



Inclusiveness and Engagement with Diversity: *National Survey of Student Engagement-2020*

The following analysis summarizes areas in which Marshall's students' responses had effect sizes that were significantly higher or lower than those of the comparison cohort. NOTE: BLANK CELLS INDICATE NO SIGNIFICANT DIFFERENCE BETWEEN MARSHALL AND THE COHORT. For a complete report that includes all items where Marshall's responses were commensurate with the comparison cohort, please refer to the appendix.

1. During the current school year, how much has your coursework emphasized the following?

Items	Marshall Mean		Cohort Mean		Effect Size		Interpretation	
	FR	SR	FR	SR	FR	SR	FR	SR
Developing the skills necessary to work effectively with people from various backgrounds?	2.7		2.6		0.12		Higher than cohort	

2. How much does your institution emphasize the following?

Items	Marshall Mean		Cohort Mean		Effect Size		Interpretation	
	FR	SR	FR	SR	FR	SR	FR	SR
Demonstrating a commitment to diversity.	3.1	3.0	2.9	2.9	0.15	0.09	Higher than cohort	Higher than cohort
Providing students with the resources needed to be successful in a multicultural world.	3.0		2.8		0.15		Higher than cohort	
Creating an overall sense of	3.1	3.0	3.0	2.9	0.16	0.11	Higher than cohort	Higher than cohort

Items	Marshall Mean		Cohort Mean		Effect Size		Interpretation	
community among students.								
Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	3.1		3.0		0.17		Higher than cohort	
Providing information about anti-discrimination and harassment policies.	3.1		2.9		0.15		Higher than cohort	
Helping students develop the skills to confront discrimination and harassment.	2.9		2.8		0.15		Higher than cohort	

3. How much does your institution provide a supportive environment for the following forms of diversity?

Items	Marshall Mean		Cohort Mean		Effect Size		Interpretation	
	FR	SR	FR	SR	FR	SR	FR	SR
Racial/Ethnic Identity	3.3	3.0	3.1	2.9	0.22	0.11	Higher than cohort	Higher than cohort
Gender Identity	3.2	3.1	3.0	2.9	0.16	0.18	Higher than cohort	Higher than cohort
Economic Background	3.0		2.8		0.15		Higher than cohort	
Political Affiliation	2.8		2.7		0.17		Higher than cohort	
Religious Affiliation	3.0	2.8	2.9	2.7	0.20	0.10	Higher than cohort	Higher than cohort

Items	Marshall Mean		Cohort Mean		Effect Size		Interpretation	
	FR	SR	FR	SR	FR	SR	FR	SR
Sexual Orientation	3.1	3.0	3.0	2.9	0.16	0.11	Higher than cohort	Higher than cohort
Disability Status	3.0		2.9		0.13		Higher than cohort	

4. During the current school year, how often have you done the following?

Items	Marshall Mean		Cohort Mean		Effect Size		Interpretation	
	FR	SR	FR	SR	FR	SR	FR	SR
Attended events, activities, or events that reflect an appreciation for diverse groups of people.	2.1		2.1		-0.12		Lower than cohort	
Participated in a diversity related club or organization.	1.6		1.7		-0.11		Lower than cohort	
Reflected on your cultural identity.	1.9		2.1		-0.19		Lower than cohort	



NSSE 2020 Topical Module Report
Inclusiveness & Engagement with Diversity
Marshall University

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About This Topical Module

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

Comparison Group

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

Group label	Inclusiv & Cult Div
Date submitted	6/3/20
How was this comparison group constructed?	Your institution retained the default comparison group (all module participants).
Group description	All other current- and prior-year (if applicable) NSSE institutions who administered module "Inclusiveness and Engagement with Cultural Diversity"

Inclusiv & Cult Div (N=207)

Albright College (Reading, PA)*	Carthage College (Kenosha, WI)*
Alvernia University (Reading, PA)*	Castleton University (Castleton, VT)*
Andrews University (Berrien Springs, MI)*	Cedar Crest College (Allentown, PA)
Arcadia University (Glenside, PA)	Central Michigan University (Mount Pleasant, MI)*
Auburn University at Montgomery (Montgomery, AL)	Chadron State College (Chadron, NE)
Augusta University (Augusta, GA)	Chapman University (Orange, CA)*
Augustana University (Sioux Falls, SD)	Chestnut Hill College (Philadelphia, PA)
Babson College (Babson Park, MA)	Colgate University (Hamilton, NY)
Baker University (Baldwin City, KS)*	College of Saint Benedict and Saint John's University, The (Saint Joseph, MN)*
Baldwin Wallace University (Berea, OH)	College of Saint Scholastica, The (Duluth, MN)
Bay Path University (Longmeadow, MA)*	Colorado State University (Fort Collins, CO)*
Bentley University (Waltham, MA)	Concordia University (Portland, OR)*
Berea College (Berea, KY)*	Concordia University (Montreal, QC)
Binghamton University (State University of New York) (Vestal, NY)	Concordia University-Saint Paul (Saint Paul, MN)*
Bowling Green State University (Bowling Green, OH)*	Converse College (Spartanburg, SC)
Brenau University (Gainesville, GA)	Culver-Stockton College (Canton, MO)*
Butler University (Indianapolis, IN)	CUNY York College (Jamaica, NY)*
Cabrini University (Radnor, PA)	Dakota State University (Madison, SD)
California Baptist University (Riverside, CA)*	Denison University (Granville, OH)
California College of the Arts (San Francisco, CA)	Dickinson College (Carlisle, PA)*
California Lutheran University (Thousand Oaks, CA)	Drew University (Madison, NJ)
California State University-Channel Islands (Camarillo, CA)	East Tennessee State University (Johnson City, TN)*
California State University-Stanislaus (Turlock, CA)	Eastern Nazarene College (Quincy, MA)
California State University, Chico (Chico, CA)	Eastern Washington University (Cheney, WA)
California State University, Fullerton (Fullerton, CA)	Emory University (Atlanta, GA)
California State University, Los Angeles (Los Angeles, CA)	Emporia State University (Emporia, KS)
California State University, Monterey Bay (Seaside, CA)	Endicott College (Beverly, MA)
California State University, Sacramento (Sacramento, CA)	Fairfield University (Fairfield, CT)
Capilano University (North Vancouver, BC)*	Farmingdale State College (Farmingdale, NY)
Capital University (Columbus, OH)*	Fitchburg State University (Fitchburg, MA)*

Inclusiv & Cult Div (N=207), continued

Fontbonne University (Saint Louis, MO)	Ringling College of Art and Design (Sarasota, FL)
Fort Lewis College (Durango, CO)*	Rochester Institute of Technology (Rochester, NY)*
Fresno Pacific University (Fresno, CA)*	Rochester University (Rochester Hills, MI)
Gonzaga University (Spokane, WA)*	Roosevelt University (Chicago, IL)
Grace College and Theological Seminary (Winona Lake, IN)*	Rowan University (Glassboro, NJ)*
Grand View University (Des Moines, IA)*	Saint Joseph's College (Standish, ME)
Gustavus Adolphus College (Saint Peter, MN)*	Saint Mary's University of Minnesota (Winona, MN)*
Harvey Mudd College (Claremont, CA)	Saint Michael's College (Colchester, VT)
High Point University (High Point, NC)*	Salve Regina University (Newport, RI)
Hilbert College (Hamburg, NY)*	Sam Houston State University (Huntsville, TX)*
Hood College (Frederick, MD)*	Seattle Pacific University (Seattle, WA)*
Hope College (Holland, MI)	Seattle University (Seattle, WA)*
Illinois College (Jacksonville, IL)	Seton Hall University (South Orange, NJ)*
Illinois State University (Normal, IL)	Seton Hill University (Greensburg, PA)*
Iona College (New Rochelle, NY)*	Shenandoah University (Winchester, VA)
Ithaca College (Ithaca, NY)*	Shepherd University (Shepherdstown, WV)*
John Brown University (Siloam Springs, AR)	Simmons University (Boston, MA)
Kalamazoo College (Kalamazoo, MI)*	St. Francis Xavier University (Antigonish, NS)
Kansas State University (Manhattan, KS)*	St. Louis College of Pharmacy (Saint Louis, MO)
Kenyon College (Gambier, OH)	St. Mary's College of Maryland (St. Mary's City, MD)*
Lawrence University (Appleton, WI)*	St. Thomas University (Fredericton, NB)
LIM College (New York, NY)*	State University of New York at Brockport (Brockport, NY)
Linfield College - McMinnville Campus (McMinnville, OR)	State University of New York at Fredonia (Fredonia, NY)
Linfield College-Online and Continuing Education (McMinnville, OR)	State University of New York at Geneseo, The (Geneseo, NY)
Linfield College-Portland Campus (Portland, OR)	Stevenson University (Stevenson, MD)
Lipscomb University (Nashville, TN)	Stonehill College (Easton, MA)
Longwood University (Farmville, VA)	Sul Ross State University (Alpine, TX)
Loyola University New Orleans (New Orleans, LA)	SUNY College at Oswego (Oswego, NY)
Lycoming College (Williamsport, PA)	SUNY College of Agriculture and Technology at Cobleskill (Cobleskill, NY)
Macalester College (Saint Paul, MN)	SUNY College of Environmental Science and Forestry (Syracuse, NY)
Marian University (Indianapolis, IN)*	SUNY College of Technology at Canton (Canton, NY)
Maryland Institute College of Art (Baltimore, MD)	Tarleton State University (Stephenville, TX)*
Marywood University (Scranton, PA)*	Temple University (Philadelphia, PA)*
Massachusetts College of Art and Design (Boston, MA)	Texas A&M University - Corpus Christi (Corpus Christi, TX)*
Mayville State University (Mayville, ND)	Texas Tech University (Lubbock, TX)*
Miami University-Oxford (Oxford, OH)*	Thompson Rivers University (Kamloops, BC)
Minneapolis College of Art and Design (Minneapolis, MN)	Trinity Western University (Langley, BC)
Minnesota State University Moorhead (Moorhead, MN)*	United States Air Force Academy (USAF Academy, CO)
Missouri Western State University (Saint Joseph, MO)*	United States Merchant Marine Academy (Kings Point, NY)
Nazareth College (Rochester, NY)*	United States Naval Academy (Annapolis, MD)
Neumann University (Aston, PA)	Université de Sherbrooke (Sherbrooke, QC)
North Dakota State University (Fargo, ND)	University of Alabama, The (Tuscaloosa, AL)*
Northwest Missouri State University (Maryville, MO)*	University of Arkansas (Fayetteville, AR)*
Oakland University (Rochester Hills, MI)	University of Central Florida (Orlando, FL)
Ohio State University at Newark, The (Newark, OH)*	University of Central Missouri (Warrensburg, MO)
Ohio Wesleyan University (Delaware, OH)*	University of Colorado Denver (Denver, CO)*
Otterbein University (Westerville, OH)	University of Dubuque (Dubuque, IA)
Pacific Lutheran University (Tacoma, WA)	University of Evansville (Evansville, IN)
Pepperdine University (Malibu, CA)	University of Hartford (West Hartford, CT)*
Pittsburg State University (Pittsburg, KS)	University of Hawai'i-West O'ahu (Kapolei, HI)
Point Loma Nazarene University (San Diego, CA)	University of Idaho (Moscow, ID)
Prairie View A&M University (Prairie View, TX)	University of Illinois Springfield (Springfield, IL)
Presbyterian College (Clinton, SC)	University of Indianapolis (Indianapolis, IN)
Presentation College (Aberdeen, SD)	University of Kentucky (Lexington, KY)
Queen's University (Kingston, ON)	University of La Verne (La Verne, CA)*
Radford University (Radford, VA)	University of Lynchburg (Lynchburg, VA)
Randolph-Macon College (Ashland, VA)	University of Mary (Bismarck, ND)
Rider University (Lawrenceville, NJ)*	University of Missouri (Columbia, MO)*

*2019 participant

Inclusiv & Cult Div (N=207), continued

University of Missouri-Kansas City (Kansas City, MO)*
University of Nebraska at Lincoln (Lincoln, NE)*
University of New Brunswick (Fredericton, NB)
University of North Carolina Wilmington (Wilmington, NC)*
University of Pittsburgh-Bradford (Bradford, PA)
University of Prince Edward Island (Charlottetown, PE)
University of Richmond (University of Richmond, VA)
University of South Dakota (Vermillion, SD)
University of Southern Maine (Portland, ME)
University of the Incarnate Word (San Antonio, TX)*
University of the South, The (Sewanee, TN)
University of the Virgin Islands (Charlotte Amalie, VI)
University of Utah (Salt Lake City, UT)
University of Washington Tacoma (Tacoma, WA)*
University of Wisconsin-Green Bay (Green Bay, WI)
University of Wisconsin-Whitewater (Whitewater, WI)
University of Wyoming (Laramie, WY)
Utah Valley University (Orem, UT)
Valley City State University (Valley City, ND)*
Valparaiso University (Valparaiso, IN)
Vancouver Island University (Nanaimo, BC)
Virginia Polytechnic Institute and State University (Blacksburg, VA)
Viterbo University (La Crosse, WI)
Washington & Jefferson College (Washington, PA)*
Washington College (Chestertown, MD)*
Wesleyan College, Macon, Georgia (Macon, GA)*
Wheaton College (Wheaton, IL)*
Wheaton College (Norton, MA)
Whitman College (Walla Walla, WA)
William Jewell College (Liberty, MO)
Wisconsin Lutheran College (Milwaukee, WI)*

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	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	ICD01a	1	Very little	41	10	6,667	13	2.7	2.6 *	.12
		2	Some	144	32	18,289	34			
		3	Quite a bit	169	37	19,931	36			
		4	Very much	99	21	9,962	18			
		Total		453	100	54,849	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	59	13	6,625	13	2.7	2.6	.06
		2	Some	126	28	16,866	31			
		3	Quite a bit	167	37	20,652	37			
		4	Very much	102	21	10,725	19			
		Total		454	100	54,868	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	28	7	3,772	7	2.8	2.8	.01
		2	Some	135	31	14,996	28			
		3	Quite a bit	178	39	23,450	42			
		4	Very much	112	24	12,619	22			
		Total		453	100	54,837	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	74	17	9,594	18	2.6	2.5	.08
		2	Some	138	30	17,907	33			
		3	Quite a bit	150	33	17,892	32			
		4	Very much	91	20	9,426	17			
		Total		453	100	54,819	100			
e. Learning about other cultures	ICD01e	1	Very little	65	15	7,734	14	2.6	2.6	.01
		2	Some	149	32	18,497	34			
		3	Quite a bit	153	34	18,276	33			
		4	Very much	86	18	10,331	18			
		Total		453	100	54,838	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	71	17	8,961	17	2.6	2.5	.04
		2	Some	136	30	17,516	33			
		3	Quite a bit	159	35	17,750	32			
		4	Very much	88	19	10,599	18			
		Total		454	100	54,826	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	35	8	4,484	9	2.8	2.8	.06
		2	Some	114	25	14,805	28			
		3	Quite a bit	185	41	21,907	40			
		4	Very much	120	26	13,689	24			
		Total		454	100	54,885	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	18	4	3,056	6	3.1	2.9 ***	.15
		2	Some	89	19	13,459	25			
		3	Quite a bit	191	43	22,227	41			
		4	Very much	154	33	16,082	29			
		Total		452	100	54,824	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	26	6	3,525	7	3.0	2.8 **	.15
		2	Some	97	21	15,076	28			
		3	Quite a bit	191	43	22,145	40			
		4	Very much	138	30	14,019	25			
		Total		452	100	54,765	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Creating an overall sense of community among students	ICD02c	1	Very little	14	3	2,765	5	3.1	3.0 ***	.16
		2	Some	78	17	12,317	23			
		3	Quite a bit	198	45	22,748	41			
		4	Very much	162	35	16,931	30			
		Total		452	100	54,761	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	19	4	3,040	6	3.1	3.0 ***	.17
		2	Some	80	18	11,732	22			
		3	Quite a bit	173	39	22,104	40			
		4	Very much	180	39	17,896	32			
		Total		452	100	54,772	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	22	5	3,395	6	3.1	2.9 **	.15
		2	Some	89	20	12,795	24			
		3	Quite a bit	173	39	21,758	40			
		4	Very much	168	37	16,742	30			
		Total		452	100	54,690	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	18	4	2,801	5	3.1	3.0	.06
		2	Some	96	21	11,095	20			
		3	Quite a bit	165	37	21,785	40			
		4	Very much	172	38	18,985	35			
		Total		451	100	54,666	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	26	6	4,783	9	2.9	2.8 **	.15
		2	Some	110	24	15,244	28			
		3	Quite a bit	183	41	20,521	38			
		4	Very much	133	29	14,119	26			
		Total		452	100	54,667	100			
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICD03a	1	Very little	5	1	1,964	4	3.3	3.1 ***	.22
		2	Some	72	15	11,190	21			
		3	Quite a bit	177	40	22,339	41			
		4	Very much	198	43	19,207	35			
		Total		452	100	54,700	100			
b. Gender identity	ICD03b	1	Very little	17	4	2,482	5	3.2	3.0 ***	.16
		2	Some	72	16	11,191	21			
		3	Quite a bit	165	37	21,466	40			
		4	Very much	197	43	19,517	35			
		Total		451	100	54,656	100			
c. Economic background	ICD03c	1	Very little	25	5	4,470	8	3.0	2.8 **	.15
		2	Some	121	27	15,419	28			
		3	Quite a bit	143	33	20,029	37			
		4	Very much	162	34	14,694	27			
		Total		451	100	54,612	100			
d. Political affiliation	ICD03d	1	Very little	45	11	6,250	12	2.8	2.7 ***	.17
		2	Some	119	26	17,889	33			
		3	Quite a bit	150	34	18,612	34			
		4	Very much	138	29	11,874	22			
		Total		452	100	54,625	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
e. Religious affiliation	ICD03e	1	Very little	23	5	3,842	7	3.0	2.9 ***	.20
		2	Some	91	21	14,536	27			
		3	Quite a bit	172	38	20,659	38			
		4	Very much	164	36	15,581	28			
		Total		450	100	54,618	100			
f. Sexual orientation	ICD03f	1	Very little	22	5	3,070	6	3.1	3.0 ***	.16
		2	Some	77	17	11,911	22			
		3	Quite a bit	158	36	20,734	38			
		4	Very much	193	42	18,895	34			
		Total		450	100	54,610	100			
g. Disability status	ICD03g	1	Very little	29	7	4,042	7	3.0	2.9 **	.13
		2	Some	94	21	13,267	24			
		3	Quite a bit	154	34	20,338	37			
		4	Very much	176	38	17,039	31			
		Total		453	100	54,686	100			
4. During the current school year, about how often have you done the following?										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICD04a_20	1	Never	143	32	13,295	25	2.1	2.2 *	-.12
		2	Sometimes	164	36	21,968	40			
		3	Often	96	21	13,141	24			
		4	Very often	49	11	6,220	11			
		Total		452	100	54,624	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	234	52	25,544	48	1.8	1.8	-.02
		2	Sometimes	110	24	16,641	29			
		3	Often	73	16	8,045	14			
		4	Very often	37	8	4,335	8			
		Total		454	100	54,565	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	293	65	31,406	59	1.6	1.7 *	-.11
		2	Sometimes	82	18	12,543	22			
		3	Often	53	12	6,693	12			
		4	Very often	25	5	3,760	7			
		Total		453	100	54,402	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	331	74	38,503	71	1.4	1.4	-.03
		2	Sometimes	65	14	9,281	16			
		3	Often	37	8	4,473	8			
		4	Very often	18	4	2,156	4			
		Total		451	100	54,413	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	184	41	15,911	30	1.9	2.1 ***	-.19
		2	Sometimes	144	32	20,528	37			
		3	Often	87	19	11,596	21			
		4	Very often	37	8	6,520	12			
		Total		452	100	54,555	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	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	ICD01a	1	Very little	34	8	6,902	11	2.8	2.8	.02
		2	Some	121	30	17,618	28			
		3	Quite a bit	163	39	22,859	35			
		4	Very much	103	24	17,118	26			
		Total		421	100	64,497	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	64	16	8,643	15	2.6	2.7	-.07
		2	Some	112	27	16,876	27			
		3	Quite a bit	152	36	22,104	33			
		4	Very much	92	21	16,849	25			
		Total		420	100	64,472	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	25	6	5,155	9	2.8	2.9	-.03
		2	Some	120	30	15,008	24			
		3	Quite a bit	163	38	25,330	39			
		4	Very much	112	26	18,987	28			
		Total		420	100	64,480	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	61	14	11,564	19	2.6	2.6	.06
		2	Some	123	31	17,946	28			
		3	Quite a bit	138	33	20,025	31			
		4	Very much	98	22	14,928	23			
		Total		420	100	64,463	100			
e. Learning about other cultures	ICD01e	1	Very little	59	15	10,350	17	2.6	2.6	.00
		2	Some	136	32	19,313	30			
		3	Quite a bit	136	33	19,519	29			
		4	Very much	85	20	15,279	23			
		Total		416	100	64,461	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	76	19	12,091	21	2.5	2.6	-.02
		2	Some	123	29	17,689	28			
		3	Quite a bit	133	32	18,584	28			
		4	Very much	89	20	16,062	24			
		Total		421	100	64,426	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	40	10	6,587	11	2.8	2.8	-.03
		2	Some	114	27	15,085	24			
		3	Quite a bit	150	35	23,346	36			
		4	Very much	116	27	19,488	29			
		Total		420	100	64,506	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	21	6	4,438	7	3.0	2.9 *	.09 △
		2	Some	86	20	15,788	25			
		3	Quite a bit	178	43	24,232	37			
		4	Very much	134	31	19,945	31			
		Total		419	100	64,403	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	25	7	5,569	9	2.8	2.8	.03
		2	Some	132	32	19,128	30			
		3	Quite a bit	154	36	23,440	36			
		4	Very much	109	25	16,217	25			
		Total		420	100	64,354	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Creating an overall sense of community among students	ICD02c	1	Very little	16	4	4,986	8	3.0	2.9 *	.11
		2	Some	105	26	16,641	26			
		3	Quite a bit	170	40	24,539	38			
		4	Very much	128	30	18,179	28			
		Total		419	100	64,345	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	20	5	5,164	8	3.0	2.9 *	.11
		2	Some	103	25	15,725	25			
		3	Quite a bit	153	36	24,056	37			
		4	Very much	144	34	19,359	30			
		Total		420	100	64,304	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	34	8	5,419	9	2.9	2.9	.01
		2	Some	105	25	16,518	26			
		3	Quite a bit	158	38	23,632	36			
		4	Very much	122	29	18,738	29			
		Total		419	100	64,307	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	50	11	5,711	9	2.8	2.9	-.09
		2	Some	109	26	14,999	23			
		3	Quite a bit	128	31	23,126	36			
		4	Very much	130	32	20,349	32			
		Total		417	100	64,185	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	52	12	8,620	14	2.7	2.7	.01
		2	Some	131	31	19,643	30			
		3	Quite a bit	134	33	20,772	32			
		4	Very much	97	23	15,155	24			
		Total		414	100	64,190	100			
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICD03a	1	Very little	13	3	3,676	6	3.0	2.9 *	.11
		2	Some	94	22	16,120	25			
		3	Quite a bit	172	42	24,474	38			
		4	Very much	140	33	19,918	31			
		Total		419	100	64,188	100			
b. Gender identity	ICD03b	1	Very little	14	3	4,297	7	3.1	2.9 ***	.18
		2	Some	83	20	15,845	25			
		3	Quite a bit	172	42	23,855	37			
		4	Very much	147	35	20,120	31			
		Total		416	100	64,117	100			
c. Economic background	ICD03c	1	Very little	46	11	7,506	12	2.8	2.7	.06
		2	Some	120	29	19,836	31			
		3	Quite a bit	138	33	21,090	33			
		4	Very much	115	27	15,703	25			
		Total		419	100	64,135	100			
d. Political affiliation	ICD03d	1	Very little	48	12	9,680	15	2.6	2.5	.08
		2	Some	144	34	22,436	35			
		3	Quite a bit	133	32	19,530	30			
		4	Very much	92	21	12,467	20			
		Total		417	100	64,113	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
e. Religious affiliation	ICD03e	1	Very little	37	9	6,560	10	2.8	2.7 *	.10
		2	Some	116	28	19,785	31			
		3	Quite a bit	139	33	22,040	34			
		4	Very much	123	29	15,732	25			
		Total		415	100	64,117	100			
f. Sexual orientation	ICD03f	1	Very little	24	6	4,752	8	3.0	2.9 *	.11
		2	Some	99	24	16,606	26			
		3	Quite a bit	151	36	23,307	36			
		4	Very much	143	34	19,454	30			
		Total		417	100	64,119	100			
g. Disability status	ICD03g	1	Very little	33	7	6,167	10	2.9	2.8	.06
		2	Some	109	26	17,184	27			
		3	Quite a bit	153	37	22,393	35			
		4	Very much	124	30	18,438	29			
		Total		419	100	64,182	100			
4. During the current school year, about how often have you done the following?										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICD04a_20	1	Never	138	34	19,637	32	2.0	2.1	-.05
		2	Sometimes	169	40	25,023	38			
		3	Often	70	17	12,811	19			
		4	Very often	40	10	6,709	10			
		Total		417	100	64,180	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	215	52	31,381	51	1.8	1.8	.02
		2	Sometimes	117	27	19,412	29			
		3	Often	47	11	8,248	12			
		4	Very often	38	9	5,071	8			
		Total		417	100	64,112	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	249	60	37,580	60	1.7	1.7	.00
		2	Sometimes	94	22	14,434	22			
		3	Often	42	10	6,976	11			
		4	Very often	32	8	4,960	7			
		Total		417	100	63,950	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	293	71	44,619	71	1.5	1.4	.04
		2	Sometimes	66	15	11,571	17			
		3	Often	35	9	4,840	7			
		4	Very often	22	5	2,871	4			
		Total		416	100	63,901	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	141	34	16,771	28	2.2	2.2	-.08
		2	Sometimes	129	30	22,904	35			
		3	Often	87	21	14,433	22			
		4	Very often	61	14	10,031	15			
		Total		418	100	64,139	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Marshall	Inclusiv & Cult Div	Marshall	Inclusiv & Cult Div	Marshall	Inclusiv & Cult Div			
ICD01a	448	2.70	2.59	.043	.004	0.91	0.92	68,379	.013	.12
ICD01b	449	2.67	2.62	.045	.004	0.95	0.93	68,413	.223	.06
ICD01c	448	2.80	2.79	.041	.003	0.88	0.87	68,365	.776	.01
ICD01d	448	2.55	2.47	.047	.004	0.99	0.97	68,355	.083	.08
ICD01e	448	2.56	2.55	.045	.004	0.96	0.95	68,365	.891	.01
ICD01f	449	2.56	2.51	.046	.004	0.98	0.98	68,354	.347	.04
ICD01g	449	2.84	2.79	.043	.003	0.90	0.91	68,410	.198	.06
ICD02a	447	3.06	2.93	.039	.003	0.83	0.87	452	.001	.15
ICD02b	446	2.97	2.84	.041	.003	0.86	0.88	452	.002	.15
ICD02c	447	3.11	2.96	.038	.003	0.80	0.86	68,252	.001	.16
ICD02d	447	3.13	2.98	.040	.003	0.85	0.88	68,271	.000	.17
ICD02e	447	3.08	2.94	.041	.003	0.87	0.89	68,156	.001	.15
ICD02f	446	3.09	3.04	.041	.003	0.86	0.87	68,129	.234	.06
ICD02g	446	2.94	2.80	.041	.004	0.87	0.92	452	.001	.15
ICD03a	446	3.25	3.07	.036	.003	0.75	0.83	68,172	.000	.22
ICD03b	446	3.18	3.05	.040	.003	0.85	0.86	68,121	.001	.16
ICD03c	445	2.96	2.82	.043	.004	0.91	0.92	68,072	.002	.15
ICD03d	447	2.82	2.66	.046	.004	0.97	0.94	68,087	.000	.17
ICD03e	444	3.05	2.87	.042	.003	0.88	0.91	450	.000	.20
ICD03f	444	3.14	3.00	.042	.003	0.89	0.89	68,040	.001	.16
ICD03g	448	3.04	2.92	.044	.004	0.92	0.92	68,169	.007	.13
ICD04a_20	446	2.10	2.21	.046	.004	0.97	0.95	68,088	.015	-.12
ICD04b_20	449	1.79	1.82	.046	.004	0.98	0.95	68,009	.629	-.02
ICD04c_20	447	1.57	1.67	.042	.004	0.89	0.93	67,812	.025	-.11
ICD04d_20	446	1.42	1.45	.038	.003	0.80	0.81	67,816	.481	-.03
ICD04e_20	446	1.95	2.14	.046	.004	0.96	0.98	68,017	.000	-.19

See the endnotes on the last page of this report.

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Marshall	Inclusiv & Cult Div	Marshall	Inclusiv & Cult Div	Marshall	Inclusiv & Cult Div			
ICD01a	416	2.78	2.76	.044	.004	0.90	0.97	421	.615	.02
ICD01b	415	2.63	2.69	.049	.004	0.99	1.00	73,017	.176	-.07
ICD01c	415	2.84	2.87	.043	.003	0.88	0.93	73,003	.502	-.03
ICD01d	415	2.63	2.57	.048	.004	0.98	1.04	420	.176	.06
ICD01e	411	2.58	2.58	.048	.004	0.97	1.02	415	.950	.00
ICD01f	416	2.53	2.55	.050	.004	1.02	1.07	421	.720	-.02
ICD01g	415	2.80	2.83	.047	.004	0.96	0.98	73,042	.521	-.03
ICD02a	415	3.00	2.91	.042	.003	0.86	0.92	419	.043	.09
ICD02b	415	2.80	2.77	.044	.003	0.89	0.93	72,842	.542	.03
ICD02c	414	2.96	2.85	.042	.003	0.85	0.92	418	.013	.11
ICD02d	415	2.99	2.88	.043	.003	0.89	0.93	420	.020	.11
ICD02e	414	2.87	2.86	.045	.003	0.92	0.94	72,795	.820	.01
ICD02f	413	2.83	2.91	.049	.004	1.00	0.95	416	.086	-.09
ICD02g	410	2.67	2.66	.048	.004	0.97	0.99	72,642	.855	.01
ICD03a	414	3.04	2.94	.041	.003	0.83	0.89	419	.013	.11
ICD03b	411	3.08	2.92	.041	.003	0.83	0.91	416	.000	.18
ICD03c	414	2.77	2.71	.048	.004	0.97	0.97	72,571	.210	.06
ICD03d	413	2.63	2.54	.047	.004	0.95	0.97	72,545	.088	.08
ICD03e	410	2.82	2.73	.047	.004	0.96	0.95	72,536	.045	.10
ICD03f	413	2.99	2.89	.044	.003	0.90	0.92	72,518	.025	.11
ICD03g	414	2.89	2.83	.045	.004	0.92	0.95	418	.212	.06
ICD04a_20	412	2.03	2.07	.047	.004	0.94	0.96	72,623	.346	-.05
ICD04b_20	413	1.78	1.77	.048	.004	0.98	0.94	72,529	.746	.02
ICD04c_20	413	1.65	1.65	.046	.004	0.94	0.94	72,346	1.000	.00
ICD04d_20	411	1.48	1.45	.042	.003	0.86	0.81	72,293	.403	.04
ICD04e_20	413	2.16	2.24	.052	.004	1.05	1.02	72,576	.093	-.08

Endnotes

- a. Column percentages are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Percentages may not sum to 100 due to rounding. Counts are unweighted; column percentages cannot be replicated from counts.
- b. All statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Unless otherwise noted, statistical comparisons are two-tailed independent t -tests. Items with categorical response sets are left blank.
- c. These are the values used to calculate means. For the majority of items, these values match the codes in the data file and codebook.
- d. Effect size for independent t -tests uses Cohen's d ; z -tests use Cohen's h .
- e. Statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Categorical items are not listed.
- f. The 95% confidence interval for the population mean is equal to the sample mean plus or minus 1.96 times the standard error of the mean.
- g. A measure of the amount individual scores deviate from the mean of all the scores in the distribution.
- h. Degrees of freedom used to compute the t -tests. Values differ from N s due to weighting and whether equal variances were assumed.
- i. Statistical comparisons are two-tailed independent t -tests or z -tests. Statistical significance represents the probability that the difference between your students' mean and that of the students in the comparison group is due to chance.
- j. Statistical comparison uses z -test to compare the proportion who responded (depending on the item) "Done or in progress" or "Yes" with all who responded otherwise.
- k. Mean represents the proportion who responded (depending on the item) "Done or in progress" or "Yes."

Key to symbols:

- ▲ **Your students' average** was significantly higher ($p < .05$) with an effect size at least .3 in magnitude.
- △ **Your students' average** was significantly higher ($p < .05$) with an effect size less than .3 in magnitude.
- ▽ **Your students' average** was significantly lower ($p < .05$) with an effect size less than .3 in magnitude.
- ▼ **Your students' average** was significantly lower ($p < .05$) with an effect size at least .3 in magnitude.

Note: It is important to interpret the direction of differences relative to item wording and your institutional context.