
NSSE 2025 Topical Module Report

Inclusiveness & Engagement with Diversity

California State University, Sacramento

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

California State University, Sacramento

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	Effect size ^d
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	
1. During the current school year, how much has your coursework emphasized the following?										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICDskills	1	Very little	33	8	1,208	9	2.8	2.7 *	.11
		2	Some	110	25	4,582	31			
		3	Quite a bit	177	44	6,243	39			
		4	Very much	97	23	3,372	21			
		Total		417	100	15,405	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	24	6	1,415	11	2.9	2.7 ***	.22
		2	Some	102	24	4,530	30			
		3	Quite a bit	191	46	6,163	39			
		4	Very much	97	24	3,287	20			
		Total		414	100	15,395	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	11	2	672	5	3.0	2.9 ***	.17
		2	Some	93	22	3,833	26			
		3	Quite a bit	191	47	6,846	44			
		4	Very much	121	29	4,041	25			
		Total		416	100	15,392	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	42	9	2,063	15	2.8	2.6 ***	.19
		2	Some	120	29	4,782	32			
		3	Quite a bit	158	39	5,455	34			
		4	Very much	96	23	3,089	19			
		Total		416	100	15,389	100			
e. Learning about other cultures	ICDcultures	1	Very little	23	5	1,534	11	2.9	2.7 ***	.31
		2	Some	100	23	4,803	32			
		3	Quite a bit	171	42	5,749	36			
		4	Very much	118	29	3,305	20			
		Total		412	100	15,391	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	27	7	1,746	13	2.8	2.6 ***	.22
		2	Some	117	29	4,761	32			
		3	Quite a bit	162	39	5,528	34			
		4	Very much	108	25	3,344	21			
		Total		414	100	15,379	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	13	3	823	6	3.1	2.9 ***	.25
		2	Some	85	20	3,867	26			
		3	Quite a bit	172	41	6,532	42			
		4	Very much	146	36	4,184	26			
		Total		416	100	15,406	100			

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	Effect size ^d
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	9	2	642	5	3.2	2.9 ***	.25
		2	Some	71	17	3,629	25			
		3	Quite a bit	182	45	6,602	42			
		4	Very much	153	36	4,509	29			
		Total		415	100	15,382	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	8	2	718	5	3.0	2.9 ***	.16
		2	Some	96	23	4,022	27			
		3	Quite a bit	197	48	6,694	43			
		4	Very much	112	27	3,930	25			
		Total		413	100	15,364	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	9	2	570	4	3.0	3.0	-.01
		2	Some	92	23	3,247	21			
		3	Quite a bit	195	47	6,717	43			
		4	Very much	117	28	4,843	32			
		Total		413	100	15,377	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	8	2	464	3	3.0	3.0	.07
		2	Some	82	19	3,388	23			
		3	Quite a bit	216	53	7,116	46			
		4	Very much	106	26	4,367	28			
		Total		412	100	15,335	100			
e. Ensuring that you are not stigmatized because of your identities (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	8	2	747	6	3.1	3.0 **	.12
		2	Some	85	20	3,346	22			
		3	Quite a bit	190	46	6,526	42			
		4	Very much	129	32	4,730	30			
		Total		412	100	15,349	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	11	3	758	6	3.0	2.9	.06
		2	Some	98	23	3,584	24			
		3	Quite a bit	187	46	6,429	42			
		4	Very much	118	28	4,550	29			
		Total		414	100	15,321	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	16	4	743	5	3.0	3.0	.02
		2	Some	91	21	3,397	22			
		3	Quite a bit	185	47	6,286	41			
		4	Very much	120	29	4,894	32			
		Total		412	100	15,320	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	26	6	1,163	8	2.8	2.8	.04
		2	Some	119	28	4,291	29			
		3	Quite a bit	173	43	6,020	39			
		4	Very much	94	23	3,836	24			
		Total		412	100	15,310	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	12	3	748	6	3.0	2.9 **	.12
		2	Some	91	22	3,839	26			
		3	Quite a bit	194	47	6,449	41			
		4	Very much	114	28	4,272	27			
		Total		411	100	15,308	100			

NSSE 2025 Inclusiveness & Engagement with Diversity

Frequencies and Statistical Comparisons

California State University, Sacramento

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
j. Connecting to groups of people at your institution with interests like yours	ICDinterests	1	Very little	19	5	861	6	2.9	2.9	.04
		2	Some	104	25	3,711	25			
		3	Quite a bit	178	43	6,472	41			
		4	Very much	113	28	4,261	27			
			Total	414	100	15,305	100			
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	66	17	2,255	16	2.6	2.6	.00
		2	Some	110	26	4,504	30			
		3	Quite a bit	157	37	5,202	33			
		4	Very much	81	20	3,353	21			
			Total	414	100	15,314	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	2	0	439	3	3.3	3.1 ***	.31
		2	Some	52	12	3,066	21			
		3	Quite a bit	181	44	6,617	43			
		4	Very much	181	44	5,155	33			
			Total	416	100	15,277	100			
b. Gender identities	ICDgender	1	Very little	10	3	821	5	3.2	3.0 ***	.27
		2	Some	60	14	3,299	22			
		3	Quite a bit	173	42	6,194	40			
		4	Very much	172	42	4,962	32			
			Total	415	100	15,276	100			
c. Economic backgrounds	ICDecon	1	Very little	15	4	1,050	8	3.0	2.8 ***	.27
		2	Some	92	22	4,374	29			
		3	Quite a bit	168	41	5,792	38			
		4	Very much	139	34	4,028	26			
			Total	414	100	15,244	100			
d. Political affiliations	ICDpolitics	1	Very little	47	12	1,534	11	2.7	2.6	.02
		2	Some	136	32	5,225	35			
		3	Quite a bit	137	33	5,223	33			
		4	Very much	91	22	3,247	21			
			Total	411	100	15,229	100			
e. Religious affiliations	ICDreligion	1	Very little	30	8	846	6	2.9	2.9	-.04
		2	Some	127	30	3,922	27			
		3	Quite a bit	131	32	6,057	39			
		4	Very much	126	31	4,426	28			
			Total	414	100	15,251	100			
f. Sexual orientations	ICDsexorient	1	Very little	14	4	980	7	3.1	2.9 ***	.17
		2	Some	91	22	3,616	25			
		3	Quite a bit	158	38	5,933	39			
		4	Very much	149	37	4,718	30			
			Total	412	100	15,247	100			
g. Disability status	ICDability	1	Very little	21	5	990	7	3.0	2.9 **	.14
		2	Some	105	25	4,066	27			
		3	Quite a bit	142	34	5,810	38			
		4	Very much	144	36	4,374	28			
			Total	412	100	15,240	100			

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First-Year Students

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				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
h. Citizenship or immigration status	ICDcitizen	1	Very little	20	5	1,127	8	3.1	2.8 ***	.27 △
		2	Some	101	23	4,331	29			
		3	Quite a bit	141	34	5,703	37			
		4	Very much	151	38	4,079	26			
		Total	413	100	15,240	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	29	2,972	21	2.1	2.3 ***	-.22 ▽
		2	Sometimes	171	41	6,132	41			
		3	Often	88	21	4,063	25			
		4	Very often	37	9	2,107	13			
		Total	412	100	15,274	100				
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	198	49	5,902	41	1.8	2.0 ***	-.19 ▽
		2	Sometimes	136	32	4,911	32			
		3	Often	53	13	2,804	17			
		4	Very often	27	6	1,639	10			
		Total	414	100	15,256	100				
c. Participated in a diversity-related club or organization	ICDclub	1	Never	234	57	7,294	50	1.7	1.8 *	-.12 ▽
		2	Sometimes	94	22	4,093	26			
		3	Often	55	14	2,385	15			
		4	Very often	29	7	1,462	9			
		Total	412	100	15,234	100				
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	268	65	9,940	67	1.5	1.5	.01
		2	Sometimes	82	20	2,740	18			
		3	Often	44	10	1,624	10			
		4	Very often	21	5	930	6			
		Total	415	100	15,234	100				
e. Reflected on your cultural identities	ICDreflect	1	Never	101	26	4,315	29	2.2	2.2	.06
		2	Sometimes	161	39	5,671	38			
		3	Often	103	25	3,417	21			
		4	Very often	45	11	1,808	11			
		Total	410	100	15,211	100				
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
	ICDexpbias	—	No	337	82	12,151	79			
		—	Yes, but it did not interfere with my education	60	15	2,581	17			
		—	Yes, and it interfered with my education	17	4	494	3			
		Total		414	100	15,226	100			
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
	ICDsuppbias	—	No	146	35	3,602	24			
		—	Yes, but I would not be comfortable doing so	57	14	2,133	14			
		—	Yes, and I would be comfortable doing so	211	51	9,520	61			
		Total		414	100	15,255	100			

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California State University, Sacramento

Seniors

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				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	Effect size ^d
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	
1. During the current school year, how much has your coursework emphasized the following?										
a. Developing the skills necessary to work effectively with people from various backgrounds	ICDskills	1	Very little	40	7	1,229	9	3.0	2.9 *	.10
		2	Some	132	24	3,753	26			
		3	Quite a bit	216	36	5,614	36			
		4	Very much	212	33	4,667	30			
		Total		600	100	15,263	100			
b. Recognizing your own cultural norms and biases	ICDbiases	1	Very little	55	10	1,730	13	3.0	2.8 ***	.20
		2	Some	113	19	3,799	26			
		3	Quite a bit	212	35	5,267	33			
		4	Very much	221	35	4,458	28			
		Total		601	100	15,254	100			
c. Sharing your own perspectives and experiences	ICDperspective	1	Very little	35	7	952	7	3.1	3.0 **	.12
		2	Some	104	19	3,203	22			
		3	Quite a bit	219	37	5,950	38			
		4	Very much	243	38	5,148	32			
		Total		601	100	15,253	100			
d. Exploring your own background through projects, assignments, or programs	ICDbackground	1	Very little	80	15	2,230	16	2.8	2.7 **	.11
		2	Some	145	24	4,130	28			
		3	Quite a bit	177	30	4,805	30			
		4	Very much	200	31	4,075	26			
		Total		602	100	15,240	100			
e. Learning about other cultures	ICDcultures	1	Very little	55	10	1,952	14	2.9	2.7 ***	.23
		2	Some	134	23	4,391	30			
		3	Quite a bit	192	32	4,839	31			
		4	Very much	218	34	4,080	25			
		Total		599	100	15,262	100			
f. Discussing issues of equity or privilege	ICDequity	1	Very little	53	9	2,215	16	3.0	2.7 ***	.31
		2	Some	116	21	3,941	27			
		3	Quite a bit	182	30	4,780	30			
		4	Very much	249	39	4,315	26			
		Total		600	100	15,251	100			
g. Respecting the expression of diverse ideas	ICDideas	1	Very little	35	6	1,175	9	3.1	2.9 ***	.22
		2	Some	92	17	3,202	22			
		3	Quite a bit	201	34	5,695	36			
		4	Very much	274	43	5,186	33			
		Total		602	100	15,258	100			

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California State University, Sacramento

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	Effect size ^d
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	
2. How much does your institution emphasize the following?										
a. Demonstrating a commitment to diversity	ICDcommitment	1	Very little	19	4	856	6	3.2	2.9 ***	.36
		2	Some	84	15	3,593	25			
		3	Quite a bit	214	35	5,953	38			
		4	Very much	286	46	4,836	30			
		Total		603	100	15,238	100			
b. Providing students with the knowledge and skills needed for success in a multicultural world	ICDresources	1	Very little	30	6	1,060	8	3.0	2.8 ***	.22
		2	Some	127	22	4,067	28			
		3	Quite a bit	217	35	5,815	37			
		4	Very much	228	37	4,281	27			
		Total		602	100	15,223	100			
c. Creating an overall sense of community among students	ICDcommunity	1	Very little	40	7	963	7	2.9	2.9	.02
		2	Some	141	24	3,547	24			
		3	Quite a bit	206	34	5,888	38			
		4	Very much	213	34	4,827	31			
		Total		600	100	15,225	100			
d. Appreciating the expression of a variety of opinions and values	ICDexpress	1	Very little	31	5	880	6	3.0	2.9 **	.13
		2	Some	121	21	3,486	24			
		3	Quite a bit	226	38	6,255	40			
		4	Very much	219	35	4,560	29			
		Total		597	100	15,181	100			
e. Ensuring that you are not stigmatized because of your identities (racial/ethnic, gender, religious, sexual orientation, etc.)	ICDstigma	1	Very little	41	8	1,165	8	3.1	2.9 ***	.17
		2	Some	112	18	3,432	24			
		3	Quite a bit	206	35	5,804	38			
		4	Very much	241	39	4,783	30			
		Total		600	100	15,184	100			
f. Providing information about anti-discrimination and harassment policies	ICDdiscrimination	1	Very little	30	5	1,096	8	3.1	2.9 ***	.19
		2	Some	128	21	3,615	25			
		3	Quite a bit	205	35	5,739	37			
		4	Very much	237	39	4,741	30			
		Total		600	100	15,191	100			
g. Taking allegations of discrimination or harassment seriously	ICDallegations	1	Very little	41	7	1,328	9	3.0	2.9 **	.12
		2	Some	138	22	3,601	24			
		3	Quite a bit	198	33	5,503	36			
		4	Very much	223	37	4,702	31			
		Total		600	100	15,134	100			
h. Helping students develop the skills to confront discrimination and harassment	ICDconfront	1	Very little	70	12	1,921	13	2.8	2.7 **	.12
		2	Some	169	29	4,624	31			
		3	Quite a bit	169	29	4,833	32			
		4	Very much	191	31	3,778	24			
		Total		599	100	15,156	100			
i. Appreciating your unique background and experiences	ICDunique	1	Very little	46	9	1,191	9	2.9	2.8 **	.13
		2	Some	138	23	4,011	27			
		3	Quite a bit	201	33	5,684	37			
		4	Very much	214	35	4,277	27			
		Total		599	100	15,163	100			

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Seniors

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Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
j. Connecting to groups of people at your institution with interests like yours	ICDinterests	1	Very little	69	12	1,505	10	2.8	2.8	.02
		2	Some	151	26	3,925	27			
		3	Quite a bit	189	32	5,600	36			
		4	Very much	190	30	4,125	26			
		Total	599	100	15,155	100				
k. Connecting to groups of people beyond your institution with interests like yours	ICDintbeyond	1	Very little	115	20	3,123	21	2.6	2.5 *	.09
		2	Some	161	27	4,409	30			
		3	Quite a bit	156	26	4,264	28			
		4	Very much	166	27	3,357	21			
		Total	598	100	15,153	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	17	4	777	6	3.2	2.9 ***	.25
		2	Some	106	19	3,690	25			
		3	Quite a bit	222	37	5,968	39			
		4	Very much	255	41	4,678	30			
		Total	600	100	15,113	100				
b. Gender identities	ICDgender	1	Very little	19	4	1,185	8	3.1	2.9 ***	.25
		2	Some	116	20	3,743	26			
		3	Quite a bit	232	38	5,554	36			
		4	Very much	231	38	4,620	29			
		Total	598	100	15,102	100				
c. Economic backgrounds	ICDecon	1	Very little	42	8	1,668	12	2.9	2.7 ***	.22
		2	Some	143	25	4,616	31			
		3	Quite a bit	215	35	5,013	33			
		4	Very much	198	32	3,794	24			
		Total	598	100	15,091	100				
d. Political affiliation	ICDpolitics	1	Very little	80	15	2,285	16	2.6	2.5	.07
		2	Some	200	33	5,201	35			
		3	Quite a bit	177	29	4,500	30			
		4	Very much	140	23	3,079	20			
		Total	597	100	15,065	100				
e. Religious affiliations	ICDreligion	1	Very little	61	11	1,483	10	2.7	2.8	-.03
		2	Some	183	31	4,386	30			
		3	Quite a bit	196	32	5,281	35			
		4	Very much	159	26	3,934	26			
		Total	599	100	15,084	100				
f. Sexual orientations	ICDsexorient	1	Very little	25	5	1,316	9	3.0	2.8 ***	.23
		2	Some	121	21	3,996	28			
		3	Quite a bit	235	39	5,304	35			
		4	Very much	217	35	4,454	29			
		Total	598	100	15,070	100				
g. Disability status	ICDability	1	Very little	43	8	1,609	11	2.9	2.8 ***	.16
		2	Some	143	24	4,369	29			
		3	Quite a bit	219	36	5,036	33			
		4	Very much	195	32	4,066	27			
		Total	600	100	15,080	100				

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Frequencies and Statistical Comparisons

California State University, Sacramento

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Inclusiv & Cult Div		Sacramento State	Inclusiv & Cult Div	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
h. Citizenship or immigration status	ICDcitizen	1	Very little	32	6	1,730	12	3.0	2.7 ***	.27
		2	Some	155	26	4,623	31			
		3	Quite a bit	203	34	4,866	32			
		4	Very much	212	34	3,852	25			
			Total	602	100	15,071	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	175	30	4,505	31	2.1	2.1	-.01
		2	Sometimes	260	42	5,752	38			
		3	Often	96	16	3,101	20			
		4	Very often	70	11	1,765	11			
			Total	601	100	15,123	100			
b. Participated in the activities of centers related to specific groups (racial-ethnic, cultural, religious, gender, LGBT, etc.)	ICDcenters	1	Never	273	47	7,038	48	1.8	1.8	.00
		2	Sometimes	202	33	4,455	29			
		3	Often	69	12	2,146	13			
		4	Very often	56	9	1,480	9			
			Total	600	100	15,119	100			
c. Participated in a diversity-related club or organization	ICDclub	1	Never	326	54	8,365	57	1.8	1.7	.03
		2	Sometimes	156	26	3,491	22			
		3	Often	58	10	1,851	12			
		4	Very often	62	10	1,401	9			
			Total	602	100	15,108	100			
d. Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	ICDprotest	1	Never	362	60	10,029	67	1.6	1.5 *	.10
		2	Sometimes	152	25	2,852	18			
		3	Often	43	7	1,283	8			
		4	Very often	44	7	931	6			
			Total	601	100	15,095	100			
e. Reflected on your cultural identities	ICDreflect	1	Never	140	25	4,226	29	2.4	2.2 **	.13
		2	Sometimes	201	34	5,123	34			
		3	Often	142	23	3,340	22			
		4	Very often	114	19	2,373	15			
			Total	597	100	15,062	100			
5. Have you experienced or witnessed an incident of discrimination, bias, or harassment at your institution?										
	ICDexpbias	—	No	429	73	10,549	70			
		—	Yes, but it did not interfere with my education	126	20	3,517	23			
		—	Yes, and it interfered with my education	42	7	1,048	7			
			Total	597	100	15,114	100			
6. Do you know how to find support related to an incident of discrimination, bias, or harassment at your institution?										
	ICDsuppbias	—	No	183	32	3,818	26			
		—	Yes, but I would not be comfortable doing so	88	15	2,279	15			
		—	Yes, and I would be comfortable doing so	326	53	9,021	59			
			Total	597	100	15,118	100			

NSSE 2025 Inclusiveness & Engagement with Diversity

Detailed Statistics^e

California State University, Sacramento

First-Year Students

Variable name	N		Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
	Sacramento State	Sacramento State	Inclusiv & Cult Div	Sacramento State	Inclusiv & Cult Div	Sacramento State	Inclusiv & Cult Div	Comparisons with: Inclusiv & Cult Div			
ICDskills	418	2.82	2.72	.043	.009	.88	.89	454	.026	.11	
ICDbiases	414	2.88	2.68	.041	.009	.83	.91	455	.000	.22	
ICDperspective	416	3.02	2.88	.038	.008	.78	.84	457	.000	.17	
ICDbackground	416	2.75	2.57	.045	.010	.91	.96	455	.000	.19	
ICDcultures	412	2.94	2.66	.042	.009	.86	.93	451	.000	.31	
ICDequity	414	2.84	2.63	.043	.010	.88	.95	454	.000	.22	
ICDideas	416	3.10	2.88	.040	.009	.82	.87	456	.000	.25	
ICDcommitment	415	3.15	2.94	.038	.009	.77	.85	458	.000	.25	
ICDresources	413	3.00	2.87	.037	.009	.76	.85	456	.000	.16	
ICDcommunity	412	3.01	3.02	.038	.008	.77	.83	451	.866	-.01	
ICDexpress	411	3.04	2.98	.036	.008	.73	.80	453	.124	.07	
ICDstigma	412	3.07	2.97	.038	.009	.78	.87	454	.008	.12	
ICDdiscrimination	415	2.99	2.94	.039	.009	.80	.86	455	.208	.06	
ICDallegations	412	3.01	2.99	.040	.009	.81	.87	452	.659	.02	
ICDconfront	412	2.83	2.79	.042	.009	.85	.90	451	.438	.04	
ICDunique	411	3.00	2.89	.039	.009	.79	.87	453	.008	.12	
ICDinterests	414	2.93	2.90	.041	.009	.84	.88	452	.405	.04	
ICDintbeyond	415	2.59	2.59	.049	.010	1.00	.99	449	.996	.00	
ICDrace	416	3.31	3.06	.034	.008	.70	.82	465	.000	.31	
ICDgender	415	3.23	2.99	.038	.009	.78	.87	460	.000	.27	
ICDecon	414	3.05	2.81	.041	.009	.83	.90	455	.000	.27	
ICDpolitics	411	2.65	2.63	.047	.009	.96	.93	443	.686	.02	
ICDreligion	415	2.86	2.89	.046	.009	.95	.88	445	.454	-.04	
ICDsexorient	412	3.08	2.93	.042	.009	.85	.90	451	.001	.17	
ICDability	412	3.00	2.87	.044	.009	.90	.91	447	.005	.14	
ICDcitizen	413	3.05	2.81	.044	.009	.90	.92	449	.000	.27	
ICDevents	412	2.08	2.29	.045	.010	.91	.94	449	.000	-.22	
ICDcenters	415	1.77	1.96	.044	.010	.90	.99	457	.000	-.19	
ICDclub	412	1.70	1.82	.046	.010	.94	.99	450	.014	-.12	
ICDprotest	415	1.55	1.53	.042	.009	.86	.88	452	.785	.01	
ICDreflect	411	2.21	2.15	.047	.010	.94	.97	447	.235	.06	

NSSE 2025 Inclusiveness & Engagement with Diversity

Detailed Statistics^e

California State University, Sacramento

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
	Sacramento State	Sacramento State	Inclusiv & Cult Div	Sacramento State	Inclusiv & Cult Div	Sacramento State	Inclusiv & Cult Div	Comparisons with: Inclusiv & Cult Div		
ICDskills	597	2.95	2.86	.038	.009	.93	.94	669	.020	.10
ICDbiases	598	2.96	2.76	.040	.010	.98	1.00	671	.000	.20
ICDperspective	598	3.06	2.95	.037	.009	.91	.91	667	.006	.12
ICDbackground	600	2.78	2.66	.043	.010	1.05	1.03	667	.009	.11
ICDcultures	596	2.91	2.67	.041	.010	.99	1.01	666	.000	.23
ICDequity	597	2.99	2.67	.041	.010	.99	1.04	673	.000	.31
ICDideas	599	3.14	2.93	.037	.009	.91	.94	674	.000	.22
ICDcommitment	600	3.24	2.92	.034	.009	.84	.90	682	.000	.36
ICDresources	599	3.03	2.83	.037	.009	.90	.91	671	.000	.22
ICDcommunity	597	2.95	2.93	.038	.009	.94	.91	662	.694	.02
ICDexpress	593	3.04	2.92	.036	.009	.89	.88	660	.002	.13
ICDstigma	596	3.05	2.90	.038	.009	.94	.93	664	.000	.17
ICDdiscrimination	597	3.07	2.90	.037	.009	.90	.92	670	.000	.19
ICDallegations	597	3.00	2.89	.038	.009	.94	.94	667	.003	.12
ICDconfront	597	2.79	2.67	.041	.010	1.01	.98	662	.007	.12
ICDunique	597	2.94	2.82	.040	.009	.97	.93	661	.004	.13
ICDinterests	596	2.80	2.79	.041	.009	1.01	.95	658	.733	.02
ICDintbeyond	594	2.60	2.50	.045	.010	1.09	1.05	657	.037	.09
ICDrace	597	3.15	2.93	.035	.009	.85	.88	673	.000	.25
ICDgender	595	3.10	2.87	.035	.009	.85	.93	679	.000	.25
ICDecon	595	2.92	2.70	.038	.009	.94	.96	668	.000	.22
ICDpolitics	594	2.60	2.54	.041	.010	.99	.98	661	.122	.07
ICDreligion	596	2.73	2.76	.040	.009	.97	.95	663	.456	-.03
ICDsexorient	595	3.05	2.83	.036	.009	.87	.94	678	.000	.23
ICDability	596	2.92	2.76	.038	.009	.93	.96	671	.000	.16
ICDcitizen	599	2.97	2.70	.038	.010	.92	.97	678	.000	.27
ICDevents	598	2.09	2.10	.039	.010	.95	.97	669	.727	-.01
ICDcenters	597	1.83	1.83	.039	.010	.96	.98	670	.904	.00
ICDclub	599	1.76	1.72	.041	.010	.99	.98	668	.456	.03
ICDprotest	598	1.62	1.53	.037	.009	.91	.88	663	.018	.10
ICDreflect	593	2.36	2.23	.043	.010	1.05	1.03	660	.003	.13

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.