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# **NSSE 2023 Topical Module Report**

## **Inclusiveness & Engagement with Diversity**

### Virginia Polytechnic Institute and State 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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## 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> |                     |                          |
|--|----------------|---------------------|------------------|--------------------------------------|-----|---------------------|-----|--------------------------------------|---------------------|--------------------------|
|  |                |                     |                  | Virginia Tech                        |     | Inclusiv & Cult Div |     | Virginia Tech                        | 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      | ICDskills      | 1                   | Very little      | 49                                   | 11  | 4,808               | 11  | <b>2.6</b>                           | 2.6                 | -.06                     |
|  |                | 2                   | Some             | 143                                  | 35  | 15,184              | 33  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 159                                  | 38  | 17,441              | 37  |                                      |                     |                          |
|  |                | 4                   | Very much        | 70                                   | 16  | 9,035               | 19  |                                      |                     |                          |
|  |                | Total               |                  | 421                                  | 100 | 46,468              | 100 |                                      |                     |                          |
| b. Recognizing your own cultural norms and biases  | ICDbiases      | 1                   | Very little      | 56                                   | 13  | 5,207               | 12  | <b>2.5</b>                           | 2.7 **              | -.16                     |
|  |                | 2                   | Some             | 154                                  | 37  | 14,107              | 31  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 153                                  | 37  | 17,463              | 37  |                                      |                     |                          |
|  |                | 4                   | Very much        | 57                                   | 13  | 9,612               | 20  |                                      |                     |                          |
|  |                | Total               |                  | 420                                  | 100 | 46,389              | 100 |                                      |                     |                          |
| c. Sharing your own perspectives and experiences   | ICDperspective | 1                   | Very little      | 23                                   | 6   | 2,880               | 7   | <b>2.8</b>                           | 2.8                 | -.05                     |
|  |                | 2                   | Some             | 121                                  | 29  | 12,696              | 28  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 202                                  | 48  | 19,702              | 42  |                                      |                     |                          |
|  |                | 4                   | Very much        | 74                                   | 17  | 11,117              | 23  |                                      |                     |                          |
|  |                | Total               |                  | 420                                  | 100 | 46,395              | 100 |                                      |                     |                          |
| d. Exploring your own background through projects, assignments, or programs                      | ICDbackground  | 1                   | Very little      | 66                                   | 15  | 7,646               | 17  | <b>2.4</b>                           | 2.5 *               | -.09                     |
|  |                | 2                   | Some             | 164                                  | 40  | 15,205              | 33  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 140                                  | 34  | 15,105              | 32  |                                      |                     |                          |
|  |                | 4                   | Very much        | 51                                   | 12  | 8,430               | 18  |                                      |                     |                          |
|  |                | Total               |                  | 421                                  | 100 | 46,386              | 100 |                                      |                     |                          |
| e. Learning about other cultures   | ICDcultures    | 1                   | Very little      | 61                                   | 15  | 5,566               | 13  | <b>2.5</b>                           | 2.6 **              | -.14                     |
|  |                | 2                   | Some             | 169                                  | 39  | 15,291              | 33  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 123                                  | 30  | 16,051              | 33  |                                      |                     |                          |
|  |                | 4                   | Very much        | 68                                   | 16  | 9,491               | 20  |                                      |                     |                          |
|  |                | Total               |                  | 421                                  | 100 | 46,399              | 100 |                                      |                     |                          |
| f. Discussing issues of equity or privilege  | ICDequity      | 1                   | Very little      | 73                                   | 17  | 6,286               | 15  | <b>2.4</b>                           | 2.6 ***             | -.20                     |
|  |                | 2                   | Some             | 162                                  | 39  | 14,456              | 32  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 124                                  | 29  | 15,794              | 33  |                                      |                     |                          |
|  |                | 4                   | Very much        | 60                                   | 14  | 9,819               | 20  |                                      |                     |                          |
|  |                | Total               |                  | 419                                  | 100 | 46,355              | 100 |                                      |                     |                          |
| g. Respecting the expression of diverse ideas  | ICDideas       | 1                   | Very little      | 38                                   | 9   | 3,191               | 8   | <b>2.7</b>                           | 2.8 **              | -.13                     |
|  |                | 2                   | Some             | 123                                  | 30  | 12,038              | 26  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 174                                  | 41  | 18,948              | 40  |                                      |                     |                          |
|  |                | 4                   | Very much        | 86                                   | 20  | 12,221              | 26  |                                      |                     |                          |
|  |                | Total               |                  | 421                                  | 100 | 46,398              | 100 |                                      |                     |                          |
| <b>2. How much does your institution emphasize the following?</b>                                |                |                     |                  |                                      |     |                     |     |                                      |                     |                          |
| a. Demonstrating a commitment to diversity   | ICDcommitment  | 1                   | Very little      | 18                                   | 4   | 2,376               | 5   | <b>3.0</b>                           | 2.9                 | .07                      |
|  |                | 2                   | Some             | 98                                   | 23  | 11,524              | 25  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 184                                  | 44  | 19,181              | 41  |                                      |                     |                          |
|  |                | 4                   | Very much        | 121                                  | 29  | 13,243              | 29  |                                      |                     |                          |
|  |                | Total               |                  | 421                                  | 100 | 46,324              | 100 |                                      |                     |                          |

## 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> |                     |                          |
|--|-------------------|---------------------|------------------|--------------------------------------|-----|---------------------|------------|--------------------------------------|---------------------|--------------------------|
|  |                   |                     |                  | Virginia Tech                        |     | Inclusiv & Cult Div |            | Virginia Tech                        | Inclusiv & Cult Div |                          |
|  |                   |                     |                  | Count                                | %   | Count               | %          | Mean                                 | Mean                | Effect size <sup>d</sup> |
| b. Providing students with the knowledge and skills needed for success in a multicultural world                                | ICDresources      | 1                   | Very little      | 19                                   | 4   | 2,924               | <b>2.8</b> | 2.8                                  | .01                 |                          |
|  |                   | 2                   | Some             | 137                                  | 31  | 13,375              |            |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 172                                  | 42  | 18,735              |            |                                      |                     |                          |
|  |                   | 4                   | Very much        | 94                                   | 23  | 11,230              |            |                                      |                     |                          |
|  |                   | Total               |                  | 422                                  | 100 | 46,264              |            |                                      |                     | 100                      |
| c. Creating an overall sense of community among students   | ICDcommunity      | 1                   | Very little      | 16                                   | 4   | 2,427               | <b>3.1</b> | 2.9 ***                              | .19                 |                          |
|  |                   | 2                   | Some             | 86                                   | 20  | 11,503              |            |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 168                                  | 40  | 19,284              |            |                                      |                     |                          |
|  |                   | 4                   | Very much        | 151                                  | 36  | 13,039              |            |                                      |                     |                          |
|  |                   | Total               |                  | 421                                  | 100 | 46,253              |            |                                      |                     | 100                      |
| d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.) | ICDstigma         | 1                   | Very little      | 32                                   | 7   | 2,718               | <b>2.9</b> | 2.9                                  | .00                 |                          |
|  |                   | 2                   | Some             | 96                                   | 23  | 10,769              |            |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 165                                  | 39  | 18,954              |            |                                      |                     |                          |
|  |                   | 4                   | Very much        | 126                                  | 31  | 13,799              |            |                                      |                     |                          |
|  |                   | Total               |                  | 419                                  | 100 | 46,240              |            |                                      |                     | 100                      |
| e. Providing information about anti-discrimination and harassment policies   | ICDdiscrimination | 1                   | Very little      | 24                                   | 5   | 2,868               | <b>2.9</b> | 2.9                                  | .01                 |                          |
|  |                   | 2                   | Some             | 106                                  | 25  | 11,637              |            |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 178                                  | 43  | 18,444              |            |                                      |                     |                          |
|  |                   | 4                   | Very much        | 111                                  | 27  | 13,271              |            |                                      |                     |                          |
|  |                   | Total               |                  | 419                                  | 100 | 46,220              |            |                                      |                     | 100                      |
| f. Taking allegations of discrimination or harassment seriously  | ICDallegations    | 1                   | Very little      | 32                                   | 7   | 3,372               | <b>3.0</b> | 2.9                                  | .05                 |                          |
|  |                   | 2                   | Some             | 100                                  | 23  | 11,416              |            |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 156                                  | 37  | 17,615              |            |                                      |                     |                          |
|  |                   | 4                   | Very much        | 130                                  | 32  | 13,748              |            |                                      |                     |                          |
|  |                   | Total               |                  | 418                                  | 100 | 46,151              |            |                                      |                     | 100                      |
| g. Helping students develop the skills to confront discrimination and harassment   | ICDconfront       | 1                   | Very little      | 42                                   | 9   | 4,642               | <b>2.7</b> | 2.7                                  | -.02                |                          |
|  |                   | 2                   | Some             | 135                                  | 32  | 13,840              |            |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 154                                  | 37  | 16,810              |            |                                      |                     |                          |
|  |                   | 4                   | Very much        | 89                                   | 22  | 10,875              |            |                                      |                     |                          |
|  |                   | Total               |                  | 420                                  | 100 | 46,167              |            |                                      |                     | 100                      |
| <b>3. How much does your institution provide a supportive environment for the following forms of diversity?</b>                |                   |                     |                  |                                      |     |                     |            |                                      |                     |                          |
| a. Racial/ethnic identity  | ICDrace           | 1                   | Very little      | 13                                   | 3   | 1,724               | <b>3.1</b> | 3.0                                  | .02                 |                          |
|  |                   | 2                   | Some             | 92                                   | 21  | 10,076              |            |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 179                                  | 44  | 19,162              |            |                                      |                     |                          |
|  |                   | 4                   | Very much        | 133                                  | 33  | 15,164              |            |                                      |                     |                          |
|  |                   | Total               |                  | 417                                  | 100 | 46,126              |            |                                      |                     | 100                      |
| b. Gender identity   | ICDgender         | 1                   | Very little      | 15                                   | 3   | 2,113               | <b>3.0</b> | 3.0                                  | .00                 |                          |
|  |                   | 2                   | Some             | 107                                  | 25  | 10,305              |            |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 169                                  | 40  | 18,479              |            |                                      |                     |                          |
|  |                   | 4                   | Very much        | 126                                  | 32  | 15,194              |            |                                      |                     |                          |
|  |                   | Total               |                  | 417                                  | 100 | 46,091              |            |                                      |                     | 100                      |
| c. Economic background   | ICDecon           | 1                   | Very little      | 36                                   | 8   | 3,684               | <b>2.8</b> | 2.8                                  | -.02                |                          |
|  |                   | 2                   | Some             | 125                                  | 29  | 13,528              |            |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 155                                  | 38  | 17,077              |            |                                      |                     |                          |
|  |                   | 4                   | Very much        | 99                                   | 25  | 11,794              |            |                                      |                     |                          |
|  |                   | Total               |                  | 415                                  | 100 | 46,083              |            |                                      |                     | 100                      |

## 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> |                     |                          |
|--------------------------------------|---------------|---------------------|------------------|--------------------------------------|-----|---------------------|-----|--------------------------------------|---------------------|--------------------------|
|                                      |               |                     |                  | Virginia Tech                        |     | Inclusiv & Cult Div |     | Virginia Tech                        | Inclusiv & Cult Div | Effect size <sup>d</sup> |
|                                      |               |                     |                  | Count                                | %   | Count               | %   | Mean                                 | Mean                |                          |
| d. Political affiliation             | ICDpolitics   | 1                   | Very little      | 44                                   | 10  | 5,417               | 12  | <b>2.7</b>                           | 2.6                 | .05                      |
|                                      |               | 2                   | Some             | 141                                  | 34  | 15,893              | 34  |                                      |                     |                          |
|                                      |               | 3                   | Quite a bit      | 148                                  | 36  | 15,353              | 33  |                                      |                     |                          |
|                                      |               | 4                   | Very much        | 82                                   | 20  | 9,381               | 20  |                                      |                     |                          |
|                                      |               | Total               |                  | 415                                  | 100 | 46,044              | 100 |                                      |                     |                          |
| e. Religious affiliation             | ICDreligion   | 1                   | Very little      | 27                                   | 6   | 3,333               | 8   | <b>2.8</b>                           | 2.8                 | .01                      |
|                                      |               | 2                   | Some             | 120                                  | 29  | 12,884              | 28  |                                      |                     |                          |
|                                      |               | 3                   | Quite a bit      | 164                                  | 39  | 17,509              | 38  |                                      |                     |                          |
|                                      |               | 4                   | Very much        | 105                                  | 26  | 12,347              | 27  |                                      |                     |                          |
|                                      |               | Total               |                  | 416                                  | 100 | 46,073              | 100 |                                      |                     |                          |
| f. Sexual orientation                | ICDsexorient  | 1                   | Very little      | 16                                   | 4   | 2,420               | 6   | <b>3.0</b>                           | 3.0                 | .03                      |
|                                      |               | 2                   | Some             | 102                                  | 24  | 10,814              | 24  |                                      |                     |                          |
|                                      |               | 3                   | Quite a bit      | 173                                  | 42  | 18,040              | 39  |                                      |                     |                          |
|                                      |               | 4                   | Very much        | 123                                  | 30  | 14,818              | 32  |                                      |                     |                          |
|                                      |               | Total               |                  | 414                                  | 100 | 46,092              | 100 |                                      |                     |                          |
| g. Disability status                 | ICDability    | 1                   | Very little      | 24                                   | 5   | 3,968               | 9   | <b>2.9</b>                           | 2.8                 | .06                      |
|                                      |               | 2                   | Some             | 118                                  | 29  | 12,841              | 27  |                                      |                     |                          |
|                                      |               | 3                   | Quite a bit      | 167                                  | 40  | 16,663              | 36  |                                      |                     |                          |
|                                      |               | 4                   | Very much        | 105                                  | 27  | 12,618              | 28  |                                      |                     |                          |
|                                      |               | Total               |                  | 414                                  | 100 | 46,090              | 100 |                                      |                     |                          |
| h. Citizenship or immigration status | ICDcitizen    | 1                   | Very little      | 27                                   | 6   | 3,937               | 9   | <b>2.8</b>                           | 2.8                 | .03                      |
|                                      |               | 2                   | Some             | 128                                  | 30  | 13,527              | 29  |                                      |                     |                          |
|                                      |               | 3                   | Quite a bit      | 162                                  | 40  | 16,624              | 36  |                                      |                     |                          |
|                                      |               | 4                   | Very much        | 98                                   | 24  | 11,980              | 26  |                                      |                     |                          |
|                                      |               | Total               |                  | 415                                  | 100 | 46,068              | 100 |                                      |                     |                          |

## 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> |                     |                          |
|--|---------------|---------------------|------------------|--------------------------------------|-----|---------------------|-----|--------------------------------------|---------------------|--------------------------|
|  |               |                     |                  | Virginia Tech                        |     | Inclusiv & Cult Div |     | Virginia Tech                        | Inclusiv & Cult Div |                          |
|  |               |                     |                  | Count                                | %   | Count               | %   | Mean                                 | Mean                | Effect size <sup>d</sup> |
| <b>4. During the current school year, about how often have you done the following?</b>   |               |                     |                  |                                      |     |                     |     |                                      |                     |                          |
| a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people                       | ICDevents     | 1                   | Never            | 114                                  | 27  | 10,882              | 26  | <b>2.2</b>                           | 2.2                 | -.04                     |
|  |               | 2                   | Sometimes        | 164                                  | 40  | 18,997              | 40  |                                      |                     |                          |
|  |               | 3                   | Often            | 100                                  | 23  | 10,888              | 23  |                                      |                     |                          |
|  |               | 4                   | Very often       | 42                                   | 10  | 5,341               | 11  |                                      |                     |                          |
|  |               | Total               |                  | 420                                  | 100 | 46,108              | 100 |                                      |                     |                          |
| b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.) | ICDcenters    | 1                   | Never            | 186                                  | 45  | 19,465              | 44  | <b>1.9</b>                           | 1.9                 | -.01                     |
|  |               | 2                   | Sometimes        | 136                                  | 32  | 15,045              | 32  |                                      |                     |                          |
|  |               | 3                   | Often            | 58                                   | 14  | 7,411               | 15  |                                      |                     |                          |
|  |               | 4                   | Very often       | 40                                   | 9   | 4,163               | 9   |                                      |                     |                          |
|  |               | Total               |                  | 420                                  | 100 | 46,084              | 100 |                                      |                     |                          |
| c. Participated in a diversity-related club or organization  | ICDclub       | 1                   | Never            | 226                                  | 54  | 24,376              | 54  | <b>1.7</b>                           | 1.7                 | .00                      |
|  |               | 2                   | Sometimes        | 103                                  | 25  | 11,732              | 25  |                                      |                     |                          |
|  |               | 3                   | Often            | 56                                   | 14  | 6,221               | 13  |                                      |                     |                          |
|  |               | 4                   | Very often       | 31                                   | 7   | 3,687               | 8   |                                      |                     |                          |
|  |               | Total               |                  | 416                                  | 100 | 46,016              | 100 |                                      |                     |                          |
| d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)  | ICDprotest    | 1                   | Never            | 308                                  | 74  | 30,794              | 68  | <b>1.4</b>                           | 1.5 **              | -0.12<br>▽               |
|  |               | 2                   | Sometimes        | 67                                   | 16  | 8,827               | 18  |                                      |                     |                          |
|  |               | 3                   | Often            | 27                                   | 7   | 4,105               | 9   |                                      |                     |                          |
|  |               | 4                   | Very often       | 15                                   | 4   | 2,244               | 5   |                                      |                     |                          |
|  |               | Total               |                  | 417                                  | 100 | 45,970              | 100 |                                      |                     |                          |
| e. Reflected on your cultural identity   | ICDreflect    | 1                   | Never            | 111                                  | 27  | 12,506              | 28  | <b>2.2</b>                           | 2.2                 | -.04                     |
|  |               | 2                   | Sometimes        | 175                                  | 42  | 17,390              | 37  |                                      |                     |                          |
|  |               | 3                   | Often            | 86                                   | 20  | 10,343              | 22  |                                      |                     |                          |
|  |               | 4                   | Very often       | 45                                   | 11  | 5,817               | 13  |                                      |                     |                          |
|  |               | Total               |                  | 417                                  | 100 | 46,056              | 100 |                                      |                     |                          |

## Seniors

| Item wording or description  | Variable name  | Values <sup>c</sup> | Response options | Frequency Distributions <sup>a</sup> |     |                     |     | Statistical Comparisons <sup>b</sup> |                     |                          |
|--|----------------|---------------------|------------------|--------------------------------------|-----|---------------------|-----|--------------------------------------|---------------------|--------------------------|
|  |                |                     |                  | Virginia Tech                        |     | Inclusiv & Cult Div |     | Virginia Tech                        | Inclusiv & Cult Div | Effect size <sup>d</sup> |
|  |                |                     |                  | Count                                | %   | Count               | %   | Mean                                 | Mean                |                          |
| <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      | ICDskills      | 1                   | Very little      | 62                                   | 14  | 5,138               | 10  | 2.6                                  | 2.8 ***             | -.26                     |
|  |                | 2                   | Some             | 144                                  | 32  | 14,782              | 26  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 172                                  | 37  | 20,639              | 36  |                                      |                     |                          |
|  |                | 4                   | Very much        | 80                                   | 17  | 16,464              | 28  |                                      |                     |                          |
|  |                | Total               |                  | 458                                  | 100 | 57,023              | 100 |                                      |                     |                          |
| b. Recognizing your own cultural norms and biases  | ICDbiases      | 1                   | Very little      | 105                                  | 25  | 6,986               | 14  | 2.3                                  | 2.7 ***             | -.39                     |
|  |                | 2                   | Some             | 146                                  | 32  | 14,459              | 26  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 130                                  | 27  | 19,521              | 33  |                                      |                     |                          |
|  |                | 4                   | Very much        | 75                                   | 16  | 15,987              | 27  |                                      |                     |                          |
|  |                | Total               |                  | 456                                  | 100 | 56,953              | 100 |                                      |                     |                          |
| c. Sharing your own perspectives and experiences   | ICDperspective | 1                   | Very little      | 66                                   | 15  | 4,314               | 9   | 2.6                                  | 2.9 ***             | -.33                     |
|  |                | 2                   | Some             | 130                                  | 29  | 12,939              | 23  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 174                                  | 37  | 21,930              | 38  |                                      |                     |                          |
|  |                | 4                   | Very much        | 87                                   | 19  | 17,792              | 30  |                                      |                     |                          |
|  |                | Total               |                  | 457                                  | 100 | 56,975              | 100 |                                      |                     |                          |
| d. Exploring your own background through projects, assignments, or programs                      | ICDbackground  | 1                   | Very little      | 141                                  | 32  | 9,248               | 18  | 2.2                                  | 2.6 ***             | -.38                     |
|  |                | 2                   | Some             | 132                                  | 29  | 15,623              | 28  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 116                                  | 24  | 17,679              | 30  |                                      |                     |                          |
|  |                | 4                   | Very much        | 68                                   | 15  | 14,390              | 24  |                                      |                     |                          |
|  |                | Total               |                  | 457                                  | 100 | 56,940              | 100 |                                      |                     |                          |
| e. Learning about other cultures   | ICDcultures    | 1                   | Very little      | 134                                  | 30  | 8,166               | 16  | 2.2                                  | 2.6 ***             | -.44                     |
|  |                | 2                   | Some             | 145                                  | 33  | 16,326              | 29  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 115                                  | 24  | 17,695              | 30  |                                      |                     |                          |
|  |                | 4                   | Very much        | 62                                   | 13  | 14,760              | 25  |                                      |                     |                          |
|  |                | Total               |                  | 456                                  | 100 | 56,947              | 100 |                                      |                     |                          |
| f. Discussing issues of equity or privilege  | ICDequity      | 1                   | Very little      | 136                                  | 32  | 9,129               | 18  | 2.2                                  | 2.6 ***             | -.39                     |
|  |                | 2                   | Some             | 129                                  | 29  | 14,693              | 26  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 114                                  | 24  | 17,245              | 29  |                                      |                     |                          |
|  |                | 4                   | Very much        | 76                                   | 16  | 15,855              | 27  |                                      |                     |                          |
|  |                | Total               |                  | 455                                  | 100 | 56,922              | 100 |                                      |                     |                          |
| g. Respecting the expression of diverse ideas  | ICDideas       | 1                   | Very little      | 76                                   | 18  | 4,965               | 10  | 2.6                                  | 2.9 ***             | -.34                     |
|  |                | 2                   | Some             | 121                                  | 27  | 12,733              | 23  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 163                                  | 35  | 20,620              | 35  |                                      |                     |                          |
|  |                | 4                   | Very much        | 96                                   | 20  | 18,637              | 32  |                                      |                     |                          |
|  |                | Total               |                  | 456                                  | 100 | 56,955              | 100 |                                      |                     |                          |
| <b>2. How much does your institution emphasize the following?</b>                                |                |                     |                  |                                      |     |                     |     |                                      |                     |                          |
| a. Demonstrating a commitment to diversity   | ICDcommitment  | 1                   | Very little      | 33                                   | 8   | 3,453               | 6   | 2.9                                  | 2.9 *               | -.10                     |
|  |                | 2                   | Some             | 110                                  | 24  | 13,872              | 24  |                                      |                     |                          |
|  |                | 3                   | Quite a bit      | 199                                  | 43  | 21,767              | 38  |                                      |                     |                          |
|  |                | 4                   | Very much        | 114                                  | 25  | 17,774              | 31  |                                      |                     |                          |
|  |                | Total               |                  | 456                                  | 100 | 56,866              | 100 |                                      |                     |                          |

## Seniors

| Item wording or description  | Variable name     | Values <sup>c</sup> | Response options | Frequency Distributions <sup>a</sup> |     |                     |     | Statistical Comparisons <sup>b</sup> |                     |                          |
|--|-------------------|---------------------|------------------|--------------------------------------|-----|---------------------|-----|--------------------------------------|---------------------|--------------------------|
|  |                   |                     |                  | Virginia Tech                        |     | Inclusiv & Cult Div |     | Virginia Tech                        | Inclusiv & Cult Div |                          |
|  |                   |                     |                  | Count                                | %   | Count               | %   | Mean                                 | Mean                | Effect size <sup>d</sup> |
| b. Providing students with the knowledge and skills needed for success in a multicultural world                                | ICDresources      | 1                   | Very little      | 42                                   | 10  | 4,446               | 8   | <b>2.6</b>                           | 2.8 ***             | -0.20                    |
|  |                   | 2                   | Some             | 159                                  | 35  | 16,079              | 28  |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 171                                  | 36  | 21,144              | 37  |                                      |                     |                          |
|  |                   | 4                   | Very much        | 83                                   | 19  | 15,140              | 27  |                                      |                     |                          |
|  |                   | Total               |                  | 455                                  | 100 | 56,809              | 100 |                                      |                     |                          |
| c. Creating an overall sense of community among students   | ICDcommunity      | 1                   | Very little      | 30                                   | 7   | 4,285               | 8   | <b>2.9</b>                           | 2.9                 | .06                      |
|  |                   | 2                   | Some             | 95                                   | 21  | 14,710              | 26  |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 204                                  | 44  | 21,495              | 37  |                                      |                     |                          |
|  |                   | 4                   | Very much        | 127                                  | 27  | 16,316              | 29  |                                      |                     |                          |
|  |                   | Total               |                  | 456                                  | 100 | 56,806              | 100 |                                      |                     |                          |
| d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.) | ICDstigma         | 1                   | Very little      | 38                                   | 9   | 4,567               | 9   | <b>2.8</b>                           | 2.9 **              | -0.13                    |
|  |                   | 2                   | Some             | 131                                  | 28  | 13,902              | 24  |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 187                                  | 40  | 21,151              | 37  |                                      |                     |                          |
|  |                   | 4                   | Very much        | 100                                  | 22  | 17,111              | 30  |                                      |                     |                          |
|  |                   | Total               |                  | 456                                  | 100 | 56,731              | 100 |                                      |                     |                          |
| e. Providing information about anti-discrimination and harassment policies   | ICDdiscrimination | 1                   | Very little      | 47                                   | 10  | 4,363               | 8   | <b>2.7</b>                           | 2.9 ***             | -0.21                    |
|  |                   | 2                   | Some             | 137                                  | 30  | 14,353              | 25  |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 181                                  | 40  | 20,934              | 37  |                                      |                     |                          |
|  |                   | 4                   | Very much        | 91                                   | 20  | 17,068              | 30  |                                      |                     |                          |
|  |                   | Total               |                  | 456                                  | 100 | 56,718              | 100 |                                      |                     |                          |
| f. Taking allegations of discrimination or harassment seriously  | ICDallegations    | 1                   | Very little      | 65                                   | 13  | 5,816               | 10  | <b>2.6</b>                           | 2.9 ***             | -0.24                    |
|  |                   | 2                   | Some             | 136                                  | 30  | 14,107              | 24  |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 167                                  | 37  | 19,613              | 35  |                                      |                     |                          |
|  |                   | 4                   | Very much        | 86                                   | 20  | 17,011              | 31  |                                      |                     |                          |
|  |                   | Total               |                  | 454                                  | 100 | 56,547              | 100 |                                      |                     |                          |
| g. Helping students develop the skills to confront discrimination and harassment   | ICDconfront       | 1                   | Very little      | 85                                   | 19  | 7,604               | 14  | <b>2.4</b>                           | 2.7 ***             | -0.29                    |
|  |                   | 2                   | Some             | 170                                  | 37  | 17,349              | 30  |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 143                                  | 31  | 17,969              | 32  |                                      |                     |                          |
|  |                   | 4                   | Very much        | 58                                   | 13  | 13,678              | 24  |                                      |                     |                          |
|  |                   | Total               |                  | 456                                  | 100 | 56,600              | 100 |                                      |                     |                          |
| <b>3. How much does your institution provide a supportive environment for the following forms of diversity?</b>                |                   |                     |                  |                                      |     |                     |     |                                      |                     |                          |
| a. Racial/ethnic identity  | ICDrace           | 1                   | Very little      | 21                                   | 5   | 3,121               | 6   | <b>2.9</b>                           | 3.0                 | -0.08                    |
|  |                   | 2                   | Some             | 125                                  | 28  | 14,215              | 25  |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 189                                  | 41  | 21,572              | 38  |                                      |                     |                          |
|  |                   | 4                   | Very much        | 113                                  | 26  | 17,621              | 32  |                                      |                     |                          |
|  |                   | Total               |                  | 448                                  | 100 | 56,529              | 100 |                                      |                     |                          |
| b. Gender identity   | ICDgender         | 1                   | Very little      | 24                                   | 6   | 3,579               | 7   | <b>2.8</b>                           | 2.9 *               | -0.11                    |
|  |                   | 2                   | Some             | 141                                  | 31  | 14,088              | 25  |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 175                                  | 39  | 21,059              | 37  |                                      |                     |                          |
|  |                   | 4                   | Very much        | 109                                  | 25  | 17,751              | 31  |                                      |                     |                          |
|  |                   | Total               |                  | 449                                  | 100 | 56,477              | 100 |                                      |                     |                          |
| c. Economic background   | ICDecon           | 1                   | Very little      | 58                                   | 13  | 5,940               | 11  | <b>2.5</b>                           | 2.7 ***             | -0.24                    |
|  |                   | 2                   | Some             | 169                                  | 38  | 17,323              | 30  |                                      |                     |                          |
|  |                   | 3                   | Quite a bit      | 153                                  | 34  | 18,824              | 33  |                                      |                     |                          |
|  |                   | 4                   | Very much        | 68                                   | 15  | 14,390              | 26  |                                      |                     |                          |
|  |                   | Total               |                  | 448                                  | 100 | 56,477              | 100 |                                      |                     |                          |



## Seniors

| Item wording or description          | Variable name | Values <sup>c</sup> | Response options | Frequency Distributions <sup>a</sup> |     |                     |     | Statistical Comparisons <sup>b</sup> |                     |                          |
|--------------------------------------|---------------|---------------------|------------------|--------------------------------------|-----|---------------------|-----|--------------------------------------|---------------------|--------------------------|
|                                      |               |                     |                  | Virginia Tech                        |     | Inclusiv & Cult Div |     | Virginia Tech                        | Inclusiv & Cult Div | Effect size <sup>d</sup> |
|                                      |               |                     |                  | Count                                | %   | Count               | %   | Mean                                 | Mean                |                          |
| d. Political affiliation             | ICDpolitics   | 1                   | Very little      | 71                                   | 17  | 8,471               | 16  | <b>2.4</b>                           | 2.5 ***             | -0.18                    |
|                                      |               | 2                   | Some             | 189                                  | 41  | 19,698              | 34  |                                      |                     |                          |
|                                      |               | 3                   | Quite a bit      | 135                                  | 30  | 16,712              | 29  |                                      |                     |                          |
|                                      |               | 4                   | Very much        | 53                                   | 12  | 11,546              | 21  |                                      |                     |                          |
|                                      |               | Total               |                  | 448                                  | 100 | 56,427              | 100 |                                      |                     |                          |
| e. Religious affiliation             | ICDreligion   | 1                   | Very little      | 45                                   | 11  | 5,880               | 11  | <b>2.7</b>                           | 2.7                 | -0.07                    |
|                                      |               | 2                   | Some             | 140                                  | 30  | 17,558              | 31  |                                      |                     |                          |
|                                      |               | 3                   | Quite a bit      | 185                                  | 41  | 18,928              | 33  |                                      |                     |                          |
|                                      |               | 4                   | Very much        | 78                                   | 18  | 14,078              | 25  |                                      |                     |                          |
|                                      |               | Total               |                  | 448                                  | 100 | 56,444              | 100 |                                      |                     |                          |
| f. Sexual orientation                | ICDsexorient  | 1                   | Very little      | 19                                   | 5   | 3,941               | 8   | <b>2.9</b>                           | 2.9                 | -0.04                    |
|                                      |               | 2                   | Some             | 137                                  | 30  | 14,733              | 26  |                                      |                     |                          |
|                                      |               | 3                   | Quite a bit      | 187                                  | 41  | 20,604              | 36  |                                      |                     |                          |
|                                      |               | 4                   | Very much        | 106                                  | 24  | 17,130              | 30  |                                      |                     |                          |
|                                      |               | Total               |                  | 449                                  | 100 | 56,408              | 100 |                                      |                     |                          |
| g. Disability status                 | ICDability    | 1                   | Very little      | 51                                   | 11  | 5,896               | 10  | <b>2.6</b>                           | 2.8 ***             | -0.19                    |
|                                      |               | 2                   | Some             | 165                                  | 36  | 16,094              | 28  |                                      |                     |                          |
|                                      |               | 3                   | Quite a bit      | 150                                  | 34  | 18,832              | 33  |                                      |                     |                          |
|                                      |               | 4                   | Very much        | 82                                   | 19  | 15,636              | 28  |                                      |                     |                          |
|                                      |               | Total               |                  | 448                                  | 100 | 56,458              | 100 |                                      |                     |                          |
| h. Citizenship or immigration status | ICDcitizen    | 1                   | Very little      | 35                                   | 8   | 5,943               | 11  | <b>2.6</b>                           | 2.7 *               | -0.11                    |
|                                      |               | 2                   | Some             | 178                                  | 39  | 17,354              | 30  |                                      |                     |                          |
|                                      |               | 3                   | Quite a bit      | 152                                  | 34  | 18,518              | 33  |                                      |                     |                          |
|                                      |               | 4                   | Very much        | 83                                   | 19  | 14,575              | 26  |                                      |                     |                          |
|                                      |               | Total               |                  | 448                                  | 100 | 56,390              | 100 |                                      |                     |                          |

## Seniors

| Item wording or description  | Variable name | Values <sup>c</sup> | Response options | Frequency Distributions <sup>a</sup> |     |                     |     | Statistical Comparisons <sup>b</sup> |                     |                          |
|--|---------------|---------------------|------------------|--------------------------------------|-----|---------------------|-----|--------------------------------------|---------------------|--------------------------|
|  |               |                     |                  | Virginia Tech                        |     | Inclusiv & Cult Div |     | Virginia Tech                        | Inclusiv & Cult Div | Effect size <sup>d</sup> |
|  |               |                     |                  | Count                                | %   | Count               | %   | Mean                                 | Mean                |                          |
| <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            | 132                                  | 31  | 18,515              | 35  | <b>2.1</b>                           | 2.0                 | .01                      |
|  |               | 2                   | Sometimes        | 184                                  | 40  | 21,141              | 36  |                                      |                     |                          |
|  |               | 3                   | Often            | 101                                  | 21  | 10,735              | 18  |                                      |                     |                          |
|  |               | 4                   | Very often       | 36                                   | 8   | 6,133               | 10  |                                      |                     |                          |
|  |               | Total               |                  | 453                                  | 100 | 56,524              | 100 |                                      |                     |                          |
| b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.) | ICDcenters    | 1                   | Never            | 211                                  | 48  | 27,323              | 51  | <b>1.8</b>                           | 1.8                 | .03                      |
|  |               | 2                   | Sometimes        | 138                                  | 30  | 16,602              | 28  |                                      |                     |                          |
|  |               | 3                   | Often            | 66                                   | 14  | 7,550               | 13  |                                      |                     |                          |
|  |               | 4                   | Very often       | 37                                   | 8   | 4,990               | 9   |                                      |                     |                          |
|  |               | Total               |                  | 452                                  | 100 | 56,465              | 100 |                                      |                     |                          |
| c. Participated in a diversity-related club or organization  | ICDclub       | 1                   | Never            | 267                                  | 61  | 32,304              | 59  | <b>1.6</b>                           | 1.7                 | -.05                     |
|  |               | 2                   | Sometimes        | 104                                  | 22  | 12,869              | 22  |                                      |                     |                          |
|  |               | 3                   | Often            | 49                                   | 10  | 6,411               | 11  |                                      |                     |                          |
|  |               | 4                   | Very often       | 31                                   | 7   | 4,806               | 8   |                                      |                     |                          |
|  |               | Total               |                  | 451                                  | 100 | 56,390              | 100 |                                      |                     |                          |
| d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)  | ICDprotest    | 1                   | Never            | 321                                  | 72  | 36,970              | 67  | <b>1.4</b>                           | 1.5 **              | -.13                     |
|  |               | 2                   | Sometimes        | 86                                   | 18  | 11,396              | 19  |                                      |                     |                          |
|  |               | 3                   | Often            | 31                                   | 6   | 4,865               | 8   |                                      |                     |                          |
|  |               | 4                   | Very often       | 14                                   | 3   | 3,138               | 5   |                                      |                     |                          |
|  |               | Total               |                  | 452                                  | 100 | 56,369              | 100 |                                      |                     |                          |
| e. Reflected on your cultural identity   | ICDreflect    | 1                   | Never            | 114                                  | 26  | 14,290              | 27  | <b>2.2</b>                           | 2.3 *               | -.10                     |
|  |               | 2                   | Sometimes        | 189                                  | 42  | 19,507              | 34  |                                      |                     |                          |
|  |               | 3                   | Often            | 93                                   | 20  | 13,325              | 23  |                                      |                     |                          |
|  |               | 4                   | Very often       | 55                                   | 12  | 9,357               | 16  |                                      |                     |                          |
|  |               | Total               |                  | 451                                  | 100 | 56,479              | 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> |
|-------------------|-----|---------------|---------------------|-----------------------------|---------------------|---------------------------------|---------------------|-----------------|-------------------|--------------------------|
|                   |     | Virginia Tech | Inclusiv & Cult Div | Virginia Tech               | Inclusiv & Cult Div | Virginia Tech                   | Inclusiv & Cult Div |                 |                   |                          |
| ICDskills         | 421 | 2.59          | 2.65                | .043                        | .007                | 0.89                            | 0.91                | 17,430          | .255              | -.06                     |
| ICDbiases         | 420 | 2.50          | 2.65                | .043                        | .007                | 0.89                            | 0.94                | 17,402          | .001              | -.16                     |
| ICDperspective    | 420 | 2.77          | 2.82                | .039                        | .007                | 0.80                            | 0.87                | 444             | .237              | -.05                     |
| ICDbackground     | 421 | 2.41          | 2.50                | .043                        | .007                | 0.88                            | 0.98                | 446             | .043              | -.09                     |
| ICDcultures       | 421 | 2.48          | 2.61                | .046                        | .007                | 0.94                            | 0.95                | 17,395          | .005              | -.14                     |
| ICDequity         | 419 | 2.40          | 2.59                | .046                        | .007                | 0.93                            | 0.97                | 441             | .000              | -.20                     |
| ICDideas          | 421 | 2.73          | 2.85                | .043                        | .007                | 0.88                            | 0.89                | 17,395          | .009              | -.13                     |
| ICDcommitment     | 421 | 2.98          | 2.93                | .040                        | .007                | 0.82                            | 0.86                | 444             | .166              | .07                      |
| ICDresources      | 423 | 2.83          | 2.82                | .040                        | .007                | 0.83                            | 0.88                | 17,353          | .858              | .01                      |
| ICDcommunity      | 422 | 3.08          | 2.92                | .041                        | .007                | 0.84                            | 0.86                | 17,349          | .000              | .19                      |
| ICDstigma         | 420 | 2.93          | 2.94                | .044                        | .007                | 0.90                            | 0.88                | 17,336          | .967              | .00                      |
| ICDdiscrimination | 419 | 2.92          | 2.91                | .042                        | .007                | 0.85                            | 0.89                | 17,334          | .850              | .01                      |
| ICDallegations    | 419 | 2.95          | 2.91                | .045                        | .007                | 0.91                            | 0.91                | 17,296          | .359              | .05                      |
| ICDconfront       | 421 | 2.71          | 2.73                | .044                        | .007                | 0.91                            | 0.94                | 17,312          | .650              | -.02                     |
| ICDrace           | 418 | 3.06          | 3.04                | .040                        | .006                | 0.81                            | 0.84                | 17,290          | .649              | .02                      |
| ICDgender         | 418 | 3.01          | 3.01                | .041                        | .007                | 0.83                            | 0.87                | 17,278          | .983              | .00                      |
| ICDecon           | 416 | 2.79          | 2.81                | .045                        | .007                | 0.91                            | 0.91                | 17,270          | .681              | -.02                     |
| ICDpolitics       | 417 | 2.66          | 2.62                | .045                        | .007                | 0.92                            | 0.94                | 17,257          | .337              | .05                      |
| ICDreligion       | 417 | 2.84          | 2.84                | .043                        | .007                | 0.88                            | 0.91                | 17,270          | .869              | .01                      |
| ICDsexorient      | 415 | 2.99          | 2.97                | .041                        | .007                | 0.83                            | 0.89                | 437             | .527              | .03                      |
| ICDability        | 415 | 2.89          | 2.83                | .042                        | .007                | 0.86                            | 0.93                | 439             | .185              | .06                      |
| ICDcitizen        | 417 | 2.83          | 2.80                | .042                        | .007                | 0.87                            | 0.93                | 440             | .507              | .03                      |
| ICDevents         | 421 | 2.15          | 2.20                | .045                        | .007                | 0.93                            | 0.95                | 17,290          | .378              | -.04                     |
| ICDcenters        | 421 | 1.87          | 1.89                | .047                        | .007                | 0.97                            | 0.97                | 17,280          | .794              | -.01                     |
| ICDclub           | 417 | 1.74          | 1.75                | .046                        | .007                | 0.95                            | 0.96                | 17,259          | .930              | .00                      |
| ICDprotest        | 418 | 1.40          | 1.50                | .038                        | .007                | 0.77                            | 0.85                | 443             | .008              | -.12                     |
| ICDreflect        | 419 | 2.15          | 2.19                | .046                        | .008                | 0.94                            | 0.98                | 441             | .437              | -.04                     |

## 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> |
|-------------------|-----|---------------|---------------------|-----------------------------|---------------------|---------------------------------|---------------------|-----------------|-------------------|--------------------------|
|                   |     | Virginia Tech | Inclusiv & Cult Div | Virginia Tech               | Inclusiv & Cult Div | Virginia Tech                   | Inclusiv & Cult Div |                 |                   |                          |
| ICDskills         | 451 | 2.57          | 2.82                | .044                        | .006                | 0.93                            | 0.95                | 22,917          | .000              | -.26                     |
| ICDbiases         | 449 | 2.34          | 2.73                | .048                        | .007                | 1.02                            | 1.01                | 22,887          | .000              | -.39                     |
| ICDperspective    | 451 | 2.59          | 2.90                | .045                        | .006                | 0.96                            | 0.93                | 467             | .000              | -.33                     |
| ICDbackground     | 451 | 2.21          | 2.61                | .050                        | .007                | 1.05                            | 1.04                | 22,883          | .000              | -.38                     |
| ICDcultures       | 449 | 2.19          | 2.65                | .048                        | .007                | 1.01                            | 1.03                | 22,879          | .000              | -.44                     |
| ICDequity         | 449 | 2.23          | 2.65                | .050                        | .007                | 1.06                            | 1.06                | 22,873          | .000              | -.39                     |
| ICDIdeas          | 449 | 2.57          | 2.90                | .047                        | .006                | 1.00                            | 0.96                | 465             | .000              | -.34                     |
| ICDcommitment     | 449 | 2.85          | 2.94                | .042                        | .006                | 0.88                            | 0.90                | 22,846          | .031              | -.10                     |
| ICDresources      | 449 | 2.64          | 2.82                | .042                        | .006                | 0.89                            | 0.92                | 22,818          | .000              | -.20                     |
| ICDcommunity      | 449 | 2.91          | 2.86                | .042                        | .006                | 0.88                            | 0.92                | 468             | .217              | .06                      |
| ICDstigma         | 449 | 2.76          | 2.89                | .042                        | .006                | 0.90                            | 0.94                | 22,782          | .006              | -.13                     |
| ICDdiscrimination | 449 | 2.70          | 2.89                | .043                        | .006                | 0.90                            | 0.93                | 22,774          | .000              | -.21                     |
| ICDallegations    | 447 | 2.63          | 2.86                | .045                        | .006                | 0.95                            | 0.97                | 22,700          | .000              | -.24                     |
| ICDconfront       | 449 | 2.38          | 2.67                | .044                        | .007                | 0.94                            | 0.99                | 469             | .000              | -.29                     |
| ICDRace           | 441 | 2.88          | 2.95                | .041                        | .006                | 0.85                            | 0.89                | 22,663          | .082              | -.08                     |
| ICDgender         | 442 | 2.83          | 2.93                | .041                        | .006                | 0.87                            | 0.91                | 22,643          | .023              | -.11                     |
| ICDecon           | 441 | 2.51          | 2.74                | .043                        | .006                | 0.91                            | 0.96                | 22,644          | .000              | -.24                     |
| ICDpolitics       | 441 | 2.37          | 2.55                | .043                        | .007                | 0.90                            | 0.99                | 462             | .000              | -.18                     |
| ICDreligion       | 441 | 2.66          | 2.73                | .042                        | .006                | 0.89                            | 0.96                | 461             | .108              | -.07                     |
| ICDsexorient      | 442 | 2.85          | 2.89                | .040                        | .006                | 0.84                            | 0.92                | 463             | .330              | -.04                     |
| ICDability        | 442 | 2.61          | 2.79                | .044                        | .007                | 0.92                            | 0.97                | 22,634          | .000              | -.19                     |
| ICDcitizen        | 441 | 2.64          | 2.75                | .042                        | .006                | 0.88                            | 0.96                | 461             | .015              | -.11                     |
| ICDevents         | 447 | 2.05          | 2.04                | .043                        | .007                | 0.91                            | 0.97                | 466             | .806              | .01                      |
| ICDcenters        | 445 | 1.82          | 1.79                | .045                        | .006                | 0.96                            | 0.96                | 22,641          | .553              | .03                      |
| ICDclub           | 445 | 1.63          | 1.68                | .044                        | .006                | 0.92                            | 0.96                | 22,614          | .278              | -.05                     |
| ICDprotest        | 446 | 1.40          | 1.52                | .035                        | .006                | 0.74                            | 0.86                | 469             | .002              | -.13                     |
| ICDreflect        | 445 | 2.18          | 2.29                | .045                        | .007                | 0.96                            | 1.03                | 464             | .021              | -.10                     |

## 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 Ns 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.