
NSSE 2025 Topical Module Report

Inclusiveness & Engagement with Diversity

Western Michigan 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 Selected Comparison Groups report, available in PDF format in your report download folder.

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NSSE 2025 Inclusiveness & Engagement with Diversity

Frequencies and Statistical Comparisons

Western Michigan University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	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	36	14	209	10	2.6	2.7	-.01
		2	Some	87	30	734	32			
		3	Quite a bit	104	34	895	39			
		4	Very much	69	23	426	18			
		Total		296	100	2,264	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	36	14	226	11	2.6	2.7	-.07
		2	Some	93	33	683	30			
		3	Quite a bit	105	35	929	41			
		4	Very much	62	19	420	18			
		Total		296	100	2,258	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	21	8	109	6	2.8	2.8	-.07
		2	Some	81	30	574	26			
		3	Quite a bit	115	37	1,039	45			
		4	Very much	79	25	540	23			
		Total		296	100	2,262	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	42	15	337	16	2.6	2.5	.05
		2	Some	96	34	729	33			
		3	Quite a bit	100	32	822	36			
		4	Very much	57	19	375	16			
		Total		295	100	2,263	100			
e. Learning about other cultures	ICDcultures	1	Very little	48	17	234	12	2.5	2.6 *	-.15 ▽
		2	Some	97	33	744	32			
		3	Quite a bit	98	33	829	37			
		4	Very much	53	17	453	20			
		Total		296	100	2,260	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	43	17	270	13	2.5	2.6	-.09
		2	Some	93	32	718	32			
		3	Quite a bit	103	33	812	35			
		4	Very much	57	19	453	20			
		Total		296	100	2,253	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	27	11	127	6	2.8	2.9	-.12
		2	Some	75	27	572	26			
		3	Quite a bit	117	38	986	42			
		4	Very much	77	24	576	25			
		Total		296	100	2,261	100			

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	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	12	5	103	5	3.0	2.9 **	.16
		2	Some	56	19	588	26			
		3	Quite a bit	124	43	974	42			
		4	Very much	101	33	592	26			
		Total		293	100	2,257	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	16	6	129	6	2.9	2.8	.11
		2	Some	71	27	671	30			
		3	Quite a bit	126	41	973	43			
		4	Very much	81	27	482	21			
		Total		294	100	2,255	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	14	5	130	6	3.1	2.9 **	.18
		2	Some	55	19	533	24			
		3	Quite a bit	120	40	1,009	44			
		4	Very much	105	36	585	26			
		Total		294	100	2,257	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	12	5	74	4	3.0	2.9	.04
		2	Some	62	21	538	25			
		3	Quite a bit	133	46	1,064	46			
		4	Very much	86	27	572	25			
		Total		293	100	2,248	100			
e. Ensuring that you are not stigmatized because of your identities (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	19	7	120	6	2.9	2.9	.00
		2	Some	58	20	527	23			
		3	Quite a bit	133	46	959	42			
		4	Very much	84	28	644	29			
		Total		294	100	2,250	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	12	4	126	6	3.0	2.9	.09
		2	Some	72	25	598	26			
		3	Quite a bit	124	42	959	43			
		4	Very much	85	29	565	25			
		Total		293	100	2,248	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	17	6	132	6	2.9	2.9	.04
		2	Some	71	24	570	24			
		3	Quite a bit	118	40	939	42			
		4	Very much	86	30	602	28			
		Total		292	100	2,243	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	25	9	175	8	2.8	2.7	.08
		2	Some	80	28	720	33			
		3	Quite a bit	117	40	877	39			
		4	Very much	70	24	472	21			
		Total		292	100	2,244	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	14	7	139	7	2.9	2.8 *	.12
		2	Some	64	22	633	28			
		3	Quite a bit	132	45	942	41			
		4	Very much	81	27	533	24			
		Total		291	100	2,247	100			

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	5	167	8	3.0	2.8 ***	.20
		2	Some	61	23	603	28			
		3	Quite a bit	120	41	928	40			
		4	Very much	96	31	551	24			
		Total	289	100	2,249	100				
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	54	21	388	17	2.5	2.5	-.01
		2	Some	83	29	689	32			
		3	Quite a bit	89	29	774	34			
		4	Very much	64	21	396	17			
		Total	290	100	2,247	100				
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identities	ICDrace	1	Very little	9	5	87	4	3.1	3.0 *	.13
		2	Some	43	16	502	23			
		3	Quite a bit	132	45	976	43			
		4	Very much	104	34	676	30			
		Total	288	100	2,241	100				
b. Gender identities	ICDgender	1	Very little	13	6	87	5	3.1	3.0	.09
		2	Some	48	17	512	23			
		3	Quite a bit	125	42	920	40			
		4	Very much	105	35	719	32			
		Total	291	100	2,238	100				
c. Economic backgrounds	ICDecon	1	Very little	17	7	222	10	2.8	2.7 *	.15
		2	Some	76	28	726	32			
		3	Quite a bit	112	38	797	36			
		4	Very much	82	27	495	22			
		Total	287	100	2,240	100				
d. Political affiliations	ICDpolitics	1	Very little	32	13	251	12	2.6	2.6	-.01
		2	Some	107	37	828	37			
		3	Quite a bit	91	31	731	32			
		4	Very much	58	19	425	19			
		Total	288	100	2,235	100				
e. Religious affiliations	ICDreligion	1	Very little	12	5	131	6	2.9	2.9	.01
		2	Some	79	29	610	29			
		3	Quite a bit	125	41	890	39			
		4	Very much	74	25	608	26			
		Total	290	100	2,239	100				
f. Sexual orientations	ICDsexorient	1	Very little	9	4	100	5	3.1	2.9 **	.17
		2	Some	53	19	577	26			
		3	Quite a bit	125	43	890	39			
		4	Very much	104	34	672	30			
		Total	291	100	2,239	100				
g. Disability status	ICDability	1	Very little	14	6	174	9	2.9	2.8 **	.16
		2	Some	74	25	663	30			
		3	Quite a bit	111	39	808	36			
		4	Very much	91	30	592	26			
		Total	290	100	2,237	100				

NSSE 2025 Inclusiveness & Engagement with Diversity

Frequencies and Statistical Comparisons

Western Michigan University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	17	6	204	9	2.9	2.7 *	.14 △
		2	Some	82	28	707	32			
		3	Quite a bit	110	40	814	36			
		4	Very much	80	26	510	23			
		Total	289	100	2,235	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	67	26	425	20	2.3	2.3	.00
		2	Sometimes	109	38	966	43			
		3	Often	61	19	578	24			
		4	Very often	54	17	266	12			
		Total	291	100	2,235	100				
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	118	45	881	41	2.0	1.9	.02
		2	Sometimes	79	25	747	32			
		3	Often	58	19	401	17			
		4	Very often	36	11	205	9			
		Total	291	100	2,234	100				
c. Participated in a diversity-related club or organization	ICDclub	1	Never	149	53	1,071	50	1.8	1.8	.01
		2	Sometimes	63	22	650	28			
		3	Often	50	15	333	15			
		4	Very often	29	9	177	8			
		Total	291	100	2,231	100				
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	204	70	1,467	66	1.5	1.5	-.03
		2	Sometimes	44	15	437	19			
		3	Often	25	9	220	10			
		4	Very often	19	6	114	5			
		Total	292	100	2,238	100				
e. Reflected on your cultural identities	ICDreflect	1	Never	77	28	645	29	2.2	2.1	.04
		2	Sometimes	112	37	848	39			
		3	Often	64	22	486	20			
		4	Very often	38	12	255	12			
		Total	291	100	2,234	100				
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
	ICDexpbias	—	No	225	77	1,722	78			
		—	Yes, but it did not interfere with my education	54	18	427	19			
		—	Yes, and it interfered with my education	11	4	80	3			
		Total		290	100	2,229	100			
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
	ICDsuppbias	—	No	66	24	588	26			
		—	Yes, but I would not be comfortable doing so	53	17	343	15			
		—	Yes, and I would be comfortable doing so	174	59	1,301	58			
		Total		293	100	2,232	100			

NSSE 2025 Inclusiveness & Engagement with Diversity

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	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	7	228	11	2.8	2.8	.01
		2	Some	71	30	616	26			
		3	Quite a bit	97	38	888	34			
		4	Very much	68	26	710	29			
		Total		254	100	2,442	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	23	9	272	12	2.7	2.8	-.05
		2	Some	72	31	614	26			
		3	Quite a bit	99	39	843	33			
		4	Very much	60	21	711	28			
		Total		254	100	2,440	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	14	5	160	8	2.9	2.9	-.04
		2	Some	64	26	527	22			
		3	Quite a bit	101	40	966	39			
		4	Very much	74	28	790	31			
		Total		253	100	2,443	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	40	16	371	16	2.6	2.7	-.08
		2	Some	74	30	665	27			
		3	Quite a bit	86	34	772	30			
		4	Very much	54	20	631	26			
		Total		254	100	2,439	100			
e. Learning about other cultures	ICDcultures	1	Very little	31	13	314	14	2.7	2.7	.00
		2	Some	73	30	699	29			
		3	Quite a bit	84	32	797	32			
		4	Very much	65	25	634	26			
		Total		253	100	2,444	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	25	10	372	17	2.8	2.7	.09
		2	Some	68	28	601	25			
		3	Quite a bit	87	35	778	30			
		4	Very much	72	26	691	27			
		Total		252	100	2,442	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	14	6	206	9	3.0	2.9	.06
		2	Some	55	23	532	23			
		3	Quite a bit	100	39	886	35			
		4	Very much	84	32	813	33			
		Total		253	100	2,437	100			

NSSE 2025 Inclusiveness & Engagement with Diversity

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	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	9	3	143	6	3.1	2.9 **	.19
		2	Some	53	22	625	26			
		3	Quite a bit	101	40	966	39			
		4	Very much	90	34	707	28			
		Total		253	100	2,441	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	14	5	187	8	2.9	2.8 *	.15
		2	Some	66	26	702	29			
		3	Quite a bit	101	41	948	38			
		4	Very much	72	28	604	24			
		Total		253	100	2,441	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	12	4	158	7	2.9	2.9	.05
		2	Some	66	27	649	27			
		3	Quite a bit	105	42	955	38			
		4	Very much	69	27	677	28			
		Total		252	100	2,439	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	11	4	135	6	2.9	2.9	.04
		2	Some	65	27	611	26			
		3	Quite a bit	106	42	1,026	41			
		4	Very much	71	27	656	27			
		Total		253	100	2,428	100			
e. Ensuring that you are not stigmatized because of your identities (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	14	5	194	8	3.0	2.8	.11
		2	Some	62	25	591	26			
		3	Quite a bit	98	39	957	39			
		4	Very much	79	31	689	27			
		Total		253	100	2,431	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	17	6	185	8	2.9	2.8	.07
		2	Some	61	25	612	26			
		3	Quite a bit	102	41	968	39			
		4	Very much	73	28	667	27			
		Total		253	100	2,432	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	17	7	247	10	2.9	2.8	.10
		2	Some	63	25	648	26			
		3	Quite a bit	99	40	899	37			
		4	Very much	72	28	633	26			
		Total		251	100	2,427	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	36	13	320	14	2.6	2.6	.04
		2	Some	77	31	797	33			
		3	Quite a bit	85	35	784	32			
		4	Very much	54	21	524	21			
		Total		252	100	2,425	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	18	8	202	9	2.8	2.8	.03
		2	Some	71	27	673	28			
		3	Quite a bit	100	41	939	38			
		4	Very much	64	24	613	25			
		Total		253	100	2,427	100			

NSSE 2025 Inclusiveness & Engagement with Diversity

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	19	7	260	11	2.8	2.7	.12
		2	Some	73	30	682	29			
		3	Quite a bit	94	37	921	37			
		4	Very much	66	26	564	22			
		Total	252	100	2,427	100				
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	53	20	546	23	2.5	2.4	.04
		2	Some	77	31	711	30			
		3	Quite a bit	75	31	714	30			
		4	Very much	46	18	457	18			
		Total	251	100	2,428	100				
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identities	ICDrace	1	Very little	7	2	121	5	3.0	2.9 *	.16
		2	Some	47	20	639	26			
		3	Quite a bit	124	49	992	41			
		4	Very much	72	29	666	27			
		Total	250	100	2,418	100				
b. Gender identities	ICDgender	1	Very little	13	5	137	6	3.0	2.9	.09
		2	Some	51	21	616	26			
		3	Quite a bit	113	45	971	40			
		4	Very much	74	29	697	28			
		Total	251	100	2,421	100				
c. Economic backgrounds	ICDecon	1	Very little	29	11	306	14	2.7	2.6 *	.14
		2	Some	70	27	817	34			
		3	Quite a bit	95	39	772	31			
		4	Very much	56	22	522	21			
		Total	250	100	2,417	100				
d. Political affiliation	ICDpolitics	1	Very little	34	13	351	15	2.5	2.5	.05
		2	Some	92	38	901	38			
		3	Quite a bit	80	33	729	30			
		4	Very much	43	16	431	17			
		Total	249	100	2,412	100				
e. Religious affiliations	ICDreligion	1	Very little	21	9	225	10	2.8	2.7	.04
		2	Some	70	27	769	32			
		3	Quite a bit	106	44	847	35			
		4	Very much	53	20	572	24			
		Total	250	100	2,413	100				
f. Sexual orientations	ICDsexorient	1	Very little	14	6	155	7	2.9	2.9	.07
		2	Some	54	21	665	28			
		3	Quite a bit	116	47	916	37			
		4	Very much	66	26	679	28			
		Total	250	100	2,415	100				
g. Disability status	ICDability	1	Very little	16	6	247	11	2.9	2.7 **	.17
		2	Some	66	26	749	31			
		3	Quite a bit	102	42	836	34			
		4	Very much	65	26	584	24			
		Total	249	100	2,416	100				

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	22	8	285	12	2.8	2.6 *	.16 △
		2	Some	64	26	805	33			
		3	Quite a bit	106	43	769	32			
		4	Very much	58	23	552	22			
		Total	250	100	2,411	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	65	28	787	33	2.1	2.1	.07
		2	Sometimes	109	42	912	38			
		3	Often	49	19	479	20			
		4	Very often	28	11	242	10			
		Total	251	100	2,420	100				
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	121	50	1,197	50	1.8	1.8	.03
		2	Sometimes	73	29	704	29			
		3	Often	33	13	317	13			
		4	Very often	23	9	203	8			
		Total	250	100	2,421	100				
c. Participated in a diversity-related club or organization	ICDclub	1	Never	156	63	1,417	60	1.6	1.7	-.07
		2	Sometimes	51	20	533	22			
		3	Often	25	9	279	11			
		4	Very often	19	7	191	8			
		Total	251	100	2,420	100				
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	169	68	1,618	69	1.5	1.5	.00
		2	Sometimes	49	20	451	17			
		3	Often	18	7	214	8			
		4	Very often	14	5	130	5			
		Total	250	100	2,413	100				
e. Reflected on your cultural identities	ICDreflect	1	Never	58	26	691	29	2.2	2.2	-.03
		2	Sometimes	105	42	824	35			
		3	Often	54	20	535	21			
		4	Very often	32	12	360	15			
		Total	249	100	2,410	100				
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
	ICDexpbias	—	No	181	74	1,695	71			
		—	Yes, but it did not interfere with my education	56	21	552	22			
		—	Yes, and it interfered with my education	14	5	168	7			
		Total		251	100	2,415	100			
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
	ICDsuppbias	—	No	84	35	625	26			
		—	Yes, but I would not be comfortable doing so	42	17	353	14			
		—	Yes, and I would be comfortable doing so	124	48	1,438	60			
		Total		250	100	2,416	100			

First-Year Students

						Standard				Effect
	N	Mean		Standard error ^f		deviation ^g		DF ^h	Sig. ⁱ	size ^d
Variable name	WMU	WMU	Carnegie Class	WMU	Carnegie Class	WMU	Carnegie Class	Comparisons with: Carnegie Class		
ICDskills	294	2.65	2.66	.057	.018	.98	.89	356	.900	-.01
ICDbiases	294	2.59	2.65	.055	.018	.94	.90	363	.285	-.07
ICDperspective	294	2.78	2.84	.053	.017	.92	.85	358	.284	-.07
ICDbackground	294	2.55	2.51	.056	.019	.96	.94	365	.456	.05
ICDcultures	294	2.51	2.64	.056	.019	.97	.92	363	.023	-.15
ICDequity	294	2.54	2.62	.057	.020	.98	.95	366	.181	-.09
ICDideas	294	2.76	2.86	.055	.018	.94	.86	358	.064	-.12
ICDcommitment	289	3.04	2.90	.049	.017	.84	.85	363	.009	.16
ICDresources	292	2.88	2.79	.051	.017	.87	.84	362	.081	.11
ICDcommunity	291	3.05	2.90	.051	.018	.88	.86	363	.004	.18
ICDexpress	291	2.95	2.92	.049	.017	.83	.81	361	.534	.04
ICDstigma	291	2.94	2.94	.051	.018	.87	.87	365	.995	.00
ICDdiscrimination	289	2.95	2.87	.050	.018	.85	.85	363	.130	.09
ICDallegations	289	2.94	2.90	.052	.018	.88	.88	362	.513	.04
ICDconfront	288	2.79	2.73	.053	.018	.90	.87	356	.227	.08
ICDunique	287	2.91	2.81	.051	.018	.86	.88	363	.048	.12
ICDinterests	284	2.98	2.80	.051	.018	.86	.89	362	.001	.20
ICDintbeyond	287	2.50	2.51	.062	.020	1.05	.97	349	.898	-.01
ICDrace	285	3.09	2.98	.049	.017	.82	.83	358	.036	.13
ICDgender	288	3.07	2.99	.051	.018	.86	.86	361	.131	.09
ICDecon	285	2.85	2.71	.053	.019	.90	.92	360	.013	.15
ICDpolitics	286	2.57	2.58	.056	.019	.94	.93	356	.818	-.01
ICDreligion	287	2.86	2.85	.050	.018	.85	.88	367	.917	.01
ICDsexorient	288	3.08	2.93	.049	.018	.83	.87	370	.006	.17
ICDability	287	2.94	2.79	.052	.019	.88	.93	368	.008	.16
ICDcitizen	286	2.86	2.73	.052	.019	.88	.91	366	.018	.14
ICDevents	288	2.28	2.28	.061	.019	1.03	.92	346	.973	.00
ICDcenters	288	1.96	1.94	.061	.020	1.04	.98	352	.709	.02
ICDclub	288	1.81	1.80	.060	.020	1.01	.96	353	.913	.01
ICDprotest	289	1.51	1.54	.053	.018	.89	.87	358	.592	-.03
ICDreflect	288	2.18	2.14	.058	.020	.98	.97	360	.551	.04

Seniors

						Standard				Effect
	N	Mean		Standard error ^f		deviation ^g		DF ^h	Sig. ⁱ	size ^d
Variable name	WMU	WMU	Carnegie Class	WMU	Carnegie Class	WMU	Carnegie Class	Comparisons with: Carnegie Class		
ICDskills	249	2.83	2.81	.056	.020	.89	.97	315	.838	.01
ICDbiases	249	2.72	2.77	.057	.021	.90	.99	317	.434	-.05
ICDperspective	248	2.91	2.94	.055	.019	.87	.91	308	.575	-.04
ICDbackground	249	2.57	2.66	.062	.021	.99	1.03	310	.214	-.08
ICDcultures	248	2.69	2.69	.063	.021	.99	1.00	304	.953	.00
ICDequity	246	2.78	2.68	.061	.022	.95	1.05	312	.131	.09
ICDideas	248	2.97	2.92	.056	.020	.89	.96	312	.356	.06
ICDcommitment	248	3.06	2.90	.053	.018	.83	.88	310	.004	.19
ICDresources	248	2.92	2.78	.055	.019	.86	.91	309	.020	.15
ICDcommunity	247	2.91	2.86	.053	.019	.84	.91	311	.390	.05
ICDexpress	248	2.92	2.88	.053	.018	.83	.87	308	.500	.04
ICDstigma	248	2.95	2.85	.055	.019	.87	.92	309	.075	.11
ICDdiscrimination	248	2.91	2.85	.056	.019	.88	.91	308	.272	.07
ICDallegations	246	2.90	2.80	.057	.020	.89	.94	306	.105	.10
ICDconfront	247	2.64	2.60	.061	.020	.96	.96	301	.592	.04
ICDunique	248	2.81	2.79	.056	.019	.88	.92	307	.671	.03
ICDinterests	247	2.82	2.71	.057	.020	.90	.94	306	.064	.12
ICDintbeyond	246	2.46	2.42	.064	.021	1.01	1.03	302	.591	.04
ICDrace	245	3.04	2.91	.049	.018	.76	.86	314	.011	.16
ICDgender	247	2.98	2.90	.053	.018	.84	.88	307	.156	.09
ICDecon	245	2.73	2.59	.060	.020	.94	.97	303	.033	.14
ICDpolitics	244	2.53	2.48	.059	.020	.91	.95	301	.478	.05
ICDreligion	245	2.76	2.73	.056	.019	.88	.93	306	.584	.04
ICDsexorient	245	2.92	2.86	.054	.019	.84	.90	307	.244	.07
ICDability	243	2.88	2.71	.056	.020	.87	.95	307	.006	.17
ICDcitizen	245	2.80	2.65	.057	.020	.89	.96	309	.011	.16
ICDevents	247	2.12	2.06	.060	.020	.94	.95	302	.297	.07
ICDcenters	246	1.80	1.78	.062	.020	.97	.94	296	.692	.03
ICDclub	247	1.61	1.67	.059	.020	.93	.95	304	.306	-.07
ICDprotest	246	1.49	1.50	.054	.018	.84	.85	301	.958	.00
ICDreflect	245	2.19	2.22	.061	.021	.96	1.03	307	.605	-.03

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.