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# **NSSE 2020 Topical Module Report**

## **Inclusiveness & Engagement with Diversity**

California State University, Chico

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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	Not applicable; comparison group not customized.
How was this comparison group constructed?	Your institution did not customize this comparison group; the default group (all module participants) was used.
Group description	Default comparison group

## Inclusiv & Cult Div (N=207)

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

## Inclusiv & Cult Div (N=207), continued

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Fort Lewis College (Durango, CO)*	Ringling College of Art and Design (Sarasota, FL)
Fresno Pacific University (Fresno, CA)*	Rochester Institute of Technology (Rochester, NY)*
Gonzaga University (Spokane, WA)*	Rochester University (Rochester Hills, MI)
Grace College and Theological Seminary (Winona Lake, IN)*	Roosevelt University (Chicago, IL)
Grand View University (Des Moines, IA)*	Rowan University (Glassboro, NJ)*
Gustavus Adolphus College (Saint Peter, MN)*	Saint Joseph's College (Standish, ME)
Harvey Mudd College (Claremont, CA)	Saint Mary's University of Minnesota (Winona, MN)*
High Point University (High Point, NC)*	Saint Michael's College (Colchester, VT)
Hilbert College (Hamburg, NY)*	Salve Regina University (Newport, RI)
Hood College (Frederick, MD)*	Sam Houston State University (Huntsville, TX)*
Hope College (Holland, MI)	Seattle Pacific University (Seattle, WA)*
Illinois College (Jacksonville, IL)	Seattle University (Seattle, WA)*
Illinois State University (Normal, IL)	Seton Hall University (South Orange, NJ)*
Iona College (New Rochelle, NY)*	Seton Hill University (Greensburg, PA)*
Ithaca College (Ithaca, NY)*	Shenandoah University (Winchester, VA)
John Brown University (Siloam Springs, AR)	Shepherd University (Shepherdstown, WV)*
Kalamazoo College (Kalamazoo, MI)*	Simmons University (Boston, MA)
Kansas State University (Manhattan, KS)*	St. Francis Xavier University (Antigonish, NS)
Kenyon College (Gambier, OH)	St. Louis College of Pharmacy (Saint Louis, MO)
Lawrence University (Appleton, WI)*	St. Mary's College of Maryland (St. Mary's City, MD)*
LIM College (New York, NY)*	St. Thomas University (Fredericton, NB)
Linfield College - McMinnville Campus (McMinnville, OR)	State University of New York at Brockport (Brockport, NY)
Linfield College-Online and Continuing Education (McMinnville, OR)	State University of New York at Fredonia (Fredonia, NY)
Linfield College-Portland Campus (Portland, OR)	State University of New York at Geneseo, The (Geneseo, NY)
Lipscomb University (Nashville, TN)	Stevenson University (Stevenson, MD)
Longwood University (Farmville, VA)	Stonehill College (Easton, MA)
Loyola University New Orleans (New Orleans, LA)	Sul Ross State University (Alpine, TX)
Lycoming College (Williamsport, PA)	SUNY College at Oswego (Oswego, NY)
Macalester College (Saint Paul, MN)	SUNY College of Agriculture and Technology at Cobleskill (Cobleskill, NY)
Marian University (Indianapolis, IN)*	SUNY College of Environmental Science and Forestry (Syracuse, NY)
Marshall University (Huntington, WV)	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

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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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				CSU, Chico		Inclusiv & Cult Div		CSU, Chico	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
<b>1. During the current school year, how much has your coursework emphasized the following?</b>										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICD01a	1	Very little	26	13	6,682	13	<b>2.6</b>	2.6	-.04
		2	Some	65	35	18,368	34			
		3	Quite a bit	66	35	20,034	36			
		4	Very much	32	17	10,029	18			
		Total	189	100	55,113	100				
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	20	11	6,664	13	<b>2.7</b>	2.6	.03
		2	Some	59	31	16,933	31			
		3	Quite a bit	76	40	20,743	37			
		4	Very much	34	18	10,793	19			
		Total	189	100	55,133	100				
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	10	6	3,790	7	<b>2.8</b>	2.8	.02
		2	Some	57	30	15,074	28			
		3	Quite a bit	82	43	23,546	42			
		4	Very much	40	21	12,691	22			
		Total	189	100	55,101	100				
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	34	17	9,634	18	<b>2.5</b>	2.5	.00
		2	Some	61	33	17,984	33			
		3	Quite a bit	66	36	17,976	32			
		4	Very much	28	15	9,489	17			
		Total	189	100	55,083	100				
e. Learning about other cultures	ICD01e	1	Very little	17	9	7,782	15	<b>2.7</b>	2.6	.11
		2	Some	69	37	18,577	34			
		3	Quite a bit	63	33	18,366	33			
		4	Very much	40	21	10,377	18			
		Total	189	100	55,102	100				
f. Discussing issues of equity or privilege	ICD01f	1	Very little	29	16	9,003	17	<b>2.5</b>	2.5	.03
		2	Some	60	32	17,592	33			
		3	Quite a bit	64	33	17,845	32			
		4	Very much	36	19	10,651	18			
		Total	189	100	55,091	100				
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	14	8	4,505	9	<b>2.8</b>	2.8	.06
		2	Some	45	23	14,874	28			
		3	Quite a bit	85	46	22,007	40			
		4	Very much	45	23	13,764	24			
		Total	189	100	55,150	100				
<b>2. How much does your institution emphasize the following?</b>										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	9	4	3,065	6	<b>2.9</b>	2.9	-.04
		2	Some	52	28	13,496	25			
		3	Quite a bit	82	42	22,336	41			
		4	Very much	46	26	16,190	29			
		Total	189	100	55,087	100				
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	15	7	3,536	7	<b>2.8</b>	2.8	-.08
		2	Some	64	34	15,109	28			
		3	Quite a bit	65	35	22,271	40			
		4	Very much	44	25	14,113	25			
		Total	188	100	55,029	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				CSU, Chico		Inclusiv & Cult Div		CSU, Chico	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
c. Creating an overall sense of community among students	ICD02c	1	Very little	16	8	2,763	5	<b>2.8</b>	3.0 **	-.23
		2	Some	56	29	12,339	23			
		3	Quite a bit	76	41	22,870	41			
		4	Very much	39	22	17,054	30			
		Total		187	100	55,026	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	20	11	3,039	6	<b>2.8</b>	3.0 **	-.23
		2	Some	48	24	11,764	22			
		3	Quite a bit	79	42	22,198	40			
		4	Very much	42	23	18,034	32			
		Total		189	100	55,035	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	18	9	3,399	6	<b>2.7</b>	2.9 ***	-.25
		2	Some	55	29	12,829	24			
		3	Quite a bit	79	43	21,852	40			
		4	Very much	34	19	16,876	30			
		Total		186	100	54,956	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	17	8	2,802	5	<b>2.9</b>	3.0 **	-.21
		2	Some	44	22	11,147	20			
		3	Quite a bit	84	45	21,866	40			
		4	Very much	43	24	19,114	35			
		Total		188	100	54,929	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	30	16	4,779	9	<b>2.6</b>	2.8 ***	-.25
		2	Some	54	28	15,300	28			
		3	Quite a bit	75	39	20,629	38			
		4	Very much	29	17	14,223	26			
		Total		188	100	54,931	100			
<b>3. How much does your institution provide a supportive environment for the following forms of diversity?</b>										
a. Racial/ethnic identity	ICD03a	1	Very little	8	4	1,961	4	<b>3.0</b>	3.1	-.10
		2	Some	47	24	11,215	20			
		3	Quite a bit	80	42	22,436	41			
		4	Very much	53	30	19,352	35			
		Total		188	100	54,964	100			
b. Gender identity	ICD03b	1	Very little	5	3	2,494	5	<b>3.1</b>	3.0	.01
		2	Some	39	20	11,224	21			
		3	Quite a bit	90	47	21,541	40			
		4	Very much	54	30	19,660	35			
		Total		188	100	54,919	100			
c. Economic background	ICD03c	1	Very little	16	8	4,479	8	<b>2.8</b>	2.8	-.01
		2	Some	48	26	15,492	28			
		3	Quite a bit	79	42	20,093	37			
		4	Very much	45	24	14,811	27			
		Total		188	100	54,875	100			
d. Political affiliation	ICD03d	1	Very little	17	9	6,278	12	<b>2.7</b>	2.7	.04
		2	Some	55	30	17,953	33			
		3	Quite a bit	84	45	18,678	34			
		4	Very much	32	17	11,980	22			
		Total		188	100	54,889	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				CSU, Chico		Inclusiv & Cult Div		CSU, Chico	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
e. Religious affiliation	ICD03e	1	Very little	10	6	3,855	7	<b>2.8</b>	2.9	-.09
		2	Some	63	32	14,564	27			
		3	Quite a bit	74	40	20,757	38			
		4	Very much	41	23	15,704	28			
		Total		188	100	54,880	100			
f. Sexual orientation	ICD03f	1	Very little	6	4	3,086	6	<b>3.0</b>	3.0	-.05
		2	Some	44	23	11,944	22			
		3	Quite a bit	92	48	20,800	38			
		4	Very much	45	25	19,043	34			
		Total		187	100	54,873	100			
g. Disability status	ICD03g	1	Very little	18	10	4,053	7	<b>2.8</b>	2.9 *	-.17 ▽
		2	Some	55	28	13,306	24			
		3	Quite a bit	71	37	20,421	37			
		4	Very much	44	25	17,171	31			
		Total		188	100	54,951	100			
<b>4. During the current school year, about how often have you done the following?</b>										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICD04a_20	1	Never	50	27	13,388	26	<b>2.1</b>	2.2	-.12
		2	Sometimes	83	43	22,049	40			
		3	Often	42	22	13,195	24			
		4	Very often	14	8	6,255	11			
		Total		189	100	54,887	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	96	51	25,682	48	<b>1.7</b>	1.8	-.11
		2	Sometimes	60	32	16,691	29			
		3	Often	22	12	8,096	14			
		4	Very often	10	5	4,362	8			
		Total		188	100	54,831	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	120	64	31,579	59	<b>1.6</b>	1.7	-.08
		2	Sometimes	37	20	12,588	22			
		3	Often	20	11	6,726	12			
		4	Very often	10	6	3,775	7			
		Total		187	100	54,668	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	130	70	38,704	71	<b>1.4</b>	1.4	-.01
		2	Sometimes	37	19	9,309	16			
		3	Often	14	7	4,496	8			
		4	Very often	6	3	2,168	4			
		Total		187	100	54,677	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	54	28	16,041	30	<b>2.2</b>	2.1	.04
		2	Sometimes	69	37	20,603	37			
		3	Often	49	26	11,634	21			
		4	Very often	17	9	6,540	12			
		Total		189	100	54,818	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				CSU, Chico		Inclusiv & Cult Div		CSU, Chico	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
<b>1. During the current school year, how much has your coursework emphasized the following?</b>										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICD01a	1	Very little	50	11	6,886	11	<b>2.8</b>	2.8 *	.10 △
		2	Some	111	23	17,628	28			
		3	Quite a bit	166	35	22,856	35			
		4	Very much	156	31	17,065	26			
		Total		483	100	64,435	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	72	17	8,635	15	<b>2.7</b>	2.7	.06
		2	Some	107	22	16,881	27			
		3	Quite a bit	148	30	22,108	33			
		4	Very much	155	31	16,786	25			
		Total		482	100	64,410	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	60	14	5,120	9	<b>2.8</b>	2.9	-.04
		2	Some	93	19	15,035	24			
		3	Quite a bit	175	37	25,318	39			
		4	Very much	154	30	18,945	28			
		Total		482	100	64,418	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	97	22	11,528	19	<b>2.6</b>	2.6	.00
		2	Some	122	25	17,947	28			
		3	Quite a bit	135	28	20,028	31			
		4	Very much	127	25	14,899	23			
		Total		481	100	64,402	100			
e. Learning about other cultures	ICD01e	1	Very little	86	19	10,323	17	<b>2.6</b>	2.6	.03
		2	Some	128	28	19,321	30			
		3	Quite a bit	127	26	19,528	30			
		4	Very much	137	27	15,227	23			
		Total		478	100	64,399	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	88	20	12,079	21	<b>2.6</b>	2.5	.08
		2	Some	116	25	17,696	28			
		3	Quite a bit	127	26	18,590	28			
		4	Very much	148	29	16,003	24			
		Total		479	100	64,368	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	55	12	6,572	11	<b>2.9</b>	2.8	.05
		2	Some	102	21	15,097	24			
		3	Quite a bit	156	33	23,340	36			
		4	Very much	169	33	19,435	29			
		Total		482	100	64,444	100			
<b>2. How much does your institution emphasize the following?</b>										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	39	9	4,420	7	<b>3.0</b>	2.9	.05
		2	Some	110	23	15,764	25			
		3	Quite a bit	151	32	24,259	38			
		4	Very much	177	36	19,902	31			
		Total		477	100	64,345	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	44	10	5,550	9	<b>2.8</b>	2.8	.05
		2	Some	132	27	19,128	30			
		3	Quite a bit	159	35	23,435	36			
		4	Very much	141	28	16,185	25			
		Total		476	100	64,298	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				CSU, Chico		Inclusiv & Cult Div		CSU, Chico	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
c. Creating an overall sense of community among students	ICD02c	1	Very little	48	10	4,954	8	<b>2.8</b>	2.9	-.04
		2	Some	123	27	16,623	26			
		3	Quite a bit	167	36	24,542	38			
		4	Very much	139	28	18,168	28			
		Total		477	100	64,287	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	41	9	5,143	8	<b>2.9</b>	2.9	-.03
		2	Some	126	25	15,702	25			
		3	Quite a bit	169	36	24,040	37			
		4	Very much	143	29	19,360	30			
		Total		479	100	64,245	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	53	12	5,400	9	<b>2.9</b>	2.9	.02
		2	Some	100	20	16,523	26			
		3	Quite a bit	171	36	23,619	36			
		4	Very much	153	32	18,707	29			
		Total		477	100	64,249	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	54	11	5,707	9	<b>2.9</b>	2.9	-.04
		2	Some	107	22	15,001	23			
		3	Quite a bit	157	34	23,097	36			
		4	Very much	157	33	20,322	32			
		Total		475	100	64,127	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	74	15	8,598	14	<b>2.7</b>	2.7	.05
		2	Some	120	25	19,654	30			
		3	Quite a bit	152	33	20,754	32			
		4	Very much	130	27	15,122	24			
		Total		476	100	64,128	100			
<b>3. How much does your institution provide a supportive environment for the following forms of diversity?</b>										
a. Racial/ethnic identity	ICD03a	1	Very little	32	7	3,657	6	<b>2.9</b>	2.9	-.01
		2	Some	124	26	16,090	25			
		3	Quite a bit	160	34	24,486	38			
		4	Very much	159	34	19,899	31			
		Total		475	100	64,132	100			
b. Gender identity	ICD03b	1	Very little	22	5	4,289	7	<b>3.0</b>	2.9 **	.12 △
		2	Some	109	23	15,819	25			
		3	Quite a bit	168	35	23,859	37			
		4	Very much	176	36	20,091	31			
		Total		475	100	64,058	100			
c. Economic background	ICD03c	1	Very little	41	9	7,511	12	<b>2.8</b>	2.7 **	.13 △
		2	Some	134	28	19,822	31			
		3	Quite a bit	158	34	21,070	33			
		4	Very much	141	29	15,677	25			
		Total		474	100	64,080	100			
d. Political affiliation	ICD03d	1	Very little	71	15	9,657	15	<b>2.6</b>	2.5	.03
		2	Some	159	34	22,421	35			
		3	Quite a bit	146	30	19,517	30			
		4	Very much	100	21	12,459	20			
		Total		476	100	64,054	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				CSU, Chico		Inclusiv & Cult Div		CSU, Chico	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
e. Religious affiliation	ICD03e	1	Very little	56	12	6,541	10	<b>2.7</b>	2.7	-.05
		2	Some	143	30	19,758	31			
		3	Quite a bit	165	35	22,014	34			
		4	Very much	110	23	15,745	25			
		Total		474	100	64,058	100			
f. Sexual orientation	ICD03f	1	Very little	32	7	4,744	8	<b>3.0</b>	2.9 **	.12
		2	Some	109	23	16,596	26			
		3	Quite a bit	159	34	23,299	36			
		4	Very much	174	36	19,423	30			
		Total		474	100	64,062	100			
g. Disability status	ICD03g	1	Very little	43	9	6,157	10	<b>2.8</b>	2.8	.02
		2	Some	125	26	17,168	27			
		3	Quite a bit	164	35	22,382	35			
		4	Very much	141	30	18,421	29			
		Total		473	100	64,128	100			
<b>4. During the current school year, about how often have you done the following?</b>										
a. Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	ICD04a_20	1	Never	177	38	19,598	32	<b>1.9</b>	2.1 ***	-.18
		2	Sometimes	194	41	24,998	38			
		3	Often	65	13	12,816	19			
		4	Very often	39	7	6,710	10			
		Total		475	100	64,122	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	272	58	31,324	51	<b>1.6</b>	1.8 ***	-.16
		2	Sometimes	133	28	19,396	29			
		3	Often	35	7	8,260	12			
		4	Very often	33	6	5,076	8			
		Total		473	100	64,056	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	330	70	37,499	60	<b>1.5</b>	1.7 ***	-.17
		2	Sometimes	78	17	14,450	22			
		3	Often	31	6	6,987	11			
		4	Very often	34	7	4,958	7			
		Total		473	100	63,894	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	346	74	44,566	71	<b>1.4</b>	1.5	-.07
		2	Sometimes	83	17	11,554	17			
		3	Often	22	4	4,853	7			
		4	Very often	22	4	2,871	4			
		Total		473	100	63,844	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	142	31	16,770	28	<b>2.2</b>	2.2	-.07
		2	Sometimes	164	35	22,869	35			
		3	Often	99	20	14,421	22			
		4	Very often	69	14	10,023	15			
		Total		474	100	64,083	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 <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
	CSU, Chico	CSU, Chico	Inclusiv & Cult Div	CSU, Chico	Inclusiv & Cult Div	CSU, Chico	Inclusiv & Cult Div			
ICD01a	187	2.55	2.59	.068	.006	0.93	0.92	20,529	.585	-.04
ICD01b	187	2.65	2.62	.066	.007	0.90	0.93	20,539	.644	.03
ICD01c	187	2.81	2.79	.061	.006	0.84	0.87	20,525	.794	.02
ICD01d	187	2.48	2.47	.069	.007	0.94	0.97	20,522	.994	.00
ICD01e	187	2.66	2.55	.067	.007	0.91	0.95	20,525	.122	.11
ICD01f	187	2.55	2.51	.071	.007	0.98	0.98	20,521	.642	.03
ICD01g	187	2.85	2.79	.064	.006	0.87	0.91	20,538	.377	.06
ICD02a	187	2.90	2.93	.061	.006	0.84	0.87	20,517	.627	-.04
ICD02b	186	2.77	2.84	.066	.006	0.90	0.88	20,494	.257	-.08
ICD02c	185	2.77	2.97	.064	.006	0.88	0.86	20,491	.002	-.23
ICD02d	187	2.78	2.99	.068	.006	0.92	0.88	189	.003	-.23
ICD02e	184	2.72	2.94	.065	.006	0.88	0.89	20,462	.001	-.25
ICD02f	186	2.85	3.04	.065	.006	0.89	0.87	20,454	.004	-.21
ICD02g	186	2.57	2.80	.070	.006	0.95	0.92	20,456	.001	-.25
ICD03a	186	2.99	3.07	.061	.006	0.84	0.83	20,467	.167	-.10
ICD03b	186	3.05	3.05	.057	.006	0.78	0.86	189	.916	.01
ICD03c	186	2.82	2.83	.065	.006	0.89	0.92	20,437	.902	-.01
ICD03d	186	2.69	2.66	.063	.007	0.85	0.95	189	.589	.04
ICD03e	186	2.79	2.87	.063	.006	0.85	0.91	20,436	.248	-.09
ICD03f	185	2.95	3.00	.058	.006	0.79	0.89	189	.410	-.05
ICD03g	186	2.77	2.93	.069	.006	0.94	0.92	20,466	.020	-.17
ICD04a_20	187	2.09	2.21	.065	.007	0.89	0.95	190	.089	-.12
ICD04b_20	186	1.71	1.82	.064	.007	0.87	0.95	20,418	.136	-.11
ICD04c_20	185	1.59	1.67	.067	.007	0.91	0.93	20,359	.252	-.08
ICD04d_20	185	1.44	1.45	.057	.006	0.78	0.81	20,360	.936	-.01
ICD04e_20	187	2.17	2.14	.069	.007	0.94	0.98	20,420	.628	.04

See the endnotes on the last page of this report.

## Seniors

Variable name	N	Mean		Standard error <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
	CSU, Chico	CSU, Chico	Inclusiv & Cult Div	CSU, Chico	Inclusiv & Cult Div	CSU, Chico	Inclusiv & Cult Div			
								<i>Comparisons with:</i>		
								Inclusiv & Cult Div		
ICD01a	480	2.85	2.76	.045	.005	0.98	0.97	31,856	.033	.10
ICD01b	480	2.75	2.69	.049	.006	1.07	1.00	492	.254	.06
ICD01c	479	2.83	2.87	.046	.005	1.01	0.93	490	.429	-.04
ICD01d	479	2.57	2.57	.050	.006	1.09	1.04	491	.958	.00
ICD01e	474	2.61	2.58	.049	.006	1.08	1.02	486	.579	.03
ICD01f	477	2.63	2.55	.050	.006	1.10	1.07	31,817	.095	.08
ICD01g	480	2.87	2.83	.046	.006	1.01	0.97	31,857	.326	.05
ICD02a	475	2.95	2.91	.045	.005	0.97	0.91	486	.355	.05
ICD02b	474	2.82	2.77	.044	.005	0.95	0.92	31,769	.270	.05
ICD02c	475	2.82	2.85	.044	.005	0.95	0.92	31,766	.400	-.04
ICD02d	477	2.85	2.89	.043	.005	0.95	0.93	31,739	.478	-.03
ICD02e	475	2.88	2.86	.045	.005	0.99	0.94	31,749	.669	.02
ICD02f	472	2.88	2.91	.046	.005	1.00	0.95	484	.466	-.04
ICD02g	474	2.71	2.66	.047	.006	1.02	0.99	31,682	.254	.05
ICD03a	473	2.94	2.94	.043	.005	0.93	0.89	485	.883	-.01
ICD03b	472	3.03	2.92	.041	.005	0.89	0.91	31,635	.008	.12
ICD03c	471	2.83	2.71	.044	.005	0.95	0.97	31,651	.005	.13
ICD03d	474	2.58	2.54	.045	.006	0.98	0.97	31,640	.463	.03
ICD03e	472	2.69	2.73	.044	.005	0.96	0.95	31,636	.314	-.05
ICD03f	471	3.00	2.89	.043	.005	0.93	0.92	31,628	.010	.12
ICD03g	471	2.85	2.83	.044	.005	0.95	0.95	31,664	.739	.02
ICD04a_20	473	1.90	2.07	.041	.005	0.90	0.96	488	.000	-.18
ICD04b_20	471	1.62	1.77	.040	.005	0.88	0.94	487	.000	-.16
ICD04c_20	471	1.50	1.65	.041	.005	0.89	0.94	486	.000	-.17
ICD04d_20	471	1.39	1.45	.035	.005	0.77	0.81	486	.100	-.07
ICD04e_20	472	2.17	2.25	.047	.006	1.03	1.02	31,653	.110	-.07

## 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.