
NSSE 2024 Topical Module Report

Inclusiveness & Engagement with Diversity

Wayne State College

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 ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Inclusiv & Cult Div		WSC	Inclusiv & Cult Div	Effect size ^d
				Count	%	Count	%	Mean	Mean	
1. During the current school year, how much has your coursework emphasized the following?										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICDskills	1	Very little	5	11	3,893	11	2.6	2.6	-.09
		2	Some	15	36	11,236	32			
		3	Quite a bit	16	38	13,358	38			
		4	Very much	6	15	6,761	19			
		Total		42	100	35,248	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	3	7	4,282	13	2.5	2.6	-.13
		2	Some	19	45	10,777	31			
		3	Quite a bit	17	39	13,118	37			
		4	Very much	4	9	7,047	19			
		Total		43	100	35,224	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	2	4	2,412	7	2.7	2.8	-.14
		2	Some	16	38	9,551	28			
		3	Quite a bit	18	42	14,935	42			
		4	Very much	7	15	8,323	23			
		Total		43	100	35,221	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	6	13	6,189	18	2.3	2.5	-.15
		2	Some	19	45	11,277	32			
		3	Quite a bit	15	35	11,429	32			
		4	Very much	3	7	6,310	18			
		Total		43	100	35,205	100			
e. Learning about other cultures	ICDcultures	1	Very little	5	12	4,558	13	2.4	2.6	-.25
		2	Some	20	47	11,288	32			
		3	Quite a bit	15	35	12,291	34			
		4	Very much	3	7	7,069	20			
		Total		43	100	35,206	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	9	21	4,925	15	2.2	2.6 *	-.36
		2	Some	17	40	10,842	32			
		3	Quite a bit	14	32	12,033	33			
		4	Very much	3	7	7,399	20			
		Total		43	100	35,199	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	3	7	2,621	8	2.6	2.8	-.23
		2	Some	15	35	9,024	26			
		3	Quite a bit	20	47	14,473	41			
		4	Very much	5	12	9,115	25			
		Total		43	100	35,233	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Inclusiv & Cult Div		WSC	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	3	7	1,723	5	2.7	2.9 *	-0.32 ▼
		2	Some	12	28	8,447	24			
		3	Quite a bit	24	56	15,018	42			
		4	Very much	4	9	10,017	29			
		Total		43	100	35,205	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	4	9	2,209	6	2.7	2.8	-0.20
		2	Some	12	28	9,995	29			
		3	Quite a bit	22	51	14,609	41			
		4	Very much	5	12	8,357	24			
		Total		43	100	35,170	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	3	7	1,843	5	2.8	2.9	-0.11
		2	Some	9	21	8,497	24			
		3	Quite a bit	23	53	14,828	42			
		4	Very much	8	19	9,990	29			
		Total		43	100	35,158	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	3	7	302	3	2.7	3.0 *	-0.34 ▼
		2	Some	12	28	2,232	23			
		3	Quite a bit	22	51	4,598	46			
		4	Very much	6	14	2,719	28			
		Total		43	100	9,851	100			
e. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	1	2	2,014	6	2.7	3.0	-0.24
		2	Some	14	33	7,942	23			
		3	Quite a bit	23	53	14,638	41			
		4	Very much	5	11	10,529	30			
		Total		43	100	35,123	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	4	9	2,264	7	2.6	2.9 *	-0.31 ▼
		2	Some	14	33	8,992	26			
		3	Quite a bit	19	44	14,113	40			
		4	Very much	6	14	9,742	28			
		Total		43	100	35,111	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	4	9	2,144	6	2.6	2.9 *	-0.34 ▼
		2	Some	11	26	8,547	24			
		3	Quite a bit	24	56	13,997	40			
		4	Very much	4	9	10,350	30			
		Total		43	100	35,038	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	5	12	3,519	10	2.4	2.7 *	-0.31 ▼
		2	Some	17	39	10,530	30			
		3	Quite a bit	18	42	12,936	37			
		4	Very much	3	7	8,080	23			
		Total		43	100	35,065	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	4	9	462	5	2.6	2.9 *	-0.31 ▼
		2	Some	16	37	2,516	26			
		3	Quite a bit	15	34	4,199	42			
		4	Very much	8	19	2,659	27			
		Total		43	100	9,836	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Inclusiv & Cult Div		WSC	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
j. Connecting to groups of people at your institution with interests like yours	ICDinterests	1	Very little	4	9	536	6	2.7	2.9	-.23
		2	Some	13	31	2,452	26			
		3	Quite a bit	18	41	4,218	42			
		4	Very much	8	19	2,631	27			
		Total		43	100	9,837	100			
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	13	30	1,315	14	2.1	2.6 **	-.49
		2	Some	14	33	2,890	31			
		3	Quite a bit	13	30	3,487	34			
		4	Very much	3	7	2,143	21			
		Total		43	100	9,835	100			
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICDrace	1	Very little	1	2	1,162	3	2.8	3.1 *	-.32
		2	Some	13	30	7,376	21			
		3	Quite a bit	23	53	15,018	43			
		4	Very much	6	14	11,471	33			
		Total		43	100	35,027	100			
b. Gender identity	ICDgender	1	Very little	2	5	1,422	4	2.7	3.0 *	-.40
		2	Some	15	35	7,409	21			
		3	Quite a bit	19	46	14,431	41			
		4	Very much	6	14	11,741	34			
		Total		42	100	35,003	100			
c. Economic background	ICDecon	1	Very little	4	9	2,750	8	2.7	2.8	-.10
		2	Some	11	25	10,467	30			
		3	Quite a bit	22	52	13,119	37			
		4	Very much	6	14	8,640	25			
		Total		43	100	34,976	100			
d. Political affiliation	ICDpolitics	1	Very little	6	13	4,058	12	2.4	2.6	-.20
		2	Some	16	37	12,176	35			
		3	Quite a bit	18	43	11,801	33			
		4	Very much	3	7	6,914	20			
		Total		43	100	34,949	100			
e. Religious affiliation	ICDreligion	1	Very little	2	4	2,427	7	2.7	2.8	-.11
		2	Some	14	33	9,730	28			
		3	Quite a bit	20	47	13,618	38			
		4	Very much	7	15	9,202	26			
		Total		43	100	34,977	100			
f. Sexual orientation	ICDsexorient	1	Very little	3	7	1,670	5	2.6	3.0 **	-.42
		2	Some	16	37	7,892	23			
		3	Quite a bit	18	42	13,973	40			
		4	Very much	6	14	11,443	33			
		Total		43	100	34,978	100			
g. Disability status	ICDability	1	Very little	5	12	2,790	8	2.5	2.8 *	-.38
		2	Some	14	32	9,541	27			
		3	Quite a bit	21	49	13,079	37			
		4	Very much	3	7	9,566	28			
		Total		43	100	34,976	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Inclusiv & Cult Div		WSC	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
h. Citizenship or immigration status	ICDcitizen	1	Very little	4	9	2,795	8	2.6	2.8	-.20
		2	Some	13	30	10,073	29			
		3	Quite a bit	21	50	13,062	37			
		4	Very much	5	11	9,042	26			
		Total		43	100	34,972	100			
4. During the current school year, about how often have you done the following?										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICDevents	1	Never	12	29	8,386	25	2.0	2.2	-.18
		2	Sometimes	21	48	14,114	40			
		3	Often	6	14	8,436	23			
		4	Very often	4	9	4,087	11			
		Total		43	100	35,023	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	18	42	14,987	45	1.9	1.9	-.01
		2	Sometimes	15	34	11,134	31			
		3	Often	7	17	5,698	15			
		4	Very often	3	7	3,187	9			
		Total		43	100	35,006	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	27	64	18,484	54	1.6	1.7	-.19
		2	Sometimes	10	23	8,833	25			
		3	Often	3	7	4,815	13			
		4	Very often	3	7	2,812	8			
		Total		43	100	34,944	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	37	86	23,648	69	1.3	1.5 *	-.29
		2	Sometimes	3	7	6,349	18			
		3	Often	1	3	3,165	9			
		4	Very often	2	4	1,750	5			
		Total		43	100	34,912	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	19	46	10,020	29	1.7	2.2 **	-.44
		2	Sometimes	17	40	12,984	37			
		3	Often	4	10	7,652	21			
		4	Very often	2	5	4,309	12			
		Total		42	100	34,965	100			
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
	ICDexpbias	—	No	36	84	7,699	79	1.7	2.2 **	-.44
		—	Yes, but it did not interfere with my education	6	14	1,750	17			
		—	Yes, and it interfered with my education	1	2	346	3			
		Total		43	100	9,795	100			
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
	ICDsuppbias	—	No	8	19	2,573	26	1.7	2.2 **	-.44
		—	Yes, but it did not interfere with my education	8	18	1,439	15			
		—	Yes, and it interfered with my education	27	63	5,802	59			
		Total		43	100	9,814	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Inclusiv & Cult Div		WSC	Inclusiv & Cult Div	Effect size ^d
				Count	%	Count	%	Mean	Mean	
1. During the current school year, how much has your coursework emphasized the following?										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICDskills	1	Very little	6	7	3,951	10	2.7	2.8	-.10
		2	Some	35	42	10,513	26			
		3	Quite a bit	24	27	14,436	36			
		4	Very much	22	25	11,210	27			
		Total		87	100	40,110	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	9	10	5,291	15	2.6	2.7	-.05
		2	Some	32	37	10,392	26			
		3	Quite a bit	27	32	13,529	33			
		4	Very much	19	21	10,855	26			
		Total		87	100	40,067	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	5	6	3,190	9	2.9	2.9	.01
		2	Some	23	27	9,195	23			
		3	Quite a bit	36	40	15,459	38			
		4	Very much	23	28	12,247	29			
		Total		87	100	40,091	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	14	16	6,973	19	2.6	2.6	.03
		2	Some	25	28	11,033	28			
		3	Quite a bit	29	34	12,236	30			
		4	Very much	18	21	9,814	24			
		Total		86	100	40,056	100			
e. Learning about other cultures	ICDcultures	1	Very little	14	16	6,195	17	2.4	2.6 *	-.26
		2	Some	42	49	11,630	29			
		3	Quite a bit	16	18	12,285	30			
		4	Very much	14	16	9,970	24			
		Total		86	100	40,080	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	15	17	6,630	18	2.4	2.6 *	-.24
		2	Some	36	42	10,319	26			
		3	Quite a bit	22	26	12,124	29			
		4	Very much	13	15	10,990	26			
		Total		86	100	40,063	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	5	6	3,686	10	2.8	2.9	-.08
		2	Some	29	33	8,947	23			
		3	Quite a bit	30	36	14,612	36			
		4	Very much	22	25	12,856	31			
		Total		86	100	40,101	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Inclusiv & Cult Div		WSC	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	2	2	2,381	6	2.7	2.9 *	-0.22 ▽
		2	Some	33	38	9,871	24			
		3	Quite a bit	35	42	15,534	39			
		4	Very much	15	17	12,259	31			
		Total		85	100	40,045	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	5	6	3,130	8	2.7	2.8	-0.13
		2	Some	31	36	11,354	28			
		3	Quite a bit	35	41	15,116	38			
		4	Very much	14	17	10,405	26			
		Total		85	100	40,005	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	2	2	3,101	8	3.0	2.9 *	0.20 △
		2	Some	16	18	10,420	26			
		3	Quite a bit	44	52	15,200	38			
		4	Very much	23	27	11,261	28			
		Total		85	100	39,982	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	3	3	527	6	3.0	2.9	0.03
		2	Some	19	23	2,110	23			
		3	Quite a bit	42	48	3,865	42			
		4	Very much	22	26	2,702	29			
		Total		86	100	9,204	100			
e. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	7	8	3,203	8	2.8	2.9	-0.14
		2	Some	24	29	9,611	24			
		3	Quite a bit	37	43	15,259	38			
		4	Very much	18	20	11,863	30			
		Total		86	100	39,936	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	10	12	3,206	8	2.7	2.9	-0.17
		2	Some	22	26	10,284	25			
		3	Quite a bit	35	41	14,800	37			
		4	Very much	19	21	11,639	29			
		Total		86	100	39,929	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	9	10	3,951	10	2.8	2.9	-0.11
		2	Some	20	24	10,156	25			
		3	Quite a bit	38	45	14,110	36			
		4	Very much	18	21	11,603	30			
		Total		85	100	39,820	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	10	11	5,551	14	2.6	2.6	-0.06
		2	Some	33	39	12,475	31			
		3	Quite a bit	25	29	12,613	32			
		4	Very much	18	20	9,209	23			
		Total		86	100	39,848	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	7	8	687	8	2.7	2.9	-0.14
		2	Some	29	34	2,454	27			
		3	Quite a bit	31	37	3,476	37			
		4	Very much	19	22	2,581	28			
		Total		86	100	9,198	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Inclusiv & Cult Div		WSC	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
j. Connecting to groups of people at your institution with interests like yours	ICDinterests	1	Very little	4	4	914	10	2.9	2.8	.10
		2	Some	24	28	2,392	26			
		3	Quite a bit	35	41	3,437	37			
		4	Very much	23	26	2,449	27			
		Total		86	100	9,192	100			
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	11	13	1,859	20	2.5	2.5	.01
		2	Some	36	42	2,642	28			
		3	Quite a bit	20	23	2,695	30			
		4	Very much	19	22	1,998	22			
		Total		86	100	9,194	100			
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICDrace	1	Very little	5	6	2,089	5	2.8	3.0	-.14
		2	Some	21	25	9,989	24			
		3	Quite a bit	41	49	15,527	39			
		4	Very much	18	21	12,211	31			
		Total		85	100	39,816	100			
b. Gender identity	ICDgender	1	Very little	8	9	2,366	6	2.6	3.0 **	-.35
		2	Some	29	34	9,768	24			
		3	Quite a bit	34	40	15,115	38			
		4	Very much	14	16	12,520	32			
		Total		85	100	39,769	100			
c. Economic background	ICDecon	1	Very little	8	9	4,335	11	2.7	2.7	-.04
		2	Some	26	31	12,431	31			
		3	Quite a bit	36	43	13,242	33			
		4	Very much	15	17	9,736	25			
		Total		85	100	39,744	100			
d. Political affiliation	ICDpolitics	1	Very little	13	14	6,183	16	2.5	2.5	-.06
		2	Some	33	39	14,155	35			
		3	Quite a bit	26	31	11,546	29			
		4	Very much	13	15	7,830	20			
		Total		85	100	39,714	100			
e. Religious affiliation	ICDreligion	1	Very little	6	7	4,193	11	2.7	2.7	.00
		2	Some	28	34	12,525	31			
		3	Quite a bit	34	40	13,403	34			
		4	Very much	17	20	9,600	24			
		Total		85	100	39,721	100			
f. Sexual orientation	ICDsexorient	1	Very little	7	8	2,703	7	2.6	2.9 **	-.34
		2	Some	33	40	10,187	26			
		3	Quite a bit	30	36	14,710	37			
		4	Very much	14	16	12,130	31			
		Total		84	100	39,730	100			
g. Disability status	ICDability	1	Very little	11	12	4,165	10	2.6	2.8	-.20
		2	Some	29	35	11,623	29			
		3	Quite a bit	30	36	13,319	34			
		4	Very much	15	17	10,652	27			
		Total		85	100	39,759	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Inclusiv & Cult Div		WSC	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
h. Citizenship or immigration status	ICDcitizen	1	Very little	9	10	4,239	11	2.7	2.7	-.08
		2	Some	26	31	12,415	31			
		3	Quite a bit	33	40	13,055	33			
		4	Very much	16	19	9,996	26			
		Total		84	100	39,705	100			
4. During the current school year, about how often have you done the following?										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICDevents	1	Never	33	38	12,711	33	1.9	2.1	-.16
		2	Sometimes	33	38	15,119	37			
		3	Often	17	20	7,661	19			
		4	Very often	4	5	4,342	11			
		Total		87	100	39,833	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	54	62	19,138	49	1.6	1.8	-.21
		2	Sometimes	19	21	11,795	29			
		3	Often	9	10	5,294	13			
		4	Very often	5	7	3,578	9			
		Total		87	100	39,805	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	65	75	22,823	58	1.4	1.7 ***	-.34
		2	Sometimes	15	17	8,984	22			
		3	Often	4	5	4,583	11			
		4	Very often	3	4	3,376	8			
		Total		87	100	39,766	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	70	82	26,388	68	1.3	1.5 **	-.26
		2	Sometimes	10	11	7,789	19			
		3	Often	3	4	3,356	8			
		4	Very often	3	4	2,190	5			
		Total		86	100	39,723	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	39	44	10,539	28	1.9	2.3 **	-.35
		2	Sometimes	25	30	13,845	35			
		3	Often	15	18	9,028	22			
		4	Very often	7	8	6,369	16			
		Total		86	100	39,781	100			
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
ICDexpbias	—	No		62	71	6,335	71	1.3	1.5 **	-.26
	—	Yes, but it did not interfere with my education		22	26	2,175	22			
	—	Yes, and it interfered with my education		3	3	658	7			
	Total			87	100	9,168	100			
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
ICDsuppbias	—	No		29	34	2,390	27	1.3	1.5 **	-.26
	—	Yes, but it did not interfere with my education		12	13	1,458	15			
	—	Yes, and it interfered with my education		44	52	5,329	58			
	Total			85	100	9,177	100			

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
	WSC	WSC	Inclusiv & Cult Div	WSC	Inclusiv & Cult Div	WSC	Inclusiv & Cult Div			
ICDskills	41	2.56	2.64	.139	.006	.89	.91	21,636	.588	-.09
ICDbiases	42	2.50	2.62	.117	.006	.76	.94	41	.318	-.13
ICDperspective	42	2.69	2.81	.123	.006	.79	.87	21,613	.361	-.14
ICDbackground	42	2.35	2.49	.124	.007	.80	.98	41	.249	-.15
ICDcultures	42	2.37	2.60	.121	.006	.78	.95	41	.056	-.25
ICDequity	42	2.24	2.59	.135	.007	.87	.97	21,591	.020	-.36
ICDIdeas	42	2.63	2.84	.121	.006	.78	.90	21,613	.136	-.23
ICDcommitment	42	2.67	2.95	.114	.006	.74	.85	21,594	.039	-.32
ICDresources	42	2.65	2.82	.126	.006	.82	.86	21,574	.206	-.20
ICDcommunity	42	2.85	2.94	.125	.006	.81	.86	21,565	.496	-.11
ICDexpress	42	2.72	2.98	.124	.010	.80	.80	6,656	.029	-.34
ICDstigma	42	2.74	2.95	.107	.006	.69	.88	21,545	.114	-.24
ICDdiscrimination	42	2.62	2.89	.131	.006	.85	.88	21,535	.048	-.31
ICDallegations	42	2.64	2.94	.121	.006	.78	.88	21,487	.030	-.34
ICDconfront	42	2.45	2.73	.124	.006	.80	.93	21,511	.049	-.31
ICDunique	42	2.64	2.90	.141	.010	.91	.85	6,642	.049	-.31
ICDinterests	42	2.69	2.89	.138	.011	.89	.87	6,644	.142	-.23
ICDintbeyond	42	2.14	2.62	.145	.012	.93	.97	6,634	.002	-.49
ICDRace	42	2.79	3.06	.109	.006	.71	.82	21,473	.039	-.32
ICDgender	41	2.70	3.04	.122	.006	.78	.85	21,457	.011	-.40
ICDecon	42	2.71	2.80	.128	.006	.82	.91	21,433	.537	-.10
ICDpolitics	42	2.43	2.61	.126	.006	.81	.94	21,424	.205	-.20
ICDreligion	42	2.74	2.84	.120	.006	.78	.90	21,442	.471	-.11
ICDsexorient	42	2.64	3.00	.126	.006	.82	.87	21,443	.007	-.42
ICDability	42	2.50	2.85	.124	.006	.80	.92	21,440	.015	-.38
ICDcitizen	42	2.63	2.81	.124	.006	.80	.91	21,442	.205	-.20
ICDevents	42	2.03	2.20	.139	.006	.89	.94	21,472	.244	-.18
ICDcenters	42	1.87	1.89	.143	.007	.93	.97	21,456	.933	-.01
ICDclub	42	1.57	1.75	.139	.007	.90	.96	21,426	.232	-.19
ICDprotest	42	1.25	1.50	.112	.006	.72	.85	41	.036	-.29
ICDreflect	41	1.73	2.16	.129	.007	.82	.98	21,439	.005	-.44

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		WSC	Inclusiv & Cult Div	WSC	Inclusiv & Cult Div	WSC	Inclusiv & Cult Div			
ICDskills	86	2.70	2.80	.099	.005	.92	.96	43,271	.345	-.10
ICDbiases	86	2.65	2.70	.100	.005	.93	1.01	43,207	.610	-.05
ICDperspective	86	2.89	2.88	.095	.004	.88	.93	43,245	.895	.01
ICDbackground	85	2.61	2.59	.108	.005	1.00	1.04	43,207	.805	.03
ICDcultures	85	2.35	2.62	.102	.005	.94	1.02	84	.011	-.26
ICDequity	85	2.38	2.63	.103	.005	.94	1.06	84	.016	-.24
ICDIdeas	85	2.81	2.88	.096	.005	.88	.96	43,252	.484	-.08
ICDcommitment	84	2.75	2.94	.084	.004	.77	.89	43,193	.046	-.22
ICDresources	84	2.70	2.82	.090	.004	.82	.91	43,135	.248	-.13
ICDcommunity	84	3.04	2.86	.081	.004	.74	.92	83	.024	.20
ICDexpress	85	2.97	2.94	.085	.008	.79	.87	12,316	.791	.03
ICDstigma	85	2.76	2.89	.094	.004	.87	.93	43,060	.185	-.14
ICDdiscrimination	85	2.72	2.88	.101	.004	.94	.92	43,057	.107	-.17
ICDallegations	84	2.76	2.86	.098	.005	.90	.96	42,933	.323	-.11
ICDconfront	85	2.59	2.65	.102	.005	.94	.99	42,962	.591	-.06
ICDunique	85	2.72	2.85	.096	.008	.89	.92	12,306	.199	-.14
ICDinterests	85	2.89	2.80	.092	.009	.85	.95	86	.309	.10
ICDintbeyond	85	2.54	2.52	.106	.009	.98	1.04	12,311	.916	.01
ICDRace	84	2.85	2.97	.089	.004	.81	.87	42,902	.213	-.14
ICDgender	84	2.64	2.95	.094	.004	.86	.89	42,846	.001	-.35
ICDecon	84	2.68	2.72	.095	.005	.87	.96	42,823	.719	-.04
ICDpolitics	84	2.47	2.53	.101	.005	.92	.98	42,789	.611	-.06
ICDreligion	84	2.72	2.72	.094	.005	.86	.95	42,795	.973	.00
ICDsexorient	83	2.60	2.91	.094	.004	.86	.91	42,815	.002	-.34
ICDability	84	2.58	2.78	.101	.005	.92	.96	42,840	.062	-.20
ICDcitizen	83	2.67	2.74	.099	.005	.90	.96	42,782	.489	-.08
ICDevents	86	1.92	2.07	.094	.005	.88	.97	42,925	.131	-.16
ICDcenters	86	1.61	1.81	.099	.005	.92	.97	42,901	.053	-.21
ICDclub	86	1.37	1.70	.080	.005	.74	.97	86	.000	-.34
ICDprotest	85	1.29	1.51	.076	.004	.71	.86	85	.004	-.26
ICDreflect	85	1.89	2.26	.105	.005	.97	1.03	42,841	.001	-.35

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.