



NSSE 2018 Topical Module Report

Inclusiveness & Engagement with Diversity

The University of North Carolina at Greensboro

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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	5/15/18
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=201)

Adelphi University (Garden City, NY)*	Colgate University (Hamilton, NY)*
American University (Washington, DC)	College at Brockport, SUNY, The (Brockport, NY)*
Anderson University (Anderson, SC)*	College of New Jersey, The (Ewing, NJ)
Aquinas College (Grand Rapids, MI)	College of Saint Mary (Omaha, NE)
Ashland University (Ashland, OH)	College of Saint Scholastica, The (Duluth, MN)*
Austin College (Sherman, TX)*	Colorado Technical University (Colorado Springs, CO)
Austin Peay State University (Clarksville, TN)	Columbia College (Columbia, MO)*
Ball State University (Muncie, IN)	Concordia University (Portland, OR)*
Barton College (Wilson, NC)	Concordia University Irvine (Irvine, CA)*
Bay Path University (Longmeadow, MA)*	Concordia University Texas (Austin, TX)
Beloit College (Beloit, WI)*	Converse College (Spartanburg, SC)
Bemidji State University (Bemidji, MN)*	Dalton State College (Dalton, GA)*
Bethany College (Bethany, WV)*	Doane University (Crete, NE)
Biola University (La Mirada, CA)	Drew University (Madison, NJ)*
Boston University (Boston, MA)	Emory and Henry College (Emory, VA)*
Bradley University (Peoria, IL)	Emporia State University (Emporia, KS)
Cabrini University (Radnor, PA)*	Eureka College (Eureka, IL)*
California College of the Arts (San Francisco, CA)*	Fairfield University (Fairfield, CT)*
California State University, Chico (Chico, CA)	Farmingdale State College (Farmingdale, NY)*
California State University, Fullerton (Fullerton, CA)	Flagler College (Saint Augustine, FL)
Carroll University (Waukesha, WI)*	Fontbonne University (Saint Louis, MO)
Carthage College (Kenosha, WI)*	Franklin and Marshall College (Lancaster, PA)
Centre College (Danville, KY)	Fredonia State University of New York (Fredonia, NY)*
Champlain College (Burlington, VT)	Gallaudet University (Washington, DC)*
Chapman University (Orange, CA)*	George Fox University (Newberg, OR)
Chestnut Hill College (Philadelphia, PA)	Hendrix College (Conway, AR)
Claremont McKenna College (Claremont, CA)*	High Point University (High Point, NC)*
Cleveland State University (Cleveland, OH)	Humboldt State University (Arcata, CA)*
Coastal Carolina University (Conway, SC)*	Illinois College (Jacksonville, IL)*
Colby College (Waterville, ME)*	Immaculata University (Immaculata, PA)*

Inclusiv & Cult Div (N=201), continued

Indiana University Kokomo (Kokomo, IN)	Roger Williams University (Bristol, RI)*
Indiana University South Bend (South Bend, IN)	Rutgers University-Newark (Newark, NJ)
Jacksonville University (Jacksonville, FL)	Saint Joseph's College (Standish, ME)
John Carroll University (University Heights, OH)*	Salve Regina University (Newport, RI)*
Knox College (Galesburg, IL)*	Santa Clara University (Santa Clara, CA)
La Salle University (Philadelphia, PA)*	School of the Art Institute of Chicago (Chicago, IL)*
Lamar University (Beaumont, TX)	Scripps College (Claremont, CA)
Lasell College (Newton, MA)	Seton Hall University (South Orange, NJ)
Lewis-Clark State College (Lewiston, ID)*	Shenandoah University (Winchester, VA)
Lindenwood University (Saint Charles, MO)	Simmons College (Boston, MA)
Linfield College - McMinnville Campus (McMinnville, OR)*	South Dakota State University (Brookings, SD)
Linfield College-School of Nursing (Portland, OR)*	Southern Illinois Univ Edwardsville (Edwardsville, IL)*
Lipscomb University (Nashville, TN)	Southwest Minnesota State University (Marshall, MN)*
Loras College (Dubuque, IA)*	St. Catherine University (Saint Paul, MN)*
Louisiana State University-Shreveport (Shreveport, LA)	St. Francis Xavier University (Antigonish, NS)*
Lourdes University (Sylvania, OH)	St. John Fisher College (Rochester, NY)
Loyola University Chicago (Chicago, IL)	State University of New York at New Paltz (New Paltz, NY)*
Loyola University New Orleans (New Orleans, LA)*	State University of New York at Potsdam, The (Potsdam, NY)*
Macalester College (Saint Paul, MN)*	Stetson University (DeLand, FL)*
Manchester University (North Manchester, IN)*	Stonehill College (Easton, MA)
Marist College (Poughkeepsie, NY)	Stony Brook University (Stony Brook, NY)*
Mars Hill University (Mars Hill, NC)*	SUNY College at Oswego (Oswego, NY)*
Marshall University (Huntington, WV)	SUNY College at Plattsburgh (Plattsburgh, NY)*
Mary Baldwin University (Staunton, VA)	SUNY College of Environmental Science and Forestry (Syracuse, NY)*
Massachusetts College of Art and Design (Boston, MA)*	SUNY College of Technology at Canton (Canton, NY)*
McPherson College (McPherson, KS)*	SUNY College of Technology at Delhi (Delhi, NY)*
Menlo College (Atherton, CA)*	SUNY Empire State College (Saratoga Springs, NY)*
Methodist College (Peoria, IL)	Tarleton State University (Stephenville, TX)*
Minnesota State University, Mankato (Mankato, MN)	Texas A&M University San Antonio (San Antonio, TX)*
Moravian College (Bethlehem, PA)	Texas Lutheran University (Seguin, TX)
Mount St. Joseph University (Cincinnati, OH)	Trent University (Peterborough, ON)
Muskingum University (New Concord, OH)	Trinity Western University (Langley, BC)
Naropa University (Boulder, CO)	Tulane University (New Orleans, LA)
Nebraska Wesleyan University (Lincoln, NE)*	Union College (Schenectady, NY)
New Jersey City University (Jersey City, NJ)*	United States Merchant Marine Academy (Kings Point, NY)
Newbury College-Brookline (Brookline, MA)*	University at Buffalo, State University of New York (Buffalo, NY)*
North Carolina Central University (Durham, NC)	University of British Columbia - Vancouver campus (Vancouver, BC)*
Northeastern University (Boston, MA)	University of British Columbia Okanagan (Kelowna, BC)*
Northern Michigan University (Marquette, MI)	University of Central Arkansas (Conway, AR)
Northland College (Ashland, WI)	University of Central Oklahoma (Edmond, OK)
Northwest Missouri State University (Maryville, MO)*	University of Cincinnati (Cincinnati, OH)*
Oklahoma State University (Stillwater, OK)	University of Evansville (Evansville, IN)*
Olivet College (Olivet, MI)*	University of Illinois Springfield (Springfield, IL)
Ottawa University (Ottawa, KS)*	University of Indianapolis (Indianapolis, IN)
Otterbein University (Westerville, OH)*	University of Louisiana Monroe (Monroe, LA)
Pacific Lutheran University (Tacoma, WA)*	University of Lynchburg (Lynchburg, VA)
Pennsylvania College of Technology (Williamsport, PA)	University of Massachusetts Dartmouth (North Dartmouth, MA)*
Pepperdine University (Malibu, CA)	University of Miami (Coral Gables, FL)
Presbyterian College (Clinton, SC)	University of Minnesota, Morris (Morris, MN)*
Providence College (Providence, RI)*	University of Mississippi (University, MS)*
Quinnipiac University (Hamden, CT)	University of New Hampshire (Durham, NH)
Radford University (Radford, VA)	University of North Dakota (Grand Forks, ND)*
Ramapo College of New Jersey (Mahwah, NJ)	University of Northern Iowa (Cedar Falls, IA)
Rensselaer Polytechnic Institute (Troy, NY)*	University of Prince Edward Island (Charlottetown, PE)*
Robert Morris University (Moon Township, PA)	University of San Diego (San Diego, CA)
Rochester College (Rochester Hills, MI)	University of South Alabama (Mobile, AL)
Rochester Institute of Technology (Rochester, NY)*	University of South Dakota (Vermillion, SD)
Rockhurst University (Kansas City, MO)	University of St. Thomas (Saint Paul, MN)*

*2017 participant

Inclusiv & Cult Div (N=201), continued

University of Utah (Salt Lake City, UT)
University of Wisconsin-Platteville (Platteville, WI)*
University of Wisconsin-Stout (Menomonie, WI)*
Utah Valley University (Orem, UT)
Utica College (Utica, NY)
Valley City State University (Valley City, ND)*
Valparaiso University (Valparaiso, IN)
Vanguard University of Southern California (Costa Mesa, CA)
Virginia Commonwealth University (Richmond, VA)*
Virginia State University (Petersburg, VA)
Warner Pacific University (Portland, OR)
Washington Adventist University (Takoma Park, MD)
Washington and Lee University (Lexington, VA)*
Washington State University (Pullman, WA)*
Wesleyan College, Macon, Georgia (Macon, GA)*
West Texas A&M University (Canyon, TX)
Western Carolina University (Cullowhee, NC)
Western Michigan University (Kalamazoo, MI)*
Wheelock College (Boston, MA)*
Whitman College (Walla Walla, WA)*
Wichita State University (Wichita, KS)*
William Jewell College (Liberty, MO)
Wilson College (Chambersburg, PA)
Winona State University (Winona, MN)*
Youngstown State University (Youngstown, OH)

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				UNCG		Inclusiv & Cult Div		UNCG	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	24	10	5,750	13	2.6	2.6	.03
		2	Some	93	37	15,245	34			
		3	Quite a bit	93	37	15,997	36			
		4	Very much	40	16	7,051	16			
		Total		250	100	44,043	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	23	10	5,551	13	2.7	2.6 *	.16
		2	Some	71	28	14,132	32			
		3	Quite a bit	103	41	16,458	37			
		4	Very much	53	21	7,866	18			
		Total		250	100	44,007	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	18	8	3,076	7	2.8	2.8	.03
		2	Some	72	30	12,695	29			
		3	Quite a bit	98	38	19,036	43			
		4	Very much	63	24	9,214	20			
		Total		251	100	44,021	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	44	18	8,404	19	2.5	2.4	.08
		2	Some	82	32	14,678	33			
		3	Quite a bit	79	32	14,239	32			
		4	Very much	46	18	6,684	15			
		Total		251	100	44,005	100			
e. Learning about other cultures	ICD01e	1	Very little	27	11	6,423	15	2.7	2.5 **	.19
		2	Some	76	31	15,157	35			
		3	Quite a bit	90	35	14,683	33			
		4	Very much	58	23	7,752	17			
		Total		251	100	44,015	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	30	12	7,100	17	2.6	2.5 *	.13
		2	Some	77	31	14,098	32			
		3	Quite a bit	91	36	14,652	33			
		4	Very much	51	20	8,156	18			
		Total		249	100	44,006	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	15	7	3,931	9	2.9	2.8 **	.17
		2	Some	60	24	12,186	28			
		3	Quite a bit	103	41	17,577	39			
		4	Very much	72	29	10,324	23			
		Total		250	100	44,018	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	10	4	2,378	6	3.2	2.9 ***	.23
		2	Some	39	17	10,425	24			
		3	Quite a bit	99	39	17,800	40			
		4	Very much	102	40	13,363	30			
		Total		250	100	43,966	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	13	5	2,857	7	3.0	2.8 ***	.23
		2	Some	47	19	12,074	27			
		3	Quite a bit	103	41	17,814	41			
		4	Very much	87	34	11,181	25			
		Total		250	100	43,926	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		
				UNCG		Inclusiv & Cult Div		UNCG	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Creating an overall sense of community among students	ICD02c	1	Very little	11	5	2,482	6	3.1	2.9 *	.16 △
		2	Some	55	22	10,269	24			
		3	Quite a bit	86	34	18,164	41			
		4	Very much	97	39	13,030	29			
		Total		249	100	43,945	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	15	6	2,407	6	3.1	3.0	.11
		2	Some	43	17	9,601	22			
		3	Quite a bit	100	40	17,613	40			
		4	Very much	93	37	14,301	32			
		Total		251	100	43,922	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	14	5	2,747	6	3.0	2.9	.09
		2	Some	59	23	10,560	24			
		3	Quite a bit	90	36	17,567	40			
		4	Very much	86	35	13,017	30			
		Total		249	100	43,891	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	14	5	2,168	5	3.1	3.0	.03
		2	Some	54	21	9,032	20			
		3	Quite a bit	90	36	17,824	40			
		4	Very much	92	38	14,810	34			
		Total		250	100	43,834	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	23	9	3,859	9	2.9	2.8	.08
		2	Some	61	24	12,289	28			
		3	Quite a bit	96	39	16,649	38			
		4	Very much	69	28	11,004	25			
		Total		249	100	43,801	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	2	1	1,626	4	3.2	3.1 ***	.22 △
		2	Some	41	16	9,127	21			
		3	Quite a bit	103	40	18,082	41			
		4	Very much	104	42	14,988	34			
		Total		250	100	43,823	100			
b. Gender identity	ICD03b	1	Very little	7	3	2,263	5	3.2	3.0 **	.20 △
		2	Some	43	17	9,611	22			
		3	Quite a bit	93	37	16,912	39			
		4	Very much	107	43	15,013	34			
		Total		250	100	43,799	100			
c. Economic background	ICD03c	1	Very little	19	8	4,094	9	2.9	2.8 *	.14 △
		2	Some	61	24	13,137	29			
		3	Quite a bit	96	39	15,689	36			
		4	Very much	72	30	10,874	25			
		Total		248	100	43,794	100			
d. Political affiliation	ICD03d	1	Very little	32	13	5,451	12	2.6	2.6	-.03
		2	Some	82	33	14,687	33			
		3	Quite a bit	87	35	14,652	34			
		4	Very much	47	19	9,002	21			
		Total		248	100	43,792	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		
				UNCG		Inclusiv & Cult Div		UNCG	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
e. Religious affiliation	ICD03e	1	Very little	19	8	3,207	8	2.8	2.9	-.10
		2	Some	78	31	11,854	27			
		3	Quite a bit	94	38	16,633	38			
		4	Very much	57	23	12,104	28			
		Total		248	100	43,798	100			
f. Sexual orientation	ICD03f	1	Very little	8	4	2,707	6	3.1	3.0 **	.17 △
		2	Some	49	19	10,253	23			
		3	Quite a bit	91	37	16,289	37			
		4	Very much	101	40	14,539	33			
		Total		249	100	43,788	100			
g. Disability status	ICD03g	1	Very little	17	6	3,427	8	2.9	2.9	.03
		2	Some	59	23	11,406	26			
		3	Quite a bit	104	42	16,071	37			
		4	Very much	69	28	12,937	30			
		Total		249	100	43,841	100			
4. To what extent do you agree or disagree with the following statements?										
a. I feel comfortable being myself at this institution.	ICD04a_18	1	Strongly disagree	6	3	368	2	3.3	3.3	-.02
		2	Disagree	19	7	1,611	7			
		3	Agree	119	48	11,261	49			
		4	Strongly agree	105	42	9,570	42			
		Total		249	100	22,810	100			
b. I feel valued by this institution.	ICD04b_18	1	Strongly disagree	12	5	720	4	3.1	3.0	.02
		2	Disagree	29	11	3,477	15			
		3	Agree	138	56	12,416	54			
		4	Strongly agree	69	28	6,193	27			
		Total		248	100	22,806	100			
c. I feel like part of the community at this institution.	ICD04c_18	1	Strongly disagree	11	4	795	4	3.0	3.0	-.11
		2	Disagree	55	22	3,782	17			
		3	Agree	116	47	11,790	51			
		4	Strongly agree	66	26	6,456	28			
		Total		248	100	22,823	100			
5. 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	ICD05a_18	1	Never	50	20	4,505	22	2.3	2.3	.01
		2	Sometimes	99	40	9,035	39			
		3	Often	70	29	6,295	26			
		4	Very often	29	11	2,960	13			
		Total		248	100	22,795	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD05b_18	1	Never	105	43	9,810	45	1.9	1.9	.03
		2	Sometimes	81	32	7,104	30			
		3	Often	42	18	3,832	16			
		4	Very often	20	8	2,006	9			
		Total		248	100	22,752	100			
c. Participated in a diversity-related club or organization	ICD05c_18	1	Never	129	53	12,346	56	1.8	1.7	.06
		2	Sometimes	64	25	5,554	24			
		3	Often	33	14	3,067	13			
		4	Very often	21	8	1,698	7			
		Total		247	100	22,665	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		
				UNCG		Inclusiv & Cult Div		UNCG	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD05d_18	1	Never	164	66	15,510	69	1.5	1.5	.07
		2	Sometimes	43	17	4,088	17			
		3	Often	29	12	2,102	9			
		4	Very often	10	4	975	4			
		Total		246	100	22,675	100			
e. Reflected on your cultural identity	ICD05e_18	1	Never	55	23	6,555	31	2.3	2.2 *	.13
		2	Sometimes	97	39	8,169	35			
		3	Often	64	25	5,185	22			
		4	Very often	32	13	2,838	12			
		Total		248	100	22,747	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		
				UNCG		Inclusiv & Cult Div		UNCG	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	59	11	6,672	13	2.8	2.7 ***	.15
		2	Some	127	23	16,308	29			
		3	Quite a bit	203	36	19,949	35			
		4	Very much	166	29	13,633	24			
		Total		555	100	56,562	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	66	13	8,247	16	2.9	2.6 ***	.23
		2	Some	122	22	15,485	28			
		3	Quite a bit	176	32	19,357	33			
		4	Very much	191	34	13,388	23			
		Total		555	100	56,477	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	47	9	4,813	10	2.9	2.8 **	.13
		2	Some	119	22	14,021	26			
		3	Quite a bit	204	37	22,386	39			
		4	Very much	183	33	15,275	26			
		Total		553	100	56,495	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	104	19	11,082	21	2.6	2.5	.06
		2	Some	157	29	16,418	29			
		3	Quite a bit	168	30	17,342	30			
		4	Very much	125	22	11,653	20			
		Total		554	100	56,495	100			
e. Learning about other cultures	ICD01e	1	Very little	67	12	9,644	18	2.8	2.5 ***	.28
		2	Some	128	23	17,579	31			
		3	Quite a bit	188	34	16,939	29			
		4	Very much	171	30	12,331	21			
		Total		554	100	56,493	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	86	16	11,528	22	2.8	2.5 ***	.27
		2	Some	118	22	16,258	29			
		3	Quite a bit	169	31	15,958	27			
		4	Very much	176	31	12,723	22			
		Total		549	100	56,467	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	52	10	6,389	13	3.0	2.8 ***	.20
		2	Some	108	20	13,917	25			
		3	Quite a bit	190	34	20,497	36			
		4	Very much	204	37	15,673	27			
		Total		554	100	56,476	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	19	4	3,686	7	3.2	2.9 ***	.29
		2	Some	81	15	13,355	24			
		3	Quite a bit	217	39	21,778	38			
		4	Very much	235	43	17,583	31			
		Total		552	100	56,402	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	37	7	4,807	9	3.0	2.8 ***	.22
		2	Some	119	22	16,760	29			
		3	Quite a bit	208	37	20,921	37			
		4	Very much	185	34	13,864	25			
		Total		549	100	56,352	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		
				UNCG		Inclusiv & Cult Div		UNCG	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Creating an overall sense of community among students	ICD02c	1	Very little	40	8	4,590	9	2.9	2.8 *	.09
		2	Some	136	25	15,019	27			
		3	Quite a bit	199	36	21,708	38			
		4	Very much	173	31	15,079	26			
		Total		548	100	56,396	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	42	8	4,718	9	3.0	2.9 ***	.15
		2	Some	100	18	13,779	24			
		3	Quite a bit	211	38	21,424	37			
		4	Very much	195	36	16,399	29			
		Total		548	100	56,320	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	42	8	5,014	9	2.9	2.8 *	.10
		2	Some	130	24	15,046	26			
		3	Quite a bit	210	38	20,944	37			
		4	Very much	170	31	15,283	27			
		Total		552	100	56,287	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	35	6	4,922	9	3.1	2.9 ***	.17
		2	Some	98	18	13,104	23			
		3	Quite a bit	213	38	20,960	37			
		4	Very much	204	37	17,211	31			
		Total		550	100	56,197	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	68	12	7,816	14	2.7	2.6 **	.12
		2	Some	147	27	17,672	31			
		3	Quite a bit	192	35	18,319	32			
		4	Very much	142	26	12,329	22			
		Total		549	100	56,136	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	27	5	3,349	6	3.2	2.9 ***	.27
		2	Some	78	14	14,216	25			
		3	Quite a bit	216	39	21,681	38			
		4	Very much	230	42	16,885	30			
		Total		551	100	56,131	100			
b. Gender identity	ICD03b	1	Very little	23	4	4,468	8	3.2	2.9 ***	.36
		2	Some	80	15	14,630	26			
		3	Quite a bit	203	37	20,323	36			
		4	Very much	241	44	16,690	30			
		Total		547	100	56,111	100			
c. Economic background	ICD03c	1	Very little	52	10	7,535	13	2.8	2.6 ***	.21
		2	Some	149	26	18,405	32			
		3	Quite a bit	186	35	17,782	32			
		4	Very much	160	29	12,353	23			
		Total		547	100	56,075	100			
d. Political affiliation	ICD03d	1	Very little	78	14	9,058	17	2.6	2.5 *	.09
		2	Some	175	32	20,259	36			
		3	Quite a bit	183	34	16,582	29			
		4	Very much	112	20	10,161	19			
		Total		548	100	56,060	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		
				UNCG		Inclusiv & Cult Div		UNCG	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
e. Religious affiliation	ICD03e	1	Very little	65	12	6,149	11	2.7	2.7	.04
		2	Some	159	29	17,730	31			
		3	Quite a bit	181	33	19,135	34			
		4	Very much	143	26	13,082	23			
		Total		548	100	56,096	100			
f. Sexual orientation	ICD03f	1	Very little	28	5	4,925	9	3.1	2.8 ***	.33
		2	Some	89	16	15,267	27			
		3	Quite a bit	202	37	19,713	35			
		4	Very much	227	41	16,157	29			
		Total		546	100	56,062	100			
g. Disability status	ICD03g	1	Very little	47	9	5,755	10	3.0	2.8 ***	.18
		2	Some	115	21	15,738	28			
		3	Quite a bit	196	36	19,278	34			
		4	Very much	190	34	15,307	28			
		Total		548	100	56,078	100			
4. To what extent do you agree or disagree with the following statements?										
a. I feel comfortable being myself at this institution.	ICD04a_18	1	Strongly disagree	19	3	589	2	3.4	3.4	-.02
		2	Disagree	29	5	1,755	6			
		3	Agree	240	43	13,270	45			
		4	Strongly agree	266	48	13,619	47			
		Total		554	100	29,233	100			
b. I feel valued by this institution.	ICD04b_18	1	Strongly disagree	35	7	1,743	7	3.0	3.0	.03
		2	Disagree	89	17	4,981	17			
		3	Agree	256	46	14,202	48			
		4	Strongly agree	172	31	8,292	29			
		Total		552	100	29,218	100			
c. I feel like part of the community at this institution.	ICD04c_18	1	Strongly disagree	30	6	1,509	6	3.0	3.0	-.03
		2	Disagree	103	18	5,274	18			
		3	Agree	274	50	14,175	48			
		4	Strongly agree	144	26	8,270	28			
		Total		551	100	29,228	100			
5. 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	ICD05a_18	1	Never	198	36	8,632	32	2.0	2.1	-.06
		2	Sometimes	192	35	11,086	37			
		3	Often	102	19	6,290	21			
		4	Very often	57	11	3,191	11			
		Total		549	100	29,199	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD05b_18	1	Never	312	57	14,325	51	1.7	1.8 **	-.11
		2	Sometimes	146	27	8,762	29			
		3	Often	59	11	3,879	13			
		4	Very often	33	6	2,178	7			
		Total		550	100	29,144	100			
c. Participated in a diversity-related club or organization	ICD05c_18	1	Never	352	64	17,124	61	1.6	1.6	-.06
		2	Sometimes	106	19	6,538	21			
		3	Often	58	11	3,259	11			
		4	Very often	33	6	2,126	7			
		Total		549	100	29,047	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		
				UNCG		Inclusiv & Cult Div		UNCG	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD05d_18	1	Never	407	74	20,310	71	1.4	1.4	-.04
		2	Sometimes	81	15	5,241	17			
		3	Often	40	7	2,198	7			
		4	Very often	21	4	1,260	4			
		Total		549	100	29,009	100			
e. Reflected on your cultural identity	ICD05e_18	1	Never	141	26	7,848	29	2.3	2.2 *	.10
		2	Sometimes	186	34	10,307	35			
		3	Often	123	22	6,567	22			
		4	Very often	102	19	4,419	15			
		Total		552	100	29,141	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
	UNCG	UNCG	Inclusiv & Cult Div	UNCG	Inclusiv & Cult Div	UNCG	Inclusiv & Cult Div	Comparisons with: Inclusiv & Cult Div		
ICD01a	247	2.58	2.55	.06	.01	0.87	0.92	25,315	.604	.03
ICD01b	248	2.73	2.59	.06	.01	0.90	0.93	25,290	.014	.16
ICD01c	249	2.79	2.76	.06	.01	0.90	0.86	25,308	.587	.03
ICD01d	249	2.51	2.43	.06	.01	0.98	0.97	25,299	.212	.08
ICD01e	249	2.71	2.53	.06	.01	0.94	0.95	25,300	.004	.19
ICD01f	246	2.65	2.52	.06	.01	0.94	0.98	25,291	.038	.13
ICD01g	248	2.92	2.76	.06	.01	0.89	0.91	252	.007	.17
ICD02a	247	3.15	2.95	.05	.01	0.85	0.87	25,268	.000	.23
ICD02b	247	3.05	2.85	.05	.01	0.86	0.88	25,243	.000	.23
ICD02c	246	3.07	2.94	.06	.01	0.89	0.87	25,252	.015	.16
ICD02d	249	3.08	2.99	.06	.01	0.88	0.88	25,240	.085	.11
ICD02e	246	3.01	2.93	.06	.01	0.90	0.89	25,223	.162	.09
ICD02f	248	3.06	3.03	.06	.01	0.89	0.87	25,185	.596	.03
ICD02g	247	2.87	2.80	.06	.01	0.93	0.92	25,169	.222	.08
ICD03a	248	3.24	3.06	.05	.01	0.75	0.84	25,181	.001	.22
ICD03b	248	3.20	3.02	.05	.01	0.83	0.88	25,168	.002	.20
ICD03c	245	2.91	2.78	.06	.01	0.91	0.93	25,151	.025	.14
ICD03d	246	2.61	2.63	.06	.01	0.94	0.95	25,163	.694	-.03
ICD03e	246	2.77	2.86	.06	.01	0.90	0.91	25,163	.123	-.10
ICD03f	246	3.13	2.97	.05	.01	0.85	0.91	25,156	.007	.17
ICD03g	246	2.92	2.89	.06	.01	0.88	0.92	251	.575	.03
ICD04a_18	246	3.30	3.31	.05	.01	0.71	0.69	13,913	.802	-.02
ICD04b_18	245	3.06	3.05	.05	.01	0.77	0.75	13,917	.797	.02
ICD04c_18	245	2.95	3.04	.05	.01	0.81	0.77	13,919	.097	-.11
ICD05a_18	246	2.31	2.30	.06	.01	0.92	0.95	13,903	.878	.01
ICD05b_18	246	1.91	1.88	.06	.01	0.96	0.97	13,877	.663	.03
ICD05c_18	245	1.77	1.71	.06	.01	0.97	0.95	13,823	.353	.06
ICD05d_18	243	1.54	1.48	.06	.01	0.87	0.83	13,827	.257	.07
ICD05e_18	246	2.28	2.15	.06	.01	0.96	0.99	13,878	.048	.13

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
		UNCG	Inclusiv & Cult Div	UNCG	Inclusiv & Cult Div	UNCG	Inclusiv & Cult Div			
ICD01a	553	2.84	2.70	.04	.00	0.97	0.97	38,415	.000	.15
ICD01b	553	2.86	2.63	.04	.01	1.02	1.00	38,350	.000	.23
ICD01c	551	2.93	2.81	.04	.00	0.95	0.93	38,360	.003	.13
ICD01d	552	2.55	2.49	.04	.01	1.03	1.03	38,363	.167	.06
ICD01e	552	2.83	2.53	.04	.01	1.00	1.02	568	.000	.28
ICD01f	546	2.77	2.48	.05	.01	1.06	1.06	38,340	.000	.27
ICD01g	552	2.97	2.77	.04	.01	0.98	0.98	567	.000	.20
ICD02a	549	3.20	2.94	.04	.00	0.83	0.91	38,293	.000	.29
ICD02b	546	2.98	2.78	.04	.00	0.92	0.92	561	.000	.22
ICD02c	545	2.91	2.82	.04	.00	0.93	0.92	38,281	.033	.09
ICD02d	546	3.01	2.87	.04	.00	0.93	0.94	561	.000	.15
ICD02e	549	2.92	2.82	.04	.00	0.92	0.94	38,211	.020	.10
ICD02f	547	3.07	2.90	.04	.00	0.90	0.94	564	.000	.17
ICD02g	546	2.74	2.63	.04	.01	0.98	0.98	38,102	.007	.12
ICD03a	548	3.17	2.93	.04	.00	0.85	0.89	38,081	.000	.27
ICD03b	543	3.21	2.87	.04	.00	0.85	0.93	562	.000	.36
ICD03c	544	2.84	2.63	.04	.01	0.96	0.97	559	.000	.21
ICD03d	545	2.59	2.50	.04	.01	0.97	0.98	38,027	.032	.09
ICD03e	545	2.73	2.69	.04	.00	0.98	0.96	38,057	.342	.04
ICD03f	543	3.15	2.83	.04	.00	0.87	0.95	560	.000	.33
ICD03g	545	2.96	2.79	.04	.00	0.95	0.96	560	.000	.18
ICD04a_18	551	3.35	3.37	.03	.00	0.74	0.70	20,506	.657	-.02
ICD04b_18	549	3.01	2.99	.04	.01	0.86	0.85	20,499	.512	.03
ICD04c_18	547	2.96	2.99	.03	.01	0.82	0.83	20,501	.452	-.03
ICD05a_18	545	2.04	2.10	.04	.01	0.98	0.97	20,489	.143	-.06
ICD05b_18	547	1.66	1.77	.04	.01	0.90	0.94	20,450	.010	-.11
ICD05c_18	546	1.59	1.64	.04	.01	0.91	0.93	20,381	.184	-.06
ICD05d_18	546	1.42	1.45	.03	.01	0.79	0.81	20,356	.379	-.04
ICD05e_18	549	2.33	2.22	.04	.01	1.05	1.02	577	.020	.10

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.