



NSSE 2020 Topical Module Report

Inclusiveness & Engagement with Diversity

Oakland 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	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)*	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)
Marshall University (Huntington, WV)	Tarleton State University (Stephenville, TX)*
Maryland Institute College of Art (Baltimore, MD)	Temple University (Philadelphia, PA)*
Marywood University (Scranton, PA)*	Texas A&M University - Corpus Christi (Corpus Christi, TX)*
Massachusetts College of Art and Design (Boston, MA)	Texas Tech University (Lubbock, TX)*
Mayville State University (Mayville, ND)	Thompson Rivers University (Kamloops, BC)
Miami University-Oxford (Oxford, OH)*	Trinity Western University (Langley, BC)
Minneapolis College of Art and Design (Minneapolis, MN)	United States Air Force Academy (USAF Academy, CO)
Minnesota State University Moorhead (Moorhead, MN)*	United States Merchant Marine Academy (Kings Point, NY)
Missouri Western State University (Saint Joseph, MO)*	United States Naval Academy (Annapolis, MD)
Nazareth College (Rochester, NY)*	Université de Sherbrooke (Sherbrooke, QC)
Neumann University (Aston, PA)	University of Alabama, The (Tuscaloosa, AL)*
North Dakota State University (Fargo, ND)	University of Arkansas (Fayetteville, AR)*
Northwest Missouri State University (Maryville, MO)*	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		
				Oakland		Inclusiv & Cult Div		Oakland	Inclusiv & Cult Div	Effect size ^d
				Count	%	Count	%	Mean	Mean	
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	111	16	6,597	13	2.5	2.6 ***	-0.15
		2	Some	270	38	18,163	34			
		3	Quite a bit	206	30	19,894	36			
		4	Very much	110	16	9,951	18			
		Total		697	100	54,605	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	114	16	6,570	13	2.5	2.6 ***	-0.17
		2	Some	255	37	16,737	31			
		3	Quite a bit	219	31	20,600	37			
		4	Very much	111	16	10,716	19			
		Total		699	100	54,623	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	70	10	3,730	7	2.6	2.8 ***	-0.20
		2	Some	232	34	14,899	28			
		3	Quite a bit	275	39	23,353	43			
		4	Very much	122	17	12,609	22			
		Total		699	100	54,591	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	155	22	9,513	18	2.3	2.5 ***	-0.14
		2	Some	257	36	17,788	33			
		3	Quite a bit	183	27	17,859	32			
		4	Very much	104	15	9,413	17			
		Total		699	100	54,573	100			
e. Learning about other cultures	ICD01e	1	Very little	141	20	7,658	14	2.4	2.6 ***	-0.20
		2	Some	256	38	18,390	34			
		3	Quite a bit	205	29	18,224	33			
		4	Very much	97	13	10,320	18			
		Total		699	100	54,592	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	169	24	8,863	17	2.2	2.5 ***	-0.28
		2	Some	264	39	17,388	33			
		3	Quite a bit	181	25	17,728	32			
		4	Very much	86	12	10,601	19			
		Total		700	100	54,580	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	84	12	4,435	9	2.6	2.8 ***	-0.18
		2	Some	225	33	14,694	28			
		3	Quite a bit	249	35	21,843	40			
		4	Very much	140	20	13,669	24			
		Total		698	100	54,641	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	43	6	3,031	6	2.9	2.9	-0.06
		2	Some	182	26	13,366	25			
		3	Quite a bit	282	41	22,136	41			
		4	Very much	192	27	16,044	29			
		Total		699	100	54,577	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	47	7	3,504	7	2.8	2.8	-0.04
		2	Some	193	28	14,980	28			
		3	Quite a bit	299	44	22,037	40			
		4	Very much	158	22	13,999	25			
		Total		697	100	54,520	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		
				Oakland		Inclusiv & Cult Div		Oakland	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Creating an overall sense of community among students	ICD02c	1	Very little	48	7	2,731	5	2.9	3.0 **	-.13 ▽
		2	Some	171	25	12,224	23			
		3	Quite a bit	299	42	22,647	41			
		4	Very much	180	25	16,913	30			
		Total		698	100	54,515	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	35	5	3,024	6	3.0	3.0	.03
		2	Some	142	21	11,670	22			
		3	Quite a bit	291	42	21,986	40			
		4	Very much	229	32	17,847	32			
		Total		697	100	54,527	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	71	10	3,346	6	2.8	2.9 ***	-.19 ▽
		2	Some	177	26	12,707	24			
		3	Quite a bit	279	40	21,652	40			
		4	Very much	170	24	16,740	30			
		Total		697	100	54,445	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	37	5	2,782	5	3.0	3.0 *	-.09 ▽
		2	Some	166	24	11,025	20			
		3	Quite a bit	276	40	21,674	40			
		4	Very much	216	31	18,941	35			
		Total		695	100	54,422	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	81	11	4,728	9	2.7	2.8 **	-.13 ▽
		2	Some	214	30	15,140	28			
		3	Quite a bit	252	37	20,452	38			
		4	Very much	151	22	14,101	26			
		Total		698	100	54,421	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	14	2	1,955	4	3.1	3.1	.07
		2	Some	129	19	11,133	20			
		3	Quite a bit	300	43	22,216	41			
		4	Very much	253	36	19,152	35			
		Total		696	100	54,456	100			
b. Gender identity	ICD03b	1	Very little	13	2	2,486	5	3.2	3.0 ***	.18 △
		2	Some	123	18	11,140	21			
		3	Quite a bit	262	37	21,369	40			
		4	Very much	297	42	19,417	35			
		Total		695	100	54,412	100			
c. Economic background	ICD03c	1	Very little	59	9	4,436	8	2.8	2.8	-.04
		2	Some	194	28	15,346	28			
		3	Quite a bit	269	38	19,903	37			
		4	Very much	175	25	14,681	27			
		Total		697	100	54,366	100			
d. Political affiliation	ICD03d	1	Very little	102	15	6,193	12	2.5	2.7 **	-.11 ▽
		2	Some	236	34	17,772	33			
		3	Quite a bit	218	31	18,544	34			
		4	Very much	138	20	11,874	22			
		Total		694	100	54,383	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		
				Oakland		Inclusiv & Cult Div		Oakland	Inclusiv & Cult Div	Effect size ^d
				Count	%	Count	%	Mean	Mean	
e. Religious affiliation	ICD03e	1	Very little	58	9	3,807	7	2.8	2.9 **	-.12
		2	Some	209	30	14,418	27			
		3	Quite a bit	257	37	20,574	38			
		4	Very much	170	24	15,575	28			
		Total		694	100	54,374	100			
f. Sexual orientation	ICD03f	1	Very little	20	3	3,072	6	3.2	3.0 ***	.17
		2	Some	129	19	11,859	22			
		3	Quite a bit	262	37	20,630	38			
		4	Very much	285	41	18,803	34			
		Total		696	100	54,364	100			
g. Disability status	ICD03g	1	Very little	34	5	4,037	7	3.0	2.9	.07
		2	Some	164	24	13,197	24			
		3	Quite a bit	271	38	20,221	37			
		4	Very much	228	33	16,987	31			
		Total		697	100	54,442	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	265	39	13,173	25	1.9	2.2 ***	-.28
		2	Sometimes	256	36	21,876	40			
		3	Often	113	16	13,124	24			
		4	Very often	58	8	6,211	11			
		Total		692	100	54,384	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	440	64	25,338	48	1.6	1.8 ***	-.26
		2	Sometimes	145	20	16,606	29			
		3	Often	73	10	8,045	14			
		4	Very often	36	5	4,336	8			
		Total		694	100	54,325	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	470	68	31,229	59	1.5	1.7 ***	-.18
		2	Sometimes	131	18	12,494	22			
		3	Often	61	9	6,685	12			
		4	Very often	31	5	3,754	7			
		Total		693	100	54,162	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	568	82	38,266	71	1.3	1.4 ***	-.20
		2	Sometimes	70	10	9,276	16			
		3	Often	38	6	4,472	8			
		4	Very often	17	3	2,157	4			
		Total		693	100	54,171	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	290	42	15,805	30	1.9	2.1 ***	-.25
		2	Sometimes	247	35	20,425	37			
		3	Often	97	14	11,586	21			
		4	Very often	60	9	6,497	12			
		Total		694	100	54,313	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		
				Oakland		Inclusiv & Cult Div		Oakland	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	113	14	6,823	11	2.7	2.8 **	-0.10
		2	Some	280	30	17,459	27			
		3	Quite a bit	312	32	22,710	35			
		4	Very much	220	23	17,001	26			
		Total		925	100	63,993	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	149	18	8,558	15	2.5	2.7 ***	-0.18
		2	Some	302	33	16,686	27			
		3	Quite a bit	272	28	21,984	33			
		4	Very much	200	21	16,741	25			
		Total		923	100	63,969	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	102	13	5,078	9	2.7	2.9 ***	-0.16
		2	Some	253	27	14,875	24			
		3	Quite a bit	330	35	25,163	39			
		4	Very much	237	25	18,862	29			
		Total		922	100	63,978	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	210	24	11,415	19	2.4	2.6 ***	-0.15
		2	Some	263	28	17,806	28			
		3	Quite a bit	277	30	19,886	31			
		4	Very much	174	18	14,852	23			
		Total		924	100	63,959	100			
e. Learning about other cultures	ICD01e	1	Very little	198	23	10,211	17	2.4	2.6 ***	-0.15
		2	Some	288	31	19,161	30			
		3	Quite a bit	240	25	19,415	30			
		4	Very much	200	21	15,164	23			
		Total		926	100	63,951	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	214	25	11,953	21	2.4	2.6 ***	-0.14
		2	Some	264	29	17,548	28			
		3	Quite a bit	246	25	18,471	28			
		4	Very much	198	20	15,953	24			
		Total		922	100	63,925	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	124	14	6,503	11	2.7	2.8 ***	-0.13
		2	Some	249	27	14,950	24			
		3	Quite a bit	300	32	23,196	36			
		4	Very much	253	26	19,351	29			
		Total		926	100	64,000	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	58	7	4,401	7	2.9	2.9	.01
		2	Some	212	23	15,662	25			
		3	Quite a bit	377	41	24,033	37			
		4	Very much	274	29	19,805	31			
		Total		921	100	63,901	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	75	9	5,519	9	2.7	2.8	-0.04
		2	Some	291	31	18,969	30			
		3	Quite a bit	341	37	23,253	36			
		4	Very much	215	23	16,111	25			
		Total		922	100	63,852	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Oakland		Inclusiv & Cult Div		Oakland	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Creating an overall sense of community among students	ICD02c	1	Very little	77	9	4,925	8	2.7	2.9 ***	-.12
		2	Some	278	30	16,468	26			
		3	Quite a bit	353	38	24,356	38			
		4	Very much	214	23	18,093	28			
		Total		922	100	63,842	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	62	7	5,122	8	2.9	2.9	.04
		2	Some	214	24	15,614	25			
		3	Quite a bit	363	39	23,846	37			
		4	Very much	280	30	19,223	30			
		Total		919	100	63,805	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	88	10	5,365	9	2.8	2.9 *	-.07
		2	Some	256	28	16,367	26			
		3	Quite a bit	321	35	23,469	36			
		4	Very much	254	28	18,606	29			
		Total		919	100	63,807	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	56	6	5,705	9	3.0	2.9 **	.09
		2	Some	204	22	14,904	23			
		3	Quite a bit	352	38	22,902	36			
		4	Very much	307	34	20,172	32			
		Total		919	100	63,683	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	100	11	8,572	14	2.7	2.7	.02
		2	Some	296	31	19,478	30			
		3	Quite a bit	317	34	20,589	32			
		4	Very much	208	23	15,044	24			
		Total		921	100	63,683	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	38	4	3,651	6	3.0	2.9 *	.07
		2	Some	208	23	16,006	25			
		3	Quite a bit	382	41	24,264	38			
		4	Very much	291	32	19,767	31			
		Total		919	100	63,688	100			
b. Gender identity	ICD03b	1	Very little	35	4	4,276	7	3.1	2.9 ***	.17
		2	Some	176	20	15,752	25			
		3	Quite a bit	387	41	23,640	37			
		4	Very much	321	35	19,946	31			
		Total		919	100	63,614	100			
c. Economic background	ICD03c	1	Very little	108	12	7,444	12	2.7	2.7	-.06
		2	Some	303	32	19,653	31			
		3	Quite a bit	309	34	20,919	33			
		4	Very much	201	22	15,617	25			
		Total		921	100	63,633	100			
d. Political affiliation	ICD03d	1	Very little	130	15	9,598	15	2.5	2.5	-.04
		2	Some	346	37	22,234	35			
		3	Quite a bit	279	30	19,384	30			
		4	Very much	163	18	12,396	20			
		Total		918	100	63,612	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		
				Oakland		Inclusiv & Cult Div		Oakland	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
e. Religious affiliation	ICD03e	1	Very little	96	11	6,501	2.6	2.7 **	-.10	
		2	Some	325	35	19,576				
		3	Quite a bit	310	33	21,869				
		4	Very much	190	21	15,665				
		Total		921	100	63,611				100
f. Sexual orientation	ICD03f	1	Very little	52	6	4,724	3.0	2.9 **	.11	
		2	Some	204	22	16,501				
		3	Quite a bit	354	38	23,104				
		4	Very much	310	33	19,287				
		Total		920	100	63,616				100
g. Disability status	ICD03g	1	Very little	67	8	6,133	2.9	2.8	.04	
		2	Some	248	27	17,045				
		3	Quite a bit	340	36	22,206				
		4	Very much	267	30	18,295				
		Total		922	100	63,679				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	401	45	19,374	1.9	2.1 ***	-.23	
		2	Sometimes	310	32	24,882				
		3	Often	139	15	12,742				
		4	Very often	72	8	6,677				
		Total		922	100	63,675				100
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	557	62	31,039	1.6	1.8 ***	-.20	
		2	Sometimes	224	23	19,305				
		3	Often	92	10	8,203				
		4	Very often	49	5	5,060				
		Total		922	100	63,607				100
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	615	67	37,214	1.5	1.7 ***	-.15	
		2	Sometimes	177	19	14,351				
		3	Often	82	9	6,936				
		4	Very often	46	5	4,946				
		Total		920	100	63,447				100
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	725	79	44,187	1.3	1.5 ***	-.17	
		2	Sometimes	124	12	11,513				
		3	Often	49	5	4,826				
		4	Very often	25	3	2,868				
		Total		923	100	63,394				100
e. Reflected on your cultural identity	ICD04e_20	1	Never	322	37	16,590	2.0	2.2 ***	-.21	
		2	Sometimes	334	35	22,699				
		3	Often	149	16	14,371				
		4	Very often	115	12	9,977				
		Total		920	100	63,637				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
		Oakland	Inclusiv & Cult Div	Oakland	Inclusiv & Cult Div	Oakland	Inclusiv & Cult Div			
<i>Comparisons with:</i>										
									Inclusiv & Cult Div	
ICD01a	696	2.45	2.59	.036	.004	0.94	0.92	69,390	.000	-.15
ICD01b	698	2.47	2.62	.036	.004	0.94	0.93	69,426	.000	-.17
ICD01c	698	2.62	2.79	.033	.003	0.88	0.87	711	.000	-.20
ICD01d	698	2.34	2.48	.037	.004	0.98	0.97	69,367	.000	-.14
ICD01e	698	2.36	2.55	.036	.004	0.95	0.95	69,377	.000	-.20
ICD01f	699	2.25	2.52	.036	.004	0.95	0.98	714	.000	-.28
ICD01g	696	2.63	2.79	.035	.003	0.93	0.90	709	.000	-.18
ICD02a	698	2.88	2.93	.033	.003	0.87	0.87	69,351	.125	-.06
ICD02b	696	2.80	2.84	.032	.003	0.86	0.88	69,273	.247	-.04
ICD02c	698	2.86	2.97	.033	.003	0.88	0.86	710	.001	-.13
ICD02d	696	3.01	2.99	.032	.003	0.86	0.88	69,281	.493	.03
ICD02e	697	2.78	2.94	.035	.003	0.92	0.89	709	.000	-.19
ICD02f	695	2.96	3.04	.033	.003	0.87	0.87	69,137	.014	-.09
ICD02g	698	2.69	2.80	.035	.004	0.94	0.92	69,143	.001	-.13
ICD03a	695	3.13	3.07	.030	.003	0.78	0.83	69,181	.071	.07
ICD03b	695	3.20	3.05	.031	.003	0.80	0.86	69,129	.000	.18
ICD03c	697	2.79	2.83	.035	.004	0.92	0.92	69,080	.334	-.04
ICD03d	694	2.55	2.66	.037	.004	0.97	0.94	69,094	.003	-.11
ICD03e	694	2.76	2.87	.035	.003	0.92	0.91	69,076	.002	-.12
ICD03f	696	3.15	3.00	.032	.003	0.84	0.89	69,047	.000	.17
ICD03g	697	2.99	2.92	.033	.004	0.88	0.92	711	.053	.07
ICD04a_20	692	1.94	2.21	.036	.004	0.94	0.95	705	.000	-.28
ICD04b_20	693	1.58	1.82	.034	.004	0.88	0.95	709	.000	-.26
ICD04c_20	692	1.50	1.67	.032	.004	0.85	0.93	709	.000	-.18
ICD04d_20	692	1.29	1.45	.026	.003	0.68	0.81	711	.000	-.20
ICD04e_20	693	1.89	2.14	.036	.004	0.95	0.98	69,023	.000	-.25

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Oakland	Inclusiv & Cult Div	Oakland	Inclusiv & Cult Div	Oakland	Inclusiv & Cult Div			
ICD01a	919	2.66	2.76	.032	.004	0.98	0.97	940	.002	-.10
ICD01b	917	2.51	2.69	.033	.004	1.01	1.00	74,823	.000	-.18
ICD01c	915	2.72	2.87	.032	.003	0.98	0.93	935	.000	-.16
ICD01d	917	2.41	2.57	.034	.004	1.04	1.04	74,809	.000	-.15
ICD01e	920	2.43	2.58	.035	.004	1.06	1.02	940	.000	-.15
ICD01f	916	2.41	2.55	.036	.004	1.08	1.07	74,755	.000	-.14
ICD01g	920	2.71	2.83	.033	.004	1.01	0.97	940	.000	-.13
ICD02a	915	2.92	2.91	.030	.003	0.90	0.92	74,720	.775	.01
ICD02b	915	2.74	2.77	.030	.003	0.91	0.93	74,644	.232	-.04
ICD02c	916	2.74	2.85	.030	.003	0.91	0.92	74,636	.000	-.12
ICD02d	913	2.92	2.88	.030	.003	0.91	0.93	936	.242	.04
ICD02e	913	2.80	2.86	.032	.003	0.95	0.94	934	.046	-.07
ICD02f	912	3.00	2.91	.030	.004	0.90	0.95	936	.004	.09
ICD02g	914	2.68	2.66	.031	.004	0.95	0.99	938	.486	.02
ICD03a	913	3.00	2.94	.028	.003	0.85	0.89	937	.034	.07
ICD03b	912	3.07	2.92	.028	.003	0.84	0.91	938	.000	.17
ICD03c	914	2.66	2.71	.032	.004	0.95	0.97	74,366	.085	-.06
ICD03d	912	2.51	2.54	.032	.004	0.95	0.97	74,339	.265	-.04
ICD03e	914	2.64	2.73	.031	.004	0.93	0.95	74,330	.004	-.10
ICD03f	913	2.98	2.89	.030	.003	0.90	0.92	936	.001	.11
ICD03g	915	2.87	2.83	.031	.004	0.93	0.95	74,396	.217	.04
ICD04a_20	915	1.86	2.07	.031	.004	0.94	0.96	74,419	.000	-.23
ICD04b_20	915	1.59	1.77	.029	.003	0.87	0.94	942	.000	-.20
ICD04c_20	914	1.51	1.65	.028	.003	0.85	0.94	941	.000	-.15
ICD04d_20	916	1.31	1.45	.023	.003	0.70	0.81	947	.000	-.17
ICD04e_20	913	2.03	2.25	.033	.004	1.00	1.02	936	.000	-.21

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.