
NSSE 2021 Topical Module Report

Inclusiveness & Engagement with Diversity

Indiana University-Purdue University Indianapolis

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.

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First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				IUPUI		Pub Doc Diverse		IUPUI	Pub Doc Diverse	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	ICD01a	1	Very little	75	16	3,067	14	2.5	2.5	.02
		2	Some	154	31	7,885	35			
		3	Quite a bit	175	36	7,782	34			
		4	Very much	85	17	3,901	17			
		Total		489	100	22,635	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	76	16	3,185	15	2.5	2.5	-.02
		2	Some	153	32	7,495	34			
		3	Quite a bit	176	35	7,828	34			
		4	Very much	83	16	4,092	17			
		Total		488	100	22,600	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	44	10	1,937	9	2.7	2.7	.01
		2	Some	145	30	6,853	31			
		3	Quite a bit	191	38	9,081	40			
		4	Very much	109	22	4,752	20			
		Total		489	100	22,623	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	95	20	4,557	21	2.4	2.4	.01
		2	Some	175	35	7,643	34			
		3	Quite a bit	146	30	6,763	29			
		4	Very much	75	16	3,661	16			
		Total		491	100	22,624	100			
e. Learning about other cultures	ICD01e	1	Very little	100	22	3,694	17	2.4	2.5	-.07
		2	Some	164	33	8,039	36			
		3	Quite a bit	142	28	6,968	30			
		4	Very much	85	17	3,928	17			
		Total		491	100	22,629	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	119	26	4,329	20	2.3	2.4	-.09
		2	Some	154	30	7,564	34			
		3	Quite a bit	128	26	6,685	29			
		4	Very much	89	17	4,037	17			
		Total		490	100	22,615	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	49	11	2,207	10	2.7	2.7	.01
		2	Some	148	31	6,557	30			
		3	Quite a bit	166	33	8,614	38			
		4	Very much	128	25	5,250	22			
		Total		491	100	22,628	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	21	4	1,382	6	3.0	2.9 *	.10
		2	Some	105	21	5,821	26			
		3	Quite a bit	224	46	9,092	40			
		4	Very much	139	28	6,309	28			
		Total		489	100	22,604	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	38	8	1,681	8	2.8	2.8	-.02
		2	Some	142	29	6,612	30			
		3	Quite a bit	206	42	8,874	39			
		4	Very much	105	21	5,406	23			
		Total		491	100	22,573	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 ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				IUPUI		Pub Doc Diverse		IUPUI	Pub Doc Diverse	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Creating an overall sense of community among students	ICD02c	1	Very little	46	10	1,492	7	2.8	2.9 *	-.11 ▽
		2	Some	136	28	5,687	26			
		3	Quite a bit	188	38	9,171	40			
		4	Very much	118	24	6,236	27			
		Total		488	100	22,586	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	33	7	1,390	7	3.0	2.9	.04
		2	Some	106	21	5,206	23			
		3	Quite a bit	194	40	9,061	40			
		4	Very much	157	32	6,926	30			
		Total		490	100	22,583	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	34	7	1,435	7	2.9	2.9	-.02
		2	Some	125	25	5,402	24			
		3	Quite a bit	190	39	8,922	39			
		4	Very much	141	29	6,799	29			
		Total		490	100	22,558	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	50	10	1,268	6	2.9	3.0	-.08
		2	Some	108	22	5,082	22			
		3	Quite a bit	179	36	8,872	40			
		4	Very much	152	32	7,314	32			
		Total		489	100	22,536	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	65	13	2,045	10	2.6	2.8 ***	-.16 ▽
		2	Some	169	34	6,449	29			
		3	Quite a bit	155	32	8,340	36			
		4	Very much	99	21	5,719	25			
		Total		488	100	22,553	100			
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICD03a	1	Very little	11	2	840	4	3.1	3.0 *	.10 △
		2	Some	95	19	4,730	21			
		3	Quite a bit	203	42	9,215	41			
		4	Very much	180	37	7,784	34			
		Total		489	100	22,569	100			
b. Gender identity	ICD03b	1	Very little	11	2	992	5	3.1	3.0 *	.10 △
		2	Some	101	21	4,911	22			
		3	Quite a bit	205	41	8,881	39			
		4	Very much	173	36	7,752	33			
		Total		490	100	22,536	100			
c. Economic background	ICD03c	1	Very little	37	8	1,639	8	2.8	2.8	.01
		2	Some	139	28	6,358	28			
		3	Quite a bit	183	37	8,407	37			
		4	Very much	129	27	6,135	27			
		Total		488	100	22,539	100			
d. Political affiliation	ICD03d	1	Very little	58	13	2,631	12	2.6	2.6	.00
		2	Some	162	32	7,277	32			
		3	Quite a bit	163	33	7,560	33			
		4	Very much	106	22	5,058	22			
		Total		489	100	22,526	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 ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				IUPUI		Pub Doc Diverse		IUPUI	Pub Doc Diverse	
				Count	%	Count	%	Mean	Mean	Effect size ^d
e. Religious affiliation	ICD03e	1	Very little	43	9	1,772	9	2.8	2.8	-.05
		2	Some	150	30	6,374	29			
		3	Quite a bit	183	37	8,334	37			
		4	Very much	113	24	6,043	26			
		Total		489	100	22,523	100			
f. Sexual orientation	ICD03f	1	Very little	20	4	1,182	6	3.0	3.0	.02
		2	Some	118	25	5,176	23			
		3	Quite a bit	196	40	8,732	39			
		4	Very much	155	31	7,438	32			
		Total		489	100	22,528	100			
g. Disability status	ICD03g	1	Very little	40	8	1,568	7	2.8	2.9 *	-.10 ▽
		2	Some	137	28	5,742	25			
		3	Quite a bit	193	40	8,385	37			
		4	Very much	120	25	6,863	30			
		Total		490	100	22,558	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	ICD04a_20	1	Never	273	57	9,263	43	1.6	1.9 ***	-.30 ▽
		2	Sometimes	154	30	7,892	34			
		3	Often	39	8	3,687	16			
		4	Very often	23	4	1,704	7			
		Total		489	100	22,546	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	344	70	13,209	60	1.5	1.6 ***	-.20 ▽
		2	Sometimes	91	18	5,340	23			
		3	Often	36	7	2,568	11			
		4	Very often	20	4	1,421	6			
		Total		491	100	22,538	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	355	73	14,659	66	1.4	1.5 **	-.14 ▽
		2	Sometimes	80	16	4,327	19			
		3	Often	32	7	2,205	9			
		4	Very often	22	4	1,300	6			
		Total		489	100	22,491	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	357	73	16,346	74	1.4	1.4	-.02
		2	Sometimes	91	18	3,702	16			
		3	Often	25	5	1,619	7			
		4	Very often	15	3	825	4			
		Total		488	100	22,492	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	175	37	7,434	34	2.0	2.1	-.05
		2	Sometimes	176	35	8,324	37			
		3	Often	90	18	4,364	19			
		4	Very often	50	10	2,418	11			
		Total		491	100	22,540	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				IUPUI		Pub Doc Diverse		IUPUI	Pub Doc Diverse	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	ICD01a	1	Very little	89	12	3,433	13	2.7	2.7	.03
		2	Some	190	27	7,989	28			
		3	Quite a bit	263	35	9,945	34			
		4	Very much	196	26	7,780	25			
		Total		738	100	29,147	100			
b. Recognizing your own cultural norms and biases	ICD01b	1	Very little	126	19	4,735	18	2.6	2.6	.01
		2	Some	175	25	7,829	28			
		3	Quite a bit	258	34	9,181	31			
		4	Very much	179	23	7,319	24			
		Total		738	100	29,064	100			
c. Sharing your own perspectives and experiences	ICD01c	1	Very little	81	12	3,030	12	2.8	2.8	.00
		2	Some	190	27	7,346	26			
		3	Quite a bit	256	34	10,601	36			
		4	Very much	211	27	8,109	26			
		Total		738	100	29,086	100			
d. Exploring your own background through projects, assignments, or programs	ICD01d	1	Very little	153	23	6,014	23	2.5	2.5	-.02
		2	Some	219	29	7,991	28			
		3	Quite a bit	215	28	8,529	28			
		4	Very much	153	20	6,572	21			
		Total		740	100	29,106	100			
e. Learning about other cultures	ICD01e	1	Very little	147	22	5,623	21	2.5	2.5	.00
		2	Some	209	28	8,674	30			
		3	Quite a bit	213	27	8,088	27			
		4	Very much	170	22	6,734	22			
		Total		739	100	29,119	100			
f. Discussing issues of equity or privilege	ICD01f	1	Very little	168	24	6,546	25	2.5	2.5	.06
		2	Some	177	25	8,000	28			
		3	Quite a bit	203	26	7,674	25			
		4	Very much	192	25	6,864	22			
		Total		740	100	29,084	100			
g. Respecting the expression of diverse ideas	ICD01g	1	Very little	99	15	3,603	14	2.8	2.8	.02
		2	Some	162	23	7,145	25			
		3	Quite a bit	262	34	9,803	33			
		4	Very much	216	29	8,573	28			
		Total		739	100	29,124	100			
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICD02a	1	Very little	38	5	2,115	8	3.0	2.9 ***	.16
		2	Some	152	21	7,198	25			
		3	Quite a bit	290	39	10,833	37			
		4	Very much	258	35	8,928	30			
		Total		738	100	29,074	100			
b. Providing students with the resources needed for success in a multicultural world	ICD02b	1	Very little	54	8	2,664	10	2.9	2.8 ***	.14
		2	Some	181	24	8,548	30			
		3	Quite a bit	297	40	10,310	35			
		4	Very much	204	28	7,510	25			
		Total		736	100	29,032	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 ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				IUPUI		Pub Doc Diverse		IUPUI	Pub Doc Diverse	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Creating an overall sense of community among students	ICD02c	1	Very little	58	8	2,355	9	2.8	2.8	-.03
		2	Some	212	29	7,651	27			
		3	Quite a bit	275	37	10,878	37			
		4	Very much	187	26	8,156	27			
		Total		732	100	29,040	100			
d. Ensuring that you are not stigmatized because of your identity (racial/ethnic, gender, religious, sexual orientation, etc.)	ICD02d	1	Very little	62	9	2,502	9	2.9	2.9 *	.08 △
		2	Some	163	22	7,137	25			
		3	Quite a bit	276	37	10,646	36			
		4	Very much	232	33	8,733	29			
		Total		733	100	29,018	100			
e. Providing information about anti-discrimination and harassment policies	ICD02e	1	Very little	58	8	2,352	8	2.9	2.9	.03
		2	Some	177	24	7,348	26			
		3	Quite a bit	279	38	10,481	36			
		4	Very much	217	30	8,843	30			
		Total		731	100	29,024	100			
f. Taking allegations of discrimination or harassment seriously	ICD02f	1	Very little	50	7	2,663	10	3.0	2.9	.07
		2	Some	166	22	6,927	24			
		3	Quite a bit	291	40	10,180	35			
		4	Very much	220	31	9,173	32			
		Total		727	100	28,943	100			
g. Helping students develop the skills to confront discrimination and harassment	ICD02g	1	Very little	98	13	3,868	14	2.7	2.7	.01
		2	Some	216	30	8,844	31			
		3	Quite a bit	251	35	9,145	31			
		4	Very much	162	23	7,119	24			
		Total		727	100	28,976	100			
3. How much does your institution provide a supportive environment for the following forms of diversity?										
a. Racial/ethnic identity	ICD03a	1	Very little	33	5	1,626	6	3.0	2.9 **	.11 △
		2	Some	151	21	7,174	25			
		3	Quite a bit	301	39	10,901	38			
		4	Very much	246	35	9,249	32			
		Total		731	100	28,950	100			
b. Gender identity	ICD03b	1	Very little	45	6	1,756	7	3.0	2.9 **	.11 △
		2	Some	153	21	7,316	26			
		3	Quite a bit	274	36	10,615	36			
		4	Very much	259	37	9,239	31			
		Total		731	100	28,926	100			
c. Economic background	ICD03c	1	Very little	72	10	3,119	11	2.8	2.7	.04
		2	Some	225	31	8,670	30			
		3	Quite a bit	241	31	9,594	33			
		4	Very much	194	27	7,544	26			
		Total		732	100	28,927	100			
d. Political affiliation	ICD03d	1	Very little	125	18	4,215	15	2.5	2.6	-.06
		2	Some	248	34	9,761	34			
		3	Quite a bit	218	29	8,744	30			
		4	Very much	138	19	6,202	21			
		Total		729	100	28,922	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 ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				IUPUI		Pub Doc Diverse		IUPUI	Pub Doc Diverse	Effect size ^d
				Count	%	Count	%	Mean	Mean	
e. Religious affiliation	ICD03e	1	Very little	88	12	3,040	11	2.7	2.7	-.06
		2	Some	234	32	8,931	31			
		3	Quite a bit	246	33	9,700	33			
		4	Very much	162	23	7,241	25			
		Total		730	100	28,912	100			
f. Sexual orientation	ICD03f	1	Very little	44	6	2,010	7	3.0	2.9 *	.09 △
		2	Some	173	24	7,540	26			
		3	Quite a bit	280	37	10,437	36			
		4	Very much	233	33	8,936	30			
		Total		730	100	28,923	100			
g. Disability status	ICD03g	1	Very little	70	10	2,562	9	2.8	2.9	-.07
		2	Some	211	28	7,667	26			
		3	Quite a bit	254	35	10,060	35			
		4	Very much	191	27	8,653	30			
		Total		726	100	28,942	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	ICD04a_20	1	Never	401	57	12,194	43	1.6	1.9 ***	-.25 ▽
		2	Sometimes	212	28	9,885	34			
		3	Often	79	10	4,446	15			
		4	Very often	39	5	2,444	8			
		Total		731	100	28,969	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICD04b_20	1	Never	469	66	16,495	58	1.5	1.7 ***	-.14 ▽
		2	Sometimes	164	21	7,302	25			
		3	Often	59	8	3,101	10			
		4	Very often	39	5	2,045	7			
		Total		731	100	28,943	100			
c. Participated in a diversity-related club or organization	ICD04c_20	1	Never	517	71	18,208	64	1.5	1.6 **	-.10 ▽
		2	Sometimes	104	14	5,724	19			
		3	Often	64	9	2,884	10			
		4	Very often	44	6	2,058	7			
		Total		729	100	28,874	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICD04d_20	1	Never	525	73	19,829	70	1.4	1.5	-.04
		2	Sometimes	120	16	5,365	18			
		3	Often	49	7	2,248	7			
		4	Very often	34	5	1,455	5			
		Total		728	100	28,897	100			
e. Reflected on your cultural identity	ICD04e_20	1	Never	206	31	8,401	30	2.2	2.2	.01
		2	Sometimes	252	33	9,885	34			
		3	Often	151	19	6,309	21			
		4	Very often	121	17	4,376	15			
		Total		730	100	28,971	100			

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

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		IUPUI	Pub Doc Diverse	IUPUI	Pub Doc Diverse	IUPUI	Pub Doc Diverse			
								<i>Comparisons with:</i>		
ICD01a	738	2.74	2.71	.036	.006	0.98	0.98	24,863	.439	.03
ICD01b	738	2.61	2.60	.038	.007	1.04	1.04	24,805	.818	.01
ICD01c	739	2.76	2.76	.036	.006	0.99	0.97	24,809	.967	.00
ICD01d	741	2.45	2.48	.039	.007	1.05	1.06	24,829	.514	-.02
ICD01e	739	2.50	2.50	.039	.007	1.07	1.05	24,839	.999	.00
ICD01f	741	2.51	2.45	.041	.007	1.11	1.09	24,808	.133	.06
ICD01g	739	2.77	2.75	.038	.007	1.03	1.01	24,843	.671	.02
ICD02a	738	3.04	2.89	.032	.006	0.88	0.92	788	.000	.16
ICD02b	735	2.88	2.75	.033	.006	0.90	0.94	784	.000	.14
ICD02c	732	2.80	2.83	.034	.006	0.91	0.93	24,756	.437	-.03
ICD02d	733	2.93	2.86	.035	.006	0.94	0.95	24,738	.038	.08
ICD02e	732	2.90	2.87	.034	.006	0.92	0.94	24,739	.411	.03
ICD02f	728	2.95	2.89	.033	.006	0.90	0.96	778	.053	.07
ICD02g	728	2.66	2.65	.036	.006	0.97	0.99	24,692	.809	.01
ICD03a	732	3.04	2.95	.032	.006	0.87	0.89	24,681	.004	.11
ICD03b	732	3.03	2.92	.034	.006	0.92	0.91	24,652	.003	.11
ICD03c	733	2.76	2.73	.036	.006	0.96	0.97	24,656	.321	.04
ICD03d	730	2.50	2.56	.037	.006	1.00	0.98	24,647	.099	-.06
ICD03e	732	2.66	2.72	.036	.006	0.97	0.96	24,639	.136	-.06
ICD03f	732	2.97	2.89	.033	.006	0.90	0.92	778	.020	.09
ICD03g	727	2.79	2.85	.035	.006	0.95	0.95	24,657	.072	-.07
ICD04a_20	732	1.64	1.87	.032	.006	0.86	0.94	24,689	.000	-.25
ICD04b_20	732	1.52	1.65	.031	.006	0.85	0.92	784	.000	-.14
ICD04c_20	729	1.50	1.59	.033	.006	0.89	0.92	776	.005	-.10
ICD04d_20	729	1.44	1.47	.030	.005	0.82	0.83	24,626	.254	-.04
ICD04e_20	731	2.22	2.21	.039	.007	1.06	1.03	24,686	.738	.01

See the endnotes on the last page of this report.

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 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.