
NSSE 2024 Topical Module Report

Inclusiveness & Engagement with Diversity

Valparaiso University

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		
				Valpo		Inclusiv & Cult Div		Valpo	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
1. During the current school year, how much has your coursework emphasized the following?										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICDskills	1	Very little	6	5	3,892	11	2.8	2.6 *	.19
		2	Some	32	26	11,219	32			
		3	Quite a bit	62	52	13,312	38			
		4	Very much	21	17	6,746	19			
		Total		121	100	35,169	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	7	6	4,278	13	2.7	2.6	.12
		2	Some	38	31	10,758	31			
		3	Quite a bit	55	46	13,080	37			
		4	Very much	20	17	7,031	19			
		Total		120	100	35,147	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	2	1	2,412	7	2.9	2.8 *	.16
		2	Some	30	24	9,537	28			
		3	Quite a bit	62	52	14,891	42			
		4	Very much	27	22	8,303	23			
		Total		121	100	35,143	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	16	14	6,179	18	2.5	2.5	-.03
		2	Some	48	40	11,248	32			
		3	Quite a bit	38	32	11,406	32			
		4	Very much	18	15	6,295	18			
		Total		120	100	35,128	100			
e. Learning about other cultures	ICDcultures	1	Very little	2	2	4,561	13	2.7	2.6	.14
		2	Some	47	38	11,261	32			
		3	Quite a bit	54	45	12,252	34			
		4	Very much	18	15	7,054	20			
		Total		121	100	35,128	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	9	8	4,925	15	2.7	2.6 *	.16
		2	Some	35	29	10,824	32			
		3	Quite a bit	54	44	11,993	33			
		4	Very much	23	19	7,379	20			
		Total		121	100	35,121	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	1	1	2,623	8	3.0	2.8 **	.22
		2	Some	28	23	9,011	26			
		3	Quite a bit	58	47	14,435	41			
		4	Very much	34	29	9,086	25			
		Total		121	100	35,155	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Valpo		Inclusiv & Cult Div		Valpo	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	1,724	5	3.1	2.9	.12
		2	Some	27	22	8,432	24			
		3	Quite a bit	55	46	14,987	42			
		4	Very much	37	30	9,984	29			
		Total		121	100	35,127	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	2	2	2,211	6	2.9	2.8	.11
		2	Some	34	29	9,973	29			
		3	Quite a bit	55	45	14,576	41			
		4	Very much	30	25	8,332	24			
		Total		121	100	35,092	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	2	1	1,844	5	3.2	2.9 **	.29
		2	Some	16	13	8,490	24			
		3	Quite a bit	60	50	14,791	42			
		4	Very much	43	35	9,955	29			
		Total		121	100	35,080	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	2	1	303	3	3.2	3.0 *	.23
		2	Some	19	16	2,225	23			
		3	Quite a bit	57	47	4,563	46			
		4	Very much	43	36	2,682	28			
		Total		121	100	9,773	100			
e. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	0	0	2,015	6	3.1	3.0 *	.19
		2	Some	23	19	7,933	23			
		3	Quite a bit	60	51	14,601	41			
		4	Very much	37	30	10,497	30			
		Total		120	100	35,046	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	2	1	2,266	7	3.0	2.9	.10
		2	Some	29	24	8,977	26			
		3	Quite a bit	60	50	14,072	40			
		4	Very much	30	24	9,718	28			
		Total		121	100	35,033	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	1	1	2,147	6	3.1	2.9 *	.16
		2	Some	26	21	8,532	24			
		3	Quite a bit	56	47	13,965	40			
		4	Very much	37	31	10,317	30			
		Total		120	100	34,961	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	3	3	3,521	10	2.8	2.7	.04
		2	Some	46	39	10,501	30			
		3	Quite a bit	45	38	12,909	37			
		4	Very much	25	21	8,058	23			
		Total		119	100	34,989	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	1	1	465	5	3.0	2.9	.15
		2	Some	28	24	2,504	27			
		3	Quite a bit	57	47	4,157	42			
		4	Very much	34	28	2,633	26			
		Total		120	100	9,759	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Valpo		Inclusiv & Cult Div		Valpo	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	1	1	539	6	3.0	2.9	.08
		2	Some	30	25	2,435	26			
		3	Quite a bit	60	51	4,176	42			
		4	Very much	28	23	2,611	27			
		Total		119	100	9,761	100			
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	13	11	1,315	15	2.7	2.6	.08
		2	Some	38	31	2,866	31			
		3	Quite a bit	43	36	3,457	34			
		4	Very much	27	22	2,119	21			
		Total		121	100	9,757	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	0	0	1,163	3	3.1	3.1	.00
		2	Some	25	22	7,364	21			
		3	Quite a bit	61	51	14,980	43			
		4	Very much	33	27	11,444	33			
		Total		119	100	34,951	100			
b. Gender identity	ICDgender	1	Very little	0	0	1,424	4	3.0	3.0	-.04
		2	Some	30	25	7,394	21			
		3	Quite a bit	58	49	14,392	41			
		4	Very much	32	26	11,715	34			
		Total		120	100	34,925	100			
c. Economic background	ICDecon	1	Very little	8	7	2,746	8	2.7	2.8	-.13
		2	Some	43	36	10,435	30			
		3	Quite a bit	46	39	13,095	37			
		4	Very much	22	18	8,624	25			
		Total		119	100	34,900	100			
d. Political affiliation	ICDpolitics	1	Very little	10	8	4,054	12	2.6	2.6	-.03
		2	Some	47	39	12,145	35			
		3	Quite a bit	45	38	11,774	33			
		4	Very much	17	14	6,900	20			
		Total		119	100	34,873	100			
e. Religious affiliation	ICDreligion	1	Very little	2	2	2,427	7	3.1	2.8 ***	.28
		2	Some	26	22	9,718	28			
		3	Quite a bit	51	43	13,587	38			
		4	Very much	41	34	9,168	26			
		Total		120	100	34,900	100			
f. Sexual orientation	ICDsexorient	1	Very little	2	2	1,671	5	2.9	3.0	-.06
		2	Some	32	27	7,876	23			
		3	Quite a bit	56	46	13,935	39			
		4	Very much	31	25	11,418	33			
		Total		121	100	34,900	100			
g. Disability status	ICDability	1	Very little	7	6	2,788	8	2.8	2.8	-.04
		2	Some	33	27	9,522	27			
		3	Quite a bit	56	47	13,044	37			
		4	Very much	25	20	9,544	28			
		Total		121	100	34,898	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Valpo		Inclusiv & Cult Div		Valpo	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
h. Citizenship or immigration status	ICDcitizen	1	Very little	8	7	2,791	8	2.8	2.8	-.07
		2	Some	39	33	10,047	29			
		3	Quite a bit	47	39	13,036	37			
		4	Very much	26	22	9,021	26			
		Total		120	100	34,895	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	8	7	8,390	25	2.4	2.2 **	.24 ▲
		2	Sometimes	64	53	14,071	40			
		3	Often	35	29	8,407	23			
		4	Very often	12	10	4,079	11			
		Total		119	100	34,947	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	21	17	14,984	45	2.2	1.9 ***	.33 ▲
		2	Sometimes	61	52	11,088	31			
		3	Often	28	24	5,677	15			
		4	Very often	9	7	3,181	9			
		Total		119	100	34,930	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	45	39	18,466	54	2.0	1.7 *	.21 ▲
		2	Sometimes	42	35	8,801	25			
		3	Often	21	18	4,797	13			
		4	Very often	10	8	2,805	8			
		Total		118	100	34,869	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	80	67	23,605	69	1.5	1.5	.00
		2	Sometimes	24	20	6,328	18			
		3	Often	12	10	3,154	9			
		4	Very often	4	3	1,748	5			
		Total		120	100	34,835	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	36	30	10,003	29	2.0	2.2	-.12
		2	Sometimes	52	43	12,949	37			
		3	Often	21	18	7,635	21			
		4	Very often	10	8	4,301	12			
		Total		119	100	34,888	100			
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
ICDexpbias	—	No		107	89	7,628	79	2.0	2.2	-.12
	—	Yes, but it did not interfere with my education		12	10	1,744	17			
	—	Yes, and it interfered with my education		1	1	346	4			
	Total			120	100	9,718	100			
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
ICDsuppbias	—	No		29	24	2,552	26	2.0	2.2	-.12
	—	Yes, but it did not interfere with my education		18	14	1,429	15			
	—	Yes, and it interfered with my education		73	62	5,756	59			
	Total			120	100	9,737	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Valpo		Inclusiv & Cult Div		Valpo	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
1. During the current school year, how much has your coursework emphasized the following?										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICDskills	1	Very little	8	5	3,949	10	3.0	2.8 **	.23
		2	Some	33	21	10,515	27			
		3	Quite a bit	64	41	14,396	36			
		4	Very much	51	33	11,181	27			
		Total		156	100	40,041	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	11	7	5,289	15	2.8	2.7	.12
		2	Some	41	27	10,383	26			
		3	Quite a bit	68	44	13,488	33			
		4	Very much	36	23	10,838	26			
		Total		156	100	39,998	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	8	6	3,187	9	3.0	2.9	.13
		2	Some	31	20	9,187	24			
		3	Quite a bit	68	43	15,427	38			
		4	Very much	49	31	12,221	29			
		Total		156	100	40,022	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	14	9	6,973	19	2.8	2.6 *	.18
		2	Some	44	28	11,014	28			
		3	Quite a bit	62	40	12,203	30			
		4	Very much	36	23	9,796	24			
		Total		156	100	39,986	100			
e. Learning about other cultures	ICDcultures	1	Very little	11	7	6,198	17	2.7	2.6	.10
		2	Some	53	34	11,619	29			
		3	Quite a bit	61	38	12,240	30			
		4	Very much	31	20	9,953	24			
		Total		156	100	40,010	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	11	7	6,634	18	2.8	2.6 **	.19
		2	Some	43	28	10,312	26			
		3	Quite a bit	62	39	12,084	29			
		4	Very much	40	25	10,963	26			
		Total		156	100	39,993	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	5	3	3,686	10	3.0	2.9	.12
		2	Some	37	24	8,939	23			
		3	Quite a bit	66	42	14,576	36			
		4	Very much	48	31	12,830	31			
		Total		156	100	40,031	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Valpo		Inclusiv & Cult Div		Valpo	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	2	2,380	6	3.0	2.9	.01
		2	Some	43	28	9,861	24			
		3	Quite a bit	68	43	15,501	39			
		4	Very much	42	27	12,232	31			
		Total		156	100	39,974	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	6	4	3,129	8	2.9	2.8	.13
		2	Some	38	25	11,347	28			
		3	Quite a bit	70	45	15,081	38			
		4	Very much	41	26	10,378	26			
		Total		155	100	39,935	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	4	3	3,099	8	3.1	2.9 **	.23
		2	Some	31	21	10,405	26			
		3	Quite a bit	68	44	15,176	38			
		4	Very much	52	33	11,232	28			
		Total		155	100	39,912	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	3	2	527	6	3.0	2.9	.07
		2	Some	36	23	2,093	23			
		3	Quite a bit	73	48	3,834	42			
		4	Very much	43	27	2,681	29			
		Total		155	100	9,135	100			
e. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	7	5	3,203	8	3.0	2.9	.12
		2	Some	28	18	9,607	24			
		3	Quite a bit	78	50	15,218	38			
		4	Very much	42	27	11,839	30			
		Total		155	100	39,867	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	5	3	3,211	8	3.0	2.9	.11
		2	Some	35	22	10,271	25			
		3	Quite a bit	74	48	14,761	37			
		4	Very much	41	27	11,617	29			
		Total		155	100	39,860	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	7	4	3,953	10	3.0	2.9 *	.14
		2	Some	33	21	10,143	25			
		3	Quite a bit	70	46	14,078	36			
		4	Very much	45	29	11,576	30			
		Total		155	100	39,750	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	10	6	5,551	14	2.8	2.6 *	.14
		2	Some	48	31	12,460	31			
		3	Quite a bit	63	41	12,575	32			
		4	Very much	33	22	9,194	23			
		Total		154	100	39,780	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	8	5	686	8	2.9	2.9	.06
		2	Some	35	23	2,448	27			
		3	Quite a bit	75	48	3,432	37			
		4	Very much	37	24	2,563	28			
		Total		155	100	9,129	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Valpo		Inclusiv & Cult Div		Valpo	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	9	6	909	10	2.9	2.8 *	.15 △
		2	Some	37	24	2,379	26			
		3	Quite a bit	63	41	3,409	37			
		4	Very much	46	30	2,426	27			
		Total		155	100	9,123	100			
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	30	19	1,840	20	2.5	2.5	-.04
		2	Some	53	34	2,625	28			
		3	Quite a bit	41	27	2,674	30			
		4	Very much	31	20	1,986	22			
		Total		155	100	9,125	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	2	1	2,092	5	3.0	3.0	.00
		2	Some	42	27	9,968	24			
		3	Quite a bit	71	46	15,497	39			
		4	Very much	40	26	12,189	31			
		Total		155	100	39,746	100			
b. Gender identity	ICDgender	1	Very little	6	4	2,368	6	2.9	3.0	-.01
		2	Some	38	25	9,759	25			
		3	Quite a bit	70	45	15,079	38			
		4	Very much	41	26	12,493	32			
		Total		155	100	39,699	100			
c. Economic background	ICDecon	1	Very little	10	7	4,333	11	2.7	2.7	-.05
		2	Some	57	36	12,400	31			
		3	Quite a bit	61	39	13,217	33			
		4	Very much	26	18	9,725	25			
		Total		154	100	39,675	100			
d. Political affiliation	ICDpolitics	1	Very little	23	15	6,173	16	2.4	2.5	-.09
		2	Some	64	41	14,124	35			
		3	Quite a bit	47	31	11,525	29			
		4	Very much	21	14	7,822	20			
		Total		155	100	39,644	100			
e. Religious affiliation	ICDreligion	1	Very little	4	3	4,195	11	3.0	2.7 ***	.32 ▲
		2	Some	36	23	12,517	31			
		3	Quite a bit	68	45	13,369	34			
		4	Very much	47	30	9,570	24			
		Total		155	100	39,651	100			
f. Sexual orientation	ICDsexorient	1	Very little	6	4	2,704	7	2.9	2.9	.03
		2	Some	42	27	10,178	26			
		3	Quite a bit	62	40	14,678	37			
		4	Very much	44	29	12,100	31			
		Total		154	100	39,660	100			
g. Disability status	ICDability	1	Very little	20	13	4,156	10	2.6	2.8 **	-.23 ▽
		2	Some	57	37	11,595	29			
		3	Quite a bit	51	33	13,298	34			
		4	Very much	27	18	10,640	27			
		Total		155	100	39,689	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Valpo		Inclusiv & Cult Div		Valpo	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
h. Citizenship or immigration status	ICDcitizen	1	Very little	14	9	4,234	11	2.7	2.7	-.09
		2	Some	57	36	12,384	31			
		3	Quite a bit	53	35	13,035	33			
		4	Very much	30	20	9,982	26			
		Total		154	100	39,635	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	21	13	12,723	33	2.4	2.1 ***	.33
		2	Sometimes	72	46	15,080	37			
		3	Often	44	29	7,634	19			
		4	Very often	18	12	4,328	11			
		Total		155	100	39,765	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	43	28	19,149	50	2.0	1.8 **	.23
		2	Sometimes	78	49	11,736	29			
		3	Often	21	14	5,282	13			
		4	Very often	13	9	3,570	9			
		Total		155	100	39,737	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	62	41	22,826	58	1.9	1.7 *	.17
		2	Sometimes	61	39	8,938	22			
		3	Often	21	14	4,566	11			
		4	Very often	10	7	3,369	8			
		Total		154	100	39,699	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	101	65	26,357	68	1.5	1.5	.01
		2	Sometimes	36	23	7,763	19			
		3	Often	11	7	3,348	8			
		4	Very often	7	5	2,186	5			
		Total		155	100	39,654	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	35	23	10,543	28	2.2	2.3	.00
		2	Sometimes	66	42	13,804	35			
		3	Often	35	22	9,008	22			
		4	Very often	19	13	6,357	16			
		Total		155	100	39,712	100			
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
ICDexpbias	—	No		99	64	6,298	71	2.2	2.3	.00
	—	Yes, but it did not interfere with my education		47	30	2,150	22			
	—	Yes, and it interfered with my education		10	6	651	7			
	Total		156	100	9,099	100				
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
ICDsuppbias	—	No		27	17	2,392	27	2.2	2.3	.00
	—	Yes, but it did not interfere with my education		25	15	1,445	15			
	—	Yes, and it interfered with my education		104	67	5,269	58			
	Total		156	100	9,106	100				

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Valpo	Inclusiv & Cult Div	Valpo	Inclusiv & Cult Div	Valpo	Inclusiv & Cult Div			
ICDskills	120	2.81	2.64	.071	.004	.77	.91	120	.016	.19
ICDbiases	120	2.74	2.62	.074	.004	.81	.94	119	.130	.12
ICDperspective	120	2.95	2.81	.066	.004	.73	.87	120	.039	.16
ICDbackground	120	2.47	2.49	.083	.004	.91	.98	47,639	.769	-.03
ICDcultures	120	2.73	2.60	.066	.004	.73	.95	120	.055	.14
ICDequity	120	2.75	2.59	.078	.004	.85	.97	120	.046	.16
ICDIdeas	120	3.03	2.84	.069	.004	.75	.90	120	.005	.22
ICDcommitment	120	3.05	2.95	.070	.004	.77	.85	47,609	.180	.12
ICDresources	120	2.92	2.82	.071	.004	.78	.86	120	.168	.11
ICDcommunity	120	3.19	2.94	.065	.004	.72	.86	47,545	.001	.29
ICDexpress	120	3.16	2.98	.068	.007	.75	.80	14,675	.014	.23
ICDstigma	120	3.11	2.95	.063	.004	.69	.88	119	.012	.19
ICDdiscrimination	120	2.98	2.89	.067	.004	.74	.88	120	.217	.10
ICDallegations	120	3.08	2.94	.068	.004	.74	.88	119	.043	.16
ICDconfront	119	2.77	2.73	.074	.004	.80	.93	118	.604	.04
ICDunique	120	3.03	2.89	.069	.007	.75	.85	121	.058	.15
ICDinterests	119	2.96	2.89	.067	.007	.73	.87	120	.290	.08
ICDintbeyond	120	2.69	2.61	.086	.008	.94	.97	14,628	.365	.08
ICDRace	119	3.05	3.05	.064	.004	.70	.82	118	.997	.00
ICDgender	120	3.01	3.04	.066	.004	.72	.85	119	.620	-.04
ICDecon	119	2.68	2.80	.078	.004	.85	.91	47,253	.168	-.13
ICDpolitics	119	2.59	2.61	.077	.004	.84	.94	118	.761	-.03
ICDreligion	119	3.09	2.84	.072	.004	.78	.90	119	.001	.28
ICDsexorient	120	2.95	3.00	.070	.004	.77	.87	47,277	.526	-.06
ICDability	120	2.81	2.85	.075	.004	.83	.92	120	.635	-.04
ICDcitizen	120	2.75	2.81	.080	.004	.87	.91	47,275	.453	-.07
ICDevents	118	2.43	2.20	.072	.004	.78	.95	118	.002	.24
ICDcenters	119	2.21	1.89	.074	.004	.81	.97	118	.000	.33
ICDclub	118	1.95	1.75	.087	.004	.94	.96	47,240	.020	.21
ICDprotest	120	1.50	1.50	.074	.004	.81	.85	47,211	.999	.00
ICDreflect	119	2.04	2.16	.083	.005	.90	.98	118	.164	-.12

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Valpo	Inclusiv & Cult Div	Valpo	Inclusiv & Cult Div	Valpo	Inclusiv & Cult Div			
ICDskills	156	3.02	2.80	.069	.004	.87	.96	156	.002	.23
ICDbiases	156	2.83	2.70	.069	.004	.86	1.01	156	.073	.12
ICDperspective	156	3.00	2.88	.069	.004	.86	.93	156	.089	.13
ICDbackground	156	2.78	2.59	.073	.004	.91	1.04	156	.010	.18
ICDcultures	156	2.72	2.62	.069	.004	.87	1.03	156	.144	.10
ICDequity	156	2.83	2.63	.072	.004	.90	1.06	156	.007	.19
ICDIdeas	156	3.00	2.88	.067	.004	.83	.96	156	.074	.12
ICDcommitment	156	2.95	2.94	.063	.004	.79	.89	156	.894	.01
ICDresources	155	2.93	2.81	.065	.004	.81	.91	155	.068	.13
ICDcommunity	155	3.07	2.86	.064	.004	.80	.92	155	.001	.23
ICDexpress	155	3.00	2.94	.062	.007	.77	.87	158	.331	.07
ICDstigma	155	3.00	2.89	.065	.004	.80	.93	155	.094	.12
ICDdiscrimination	155	2.98	2.88	.063	.004	.78	.92	155	.109	.11
ICDallegations	155	3.00	2.86	.066	.004	.82	.96	155	.041	.14
ICDconfront	154	2.79	2.65	.069	.004	.85	.99	154	.044	.14
ICDunique	155	2.91	2.85	.066	.007	.82	.92	158	.368	.06
ICDinterests	155	2.94	2.80	.070	.007	.88	.95	157	.044	.15
ICDintbeyond	155	2.48	2.52	.081	.008	1.01	1.04	17,695	.636	-.04
ICDrace	155	2.97	2.97	.061	.004	.76	.87	155	.970	.00
ICDgender	155	2.95	2.95	.065	.004	.81	.89	155	.942	-.01
ICDecon	154	2.67	2.72	.068	.004	.85	.96	154	.476	-.05
ICDpolitics	155	2.43	2.53	.073	.004	.91	.98	155	.208	-.09
ICDreligion	155	3.02	2.72	.064	.004	.80	.95	155	.000	.32
ICDsexorient	154	2.94	2.91	.068	.004	.84	.91	61,538	.696	.03
ICDability	155	2.56	2.78	.074	.004	.93	.96	61,574	.004	-.23
ICDcitizen	154	2.65	2.74	.073	.004	.90	.96	61,491	.267	-.09
ICDevents	155	2.39	2.07	.069	.004	.86	.97	61,696	.000	.33
ICDcenters	155	2.03	1.81	.070	.004	.88	.97	155	.002	.23
ICDclub	154	1.86	1.69	.072	.004	.89	.97	154	.021	.17
ICDprotest	155	1.52	1.51	.067	.003	.83	.86	61,544	.892	.01
ICDreflect	155	2.25	2.25	.076	.004	.95	1.03	155	.947	.00

Endnotes

- a. Column percentages are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Percentages may not sum to 100 due to rounding. Counts are unweighted; column percentages cannot be replicated from counts. Comparison group details are in the Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface.
- b. All statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Unless otherwise noted, statistical comparisons are two-tailed independent t-tests. Items with categorical response sets are left blank.
- c. These are the values used to calculate means. For the majority of items, these values match the codes in the data file and codebook.
- d. Effect size for independent t-tests uses Cohen's d; z-tests use Cohen's h.
- e. Statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Categorical items are not listed.
- f. The 95% confidence interval for the population mean is equal to the sample mean plus or minus 1.96 times the standard error of the mean.
- g. A measure of the amount individual scores deviate from the mean of all the scores in the distribution.
- h. Degrees of freedom used to compute the t-tests. Values differ from 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.