



Inclusiveness and Engagement with Diversity: *National Survey of Student Engagement-2020 and 2022*

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 reports following this and the 2020 summary for the 2020 and 2022 reports.

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		
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	
Developing the skills necessary to work effectively with people from various backgrounds?	2.7			2.6	2.6			2.8	0.12					Higher than cohort			Lower than cohort
Recognizing your own cultural norms and biases				2.5				2.7									Lower than cohort
Sharing your own perspectives and experiences				2.8				2.9									Lower than cohort
Exploring your own background through projects, assignments, or programs				2.5				2.6									Lower than cohort
Learning about other cultures				2.5				2.7									Lower than cohort

Items	Marshall Mean				Cohort Mean				Effect Size				Interpretation			
	FR		SR		FR		SR		FR		SR		FR		SR	
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022
Discussing issues of equity or privilege				2.4				2.6				-0.19				Lower than cohort
Respecting the expression of diverse ideas				2.7				2.9				-0.22				Lower 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	
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022
Demonstrating a commitment to diversity.	3.1	3.0	3.0		2.9	2.9	2.9		0.15	0.18	0.09		Higher than cohort	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 community among students.	3.1	3.1	3.0		3.0	2.9	2.9		0.16	0.22	0.11		Higher than cohort	Higher than cohort	Higher than cohort	
Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	3.1	3.1			3.0	2.9			0.17	0.21			Higher than cohort	Higher than cohort		
Providing information about anti-discrimination and harassment policies.	3.1	3.0		2.7	2.9	2.9		2.9	0.15	0.11		-0.16	Higher than cohort	Higher than cohort		Lower than cohort

Items	Marshall Mean				Cohort Mean				Effect Size				Interpretation			
	FR		SR		FR		SR		FR		SR		FR		SR	
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022
Talking allegations of discrimination or harassment seriously.				2.6				2.8				-0.25				Lower than cohort
Helping students develop the skills to confront discrimination and harassment.	2.9	2.8		2.5	2.8	2.7		2.7	0.15	0.12		-0.19	Higher than cohort	Higher than cohort		Lower 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	
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022
Racial/Ethnic Identity	3.3	3.2	3.0		3.1	3.0	2.9		0.22	0.24	0.11		Higher than cohort	Higher than cohort	Higher than cohort	
Gender Identity	3.2	3.2	3.1		3.0	3.0	2.9		0.16	0.31	0.18		Higher than cohort	Higher than cohort	Higher than cohort	
Economic Background	3.0	3.0			2.8	2.8			0.15	0.26			Higher than cohort	Higher than cohort		
Political Affiliation	2.8	2.8			2.7	2.6			0.17	0.15			Higher than cohort	Higher than cohort		
Religious Affiliation	3.0	3.0	2.8		2.9	2.8	2.7		0.20	0.17	0.10		Higher than cohort	Higher than cohort	Higher than cohort	
Sexual Orientation	3.1	3.2	3.0		3.0	2.9	2.9		0.16	0.34	0.11		Higher than cohort	Higher than cohort	Higher than cohort	
Disability Status	3.0	3.1			2.9	2.8			0.13	0.28			Higher than cohort	Higher than cohort		

Items	Marshall Mean				Cohort Mean				Effect Size				Interpretation			
	FR		SR		FR		SR		FR		SR		FR		SR	
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022
Citizenship or immigration status		2.9				2.8				0.17					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	
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022
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	1.6			1.7	1.7			-0.11	-0.11			Lower than cohort	Lower than cohort		
Reflected on your cultural identity.	1.9	1.9		2.0	2.1	2.2		2.3	-0.19	-0.24		-0.26	Lower than cohort	Lower than cohort		Lower than cohort

NSSE 2022 Topical Module Report

Inclusiveness & Engagement with Diversity

Marshall 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		
				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	ICDskills	1	Very little	52	15	2,989	11	2.6	2.6	.00
		2	Some	100	28	9,643	33			
		3	Quite a bit	126	35	11,086	37			
		4	Very much	77	22	5,558	19			
		Total		355	100	29,276	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	45	14	3,203	12	2.6	2.7	-.01
		2	Some	102	28	8,830	31			
		3	Quite a bit	133	37	11,182	37			
		4	Very much	73	21	5,965	20			
		Total		353	100	29,180	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	25	8	1,822	7	2.8	2.8	.02
		2	Some	91	26	8,123	28			
		3	Quite a bit	149	42	12,453	42			
		4	Very much	89	24	6,807	23			
		Total		354	100	29,205	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	65	19	4,784	18	2.5	2.5	-.01
		2	Some	104	30	9,601	33			
		3	Quite a bit	125	34	9,664	32			
		4	Very much	60	17	5,143	17			
		Total		354	100	29,192	100			
e. Learning about other cultures	ICDcultures	1	Very little	46	14	3,469	13	2.6	2.6	-.01
		2	Some	126	36	9,750	34			
		3	Quite a bit	103	29	10,171	34			
		4	Very much	77	22	5,822	20			
		Total		352	100	29,212	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	49	15	3,958	15	2.7	2.6	.08
		2	Some	102	28	9,190	32			
		3	Quite a bit	120	33	10,011	33			
		4	Very much	83	23	6,017	20			
		Total		354	100	29,176	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	28	8	2,048	8	2.9	2.8	.03
		2	Some	87	26	7,771	27			
		3	Quite a bit	139	38	11,891	40			
		4	Very much	101	28	7,490	25			
		Total		355	100	29,200	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	15	5	1,651	6	3.0	2.9 ***	.18
		2	Some	69	20	7,592	26			
		3	Quite a bit	150	43	12,002	41			
		4	Very much	120	33	7,876	27			
		Total		354	100	29,121	100			

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
b. Providing students with the resources needed for success in a multicultural world	ICDresources	1	Very little	25	7	1,968	7	2.9	2.8	.08
		2	Some	93	27	8,633	30			
		3	Quite a bit	134	39	11,634	40			
		4	Very much	101	28	6,858	24			
		Total		353	100	29,093	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	13	4	1,665	6	3.1	2.9 ***	.22
		2	Some	63	19	7,581	26			
		3	Quite a bit	157	43	12,162	41			
		4	Very much	120	34	7,667	26			
		Total		353	100	29,075	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	17	5	1,817	7	3.1	2.9 ***	.21
		2	Some	62	18	7,147	25			
		3	Quite a bit	137	39	11,871	40			
		4	Very much	136	38	8,247	28			
		Total		352	100	29,082	100			
e. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	23	7	1,966	7	3.0	2.9 *	.11
		2	Some	80	23	7,539	26			
		3	Quite a bit	129	36	11,604	40			
		4	Very much	120	34	7,943	28			
		Total		352	100	29,052	100			
f. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	34	10	2,294	8	2.9	2.9	.04
		2	Some	80	23	7,434	25			
		3	Quite a bit	118	33	11,044	38			
		4	Very much	120	34	8,240	29			
		Total		352	100	29,012	100			
g. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	34	10	3,036	11	2.8	2.7 *	.12
		2	Some	98	28	8,828	30			
		3	Quite a bit	116	33	10,596	36			
		4	Very much	103	29	6,557	23			
		Total		351	100	29,017	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	9	3	1,194	4	3.2	3.0 ***	.24
		2	Some	68	20	6,720	23			
		3	Quite a bit	113	31	12,046	41			
		4	Very much	164	46	9,035	32			
		Total		354	100	28,995	100			
b. Gender identity	ICDgender	1	Very little	10	3	1,466	5	3.2	3.0 ***	.31
		2	Some	56	17	6,964	24			
		3	Quite a bit	124	34	11,612	39			
		4	Very much	164	46	8,935	31			
		Total		354	100	28,977	100			
c. Economic background	ICDecon	1	Very little	18	5	2,366	8	3.0	2.8 ***	.26
		2	Some	79	23	8,710	30			
		3	Quite a bit	127	35	10,752	37			
		4	Very much	129	36	7,140	25			
		Total		353	100	28,968	100			

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
d. Political affiliation	ICDpolitics	1	Very little	37	11	3,438	12	2.8	2.6 **	.15
		2	Some	111	32	9,955	35			
		3	Quite a bit	102	28	9,720	33			
		4	Very much	104	29	5,807	20			
		Total		354	100	28,920	100			
e. Religious affiliation	ICDreligion	1	Very little	24	7	2,171	8	3.0	2.8 **	.17
		2	Some	92	26	8,170	28			
		3	Quite a bit	103	29	11,054	37			
		4	Very much	134	38	7,570	26			
		Total		353	100	28,965	100			
f. Sexual orientation	ICDsexorient	1	Very little	11	4	1,658	6	3.2	2.9 ***	.34
		2	Some	55	16	7,308	26			
		3	Quite a bit	126	34	11,399	39			
		4	Very much	162	46	8,599	30			
		Total		354	100	28,964	100			
g. Disability status	ICDability	1	Very little	24	7	2,551	9	3.1	2.8 ***	.28
		2	Some	69	20	8,300	28			
		3	Quite a bit	113	31	10,491	36			
		4	Very much	146	42	7,624	27			
		Total		352	100	28,966	100			
h. Citizenship or immigration status	ICDcitizen <i>(Comparison data are limited to NSSE 2022.)</i>	1	Very little	27	8	2,590	9	2.9	2.8 **	.17
		2	Some	96	28	8,826	30			
		3	Quite a bit	103	28	10,391	36			
		4	Very much	128	36	7,155	25			
		Total		354	100	28,962	100			

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
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	115	34	7,334	28	2.1	2.1	-.09
		2	Sometimes	130	35	11,925	40			
		3	Often	75	21	6,597	22			
		4	Very often	33	10	3,111	11			
		Total		353	100	28,967	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	181	52	12,698	46	1.8	1.9	-.07
		2	Sometimes	98	27	9,197	31			
		3	Often	44	12	4,570	15			
		4	Very often	30	9	2,483	8			
		Total		353	100	28,948	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	230	65	15,637	56	1.6	1.7 *	-.11
		2	Sometimes	62	18	7,158	24			
		3	Often	31	9	3,894	13			
		4	Very often	27	8	2,216	8			
		Total		350	100	28,905	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	243	69	18,966	68	1.5	1.5	.04
		2	Sometimes	55	15	5,704	19			
		3	Often	33	9	2,774	9			
		4	Very often	22	7	1,431	5			
		Total		353	100	28,875	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	142	42	7,903	28	1.9	2.2 ***	-.24
		2	Sometimes	123	33	10,966	38			
		3	Often	49	14	6,509	22			
		4	Very often	39	11	3,529	12			
		Total		353	100	28,907	100			

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	ICDskills	1	Very little	36	13	3,140	10	2.6	2.8 **	-0.18
		2	Some	86	30	9,006	26			
		3	Quite a bit	101	36	12,532	36			
		4	Very much	65	21	9,669	28			
		Total		288	100	34,347	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	41	16	4,096	14	2.5	2.7 ***	-0.20
		2	Some	96	34	8,740	26			
		3	Quite a bit	90	31	11,919	34			
		4	Very much	60	19	9,522	27			
		Total		287	100	34,277	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	23	8	2,612	9	2.8	2.9 *	-0.15
		2	Some	87	31	8,022	24			
		3	Quite a bit	106	37	13,209	37			
		4	Very much	71	23	10,452	30			
		Total		287	100	34,295	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	54	19	5,537	18	2.5	2.6 *	-0.14
		2	Some	91	33	9,476	28			
		3	Quite a bit	87	30	10,815	31			
		4	Very much	55	18	8,456	24			
		Total		287	100	34,284	100			
e. Learning about other cultures	ICDcultures	1	Very little	46	17	4,809	16	2.5	2.7 **	-0.18
		2	Some	97	35	9,813	28			
		3	Quite a bit	95	33	10,900	31			
		4	Very much	49	16	8,761	25			
		Total		287	100	34,283	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	57	21	5,390	18	2.4	2.6 **	-0.19
		2	Some	87	31	9,003	26			
		3	Quite a bit	87	30	10,528	29			
		4	Very much	54	18	9,360	26			
		Total		285	100	34,281	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	33	13	2,967	10	2.7	2.9 ***	-0.22
		2	Some	85	30	7,771	23			
		3	Quite a bit	98	34	12,561	36			
		4	Very much	70	23	10,971	32			
		Total		286	100	34,270	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	22	8	2,151	7	2.8	2.9 *	-0.15
		2	Some	79	28	8,407	25			
		3	Quite a bit	111	39	13,099	38			
		4	Very much	74	24	10,569	31			
		Total		286	100	34,226	100			

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
b. Providing students with the resources needed for success in a multicultural world	ICDresources	1	Very little	25	9	2,839	9	2.7	2.8	-.08
		2	Some	96	35	9,975	29			
		3	Quite a bit	92	33	12,541	36			
		4	Very much	72	24	8,827	26			
		Total		285	100	34,182	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	20	7	2,636	8	2.9	2.8	.02
		2	Some	74	27	9,170	27			
		3	Quite a bit	108	38	12,945	37			
		4	Very much	84	28	9,434	28			
		Total		286	100	34,185	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	23	8	2,768	9	2.9	2.9	-.02
		2	Some	80	28	8,591	25			
		3	Quite a bit	94	34	12,683	36			
		4	Very much	89	30	10,109	30			
		Total		286	100	34,151	100			
e. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	34	12	2,681	8	2.7	2.9 **	-.16
		2	Some	82	29	8,673	25			
		3	Quite a bit	92	33	12,670	37			
		4	Very much	77	25	10,105	30			
		Total		285	100	34,129	100			
f. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	46	17	3,593	11	2.6	2.8 ***	-.25
		2	Some	81	29	8,568	25			
		3	Quite a bit	93	33	11,812	34			
		4	Very much	62	21	10,055	30			
		Total		282	100	34,028	100			
g. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	52	18	4,624	14	2.5	2.7 **	-.19
		2	Some	97	35	10,392	30			
		3	Quite a bit	77	27	10,861	31			
		4	Very much	57	19	8,174	24			
		Total		283	100	34,051	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	21	8	2,015	6	2.9	2.9	-.04
		2	Some	66	24	8,767	26			
		3	Quite a bit	110	40	12,899	37			
		4	Very much	84	29	10,326	30			
		Total		281	100	34,007	100			
b. Gender identity	ICDgender	1	Very little	22	8	2,251	7	2.9	2.9	-.02
		2	Some	67	25	8,719	26			
		3	Quite a bit	105	37	12,644	36			
		4	Very much	87	30	10,357	30			
		Total		281	100	33,971	100			
c. Economic background	ICDecon	1	Very little	34	13	3,769	12	2.7	2.7	-.06
		2	Some	89	32	10,421	30			
		3	Quite a bit	89	32	11,296	33			
		4	Very much	69	23	8,485	25			
		Total		281	100	33,971	100			

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
d. Political affiliation	ICDpolitics	1	Very little	45	17	5,096	16	2.5	2.5	-.06
		2	Some	102	37	11,839	34			
		3	Quite a bit	77	28	10,189	29			
		4	Very much	57	19	6,822	20			
		Total	281	100	33,946	100				
e. Religious affiliation	ICDreligion	1	Very little	35	13	3,620	11	2.6	2.7	-.12
		2	Some	100	36	10,516	31			
		3	Quite a bit	76	27	11,392	33			
		4	Very much	70	24	8,428	25			
		Total	281	100	33,956	100				
f. Sexual orientation	ICDsexorient	1	Very little	18	7	2,446	8	2.9	2.9	.02
		2	Some	75	27	9,214	27			
		3	Quite a bit	104	37	12,324	36			
		4	Very much	84	29	9,940	29			
		Total	281	100	33,924	100				
g. Disability status	ICDability	1	Very little	29	11	3,619	11	2.7	2.8	-.04
		2	Some	86	31	9,647	28			
		3	Quite a bit	87	32	11,380	33			
		4	Very much	78	26	9,305	28			
		Total	280	100	33,951	100				
h. Citizenship or immigration status	ICDcitizen <i>(Comparison data are limited to NSSE 2022.)</i>	1	Very little	26	10	3,663	11	2.7	2.7	-.04
		2	Some	103	36	10,460	31			
		3	Quite a bit	82	30	11,175	32			
		4	Very much	70	24	8,627	26			
		Total	281	100	33,925	100				

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
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	102	38	11,804	37	1.9	2.0	-.10
		2	Sometimes	114	40	12,503	35			
		3	Often	44	15	6,254	18			
		4	Very often	21	7	3,429	10			
		Total		281	100	33,990	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	135	50	16,968	53	1.7	1.8	-.03
		2	Sometimes	97	34	9,741	27			
		3	Often	29	10	4,427	12			
		4	Very often	20	7	2,816	8			
		Total		281	100	33,952	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	178	64	19,729	60	1.6	1.7	-.10
		2	Sometimes	61	21	7,635	21			
		3	Often	26	10	3,804	11			
		4	Very often	16	5	2,751	8			
		Total		281	100	33,919	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	191	69	22,155	67	1.5	1.5	-.07
		2	Sometimes	56	20	6,976	19			
		3	Often	18	6	2,931	8			
		4	Very often	14	5	1,841	5			
		Total		279	100	33,903	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	92	35	8,590	27	2.0	2.3 ***	-.26
		2	Sometimes	108	38	11,763	34			
		3	Often	53	19	8,049	23			
		4	Very often	26	9	5,548	16			
		Total		279	100	33,950	100			

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			
	Comparisons with: Inclusiv & Cult Div									
ICDskills	354	2.64	2.64	.052	.004	0.98	0.91	358	.999	.00
ICDbiases	351	2.64	2.65	.051	.005	0.96	0.93	42,062	.865	-.01
ICDperspective	353	2.82	2.80	.047	.004	0.89	0.87	42,077	.674	.02
ICDbackground	353	2.48	2.49	.052	.005	0.98	0.97	42,032	.898	-.01
ICDcultures	351	2.59	2.60	.052	.005	0.98	0.94	42,060	.784	-.01
ICDequity	352	2.66	2.58	.053	.005	1.00	0.97	42,023	.122	.08
ICDideas	354	2.86	2.83	.049	.004	0.92	0.90	42,052	.542	.03
ICDcommitment	352	3.04	2.89	.045	.004	0.84	0.87	357	.001	.18
ICDresources	351	2.87	2.79	.048	.004	0.90	0.88	41,901	.122	.08
ICDcommunity	351	3.07	2.88	.044	.004	0.83	0.87	357	.000	.22
ICDstigma	350	3.09	2.90	.047	.004	0.88	0.89	41,869	.000	.21
ICDdiscrimination	350	2.97	2.88	.050	.004	0.93	0.90	41,842	.042	.11
ICDallegations	350	2.91	2.87	.053	.005	0.98	0.92	41,755	.495	.04
ICDconfront	350	2.81	2.71	.052	.005	0.97	0.94	41,782	.031	.12
ICDrace	353	3.20	3.00	.046	.004	0.86	0.85	358	.000	.24
ICDgender	353	3.23	2.96	.045	.004	0.84	0.88	41,720	.000	.31
ICDecon	352	3.02	2.78	.048	.004	0.90	0.91	357	.000	.26
ICDpolitics	353	2.75	2.61	.053	.005	0.99	0.94	41,621	.004	.15
ICDreligion	352	2.97	2.82	.051	.004	0.96	0.91	41,691	.002	.17
ICDsexorient	353	3.22	2.92	.045	.004	0.85	0.89	41,694	.000	.34
ICDability	350	3.07	2.81	.051	.005	0.95	0.93	41,692	.000	.28
ICDcitizen	353	2.92	2.76	.052	.005	0.98	0.93	41,690	.002	.17
ICDevents	352	2.07	2.15	.052	.005	0.97	0.94	41,712	.109	-.09
ICDcenters	352	1.78	1.85	.052	.005	0.98	0.96	41,689	.164	-.07
ICDclub	348	1.61	1.72	.051	.005	0.96	0.95	41,632	.035	-.11
ICDprotest	352	1.54	1.51	.049	.004	0.92	0.85	356	.533	.04
ICDreflect	352	1.95	2.18	.054	.005	1.00	0.98	41,627	.000	-.24

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			
		Comparisons with: Inclusiv & Cult Div								
ICDskills	288	2.65	2.81	.057	.004	0.96	0.95	46,843	.003	-.18
ICDbiases	287	2.54	2.74	.057	.005	0.97	1.00	46,739	.001	-.20
ICDperspective	287	2.75	2.89	.054	.004	0.91	0.93	46,770	.013	-.15
ICDbackground	287	2.46	2.61	.059	.005	1.00	1.04	46,763	.017	-.14
ICDcultures	287	2.47	2.65	.056	.005	0.95	1.02	290	.002	-.18
ICDequity	284	2.45	2.65	.061	.005	1.02	1.05	46,755	.001	-.19
ICDideas	286	2.68	2.89	.058	.004	0.97	0.96	46,719	.000	-.22
ICDcommitment	286	2.79	2.93	.054	.004	0.91	0.91	46,657	.012	-.15
ICDresources	284	2.72	2.79	.055	.004	0.93	0.93	46,589	.176	-.08
ICDcommunity	286	2.87	2.85	.054	.004	0.91	0.92	46,561	.707	.02
ICDstigma	286	2.85	2.87	.056	.004	0.94	0.94	46,528	.785	-.02
ICDdiscrimination	285	2.72	2.87	.058	.004	0.98	0.93	287	.009	-.16
ICDallegations	281	2.59	2.84	.060	.005	1.00	0.97	46,333	.000	-.25
ICDconfront	283	2.47	2.66	.059	.005	1.00	1.00	46,332	.001	-.19
ICDrace	281	2.89	2.92	.055	.004	0.92	0.90	46,233	.524	-.04
ICDgender	281	2.88	2.89	.056	.004	0.93	0.92	46,182	.793	-.02
ICDecon	281	2.66	2.71	.058	.005	0.97	0.97	46,196	.354	-.06
ICDpolitics	281	2.48	2.54	.059	.005	0.99	0.99	46,148	.332	-.06
ICDreligion	281	2.61	2.72	.059	.005	0.99	0.97	46,159	.051	-.12
ICDsexorient	281	2.87	2.85	.054	.004	0.91	0.93	46,091	.714	.02
ICDability	280	2.74	2.78	.058	.005	0.97	0.97	46,152	.482	-.04
ICDcitizen	281	2.69	2.73	.056	.005	0.94	0.97	46,099	.506	-.04
ICDevents	281	1.91	2.00	.053	.005	0.90	0.97	46,236	.105	-.10
ICDcenters	281	1.73	1.76	.053	.004	0.89	0.96	284	.588	-.03
ICDclub	281	1.56	1.66	.052	.004	0.87	0.95	284	.057	-.10
ICDprotest	278	1.46	1.51	.048	.004	0.80	0.85	46,089	.279	-.07
ICDreflect	279	2.02	2.28	.057	.005	0.94	1.03	282	.000	-.26

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 *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. You may not see all of these symbols in your report.