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# **NSSE 2020 Topical Module Report**

## **Inclusiveness & Engagement with Diversity**

State University of New York at Fredonia

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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)	Rider University (Lawrenceville, NJ)*
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 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)
Oakland University (Rochester Hills, MI)	University of Central Missouri (Warrensburg, MO)
Ohio State University at Newark, The (Newark, OH)*	University of Colorado Denver (Denver, CO)*
Ohio Wesleyan University (Delaware, OH)*	University of Dubuque (Dubuque, IA)
Otterbein University (Westerville, OH)	University of Evansville (Evansville, IN)
Pacific Lutheran University (Tacoma, WA)	University of Hartford (West Hartford, CT)*
Pepperdine University (Malibu, CA)	University of Hawai'i-West O'ahu (Kapolei, HI)
Pittsburg State University (Pittsburg, KS)	University of Idaho (Moscow, ID)
Point Loma Nazarene University (San Diego, CA)	University of Illinois Springfield (Springfield, IL)
Prairie View A&M University (Prairie View, TX)	University of Indianapolis (Indianapolis, IN)
Presbyterian College (Clinton, SC)	University of Kentucky (Lexington, KY)
Presentation College (Aberdeen, SD)	University of La Verne (La Verne, CA)*
Queen's University (Kingston, ON)	University of Lynchburg (Lynchburg, VA)
Radford University (Radford, VA)	University of Mary (Bismarck, ND)
Randolph-Macon College (Ashland, VA)	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>		
				SUNY Fredonia		Inclusiv & Cult Div		SUNY Fredonia	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<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	17	11	6,691	13	<b>2.5</b>	2.6	-.04
		2	Some	50	37	18,383	34			
		3	Quite a bit	49	37	20,051	36			
		4	Very much	20	15	10,041	18			
		Total		136	100	55,166	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	21	15	6,663	13	<b>2.5</b>	2.6	-.08
		2	Some	50	37	16,942	31			
		3	Quite a bit	39	29	20,780	37			
		4	Very much	26	20	10,801	19			
		Total		136	100	55,186	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	14	10	3,786	7	<b>2.7</b>	2.8	-.07
		2	Some	38	28	15,093	28			
		3	Quite a bit	56	40	23,572	42			
		4	Very much	28	22	12,703	22			
		Total		136	100	55,154	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	29	20	9,639	18	<b>2.4</b>	2.5	-.12
		2	Some	50	39	17,995	33			
		3	Quite a bit	36	25	18,006	32			
		4	Very much	20	16	9,497	17			
		Total		135	100	55,137	100			
e. Learning about other cultures	ICD01e	1	Very little	16	11	7,783	14	<b>2.6</b>	2.6	.02
		2	Some	54	40	18,592	34			
		3	Quite a bit	44	31	18,385	33			
		4	Very much	22	18	10,395	18			
		Total		136	100	55,155	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	24	17	9,008	17	<b>2.5</b>	2.5	-.02
		2	Some	41	30	17,611	33			
		3	Quite a bit	51	38	17,858	32			
		4	Very much	20	15	10,667	18			
		Total		136	100	55,144	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	9	6	4,510	9	<b>2.8</b>	2.8	-.01
		2	Some	43	31	14,876	28			
		3	Quite a bit	55	41	22,037	40			
		4	Very much	29	22	13,780	24			
		Total		136	100	55,203	100			
<b>2. How much does your institution emphasize the following?</b>										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	10	7	3,064	6	<b>2.8</b>	2.9	-.13
		2	Some	36	29	13,512	25			
		3	Quite a bit	56	41	22,362	41			
		4	Very much	32	24	16,204	29			
		Total		134	100	55,142	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	11	7	3,540	7	<b>2.7</b>	2.8	-.13
		2	Some	40	30	15,133	28			
		3	Quite a bit	58	45	22,278	40			
		4	Very much	25	18	14,132	25			
		Total		134	100	55,083	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>		
				SUNY Fredonia		Inclusiv & Cult Div		SUNY Fredonia	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
c. Creating an overall sense of community among students	ICD02c	1	Very little	10	7	2,769	5	<b>2.8</b>	3.0 **	-0.24 ▽
		2	Some	37	30	12,358	23			
		3	Quite a bit	60	44	22,886	41			
		4	Very much	28	19	17,065	30			
		Total		135	100	55,078	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	9	6	3,050	6	<b>2.9</b>	3.0	-0.10
		2	Some	36	29	11,776	22			
		3	Quite a bit	47	34	22,230	40			
		4	Very much	43	31	18,033	32			
		Total		135	100	55,089	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	14	10	3,403	6	<b>2.8</b>	2.9	-0.13
		2	Some	31	23	12,853	24			
		3	Quite a bit	55	42	21,876	40			
		4	Very much	34	25	16,876	30			
		Total		134	100	55,008	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	12	8	2,807	5	<b>2.9</b>	3.0	-0.15
		2	Some	31	23	11,160	20			
		3	Quite a bit	50	37	21,900	40			
		4	Very much	41	31	19,116	35			
		Total		134	100	54,983	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	22	16	4,787	9	<b>2.6</b>	2.8 *	-0.19 ▽
		2	Some	36	27	15,318	28			
		3	Quite a bit	45	35	20,659	38			
		4	Very much	29	22	14,223	26			
		Total		132	100	54,987	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	7	5	1,962	4	<b>2.9</b>	3.1	-0.14
		2	Some	29	23	11,233	20			
		3	Quite a bit	61	45	22,455	41			
		4	Very much	38	27	19,367	35			
		Total		135	100	55,017	100			
b. Gender identity	ICD03b	1	Very little	3	2	2,496	5	<b>3.1</b>	3.0	.11
		2	Some	21	16	11,242	21			
		3	Quite a bit	63	47	21,568	40			
		4	Very much	48	35	19,666	35			
		Total		135	100	54,972	100			
c. Economic background	ICD03c	1	Very little	10	7	4,485	8	<b>2.7</b>	2.8	-0.11
		2	Some	43	33	15,497	28			
		3	Quite a bit	54	40	20,118	37			
		4	Very much	27	20	14,829	27			
		Total		134	100	54,929	100			
d. Political affiliation	ICD03d	1	Very little	26	19	6,269	12	<b>2.4</b>	2.7 ***	-0.30 ▽
		2	Some	53	40	17,955	33			
		3	Quite a bit	35	26	18,727	34			
		4	Very much	21	15	11,991	22			
		Total		135	100	54,942	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>		
				SUNY Fredonia		Inclusiv & Cult Div		SUNY Fredonia	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
e. Religious affiliation	ICD03e	1	Very little	20	15	3,845	7	<b>2.5</b>	2.9 ***	-0.39
		2	Some	48	37	14,579	27			
		3	Quite a bit	42	31	20,789	38			
		4	Very much	24	17	15,721	28			
		Total		134	100	54,934	100			
f. Sexual orientation	ICD03f	1	Very little	6	5	3,086	6	<b>3.0</b>	3.0	.04
		2	Some	25	19	11,963	22			
		3	Quite a bit	57	43	20,835	38			
		4	Very much	47	33	19,041	34			
		Total		135	100	54,925	100			
g. Disability status	ICD03g	1	Very little	11	7	4,060	7	<b>2.7</b>	2.9 **	-0.24
		2	Some	48	36	13,313	24			
		3	Quite a bit	47	36	20,445	37			
		4	Very much	29	21	17,186	31			
		Total		135	100	55,004	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	21	15	13,417	26	<b>2.4</b>	2.2 *	.20
		2	Sometimes	60	45	22,072	40			
		3	Often	36	26	13,201	24			
		4	Very often	18	14	6,251	11			
		Total		135	100	54,941	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	53	41	25,725	48	<b>1.9</b>	1.8	.07
		2	Sometimes	52	39	16,699	29			
		3	Often	20	13	8,098	14			
		4	Very often	10	8	4,362	8			
		Total		135	100	54,884	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	62	46	31,637	59	<b>1.8</b>	1.7	.10
		2	Sometimes	50	38	12,575	22			
		3	Often	15	10	6,731	12			
		4	Very often	8	6	3,777	7			
		Total		135	100	54,720	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	93	68	38,741	71	<b>1.5</b>	1.4	.03
		2	Sometimes	27	21	9,319	16			
		3	Often	8	6	4,502	8			
		4	Very often	7	5	2,167	4			
		Total		135	100	54,729	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	51	38	16,044	30	<b>2.0</b>	2.1 *	-0.18
		2	Sometimes	47	35	20,625	37			
		3	Often	27	20	11,656	21			
		4	Very often	10	7	6,547	12			
		Total		135	100	54,872	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>		
				SUNY Fredonia		Inclusiv & Cult Div		SUNY Fredonia	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<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	11	11	6,925	11	<b>2.7</b>	2.8	-.06
		2	Some	35	32	17,704	28			
		3	Quite a bit	38	35	22,984	35			
		4	Very much	25	23	17,196	26			
		Total		109	100	64,809	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	13	12	8,694	15	<b>2.8</b>	2.7	.07
		2	Some	29	25	16,959	27			
		3	Quite a bit	40	37	22,216	33			
		4	Very much	28	26	16,913	25			
		Total		110	100	64,782	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	9	10	5,171	9	<b>3.0</b>	2.9	.12
		2	Some	24	20	15,104	24			
		3	Quite a bit	38	32	25,455	39			
		4	Very much	39	38	19,060	28			
		Total		110	100	64,790	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	21	20	11,604	19	<b>2.5</b>	2.6	-.04
		2	Some	36	28	18,033	28			
		3	Quite a bit	31	29	20,132	31			
		4	Very much	22	22	15,004	23			
		Total		110	100	64,773	100			
e. Learning about other cultures	ICD01e	1	Very little	17	15	10,392	17	<b>2.7</b>	2.6	.10
		2	Some	32	26	19,417	30			
		3	Quite a bit	36	33	19,619	29			
		4	Very much	25	26	15,339	23			
		Total		110	100	64,767	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	18	16	12,149	21	<b>2.7</b>	2.6	.15
		2	Some	30	27	17,782	28			
		3	Quite a bit	32	29	18,685	28			
		4	Very much	29	29	16,122	24			
		Total		109	100	64,738	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	11	11	6,616	11	<b>2.9</b>	2.8	.07
		2	Some	25	22	15,174	24			
		3	Quite a bit	38	33	23,458	36			
		4	Very much	36	34	19,568	29			
		Total		110	100	64,816	100			
<b>2. How much does your institution emphasize the following?</b>										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	13	13	4,446	7	<b>2.7</b>	2.9	-.18
		2	Some	33	28	15,841	25			
		3	Quite a bit	35	31	24,375	38			
		4	Very much	28	28	20,051	31			
		Total		109	100	64,713	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	13	12	5,581	9	<b>2.7</b>	2.8	-.04
		2	Some	35	30	19,225	30			
		3	Quite a bit	34	30	23,560	36			
		4	Very much	26	28	16,300	25			
		Total		108	100	64,666	100			

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				SUNY Fredonia		Inclusiv & Cult Div		SUNY Fredonia	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
c. Creating an overall sense of community among students	ICD02c	1	Very little	10	10	4,992	8	<b>2.8</b>	2.9	-.05
		2	Some	37	31	16,709	26			
		3	Quite a bit	33	29	24,676	38			
		4	Very much	30	31	18,277	28			
		Total		110	100	64,654	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	12	12	5,172	8	<b>2.9</b>	2.9	-.01
		2	Some	26	20	15,802	25			
		3	Quite a bit	40	36	24,169	37			
		4	Very much	32	32	19,471	30			
		Total		110	100	64,614	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	10	8	5,443	9	<b>3.0</b>	2.9	.11
		2	Some	28	24	16,595	26			
		3	Quite a bit	38	31	23,752	36			
		4	Very much	34	37	18,826	29			
		Total		110	100	64,616	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	17	15	5,744	9	<b>2.8</b>	2.9	-.11
		2	Some	28	24	15,080	23			
		3	Quite a bit	33	26	23,221	36			
		4	Very much	32	35	20,447	32			
		Total		110	100	64,492	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	22	20	8,650	14	<b>2.5</b>	2.7	-.15
		2	Some	34	30	19,740	30			
		3	Quite a bit	34	30	20,872	32			
		4	Very much	19	21	15,233	24			
		Total		109	100	64,495	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	13	12	3,676	6	<b>2.9</b>	2.9	-.10
		2	Some	26	22	16,188	25			
		3	Quite a bit	40	34	24,606	38			
		4	Very much	31	32	20,027	31			
		Total		110	100	64,497	100			
b. Gender identity	ICD03b	1	Very little	10	10	4,301	7	<b>3.0</b>	2.9	.09
		2	Some	23	20	15,905	25			
		3	Quite a bit	37	30	23,990	37			
		4	Very much	40	40	20,227	31			
		Total		110	100	64,423	100			
c. Economic background	ICD03c	1	Very little	25	24	7,527	12	<b>2.5</b>	2.7 *	-.23 ▽
		2	Some	33	29	19,923	31			
		3	Quite a bit	25	22	21,203	33			
		4	Very much	25	25	15,793	25			
		Total		108	100	64,446	100			
d. Political affiliation	ICD03d	1	Very little	23	22	9,705	15	<b>2.5</b>	2.5	-.03
		2	Some	35	28	22,545	35			
		3	Quite a bit	29	27	19,634	30			
		4	Very much	23	23	12,536	20			
		Total		110	100	64,420	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>		
				SUNY Fredonia		Inclusiv & Cult Div		SUNY Fredonia	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
e. Religious affiliation	ICD03e	1	Very little	22	23	6,575	10	<b>2.4</b>	2.7 **	-0.33 ▼
		2	Some	44	36	19,857	31			
		3	Quite a bit	21	18	22,158	34			
		4	Very much	23	23	15,832	25			
		Total		110	100	64,422	100			
f. Sexual orientation	ICD03f	1	Very little	9	9	4,767	8	<b>3.0</b>	2.9	.13
		2	Some	23	20	16,682	26			
		3	Quite a bit	38	33	23,420	36			
		4	Very much	40	38	19,557	30			
		Total		110	100	64,426	100			
g. Disability status	ICD03g	1	Very little	18	17	6,182	10	<b>2.7</b>	2.8	-.19
		2	Some	34	29	17,259	27			
		3	Quite a bit	27	24	22,519	35			
		4	Very much	31	29	18,531	29			
		Total		110	100	64,491	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	29	27	19,746	32	<b>2.2</b>	2.1	.14
		2	Sometimes	47	39	25,145	38			
		3	Often	21	20	12,860	19			
		4	Very often	13	14	6,736	10			
		Total		110	100	64,487	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	49	45	31,547	51	<b>1.9</b>	1.8	.12
		2	Sometimes	36	33	19,493	29			
		3	Often	13	11	8,282	12			
		4	Very often	12	11	5,097	8			
		Total		110	100	64,419	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	62	56	37,767	60	<b>1.7</b>	1.7	.07
		2	Sometimes	28	26	14,500	22			
		3	Often	12	11	7,006	11			
		4	Very often	8	8	4,984	7			
		Total		110	100	64,257	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	74	68	44,838	71	<b>1.5</b>	1.4	.03
		2	Sometimes	22	20	11,615	17			
		3	Often	8	7	4,867	7			
		4	Very often	4	5	2,889	4			
		Total		108	100	64,209	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	31	32	16,881	28	<b>2.2</b>	2.2	-.04
		2	Sometimes	38	32	22,995	35			
		3	Often	24	20	14,496	22			
		4	Very often	16	16	10,076	15			
		Total		109	100	64,448	100			

#### 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>
		SUNY Fredonia	Inclusiv & Cult Div	SUNY Fredonia	Inclusiv & Cult Div	SUNY Fredonia	Inclusiv & Cult Div			
								<i>Comparisons with:</i>		
								Inclusiv & Cult Div		
ICD01a	133	2.55	2.59	.076	.004	0.88	0.92	43,336	.627	-.04
ICD01b	133	2.54	2.62	.084	.004	0.97	0.93	43,358	.345	-.08
ICD01c	133	2.73	2.79	.079	.004	0.91	0.87	43,328	.445	-.07
ICD01d	132	2.36	2.47	.085	.005	0.98	0.97	43,321	.172	-.12
ICD01e	133	2.57	2.55	.079	.005	0.91	0.95	43,327	.812	.02
ICD01f	133	2.50	2.52	.082	.005	0.94	0.98	43,320	.860	-.02
ICD01g	133	2.78	2.79	.075	.004	0.86	0.91	43,356	.900	-.01
ICD02a	131	2.81	2.93	.076	.004	0.87	0.87	43,311	.141	-.13
ICD02b	131	2.73	2.84	.073	.004	0.84	0.88	43,263	.144	-.13
ICD02c	132	2.76	2.97	.073	.004	0.84	0.86	43,256	.006	-.24
ICD02d	132	2.90	2.99	.079	.004	0.91	0.88	43,268	.274	-.10
ICD02e	131	2.82	2.94	.080	.004	0.92	0.89	43,195	.133	-.13
ICD02f	131	2.91	3.04	.082	.004	0.94	0.87	43,178	.080	-.15
ICD02g	129	2.63	2.80	.088	.004	1.00	0.92	129	.049	-.19
ICD03a	132	2.95	3.07	.072	.004	0.83	0.83	43,205	.099	-.14
ICD03b	132	3.14	3.05	.067	.004	0.77	0.86	43,173	.196	.11
ICD03c	131	2.72	2.83	.075	.004	0.86	0.92	43,142	.193	-.11
ICD03d	132	2.37	2.66	.083	.005	0.96	0.94	43,151	.001	-.30
ICD03e	131	2.51	2.87	.083	.004	0.95	0.91	43,139	.000	-.39
ICD03f	132	3.04	3.00	.074	.004	0.86	0.89	43,121	.626	.04
ICD03g	132	2.70	2.93	.077	.004	0.88	0.92	43,203	.006	-.24
ICD04a_20	132	2.39	2.20	.079	.005	0.90	0.95	43,152	.022	.20
ICD04b_20	132	1.88	1.82	.079	.005	0.91	0.95	43,102	.451	.07
ICD04c_20	132	1.76	1.67	.075	.005	0.86	0.93	132	.218	.10
ICD04d_20	132	1.47	1.45	.071	.004	0.81	0.81	42,979	.740	.03
ICD04e_20	132	1.96	2.14	.081	.005	0.93	0.98	43,107	.035	-.18

## 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>
		SUNY Fredonia	Inclusiv & Cult Div	SUNY Fredonia	Inclusiv & Cult Div	SUNY Fredonia	Inclusiv & Cult Div			
								<i>Comparisons with:</i>		
								Inclusiv & Cult Div		
ICD01a	105	2.70	2.76	.092	.005	0.94	0.97	45,006	.524	-.06
ICD01b	106	2.76	2.69	.095	.005	0.97	1.00	44,991	.497	.07
ICD01c	106	2.98	2.87	.096	.004	0.99	0.93	44,983	.227	.12
ICD01d	106	2.52	2.57	.102	.005	1.05	1.04	44,983	.677	-.04
ICD01e	106	2.69	2.58	.099	.005	1.02	1.02	44,963	.283	.10
ICD01f	105	2.71	2.55	.102	.005	1.05	1.07	44,950	.129	.15
ICD01g	106	2.89	2.83	.098	.005	1.01	0.97	45,007	.487	.07
ICD02a	105	2.74	2.91	.098	.004	1.01	0.92	105	.090	-.18
ICD02b	104	2.73	2.77	.099	.004	1.00	0.92	44,883	.652	-.04
ICD02c	106	2.80	2.85	.096	.004	0.99	0.92	44,879	.594	-.05
ICD02d	106	2.87	2.89	.097	.004	1.00	0.93	44,841	.893	-.01
ICD02e	106	2.96	2.86	.094	.004	0.97	0.94	44,854	.280	.11
ICD02f	106	2.80	2.91	.105	.004	1.08	0.95	105	.309	-.11
ICD02g	104	2.51	2.66	.101	.005	1.03	0.99	44,760	.116	-.15
ICD03a	106	2.85	2.94	.097	.004	1.00	0.89	105	.346	-.10
ICD03b	106	3.00	2.92	.097	.004	1.00	0.91	44,694	.367	.09
ICD03c	104	2.49	2.71	.109	.005	1.11	0.97	104	.047	-.23
ICD03d	106	2.51	2.54	.105	.005	1.08	0.97	105	.764	-.03
ICD03e	106	2.42	2.73	.105	.004	1.08	0.95	105	.004	-.33
ICD03f	106	3.00	2.89	.095	.004	0.98	0.92	44,683	.194	.13
ICD03g	106	2.66	2.83	.105	.005	1.08	0.95	105	.096	-.19
ICD04a_20	106	2.21	2.07	.096	.005	0.99	0.96	44,748	.147	.14
ICD04b_20	106	1.88	1.77	.097	.004	1.00	0.94	44,690	.212	.12
ICD04c_20	106	1.71	1.65	.093	.004	0.96	0.94	44,578	.491	.07
ICD04d_20	104	1.48	1.45	.080	.004	0.82	0.81	44,545	.730	.03
ICD04e_20	104	2.20	2.24	.104	.005	1.06	1.02	44,719	.679	-.04

## 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.