)
California State University, Fullerton (Fullerton, CA)	Linfield College-Portland Campus (Portland, OR)
California State University, Los Angeles (Los Angeles, CA)	Lipscomb University (Nashville, TN)
California State University, Monterey Bay (Seaside, CA)	Longwood University (Farmville, VA)
California State University, Sacramento (Sacramento, CA)	Loyola University New Orleans (New Orleans, LA)
Cedar Crest College (Allentown, PA)	Lycoming College (Williamsport, PA)
Chadron State College (Chadron, NE)	Macalester College (Saint Paul, MN)
Chestnut Hill College (Philadelphia, PA)	Marshall University (Huntington, WV)
Colgate University (Hamilton, NY)	Maryland Institute College of Art (Baltimore, MD)
College of Saint Scholastica, The (Duluth, MN)	Massachusetts College of Art and Design (Boston, MA)
Concordia University (Montreal, QC)	Mayville State University (Mayville, ND)
Converse College (Spartanburg, SC)	Minneapolis College of Art and Design (Minneapolis, MN)
Dakota State University (Madison, SD)	Neumann University (Aston, PA)
Denison University (Granville, OH)	North Dakota State University (Fargo, ND)
Drew University (Madison, NJ)	Oakland University (Rochester Hills, MI)

Inclusiv & Cult Div (N=128), continued

Otterbein University (Westerville, OH)
Pacific Lutheran University (Tacoma, WA)
Pepperdine University (Malibu, CA)
Pittsburg State University (Pittsburg, KS)
Point Loma Nazarene University (San Diego, CA)
Prairie View A&M University (Prairie View, TX)
Presbyterian College (Clinton, SC)
Presentation College (Aberdeen, SD)
Queen's University (Kingston, ON)
Radford University (Radford, VA)
Randolph-Macon College (Ashland, VA)
Ringling College of Art and Design (Sarasota, FL)
Rochester University (Rochester Hills, MI)
Roosevelt University (Chicago, IL)
Saint Joseph's College (Standish, ME)
Saint Michael's College (Colchester, VT)
Salve Regina University (Newport, RI)
Shenandoah University (Winchester, VA)
Simmons University (Boston, MA)
St. Francis Xavier University (Antigonish, NS)
St. Louis College of Pharmacy (Saint Louis, MO)
St. Thomas University (Fredericton, NB)
State University of New York at Brockport (Brockport, NY)
State University of New York at Fredonia (Fredonia, NY)
State University of New York at Geneseo, The (Geneseo, NY)
Stevenson University (Stevenson, MD)
Stonehill College (Easton, MA)
Sul Ross State University (Alpine, TX)
SUNY College at Oswego (Oswego, NY)
SUNY College of Agriculture and Technology at Cobleskill (Cobleskill, NY)
SUNY College of Environmental Science and Forestry (Syracuse, NY)
SUNY College of Technology at Canton (Canton, NY)
Thompson Rivers University (Kamloops, BC)
Trinity Western University (Langley, BC)
United States Air Force Academy (USAF Academy, CO)
United States Merchant Marine Academy (Kings Point, NY)
United States Naval Academy (Annapolis, MD)
Université de Sherbrooke (Sherbrooke, QC)
University of Central Florida (Orlando, FL)
University of Central Missouri (Warrensburg, MO)
University of Dubuque (Dubuque, IA)
University of Evansville (Evansville, IN)
University of Hawai'i-West O'ahu (Kapolei, HI)
University of Idaho (Moscow, ID)
University of Illinois Springfield (Springfield, IL)
University of Indianapolis (Indianapolis, IN)
University of Kentucky (Lexington, KY)
University of Lynchburg (Lynchburg, VA)
University of Mary (Bismarck, ND)
University of New Brunswick (Fredericton, NB)
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 South, The (Sewanee, TN)
University of the Virgin Islands (Charlotte Amalie, VI)
University of Utah (Salt Lake City, UT)
University of Wisconsin-Green Bay (Green Bay, WI)
University of Wisconsin-Whitewater (Whitewater, WI)
University of Wyoming (Laramie, WY)
Utah Valley University (Orem, UT)
Valparaiso University (Valparaiso, IN)
Vancouver Island University (Nanaimo, BC)
Viterbo University (La Crosse, WI)
Wheaton College (Norton, MA)
Whitman College (Walla Walla, WA)
William Jewell College (Liberty, MO)

*2019 participant

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Virginia Tech		Inclusiv & Cult Div		Virginia Tech	Inclusiv & Cult Div	Effect size ^d
				Count	%	Count	%	Mean	Mean	
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	103	14	4,084	13	2.5	2.6 *	-0.08 ▽
		2	Some	263	36	10,916	33			
		3	Quite a bit	244	34	11,953	36			
		4	Very much	114	16	6,071	18			
		Total		724	100	33,024	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	101	15	4,172	13	2.5	2.6 *	-0.09 ▽
		2	Some	246	34	10,010	31			
		3	Quite a bit	257	35	12,409	37			
		4	Very much	119	16	6,440	19			
		Total		723	100	33,031	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	66	10	2,383	8	2.7	2.8 *	-0.09 ▽
		2	Some	212	30	9,029	28			
		3	Quite a bit	302	41	13,995	42			
		4	Very much	144	20	7,601	22			
		Total		724	100	33,008	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	171	24	5,899	18	2.3	2.5 ***	-0.15 ▽
		2	Some	238	33	10,519	33			
		3	Quite a bit	213	29	10,837	32			
		4	Very much	101	14	5,745	17			
		Total		723	100	33,000	100			
e. Learning about other cultures	ICD01e	1	Very little	142	19	4,892	15	2.4	2.6 ***	-0.19 ▽
		2	Some	282	39	10,913	34			
		3	Quite a bit	197	27	10,947	33			
		4	Very much	106	14	6,258	19			
		Total		727	100	33,010	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	166	23	5,551	17	2.3	2.5 ***	-0.21 ▽
		2	Some	268	37	10,369	32			
		3	Quite a bit	185	25	10,688	32			
		4	Very much	108	15	6,390	19			
		Total		727	100	32,998	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	92	13	2,838	9	2.7	2.8 ***	-0.14 ▽
		2	Some	210	29	8,793	27			
		3	Quite a bit	265	36	13,096	39			
		4	Very much	157	21	8,324	24			
		Total		724	100	33,051	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	26	4	1,949	6	3.1	2.9 ***	.23 △
		2	Some	139	19	8,401	26			
		3	Quite a bit	288	40	13,378	40			
		4	Very much	271	37	9,279	28			
		Total		724	100	33,007	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	40	6	2,249	7	2.9	2.8	.06
		2	Some	203	28	9,230	28			
		3	Quite a bit	281	39	13,251	40			
		4	Very much	201	27	8,237	25			
		Total		725	100	32,967	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		
				Virginia Tech		Inclusiv & Cult Div		Virginia Tech	Inclusiv & Cult Div	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Creating an overall sense of community among students	ICD02c	1	Very little	22	3	1,773	3.2	2.9 ***	.29	
		2	Some	115	17	7,634				
		3	Quite a bit	277	38	13,709				
		4	Very much	308	42	9,842				
		Total		722	100	32,958				100
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	28	4	1,866	3.1	3.0 ***	.15	
		2	Some	142	20	7,138				
		3	Quite a bit	275	38	13,296				
		4	Very much	280	39	10,670				
		Total		725	100	32,970				100
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	23	3	2,197	3.1	2.9 ***	.17	
		2	Some	154	22	7,867				
		3	Quite a bit	290	40	13,017				
		4	Very much	255	35	9,832				
		Total		722	100	32,913				100
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	25	3	1,810	3.2	3.0 ***	.18	
		2	Some	125	17	6,898				
		3	Quite a bit	282	39	13,040				
		4	Very much	292	41	11,144				
		Total		724	100	32,892				100
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	35	5	3,010	3.0	2.8 ***	.20	
		2	Some	177	24	9,328				
		3	Quite a bit	288	40	12,288				
		4	Very much	225	31	8,297				
		Total		725	100	32,923				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	18	3	1,248	3.2	3.1 ***	.19	
		2	Some	107	15	6,903				
		3	Quite a bit	296	41	13,347				
		4	Very much	304	42	11,448				
		Total		725	100	32,946				100
b. Gender identity	ICD03b	1	Very little	18	3	1,411	3.2	3.1 ***	.14	
		2	Some	134	18	6,636				
		3	Quite a bit	272	38	12,980				
		4	Very much	299	42	11,881				
		Total		723	100	32,908				100
c. Economic background	ICD03c	1	Very little	54	8	2,700	2.9	2.8	.04	
		2	Some	209	28	9,223				
		3	Quite a bit	248	35	12,101				
		4	Very much	211	30	8,858				
		Total		722	100	32,882				100
d. Political affiliation	ICD03d	1	Very little	80	12	3,778	2.7	2.7	.05	
		2	Some	224	31	10,694				
		3	Quite a bit	245	34	11,216				
		4	Very much	174	24	7,201				
		Total		723	100	32,889				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		
				Virginia Tech		Inclusiv & Cult Div		Virginia Tech	Inclusiv & Cult Div	Effect size ^d
				Count	%	Count	%	Mean	Mean	
e. Religious affiliation	ICD03e	1	Very little	34	5	2,434	8	3.0	2.8 ***	.18
		2	Some	159	22	8,988	28			
		3	Quite a bit	294	41	12,307	37			
		4	Very much	235	32	9,153	27			
		Total		722	100	32,882	100			
f. Sexual orientation	ICD03f	1	Very little	16	2	1,761	5	3.1	3.0 ***	.15
		2	Some	148	20	7,105	22			
		3	Quite a bit	280	39	12,522	38			
		4	Very much	276	39	11,495	34			
		Total		720	100	32,883	100			
g. Disability status	ICD03g	1	Very little	34	4	2,592	8	3.1	2.9 ***	.20
		2	Some	141	19	8,092	24			
		3	Quite a bit	285	40	12,195	37			
		4	Very much	264	37	10,062	31			
		Total		724	100	32,941	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	251	36	9,230	29	2.0	2.1 ***	-.14
		2	Sometimes	285	39	13,232	40			
		3	Often	127	17	7,181	21			
		4	Very often	60	8	3,253	10			
		Total		723	100	32,896	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	409	58	16,208	51	1.7	1.8 **	-.10
		2	Sometimes	175	24	9,622	28			
		3	Often	77	10	4,573	14			
		4	Very often	59	8	2,465	7			
		Total		720	100	32,868	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	449	63	19,331	60	1.6	1.7	-.03
		2	Sometimes	142	19	7,401	22			
		3	Often	81	11	3,888	12			
		4	Very often	51	7	2,178	7			
		Total		723	100	32,798	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	559	78	22,980	70	1.3	1.5 ***	-.17
		2	Sometimes	106	14	5,770	17			
		3	Often	38	5	2,738	8			
		4	Very often	18	2	1,347	4			
		Total		721	100	32,835	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	208	29	10,037	32	2.1	2.1	.02
		2	Sometimes	286	39	12,164	37			
		3	Often	147	20	6,773	20			
		4	Very often	84	11	3,895	12			
		Total		725	100	32,869	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		
				Virginia Tech		Inclusiv & Cult Div		Virginia Tech	Inclusiv & Cult Div	Effect size ^d
				Count	%	Count	%	Mean	Mean	
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	122	18	4,015	11	2.4	2.8 ***	-0.33
		2	Some	238	34	10,395	27			
		3	Quite a bit	220	32	13,648	35			
		4	Very much	110	16	10,350	27			
		Total		690	100	38,408	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	159	25	5,024	14	2.3	2.7 ***	-0.36
		2	Some	219	32	9,960	26			
		3	Quite a bit	197	28	13,268	34			
		4	Very much	115	16	10,129	25			
		Total		690	100	38,381	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	102	16	2,964	9	2.5	2.9 ***	-0.37
		2	Some	217	32	8,808	23			
		3	Quite a bit	238	33	15,178	39			
		4	Very much	131	18	11,434	29			
		Total		688	100	38,384	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	243	36	6,709	18	2.1	2.6 ***	-0.48
		2	Some	202	30	10,601	28			
		3	Quite a bit	160	23	11,998	31			
		4	Very much	84	11	9,058	23			
		Total		689	100	38,366	100			
e. Learning about other cultures	ICD01e	1	Very little	211	32	5,975	17	2.1	2.6 ***	-0.52
		2	Some	273	39	11,223	30			
		3	Quite a bit	124	18	11,857	30			
		4	Very much	80	11	9,301	23			
		Total		688	100	38,356	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	252	39	6,734	19	2.0	2.6 ***	-0.53
		2	Some	216	31	10,426	27			
		3	Quite a bit	126	18	11,362	29			
		4	Very much	95	13	9,826	25			
		Total		689	100	38,348	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	137	21	3,734	11	2.4	2.9 ***	-0.42
		2	Some	217	31	8,924	24			
		3	Quite a bit	201	29	13,934	36			
		4	Very much	134	19	11,822	30			
		Total		689	100	38,414	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	62	9	2,683	8	2.8	2.9 **	-0.10
		2	Some	192	27	9,424	25			
		3	Quite a bit	250	37	14,287	37			
		4	Very much	181	27	11,944	31			
		Total		685	100	38,338	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	74	10	3,352	9	2.6	2.8 ***	-0.21
		2	Some	273	39	11,228	29			
		3	Quite a bit	216	32	13,890	36			
		4	Very much	124	18	9,833	25			
		Total		687	100	38,303	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		
				Virginia Tech		Inclusiv & Cult Div		Virginia Tech	Inclusiv & Cult Div	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Creating an overall sense of community among students	ICD02c	1	Very little	35	5	3,038	8	3.0	2.8 ***	.19
		2	Some	153	22	9,961	26			
		3	Quite a bit	260	38	14,523	37			
		4	Very much	239	34	10,795	28			
		Total		687	100	38,317	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	54	8	3,047	8	2.8	2.9	-.07
		2	Some	193	28	9,160	24			
		3	Quite a bit	261	38	14,295	37			
		4	Very much	178	26	11,772	31			
		Total		686	100	38,274	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	63	9	3,245	9	2.8	2.9 **	-.12
		2	Some	214	31	9,819	26			
		3	Quite a bit	248	37	13,902	36			
		4	Very much	162	24	11,314	30			
		Total		687	100	38,280	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	80	11	3,415	9	2.8	2.9 ***	-.15
		2	Some	194	27	8,969	23			
		3	Quite a bit	238	36	13,672	36			
		4	Very much	171	26	12,148	32			
		Total		683	100	38,204	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	124	18	5,112	13	2.5	2.7 ***	-.23
		2	Some	250	36	11,572	30			
		3	Quite a bit	202	31	12,352	32			
		4	Very much	106	16	9,189	24			
		Total		682	100	38,225	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	35	5	2,220	6	2.8	2.9 **	-.12
		2	Some	221	31	9,501	25			
		3	Quite a bit	261	39	14,463	38			
		4	Very much	168	25	12,034	32			
		Total		685	100	38,218	100			
b. Gender identity	ICD03b	1	Very little	48	6	2,374	6	2.8	3.0 ***	-.20
		2	Some	231	33	9,060	24			
		3	Quite a bit	244	37	14,270	37			
		4	Very much	161	24	12,469	33			
		Total		684	100	38,173	100			
c. Economic background	ICD03c	1	Very little	108	16	4,367	11	2.5	2.7 ***	-.25
		2	Some	268	38	11,567	30			
		3	Quite a bit	187	28	12,608	33			
		4	Very much	121	18	9,637	26			
		Total		684	100	38,179	100			
d. Political affiliation	ICD03d	1	Very little	108	16	5,581	15	2.4	2.6 ***	-.15
		2	Some	284	41	13,292	34			
		3	Quite a bit	194	28	11,625	30			
		4	Very much	98	14	7,669	20			
		Total		684	100	38,167	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		
				Virginia Tech		Inclusiv & Cult Div		Virginia Tech	Inclusiv & Cult Div	Effect size ^d
				Count	%	Count	%	Mean	Mean	
e. Religious affiliation	ICD03e	1	Very little	57	8	4,035	11	2.7	2.7	.01
		2	Some	218	31	11,833	31			
		3	Quite a bit	262	38	12,934	34			
		4	Very much	146	22	9,359	25			
		Total		683	100	38,161	100			
f. Sexual orientation	ICD03f	1	Very little	50	7	2,653	7	2.8	2.9 ***	-.19
		2	Some	237	34	9,600	25			
		3	Quite a bit	243	37	13,893	36			
		4	Very much	152	23	12,028	32			
		Total		682	100	38,174	100			
g. Disability status	ICD03g	1	Very little	97	14	3,735	10	2.6	2.8 ***	-.23
		2	Some	230	33	10,089	26			
		3	Quite a bit	213	32	13,288	35			
		4	Very much	143	21	11,116	29			
		Total		683	100	38,228	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	260	40	12,591	34	1.9	2.0 ***	-.17
		2	Sometimes	278	39	14,887	38			
		3	Often	106	15	7,091	18			
		4	Very often	39	5	3,645	9			
		Total		683	100	38,214	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	385	58	19,172	52	1.6	1.7 **	-.12
		2	Sometimes	189	26	11,355	29			
		3	Often	59	9	4,787	12			
		4	Very often	50	7	2,874	7			
		Total		683	100	38,188	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	442	66	22,543	61	1.5	1.6 **	-.11
		2	Sometimes	136	19	8,555	22			
		3	Often	58	8	4,162	11			
		4	Very often	46	6	2,854	7			
		Total		682	100	38,114	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	527	79	26,536	70	1.3	1.5 ***	-.20
		2	Sometimes	110	15	6,929	17			
		3	Often	26	4	2,936	8			
		4	Very often	15	2	1,746	4			
		Total		678	100	38,147	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	218	33	10,272	28	2.0	2.2 ***	-.20
		2	Sometimes	281	40	13,432	35			
		3	Often	116	17	8,500	22			
		4	Very often	68	10	6,001	15			
		Total		683	100	38,205	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
	Virginia Tech	Virginia Tech	Inclusiv & Cult Div	Virginia Tech	Inclusiv & Cult Div	Virginia Tech	Inclusiv & Cult Div	Comparisons with: Inclusiv & Cult Div		
ICD01a	722	2.52	2.59	.034	.007	0.92	0.93	16,505	.047	-.08
ICD01b	721	2.53	2.61	.035	.007	0.93	0.94	16,512	.015	-.09
ICD01c	722	2.71	2.78	.033	.007	0.89	0.88	16,498	.020	-.09
ICD01d	721	2.33	2.48	.037	.008	0.99	0.97	16,498	.000	-.15
ICD01e	725	2.37	2.55	.035	.008	0.95	0.96	16,501	.000	-.19
ICD01f	725	2.31	2.52	.037	.008	0.98	0.99	16,495	.000	-.21
ICD01g	721	2.66	2.79	.036	.007	0.96	0.91	782	.000	-.14
ICD02a	721	3.10	2.90	.031	.007	0.84	0.88	16,494	.000	.23
ICD02b	723	2.87	2.82	.033	.007	0.88	0.88	16,474	.137	.06
ICD02c	720	3.18	2.93	.031	.007	0.82	0.87	16,465	.000	.29
ICD02d	723	3.11	2.98	.032	.007	0.85	0.88	16,474	.000	.15
ICD02e	719	3.07	2.92	.031	.007	0.83	0.90	796	.000	.17
ICD02f	722	3.17	3.01	.031	.007	0.82	0.88	16,431	.000	.18
ICD02g	723	2.96	2.78	.032	.007	0.87	0.93	800	.000	.20
ICD03a	723	3.22	3.06	.029	.007	0.79	0.84	16,463	.000	.19
ICD03b	720	3.18	3.06	.030	.007	0.82	0.85	16,441	.000	.14
ICD03c	719	2.86	2.83	.035	.007	0.93	0.92	16,433	.287	.04
ICD03d	721	2.70	2.65	.036	.008	0.96	0.95	16,435	.200	.05
ICD03e	719	3.01	2.84	.032	.007	0.86	0.91	794	.000	.18
ICD03f	717	3.14	3.01	.030	.007	0.81	0.88	16,423	.000	.15
ICD03g	721	3.09	2.90	.032	.007	0.85	0.93	801	.000	.20
ICD04a_20	720	1.98	2.12	.035	.007	0.93	0.94	16,438	.000	-.14
ICD04b_20	717	1.68	1.78	.035	.008	0.95	0.94	16,425	.006	-.10
ICD04c_20	720	1.63	1.65	.035	.007	0.94	0.93	16,393	.501	-.03
ICD04d_20	719	1.32	1.46	.026	.006	0.69	0.81	813	.000	-.17
ICD04e_20	723	2.14	2.12	.036	.008	0.97	0.98	16,431	.553	.02

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Virginia Tech	Inclusiv & Cult Div	Virginia Tech	Inclusiv & Cult Div	Virginia Tech	Inclusiv & Cult Div			
ICD01a	683	2.45	2.77	.037	.007	0.96	0.97	19,717	.000	-.33
ICD01b	683	2.34	2.70	.039	.007	1.02	1.00	19,708	.000	-.36
ICD01c	681	2.54	2.88	.037	.007	0.97	0.92	726	.000	-.37
ICD01d	682	2.09	2.58	.039	.008	1.02	1.03	733	.000	-.48
ICD01e	681	2.07	2.61	.037	.007	0.97	1.02	736	.000	-.52
ICD01f	682	2.04	2.59	.040	.008	1.03	1.06	733	.000	-.53
ICD01g	682	2.44	2.85	.039	.007	1.02	0.97	725	.000	-.42
ICD02a	678	2.82	2.91	.036	.007	0.93	0.92	19,673	.008	-.10
ICD02b	680	2.59	2.78	.035	.007	0.91	0.93	19,648	.000	-.21
ICD02c	680	3.02	2.84	.034	.007	0.88	0.92	733	.000	.19
ICD02d	678	2.83	2.90	.035	.007	0.91	0.93	19,634	.062	-.07
ICD02e	680	2.76	2.87	.035	.007	0.91	0.94	19,641	.003	-.12
ICD02f	676	2.77	2.91	.037	.007	0.96	0.95	19,600	.000	-.15
ICD02g	675	2.45	2.67	.037	.007	0.96	0.99	19,610	.000	-.23
ICD03a	678	2.85	2.95	.033	.006	0.85	0.89	19,599	.003	-.12
ICD03b	677	2.78	2.96	.034	.007	0.88	0.90	19,576	.000	-.20
ICD03c	677	2.49	2.73	.037	.007	0.96	0.97	19,582	.000	-.25
ICD03d	677	2.41	2.56	.035	.007	0.92	0.97	731	.000	-.15
ICD03e	676	2.73	2.72	.034	.007	0.90	0.95	731	.742	.01
ICD03f	675	2.75	2.92	.034	.007	0.88	0.92	19,570	.000	-.19
ICD03g	676	2.61	2.84	.037	.007	0.97	0.96	723	.000	-.23
ICD04a_20	676	1.86	2.02	.033	.007	0.86	0.95	19,601	.000	-.17
ICD04b_20	676	1.64	1.75	.035	.007	0.90	0.93	19,581	.002	-.12
ICD04c_20	675	1.54	1.64	.034	.007	0.89	0.93	728	.004	-.11
ICD04d_20	672	1.30	1.46	.025	.006	0.65	0.82	749	.000	-.20
ICD04e_20	676	2.03	2.24	.036	.007	0.94	1.03	733	.000	-.20

See the endnotes on the last page of this report.

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.