

# 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.

Prepared 2024-08-13 IPEDS: 152600

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# Frequencies and Statistical Comparisons Valparaiso University

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



# Frequencies and Statistical Comparisons Valparaiso University

				Frequen	Frequency Dis			Statistical (	Compari	sons <sup>b</sup>
				Valpo		Inclusiv & ( Div		Valpo	Inclusiv &	Cult Div
Item wording or description	Variable name	Values <sup>c</sup>	Response options	Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
2. How much does your institution	emphasize the	followi	ng?							
a. Demonstrating a commitment to	ICDcommitme	1	Very little	2	2	1,724	5			
diversity	nt	2	Some	27	22	8,432	24			
		3	Quite a bit	55	46	14,987	42	3.1	2.9	.12
		4	Very much	37	30	9,984	29			
			Total	121	100	35,127	100			
b. Providing students with the	ICDresources	1	Very little	2	2	2,211	6			
knowledge and skills needed for success in a multicultural world		2	Some	34	29	9,973	29			
success in a municultural world		3	Quite a bit	55	45	14,576	41	2.9	2.8	.11
		4	Very much	30	25	8,332	24			
			Total	121	100	35,092	100			
c. Creating an overall sense of	ICDcommunit	1	Very little	2	1	1,844	5			
community among students	у	2	Some	16	13	8,490	24			
		3	Quite a bit	60	50	14,791	42	3.2	2.9 **	.29
		4	Very much	43	35	9,955	29		Δ	
			Total	121	100	35,080	100			
d. Appreciating the expression of a	ICDexpress	1	Very little	2	1	303	3			
variety of opinions and values		2	Some	19	16	2,225	23			
		3	Quite a bit	57	47	4,563	46	3.2	3.0 *	.23
		4	Very much	43	36	2,682	28		Δ	
			Total	121	100	9,773	100			
e. Ensuring that you are not	ICDstigma	1	Very little	0	0	2,015	6			
stigmatized because of your identity (racial/ethnic, gender,		2	Some	23	19	7,933	23			
religious, sexual orientation, etc.)		3	Quite a bit	60	51	14,601	41	3.1	3.0 *	.19
		4	Very much	37	30	10,497	30		Δ	
			Total	120	100	35,046	100			
f. Providing information about	ICDdiscrimina 	1	Very little	2	1	2,266	7			
anti-discrimination and harassment policies	tion	2	Some	29	24	8,977	26			
F		3	Quite a bit	60	50	14,072	40	3.0	2.9	.10
		4	Very much	30	24	9,718	28			
			Total	121	100	35,033	100			
g. Taking allegations of discrimination or harassment	ICDallegation s	1	Very little	1	1	2,147	6			
seriously	3	2	Some	26	21	8,532	24	2.4		
•		3	Quite a bit	56	47	13,965	40	3.1	2.9 *	.16
		4	Very much	37	31	10,317	30		Δ	
T	ICD C		Total	120	100	34,961	100			
h. Helping students develop the skills to confront discrimination and	ICDconfront	1	Very little	3	3	3,521	10			
harassment		2	Some	46	39	10,501	30	2.0		
		3	Quite a bit	45	38	12,909	37	2.8	2.7	.04
		4	Very much	25	21	8,058	23			
i. Appreciating your unique	ICD	1	Total Vary little	119	100	34,989	100			
Appreciating your unique     background and experiences	ICDunique	1	Very little		1	465				
0		2 3	Some Quite a bit	28 57	24 47	2,504	27	2.0	2.2	
						4,157	42 26	3.0	2.9	.15
		4	Very much	120	28	2,633	26			
			Total	120	100	9,759	100			



# Frequencies and Statistical Comparisons Valparaiso University

				Eroguon	Frequency Distributions <sup>a</sup>		Statistical	Statistical Comparisons <sup>b</sup>		
				rrequen	Cy D			Statistical	Compani	SOIIS
				Valpo		Inclusiv & ( Div	Luit	Valpo	Inclusiv &	C. It Div
				vaipo		DIV		Valpo	IIICIUSIV &	Effect
Item wording or description	Variable name	Values <sup>c</sup>	Response options	Count	%	Count	%	Mean	Mean	size d
j. Connecting to groups of people at	ICDinterests	1	Very little	1	1	539	6			
your institution with interests like		2	Some	30	25	2,435	26			
yours		3	Quite a bit	60	51	4,176	42	3.0	2.9	.08
		4	Very much	28	23	2,611	27			
			Total	119	100	9,761	100			
k. Connecting to groups of people	ICDintbeyond	1	Very little	13	11	1,315	15			
beyond your institution with		2	Some	38	31	2,866	31			
interests like yours		3	Quite a bit	43	36	3,457	34	2.7	2.6	.08
		4	Very much	27	22	2,119	21			
			Total	121	100	9,757	100			
. Have morely done your institution			uning was out for the fall	lavrina farms of	. 4:	naith a' Cantina				
<ul> <li>How much does your institution</li> <li>a. Racial/ethnic identity</li> </ul>	ICDrace	ortive e	Very little	owing forms of	0	1,163	3			
ur ruesus enime ruente,	1021400	2	Some	25	22	7,364	21			
		3	Quite a bit	61	51	14,980	43	3.1	3.1	.00
		4	Very much	33	27	11,444	33	3.1	3.1	.00
		•	Total	119	100	34,951	100			
b. Gender identity	ICDgender	1	Very little	0	0	1,424	4			
o. Gender identity	rebgender	2	Some	30	25	7,394	21			
		3	Quite a bit	58	49	14,392	41	3.0	3.0	04
		4	Very much	32	26	11,715	34	3.0	3.0	04
		7	Total	120	100	34,925	100			
c. Economic background	ICDecon	1	Very little	8	7	2,746	8			
c. Economic background	icbecon	2	Some	43	36	10,435	30			
		3	Quite a bit	46	39	13,095	37	2.7	2.0	10
		4	Very much	22	18	8,624	25	2.7	2.8	13
		4	Total	119	100	34,900	100			
d. Political affiliation	ICDpolitics	1	Very little	119	8	4,054	12			
d. Folitical affiliation	CDponnes	2	Some	47	39	12,145	35			
		3	Ouite a bit	45	38	11,774	33	2.6		
		4	Very much	17	14	6,900	20	2.6	2.6	03
		4	Total	119	100	34,873	100			
e. Religious affiliation	ICDreligion	1	Very little	2	2	2,427	7			
e. Rengious armation	CDieligion	2	Some	26	22	9,718	28			
		3	Quite a bit	51		13,587	38	2.1	20 4444	20
		4	Very much	41	43 34	9,168	26	3.1	2.8 ***	.28
		4	Total	120	100	34,900	100		Δ	
f. Sexual orientation	ICDsexorient	1	Very little	2	2	1,671	5			
i. Sexual OffeniauOff	ICDSCXUITIII	2	Some	32	27	7,876	23			
		3	Ouite a bit	56	46	13,935	39	2.0	2.0	0.0
		4	Very much	31	25	11,418	33	2.9	3.0	06
		4	Total	121	100	34,900	100			
g. Disability status	ICDability	1		7						
g. Disability status	CDaomiy	1	Very little		6	2,788	8			
		2	Some Ovite a kit	33	27	9,522	27	2.0		
		3	Quite a bit	56	47	13,044	37	2.8	2.8	04
		4	Very much	25	20	9,544	28			
			Total	121	100	34,898	100			



# Frequencies and Statistical Comparisons Valparaiso University

					Frequency Di		istributio		Statistical	Comparisons <sup>b</sup>
Mathematic   Mat					Valpo			Juit	Valpo	Inclusiv & Cult Div
Deficiency   Chicago   C		Variable								
2   Some   39   33   10,047   29   2.8   2.8   -0.7				· · ·					Mean	Mean <sup>size d</sup>
3   Quice a bit   47   39   13,036   37   2.8   2.8   -07	h. Citizenship or immigration status	ICDcitizen		•						
4 Very much 700 120 100 034,395 100  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  b. Participated in the activities of centers related to a pecific groups (racial-table, cultural, religious, gender, LGBT, etc.)  c. Participated in the activities of centers related to a pecific groups (racial-table), cultural, religious, gender, LGBT, etc.)  d. Very often 97 7 3,181 9  Total 101 100 034,507 100  c. Participated in diversity-related club or organization  c. Participated in a diversity-related (LDbclub 1 Never 45 39 11,566 54 club or organization for a diversity-related cause (rally, protect, etc.)  d. Participated in a demonstration for a diversity-related cause (rally, protect, etc.)  4 Very often 10 8 2,260 8 18  Total 1 Never 50 6,328 118  d. Participated in a demonstration for a diversity-related cause (rally, protect, etc.)  3 Often 2 18 8 4,707 13 2.0 1,7 * 21  4 Very often 10 8 2,260 8 18  Total 1 Never 50 6,328 118  d. Participated in a demonstration for a diversity-related cause (rally, protect, etc.)  3 Often 2 16 2,260 66 23 18  Total 2 100 8 3,485 100  d. Participated in a demonstration for a demonstration for a diversity-related cause (rally, protect, etc.)  4 Very often 10 8 2,260 8 18  Total 2 10 0 8 3,485 100  4 Very often 10 8 4,501 10  Total 2 10 0 8 3,485 100  c. Reflected on your cultural identity if CDeeflect 1 Never 50 6 30 10,000 20  5 Nonetines 50 50 9,000 9,718 100  5 None 10 7 88 7,628 79  Very often 10 8 7,628 79  Very often 10 8 4,501 100  Total 10 10 0 9,718 100  5 Nonetines 50 6 10 0 0 0 9,718 100  5 Nonetines 60 10 0 0 0 0 9,718 100  6 Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution reversible with my education  Total 1 10 10 0 0 0 9,718 100  Total 1 10 10 0 0 0 9,718 100  Total 1 10 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0									• 0	
Total   100   34,895   100									2.8	2.807
4. During the current school year, about how often have you done the following?  a. Altended events, activities, or it is added events, activities, or it is appreciation for diverse groups of people people of people in the activities of elements of the current of the content of the current			4	-						
a. Altended events, activities, or presentations that reflect an appreciation for diverse groups of people presentations that reflect an appreciation for diverse groups of people				Total	120	100	34,895	100		
presentations that reflect an appreciation for diverse groups of people appreciation for diverse groups of the people appreciation for diverse groups of the people appreciation of diverse groups (racial-clunic, cultural, religious, gender, LGBT, etc.)  ■ Participated in the activities of contents related to specific groups (racial-clunic, cultural, religious, gender, LGBT, etc.)  ■ Onlen			en have y							
appreciation for diverse groups of people		ICDevents								
Sometimes   Som	•							40		
Description									2.4	2.2 ** .24
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)  2 Sometimes  6 1 52 11,088 31 conclusions and the conclusions of the centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)  4 Very often  9 7 3,181 9  Total  119 100 34,930 100  2. Participated in a diversity-related club or organization  1 Never  4 5 39 118,466 54 collabor organization  2 Sometimes  4 2 35 8,801 25  3 Often  21 18 4,797 13  4 Very often  10 8 2,805 8  10 118 100 34,869 100  4 Participated in a demonstration for a diversity-related cause (rally, protest, etc.)  3 Often  4 Very often  10 8 2,805 8  Total  1 Never  80 67 23,605 69  a diversity-related cause (rally, protest, etc.)  3 Often  4 Very often  1 Never  3 Often  4 Very often  1 120 100 34,885 100  2 Sometimes  2 4 20 6,328 18  protest, etc.)  3 Often  4 Very often  1 Never  3 Often  4 Very often  1 120 100 34,835 100  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 44 Very often  1 Never  3 Often  2 1 18 7,635 21  Total  1 19 100 34,835 100  2 2 Sometimes  5 2 43 12,949 37  3 Often  2 1 18 7,635 21  2 0 2.0 2.212  2 Note that the second of			4				4,079			Δ
Comparison   Co							-			
gender, LGBT, etc.)  3 Often  28 24 5,577 15  4 Very often  119 100 34,930 100  c. Participated in a diversity-related club or organization  2 Sometimes  4 Very often  10 8 2,805 8  Total  118 100 34,866 54  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.)  2 Sometimes  3 Often  1 Never  80 67 23,605 69  1 Never  80 67 23,605 69  1 Often  1 Never  80 67 23,605 69  1 Often  1 Never  80 67 23,605 69  1 Often  1 Never  80 67 23,605 69  2 Sometimes  2 Sometimes  2 Sometimes  2 Sometimes  2 Sometimes  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  1 Never  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  2 Sometimes  5 2 43 12,949 37  3 Often  1 Never  1	-	ICDcenters								
gender, LGBT, etc.)  4 Very often 19 7 3,181 9  Total 119 100 34,930 100  c. Participated in a diversity-related club or organization  2 Sometimes 4 Very often 10 8 2,805 8  Total  4 Very often 10 10 8 2,805 8  A  A  Participated in a demonstration for a diversity-related cause (rally, protest, etc.)  3 Often 4 Very often 10 118 100 34,859 100  4 Participated in a demonstration for a diversity-related cause (rally, protest, etc.)  3 Often 4 Very often 5 O										
C. Participated in a diversity-related club or organization  C. Participated in a demonstration for club organization  C. Participated in a demonstration for club organization  C. Participated in a diversity-related club or organization  C. Povy often  C. Depotest  C.									2.2	1.9 *** .33
c. Participated in a diversity-related club or organization       ICDelub       1       Never       45       39       18,466       54         club or organization       2       Sometimes       42       35       8,801       25         3       Often       21       18       4,797       13       2.0       1,7 * 2.21         d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)       1       Never       80       67       23,605       69         4       Very often       18       10       34,869       100         4       Very often       2       23,005       69       18       18         4       Very often       12       10       3,154       9       1.5       1.5       0.0         4       Very often       1       Never       36       30       10,003       39       1.5       1.5       0.0         e. Reflected on your cultural identity       ICDreflect       1       Never       36       30       10,003       39       1.5       2.0       2.0       2.2       -12         5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?       1       1       3,488			4	•						<b>A</b>
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     4   Participated in a demonstration for a diversity-related cause (rally, protest, etc.)   3   Often   22   Sometimes   24   20   6,328   18     protest, etc.)   3   Often   21   10   31,54   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   Sometimes   52   43   12,949   37     3   Often   21   18   7,635   21     4   Very often   10   8   4,301   12     7   Total   119   100   34,888   100     5   Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution.    ICDexphias   No   No   107   89   7,628   79     Yes, but it did not interfere with my education     Total   120   100   9,718   100     Total   120   1,744   17     Total   120   100   1,744   17     Total   120   1,744   17     Total   120   100   1,744   17     Total   120   1,744   17     Total   120   100   1,744   17     Total   120   1,744   17     Total   120   100   1,744   17     Total   120   1,744   17     Total   120   100   1,744   17     Total   120   1,744   17     Total   120   100   1,744   17     Total   120   1,744   17     Total   120   100   1,744   17     Total   120   1										
3 Often   21   18   4,797   13   2.0   1.7 * 21		ICDclub								
A   Very often   10   8   2,805   8   7 total   118   100   34,869   100	ciuo oi organization								• •	
Total   118   100   34,869   100									2.0	
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)  1 Never 80 67 23,605 69 6,328 18 18 12 10 3,154 9 1.5 1.5 0.00 16 12 10 3,154 9 1.5 1.5 0.00 16 12 10 3,154 9 1.5 1.5 0.00 16 12 10 10 3,154 9 1 1.5 1.5 0.00 16 12 10 10 3,154 9 1 1.5 1.5 0.00 17 12 10 10 3,154 10 12 10 10 3,154 10 12 10 10 3,154 10 12 10 10 3,154 10 12 10 10 3,154 10 12 10 10 3,154 10 12 10 10 3,154 10 10 10 10 3,154 10 10 10 10 10 10 10 10 10 10 10 10 10			4							Δ
a diversity-related cause (rally, protest, etc.)  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 1 CDreflect 1 Never 36 30 10,003 29 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 - Yes, but it did not interfere with my education  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 - Yes, but it did not interfere with my education - Yes, and it interfered with my education - Yes, and it interfered with my education - Yes, but it did not interfere with my education - Yes, and it interfered with my education - Yes, and it interfered with my education - Yes, but it did not interfere with my education - Yes, and it interfered with my education	1 7 2 2 2 2	ICD								
3 Often   12 10 3,154 9   1.5 1.5 0.00		ICDprotest								
Solution 12 10 3,154 9 1.5 1.5 1.00  4 Very often 4 3 1,748 5 100  e. Reflected on your cultural identity ICDreflect 1 Never 36 30 10,003 29 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?  ICDexphias — No 107 89 7,628 79 — Yes, but it did not interfere with my education  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 — Yes, but it did not interfere with my education  We with my education  Total 1 120 100 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 — Yes, but it did not interfere with my education  We with my education  Total 1 120 100 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  With my education  We shad it interfered with my education	-								4.5	
E. Reflected on your cultural identity   ICDreflect   1   Never   36   30   10,003   29   2   Sometimes   52   43   12,949   37   3   Often   21   18   7,635   21   2,0   2.2  12	•								1.5	1.5 .00
e. Reflected on your cultural identity			4							
2   Sometimes   52   43   12,949   37   37   3   Often   21   18   7,635   21   4   Very often   10   8   4,301   12   Total   119   100   34,888   100	Deflected on years subtruel identity	ICDroftest	1							
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 — Yes, but it did not interfere with my education  — Yes, and it interfered with my education  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 — Yes, but it did not interfere with my education  — Yes, and it interfered with my education  Total 73 62 5,756 59  — Yes, and it interfered with my education	e. Reflected on your cultural identity	CDreffect								
Very often   10   8   4,301   12   Total   119   100   34,888   100									2.0	
Total 119 100 34,888 100  5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?  ICDexpbias — No  Yes, but it did not interfere with my education  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  — Yes, but it did not interfere with my education  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  — Yes, but it did not interfere with my education  — Yes, and it interfered with my education  — Yes, and it interfered with my education									2.0	2.212
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?  ICDexpbias — No 107 89 7,628 79  — Yes, but it did not interfere with my education  — Yes, and it interfered with my education  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  — Yes, but it did not interfere with my education  — Yes, and it interfered with my education  — Yes, and it interfered with my education  — Yes, and it interfered with my education			7							
ICDexpbias								100		
- Yes, but it did not interfere with my education  - Yes, and it interfered with my education  - Yes, and it interfered with my education  - Total  - Total	5. Have you experienced or witnes		nt of discr		-			70		
with my education  West, and it interfered with my education  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?  ICD suppbias  No  Yes, but it did not interfere with my education  Yes, and it interfered with my education  Yes, and it interfered with my education  Yes, and it interfered with my education		icbexpoias	_							
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?  ICD supplies — No 29 24 2,552 26  — Yes, but it did not interfere with my education  — Yes, and it interfered with my education  73 62 5,756 59			_		12	10	1,/44	1/		
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?  ICD suppbias — No 29 24 2,552 26  — Yes, but it did not interfere with my education  — Yes, and it interfered with my education  5 3 62 5,756 59			_		1	1	346	4		
ICD suppbias — No				Total	120	100	9,718	100		
with my education  — Yes, and it interfered with 73 62 5,756 59 my education	6. Do you know how to find suppo					-				
my education			_	,	18	14	1,429	15		
Total 120 100 9,737 100			_	, , , , , , , , , , , , , , , , , , ,	73	62	5,756	59		
				Total	120	100	9,737	100		



# Frequencies and Statistical Comparisons Valparaiso University

				Frequen	cy Di	stributio		Statistical	Comparis	sons <sup>b</sup>
				Valpo		Div		Valpo	Inclusiv &	Cult Div
Item wording or description	Variable name	Values <sup>c</sup>	Response options	Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
1. During the current school year, how	v much has y	our cou	rsework emphasized tl	ne following?						
1 8	CDskills	1	Very little	8	5	3,949	10			
work effectively with people from		2	Some	33	21	10,515	27			
various backgrounds		3	Quite a bit	64	41	14,396	36	3.0	2.8 **	.23
		4	Very much	51	33	11,181	27		Δ	
			Total	156	100	40,041	100			
2 27	CDbiases	1	Very little	11	7	5,289	15			
norms and biases		2	Some	41	27	10,383	26			
		3	Quite a bit	68	44	13,488	33	2.8	2.7	.12
		4	Very much	36	23	10,838	26			
			Total	156	100	39,998	100			
c. Sharing your own perspectives and IC	Operspective	1	Very little	8	6	3,187	9			
experiences		2	Some	31	20	9,187	24			
		3	Quite a bit	68	43	15,427	38	3.0	2.9	.13
		4	Very much	49	31	12,221	29			
			Total	156	100	40,022	100			
d. Exploring your own background IC	Dbackground	1	Very little	14	9	6,973	19			
through projects, assignments, or		2	Some	44	28	11,014	28			
programs		3	Quite a bit	62	40	12,203	30	2.8	2.6 *	.18
		4	Very much	36	23	9,796	24		Δ	
			Total	156	100	39,986	100			
e. Learning about other cultures IC	CDcultures	1	Very little	11	7	6,198	17			
		2	Some	53	34	11,619	29			
		3	Quite a bit	61	38	12,240	30	2.7	2.6	.10
		4	Very much	31	20	9,953	24			
			Total	156	100	40,010	100			
f. Discussing issues of equity or IO	CDequity	1	Very little	11	7	6,634	18			
privilege		2	Some	43	28	10,312	26			
		3	Quite a bit	62	39	12,084	29	2.8	2.6 **	.19
		4	Very much	40	25	10,963	26	2.0	Δ	
			Total	156	100	39,993	100			
g. Respecting the expression of IO	CDideas	1	Very little	5	3	3,686	10			
diverse ideas		2	Some	37	24	8,939	23			
		3	Quite a bit	66	42	14,576	36	3.0	2.9	.12
		4	Very much	48	31	12,830	31	2.0	2.7	.12
			Total	156	100	40,031	100			



# Frequencies and Statistical Comparisons Valparaiso University

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



# Frequencies and Statistical Comparisons Valparaiso University

							2			ı
				Frequen	cy D	Distributions <sup>a</sup>		Statistical	Comparis	sons
						Inclusiv & 0	Cult			
				Valpo		Div		Valpo	Inclusiv &	Cult Di
Item wording or description	Variable name	Values <sup>c</sup>	Response options	Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
j. Connecting to groups of people at	ICDinterests	1	Very little	9	6	909	10		Wedii	
your institution with interests like		2	Some	37	24	2,379	26			
yours		3	Quite a bit	63	41	3,409	37	2.9	2.8 *	.15
		4	Very much	46	30	2,426	27	,	Δ	.13
			Total	155	100	9,123	100			
k. Connecting to groups of people	ICDintbeyond	1	Very little	30	19	1,840	20			
beyond your institution with	-	2	Some	53	34	2,625	28			
interests like yours		3	Quite a bit	41	27	2,674	30	2.5	2.5	04
		4	Very much	31	20	1,986	22			
			Total	155	100	9,125	100			
3. How much does your institutio	n provide a supr	ortive e	environment for the foll	owing forms of	divor	rcity?				
a. Racial/ethnic identity	ICDrace	l	Very little	2	1	2,092	5			
		2	Some	42	27	9,968	24			
		3	Quite a bit	71	46	15,497	39	3.0	3.0	.00
		4	Very much	40	26	12,189	31	3.0	5.0	.00
			Total	155	100	39,746	100			
b. Gender identity	ICDgender	1	Very little	6	4	2,368	6			
	8	2	Some	38	25	9,759	25			
		3	Quite a bit	70	45	15,079	38	2.9	3.0	01
		4	Very much	41	26	12,493	32	2.7	5.0	01
		•	Total	155	100	39,699	100			
c. Economic background	ICDecon	1	Very little	10	7	4,333	11			
3		2	Some	57	36	12,400	31			
		3	Quite a bit	61	39	13,217	33	2.7	2.7	05
		4	Very much	26	18	9,725	25	2.7	2.7	03
			Total	154	100	39,675	100			
d. Political affiliation	ICDpolitics	1	Very little	23	15	6,173	16			
	•	2	Some	64	41	14,124	35			
		3	Quite a bit	47	31	11,525	29	2.4	2.5	09
		4	Very much	21	14	7,822	20	2	2.3	.07
			Total	155	100	39,644	100			
e. Religious affiliation	ICDreligion	1	Very little	4	3	4,195	11			
-	_	2	Some	36	23	12,517	31			
		3	Quite a bit	68	45	13,369	34	3.0	2.7 ***	.32
		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	Some	42	27	10,178	26			
		3	Quite a bit	62	40	14,678	37	2.9	2.9	.03
		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	Some	57	37	11,595	29			
		3	Quite a bit	51	33	13,298	34	2.6	2.8 **	23
		4	Very much	27	18	10,640	27		$\nabla$	
			Total	155	100	39,689	100		•	



# Frequencies and Statistical Comparisons Valparaiso University

				Frequen	cy D	istributio	ns <sup>a</sup>	Statistical Comparisons <sup>b</sup>			
						Inclusiv & 0	Cult				
				Valpo		Div		Valpo	Inclusiv & C	Cult Div	
the second to a second as a sinking	Variable	14-1	O	Count	0/	Count	0/			Effect size <sup>d</sup>	
Item wording or description	name ICDcitizen	Values <sup>c</sup>	Response options	Count 14	9	Count	<u>%</u> 11	Mean	Mean	SIZE	
h. Citizenship or immigration status	ICDcitizen	1	Very little			4,234					
		2	Some	57	36	12,384	31	2.5			
		3	Quite a bit	53	35	13,035	33	2.7	2.7	09	
		4	Very much	30	20	9,982	26				
			Total	154	100	39,635	100				
4. During the current school year, a	about how often	en have y	ou done the following?								
a. Attended events, activities, or	ICDevents	1	Never	21	13	12,723	33				
presentations that reflect an		2	Sometimes	72	46	15,080	37				
appreciation for diverse groups of people		3	Often	44	29	7,634	19	2.4	2.1 ***	.33	
People		4	Very often	18	12	4,328	11		<b>A</b>		
			Total	155	100	39,765	100				
b. Participated in the activities of	ICDcenters	1	Never	43	28	19,149	50				
centers related to specific groups		2	Sometimes	78	49	11,736	29				
(racial-ethnic, cultural, religious, gender, LGBT, etc.)		3	Often	21	14	5,282	13	2.0	1.8 **	.23	
gender, LOB1, etc.)		4	Very often	13	9	3,570	9		Δ		
			Total	155	100	39,737	100				
c. Participated in a diversity-related	ICDclub	1	Never	62	41	22,826	58				
club or organization		2	Sometimes	61	39	8,938	22				
		3	Often	21	14	4,566	11	1.9	1.7 *	.17	
		4	Very often	10	7	3,369	8	1.,,	Δ	.17	
			Total	154	100	39,699	100				
d. Participated in a demonstration for	ICDprotest	1	Never	101	65	26,357	68				
a diversity-related cause (rally,	TeB protest	2	Sometimes	36	23	7,763	19				
protest, etc.)		3	Often	11	7	3,348	8	1.5	1.5	0.1	
		4	Very often	7	5	2,186	5	1.3	1.5	.01	
		7	Total	155	100	39,654	100				
e. Reflected on your cultural identity	ICDreflect	1	Never	35	23	10,543	28				
e. Reflected on your cultural identity	CDienect				42						
		2	Sometimes	66		13,804	35	2.2			
		3	Often	35	22	9,008	22	2.2	2.3	.00	
		4	Very often	19	13	6,357	16				
		-	Total	155	100	39,712	100				
5. Have you experienced or witness	sed an inciden	t of discr	imination, bias, or harass	ment at your	instit	ution?					
	ICDexpbias	_	No	99	64	6,298	71				
		_	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 suppor	rt related to a	n incident	t of discrimination, bias.	or harassmen	t at v	our institutio	n?				
•	ICDsuppbias	_	No	27	17	2,392	27				
		_	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				



# Detailed Statistics<sup>e</sup> Valparaiso University

					Stan	dard			Effect	
	N	M	ean	Standa	rd error <sup>f</sup>	devia	ation <sup>g</sup>	<b>DF</b> <sup>h</sup>	Sig.i	size <sup>d</sup>
Variable								Comp	arisons with:	
name	Valpo	Valpo	Inclusiv & Cult Div	Valpo	Inclusiv & Cult Div	Valpo	Inclusiv & Cult Div	Inclus	iv & 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



# Detailed Statistics<sup>e</sup> Valparaiso University

						Standard					
	N	M	ean	Standa	rd error <sup>f</sup>	devia	ation <sup>g</sup>	<b>DF</b> <sup>h</sup>	Sig.i	size <sup>d</sup>	
Variable								Сотр	arisons with:		
name	Valpo	Valpo	Inclusiv & Cult Div	Valpo	Inclusiv & Cult Div	Valpo	Inclusiv & Cult Div	Inclus	iv & 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 Valparaiso University

#### **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.
- 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.
- $\triangle$  Your students' average was significantly higher (p < .05) with an effect size less than .3 in magnitude.
- $\nabla$  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.