
NSSE 2024 Topical Module Report

Inclusiveness & Engagement with Diversity

Truman State University

This module examines environments, processes, and activities that reflect the engagement and validation of cultural diversity and promote greater understanding of societal differences. Questions explore students' exposure to inclusive teaching practices and intercultural learning; perceptions of institutional values and commitment regarding diversity; and participation in diversity-related programming and coursework.

Comparison group details are in the online Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface. A PDF copy is also saved in your report download folder.

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NSSE 2024 Inclusiveness & Engagement with Diversity

Frequencies and Statistical Comparisons

Truman State University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Truman		Inclusiv & Cult Div		Truman	Inclusiv & Cult Div	Effect size ^d
Item wording or description	Variable name	Values ^c	Response options	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	ICDskills	1	Very little	24	15	3,874	11	2.5	2.6 *	-.18
		2	Some	59	36	11,192	32			
		3	Quite a bit	57	36	13,317	38			
		4	Very much	21	13	6,746	19			
		Total		161	100	35,129	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	25	16	4,260	13	2.5	2.6 *	-.17
		2	Some	57	35	10,739	31			
		3	Quite a bit	60	37	13,075	37			
		4	Very much	20	12	7,031	19			
		Total		162	100	35,105	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	10	6	2,404	7	2.7	2.8	-.09
		2	Some	52	33	9,515	28			
		3	Quite a bit	70	43	14,883	42			
		4	Very much	30	18	8,300	23			
		Total		162	100	35,102	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	29	18	6,166	18	2.4	2.5	-.11
		2	Some	65	40	11,231	32			
		3	Quite a bit	47	29	11,397	32			
		4	Very much	21	13	6,292	18			
		Total		162	100	35,086	100			
e. Learning about other cultures	ICDcultures	1	Very little	27	17	4,536	13	2.5	2.6	-.14
		2	Some	54	32	11,254	32			
		3	Quite a bit	59	37	12,247	34			
		4	Very much	22	14	7,050	20			
		Total		162	100	35,087	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	28	18	4,906	15	2.4	2.6 **	-.21
		2	Some	62	38	10,797	31			
		3	Quite a bit	53	33	11,994	33			
		4	Very much	19	12	7,383	20			
		Total		162	100	35,080	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	15	10	2,609	8	2.7	2.8 *	-.19
		2	Some	53	32	8,986	26			
		3	Quite a bit	64	40	14,429	41			
		4	Very much	30	18	9,090	25			
		Total		162	100	35,114	100			

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Truman State University

First-Year Students

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				Truman		Inclusiv & Cult Div		Truman	Inclusiv & Cult Div	Effect size ^d
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	5	3	1,721	5	3.0	2.9	.08
		2	Some	32	20	8,427	24			
		3	Quite a bit	79	49	14,963	42			
		4	Very much	45	28	9,976	29			
		Total		161	100	35,087	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	4	3	2,209	6	2.9	2.8	.04
		2	Some	54	33	9,953	29			
		3	Quite a bit	65	41	14,566	41			
		4	Very much	38	24	8,324	24			
		Total		161	100	35,052	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	6	4	1,840	5	2.9	2.9	-.06
		2	Some	44	27	8,462	24			
		3	Quite a bit	73	46	14,778	42			
		4	Very much	38	23	9,960	29			
		Total		161	100	35,040	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	6	4	299	3	2.9	3.0	-.05
		2	Some	37	23	2,207	23			
		3	Quite a bit	77	48	4,543	46			
		4	Very much	40	25	2,685	28			
		Total		160	100	9,734	100			
e. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	4	3	2,011	6	3.0	3.0	.10
		2	Some	33	20	7,923	23			
		3	Quite a bit	76	47	14,585	41			
		4	Very much	47	30	10,487	30			
		Total		160	100	35,006	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	4	3	2,264	7	3.1	2.9 **	.23
		2	Some	27	16	8,979	26			
		3	Quite a bit	79	50	14,053	40			
		4	Very much	50	31	9,698	28			
		Total		160	100	34,994	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	6	4	2,142	6	3.1	2.9 *	.15
		2	Some	26	16	8,532	24			
		3	Quite a bit	78	50	13,943	40			
		4	Very much	49	31	10,305	30			
		Total		159	100	34,922	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	9	6	3,515	10	2.8	2.7	.09
		2	Some	46	29	10,501	30			
		3	Quite a bit	71	44	12,883	37			
		4	Very much	34	21	8,049	23			
		Total		160	100	34,948	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	5	3	461	5	2.9	2.9	.02
		2	Some	46	29	2,486	26			
		3	Quite a bit	63	40	4,151	42			
		4	Very much	44	28	2,623	26			
		Total		158	100	9,721	100			

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First-Year Students

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Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
j. Connecting to groups of people at your institution with interests like yours	ICDinterests	1	Very little	8	5	532	6	2.8	2.9	-.08
		2	Some	45	28	2,420	26			
		3	Quite a bit	75	46	4,161	42			
		4	Very much	32	21	2,607	27			
		Total	160	100	9,720	100				
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	28	17	1,300	15	2.5	2.6	-.14
		2	Some	53	33	2,851	30			
		3	Quite a bit	55	35	3,445	34			
		4	Very much	23	15	2,123	21			
		Total	159	100	9,719	100				
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICDrace	1	Very little	4	3	1,159	3	3.1	3.1	.03
		2	Some	26	16	7,363	21			
		3	Quite a bit	83	52	14,958	43			
		4	Very much	46	29	11,431	33			
		Total	159	100	34,911	100				
b. Gender identity	ICDgender	1	Very little	4	3	1,420	4	3.2	3.0	.15
		2	Some	23	14	7,401	21			
		3	Quite a bit	74	47	14,376	41			
		4	Very much	58	36	11,689	34			
		Total	159	100	34,886	100				
c. Economic background	ICDecon	1	Very little	10	6	2,744	8	2.8	2.8	.00
		2	Some	49	30	10,429	30			
		3	Quite a bit	66	42	13,075	37			
		4	Very much	35	22	8,611	25			
		Total	160	100	34,859	100				
d. Political affiliation	ICDpolitics	1	Very little	13	8	4,051	12	2.7	2.6	.05
		2	Some	57	35	12,135	35			
		3	Quite a bit	61	38	11,758	33			
		4	Very much	28	18	6,889	20			
		Total	159	100	34,833	100				
e. Religious affiliation	ICDreligion	1	Very little	5	3	2,424	7	2.8	2.8	.00
		2	Some	48	30	9,696	28			
		3	Quite a bit	75	46	13,563	38			
		4	Very much	32	20	9,177	26			
		Total	160	100	34,860	100				
f. Sexual orientation	ICDsexorient	1	Very little	4	3	1,669	5	3.1	3.0	.14
		2	Some	27	17	7,881	23			
		3	Quite a bit	73	46	13,918	39			
		4	Very much	55	34	11,394	33			
		Total	159	100	34,862	100				
g. Disability status	ICDability	1	Very little	11	7	2,784	8	2.7	2.8 *	-16 ▽
		2	Some	57	35	9,498	27			
		3	Quite a bit	63	40	13,037	37			
		4	Very much	29	18	9,540	28			
		Total	160	100	34,859	100				

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				Truman		Inclusiv & Cult Div		Truman	Inclusiv & Cult Div	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
h. Citizenship or immigration status	ICDcitizen	1	Very little	10	6	2,789	8	2.8	2.8	.00
		2	Some	45	28	10,041	29			
		3	Quite a bit	71	44	13,012	37			
		4	Very much	34	22	9,013	26			
		Total	160	100	34,855	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	ICDevents	1	Never	30	19	8,368	25	2.3	2.2	.10
		2	Sometimes	77	47	14,058	40			
		3	Often	30	19	8,412	23			
		4	Very often	25	15	4,066	11			
		Total	162	100	34,904	100				
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	55	35	14,950	45	2.1	1.9 ** △	.20
		2	Sometimes	59	36	11,090	31			
		3	Often	25	15	5,680	15			
		4	Very often	23	14	3,167	9			
		Total	162	100	34,887	100				
c. Participated in a diversity-related club or organization	ICDclub	1	Never	80	50	18,431	54	1.8	1.7	.07
		2	Sometimes	47	28	8,796	25			
		3	Often	21	13	4,797	13			
		4	Very often	14	9	2,801	8			
		Total	162	100	34,825	100				
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	114	70	23,571	69	1.5	1.5	-.03
		2	Sometimes	30	18	6,322	18			
		3	Often	11	7	3,155	9			
		4	Very often	7	5	1,745	5			
		Total	162	100	34,793	100				
e. Reflected on your cultural identity	ICDreflect	1	Never	57	35	9,982	29	2.1	2.2	-.11
		2	Sometimes	57	35	12,944	37			
		3	Often	30	19	7,626	21			
		4	Very often	17	11	4,294	12			
		Total	161	100	34,846	100				
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
	ICDexpbias	—	No	123	78	7,612	79			
		—	Yes, but it did not interfere with my education	28	17	1,728	17			
		—	Yes, and it interfered with my education	9	5	338	3			
		Total		160	100	9,678	100			
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
	ICDsuppbias	—	No	30	19	2,551	26			
		—	Yes, but it did not interfere with my education	21	12	1,426	15			
		—	Yes, and it interfered with my education	109	68	5,720	59			
		Total		160	100	9,697	100			

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Truman State University

Seniors

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				Truman		Inclusiv & Cult Div		Truman	Inclusiv & Cult Div	Effect size ^d
Item wording or description	Variable name	Values ^c	Response options	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	ICDskills	1	Very little	18	16	3,939	10	2.5	2.8 **	-.28
		2	Some	35	30	10,513	26			
		3	Quite a bit	44	37	14,416	36			
		4	Very much	19	16	11,213	27			
		Total		116	100	40,081	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	16	14	5,284	15	2.6	2.7	-.14
		2	Some	38	33	10,386	26			
		3	Quite a bit	42	35	13,514	33			
		4	Very much	20	18	10,854	26			
		Total		116	100	40,038	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	9	8	3,186	9	2.7	2.9	-.17
		2	Some	37	33	9,181	23			
		3	Quite a bit	47	39	15,448	38			
		4	Very much	23	20	12,247	29			
		Total		116	100	40,062	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	26	22	6,961	19	2.3	2.6 **	-.26
		2	Some	45	39	11,013	28			
		3	Quite a bit	28	24	12,237	30			
		4	Very much	17	15	9,815	24			
		Total		116	100	40,026	100			
e. Learning about other cultures	ICDcultures	1	Very little	20	17	6,189	17	2.4	2.6	-.16
		2	Some	41	37	11,631	29			
		3	Quite a bit	37	31	12,264	30			
		4	Very much	18	15	9,966	24			
		Total		116	100	40,050	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	19	17	6,626	18	2.5	2.6	-.13
		2	Some	37	32	10,318	26			
		3	Quite a bit	43	37	12,103	29			
		4	Very much	17	14	10,986	26			
		Total		116	100	40,033	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	13	11	3,678	10	2.8	2.9	-.09
		2	Some	24	21	8,952	23			
		3	Quite a bit	52	44	14,590	36			
		4	Very much	27	23	12,851	31			
		Total		116	100	40,071	100			

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Truman State University

Seniors

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				Truman		Inclusiv & Cult Div		Truman	Inclusiv & Cult Div	Effect size ^d
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	8	7	2,375	6	2.7	2.9 *	-.22
		2	Some	39	33	9,865	24			
		3	Quite a bit	43	38	15,526	39			
		4	Very much	25	22	12,249	31			
		Total		115	100	40,015	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	5	4	3,130	8	2.6	2.8 *	-.22
		2	Some	52	45	11,333	28			
		3	Quite a bit	40	35	15,111	38			
		4	Very much	17	16	10,402	26			
		Total		114	100	39,976	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	17	15	3,086	8	2.5	2.9 ***	-.36
		2	Some	36	32	10,400	26			
		3	Quite a bit	45	39	15,199	38			
		4	Very much	16	14	11,268	28			
		Total		114	100	39,953	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	13	12	517	6	2.6	2.9 ***	-.36
		2	Some	33	29	2,096	23			
		3	Quite a bit	49	44	3,858	42			
		4	Very much	17	16	2,707	29			
		Total		112	100	9,178	100			
e. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	13	12	3,197	8	2.7	2.9 *	-.22
		2	Some	31	27	9,604	24			
		3	Quite a bit	47	41	15,249	38			
		4	Very much	22	20	11,859	30			
		Total		113	100	39,909	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	5	4	3,211	8	2.8	2.9	-.06
		2	Some	37	32	10,269	25			
		3	Quite a bit	46	40	14,789	37			
		4	Very much	26	23	11,632	29			
		Total		114	100	39,901	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	12	10	3,948	10	2.7	2.9 *	-.21
		2	Some	37	32	10,139	25			
		3	Quite a bit	42	38	14,106	36			
		4	Very much	21	19	11,600	30			
		Total		112	100	39,793	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	24	22	5,537	14	2.3	2.6 ***	-.32
		2	Some	43	37	12,465	31			
		3	Quite a bit	30	27	12,608	32			
		4	Very much	16	14	9,211	23			
		Total		113	100	39,821	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	9	8	685	8	2.6	2.9 **	-.29
		2	Some	46	40	2,437	27			
		3	Quite a bit	42	36	3,465	37			
		4	Very much	17	15	2,583	28			
		Total		114	100	9,170	100			

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Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
j. Connecting to groups of people at your institution with interests like yours	ICDinterests	1	Very little	12	11	906	10	2.6	2.8 **	-0.26
		2	Some	43	37	2,373	26			
		3	Quite a bit	43	38	3,429	37			
		4	Very much	16	14	2,456	27			
		Total	114	100	9,164	100				
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	33	29	1,837	20	2.2	2.5 ***	-0.36
		2	Some	41	36	2,637	28			
		3	Quite a bit	29	25	2,686	30			
		4	Very much	11	10	2,006	22			
		Total	114	100	9,166	100				
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICDrace	1	Very little	7	6	2,087	5	2.8	3.0 *	-0.22
		2	Some	36	32	9,974	24			
		3	Quite a bit	45	40	15,523	39			
		4	Very much	24	22	12,205	31			
		Total	112	100	39,789	100				
b. Gender identity	ICDgender	1	Very little	7	6	2,367	6	2.9	3.0	-0.08
		2	Some	31	28	9,766	25			
		3	Quite a bit	43	38	15,106	38			
		4	Very much	31	28	12,503	32			
		Total	112	100	39,742	100				
c. Economic background	ICDecon	1	Very little	12	11	4,331	11	2.6	2.7	-0.13
		2	Some	38	33	12,419	31			
		3	Quite a bit	46	42	13,232	33			
		4	Very much	16	14	9,735	25			
		Total	112	100	39,717	100				
d. Political affiliation	ICDpolitics	1	Very little	19	17	6,177	16	2.4	2.5	-0.17
		2	Some	45	40	14,143	35			
		3	Quite a bit	36	32	11,536	29			
		4	Very much	12	11	7,831	20			
		Total	112	100	39,687	100				
e. Religious affiliation	ICDreligion	1	Very little	13	12	4,186	11	2.6	2.7	-0.15
		2	Some	37	33	12,516	31			
		3	Quite a bit	46	41	13,391	34			
		4	Very much	16	14	9,601	24			
		Total	112	100	39,694	100				
f. Sexual orientation	ICDsexorient	1	Very little	6	5	2,704	7	2.9	2.9	-0.02
		2	Some	29	26	10,191	26			
		3	Quite a bit	47	42	14,693	37			
		4	Very much	30	27	12,114	31			
		Total	112	100	39,702	100				
g. Disability status	ICDability	1	Very little	22	20	4,154	10	2.4	2.8 ***	-0.37
		2	Some	40	35	11,612	29			
		3	Quite a bit	31	29	13,318	34			
		4	Very much	18	17	10,649	27			
		Total	111	100	39,733	100				

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Seniors

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Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
h. Citizenship or immigration status	ICDcitizen	1	Very little	11	10	4,237	11	2.5	2.7 *	-0.21
		2	Some	48	44	12,393	31			
		3	Quite a bit	32	28	13,056	33			
		4	Very much	19	18	9,993	26			
		Total	110	100	39,679	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	ICDevents	1	Never	24	22	12,720	33	2.2	2.1	0.11
		2	Sometimes	53	46	15,099	37			
		3	Often	26	23	7,652	19			
		4	Very often	10	9	4,336	11			
		Total	113	100	39,807	100				
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	36	33	19,156	50	2.1	1.8 **	0.25
		2	Sometimes	46	40	11,768	29			
		3	Often	18	16	5,285	13			
		4	Very often	13	11	3,570	9			
		Total	113	100	39,779	100				
c. Participated in a diversity-related club or organization	ICDclub	1	Never	60	53	22,828	58	1.8	1.7	0.10
		2	Sometimes	26	24	8,973	22			
		3	Often	17	14	4,570	11			
		4	Very often	10	9	3,369	8			
		Total	113	100	39,740	100				
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	79	71	26,379	68	1.4	1.5 *	-0.15
		2	Sometimes	26	23	7,773	19			
		3	Often	4	4	3,355	8			
		4	Very often	3	3	2,190	5			
		Total	112	100	39,697	100				
e. Reflected on your cultural identity	ICDreflect	1	Never	30	27	10,548	28	2.2	2.3	-0.07
		2	Sometimes	49	43	13,821	35			
		3	Often	18	16	9,025	22			
		4	Very often	16	15	6,360	16			
		Total	113	100	39,754	100				
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
	ICDexpbias	—	No	64	57	6,333	71			
		—	Yes, but it did not interfere with my education	37	31	2,160	22			
		—	Yes, and it interfered with my education	14	12	647	7			
		Total		115	100	9,140	100			
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
	ICDsuppbias	—	No	17	15	2,402	27			
		—	Yes, but it did not interfere with my education	26	23	1,444	15			
		—	Yes, and it interfered with my education	71	62	5,302	58			
		Total		114	100	9,148	100			

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
	Truman	Truman	Inclusiv & Cult Div	Truman	Inclusiv & Cult Div	Truman	Inclusiv & Cult Div	Comparisons with: Inclusiv & Cult Div		
ICDskills	162	2.47	2.64	.071	.004	.91	.91	47,784	.019	-.18
ICDbiases	163	2.46	2.62	.071	.004	.90	.94	47,740	.027	-.17
ICDperspective	163	2.73	2.81	.065	.004	.83	.87	47,733	.267	-.09
ICDbackground	163	2.38	2.49	.073	.004	.93	.98	47,721	.143	-.11
ICDcultures	163	2.47	2.60	.073	.004	.93	.95	47,713	.080	-.14
ICDequity	163	2.39	2.59	.071	.004	.91	.97	47,684	.008	-.21
ICDideas	163	2.67	2.84	.070	.004	.89	.89	47,733	.015	-.19
ICDcommitment	162	3.01	2.95	.061	.004	.78	.85	162	.294	.08
ICDresources	162	2.85	2.82	.063	.004	.81	.86	47,647	.653	.04
ICDcommunity	162	2.89	2.94	.063	.004	.80	.86	47,627	.468	-.06
ICDexpress	161	2.94	2.98	.063	.007	.80	.80	14,701	.495	-.05
ICDstigma	161	3.04	2.95	.062	.004	.78	.88	161	.151	.10
ICDdiscrimination	161	3.09	2.89	.060	.004	.76	.88	162	.001	.23
ICDallegations	160	3.08	2.94	.062	.004	.78	.88	161	.030	.15
ICDconfront	161	2.81	2.73	.066	.004	.84	.93	161	.221	.09
ICDunique	159	2.91	2.90	.067	.007	.84	.85	14,670	.790	.02
ICDinterests	161	2.82	2.89	.064	.007	.81	.87	14,676	.340	-.08
ICDintbeyond	160	2.48	2.61	.075	.008	.94	.97	14,653	.077	-.14
ICDrace	160	3.08	3.05	.059	.004	.74	.82	160	.691	.03
ICDgender	160	3.17	3.04	.060	.004	.76	.85	47,389	.057	.15
ICDecon	161	2.79	2.80	.067	.004	.86	.91	47,334	.968	.00
ICDpolitics	160	2.66	2.61	.069	.004	.87	.94	47,315	.504	.05
ICDreligion	161	2.84	2.84	.061	.004	.78	.90	162	.991	.00
ICDsexorient	160	3.12	3.00	.061	.004	.78	.87	47,358	.073	.14
ICDability	161	2.70	2.85	.067	.004	.84	.92	47,351	.046	-.16
ICDcitizen	161	2.81	2.81	.067	.004	.85	.91	47,356	1.000	.00
ICDevents	163	2.30	2.20	.075	.004	.95	.94	47,422	.214	.10
ICDcenters	163	2.08	1.89	.081	.004	1.03	.97	47,386	.010	.20
ICDelub	163	1.81	1.75	.077	.004	.98	.96	47,321	.372	.07
ICDprotest	163	1.47	1.50	.065	.004	.83	.85	47,292	.667	-.03
ICDreflect	162	2.06	2.16	.078	.005	.99	.98	47,348	.182	-.11

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
	Truman	Truman	Inclusiv & Cult Div	Truman	Inclusiv & Cult Div	Truman	Inclusiv & Cult Div	Comparisons with: Inclusiv & Cult Div		
ICDskills	116	2.53	2.80	.088	.004	.95	.96	48,874	.003	-.28
ICDbiases	116	2.56	2.70	.088	.005	.95	1.01	48,802	.129	-.14
ICDperspective	116	2.72	2.88	.081	.004	.88	.93	48,844	.062	-.17
ICDbackground	116	2.32	2.59	.091	.005	.98	1.04	48,801	.006	-.26
ICDcultures	116	2.45	2.62	.088	.005	.95	1.02	48,819	.078	-.16
ICDequity	116	2.49	2.63	.087	.005	.94	1.06	116	.104	-.13
ICDideas	116	2.80	2.88	.086	.004	.93	.96	48,852	.357	-.09
ICDcommitment	115	2.75	2.94	.082	.004	.88	.89	48,786	.020	-.22
ICDresources	114	2.61	2.82	.075	.004	.80	.91	48,719	.019	-.22
ICDcommunity	114	2.52	2.86	.086	.004	.92	.92	48,685	.000	-.36
ICDexpress	112	2.63	2.95	.084	.007	.89	.87	13,911	.000	-.36
ICDstigma	113	2.69	2.89	.088	.004	.93	.93	48,635	.020	-.22
ICDdiscrimination	114	2.82	2.88	.079	.004	.84	.92	48,631	.498	-.06
ICDallegations	112	2.66	2.86	.086	.004	.91	.96	48,492	.027	-.21
ICDconfront	113	2.33	2.65	.092	.004	.98	.99	48,525	.001	-.32
ICDunique	114	2.59	2.85	.080	.008	.85	.92	13,900	.002	-.29
ICDinterests	114	2.55	2.80	.081	.008	.86	.95	13,891	.005	-.26
ICDintbeyond	114	2.15	2.53	.090	.009	.96	1.04	115	.000	-.36
ICDrace	112	2.77	2.97	.082	.004	.86	.87	48,456	.019	-.22
ICDgender	112	2.88	2.95	.084	.004	.89	.89	48,394	.389	-.08
ICDecon	112	2.60	2.72	.082	.004	.86	.96	48,367	.180	-.13
ICDpolitics	112	2.36	2.53	.084	.004	.89	.98	111	.056	-.17
ICDreligion	112	2.58	2.72	.083	.004	.88	.95	48,335	.123	-.15
ICDsexorient	112	2.90	2.91	.082	.004	.86	.91	48,359	.866	-.02
ICDability	111	2.42	2.78	.094	.004	.99	.96	48,387	.000	-.37
ICDcitizen	109	2.54	2.74	.086	.004	.90	.96	48,322	.032	-.21
ICDevents	113	2.18	2.07	.083	.004	.88	.97	48,483	.232	.11
ICDcenters	113	2.05	1.81	.091	.004	.97	.97	48,456	.007	.25
ICDelub	113	1.79	1.69	.094	.004	1.00	.97	48,408	.278	.10
ICDprotest	112	1.38	1.51	.065	.004	.69	.86	112	.048	-.15
ICDreflect	113	2.18	2.25	.093	.005	.99	1.03	48,388	.440	-.07

Endnotes

- a. Column percentages are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Percentages may not sum to 100 due to rounding. Counts are unweighted; column percentages cannot be replicated from counts. Comparison group details are in the Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface.
- b. All statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Unless otherwise noted, statistical comparisons are two-tailed independent t-tests. Items with categorical response sets are left blank.
- c. These are the values used to calculate means. For the majority of items, these values match the codes in the data file and codebook.
- d. Effect size for independent t-tests uses Cohen's d; z-tests use Cohen's h.
- e. Statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Categorical items are not listed.
- f. The 95% confidence interval for the population mean is equal to the sample mean plus or minus 1.96 times the standard error of the mean.
- g. A measure of the amount individual scores deviate from the mean of all the scores in the distribution.
- h. Degrees of freedom used to compute the t-tests. Values differ from Ns due to weighting and whether equal variances were assumed.
- i. Statistical comparisons are two-tailed independent t-tests or z-tests. Statistical significance represents the probability that the difference between your students' mean and that of the students in the comparison group is due to chance.
- j. Statistical comparison uses z-test to compare the proportion who responded (depending on the item) "Done or in progress" or "Yes" with all who responded otherwise.
- k. Mean represents the proportion who responded (depending on the item) "Done or in progress" or "Yes."

Key to symbols:

- ▲ **Your students' average** was significantly higher ($p < .05$) with an effect size at least .3 in magnitude.
- △ **Your students' average** was significantly higher ($p < .05$) with an effect size less than .3 in magnitude.
- ▼ **Your students' average** was significantly lower ($p < .05$) with an effect size less than .3 in magnitude.
- ▽ **Your students' average** was significantly lower ($p < .05$) with an effect size at least .3 in magnitude.

Note: It is important to interpret the direction of differences relative to item wording and your institutional context. You may not see all of these symbols in your report.