

Microaggression Findings By Gender							
Microaggression Item	Female			Male			P-value
	Number	Mean	St. Dev.	Number	Mean	St. Dev.	
<i>Assume that I come from a different culture.</i>	194	2.28	1.131	102	2.66	1.19	0.007
<i>Believe that I am just as capable as everyone else.</i>	189	4.06	0.745	100	3.88	0.856	0.06
<i>Same chance of making most of their college career as long as they work hard.</i>	190	3.98	0.829	99	3.73	0.879	0.018
<i>Feel uneasy or nervous around me.</i>	197	1.82	0.848	102	2.13	0.972	0.005

Microaggression Findings By Ethnicity							
Microaggression Item	White			Students of Color			P-value
	Number	Mean	St. Dev.	Number	Mean	St. Dev.	
<i>Work harder to fit in.</i>	233	2.41	0.952	77	3.1	1.324	0.0001
<i>Assume that I come from a different culture.</i>	232	2.09	0.954	77	3.48	1.165	0.0001
<i>Believe that I am just as capable as everyone else.</i>	225	4.06	0.739	76	3.72	0.903	0.0012
<i>Make assumptions based on the way I look and dress.</i>	225	2.65	1.121	76	3.41	1.085	0.0001
<i>Students recognize discrimination when it happens on campus.</i>	232	3.7	0.77	77	2.92	1.133	0.0001
<i>Don't acknowledge the characteristics that make me different.</i>	226	2.62	0.922	77	2.92	0.97	0.0155
<i>Feel uneasy or nervous around me.</i>	235	1.84	0.84	77	2.17	0.992	0.0046
<i>Inappropriate comments or demeaning jokes about me or the group to which I belong.</i>	225	2.15	1.136	76	3.04	1.205	0.0001
<i>I can learn almost anything if I set my mind to it.</i>	227	4.21	0.651	77	4.4	0.654	0.0278

Microaggression Findings By Socioeconomic Status							
Microaggression Item	Pell Grant			Other			P-value
	Number	Mean	St. Dev.	Number	Mean	St. Dev.	
<i>Believe that I am just as capable as everyone else.</i>	78	3.85	0.757	211	4.05	0.794	0.0553
<i>Feel uneasy or nervous around me.</i>	81	2.16	0.941	218	1.84	0.873	0.0062
<i>Work harder to fit in.</i>	81	2.81	1.074	216	2.48	1.082	0.0197

Microaggression Findings By First Generation Status							
Microaggression Item	First Generation			Not First Generation			P-value
	Number	Mean	St. Dev.	Number	Mean	St. Dev.	
<i>Students recognize discrimination when it happens on campus.</i>	77	3.22	1.131	258	3.58	0.875	0.0034
<i>Work harder to fit in.</i>	76	2.88	1.107	260	2.52	1.103	0.0129

Microaggression Findings By Incoming ACT Score							
Microaggression Item	23 and under			27 and over			P-value
	Number	Mean	St. Dev.	Number	Mean	St. Dev.	
<i>Believe that I am just as capable as everyone else.</i>	76	3.86	0.890	116	4.09	0.769	0.0585
<i>Assume that I come from a different culture.</i>	79	2.76	1.303	118	2.02	0.915	0.0001
<i>Felt overlooked when trying to interact with faculty.</i>	78	2.81	1.070	118	2.43	0.983	0.0113
<i>Students recognize discrimination when it happens on campus.</i>	79	3.25	1.103	118	3.6	0.907	0.0159
<i>Feel uneasy or nervous around me.</i>	81	2.19	1.026	119	1.77	0.807	0.0014
<i>Don't acknowledge the characteristics that make me different.</i>	76	2.95	1.106	117	2.56	0.834	0.0059
<i>Work harder to fit in.</i>	80	2.75	1.227	118	2.42	0.955	0.0350

Full Microaggression Item

I can learn almost anything if I set my mind to it.

I've gotten better at bouncing back after facing disappointment or failure.

More than once students on campus have made inappropriate comments or demeaning jokes about me or the group to which I belong.

People on this campus seem to feel uneasy or nervous around me.

Augustana students recognize discrimination when it happens on campus.

People on this campus do not seem to acknowledge the characteristics that make me different.

Students at Augustana often make assumptions about me based on the way I look and dress.

People on this campus believe that I am just as capable as everyone else.

More than once I have felt overlooked when trying to interact with faculty or staff.

People at Augustana tend to assume that I come from a different culture.

I have to work harder to fit in at Augustana than most students.

People on this campus believe that everyone has the same chance of making most of their college career as long as they work hard.