



Inclusiveness and Engagement with Diversity: *National Survey of Student Engagement-2020, 2022, and 2024*

The following analysis summarizes areas in which Marshall’s students’ responses had effect sizes that were significantly higher or lower than those of the comparison cohort. NOTE: BLANK CELLS INDICATE NO SIGNIFICANT DIFFERENCE BETWEEN MARSHALL AND THE COHORT. For a complete report that includes all items where Marshall’s responses were commensurate with the comparison cohort, please refer to the reports following this and the 2020 and 2022 summaries for the 2020 and 2022 reports.

Rather than adding new columns for 2024 to this report, we have added narrative after each section to indicate the findings from students who completed *NSSE* in 2024. The summary is below:

For items under the heading, “During the current school year, how much has your coursework emphasized the following...,” our seniors’ responses improved over those who responded to the survey in 2022.

Improvement also was seen in responses to “How much does your institutions emphasize the following.....” Neither first year students nor seniors scored lower than those students at cohort institutions and they kept up their high scores from 2022.

Results continued to show that our students agree that Marshall provides a supportive environment for diversity.

Results remain lowest in response to how often students have participated in diversity events or reflected on their own cultural identity. The latter question had the most consistently negative responses.

1. During the current school year, how much has your coursework emphasized the following?

Items	Marshall Mean				Cohort Mean				Effect Size				Interpretation				
	FR		SR		FR		SR		FR		SR		FR		SR		
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	
a-Developing the skills necessary to work effectively with people from	2.7			2.6	2.6			2.8	0.12			-0.18	Higher than cohort				Lower than cohort

Items	Marshall Mean				Cohort Mean				Effect Size				Interpretation			
	FR		SR		FR		SR		FR		SR		FR		SR	
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022
various backgrounds?																
b-Recognizing your own cultural norms and biases				2.5				2.7				-0.20				Lower than cohort
c-Sharing your own perspectives and experiences				2.8				2.9				-0.15				Lower than cohort
d-Exploring your own background through projects, assignments, or programs				2.5				2.6				-0.14				Lower than cohort
e-Learning about other cultures				2.5				2.7				-0.18				Lower than cohort
f-Discussing issues of equity or privilege				2.4				2.6				-0.19				Lower than cohort
g-Respecting the expression of diverse ideas				2.7				2.9				-0.22				Lower than cohort

In 2024 Marshall's first-year students and seniors responded in a manner commensurate with students at our Carnegie Peer Institutions on all items in Section 1.

2. How much does your institution emphasize the following?

Items	Marshall Mean				Cohort Mean				Effect Size				Interpretation			
	FR		SR		FR		SR		FR		SR		FR		SR	
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022
a- Demonstrating a commitment to diversity.	3.1	3.0	3.0		2.9	2.9	2.9		0.15	0.18	0.09		Higher than cohort	Higher than cohort	Higher than cohort	
b- Providing students with the resources needed to be successful in a multicultural world.	3.0				2.8				0.15				Higher than cohort			

Items	Marshall Mean				Cohort Mean				Effect Size				Interpretation			
	FR		SR		FR		SR		FR		SR		FR		SR	
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022
c- Creating an overall sense of community among students.	3.1	3.1	3.0		3.0	2.9	2.9		0.16	0.22	0.11		Higher than cohort	Higher than cohort	Higher than cohort	
e- Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	3.1	3.1			3.0	2.9			0.17	0.21			Higher than cohort	Higher than cohort		
f- Providing information about anti-discrimination and harassment policies.	3.1	3.0		2.7	2.9	2.9		2.9	0.15	0.11		-0.16	Higher than cohort	Higher than cohort		Lower than cohort
g-Talking allegations of discrimination or harassment seriously.				2.6				2.8				-0.25				Lower than cohort
h- Helping students develop the skills to confront discrimination and harassment.	2.9	2.8		2.5	2.8	2.7		2.7	0.15	0.12		-0.19	Higher than cohort	Higher than cohort		Lower than cohort

Marshall's first year students continued to score higher than first year students from our peer institutions on items b, c, and e – its Seniors scored higher on items c and e.

3. How much does your institution provide a supportive environment for the following forms of diversity?

Items	Marshall Mean				Cohort Mean				Effect Size				Interpretation			
	FR		SR		FR		SR		FR		SR		FR		SR	
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022
a- Racial/Ethnic Identity	3.3	3.2	3.0		3.1	3.0	2.9		0.22	0.24	0.11		Higher than cohort	Higher than cohort	Higher than cohort	
b- Gender Identity	3.2	3.2	3.1		3.0	3.0	2.9		0.16	0.31	0.18		Higher than cohort	Higher than cohort	Higher than cohort	
c- Economic Background	3.0	3.0			2.8	2.8			0.15	0.26			Higher than cohort	Higher than cohort		
d- Political Affiliation	2.8	2.8			2.7	2.6			0.17	0.15			Higher than cohort	Higher than cohort		
e- Religious Affiliation	3.0	3.0	2.8		2.9	2.8	2.7		0.20	0.17	0.10		Higher than cohort	Higher than cohort	Higher than cohort	
f- Sexual Orientation	3.1	3.2	3.0		3.0	2.9	2.9		0.16	0.34	0.11		Higher than cohort	Higher than cohort	Higher than cohort	
g- Disability Status	3.0	3.1			2.9	2.8			0.13	0.28			Higher than cohort	Higher than cohort		
h- Citizenship or immigration status		2.9				2.8				0.17				Higher than cohort		

Marshall's first year students continued to score higher than first year students from our peer institutions on items a, b, c, e, and f, while Marshall's seniors' scores were commensurate with seniors from our Carnegie Peer Institutions.

4. During the current school year, how often have you done the following?

Items	Marshall Mean				Cohort Mean				Effect Size				Interpretation			
	FR		SR		FR		SR		FR		SR		FR		SR	
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022
a-Attended events, activities, or events that reflect an	2.1				2.1				-0.12				Lower than cohort			

Items	Marshall Mean				Cohort Mean				Effect Size				Interpretation			
	FR		SR		FR		SR		FR		SR		FR		SR	
	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022	2020	2022
appreciation for diverse groups of people.																
c-Participated in a diversity related club or organization.	1.6	1.6			1.7	1.7			-0.11	-0.11			Lower than cohort	Lower than cohort		
e-Reflected on your cultural identity.	1.9	1.9		2.0	2.1	2.2		2.3	-0.19	-0.24		-0.26	Lower than cohort	Lower than cohort		Lower than cohort

Marshall's first year students were commensurate with our peer institutions' students' responses to all items except item e, where they continued to score significantly lower than students from our Carnegie peer institutions. Seniors scored lower than Seniors from Marshall's Carnegie Peers on items a, c, and e.

NSSE 2024 Topical Module Report

Inclusiveness & Engagement with Diversity

Marshall 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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First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	Inclusiv & Cult Div	Effect size ^d
				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	9	3,880	11	2.7	2.6	.07
		2	Some	65	31	11,186	32			
		3	Quite a bit	82	41	13,292	38			
		4	Very much	43	19	6,724	19			
		Total		208	100	35,082	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	21	11	4,264	13	2.6	2.6	-.02
		2	Some	69	34	10,727	31			
		3	Quite a bit	79	38	13,056	37			
		4	Very much	39	17	7,012	19			
		Total		208	100	35,059	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	11	6	2,403	7	2.8	2.8	.03
		2	Some	54	25	9,513	28			
		3	Quite a bit	95	47	14,858	42			
		4	Very much	47	21	8,283	23			
		Total		207	100	35,057	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	36	17	6,159	18	2.5	2.5	.01
		2	Some	62	30	11,234	32			
		3	Quite a bit	76	37	11,368	32			
		4	Very much	35	15	6,278	18			
		Total		209	100	35,039	100			
e. Learning about other cultures	ICDcultures	1	Very little	25	13	4,538	13	2.5	2.6	-.08
		2	Some	72	36	11,236	32			
		3	Quite a bit	79	38	12,227	34			
		4	Very much	32	14	7,040	20			
		Total		208	100	35,041	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	30	16	4,904	15	2.6	2.6	-.03
		2	Some	57	28	10,802	32			
		3	Quite a bit	81	39	11,966	33			
		4	Very much	39	17	7,363	20			
		Total		207	100	35,035	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	15	9	2,609	8	2.8	2.8	-.04
		2	Some	52	26	8,987	26			
		3	Quite a bit	87	42	14,406	41			
		4	Very much	54	23	9,066	25			
		Total		208	100	35,068	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	3	1	1,723	5	3.0	2.9	.11
		2	Some	45	22	8,414	24			
		3	Quite a bit	93	47	14,949	42			
		4	Very much	66	30	9,955	29			
		Total		207	100	35,041	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	8	4	2,205	6	2.9	2.8 *	.14
		2	Some	51	24	9,956	29			
		3	Quite a bit	92	46	14,539	41			
		4	Very much	57	26	8,305	24			
		Total		208	100	35,005	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	6	4	1,840	5	3.1	2.9 *	.15
		2	Some	38	19	8,468	24			
		3	Quite a bit	92	46	14,759	42			
		4	Very much	72	32	9,926	29			
		Total		208	100	34,993	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	8	4	297	3	2.9	3.0	-.07
		2	Some	49	25	2,195	23			
		3	Quite a bit	91	44	4,529	46			
		4	Very much	59	27	2,666	28			
		Total		207	100	9,687	100			
e. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	12	6	2,003	6	3.1	3.0 *	.14
		2	Some	32	14	7,924	23			
		3	Quite a bit	88	45	14,573	41			
		4	Very much	74	34	10,460	30			
		Total		206	100	34,960	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	12	6	2,256	7	3.0	2.9	.09
		2	Some	43	20	8,963	26			
		3	Quite a bit	93	46	14,039	40			
		4	Very much	59	28	9,689	28			
		Total		207	100	34,947	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	10	5	2,138	6	3.0	2.9	.02
		2	Some	51	24	8,507	24			
		3	Quite a bit	85	42	13,936	40			
		4	Very much	61	30	10,293	30			
		Total		207	100	34,874	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	18	9	3,506	10	2.8	2.7	.07
		2	Some	58	27	10,489	30			
		3	Quite a bit	79	39	12,875	37			
		4	Very much	51	25	8,032	23			
		Total		206	100	34,902	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	13	7	453	5	2.8	2.9	-.06
		2	Some	50	24	2,482	27			
		3	Quite a bit	94	47	4,120	42			
		4	Very much	51	22	2,616	27			
		Total		208	100	9,671	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
j. Connecting to groups of people at your institution with interests like yours	ICDinterests	1	Very little	15	8	525	6	2.9	2.9	-.02
		2	Some	49	22	2,416	26			
		3	Quite a bit	89	43	4,147	42			
		4	Very much	56	26	2,583	27			
		Total		209	100	9,671	100			
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	31	16	1,297	15	2.6	2.6	-.01
		2	Some	61	29	2,843	31			
		3	Quite a bit	73	36	3,427	34			
		4	Very much	44	20	2,102	21			
		Total		209	100	9,669	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	3	1	1,160	3	3.2	3.1 *	.16
		2	Some	33	16	7,356	21			
		3	Quite a bit	88	46	14,953	43			
		4	Very much	83	37	11,394	33			
		Total		207	100	34,863	100			
b. Gender identity	ICDgender	1	Very little	2	1	1,422	4	3.2	3.0 *	.16
		2	Some	36	18	7,388	21			
		3	Quite a bit	85	42	14,365	41			
		4	Very much	84	38	11,663	34			
		Total		207	100	34,838	100			
c. Economic background	ICDecon	1	Very little	8	4	2,746	8	2.9	2.8 *	.16
		2	Some	51	25	10,427	30			
		3	Quite a bit	86	43	13,055	37			
		4	Very much	63	28	8,583	25			
		Total		208	100	34,811	100			
d. Political affiliation	ICDpolitics	1	Very little	17	9	4,047	12	2.7	2.6	.11
		2	Some	66	32	12,126	35			
		3	Quite a bit	73	36	11,746	33			
		4	Very much	51	22	6,866	20			
		Total		207	100	34,785	100			
e. Religious affiliation	ICDreligion	1	Very little	9	5	2,420	7	3.0	2.8 **	.17
		2	Some	41	21	9,703	28			
		3	Quite a bit	93	45	13,545	38			
		4	Very much	65	29	9,144	26			
		Total		208	100	34,812	100			
f. Sexual orientation	ICDsexorient	1	Very little	2	1	1,671	5	3.1	3.0 *	.16
		2	Some	39	20	7,869	23			
		3	Quite a bit	87	43	13,904	39			
		4	Very much	80	36	11,369	33			
		Total		208	100	34,813	100			
g. Disability status	ICDability	1	Very little	10	6	2,785	8	2.9	2.8	.07
		2	Some	57	27	9,498	27			
		3	Quite a bit	74	38	13,026	37			
		4	Very much	67	30	9,502	28			
		Total		208	100	34,811	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
h. Citizenship or immigration status	ICDcitizen	1	Very little	11	6	2,788	2.9	2.8	.09	
		2	Some	59	29	10,027				
		3	Quite a bit	73	36	13,010				
		4	Very much	65	30	8,982				
		Total	208	100	34,807	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	60	31	8,338	2.1	2.2	-.08	
		2	Sometimes	78	35	14,057				
		3	Often	46	23	8,396				
		4	Very often	23	11	4,068				
		Total	207	100	34,859	100				
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	92	46	14,913	1.9	1.9	.02	
		2	Sometimes	59	27	11,090				
		3	Often	37	18	5,668				
		4	Very often	20	9	3,170				
		Total	208	100	34,841	100				
c. Participated in a diversity-related club or organization	ICDclub	1	Never	126	60	18,385	1.7	1.7	-.07	
		2	Sometimes	40	18	8,803				
		3	Often	32	17	4,786				
		4	Very often	11	5	2,804				
		Total	209	100	34,778	100				
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	143	68	23,542	1.6	1.5	.07	
		2	Sometimes	29	14	6,323				
		3	Often	26	13	3,140				
		4	Very often	10	5	1,742				
		Total	208	100	34,747	100				
e. Reflected on your cultural identity	ICDreflect	1	Never	93	46	9,946	1.9	2.2 ***	-.31 ▼	
		2	Sometimes	64	30	12,937				
		3	Often	37	17	7,619				
		4	Very often	14	7	4,297				
		Total	208	100	34,799	100				
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
ICDexpbias	—	No	175	86	7,560	2.2	2.2	.09		
	—	Yes, but it did not interfere with my education	28	12	1,728					
	—	Yes, and it interfered with my education	3	2	344					
	Total	206	100	9,632	100					
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
ICDsuppbias	—	No	59	29	2,522	2.2	2.2	.09		
	—	Yes, but it did not interfere with my education	37	17	1,410					
	—	Yes, and it interfered with my education	110	53	5,719					
	Total	206	100	9,651	100					

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
1. During the current school year, how much has your coursework emphasized the following?										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICDskills	1	Very little	29	10	3,928	10	2.8	2.8	.02
		2	Some	77	26	10,471	27			
		3	Quite a bit	114	37	14,346	36			
		4	Very much	89	27	11,143	27			
		Total		309	100	39,888	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	38	14	5,262	15	2.7	2.7	.00
		2	Some	91	31	10,333	26			
		3	Quite a bit	86	27	13,470	33			
		4	Very much	93	28	10,781	26			
		Total		308	100	39,846	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	19	7	3,176	9	2.9	2.9	.01
		2	Some	80	27	9,138	23			
		3	Quite a bit	113	37	15,382	38			
		4	Very much	96	29	12,174	29			
		Total		308	100	39,870	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	48	17	6,939	19	2.6	2.6	.01
		2	Some	93	30	10,965	28			
		3	Quite a bit	92	30	12,173	30			
		4	Very much	76	23	9,756	24			
		Total		309	100	39,833	100			
e. Learning about other cultures	ICDcultures	1	Very little	40	14	6,169	17	2.6	2.6	.01
		2	Some	99	32	11,573	29			
		3	Quite a bit	98	32	12,203	30			
		4	Very much	72	22	9,912	24			
		Total		309	100	39,857	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	54	19	6,591	18	2.5	2.6	-.10
		2	Some	95	32	10,260	26			
		3	Quite a bit	81	26	12,065	29			
		4	Very much	77	23	10,926	26			
		Total		307	100	39,842	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	33	12	3,658	10	2.9	2.9	-.01
		2	Some	64	22	8,912	23			
		3	Quite a bit	108	34	14,534	36			
		4	Very much	103	32	12,775	31			
		Total		308	100	39,879	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	15	5	2,368	6	3.0	2.9	.05
		2	Some	70	23	9,834	24			
		3	Quite a bit	119	39	15,450	39			
		4	Very much	104	33	12,170	31			
		Total		308	100	39,822	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	23	7	3,112	8	2.9	2.8	.08
		2	Some	76	25	11,309	28			
		3	Quite a bit	118	39	15,033	38			
		4	Very much	92	28	10,327	26			
		Total		309	100	39,781	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	9	3	3,094	8	3.1	2.9 ***	.23
		2	Some	67	22	10,369	26			
		3	Quite a bit	120	39	15,124	38			
		4	Very much	113	36	11,171	28			
		Total		309	100	39,758	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	17	6	513	6	2.9	2.9	.01
		2	Some	69	23	2,060	23			
		3	Quite a bit	126	41	3,781	42			
		4	Very much	96	30	2,628	29			
		Total		308	100	8,982	100			
e. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	26	8	3,184	8	3.0	2.9 **	.17
		2	Some	50	16	9,585	24			
		3	Quite a bit	114	37	15,182	38			
		4	Very much	119	38	11,762	30			
		Total		309	100	39,713	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	22	7	3,194	8	3.0	2.9	.10
		2	Some	59	20	10,247	25			
		3	Quite a bit	127	41	14,708	37			
		4	Very much	101	31	11,557	29			
		Total		309	100	39,706	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	36	12	3,924	10	2.8	2.9	-.06
		2	Some	81	25	10,095	25			
		3	Quite a bit	102	34	14,046	36			
		4	Very much	89	29	11,532	30			
		Total		308	100	39,597	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	37	12	5,524	14	2.7	2.6	.06
		2	Some	95	31	12,413	31			
		3	Quite a bit	96	32	12,542	32			
		4	Very much	80	25	9,147	23			
		Total		308	100	39,626	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	24	8	670	8	2.8	2.9	-.01
		2	Some	90	29	2,393	27			
		3	Quite a bit	99	33	3,408	37			
		4	Very much	94	30	2,506	28			
		Total		307	100	8,977	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
j. Connecting to groups of people at your institution with interests like yours	ICDinterests	1	Very little	34	12	884	10	2.7	2.8	-.06
		2	Some	86	27	2,330	26			
		3	Quite a bit	104	37	3,368	37			
		4	Very much	83	25	2,389	27			
		Total		307	100	8,971	100			
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	69	22	1,801	20	2.4	2.5	-.08
		2	Some	97	31	2,581	28			
		3	Quite a bit	76	27	2,639	30			
		4	Very much	66	20	1,951	22			
		Total		308	100	8,972	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	8	3	2,086	5	3.0	3.0	.08
		2	Some	71	23	9,939	24			
		3	Quite a bit	125	41	15,443	39			
		4	Very much	103	32	12,126	31			
		Total		307	100	39,594	100			
b. Gender identity	ICDgender	1	Very little	17	6	2,357	6	3.0	3.0	.04
		2	Some	64	21	9,733	25			
		3	Quite a bit	126	42	15,023	38			
		4	Very much	100	31	12,434	32			
		Total		307	100	39,547	100			
c. Economic background	ICDecon	1	Very little	25	9	4,318	11	2.8	2.7	.08
		2	Some	94	30	12,363	31			
		3	Quite a bit	101	34	13,177	33			
		4	Very much	87	27	9,664	25			
		Total		307	100	39,522	100			
d. Political affiliation	ICDpolitics	1	Very little	40	13	6,156	16	2.6	2.5	.08
		2	Some	111	36	14,077	35			
		3	Quite a bit	82	28	11,490	29			
		4	Very much	74	23	7,769	20			
		Total		307	100	39,492	100			
e. Religious affiliation	ICDreligion	1	Very little	30	11	4,169	11	2.8	2.7	.08
		2	Some	80	26	12,473	31			
		3	Quite a bit	110	37	13,327	34			
		4	Very much	86	26	9,531	24			
		Total		306	100	39,500	100			
f. Sexual orientation	ICDsexorient	1	Very little	18	6	2,692	7	3.0	2.9	.06
		2	Some	72	24	10,148	26			
		3	Quite a bit	111	37	14,629	37			
		4	Very much	105	33	12,039	31			
		Total		306	100	39,508	100			
g. Disability status	ICDability	1	Very little	27	9	4,149	10	2.8	2.8	.04
		2	Some	82	27	11,570	29			
		3	Quite a bit	112	37	13,237	34			
		4	Very much	86	27	10,581	27			
		Total		307	100	39,537	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Marshall		Inclusiv & Cult Div		Marshall	Inclusiv & Cult Div	
				Count	%	Count	%	Mean	Mean	Effect size ^d
h. Citizenship or immigration status	ICDcitizen	1	Very little	36	12	4,212	11	2.7	2.7	-.01
		2	Some	90	29	12,351	31			
		3	Quite a bit	98	33	12,990	33			
		4	Very much	82	26	9,930	26			
		Total		306	100	39,483	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	116	39	12,628	33	1.9	2.1 **	-0.17
		2	Sometimes	125	40	15,027	37			
		3	Often	36	12	7,642	19			
		4	Very often	29	9	4,317	11			
		Total		306	100	39,614	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	164	55	19,028	49	1.7	1.8	-.08
		2	Sometimes	82	27	11,732	29			
		3	Often	30	9	5,273	13			
		4	Very often	30	9	3,553	9			
		Total		306	100	39,586	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	196	65	22,692	58	1.6	1.7 *	-.14
		2	Sometimes	65	20	8,934	22			
		3	Often	26	9	4,561	11			
		4	Very often	20	6	3,359	8			
		Total		307	100	39,546	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	212	70	26,246	68	1.5	1.5	-.05
		2	Sometimes	55	17	7,744	19			
		3	Often	23	7	3,336	8			
		4	Very often	16	5	2,177	5			
		Total		306	100	39,503	100			
e. Reflected on your cultural identity	ICDreflect	1	Never	122	41	10,456	28	2.0	2.3 ***	-.29
		2	Sometimes	106	34	13,764	35			
		3	Often	41	13	9,002	22			
		4	Very often	37	12	6,339	16			
		Total		306	100	39,561	100			
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
ICDexpbias	—	No		236	78	6,161	71	2.0	2.3 ***	-.29
	—	Yes, but it did not interfere with my education		52	16	2,145	23			
	—	Yes, and it interfered with my education		19	6	642	7			
	Total		307	100	8,948	100				
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
ICDsuppbias	—	No		77	25	2,342	27	2.0	2.3 ***	-.29
	—	Yes, but it did not interfere with my education		44	14	1,426	15			
	—	Yes, and it interfered with my education		185	61	5,188	58			
	Total		306	100	8,956	100				

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Marshall	Inclusiv & Cult Div	Marshall	Inclusiv & Cult Div	Marshall	Inclusiv & Cult Div			
ICDskills	210	2.70	2.64	.061	.005	.88	.91	38,100	.330	.07
ICDbiases	210	2.60	2.62	.062	.005	.89	.94	38,065	.756	-.02
ICDperspective	209	2.84	2.81	.058	.004	.83	.87	38,060	.646	.03
ICDbackground	211	2.50	2.49	.066	.005	.95	.98	38,050	.872	.01
ICDcultures	209	2.53	2.60	.061	.005	.88	.95	38,044	.251	-.08
ICDequity	208	2.56	2.59	.066	.005	.95	.97	38,021	.693	-.03
ICDIdeas	209	2.80	2.84	.062	.005	.90	.89	38,060	.524	-.04
ICDcommitment	208	3.04	2.95	.053	.004	.76	.85	210	.074	.11
ICDresources	209	2.94	2.82	.056	.004	.81	.86	211	.035	.14
ICDcommunity	209	3.06	2.94	.056	.004	.81	.86	37,976	.035	.15
ICDexpress	208	2.93	2.98	.057	.007	.83	.80	11,721	.340	-.07
ICDstigma	207	3.07	2.95	.060	.005	.86	.88	37,939	.044	.14
ICDdiscrimination	208	2.97	2.89	.059	.005	.84	.88	209	.198	.09
ICDallegations	208	2.96	2.94	.059	.005	.85	.88	37,838	.733	.02
ICDconfront	206	2.79	2.73	.064	.005	.92	.93	37,880	.325	.07
ICDunique	209	2.85	2.90	.058	.008	.84	.85	11,697	.399	-.06
ICDinterests	211	2.87	2.89	.062	.008	.90	.87	11,701	.731	-.02
ICDintbeyond	211	2.60	2.61	.067	.009	.98	.97	11,683	.868	-.01
ICDRace	208	3.18	3.05	.052	.004	.75	.82	37,813	.023	.16
ICDgender	208	3.17	3.04	.053	.004	.77	.85	37,786	.022	.16
ICDecon	209	2.94	2.80	.058	.005	.84	.91	211	.012	.16
ICDpolitics	208	2.72	2.61	.064	.005	.92	.94	37,727	.115	.11
ICDreligion	209	2.99	2.84	.057	.005	.83	.90	211	.010	.17
ICDsexorient	209	3.14	3.00	.054	.004	.78	.87	37,761	.020	.16
ICDability	209	2.91	2.85	.061	.005	.89	.92	37,755	.309	.07
ICDcitizen	209	2.89	2.81	.062	.005	.90	.91	37,759	.198	.09
ICDevents	208	2.13	2.20	.068	.005	.98	.94	37,812	.278	-.08
ICDcenters	209	1.91	1.89	.069	.005	1.01	.97	37,783	.720	.02
ICDclub	210	1.68	1.75	.065	.005	.94	.96	37,731	.344	-.07
ICDprotest	209	1.55	1.50	.062	.004	.90	.85	210	.365	.07
ICDreflect	209	1.86	2.16	.066	.005	.95	.98	37,753	.000	-.31

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Marshall	Inclusiv & Cult Div	Marshall	Inclusiv & Cult Div	Marshall	Inclusiv & Cult Div			
ICDskills	311	2.81	2.80	.054	.004	.95	.96	47,573	.768	.02
ICDbiases	310	2.70	2.70	.058	.005	1.03	1.01	47,503	.998	.00
ICDperspective	310	2.89	2.88	.052	.004	.91	.93	47,544	.887	.01
ICDbackground	311	2.59	2.59	.058	.005	1.02	1.04	47,502	.896	.01
ICDcultures	311	2.63	2.62	.055	.005	.98	1.03	47,520	.864	.01
ICDequity	309	2.53	2.63	.060	.005	1.05	1.06	47,500	.071	-.10
ICDIdeas	310	2.87	2.88	.057	.004	1.00	.96	47,552	.813	-.01
ICDcommitment	310	2.99	2.94	.050	.004	.88	.89	47,487	.369	.05
ICDresources	311	2.89	2.81	.051	.004	.91	.91	47,422	.154	.08
ICDcommunity	311	3.07	2.86	.048	.004	.84	.92	315	.000	.23
ICDexpress	310	2.95	2.94	.050	.008	.89	.87	13,541	.905	.01
ICDstigma	311	3.05	2.89	.053	.004	.94	.93	47,340	.003	.17
ICDdiscrimination	311	2.97	2.88	.051	.004	.90	.92	314	.075	.10
ICDallegations	310	2.81	2.86	.056	.004	.99	.96	47,201	.304	-.06
ICDconfront	310	2.70	2.65	.056	.005	.98	.99	47,233	.309	.06
ICDunique	309	2.85	2.85	.054	.008	.94	.92	13,530	.918	-.01
ICDinterests	309	2.74	2.80	.055	.008	.96	.95	13,522	.304	-.06
ICDintbeyond	310	2.44	2.53	.059	.009	1.05	1.04	13,535	.156	-.08
ICDrace	309	3.03	2.97	.047	.004	.82	.87	47,167	.170	.08
ICDgender	309	2.98	2.95	.049	.004	.87	.89	47,106	.536	.04
ICDecon	309	2.79	2.72	.053	.004	.94	.96	47,080	.175	.08
ICDpolitics	309	2.61	2.53	.056	.005	.98	.98	47,043	.139	.08
ICDreligion	307	2.79	2.72	.054	.004	.95	.95	47,049	.176	.08
ICDsexorient	307	2.97	2.91	.052	.004	.90	.91	47,071	.272	.06
ICDability	309	2.82	2.78	.053	.004	.93	.96	47,098	.484	.04
ICDcitizen	307	2.73	2.74	.056	.004	.98	.96	47,035	.807	-.01
ICDevents	307	1.91	2.07	.053	.004	.93	.97	47,192	.003	-.17
ICDcenters	307	1.73	1.81	.055	.004	.97	.97	47,166	.171	-.08
ICDclub	308	1.56	1.70	.051	.004	.90	.97	312	.011	-.14
ICDprotest	307	1.47	1.51	.048	.004	.84	.86	47,076	.383	-.05
ICDreflect	307	1.96	2.26	.057	.005	1.00	1.03	310	.000	-.29

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.