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# **NSSE 2024 Topical Module Report**

## **Inclusiveness & Engagement with Diversity**

### California State University, Sacramento

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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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### 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>		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	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	ICDskills	1	Very little	20	11	3,878	11	<b>2.6</b>	2.6	-.05
		2	Some	65	33	11,186	32			
		3	Quite a bit	82	41	13,292	38			
		4	Very much	33	15	6,734	19			
		Total		200	100	35,090	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	26	14	4,259	13	<b>2.6</b>	2.6	-.03
		2	Some	53	28	10,743	31			
		3	Quite a bit	87	43	13,048	37			
		4	Very much	33	15	7,018	19			
		Total		199	100	35,068	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	13	7	2,401	7	<b>2.8</b>	2.8	.05
		2	Some	51	27	9,516	28			
		3	Quite a bit	82	40	14,871	42			
		4	Very much	54	26	8,276	23			
		Total		200	100	35,064	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	24	12	6,171	18	<b>2.6</b>	2.5	.07
		2	Some	75	39	11,221	32			
		3	Quite a bit	63	32	11,381	32			
		4	Very much	38	18	6,275	18			
		Total		200	100	35,048	100			
e. Learning about other cultures	ICDcultures	1	Very little	12	6	4,551	14	<b>2.8</b>	2.6 **	.18
		2	Some	59	30	11,249	32			
		3	Quite a bit	85	43	12,221	34			
		4	Very much	43	20	7,029	20			
		Total		199	100	35,050	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	19	11	4,915	15	<b>2.7</b>	2.6	.13
		2	Some	60	30	10,799	32			
		3	Quite a bit	71	36	11,976	33			
		4	Very much	49	23	7,353	20			
		Total		199	100	35,043	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	11	6	2,613	8	<b>2.9</b>	2.8	.06
		2	Some	46	24	8,993	26			
		3	Quite a bit	92	46	14,401	41			
		4	Very much	50	24	9,070	25			
		Total		199	100	35,077	100			

### 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>		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>2. How much does your institution emphasize the following?</b>										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	6	3	1,720	5	<b>3.1</b>	2.9 *	.15
		2	Some	37	19	8,422	24			
		3	Quite a bit	91	46	14,951	42			
		4	Very much	65	32	9,956	29			
		Total		199	100	35,049	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	9	4	2,204	6	<b>2.8</b>	2.8	.00
		2	Some	59	30	9,948	29			
		3	Quite a bit	87	44	14,544	41			
		4	Very much	44	21	8,318	24			
		Total		199	100	35,014	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	8	4	1,838	5	<b>2.9</b>	2.9	-.10
		2	Some	56	29	8,450	24			
		3	Quite a bit	88	44	14,763	42			
		4	Very much	45	23	9,953	29			
		Total		197	100	35,004	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	5	3	300	3	<b>2.9</b>	3.0	-.08
		2	Some	48	25	2,196	23			
		3	Quite a bit	98	49	4,522	46			
		4	Very much	47	23	2,678	28			
		Total		198	100	9,696	100			
e. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	5	3	2,010	6	<b>3.1</b>	2.9 *	.14
		2	Some	41	20	7,915	23			
		3	Quite a bit	86	43	14,575	41			
		4	Very much	66	33	10,468	30			
		Total		198	100	34,968	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	9	5	2,259	7	<b>3.0</b>	2.9	.08
		2	Some	46	23	8,960	26			
		3	Quite a bit	82	43	14,050	40			
		4	Very much	61	29	9,687	28			
		Total		198	100	34,956	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	7	3	2,141	6	<b>3.0</b>	2.9	.03
		2	Some	47	25	8,511	24			
		3	Quite a bit	85	44	13,936	40			
		4	Very much	57	28	10,297	30			
		Total		196	100	34,885	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	23	11	3,501	10	<b>2.6</b>	2.7	-.10
		2	Some	60	30	10,487	30			
		3	Quite a bit	78	41	12,876	37			
		4	Very much	35	17	8,048	23			
		Total		196	100	34,912	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	9	5	457	5	<b>2.8</b>	2.9	-.07
		2	Some	56	28	2,476	26			
		3	Quite a bit	87	46	4,127	41			
		4	Very much	45	21	2,622	27			
		Total		197	100	9,682	100			

### 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>		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
j. Connecting to groups of people at your institution with interests like yours	ICDinterests	1	Very little	17	9	523	6	2.7	2.9 *	-.19
		2	Some	56	28	2,409	25			
		3	Quite a bit	85	43	4,151	42			
		4	Very much	39	20	2,600	27			
		Total		197	100	9,683	100			
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	37	19	1,291	14	2.4	2.6 **	-.23
		2	Some	69	35	2,835	30			
		3	Quite a bit	62	33	3,438	34			
		4	Very much	27	13	2,119	21			
		Total		195	100	9,683	100			
<b>3. How much does your institution provide a supportive environment for the following forms of diversity?</b>										
a. Racial/ethnic identity	ICDrace	1	Very little	3	1	1,160	3	3.2	3.1	.13
		2	Some	32	18	7,357	21			
		3	Quite a bit	89	46	14,952	43			
		4	Very much	71	36	11,406	33			
		Total		195	100	34,875	100			
b. Gender identity	ICDgender	1	Very little	4	2	1,420	4	3.1	3.0	.08
		2	Some	33	17	7,391	21			
		3	Quite a bit	96	49	14,354	41			
		4	Very much	63	32	11,684	34			
		Total		196	100	34,849	100			
c. Economic background	ICDecon	1	Very little	9	4	2,745	8	2.9	2.8	.12
		2	Some	49	26	10,429	30			
		3	Quite a bit	88	46	13,053	37			
		4	Very much	48	24	8,598	25			
		Total		194	100	34,825	100			
d. Political affiliation	ICDpolitics	1	Very little	30	16	4,034	12	2.4	2.6 **	-.23
		2	Some	79	40	12,113	35			
		3	Quite a bit	59	30	11,760	33			
		4	Very much	26	13	6,891	20			
		Total		194	100	34,798	100			
e. Religious affiliation	ICDreligion	1	Very little	14	7	2,415	7	2.7	2.8 *	-.15
		2	Some	67	35	9,677	28			
		3	Quite a bit	75	39	13,563	38			
		4	Very much	39	20	9,170	27			
		Total		195	100	34,825	100			
f. Sexual orientation	ICDsexorient	1	Very little	9	4	1,664	5	3.0	3.0	.00
		2	Some	34	18	7,874	23			
		3	Quite a bit	99	51	13,892	39			
		4	Very much	53	26	11,396	33			
		Total		195	100	34,826	100			
g. Disability status	ICDability	1	Very little	15	8	2,780	8	2.8	2.8	-.01
		2	Some	46	23	9,509	27			
		3	Quite a bit	89	47	13,011	37			
		4	Very much	44	22	9,525	28			
		Total		194	100	34,825	100			

### 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>		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
h. Citizenship or immigration status	ICDcitizen	1	Very little	11	6	2,788	8	<b>2.8</b>	2.8	-.02
		2	Some	64	32	10,022	29			
		3	Quite a bit	76	40	13,007	37			
		4	Very much	44	23	9,003	26			
		Total		195	100	34,820	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	ICDevents	1	Never	59	31	8,339	25	<b>2.0</b>	2.2 **	-.22
		2	Sometimes	91	47	14,044	40			
		3	Often	28	14	8,414	23			
		4	Very often	16	8	4,075	11			
		Total		194	100	34,872	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	99	53	14,906	44	<b>1.8</b>	1.9	-.12
		2	Sometimes	51	25	11,098	31			
		3	Often	28	14	5,677	16			
		4	Very often	16	8	3,174	9			
		Total		194	100	34,855	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	123	64	18,388	54	<b>1.5</b>	1.7 ***	-.23
		2	Sometimes	49	24	8,794	25			
		3	Often	15	8	4,803	13			
		4	Very often	8	4	2,807	8			
		Total		195	100	34,792	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	145	75	23,540	69	<b>1.4</b>	1.5 *	-.13
		2	Sometimes	30	15	6,322	18			
		3	Often	12	6	3,154	9			
		4	Very often	7	4	1,745	5			
		Total		194	100	34,761	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	52	27	9,987	30	<b>2.1</b>	2.2	-.08
		2	Sometimes	89	46	12,912	37			
		3	Often	37	17	7,619	21			
		4	Very often	19	9	4,292	12			
		Total		197	100	34,810	100			
<b>5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?</b>										
ICDexpbias	—	No		161	83	7,574	79	<b>2.1</b>	2.2	-.08
	—	Yes, but it did not interfere with my education		31	15	1,725	17			
	—	Yes, and it interfered with my education		4	2	343	4			
	Total		196	100	9,642	100				
<b>6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?</b>										
ICDsuppbias	—	No		78	42	2,503	25	<b>2.1</b>	2.2	-.08
	—	Yes, but it did not interfere with my education		26	12	1,421	15			
	—	Yes, and it interfered with my education		92	46	5,737	60			
	Total		196	100	9,661	100				

**Seniors**

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	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	ICDskills	1	Very little	28	9	3,929	11	<b>2.9</b>	2.8	.06
		2	Some	88	25	10,460	27			
		3	Quite a bit	134	37	14,326	36			
		4	Very much	105	29	11,127	27			
		Total		355	100	39,842	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	32	11	5,268	15	<b>2.9</b>	2.7 ***	.18
		2	Some	75	22	10,349	27			
		3	Quite a bit	126	34	13,430	33			
		4	Very much	120	32	10,754	26			
		Total		353	100	39,801	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	26	9	3,169	9	<b>3.0</b>	2.9	.10
		2	Some	70	20	9,148	24			
		3	Quite a bit	130	36	15,365	38			
		4	Very much	129	35	12,141	29			
		Total		355	100	39,823	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	51	16	6,936	19	<b>2.7</b>	2.6	.07
		2	Some	91	26	10,967	28			
		3	Quite a bit	126	35	12,139	30			
		4	Very much	87	24	9,745	24			
		Total		355	100	39,787	100			
e. Learning about other cultures	ICDcultures	1	Very little	39	13	6,170	17	<b>2.8</b>	2.6 ***	.20
		2	Some	78	22	11,594	29			
		3	Quite a bit	129	35	12,172	30			
		4	Very much	108	30	9,876	24			
		Total		354	100	39,812	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	31	11	6,614	18	<b>2.9</b>	2.6 ***	.29
		2	Some	66	20	10,289	26			
		3	Quite a bit	129	35	12,017	29			
		4	Very much	128	35	10,875	26			
		Total		354	100	39,795	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	24	8	3,667	10	<b>3.1</b>	2.9 ***	.21
		2	Some	50	15	8,926	23			
		3	Quite a bit	137	38	14,505	36			
		4	Very much	144	39	12,734	31			
		Total		355	100	39,832	100			

### Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>2. How much does your institution emphasize the following?</b>										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	13	4	2,370	6	<b>3.2</b>	2.9 ***	.28
		2	Some	46	14	9,858	25			
		3	Quite a bit	147	42	15,422	39			
		4	Very much	148	40	12,126	31			
		Total		354	100	39,776	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	24	8	3,111	8	<b>2.9</b>	2.8 *	.11
		2	Some	81	24	11,304	28			
		3	Quite a bit	138	39	15,013	38			
		4	Very much	110	30	10,309	26			
		Total		353	100	39,737	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	19	6	3,084	8	<b>2.9</b>	2.9	.06
		2	Some	85	25	10,351	26			
		3	Quite a bit	150	42	15,094	38			
		4	Very much	99	28	11,185	28			
		Total		353	100	39,714	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	16	5	514	6	<b>3.0</b>	2.9	.05
		2	Some	76	23	2,053	23			
		3	Quite a bit	151	42	3,756	42			
		4	Very much	112	31	2,612	29			
		Total		355	100	8,935	100			
e. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	15	5	3,195	8	<b>3.0</b>	2.9 **	.16
		2	Some	66	20	9,569	24			
		3	Quite a bit	152	43	15,144	38			
		4	Very much	120	33	11,761	30			
		Total		353	100	39,669	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	19	5	3,197	8	<b>3.1</b>	2.9 ***	.22
		2	Some	62	18	10,244	26			
		3	Quite a bit	140	40	14,695	37			
		4	Very much	133	37	11,525	29			
		Total		354	100	39,661	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	27	8	3,933	10	<b>3.1</b>	2.9 ***	.23
		2	Some	58	17	10,118	25			
		3	Quite a bit	129	35	14,019	36			
		4	Very much	138	40	11,483	30			
		Total		352	100	39,553	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	46	13	5,515	14	<b>2.7</b>	2.6	.03
		2	Some	106	30	12,402	31			
		3	Quite a bit	117	33	12,521	32			
		4	Very much	83	24	9,144	23			
		Total		352	100	39,582	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	16	5	678	8	<b>2.9</b>	2.8	.01
		2	Some	100	28	2,383	27			
		3	Quite a bit	143	41	3,364	37			
		4	Very much	94	25	2,506	28			
		Total		353	100	8,931	100			



### Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
j. Connecting to groups of people at your institution with interests like yours	ICDinterests	1	Very little	42	13	876	10	<b>2.7</b>	2.8 *	-0.11 ▽
		2	Some	100	28	2,316	26			
		3	Quite a bit	128	37	3,344	37			
		4	Very much	83	23	2,389	27			
		Total		353	100	8,925	100			
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	69	19	1,801	20	<b>2.5</b>	2.5	-0.03
		2	Some	114	31	2,564	28			
		3	Quite a bit	105	31	2,610	30			
		4	Very much	67	19	1,950	22			
		Total		355	100	8,925	100			
<b>3. How much does your institution provide a supportive environment for the following forms of diversity?</b>										
a. Racial/ethnic identity	ICDrace	1	Very little	8	3	2,086	5	<b>3.2</b>	3.0 ***	.28 △
		2	Some	52	15	9,958	25			
		3	Quite a bit	148	42	15,420	39			
		4	Very much	145	40	12,084	31			
		Total		353	100	39,548	100			
b. Gender identity	ICDgender	1	Very little	8	2	2,366	6	<b>3.1</b>	2.9 ***	.22 △
		2	Some	67	19	9,730	25			
		3	Quite a bit	140	40	15,009	38			
		4	Very much	138	38	12,396	31			
		Total		353	100	39,501	100			
c. Economic background	ICDecon	1	Very little	31	9	4,312	11	<b>2.8</b>	2.7 *	.13 △
		2	Some	89	26	12,368	31			
		3	Quite a bit	129	35	13,149	33			
		4	Very much	104	29	9,647	25			
		Total		353	100	39,476	100			
d. Political affiliation	ICDpolitics	1	Very little	62	18	6,134	16	<b>2.4</b>	2.5	-0.09
		2	Some	129	37	14,059	35			
		3	Quite a bit	100	28	11,472	29			
		4	Very much	62	17	7,781	20			
		Total		353	100	39,446	100			
e. Religious affiliation	ICDreligion	1	Very little	41	12	4,158	11	<b>2.7</b>	2.7	-0.05
		2	Some	114	32	12,439	31			
		3	Quite a bit	116	33	13,321	34			
		4	Very much	81	23	9,536	24			
		Total		352	100	39,454	100			
f. Sexual orientation	ICDsexorient	1	Very little	16	5	2,694	7	<b>3.0</b>	2.9 *	.11 △
		2	Some	84	24	10,136	26			
		3	Quite a bit	128	37	14,612	37			
		4	Very much	126	35	12,018	31			
		Total		354	100	39,460	100			
g. Disability status	ICDability	1	Very little	25	7	4,151	10	<b>2.9</b>	2.8 *	.13 △
		2	Some	88	26	11,564	29			
		3	Quite a bit	134	38	13,215	34			
		4	Very much	106	30	10,561	27			
		Total		353	100	39,491	100			

### Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
h. Citizenship or immigration status	ICDcitizen	1	Very little	27	8	4,221	11	<b>2.8</b>	2.7	.08
		2	Some	102	29	12,339	31			
		3	Quite a bit	129	37	12,959	33			
		4	Very much	93	26	9,919	26			
		Total		351	100	39,438	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	ICDevents	1	Never	111	33	12,633	33	<b>2.1</b>	2.1	-.02
		2	Sometimes	138	40	15,014	37			
		3	Often	63	17	7,615	19			
		4	Very often	38	10	4,308	11			
		Total		350	100	39,570	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	178	53	19,014	49	<b>1.8</b>	1.8	-.05
		2	Sometimes	103	28	11,711	29			
		3	Often	36	10	5,267	13			
		4	Very often	34	9	3,549	9			
		Total		351	100	39,541	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	210	61	22,678	58	<b>1.7</b>	1.7	-.02
		2	Sometimes	71	20	8,928	22			
		3	Often	38	11	4,549	11			
		4	Very often	32	9	3,347	8			
		Total		351	100	39,502	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	229	66	26,229	68	<b>1.6</b>	1.5	.05
		2	Sometimes	70	20	7,729	19			
		3	Often	29	8	3,330	8			
		4	Very often	22	6	2,171	5			
		Total		350	100	39,459	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	80	25	10,498	28	<b>2.4</b>	2.3 *	.12
		2	Sometimes	118	34	13,752	35			
		3	Often	72	20	8,971	22			
		4	Very often	76	21	6,300	15			
		Total		346	100	39,521	100			
<b>5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?</b>										
ICDexpbias	—	No		247	72	6,150	71	<b>2.4</b>	2.3 *	.12
	—	Yes, but it did not interfere with my education		75	21	2,122	23			
	—	Yes, and it interfered with my education		28	7	633	7			
	Total		350	100	8,905	100				
<b>6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?</b>										
ICDsuppbias	—	No		121	34	2,298	27	<b>2.4</b>	2.3 *	.12
	—	Yes, but it did not interfere with my education		47	13	1,423	15			
	—	Yes, and it interfered with my education		186	53	5,187	58			
	Total		354	100	8,908	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>
		Sacramento State	Inclusiv & Cult Div	Sacramento State	Inclusiv & Cult Div	Sacramento State	Inclusiv & Cult Div			
ICDskills	202	2.59	2.64	.061	.009	.87	.91	11,395	.464	-.05
ICDbiases	201	2.59	2.62	.064	.009	.91	.94	11,384	.625	-.03
ICDperspective	202	2.85	2.81	.063	.008	.89	.87	11,383	.524	.05
ICDbackground	202	2.56	2.49	.065	.009	.92	.98	11,380	.353	.07
ICDcultures	201	2.77	2.60	.060	.009	.85	.95	209	.005	.18
ICDequity	201	2.71	2.59	.066	.009	.94	.97	11,371	.077	.13
ICDIdeas	201	2.89	2.84	.059	.008	.84	.90	208	.406	.06
ICDcommitment	201	3.07	2.94	.056	.008	.80	.85	11,373	.037	.15
ICDresources	201	2.82	2.82	.057	.008	.81	.86	11,362	.993	.00
ICDcommunity	199	2.85	2.94	.058	.008	.82	.86	11,358	.153	-.10
ICDexpress	200	2.92	2.99	.054	.014	.77	.80	3,505	.285	-.08
ICDstigma	200	3.08	2.95	.057	.008	.81	.88	11,347	.043	.14
ICDdiscrimination	200	2.96	2.89	.060	.008	.85	.88	11,342	.235	.08
ICDallegations	198	2.97	2.94	.058	.008	.81	.88	205	.600	.03
ICDconfront	198	2.64	2.73	.064	.009	.90	.93	11,329	.185	-.10
ICDunique	199	2.84	2.90	.058	.015	.81	.86	3,497	.337	-.07
ICDinterests	200	2.74	2.90	.062	.015	.88	.87	3,499	.011	-.19
ICDintbeyond	197	2.41	2.63	.067	.017	.94	.97	3,493	.002	-.23
ICDRace	197	3.16	3.05	.053	.008	.75	.82	11,309	.080	.13
ICDgender	198	3.11	3.04	.054	.008	.75	.85	206	.212	.08
ICDecon	196	2.90	2.79	.059	.009	.82	.91	203	.075	.12
ICDpolitics	196	2.40	2.62	.065	.009	.92	.94	11,283	.001	-.23
ICDreligion	197	2.71	2.84	.061	.009	.86	.90	11,293	.043	-.15
ICDsexorient	197	3.00	3.00	.056	.008	.79	.87	204	.944	.00
ICDability	196	2.84	2.85	.062	.009	.87	.92	202	.846	-.01
ICDcitizen	197	2.80	2.81	.061	.009	.86	.91	11,293	.795	-.02
ICDevents	196	2.00	2.21	.063	.009	.88	.95	203	.001	-.22
ICDcenters	196	1.77	1.89	.069	.009	.97	.97	11,300	.090	-.12
ICDclub	197	1.53	1.75	.058	.009	.82	.96	206	.000	-.23
ICDprotest	196	1.38	1.50	.055	.008	.77	.85	203	.043	-.13
ICDreflect	199	2.08	2.16	.064	.009	.90	.98	207	.237	-.08

## 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>
		Sacramento State	Inclusiv & Cult Div	Sacramento State	Inclusiv & Cult Div	Sacramento State	Inclusiv & Cult Div			
ICDskills	354	2.85	2.80	.050	.008	.95	.96	13,352	.288	.06
ICDbiases	352	2.88	2.70	.053	.009	.99	1.01	371	.001	.18
ICDperspective	354	2.97	2.88	.051	.008	.95	.93	13,344	.077	.10
ICDbackground	354	2.66	2.58	.054	.009	1.01	1.04	13,332	.199	.07
ICDcultures	353	2.82	2.61	.053	.009	1.00	1.02	373	.000	.20
ICDequity	353	2.94	2.63	.052	.009	.98	1.06	374	.000	.29
ICDIdeas	354	3.08	2.88	.049	.008	.93	.96	374	.000	.21
ICDcommitment	353	3.19	2.94	.043	.008	.82	.89	13,328	.000	.28
ICDresources	352	2.91	2.81	.049	.008	.91	.91	13,310	.048	.11
ICDcommunity	352	2.91	2.86	.046	.008	.86	.92	373	.221	.06
ICDexpress	354	2.98	2.94	.045	.015	.85	.87	3,799	.347	.05
ICDstigma	352	3.03	2.89	.045	.008	.85	.93	374	.001	.16
ICDdiscrimination	353	3.08	2.88	.046	.008	.87	.92	374	.000	.22
ICDallegations	352	3.08	2.86	.050	.008	.94	.96	13,248	.000	.23
ICDconfront	352	2.68	2.65	.052	.009	.98	.99	13,257	.584	.03
ICDunique	352	2.86	2.85	.045	.016	.85	.93	441	.801	.01
ICDinterests	352	2.70	2.81	.051	.016	.96	.95	3,794	.042	-.11
ICDintbeyond	354	2.49	2.53	.054	.018	1.01	1.05	3,798	.563	-.03
ICDRace	352	3.20	2.96	.042	.008	.79	.87	13,238	.000	.28
ICDgender	352	3.15	2.95	.043	.008	.81	.90	13,221	.000	.22
ICDecon	352	2.85	2.72	.051	.008	.95	.96	13,214	.013	.13
ICDpolitics	352	2.44	2.53	.052	.009	.98	.98	13,203	.094	-.09
ICDreligion	352	2.67	2.72	.051	.008	.96	.95	13,205	.315	-.05
ICDsexorient	353	3.01	2.91	.047	.008	.89	.91	13,211	.049	.11
ICDability	352	2.90	2.78	.048	.008	.91	.96	374	.011	.13
ICDcitizen	350	2.81	2.74	.049	.008	.91	.96	371	.124	.08
ICDevents	350	2.05	2.07	.051	.009	.96	.97	13,245	.660	-.02
ICDcenters	351	1.76	1.81	.052	.009	.97	.97	13,238	.316	-.05
ICDclub	350	1.67	1.69	.052	.009	.98	.97	13,225	.676	-.02
ICDprotest	350	1.55	1.51	.048	.008	.89	.86	13,213	.392	.05
ICDreflect	346	2.38	2.25	.058	.009	1.08	1.03	362	.032	.12

## 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.