NSSE
national survey of
student engagement

NSSE 2025 Topical Module Report
Inclusiveness & Engagement with Diversity

Washington State 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

Washington State University

First-Year Students

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] WSU Count	WSU %	R1 Comparison Count	R1 Comparison %	Statistical Comparisons[b] WSU Mean	R1 Comparison 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	89	9	181	10	2.7	2.6 * △	.07
		2	Some	305	30	678	35			
		3	Quite a bit	438	43	763	37			
		4	Very much	187	18	394	19			
			Total	1,019	100	2,016	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	108	11	222	12	2.6	2.6	.01
		2	Some	308	31	612	31			
		3	Quite a bit	420	41	794	38			
		4	Very much	181	17	393	19			
			Total	1,017	100	2,021	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	59	6	99	6	2.8	2.8	-.04
		2	Some	291	29	527	27			
		3	Quite a bit	451	43	913	44			
		4	Very much	218	21	477	23			
			Total	1,019	100	2,016	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	169	17	308	17	2.5	2.5	-.01
		2	Some	327	33	662	33			
		3	Quite a bit	362	35	706	34			
		4	Very much	158	15	343	16			
			Total	1,016	100	2,019	100			
e. Learning about other cultures	ICDcultures	1	Very little	118	12	229	13	2.6	2.6	.06
		2	Some	300	30	693	34			
		3	Quite a bit	427	41	717	35			
		4	Very much	174	17	376	18			
			Total	1,019	100	2,015	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	112	12	252	15	2.7	2.6 *** △	.14
		2	Some	281	28	658	33			
		3	Quite a bit	413	41	713	33			
		4	Very much	211	20	394	19			
			Total	1,017	100	2,017	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	61	6	125	8	2.9	2.8 ** △	.11
		2	Some	230	23	552	28			
		3	Quite a bit	463	45	849	41			
		4	Very much	265	26	492	24			
			Total	1,019	100	2,018	100			

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

NSSE 2025 Inclusiveness & Engagement with Diversity

Frequencies and Statistical Comparisons

Washington State University

First-Year Students

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] WSU Count	WSU %	R1 Comparison Count	R1 Comparison %	Statistical Comparisons[b] WSU Mean	R1 Comparison Mean	Effect size[d]
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	42	4	102	6	3.0	2.9 *** △	.13
		2	Some	214	21	525	27			
		3	Quite a bit	474	46	849	41			
		4	Very much	285	28	541	26			
			Total	1,015	100	2,017	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	46	5	113	6	2.8	2.8	.02
		2	Some	279	28	579	28			
		3	Quite a bit	474	46	838	41			
		4	Very much	219	21	482	24			
			Total	1,018	100	2,012	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	35	4	51	2	3.0	3.1 *** ▽	-.14
		2	Some	206	21	412	18			
		3	Quite a bit	466	46	908	43			
		4	Very much	304	30	645	36			
			Total	1,011	100	2,016	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	32	3	50	3	3.0	3.0	-.02
		2	Some	218	22	488	24			
		3	Quite a bit	501	49	908	44			
		4	Very much	262	26	567	29			
			Total	1,013	100	2,013	100			
e. Ensuring that you are not stigmatized because of your identities (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	47	5	102	6	3.0	2.9	.06
		2	Some	218	22	489	24			
		3	Quite a bit	453	44	833	41			
		4	Very much	295	29	590	29			
			Total	1,013	100	2,014	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	58	6	99	6	3.0	2.9	.03
		2	Some	218	22	490	24			
		3	Quite a bit	445	44	842	42			
		4	Very much	291	29	579	28			
			Total	1,012	100	2,010	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	56	6	95	5	3.0	3.0	-.04
		2	Some	231	23	459	22			
		3	Quite a bit	422	42	849	43			
		4	Very much	300	30	609	31			
			Total	1,009	100	2,012	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	111	11	134	7	2.7	2.8 * ▽	-.08
		2	Some	281	28	606	31			
		3	Quite a bit	399	39	760	37			
		4	Very much	223	22	509	25			
			Total	1,014	100	2,009	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	56	6	112	6	2.9	2.9	.00
		2	Some	267	27	541	28			
		3	Quite a bit	441	43	818	39			
		4	Very much	248	25	530	27			
			Total	1,012	100	2,001	100			

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

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Frequencies and Statistical Comparisons

Washington State University

First-Year Students

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] WSU Count	WSU %	R1 Comparison Count	R1 Comparison %	Statistical Comparisons[b] WSU Mean	R1 Comparison Mean	Effect size[d]
j. Connecting to groups of people at your institution with interests like yours	ICDinterests	1	Very little	59	6	89	5	2.9	3.0 ** ▽	-.11
		2	Some	255	26	504	25			
		3	Quite a bit	451	44	818	40			
		4	Very much	246	24	596	31			
			Total	1,011	100	2,007	100			
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	159	16	263	14	2.6	2.7 ** ▽	-.09
		2	Some	322	32	623	31			
		3	Quite a bit	332	32	658	32			
		4	Very much	195	20	459	23			
			Total	1,008	100	2,003	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	21	2	56	3	3.2	3.0 *** △	.14
		2	Some	155	15	451	23			
		3	Quite a bit	480	47	844	40			
		4	Very much	357	35	651	33			
			Total	1,013	100	2,002	100			
b. Gender identities	ICDgender	1	Very little	33	3	78	6	3.1	3.0 *** △	.16
		2	Some	174	17	467	24			
		3	Quite a bit	457	45	814	39			
		4	Very much	347	34	643	31			
			Total	1,011	100	2,002	100			
c. Economic backgrounds	ICDecon	1	Very little	54	5	168	9	2.9	2.8 *** △	.18
		2	Some	247	25	620	30			
		3	Quite a bit	421	42	729	36			
		4	Very much	288	29	481	25			
			Total	1,010	100	1,998	100			
d. Political affiliations	ICDpolitics	1	Very little	104	10	180	10	2.6	2.7	-.02
		2	Some	356	35	718	36			
		3	Quite a bit	344	34	704	35			
		4	Very much	203	20	398	20			
			Total	1,007	100	2,000	100			
e. Religious affiliations	ICDreligion	1	Very little	63	6	99	5	2.8	2.9 * ▽	-.08
		2	Some	278	27	551	27			
		3	Quite a bit	414	41	815	40			
		4	Very much	253	25	534	28			
			Total	1,008	100	1,999	100			
f. Sexual orientations	ICDsexorient	1	Very little	39	4	88	6	3.0	2.9 *** △	.17
		2	Some	201	20	535	28			
		3	Quite a bit	443	44	784	37			
		4	Very much	327	32	593	29			
			Total	1,010	100	2,000	100			
g. Disability status	ICDability	1	Very little	60	6	108	6	3.0	2.9	.04
		2	Some	212	21	541	26			
		3	Quite a bit	433	43	752	37			
		4	Very much	302	30	593	31			
			Total	1,007	100	1,994	100			

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

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Frequencies and Statistical Comparisons

Washington State University

First-Year Students

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] WSU Count	WSU %	R1 Comparison Count	R1 Comparison %	Statistical Comparisons[b] WSU Mean	R1 Comparison Mean	Effect size[d]
h. Citizenship or immigration status	ICDcitizen	1	Very little	50	5	150	8			
		2	Some	247	25	614	30			
		3	Quite a bit	422	42	731	35	2.9	2.8 *** △	.15
		4	Very much	291	29	505	26			
			Total	1,010	100	2,000	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	213	22	383	22			
		2	Sometimes	422	41	860	42			
		3	Often	253	25	518	24	2.3	2.3	.03
		4	Very often	125	12	239	11			
			Total	1,013	100	2,000	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	428	44	777	42			
		2	Sometimes	329	32	705	34			
		3	Often	166	16	322	15	1.9	1.9	-.03
		4	Very often	87	9	193	10			
			Total	1,010	100	1,997	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	546	54	973	52			
		2	Sometimes	254	25	571	26			
		3	Often	122	12	284	14	1.8	1.8	-.03
		4	Very often	89	9	165	8			
			Total	1,011	100	1,993	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	711	71	1,334	69			
		2	Sometimes	166	16	385	18			
		3	Often	90	9	175	8	1.5	1.5	-.03
		4	Very often	42	4	101	5			
			Total	1,009	100	1,995	100			
e. Reflected on your cultural identities	ICDreflect	1	Never	295	30	533	28			
		2	Sometimes	384	38	789	38			
		3	Often	223	22	461	23	2.1	2.2	-.03
		4	Very often	109	10	206	11			
			Total	1,011	100	1,989	100			
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
	ICDexpbias	—	No	823	82	1,544	79			
		—	Yes, but it did not interfere with my education	165	16	378	18			
		—	Yes, and it interfered with my education	22	2	72	3			
			Total	1,010	100	1,994	100			
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
	ICDsuppbias	—	No	234	23	445	23			
		—	Yes, but I would not be comfortable doing so	145	14	289	13			
		—	Yes, and I would be comfortable doing so	633	63	1,258	63			
			Total	1,012	100	1,992	100			

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Frequencies and Statistical Comparisons

Washington State University

Seniors

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] WSU Count	WSU %	R1 Comparison Count	R1 Comparison %	Statistical Comparisons[b] WSU Mean	R1 Comparison 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	100	9	213	10	2.8	2.8	.02
		2	Some	286	26	604	27			
		3	Quite a bit	425	38	871	36			
		4	Very much	312	27	665	27			
			Total	1,123	100	2,353	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	163	15	320	16	2.7	2.7	.01
		2	Some	295	27	612	27			
		3	Quite a bit	388	34	794	32			
		4	Very much	279	24	625	25			
			Total	1,125	100	2,351	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	104	10	191	9	2.9	2.9	-.02
		2	Some	252	23	547	24			
		3	Quite a bit	436	38	895	37			
		4	Very much	331	29	716	30			
			Total	1,123	100	2,349	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	214	20	410	19	2.6	2.6	-.01
		2	Some	300	27	680	30			
		3	Quite a bit	365	32	693	27			
		4	Very much	245	21	568	24			
			Total	1,124	100	2,351	100			
e. Learning about other cultures	ICDcultures	1	Very little	177	16	377	18	2.6	2.5	.05
		2	Some	346	31	725	32			
		3	Quite a bit	340	30	698	29			
		4	Very much	264	23	552	22			
			Total	1,127	100	2,352	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	196	18	431	21	2.6	2.5 * △	.07
		2	Some	318	29	640	29			
		3	Quite a bit	326	28	683	27			
		4	Very much	286	25	598	23			
			Total	1,126	100	2,352	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	103	10	231	11	2.9	2.8 * △	.08
		2	Some	241	22	556	24			
		3	Quite a bit	428	38	853	36			
		4	Very much	355	31	711	29			
			Total	1,127	100	2,351	100			

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

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Frequencies and Statistical Comparisons

Washington State University

Seniors

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] WSU Count	WSU %	R1 Comparison Count	R1 Comparison %	Statistical Comparisons[b] WSU Mean	R1 Comparison Mean	Effect size[d]
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	55	5	158	8	3.0	2.8 *** △	.20
		2	Some	243	22	638	29			
		3	Quite a bit	483	42	934	38			
		4	Very much	345	30	621	25			
			Total	1,126	100	2,351	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	86	8	177	8	2.8	2.8 ** △	.10
		2	Some	277	25	722	31			
		3	Quite a bit	469	41	886	37			
		4	Very much	289	26	565	23			
			Total	1,121	100	2,350	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	66	6	119	5	3.0	3.0	.00
		2	Some	243	22	627	26			
		3	Quite a bit	463	41	919	35			
		4	Very much	353	31	687	34			
			Total	1,125	100	2,352	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	55	5	136	6	3.0	2.9 ** △	.09
		2	Some	237	22	612	27			
		3	Quite a bit	509	45	972	40			
		4	Very much	321	28	622	27			
			Total	1,122	100	2,342	100			
e. Ensuring that you are not stigmatized because of your identities (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	75	7	184	9	3.0	2.9 *** △	.13
		2	Some	233	21	586	25			
		3	Quite a bit	450	40	938	38			
		4	Very much	364	32	640	28			
			Total	1,122	100	2,348	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	63	6	163	8	3.0	2.9 *** △	.15
		2	Some	237	22	581	26			
		3	Quite a bit	444	39	921	37			
		4	Very much	380	34	676	29			
			Total	1,124	100	2,341	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	73	7	216	9	3.0	2.8 *** △	.16
		2	Some	238	21	614	26			
		3	Quite a bit	433	38	856	36			
		4	Very much	376	34	645	29			
			Total	1,120	100	2,331	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	127	12	293	13	2.7	2.6 ** △	.09
		2	Some	341	30	765	33			
		3	Quite a bit	360	32	773	32			
		4	Very much	295	26	508	22			
			Total	1,123	100	2,339	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	97	9	201	9	2.8	2.8	.05
		2	Some	292	26	683	29			
		3	Quite a bit	433	38	883	36			
		4	Very much	299	26	571	25			
			Total	1,121	100	2,338	100			

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

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Seniors

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j. Connecting to groups of people at your institution with interests like yours	ICDinterests	1	Very little	111	10	201	9	2.8	2.8	-.06
		2	Some	307	27	625	27			
		3	Quite a bit	414	37	905	37			
		4	Very much	284	25	610	27			
			Total	1,116	100	2,341	100			
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	223	20	446	19	2.5	2.5	-.03
		2	Some	359	32	736	32			
		3	Quite a bit	303	27	676	28			
		4	Very much	234	21	484	21			
			Total	1,119	100	2,342	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	35	3	135	7	3.1	2.9 *** △	.23
		2	Some	233	21	647	27			
		3	Quite a bit	480	43	956	40			
		4	Very much	372	33	597	26			
			Total	1,120	100	2,335	100			
b. Gender identities	ICDgender	1	Very little	44	4	141	8	3.0	2.8 *** △	.25
		2	Some	249	22	651	30			
		3	Quite a bit	472	42	933	37			
		4	Very much	352	32	608	25			
			Total	1,117	100	2,333	100			
c. Economic backgrounds	ICDecon	1	Very little	82	7	251	12	2.8	2.7 *** △	.19
		2	Some	320	29	781	33			
		3	Quite a bit	406	36	809	34			
		4	Very much	310	28	489	22			
			Total	1,118	100	2,330	100			
d. Political affiliation	ICDpolitics	1	Very little	160	15	297	13	2.6	2.6	.02
		2	Some	369	33	851	36			
		3	Quite a bit	357	32	757	31			
		4	Very much	230	20	423	19			
			Total	1,116	100	2,328	100			
e. Religious affiliations	ICDreligion	1	Very little	114	10	189	9	2.7	2.8	-.04
		2	Some	332	30	761	31			
		3	Quite a bit	416	37	877	37			
		4	Very much	255	23	504	24			
			Total	1,117	100	2,331	100			
f. Sexual orientations	ICDsexorient	1	Very little	51	5	148	8	3.0	2.8 *** △	.20
		2	Some	275	25	699	31			
		3	Quite a bit	452	40	883	35			
		4	Very much	341	30	601	26			
			Total	1,119	100	2,331	100			
g. Disability status	ICDability	1	Very little	84	7	174	8	2.9	2.8 * △	.07
		2	Some	300	27	724	31			
		3	Quite a bit	422	38	846	36			
		4	Very much	312	28	583	26			
			Total	1,118	100	2,327	100			

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

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Washington State University

Seniors

Item wording or description	Variable name	Values[c]	Response options	Frequency Distributions[a] WSU Count	WSU %	R1 Comparison Count	R1 Comparison %	Statistical Comparisons[b] WSU Mean	R1 Comparison Mean	Effect size[d]
h. Citizenship or immigration status	ICDcitizen	1	Very little	87	8	214	10			
		2	Some	316	28	770	32			
		3	Quite a bit	395	35	818	35	2.8	2.7 *** △	.14
		4	Very much	320	29	525	23			
			Total	1,118	100	2,327	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	372	34	659	29			
		2	Sometimes	416	37	952	41			
		3	Often	213	19	477	19	2.1	2.1	-.03
		4	Very often	122	11	245	10			
			Total	1,123	100	2,333	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	566	51	1,087	48			
		2	Sometimes	335	30	709	30			
		3	Often	134	12	327	13	1.8	1.8	-.05
		4	Very often	88	8	215	9			
			Total	1,123	100	2,338	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	656	59	1,310	58			
		2	Sometimes	266	24	528	22			
		3	Often	113	10	299	12	1.7	1.7	-.04
		4	Very often	85	8	196	8			
			Total	1,120	100	2,333	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	775	69	1,511	67			
		2	Sometimes	214	19	488	19			
		3	Often	85	7	187	7	1.5	1.5	-.05
		4	Very often	48	5	144	6			
			Total	1,122	100	2,330	100			
e. Reflected on your cultural identities	ICDreflect	1	Never	323	30	618	29			
		2	Sometimes	367	33	827	35			
		3	Often	251	22	547	23	2.2	2.2	.03
		4	Very often	177	16	329	13			
			Total	1,118	100	2,321	100			
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
	ICDexpbias	—	No	822	73	1,525	68			
		—	Yes, but it did not interfere with my education	240	21	661	27			
		—	Yes, and it interfered with my education	63	6	142	6			
			Total	1,125	100	2,328	100			
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
	ICDsuppbias	—	No	272	24	570	25			
		—	Yes, but I would not be comfortable doing so	134	12	349	14			
		—	Yes, and I would be comfortable doing so	718	64	1,412	61			
			Total	1,124	100	2,331	100			

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

NSSE 2025 Inclusiveness & Engagement with Diversity

Detailed Statistics[e]

Washington State University

First-Year Students

Variable name	N	Mean		Standard error[f]		Standard deviation[g]		DF[h]	Sig.[i]	Effect size[d]
								Comparisons with:		
	WSU	WSU	R1 Comparison	WSU	R1 Comparison	WSU	R1 Comparison	R1 Comparison		
ICDskills	1,019	2.70	2.64	.027	.014	.87	.90	1,602	.036	.07
ICDbiases	1,017	2.64	2.63	.028	.014	.90	.93	1,594	.708	.01
ICDperspective	1,018	2.80	2.83	.026	.013	.84	.85	1,563	.247	-.04
ICDbackground	1,015	2.49	2.50	.030	.015	.94	.96	1,563	.868	-.01
ICDcultures	1,018	2.63	2.58	.028	.014	.90	.93	1,596	.078	.06
ICDequity	1,016	2.69	2.56	.029	.015	.92	.97	1,612	.000	.14
ICDideas	1,018	2.90	2.80	.027	.014	.85	.89	1,600	.001	.11
ICDcommitment	1,015	2.98	2.86	.026	.014	.82	.87	1,627	.000	.13
ICDresources	1,017	2.84	2.83	.025	.013	.81	.86	1,638	.642	.02
ICDcommunity	1,010	3.02	3.14	.025	.012	.81	.78	1,512	.000	-.14
ICDexpress	1,012	2.97	2.99	.025	.012	.78	.80	1,575	.480	-.02
ICDstigma	1,012	2.98	2.93	.026	.014	.84	.88	1,607	.096	.06
ICDdiscrimination	1,011	2.95	2.93	.027	.014	.86	.87	1,558	.411	.03
ICDallegations	1,009	2.96	3.00	.027	.013	.87	.85	1,515	.227	-.04
ICDconfront	1,013	2.73	2.80	.029	.014	.93	.90	1,514	.024	-.08
ICDunique	1,012	2.86	2.87	.027	.014	.85	.88	1,587	.957	.00
ICDinterests	1,010	2.87	2.96	.027	.013	.85	.86	1,557	.001	-.11
ICDintbeyond	1,007	2.56	2.65	.031	.015	.98	.98	1,546	.009	-.09
ICDrace	1,012	3.15	3.04	.024	.013	.76	.83	1,666	.000	.14
ICDgender	1,010	3.10	2.96	.025	.014	.80	.88	1,667	.000	.16
ICDecon	1,008	2.93	2.77	.027	.014	.86	.92	1,626	.000	.18
ICDpolitics	1,005	2.64	2.65	.029	.014	.92	.90	1,517	.613	-.02
ICDreligion	1,006	2.85	2.92	.027	.013	.87	.86	1,524	.021	-.08
ICDsexorient	1,008	3.04	2.89	.026	.014	.83	.89	1,636	.000	.17
ICDability	1,005	2.97	2.93	.027	.014	.87	.90	1,570	.289	.04
ICDcitizen	1,009	2.94	2.80	.027	.014	.86	.92	1,628	.000	.15
ICDevents	1,012	2.28	2.25	.029	.014	.94	.93	1,534	.376	.03
ICDcenters	1,008	1.90	1.93	.030	.015	.96	.97	1,553	.331	-.03
ICDclub	1,010	1.75	1.78	.031	.015	.98	.97	1,534	.421	-.03
ICDprotest	1,007	1.47	1.49	.026	.013	.83	.85	1,569	.360	-.03
ICDreflect	1,010	2.13	2.16	.030	.015	.96	.95	1,536	.354	-.03

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

NSSE 2025 Inclusiveness & Engagement with Diversity

Detailed Statistics[e]

Washington State University

Seniors

Variable name	N	Mean		Standard error[f]		Standard deviation[g]		DF[h]	Sig.[i]	Effect size[d]
								Comparisons with:		
	WSU	WSU	R1 Comparison	WSU	R1 Comparison	WSU	R1 Comparison	R1 Comparison		
ICDskills	1,118	2.83	2.81	.028	.014	.94	.95	1,720	.624	.02
ICDbiases	1,121	2.67	2.66	.030	.015	1.01	1.03	1,737	.865	.01
ICDperspective	1,118	2.86	2.88	.028	.014	.95	.95	1,706	.520	-.02
ICDbackground	1,119	2.55	2.56	.031	.016	1.03	1.05	1,725	.749	-.01
ICDcultures	1,122	2.59	2.54	.030	.015	1.02	1.02	1,717	.125	.05
ICDequity	1,121	2.59	2.52	.031	.016	1.05	1.06	1,729	.033	.07
ICDideas	1,122	2.90	2.82	.028	.014	.95	.97	1,748	.011	.08
ICDcommitment	1,121	2.98	2.80	.025	.014	.85	.91	1,806	.000	.20
ICDresources	1,116	2.85	2.75	.027	.013	.90	.91	1,720	.002	.10
ICDcommunity	1,121	2.97	2.97	.026	.013	.88	.89	1,732	.997	.00
ICDexpress	1,118	2.96	2.88	.025	.013	.84	.88	1,776	.004	.09
ICDstigma	1,118	2.97	2.85	.027	.014	.90	.92	1,740	.000	.13
ICDdiscrimination	1,120	3.00	2.86	.027	.014	.89	.93	1,768	.000	.15
ICDallegations	1,116	2.99	2.84	.027	.014	.90	.95	1,767	.000	.16
ICDconfront	1,119	2.73	2.64	.029	.014	.98	.96	1,694	.006	.09
ICDunique	1,116	2.82	2.77	.028	.014	.93	.93	1,711	.152	.05
ICDinterests	1,112	2.78	2.83	.028	.014	.94	.93	1,680	.079	-.06
ICDintbeyond	1,115	2.49	2.52	.031	.015	1.03	1.02	1,687	.391	-.03
ICDrace	1,116	3.06	2.85	.025	.013	.82	.89	1,820	.000	.23
ICDgender	1,113	3.01	2.79	.025	.014	.84	.91	1,813	.000	.25
ICDecon	1,114	2.84	2.66	.027	.014	.92	.94	1,746	.000	.19
ICDpolitics	1,112	2.58	2.56	.029	.014	.97	.95	1,675	.590	.02
ICDreligion	1,113	2.72	2.76	.028	.014	.93	.91	1,678	.272	-.04
ICDsexorient	1,115	2.96	2.78	.026	.014	.86	.92	1,797	.000	.20
ICDability	1,114	2.86	2.80	.027	.014	.91	.91	1,713	.028	.07
ICDcitizen	1,114	2.84	2.71	.028	.014	.93	.93	1,707	.000	.14
ICDevents	1,118	2.07	2.10	.029	.014	.98	.94	1,668	.335	-.03
ICDcenters	1,118	1.77	1.82	.028	.014	.94	.96	1,742	.096	-.05
ICDclub	1,115	1.67	1.71	.028	.014	.94	.97	1,747	.196	-.04
ICDprotest	1,117	1.47	1.52	.024	.013	.82	.87	1,788	.100	-.05
ICDreflect	1,113	2.24	2.20	.031	.015	1.04	1.00	1,659	.350	.03

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

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.