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# **NSSE 2017 Topical Module Report Inclusiveness & Engagement with Diversity**

University of Pittsburgh-Bradford

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### About This Topical Module

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

### Comparison Group

This section summarizes how this module's comparison group was identified, including selection criteria and whether the default option was taken. This is followed by the resulting list of institutions represented in the 'Cultural Diversity' column of this report.

Group label	Cultural Diversity
Date submitted	Not applicable; comparison group not customized.
How was this comparison group constructed?	Your institution did not customize this comparison group; the default group (all module participants) was used.
Group description	Default comparison group

### Cultural Diversity (N=131)

Adelphi University (Garden City, NY)	Drew University (Madison, NJ)
Albion College (Albion, MI)	Emory and Henry College (Emory, VA)
Anderson University (Anderson, SC)	Eureka College (Eureka, IL)
Auburn University (Auburn University, AL)	Fairfield University (Fairfield, CT)
Austin College (Sherman, TX)	Farmingdale State College (Farmingdale, NY)
Bard College (Annandale-On-Hudson, NY)	Fredonia State University of New York (Fredonia, NY)
Bay Path University (Longmeadow, MA)	Gallaudet University (Washington, DC)
Beloit College (Beloit, WI)	Harvey Mudd College (Claremont, CA)
Bemidji State University (Bemidji, MN)	High Point University (High Point, NC)
Bethany College (Bethany, WV)	Hope College (Holland, MI)
Cabrini University (Radnor, PA)	Humboldt State University (Arcata, CA)
California College of the Arts (Oakland, CA)	Illinois College (Jacksonville, IL)
Capital University (Columbus, OH)	Immaculata University (Immaculata, PA)
Carroll University (Waukesha, WI)	John Carroll University (Cleveland, OH)
Carthage College (Kenosha, WI)	Knox College (Galesburg, IL)
Chadron State College (Chadron, NE)	La Salle University (Philadelphia, PA)
Chapman University (Orange, CA)	Lewis-Clark State College (Lewiston, ID)
Citadel, The Military College of South Carolina, The (Charleston, SC)	Linfield College - McMinnville Campus (McMinnville, OR)
Claremont McKenna College (Claremont, CA)	Linfield College-School of Nursing (Portland, OR)
Coastal Carolina University (Conway, SC)	Loras College (Dubuque, IA)
Colby College (Waterville, ME)	Loyola University New Orleans (New Orleans, LA)
Colgate University (Hamilton, NY)	Lycoming College (Williamsport, PA)
College at Brockport, SUNY, The (Brockport, NY)	Lyon College (Batesville, AR)
College of Saint Scholastica, The (Duluth, MN)	Macalester College (Saint Paul, MN)
Columbia College (Columbia, MO)	Manchester University (North Manchester, IN)
Concordia College at Moorhead (Moorhead, MN)	Mars Hill University (Mars Hill, NC)
Concordia University (Portland, OR)	Massachusetts College of Art and Design (Boston, MA)
Concordia University Irvine (Irvine, CA)	McPherson College (McPherson, KS)
Concordia University Texas (Austin, TX)	Menlo College (Atherton, CA)



## Cultural Diversity (N=131), continued

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Nebraska Wesleyan University (Lincoln, NE)  
Nevada State College (Henderson, NV)  
New Jersey City University (Jersey City, NJ)  
Newbury College-Brookline (Brookline, MA)  
Northern Michigan University (Marquette, MI)  
Northwest Missouri State University (Maryville, MO)  
Occidental College (Los Angeles, CA)  
Oglala Lakota College (Kyle, SD)  
Olin College of Engineering (Needham, MA)  
Olivet College (Olivet, MI)  
Ottawa University (Ottawa, KS)  
Otterbein University (Westerville, OH)  
Pacific Lutheran University (Tacoma, WA)  
Pitzer College (Claremont, CA)  
Providence College (Providence, RI)  
Quinnipiac University (Hamden, CT)  
Rensselaer Polytechnic Institute (Troy, NY)  
Rhode Island College (Providence, RI)  
Rider University (Lawrenceville, NJ)  
Rochester Institute of Technology (Rochester, NY)  
Roger Williams University (Bristol, RI)  
Salve Regina University (Newport, RI)  
School of the Art Institute of Chicago (Chicago, IL)  
Scripps College (Claremont, CA)  
Seattle University (Seattle, WA)  
Shenandoah University (Winchester, VA)  
Southern Illinois Univ Edwardsville (Edwardsville, IL)  
Southwest Minnesota State University (Marshall, MN)  
St. Catherine University (Saint Paul, MN)  
St. Francis Xavier University (Antigonish, NS)  
St. John Fisher College (Rochester, NY)  
State University of New York at New Paltz (New Paltz, NY)  
State University of New York at Potsdam, The (Potsdam, NY)  
Stetson University (DeLand, FL)  
Stony Brook University (Stony Brook, NY)  
SUNY College at Oswego (Oswego, NY)  
SUNY College at Plattsburgh (Plattsburgh, NY)  
SUNY College of Environmental Science and Forestry (Syracuse, NY)  
SUNY College of Technology at Canton (Canton, NY)  
SUNY College of Technology at Delhi (Delhi, NY)  
SUNY Empire State College (Saratoga Springs, NY)  
Tarleton State University (Stephenville, TX)  
Texas A&M University San Antonio (San Antonio, TX)  
Texas State University (San Marcos, TX)  
University at Buffalo, State University of New York (Buffalo, NY)  
University of British Columbia - Vancouver campus (Vancouver, BC)  
University of British Columbia Okanagan (Kelowna, BC)  
University of Cincinnati (Cincinnati, OH)  
University of Evansville (Evansville, IN)  
University of Indianapolis (Indianapolis, IN)  
University of Massachusetts Dartmouth (North Dartmouth, MA)  
University of Minnesota, Morris (Morris, MN)  
University of Mississippi (University, MS)  
University of New England (Biddeford, ME)  
University of North Dakota (Grand Forks, ND)  
University of Prince Edward Island (Charlottetown, PE)  
University of St. Thomas (Saint Paul, MN)  
University of Wisconsin-Platteville (Platteville, WI)  
University of Wisconsin-Stout (Menomonie, WI)  
Valley City State University (Valley City, ND)  
Virginia Commonwealth University (Richmond, VA)  
Washington and Lee University (Lexington, VA)  
Washington State University (Pullman, WA)  
Wesleyan College, Macon, Georgia (Macon, GA)  
Western Michigan University (Kalamazoo, MI)  
Wheelock College (Boston, MA)  
Whitman College (Walla Walla, WA)  
Wichita State University (Wichita, KS)  
William Jewell College (Liberty, MO)  
Wilson College (Chambersburg, PA)  
Winona State University (Winona, MN)

## 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>		
				Pitt-Bradford		Cultural Diversity		Pitt-Bradford	Cultural Diversity	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>1. During the current school year, how much has your coursework emphasized the following?</b>										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICD01a	1	Very little	13	21	3,376	13	<b>2.3</b>	2.6 *	-0.28 ▽
		2	Some	28	40	9,144	35			
		3	Quite a bit	18	28	9,564	37			
		4	Very much	8	11	4,045	16			
		Total		67	100	26,129	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	10	17	3,330	13	<b>2.5</b>	2.6	-0.12
		2	Some	22	34	8,337	32			
		3	Quite a bit	24	33	9,781	37			
		4	Very much	11	16	4,622	18			
		Total		67	100	26,070	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	3	4	1,941	8	<b>2.8</b>	2.8	.05
		2	Some	21	34	7,588	29			
		3	Quite a bit	29	42	11,254	43			
		4	Very much	14	21	5,316	20			
		Total		67	100	26,099	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	13	20	5,078	19	<b>2.2</b>	2.4	-0.19
		2	Some	30	46	8,818	34			
		3	Quite a bit	18	25	8,346	32			
		4	Very much	6	9	3,849	15			
		Total		67	100	26,091	100			
e. Learning about other cultures	ICD01e	1	Very little	8	14	3,915	15	<b>2.5</b>	2.5	-0.07
		2	Some	27	39	8,999	35			
		3	Quite a bit	23	35	8,668	33			
		4	Very much	8	13	4,515	18			
		Total		66	100	26,097	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	7	10	4,289	17	<b>2.4</b>	2.5	-0.09
		2	Some	30	47	8,351	32			
		3	Quite a bit	22	31	8,647	33			
		4	Very much	8	11	4,797	18			
		Total		67	100	26,084	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	5	7	2,415	9	<b>2.8</b>	2.8	.07
		2	Some	16	25	7,259	28			
		3	Quite a bit	30	45	10,380	39			
		4	Very much	15	22	6,029	23			
		Total		66	100	26,083	100			
<b>2. How much does your institution emphasize the following?</b>										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	2	4	1,362	5	<b>3.1</b>	3.0	.08
		2	Some	12	20	5,956	23			
		3	Quite a bit	29	42	10,529	40			
		4	Very much	24	34	8,221	32			
		Total		67	100	26,068	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	4	7	1,599	6	<b>2.9</b>	2.9	.07
		2	Some	15	23	7,039	27			
		3	Quite a bit	26	40	10,706	41			

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

## First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Pitt-Bradford		Cultural Diversity		Pitt-Bradford	Cultural Diversity	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
		4	Very much	21	30	6,707	26			
			Total	66	100	26,051	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>		
				Pitt-Bradford		Cultural Diversity		Pitt-Bradford	Cultural Diversity	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
c. Creating an overall sense of community among students	ICD02c	1	Very little	3	5	1,377	5	<b>2.9</b>	3.0	-.05
		2	Some	17	27	5,940	23			
		3	Quite a bit	27	39	10,804	41			
		4	Very much	20	29	7,933	30			
		Total		67	100	26,054	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic identification, gender identity, sexual orientation, religious affiliation, etc.)	ICD02d	1	Very little	3	6	1,381	5	<b>3.1</b>	3.0	.12
		2	Some	13	20	5,548	21			
		3	Quite a bit	23	31	10,542	40			
		4	Very much	28	43	8,580	33			
		Total		67	100	26,051	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	2	4	1,542	6	<b>3.0</b>	2.9	.04
		2	Some	16	27	6,154	24			
		3	Quite a bit	26	36	10,514	40			
		4	Very much	22	33	7,797	30			
		Total		66	100	26,007	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	0	0	1,245	5	<b>3.2</b>	3.1	.14
		2	Some	14	23	5,126	20			
		3	Quite a bit	25	35	10,652	41			
		4	Very much	28	41	8,984	35			
		Total		67	100	26,007	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	5	8	2,212	9	<b>2.9</b>	2.8	.08
		2	Some	14	22	7,247	28			
		3	Quite a bit	29	42	9,948	38			
		4	Very much	19	28	6,553	26			
		Total		67	100	25,960	100			
<b>3. How much does your institution provide a supportive environment for the following forms of diversity?</b>										
a. Racial/ethnic identification	ICD03a	1	Very little	0	0	936	4	<b>3.1</b>	3.1	.00
		2	Some	15	27	5,380	20			
		3	Quite a bit	28	39	10,827	42			
		4	Very much	23	34	8,840	34			
		Total		66	100	25,983	100			
b. Gender identity	ICD03b	1	Very little	4	8	1,255	5	<b>2.9</b>	3.0	-.12
		2	Some	14	24	5,574	22			
		3	Quite a bit	26	36	10,096	39			
		4	Very much	23	32	9,062	35			
		Total		67	100	25,987	100			
c. Economic background	ICD03c	1	Very little	4	6	2,463	9	<b>2.8</b>	2.8	.08
		2	Some	18	29	7,911	30			
		3	Quite a bit	27	41	9,366	36			
		4	Very much	18	24	6,254	25			
		Total		67	100	25,994	100			
d. Political affiliation	ICD03d	1	Very little	5	9	3,364	13	<b>2.7</b>	2.6	.08
		2	Some	20	32	8,745	33			
		3	Quite a bit	28	41	8,690	33			
		4	Very much	14	19	5,182	21			
		Total		67	100	25,981	100			

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.



### First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Pitt-Bradford		Cultural Diversity		Pitt-Bradford	Cultural Diversity	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
e. Religious affiliation	ICD03e	1	Very little	3	6	1,939	8	<b>2.9</b>	2.8	.02
		2	Some	19	28	7,196	27			
		3	Quite a bit	26	40	9,927	38			
		4	Very much	19	26	6,924	27			
		Total		67	100	25,986	100			
f. Sexual orientation	ICD03f	1	Very little	2	4	1,446	6	<b>3.0</b>	3.0	-.01
		2	Some	16	27	5,944	23			
		3	Quite a bit	25	35	9,719	37			
		4	Very much	24	34	8,883	34			
		Total		67	100	25,992	100			
g. Disability status	ICD03g	1	Very little	1	1	2,060	8	<b>3.0</b>	2.9	.18
		2	Some	14	23	6,784	26			
		3	Quite a bit	30	46	9,629	37			
		4	Very much	22	30	7,530	30			
		Total		67	100	26,003	100			

**4. The term “cultural community” can refer to a racial or ethnic community, a religious community, a community based on sexual orientation or gender identity, the neighborhood where you grew up, etc. Considering the community with which you most strongly identify, to what extent do you agree or disagree with the following statements?**

a. On campus, there are enough opportunities to learn about my own cultural community.	ICD04a	1	Strongly disagree	1	1	1,085	4	<b>3.5</b>	3.5	-.02
		2	Somewhat disagree	9	15	2,710	10			
		3	Neither agree nor disagree	19	27	7,486	29			
		4	Somewhat agree	29	43	10,180	39			
		5	Strongly agree	9	14	4,438	18			
		Total		67	100	25,899	100			
b. On campus, there are enough opportunities to learn about important issues within my own cultural community.	ICD04b	1	Strongly disagree	3	6	1,076	4	<b>3.6</b>	3.6	.02
		2	Somewhat disagree	8	11	2,659	10			
		3	Neither agree nor disagree	14	23	7,373	29			
		4	Somewhat agree	29	41	10,328	39			
		5	Strongly agree	13	19	4,432	18			
		Total		67	100	25,868	100			
c. On campus, there are enough opportunities to learn about the experiences of people within my own cultural community.	ICD04c	1	Strongly disagree	1	1	1,036	4	<b>3.6</b>	3.6	.02
		2	Somewhat disagree	8	14	2,587	10			
		3	Neither agree nor disagree	16	25	7,294	29			
		4	Somewhat agree	31	44	10,340	39			
		5	Strongly agree	11	16	4,587	18			
		Total		67	100	25,844	100			
d. In general, people on campus value knowledge from my cultural community.	ICD04d	1	Strongly disagree	2	3	1,039	4	<b>3.4</b>	3.5	-.11
		2	Somewhat disagree	8	14	2,441	10			
		3	Neither agree nor disagree	21	31	8,473	33			
		4	Somewhat agree	29	41	9,426	36			
		5	Strongly agree	7	10	4,432	17			
		Total		67	100	25,811	100			
e. In general, people on campus value the experiences of people within my cultural community.	ICD04e	1	Strongly disagree	1	1	930	4	<b>3.5</b>	3.6	-.06
		2	Somewhat disagree	7	13	2,229	9			
		3	Neither agree nor disagree	23	33	8,532	33			
		4	Somewhat agree	28	41	9,646	37			

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

## First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Pitt-Bradford		Cultural Diversity		Pitt-Bradford	Cultural Diversity	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
		5	Strongly agree	8	11	4,462	17			
			Total	67	100	25,799	100			

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

## First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Pitt-Bradford		Cultural Diversity		Pitt-Bradford	Cultural Diversity	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
f. In general, my cultural community is valued on campus.	ICD04f	1	Strongly disagree	0	0	878	4	<b>3.7</b>	3.7	.01
		2	Somewhat disagree	3	5	1,801	7			
		3	Neither agree nor disagree	24	38	7,776	31			
		4	Somewhat agree	30	43	9,540	36			
		5	Strongly agree	10	15	5,820	22			
		Total		67	100	25,815	100			

### Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Pitt-Bradford		Cultural Diversity		Pitt-Bradford	Cultural Diversity	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>1. During the current school year, how much has your coursework emphasized the following?</b>										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICD01a	1	Very little	6	10	4,005	13	<b>2.9</b>	2.7	.19
		2	Some	13	25	9,800	30			
		3	Quite a bit	21	34	11,780	35			
		4	Very much	17	31	7,674	23			
		Total		57	100	33,259	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	8	16	4,884	16	<b>2.8</b>	2.6	.18
		2	Some	10	17	9,154	28			
		3	Quite a bit	24	36	11,291	33			
		4	Very much	16	30	7,852	23			
		Total		58	100	33,181	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	6	15	2,911	10	<b>2.9</b>	2.8	.07
		2	Some	11	17	8,439	26			
		3	Quite a bit	22	34	13,197	39			
		4	Very much	18	34	8,658	25			
		Total		57	100	33,205	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	14	28	6,655	22	<b>2.5</b>	2.5	.00
		2	Some	11	20	9,760	29			
		3	Quite a bit	20	28	10,189	30			
		4	Very much	12	24	6,622	19			
		Total		57	100	33,226	100			
e. Learning about other cultures	ICD01e	1	Very little	11	21	5,769	19	<b>2.6</b>	2.5	.05
		2	Some	13	24	10,531	31			
		3	Quite a bit	21	32	9,877	29			
		4	Very much	11	23	7,024	21			
		Total		56	100	33,201	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	8	13	6,840	23	<b>2.8</b>	2.5 *	.31
		2	Some	11	23	9,639	29			
		3	Quite a bit	22	34	9,379	27			
		4	Very much	15	30	7,333	21			
		Total		56	100	33,191	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	6	12	3,799	13	<b>2.9</b>	2.8	.14
		2	Some	12	19	8,422	25			
		3	Quite a bit	21	37	11,954	35			
		4	Very much	18	33	9,022	27			
		Total		57	100	33,197	100			
<b>2. How much does your institution emphasize the following?</b>										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	3	6	2,038	6	<b>3.1</b>	2.9	.19
		2	Some	11	19	7,852	24			
		3	Quite a bit	20	32	12,997	39			
		4	Very much	23	43	10,278	31			
		Total		57	100	33,165	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	4	8	2,778	9	<b>2.8</b>	2.8	.06
		2	Some	15	25	10,045	30			
		3	Quite a bit	24	44	12,409	37			

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Pitt-Bradford		Cultural Diversity		Pitt-Bradford	Cultural Diversity	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
		4	Very much	14	23	7,888	24			
			Total	57	100	33,120	100			

### Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Pitt-Bradford		Cultural Diversity		Pitt-Bradford	Cultural Diversity	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
c. Creating an overall sense of community among students	ICD02c	1	Very little	2	3	2,592	8	<b>2.9</b>	2.8	.05
		2	Some	16	33	8,816	27			
		3	Quite a bit	24	38	12,924	38			
		4	Very much	15	26	8,822	26			
		Total		57	100	33,154	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic identification, gender identity, sexual orientation, religious affiliation, etc.)	ICD02d	1	Very little	6	14	2,670	9	<b>2.8</b>	2.9	-.11
		2	Some	14	25	8,250	25			
		3	Quite a bit	20	32	12,675	38			
		4	Very much	17	29	9,529	29			
		Total		57	100	33,124	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	3	4	2,819	9	<b>2.9</b>	2.8	.12
		2	Some	14	30	8,986	27			
		3	Quite a bit	22	33	12,448	37			
		4	Very much	18	33	8,847	27			
		Total		57	100	33,100	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	4	9	2,794	9	<b>2.9</b>	2.9	-.01
		2	Some	12	24	7,805	23			
		3	Quite a bit	22	35	12,493	38			
		4	Very much	19	32	9,932	31			
		Total		57	100	33,024	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	4	9	4,526	14	<b>2.8</b>	2.6	.23
		2	Some	12	22	10,664	32			
		3	Quite a bit	25	44	10,906	33			
		4	Very much	15	25	6,906	21			
		Total		56	100	33,002	100			
<b>3. How much does your institution provide a supportive environment for the following forms of diversity?</b>										
a. Racial/ethnic identification	ICD03a	1	Very little	2	5	1,969	6	<b>3.1</b>	2.9	.22
		2	Some	8	15	8,595	26			
		3	Quite a bit	25	45	12,817	38			
		4	Very much	22	36	9,595	30			
		Total		57	100	32,976	100			
b. Gender identity	ICD03b	1	Very little	2	5	2,580	8	<b>3.1</b>	2.9 *	.23
		2	Some	7	12	8,800	27			
		3	Quite a bit	31	55	11,911	36			
		4	Very much	17	29	9,706	29			
		Total		57	100	32,997	100			
c. Economic background	ICD03c	1	Very little	4	9	4,556	14	<b>2.8</b>	2.6	.18
		2	Some	14	26	11,204	33			
		3	Quite a bit	25	44	10,373	32			
		4	Very much	13	22	6,837	21			
		Total		56	100	32,970	100			
d. Political affiliation	ICD03d	1	Very little	6	12	5,507	17	<b>2.6</b>	2.5	.16
		2	Some	17	31	12,158	36			
		3	Quite a bit	24	40	9,628	29			
		4	Very much	10	17	5,673	18			
		Total		57	100	32,966	100			

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

### Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Pitt-Bradford		Cultural Diversity		Pitt-Bradford	Cultural Diversity	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
e. Religious affiliation	ICD03e	1	Very little	2	5	3,730	12	<b>2.9</b>	2.7	.23
		2	Some	16	27	10,840	32			
		3	Quite a bit	24	44	11,164	33			
		4	Very much	15	25	7,244	22			
		Total		57	100	32,978	100			
f. Sexual orientation	ICD03f	1	Very little	2	5	2,843	9	<b>3.1</b>	2.8 *	.28
		2	Some	8	14	9,046	27			
		3	Quite a bit	28	50	11,658	35			
		4	Very much	19	32	9,413	29			
		Total		57	100	32,960	100			
g. Disability status	ICD03g	1	Very little	2	5	3,540	11	<b>3.0</b>	2.8 *	.28
		2	Some	10	16	9,470	28			
		3	Quite a bit	26	49	11,310	34			
		4	Very much	19	30	8,633	27			
		Total		57	100	32,953	100			

**4. The term “cultural community” can refer to a racial or ethnic community, a religious community, a community based on sexual orientation or gender identity, the neighborhood where you grew up, etc. Considering the community with which you most strongly identify, to what extent do you agree or disagree with the following statements?**

a. On campus, there are enough opportunities to learn about my own cultural community.	ICD04a	1	Strongly disagree	3	8	1,948	6	<b>3.6</b>	3.4	.14
		2	Somewhat disagree	4	5	3,584	11			
		3	Neither agree nor disagree	17	32	10,974	34			
		4	Somewhat agree	19	30	10,657	32			
		5	Strongly agree	14	25	5,684	18			
		Total		57	100	32,847	100			
b. On campus, there are enough opportunities to learn about important issues within my own cultural community.	ICD04b	1	Strongly disagree	1	3	1,918	6	<b>3.5</b>	3.4	.11
		2	Somewhat disagree	7	11	3,640	11			
		3	Neither agree nor disagree	17	34	10,781	34			
		4	Somewhat agree	20	31	11,116	33			
		5	Strongly agree	12	20	5,325	17			
		Total		57	100	32,780	100			
c. On campus, there are enough opportunities to learn about the experiences of people within my own cultural community.	ICD04c	1	Strongly disagree	2	5	1,822	6	<b>3.5</b>	3.4	.09
		2	Somewhat disagree	7	13	3,530	11			
		3	Neither agree nor disagree	15	29	10,734	33			
		4	Somewhat agree	19	30	11,052	33			
		5	Strongly agree	14	23	5,580	17			
		Total		57	100	32,718	100			
d. In general, people on campus value knowledge from my cultural community.	ICD04d	1	Strongly disagree	4	9	1,917	6	<b>3.4</b>	3.4	.03
		2	Somewhat disagree	5	9	3,211	10			
		3	Neither agree nor disagree	16	28	11,793	37			
		4	Somewhat agree	21	35	10,168	30			
		5	Strongly agree	11	19	5,622	17			
		Total		57	100	32,711	100			
e. In general, people on campus value the experiences of people within my cultural community.	ICD04e	1	Strongly disagree	5	12	1,750	6	<b>3.4</b>	3.4	-.04
		2	Somewhat disagree	4	6	3,015	9			
		3	Neither agree nor disagree	17	30	11,756	37			
		4	Somewhat agree	20	33	10,573	32			
		Total		57	100	32,711	100			

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Pitt-Bradford		Cultural Diversity		Pitt-Bradford	Cultural Diversity	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
		5	Strongly agree	11	19	5,592	17			
			Total	57	100	32,686	100			

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.



## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Pitt-Bradford		Cultural Diversity		Pitt-Bradford	Cultural Diversity	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
f. In general, my cultural community is valued on campus.	ICD04f	1	Strongly disagree	3	8	1,644	5	<b>3.5</b>	3.5	-.07
		2	Somewhat disagree	7	12	2,541	8			
		3	Neither agree nor disagree	14	26	11,206	35			
		4	Somewhat agree	19	33	10,503	31			
		5	Strongly agree	12	21	6,860	21			
		Total		55	100	32,754	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>
		Pitt-Bradford	Cultural Diversity	Pitt-Bradford	Cultural Diversity	Pitt-Bradford	Cultural Diversity			
	Comparisons with: Cultural Diversity									
ICD01a	66	2.29	2.55	.12	.01	0.94	0.91	20,507	.021	-.28
ICD01b	66	2.48	2.59	.12	.01	0.96	0.92	20,457	.342	-.12
ICD01c	66	2.80	2.75	.10	.01	0.81	0.86	20,481	.665	.05
ICD01d	66	2.24	2.42	.11	.01	0.88	0.96	65	.099	-.19
ICD01e	65	2.47	2.53	.11	.01	0.89	0.95	20,474	.592	-.07
ICD01f	66	2.44	2.53	.10	.01	0.83	0.97	65	.381	-.09
ICD01g	65	2.83	2.76	.11	.01	0.86	0.91	20,460	.557	.07
ICD02a	66	3.05	2.98	.10	.01	0.85	0.87	20,451	.522	.08
ICD02b	65	2.93	2.87	.11	.01	0.90	0.87	20,435	.599	.07
ICD02c	66	2.92	2.96	.11	.01	0.87	0.87	20,440	.699	-.05
ICD02d	66	3.11	3.01	.11	.01	0.92	0.87	20,439	.316	.12
ICD02e	65	2.98	2.95	.11	.01	0.87	0.88	20,398	.757	.04
ICD02f	66	3.18	3.06	.10	.01	0.79	0.86	20,402	.259	.14
ICD02g	66	2.89	2.81	.11	.01	0.91	0.92	20,361	.503	.08
ICD03a	65	3.07	3.07	.10	.01	0.78	0.83	20,377	.996	.00
ICD03b	66	2.93	3.03	.12	.01	0.94	0.87	20,389	.339	-.12
ICD03c	66	2.84	2.77	.11	.01	0.87	0.93	20,383	.532	.08
ICD03d	66	2.70	2.62	.11	.01	0.88	0.95	20,382	.518	.08
ICD03e	66	2.86	2.85	.11	.01	0.87	0.91	20,386	.866	.02
ICD03f	66	2.98	2.99	.11	.01	0.89	0.90	20,391	.917	-.01
ICD03g	66	3.05	2.88	.09	.01	0.76	0.92	65	.081	.18
ICD04a	66	3.53	3.55	.12	.01	0.95	1.03	20,310	.896	-.02
ICD04b	66	3.58	3.56	.14	.01	1.09	1.03	20,279	.847	.02
ICD04c	66	3.60	3.58	.12	.01	0.96	1.02	20,260	.867	.02
ICD04d	66	3.41	3.52	.12	.01	0.97	1.02	20,245	.374	-.11
ICD04e	66	3.49	3.55	.11	.01	0.91	1.00	20,223	.622	-.06
ICD04f	66	3.67	3.67	.10	.01	0.79	1.01	65	.940	.01

#### 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>
		Pitt-Bradford	Cultural Diversity	Pitt-Bradford	Cultural Diversity	Pitt-Bradford	Cultural Diversity			
	Comparisons with: Cultural Diversity									
ICD01a	57	2.85	2.67	.13	.01	0.98	0.97	35,026	.163	.19
ICD01b	58	2.81	2.62	.14	.01	1.05	1.01	34,941	.161	.18
ICD01c	57	2.86	2.79	.14	.00	1.06	0.93	34,961	.586	.07
ICD01d	57	2.47	2.47	.15	.01	1.14	1.03	34,994	.983	.00
ICD01e	55	2.57	2.52	.14	.01	1.07	1.02	34,962	.714	.05
ICD01f	55	2.80	2.47	.14	.01	1.02	1.06	34,951	.021	.31
ICD01g	56	2.90	2.76	.13	.01	1.00	0.98	34,962	.293	.14
ICD02a	56	3.12	2.95	.12	.00	0.93	0.90	34,919	.146	.19
ICD02b	56	2.82	2.77	.12	.00	0.88	0.91	34,876	.656	.06
ICD02c	56	2.87	2.83	.11	.00	0.84	0.92	34,905	.719	.05
ICD02d	56	2.77	2.87	.14	.00	1.02	0.93	34,874	.412	-.11
ICD02e	56	2.94	2.83	.12	.00	0.90	0.93	34,858	.353	.12
ICD02f	56	2.90	2.90	.13	.01	0.96	0.93	34,763	.960	-.01
ICD02g	55	2.84	2.61	.12	.01	0.91	0.97	54	.070	.23
ICD03a	56	3.12	2.92	.11	.00	0.83	0.89	34,705	.094	.22
ICD03b	56	3.08	2.86	.10	.01	0.77	0.93	55	.039	.23
ICD03c	55	2.78	2.61	.12	.01	0.90	0.97	34,706	.192	.18
ICD03d	56	2.63	2.48	.12	.01	0.91	0.97	34,706	.236	.16
ICD03e	56	2.88	2.66	.11	.01	0.83	0.95	55	.052	.23
ICD03f	56	3.09	2.83	.11	.01	0.80	0.94	55	.018	.28
ICD03g	56	3.05	2.77	.11	.01	0.81	0.96	55	.014	.28
ICD04a	56	3.59	3.44	.15	.01	1.16	1.09	34,569	.290	.14
ICD04b	56	3.54	3.42	.14	.01	1.05	1.08	34,493	.405	.11
ICD04c	56	3.54	3.45	.15	.01	1.13	1.07	34,422	.512	.09
ICD04d	56	3.45	3.42	.16	.01	1.17	1.07	34,417	.844	.03
ICD04e	56	3.40	3.45	.16	.01	1.22	1.05	34,396	.737	-.04
ICD04f	54	3.46	3.54	.16	.01	1.18	1.07	34,458	.604	-.07

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## Endnotes

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

### ***Key to symbols:***

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

Note: It is important to interpret the direction of differences relative to item wording and your institutional context.