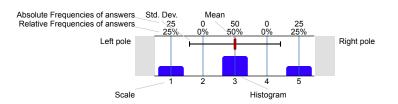
Adjunct faculty non-teaching No. of responses = 4



Survey Results

Legend

Question text



n=No. of responses av.=Mean dev.=Std. Dev. ab.=Abstention

2. Employee Info		
Z. Employee mio		
^{2.1)} Primary Employment Classification:		
Faculty, Full-Time Teaching	0%	n=4
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	0%	
Faculty, Adjunct Teaching	0%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	100%	
Classified, Full-Time Permanent	0%	
Classified, Part-Time Permanent	0%	
Supervisor	0%	
Administrator	0%	
Years worked at ARC (any location):		
less than 1 year	50%	n=4
1 to 4 years	50%	
5 to 9 years	0%	
10 to 14 years	0%	
15 to 19 years	0%	
20 years or more	0%	
^{2.3)} Primary work location at ARC:		
ARC Main Campus	100%	n=4
Natomas Center	0%	
McClellan Center	0%	
Mather Center	0%	
mattel Conte		
2 Domographics		
3. Demographics		

3.1) What is your gender identity? (MARK ALL THAT APPLY)		
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)	100%	n=4
Man (cisgender mana person whose gender identity matches their sex assigned at birth)	0%	
Trans woman (a person whose gender identity is female but whose sex assigned at birth is male)	0%	
Trans man (a person whose gender identity is male but whose sex assigned at birth is	0%	
Gender queer/non-binary (someone whose gender identity isn't exclusively female or male)	0%	
Gender non-conforming (a person whose behavior or appearance do not conform to gender expectations)	0%	
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)	 	
Asexual (a person with no sexual feelings or desires)	0%	n=4
Bisexual (a person sexually attracted to two genders)	0%	
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other	0%	
women) Heteroebezual or straight (a man who is sexually attracted to women, or a woman who is	100%	
sexually attracted to men) Pansexual or fluid (a person who is attracted to multiple gender identities)	0%	
3.5) What is your age (in years)? 19 or younger 20 to 24 25 to 34 35 to 54 55 or older	0% 0% 75% 25% 0%	n=4
^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY)		
African American	25%	n=4
Asian	0%	
Filipino	0%	
Hispanic/Latino	25%	
Native American	0%	
Other Non-White	0%	
Pacific Islander	0%	
White	50%	

		Adjunct faculty non-teaching
^{3.8)} With which religions, worldviews, or spiritual backgrounds do you ide	ntify? (MARK ALL THAT APPLY)	
Agnostic		0% n=4
Anglican		0%
Assemblies of God		0%
Atheist		25%
Baha'i		0%
Baptist		25%
Buddhist		0%
Catholic		25%
Christian Non-denominational		50%
Christian Orthodox		25%
Christian Science		0%
Church of Christ		0%
Confucian		0%
Episcopalian		0%
Evangelical		0%
Hindu		0%
Jain		0%
Jehovah's Witness		0%
Jewish		0%
Latter-day Saints		0%
Lutheran		0%
Methodist		0%
Muslim		0%
Native/Tribal		0%
Pentecostal		0%
Presbyterian		0%
Quaker		25%
Seventh Day Adventist		0%
Shamanism		0%
Shinto		0%
Sikh		0%
Spiritual but not religious		25%

None

Wicca/Pagan

Taoist

UCC/Congregational

Unitarian Universalist

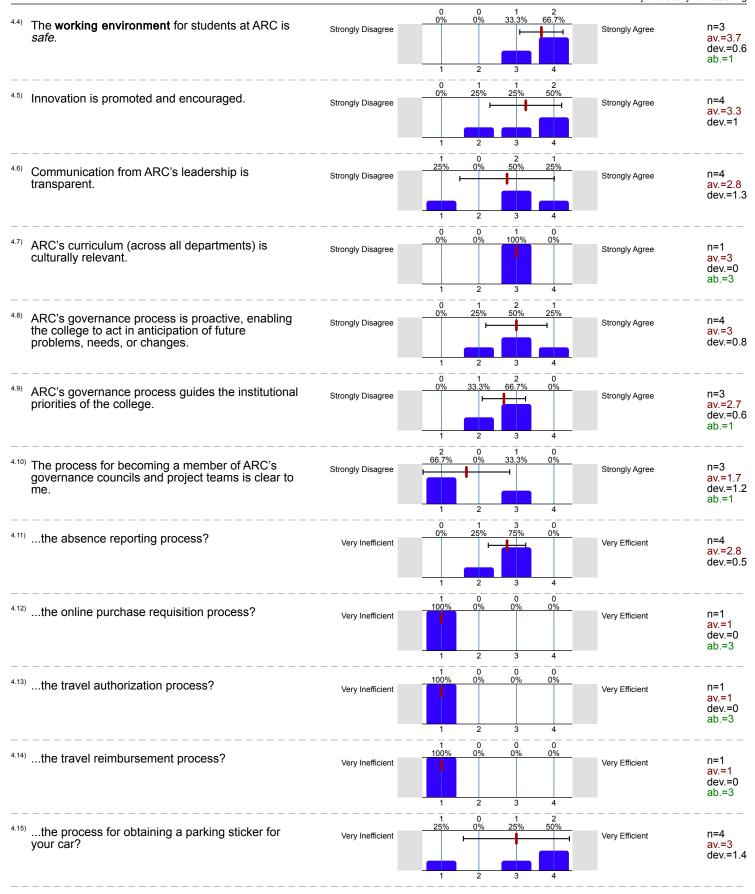
0%

0%

0%

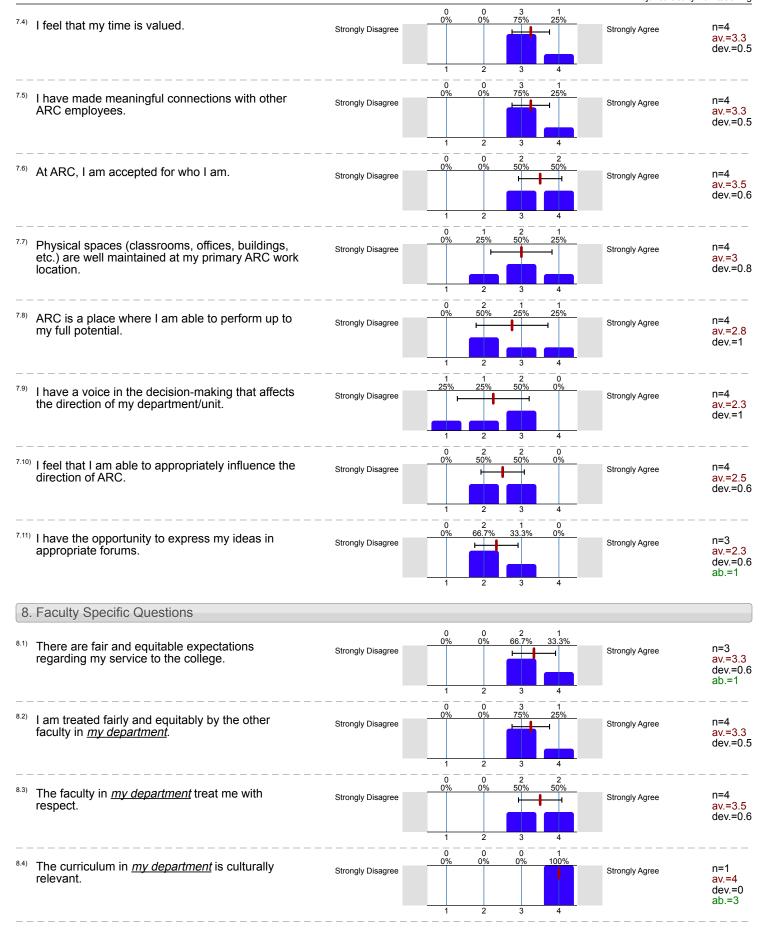
0% 25%

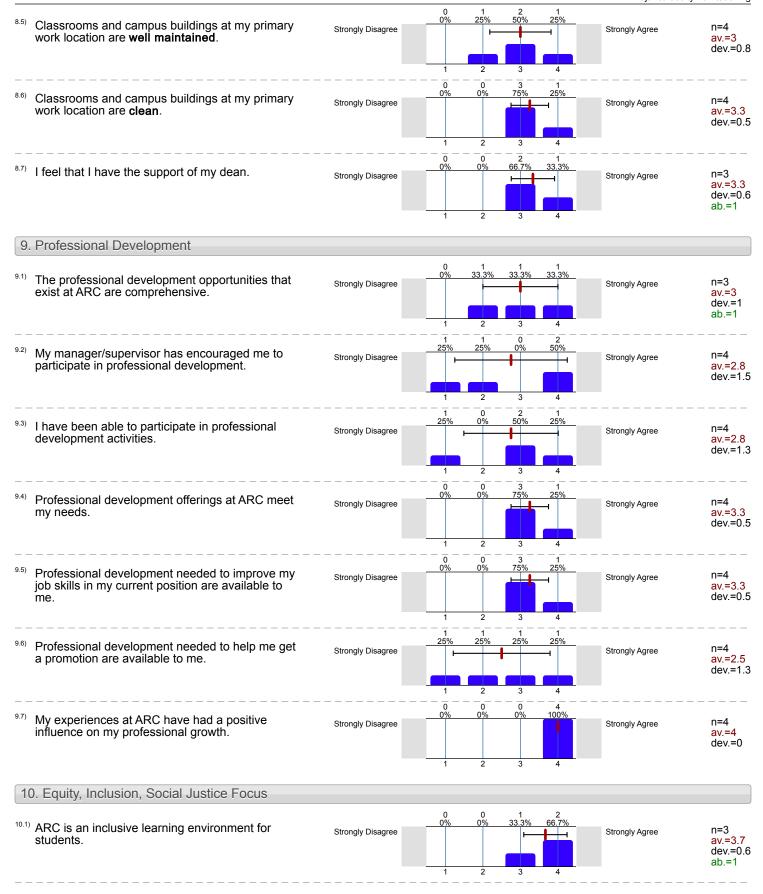
$^{3.10)}$ With which one religion, worldview or spiritual background do you $\underline{\mathbf{m}}$	ost strongly identify? (MARK ONL)	(<u>ONE</u>)	
Baptist		25%	n=4
Christian Non-denominational		25%	
None		50%	
3.12) What is your highest level of education?			
Less than high school		0%	n=4
Graduated high school		25%	
Some college		0%	
Associate's degree		0%	
Bachelor's degree		0%	
Graduate degree		75%	
3.13) Do you have any of the following types of disabilities? (MARK ALL The Acquired/traumatic brain injury		0%	n=4
Attention deficit/hyperactivity disorder		0%	
Autism spectrum disorder		0%	
Blind/low vision		0%	
Deaf/hard of hearing		0%	
Cognitive or learning disability		0%	
Chronic illness		0%	
Intellectual disability		0%	
Mental health disability		0%	
Physical disability that affects walking		0%	
Physical disability that does not affect walking		25%	
Speech/communication condition		0%	
None		75%	
4. Institutional Effectiveness			
4.1) The teaching/learning environment is <i>equitable</i> and <i>inclusive</i> for students at my primary ARC work location. Strongly Disagree	0 0 0 2 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Strongly Agree	n=3 av.=3.3 dev.=0.6 ab.=1
4.2) The teaching/learning environment is <i>safe</i> for students at my primary ARC work location. Strongly Disagree	0 0 0 2 1 0 0 0 66.7% 33.3%	Strongly Agree	n=3 av.=3.3 dev.=0.6 ab.=1
4.3) The working environment for students at ARC is equitable and inclusive. Strongly Disagree		Strongly Agree	n=3 av.=3.7 dev.=0.6 ab.=1
	1 2 3 4		

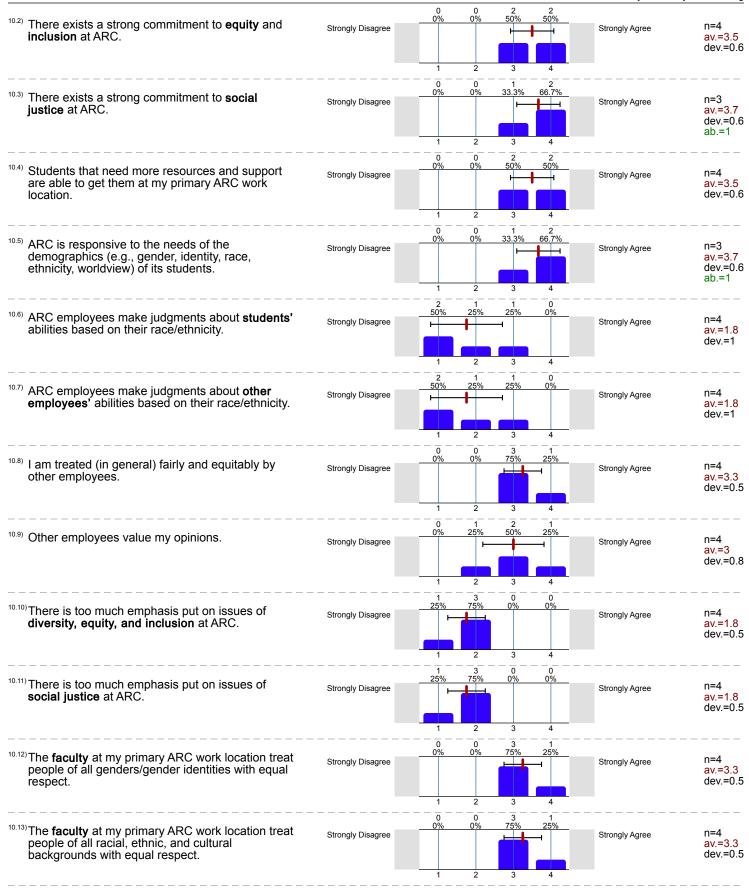


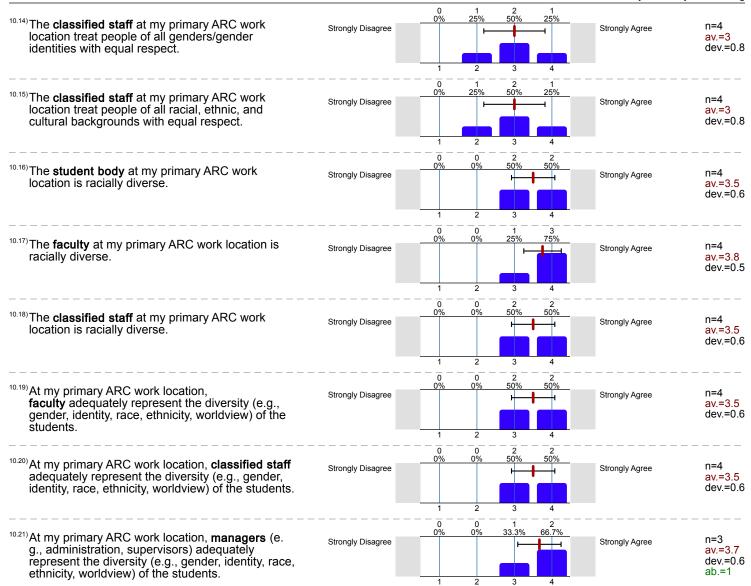




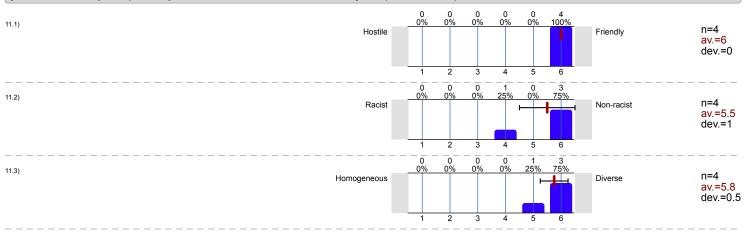


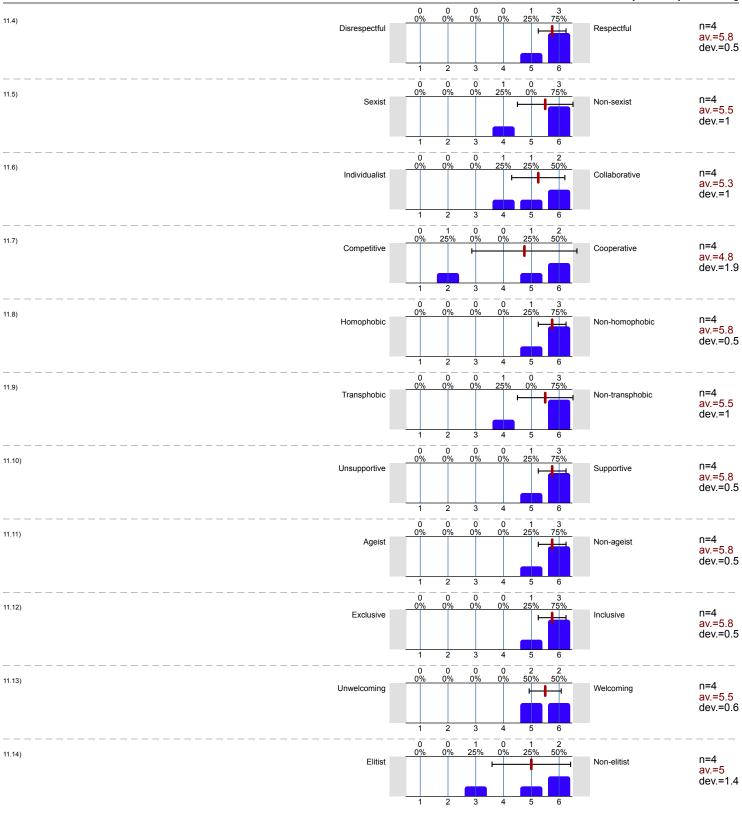






11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one box between each pair of adjectives that best expresses how you feel about *your primary ARC work location* based on your personal experiences:





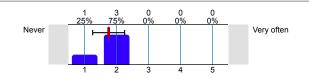
12. During the past 12 months at your primary ARC work location, have you heard anyone... (MARK ALL THAT APPLY)

12.1)call someone homophobic names.		
Yes, in a class setting	0% n=	4
Yes, outside of class	0%	
No, not at my primary ARC work location	100%	

		Adjunct faculty non-teaching
say sexual things to you or try to talk about sexual matters when yo		
Yes, in a class setting		n=4
Yes, outside of class		
No, not at my primary ARC work location		
12.3)make crude or offensive remarks or jokes about people who identify	y as LGBTQ+ (lesbian, gay, bisexual, trans	s, queer, +).
Yes, in a class setting	0%	n=4
Yes, outside of class	25%	ı
No, not at my primary ARC work location	75%	
12.4)suggest or imply in your presence that women don't have the same	e intellectual abilities that men do.	
Yes, in a class setting	0%	n=4
Yes, outside of class	0%	
No, not at my primary ARC work location	1009	%
	appearance, or looks.	
Yes, in a class setting	0%	n=4
Yes, outside of class	0%	
No, not at my primary ARC work location	1009	%
make sexist remarks or jokes about women.		
Yes, in a class setting	0%	n=4
Yes, outside of class	0%	
No, not at my primary ARC work location	1009	%
12.7)make sexist remarks or jokes about men.		
Yes, in a class setting	0%	n=4
Yes, outside of class	0%	
No, not at my primary ARC work location	75%	
make negative remarks or jokes about trans women.		
Yes, in a class setting	0%	n=4
Yes, outside of class	0%	
No, not at my primary ARC work location	1009	%
12.9)make negative remarks or jokes about trans men.		
Yes, in a class setting	0%	n=4
Yes, outside of class	0%	
No, not at my primary ARC work location	1009	%

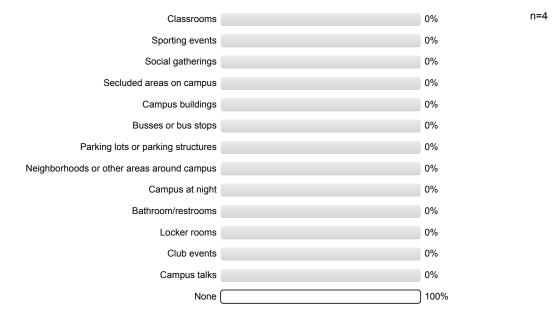


13.1) During the past 12 months, have you been concerned for your <u>physical</u> safety at your primary ARC work location?



n=4 av.=1.8 dev.=0.5

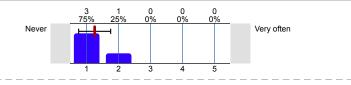
During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your physical safety (mark all that apply)?





14. Regarding your emotional safety.

14.1) During the past 12 months, have you been concerned for your <u>emotional</u> safety at your primary ARC work location?



n=4 av.=1.3 dev.=0.5

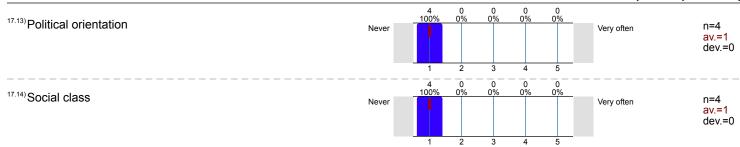
During the past 12 months, have you avoided any of the following emotional safety? (mark all that apply)	g are	eas at you	r prima	ry AR	C wor	k locatio	on due to conce	erns for your
Classro	ooms						0%	n=4
Sporting et	vents						0%	
Social gathe	rings						0%	
Secluded areas on car	npus						0%	
Campus build	dings						0%	
Busses or bus	stops						0%	
Parking lots or parking struc	tures						0%	
Neighborhoods or other areas around car	npus						0%	
Campus at	night						0%	
Bathroom/restro	ooms						0%	
Locker	ooms						0%	
Club e	vents						0%	
Campus	talks						0%	
1	None (75%	
14.4) Other students	Never	3 75%	0 0%	1 25%	0 0%	0 0%	Very often	n=4 av.=1.5 dev.=1
14.5) Instructors	Never	1	0%	3	0 0%	0 0%	Very often	n=4 av.=1 dev.=0
^{14.6)} Staff	Never	75%	25% —I	3	0 0%	5	Very often	n=4 av.=1.3 dev.=0.5
15. Regarding your primary ARC work location:								
^{15.1)} Discrimination								
	Yes (25%	n=4
	No (75%	
15.2) Threats of physical violence								
	Yes						0%	n=4
	No (100%	
15.3) Physical violence								
	Yes						0%	n=4
	No (100%	
	(

15.4) Threats of emotional violence			
	Yes	0%	n=4
	No (100%	
15.5) Emotional violence			
	Yes	0%	n=4
	No (100%	
15.6) Sexual harassment			
	Yes	0%	n=4
	No (100%	
15.7) Other harassment			
	Yes	0%	n=4
	No [100%	
		'	
15.8) Sexual assault			
	Yes	0%	n=4
	No No	100%	
	140	, 100%	
15.9) Unwanted sexual advances			
		00/	n=4
	Yes	0 70	
	No [100%	
15 10) \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \			
15.10) Verbal threats			n=4
	Yes	070	n=4
	No () 100%	
^{15.11)} Discrimination			
	Yes	0,0	n=4
	No () 100%	
^{15.12)} Threats of physical violence			
	Yes	25%	n=4
	No (75%	
^{15.13)} Physical violence			
	Yes	0%	n=4
	No (100%	

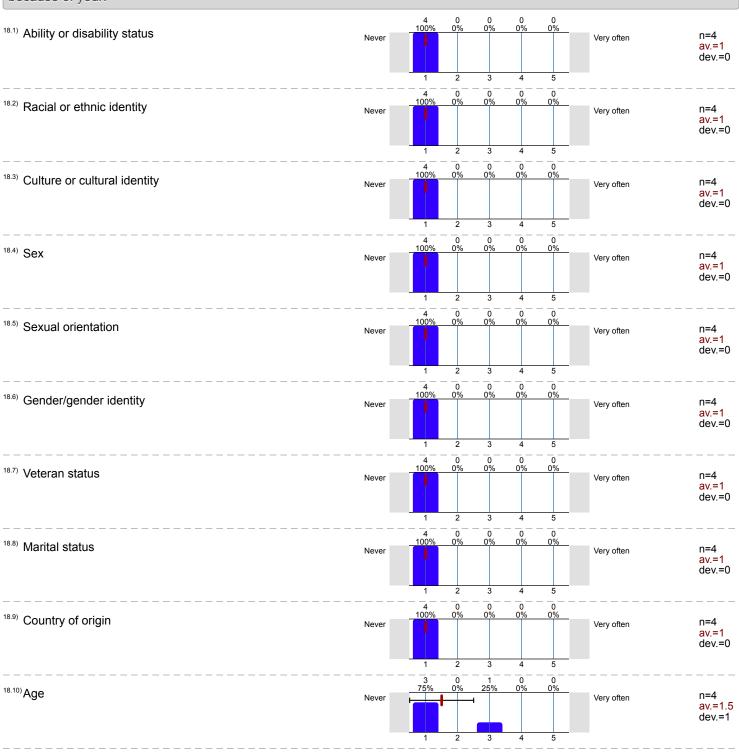
^{15.14)} Threats of emotional violence					
	Yes			0%	n=4
	No 🗌			100%	
15.15) Emotional violence					
	Yes			0%	n=4
	No _			100%	
15.16) Sexual harassment					
	Yes			0%	n=4
	No [100%	
15.17) Other harassment					
	Yes			25%	n=4
	No 🗌			75%	
15.18) Sexual assault					
	Yes			0%	n=4
	No [_] 100%	
15.19) I by yented sowed advances					
15.19) Unwanted sexual advances	V.			00/	n=4
	Yes No			0%	
	140			100%	
15.20) Verbal threats					
	Yes			25%	n=4
	No			75%	
16. During the past 12 months, have you experienced your	l <u>microaggres</u>	ssions at your prima	ary ARC wor	k location with	regard to
		3 0 1 75% 0% 25%	0 0 0% 0%		
16.1)gender/gender identity	Never	75% 0% 25%	0% 0%	Very often	n=4 av.=1.5
					dev.=1
		$rac{1}{3}rac{2}{0}-rac{3}{1}-$	4 5 		
sexual orientation	Never	3 0 1 75% 0% 25%	0% 0%	Very often	n=4 av.=1.5
					dev.=1
		1 2 3	4 5	_ 	
16.3)racial, ethnic, or cultural identity	Never	3 0 1 75% 0% 25%	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Very often	n=4
					av.=1.5 dev.=1
		1 2 3	4 5		

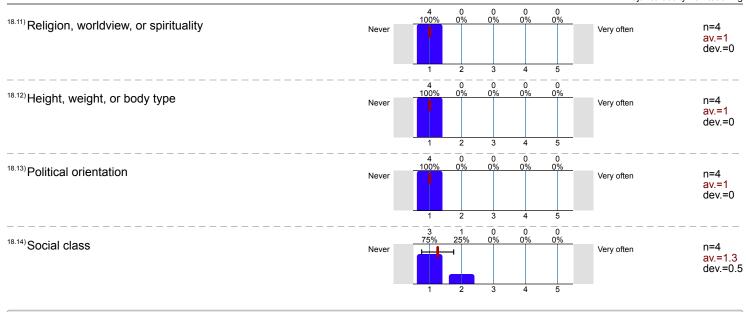
because of your: 17.1) Ability or disability status n=4 Never Very often av.=1.3 dev.=0.5 17.2) Racial or ethnic identity Never Very often av.=1.5 dev.=1 17.3) Culture or cultural identity Very often Never av.=1.3 dev.=0.5 0 0% 0 0% 0 0% ^{17.4)} Sex Never Very often av.=1.5 dev.=1 100% 17.5) Sexual orientation n=4 Very often Never av.=1 dev.=0 17.6) Gender/gender identity n=4 av.=1.8 Never Very often dev.=1 5 100% 17.7) Veteran status n=4 Very often av.=1 dev.=0 17.8) Marital status n=4 Never Very often av.=1 dev.=0 0 0 0% 4 100% 0% 0% 17.9) Country of origin Never Very often av.=1 dev.=0 0 ^{17.10)} Age n=4 Very often Never av.=1.3 dev.=0.5 100% ^{17.11)} Religion, worldview, or spirituality n=4 Never Very often av.=1 dev.=0 100% ^{17.12)}Height, weight, or body type n=4 Very often Never av.=1 dev.=0

17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location

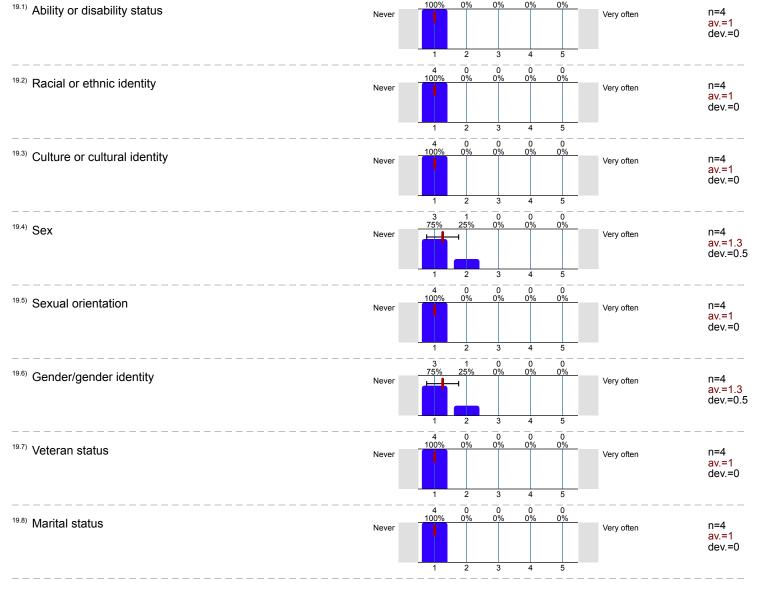


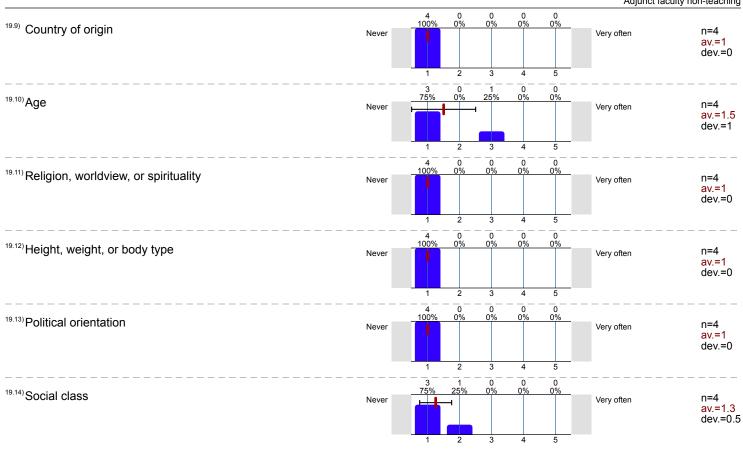
18. During the past 12 months, do you feel **YOU have** been mistreated <u>by faculty</u> at your primary ARC work location because of your:



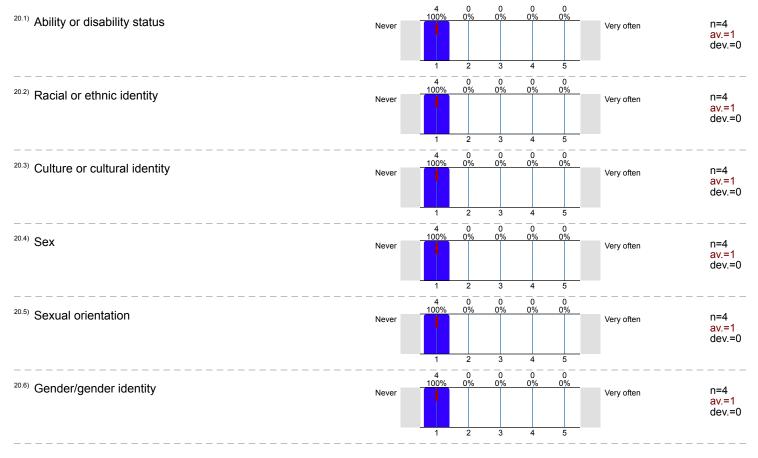


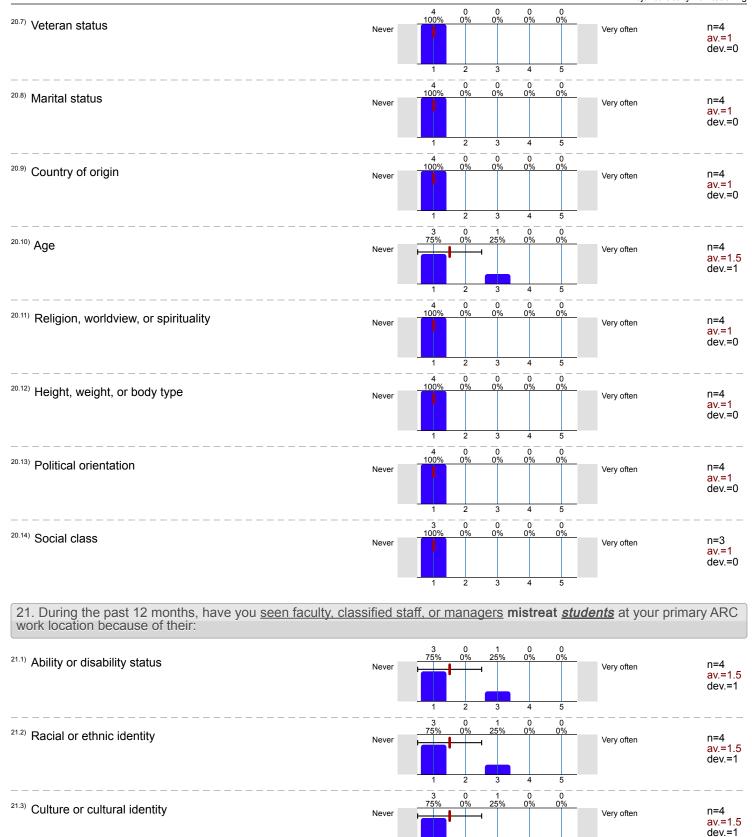
19. During the past 12 months, do you feel **YOU have** been mistreated **by classified staff** at your primary ARC work location because of your:





20. During the past 12 months, do you feel YOU have been mistreated by managers (administrators, supervisors) at your primary ARC work location because of your:





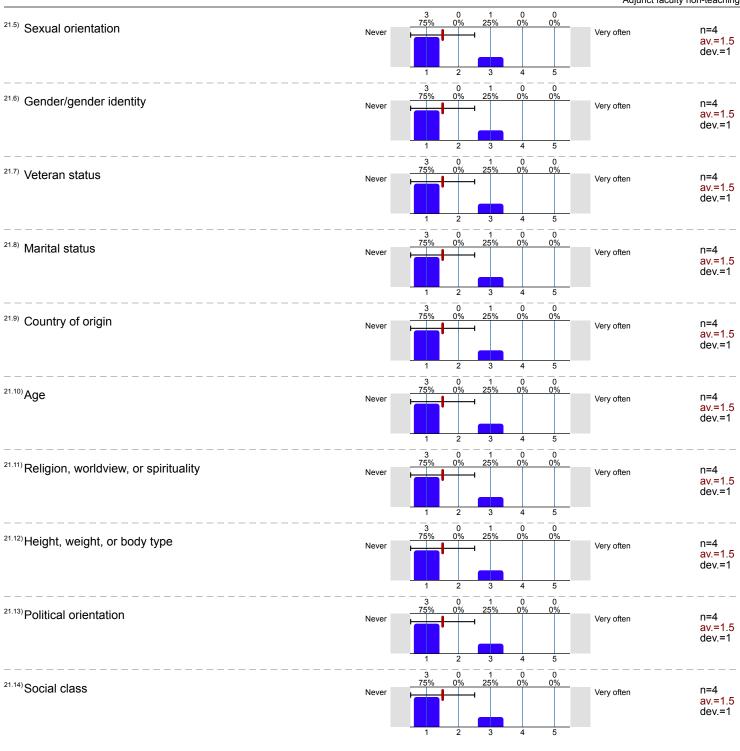
^{21.4)} Sex

Never

n=4

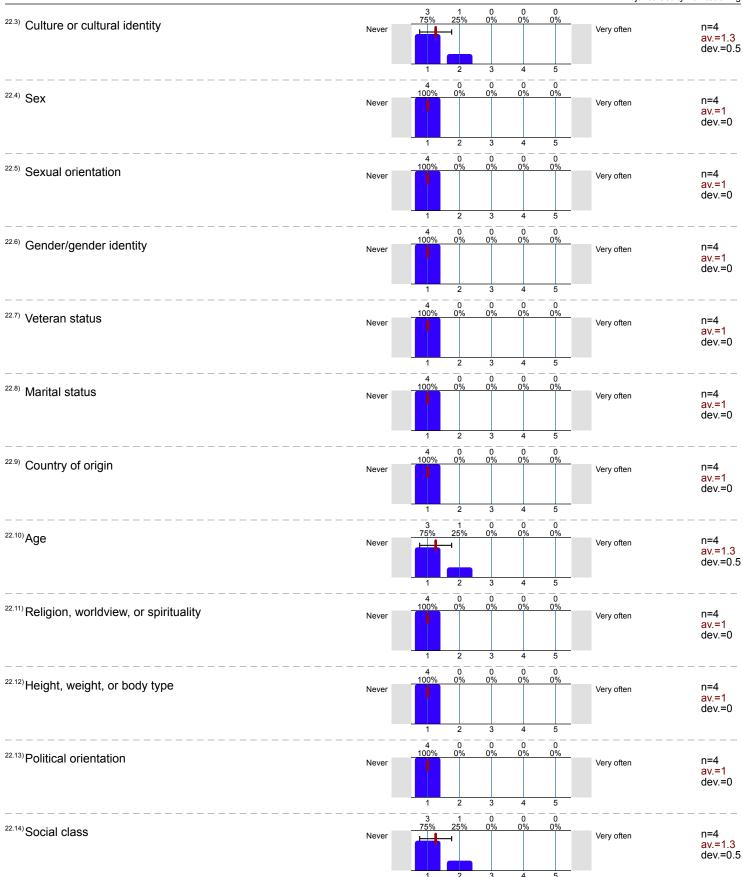
av.=1.5 dev.=1

Very often

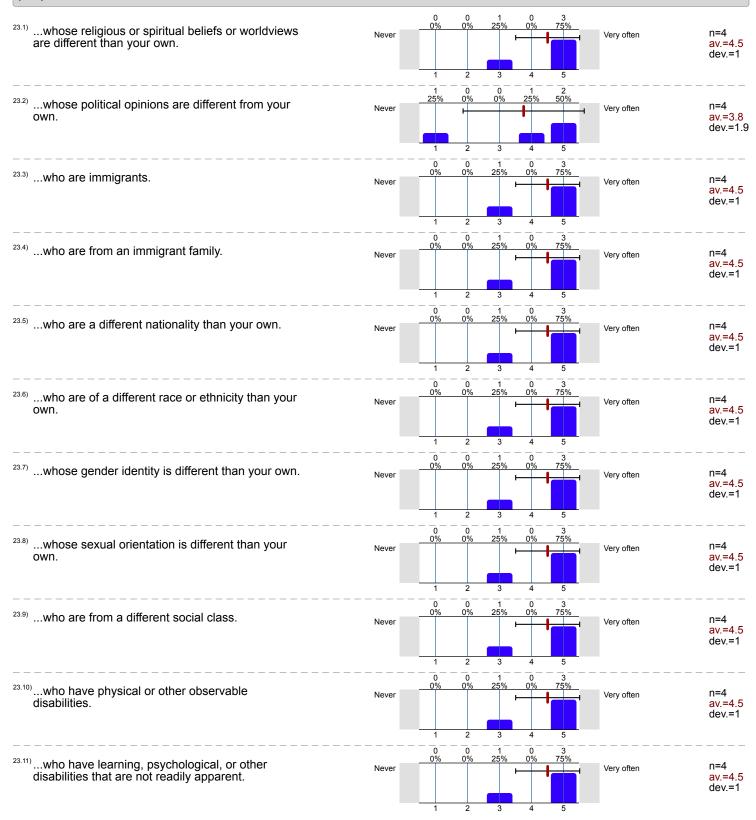


22. During the past 12 months, have you <u>seen faculty, classified staff, or managers</u> <u>mistreat other faculty, classified staff, or managers</u> at your primary ARC work location because of their:



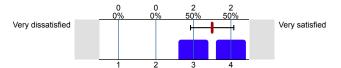


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



24. Overall campus climate at your primary ARC work location:

During the past 12 months, how satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at your primary ARC work location?



n=4 av.=3.5 dev.=0.6

Comments Report

3. Demographics

- Aside from how you responded above, please list in the text box below <u>all of the specific races</u>, <u>ethnicities</u>, <u>tribes and cultures with which you **strongly** identify</u> (for example, Jamaican, Columbian, Punjabi, Cherokee, Armenian).
- Mexican

13. Regarding your personal physical safety:

- ^{13.3)} Other areas you have avoided at your primary ARC work location due to concerns for your **physical** safety:
- I make sure to walk outside with other's at night. The construction makes it difficult to easily access parking lots at night.