Adjunct faculty No. of respons			ARC
Survey Re	sults		
Question text	Mean 0 50 0 25 7 $25%$ 1 $25%$ $25%$ 1 2 3 4 5 Histogram		n=No. of response: av.=Mean dev.=Std. Dev. ab.=Abstention
2. Employee Info			
 ^{2.1)} Primary Employment Classification: Faculty, Full-Time Teaching Faculty, Full-Time Non-Teaching (Counselors, Librarians) Faculty, Adjunct Teaching Faculty, Adjunct Non-Teaching (Counselors, Librarians) Classified, Full-Time Permanent Classified, Part-Time Permanent Supervisor Administrator ^{2.2)} Years worked at ARC (any location): less than 1 year 1 to 4 years 5 to 9 years 10 to 14 years 15 to 19 years 20 years or more 		0% 0% 100% 0% 0% 0% 0% 0% 5.3% 31.6% 21.1% 13.2% 18.4% 10.5%	n=38
^{2.3)} Primary work location at ARC: ARC Main Campus Natomas Center McClellan Center Mather Center		81.6% 18.4% 0% 0%	n=38

^{3.1)} What is your gender identity? (MARK ALL THAT APPLY)		
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)	60.5% n=3	38
Man (cisgender mana person whose gender identity matches their sex assigned at birth)	36.8%	
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=3	38
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 women)	0%	
Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)	94.7%	
Pansexual or fluid (a person who is attracted to multiple gender identities)	0%	
^{3.5)} What is your age (in years)? 19 or younger	0% n=:	37
	0%	
20 to 24 25 to 34 ∩	2.7%	
35 to 54	56.8%	
55 or older	40.5%	
^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY)		
African American ()	2.6% n=3	38
Asian	18.4%	
Filipino	0%	
Hispanic/Latino	7.9%	
Native American ()	2.6%	
Other Non-White	0%	
Pacific Islander	0%	
White	76.3%	

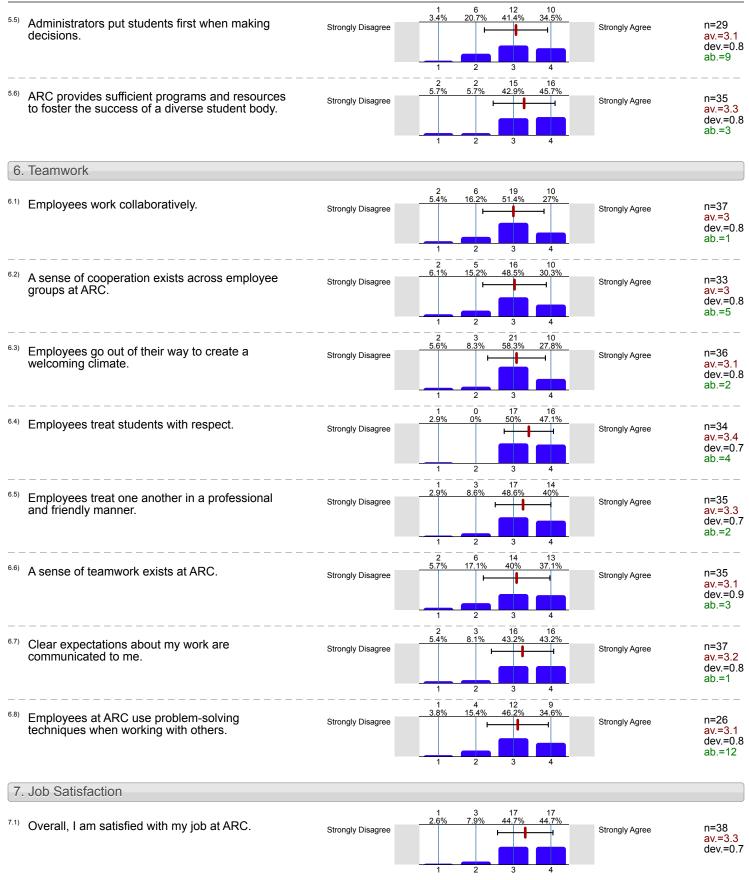
3.8)	With which religions.	worldviews,	or spiritual back	grounds do	vou identif	/?	(MARK ALL THAT APPLY)	

ns, worldviews, or spiritual backgrounds do you ide	ntify? (MARK ALL THAT APPLY)	
Agnostic		26.3% n=38
Anglican		0%
Assemblies of God	0	2.6%
Atheist		5.3%
Baha'i		0%
Baptist		7.9%
Buddhist	0	2.6%
Catholic		26.3%
Christian Non-denominational		18.4%
Christian Orthodox	0	2.6%
Christian Science		0%
Church of Christ		0%
Confucian	0	2.6%
Episcopalian		5.3%
Evangelical		5.3%
Hindu	0	2.6%
Jain		0%
Jehovah's Witness		0%
Jewish	0	2.6%
Latter-day Saints		0%
Lutheran	0	2.6%
Methodist	0	2.6%
Muslim		5.3%
Native/Tribal		0%
Pentecostal		0%
Presbyterian		7.9%
Quaker	0	2.6%
Seventh Day Adventist		0%
Shamanism		0%
Shinto		0%
Sikh		0%
Spiritual but not religious		13.2%
Taoist	0	2.6%
UCC/Congregational		0%
Unitarian Universalist	0	2.6%
Wicca/Pagan		0%
None		10.5%

^{3.10)} With which one religion, worldview or spiritual background do you most strongly identify? (MARK ONLY C	<u>)NE</u>)	
Agnostic	16.7%	n=36
Atheist	5.6%	
Baptist	5.6%	
Catholic	16.7%	
Christian Non-denominational	16.7%	
Episcopalian	5.6%	
Evangelical ()	2.8%	
Hindu ()	2.8%	
Jewish ()	2.8%	
Muslim ()	2.8%	
Quaker ()	2.8%	
Spiritual but not religious	8.3%	
None	11.1%	
^{3.12)} What is your highest level of education?		
Less than high school	0%	n=38
Graduated high school	0%	
Some college	0%	
Associate's degree	0%	
Bachelor's degree	10.5%	
Graduate degree	89.5%	
^{3.13)} Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)		
Acquired/traumatic brain injury	0%	n=38
Attention deficit/hyperactivity disorder	7.9%	
Autism spectrum disorder	0%	
Blind/low vision	0%	
Deaf/hard of hearing ()	2.6%	
Cognitive or learning disability	0%	
Chronic illness ()	2.6%	
Intellectual disability	0%	
Mental health disability	5.3%	
Physical disability that affects walking ()	2.6%	
Physical disability that does not affect walking	5.3%	
Speech/communication condition	0%	
None	71.1%	
4. Institutional Effectiveness		
^{4.1)} The teaching/learning environment is <i>equitable</i> <i>and inclusive</i> for students at my primary ARC work location.	Strongly Agree	n=36 av.=3.2 dev.=0.9 ab.=1
1 2 3 4		

							Adjunct	faculty teaching
4.2)	The teaching/learning environment is <i>safe</i> for students at my primary ARC work location.	Strongly Disagree	7.9%	3 7.9% ⊢	14 36.8%	18 47.4%	Strongly Agree	n=38 av.=3.2 dev.=0.9
4.3)	The working environment for students at ARC is equitable and inclusive.	Strongly Disagree	1 2.8%	5 13.9%	16 44.4%	14 38.9%	Strongly Agree	n=36 av.=3.2 dev.=0.8 ab.=2
4.4)	The working environment for students at ARC is <i>safe</i> .	Strongly Disagree	2 5.6%	2 5.6%	17 47.2%	15 41.7%	Strongly Agree	n=36 av.=3.3 dev.=0.8 ab.=2
4.5)	Innovation is promoted and encouraged.	Strongly Disagree	3 9.1%	5 15.2%	13 39.4%	12 36.4%	Strongly Agree	n=33 av.=3 dev.=1 ab.=5
4.6)	Communication from ARC's leadership is transparent.	Strongly Disagree	3 8.3%	6 16.7%	19 52.8%	8 22.2%	Strongly Agree	n=36 av.=2.9 dev.=0.9 ab.=2
4.7)	ARC's curriculum (across all departments) is culturally relevant.	Strongly Disagree	4 11.8%	5 14.7%	18 52.9%	20.6%	Strongly Agree	n=34 av.=2.8 dev.=0.9 ab.=4
4.8)	ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes.	Strongly Disagree	1 3.3%	6 20% ↓ 2	- 16 53.3%	23.3%	Strongly Agree	n=30 av.=3 dev.=0.8 ab.=8
4.9)	ARC's governance process guides the institutional priorities of the college.	Strongly Disagree	6.9%	 0 0% ⊢ 2	- <u>19</u> 65.5%	8 27.6%	Strongly Agree	n=29 av.=3.1 dev.=0.7 ab.=9
— — 4.10)	The process for becoming a member of ARC's governance councils and project teams is clear to me.	Strongly Disagree		26.7%	- 7 23.3%	5 16.7%	Strongly Agree	n=30 av.=2.2 dev.=1.1 ab.=8
4.11)	the absence reporting process?	Very Inefficient	0%	5 17.2%	15 51.7%	9 31%	Very Efficient	n=29 av.=3.1 dev.=0.7 ab.=9
4.12)	the online purchase requisition process?	Very Inefficient	1 7.1%	2 14.3%	35.7%	42.9%	Very Efficient	n=14 av.=3.1 dev.=0.9 ab.=24
— — 4.13)	the travel authorization process?	Very Inefficient	4 30.8%	0 0%	23.1%		Very Efficient	n=13 av.=2.8 dev.=1.3 ab.=25
			1	2	3	4		au.=

					7 (ajanot	lucuity teaching
4.14)the travel reimbursement process?	Very Inefficient	4 1 33.3% 8.39 1 2	3 25%	4 33.3% 4	Very Efficient	n=12 av.=2.6 dev.=1.3 ab.=25
^{4.15)} the process for obtaining a parking sticker for your car?	Very Inefficient	4 4 10.5% 10.5 1 2	11 28.9% 3	19 50%	Very Efficient	n=38 av.=3.2 dev.=1
^{4.16)} the process for allocating room keys and access cards?	Very Inefficient	5 6 <u>13.5% 16.2</u> 1 2		17 45.9%	Very Efficient	n=37 av.=3 dev.=1.1 ab.=1
^{4.17)} the maintenance request process?	Very Inefficient	2 3 9.1% 13.6 1 2	59.1%	4 18.2%	Very Efficient	n=22 av.=2.9 dev.=0.8 ab.=16
^{4.18)} the time sheet process?	Very Inefficient		3 <u>3</u> <u>3</u> <u>3</u>	46.2%	Very Efficient	n=13 av.=3.2 dev.=0.9 ab.=25
^{4.19)} the hiring process?	Very Inefficient	4 6 13.8% 20.7 1 2	13 44.8%	6 20.7%	Very Efficient	n=29 av.=2.7 dev.=1 ab.=9
^{4.20)} ARC's data-informed approaches to planning, decision-making, and resource allocation?	Very Ineffective	1 5 5.3% 26.3 1 2	9 % 47.4%	4 21.1% 	Very Effective	n=19 av.=2.8 dev.=0.8 ab.=17
^{4.21)} the contributions of ARC employees?	Not at all Valued	1 6 2.9% 17.6 1 2	19 % 55.9%	8 23.5% 	Highly Valued	n=34 av.=3 dev.=0.7 ab.=3
5. Student-Focus						
5.1) ARC's planning and decision-making processes put students first.	Strongly Disagree	3 3 10.3% 10.3 10.3	14 <u>48.3%</u>	9 31%	Strongly Agree	n=29 av.=3 dev.=0.9 ab.=9
^{5.2)} Employees treat students fairly.	Strongly Disagree			16 47.1%	Strongly Agree	n=34 av.=3.4 dev.=0.6 ab.=4
^{5.3)} Faculty put students first when making decisions.	Strongly Disagree		15 <u>40.5%</u>	18 48.6%	Strongly Agree	n=37 av.=3.4 dev.=0.7 ab.=1
^{5.4)} Classified staff put students first when making decisions.	Strongly Disagree			13 52%	Strongly Agree	n=25 av.=3.4 dev.=0.7 ab.=13



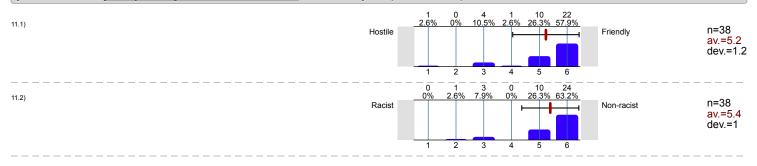
							7 tajan ot	faculty teaching
7.2)	I feel pressure to accomplish too many tasks and priorities.	Strongly Disagree	8 21.6%	18 48.6%	4 10.8%	7 18.9% 4	Strongly Agree	n=37 av.=2.3 dev.=1 ab.=1
7.3)	I enjoy the people I work with at ARC.	Strongly Disagree	2.8%	2	16 44.4%	18 50%	Strongly Agree	n=36 av.=3.4 dev.=0.7 ab.=2
7.4)	I feel that my time is valued.	Strongly Disagree	2 5.4%	5 13.5%	15 40.5%	15 40.5%	Strongly Agree	n=37 av.=3.2 dev.=0.9 ab.=1
7.5)	I have made meaningful connections with other ARC employees.	Strongly Disagree	2.8%	6 16.7%	16 44.4%	13 36.1%	Strongly Agree	n=36 av.=3.1 dev.=0.8 ab.=2
7.6)	At ARC, I am accepted for who I am.	Strongly Disagree	1 2.6%	3 7.9%	18 47.4%	16 42.1%	Strongly Agree	n=38 av.=3.3 dev.=0.7
7.7)	Physical spaces (classrooms, offices, buildings, etc.) are well maintained at my primary ARC work location.	Strongly Disagree	1 2.6%	9 23.7%	18 47.4%	10 26.3%	Strongly Agree	n=38 av.=3 dev.=0.8
7.8)	ARC is a place where I am able to perform up to my full potential.	Strongly Disagree	2.9%	8 23.5%	12 35.3%	13 38.2%	Strongly Agree	n=34 av.=3.1 dev.=0.9 ab.=4
7.9)	I have a voice in the decision-making that affects the direction of my department/unit.	Strongly Disagree	6 18.2%	13 39.4%	8 24.2%	6 18.2%	Strongly Agree	n=33 av.=2.4 dev.=1 ab.=5
7.10)	I feel that I am able to appropriately influence the direction of ARC.	Strongly Disagree	7 24.1%	13 44.8%	6 20.7% I	3 10.3%	Strongly Agree	n=29 av.=2.2 dev.=0.9 ab.=9
— — 7.11)	I have the opportunity to express my ideas in appropriate forums.	Strongly Disagree	5 15.2%	9 27.3%	10 30.3%	9 27.3% 	Strongly Agree	n=33 av.=2.7 dev.=1 ab.=5
8.	Faculty Specific Questions							
8.1)	There are fair and equitable expectations regarding my service to the college.	Strongly Disagree	8.8%	6 17.6%	14 41.2%	11 32.4%	Strongly Agree	n=34 av.=3 dev.=0.9 ab.=3
8.2)	I am treated fairly and equitably by the other faculty in <u>my department</u> .	Strongly Disagree	8.6%	1 2.9%	13 37.1%	18 51.4%	Strongly Agree	n=35 av.=3.3 dev.=0.9 ab.=2

							Adjunct	faculty teaching
8.3)	The faculty in <u>my department</u> treat me with respect.	Strongly Disagree	8.6%	2.9%	11 31.4%	20 57.1%	Strongly Agree	n=35 av.=3.4 dev.=0.9 ab.=2
8.4)	The curriculum in <u>my department</u> is culturally relevant.	Strongly Disagree	2 6.5%	9.7%	16 51.6%	10 32.3%	Strongly Agree	n=31 av.=3.1 dev.=0.8 ab.=5
— — 8.5)	Classrooms and campus buildings at my primary work location are well maintained .	Strongly Disagree	3 8.1%	6 16.2%	18 48.6%	10 27% 	Strongly Agree	n=37 av.=2.9 dev.=0.9
8.6)	Classrooms and campus buildings at my primary work location are clean .	Strongly Disagree	1 2.7%	3 8.1% 2	20 54.1%	13 35.1%	Strongly Agree	n=37 av.=3.2 dev.=0.7
8.7)	I feel that I have the support of my dean.	Strongly Disagree	1 2.9%	4 11.4% 2	7 20%	23 65.7%	Strongly Agree	n=35 av.=3.5 dev.=0.8 ab.=2
9.	Professional Development							
9.1)	The professional development opportunities that exist at ARC are comprehensive.	Strongly Disagree	1 3.3%	5 16.7% ⊢ 2	15 50%	9 30% 	Strongly Agree	n=30 av.=3.1 dev.=0.8 ab.=8
9.2)	My manager/supervisor has encouraged me to participate in professional development.	Strongly Disagree	6 16.7%	5 13.9%	14 38.9%	11 30.6%	Strongly Agree	n=36 av.=2.8 dev.=1.1 ab.=2
9.3)	I have been able to participate in professional development activities.	Strongly Disagree	4 11.1%	2 5.6%	20 55.6%	10 27.8%	Strongly Agree	n=36 av.=3 dev.=0.9 ab.=1
9.4)	Professional development offerings at ARC meet my needs.	Strongly Disagree	8.8%	9 26.5%	15 44.1%	7 20.6%	Strongly Agree	n=34 av.=2.8 dev.=0.9 ab.=4
9.5)	Professional development needed to improve my job skills in my current position are available to me.	Strongly Disagree	4 11.4%	6 17.1%	17 48.6%	8 22.9%	Strongly Agree	n=35 av.=2.8 dev.=0.9 ab.=3
9.6)	Professional development needed to help me get a promotion are available to me.	Strongly Disagree	7 28%		20%	5 20% 4	Strongly Agree	n=25 av.=2.3 dev.=1.1 ab.=13
— — 9.7)	My experiences at ARC have had a positive influence on my professional growth.	Strongly Disagree	1 2.9%	6 17.1%	15 42.9%	13 37.1%	Strongly Agree	n=35 av.=3.1 dev.=0.8 ab.=3

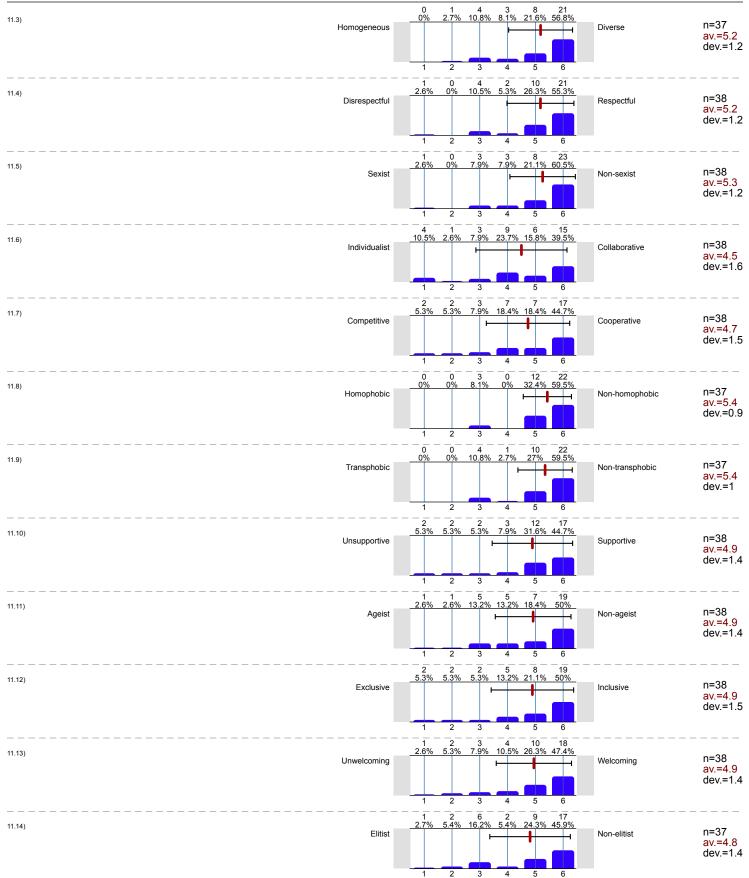
10. Equity, Inclusion, Social Justice Focus				
^{0.1)} ARC is an inclusive learning environment for students.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=37 av.=3.2 dev.=0. ab.=1
^{0.2)} There exists a strong commitment to equity and inclusion at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=36 av.=3.4 dev.=0. ab.=2
^{0.3)} There exists a strong commitment to social justice at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=34 av.=3.4 dev.=0. ab.=4
^{0.4)} Students that need more resources and support are able to get them at my primary ARC work location.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=36 av.=3.3 dev.=0. ab.=2
^{0.5)} ARC is responsive to the needs of the demographics (e.g., gender, identity, race, ethnicity, worldview) of its students.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=33 av.=3.3 dev.=0. ab.=5
^{0.6)} ARC employees make judgments about students' abilities based on their race/ethnicity.	Strongly Disagree	15 8 5 4 46.9% 25% 15.6% 12.5% 1 2 3 4	Strongly Agree	n=32 av.=1.9 dev.=1. ab.=5
^{0.7)} ARC employees make judgments about other employees' abilities based on their race/ethnicity.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=31 av.=2 dev.=1. ab.=7
^{0.8)} I am treated (in general) fairly and equitably by other employees.	Strongly Disagree	3 1 11 21 8.3% 2.8% 30.6% 58.3% 1 2 3 4	Strongly Agree	n=36 av.=3.4 dev.=0. ab.=1
^{0.9)} Other employees value my opinions.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=34 av.=3.2 dev.=0. ab.=4
^{0.10)} There is too much emphasis put on issues of diversity, equity, and inclusion at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=34 av.=2.3 dev.=1. ab.=4
^{0.11)} There is too much emphasis put on issues of social justice at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=31 av.=2.1 dev.=1. ab.=7
^{0.12)} The faculty at my primary ARC work location treat people of all genders/gender identities with equal respect.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=31 av.=3.6 dev.=0. ab.=7

						, tajan et	lucuity teaching
^{10.13)} The faculty at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.	Strongly Disagree	0%	2	10 32.3%	20 64.5%	Strongly Agree	n=31 av.=3.6 dev.=0.6 ab.=7
^{10.14)} The classified staff at my primary ARC work location treat people of all genders/gender identities with equal respect.	Strongly Disagree	0%	2	11 36.7%	18 60%	Strongly Agree	n=30 av.=3.6 dev.=0.6 ab.=8
^{10.15)} The classified staff at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.	Strongly Disagree	0%	 3.3%	36.7%		Strongly Agree	n=30 av.=3.6 dev.=0.6 ab.=8
^{10.16)} The student body at my primary ARC work location is racially diverse.	Strongly Disagree	0%	2	- <u>10</u> 27% ⊢	27 73%	Strongly Agree	n=37 av.=3.7 dev.=0.5 ab.=1
^{10.17)} The faculty at my primary ARC work location is racially diverse.	Strongly Disagree	2 5.9%	9 26.5%	10 29.4%	13 38.2%	Strongly Agree	n=34 av.=3 dev.=1 ab.=4
^{10.18)} The classified staff at my primary ARC work location is racially diverse.	Strongly Disagree	6.3%	7 21.9%	7 21.9%	16 50%	Strongly Agree	n=32 av.=3.2 dev.=1 ab.=6
^{10.19)} At my primary ARC work location, faculty adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.	Strongly Disagree	3 8.8%	- 10 29.4%	9 26.5%	12 35.3%	Strongly Agree	n=34 av.=2.9 dev.=1 ab.=4
^{10.20)} At my primary ARC work location, classified staff adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.	Strongly Disagree	1 3.2%	25.8%	9 29%	13 41.9%	Strongly Agree	n=31 av.=3.1 dev.=0.9 ab.=7
^{10.21)} At my primary ARC work location, managers (e. g., administration, supervisors) adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.	Strongly Disagree	4 12.5%	10 31.3%	8 25%	10 31.3%	Strongly Agree	n=32 av.=2.8 dev.=1 ab.=6

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:

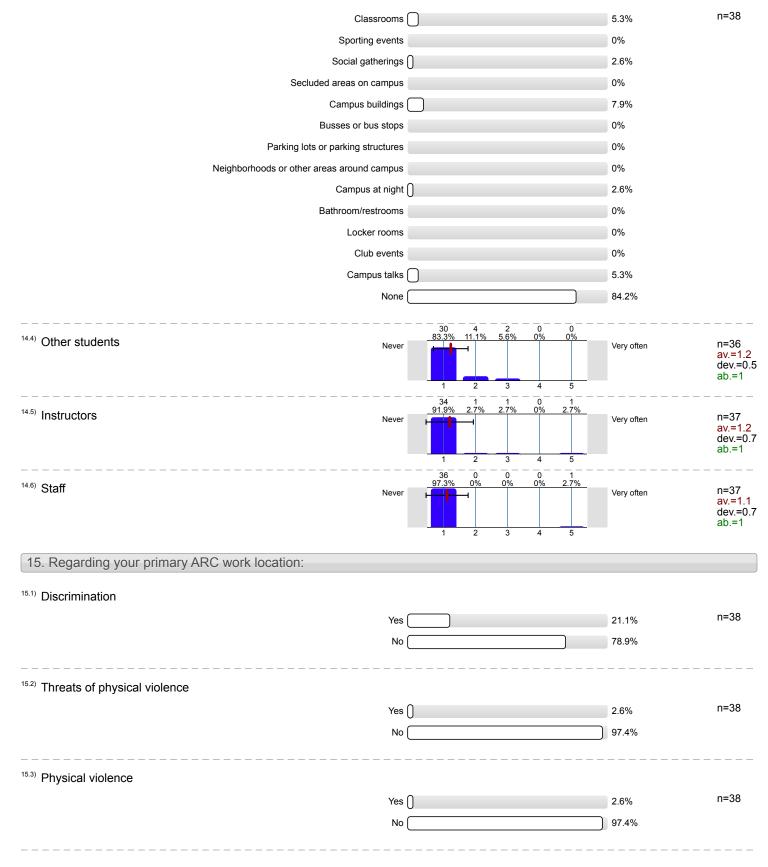


12/18/2020



12. During the past 12 months at <i>your primary ARC work location</i> , have you heard anyone (I	MARK ALL THAT A	APPLY)
^{12.1)} call someone homophobic names.		
Yes, in a class setting	5.3%	n=38
Yes, outside of class	5.3%	
No, not at my primary ARC work location	92.1%	
^{12.2)} say sexual things to you or try to talk about sexual matters when you didn't want to.		
	0%	n=38
Yes, in a class setting	0%	11 00
Yes, outside of class	5.3%	
No, not at my primary ARC work location	97.4%	
^{12.3)} make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexu	ıal, trans, queer, +).	
Yes, in a class setting	5.3%	n=38
Yes, outside of class	7.9%	
No, not at my primary ARC work location	89.5%	
¹²⁴⁾ suggest or imply in your presence that women don't have the same intellectual abilities that men do.		
	00/	n=38
Yes, in a class setting	0%	11-50
Yes, outside of class	5.3%	
No, not at my primary ARC work location	94.7%	
^{12.5)} make inappropriate comments about your or someone else's body, appearance, or looks.		
Yes, in a class setting	5.3%	n=38
Yes, outside of class	7.9%	
No, not at my primary ARC work location	86.8%	
^{12.6)} make sexist remarks or jokes about women.		
Yes, in a class setting	7.9%	n=38
Yes, outside of class	10.5%	
No, not at my primary ARC work location	86.8%	
^{12.7)} make sexist remarks or jokes about men.		
Yes, in a class setting ()	2.6%	n=38
Yes, outside of class	5.3%	
No, not at my primary ARC work location	92.1%	
^{12.8)} make negative remarks or jokes about trans women.		
Yes, in a class setting ()	2.6%	n=38
Yes, outside of class	5.3%	
No, not at my primary ARC work location	92.1%	

^{12.9)} make negative remarks or jokes about trans men.			
Yes, in a class setting	g ()	2.6%	n=38
Yes, outside of class	s 🗍	5.3%	
No, not at my primary ARC work location	n	94.7%	
13. Regarding your personal <i>physical safety</i> :			
^{13.1)} During the past 12 months, have you been concerned for your <u>physical</u> safety at your primary ARC work location?	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=36 av.=2 dev.=1.1
^{13.2)} During the past 12 months, have you avoided any of the following an physical safety (mark all that apply)?	reas at your primary ARC work locatio	n due to concerns	s for your
Classroom	s 🗍	5.3%	n=38
Sporting events	s 🗍	5.3%	
Social gathering:	s ()	2.6%	
Secluded areas on campus	s	26.3%	
Campus building:	s 🗌	7.9%	
Busses or bus stop:	s 🗍	5.3%	
Parking lots or parking structures	s	23.7%	
Neighborhoods or other areas around campus	s 🗌	7.9%	
Campus at nigh	nt	34.2%	
Bathroom/restrooms	s	15.8%	
Locker rooms	s	0%	
Club events	s	0%	
Campus talks	s	0%	
None	e	47.4%	
^{13.4)} Other students Neve	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=36 av.=1.5 dev.=0.7 ab.=1
^{13.5)} Instructors Neve	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Very often	n=36 av.=1.1 dev.=0.5 ab.=1
^{13.6)} Staff Neve	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Very often	n=35 av.=1 dev.=0.2 ab.=1
14. Regarding your <u>emotional safety</u> .			
 ^{14.1)} During the past 12 months, have you been concerned for your <u>emotional</u> safety at your primary ARC work location? 	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Very often	n=37 av.=1.4 dev.=0.9

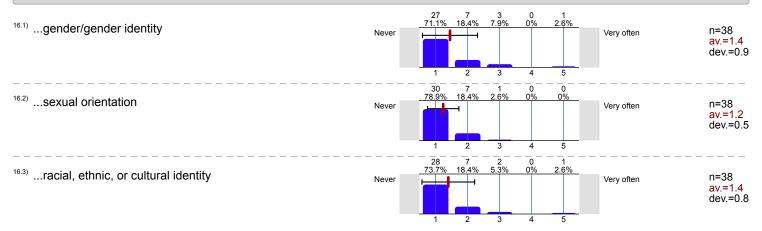


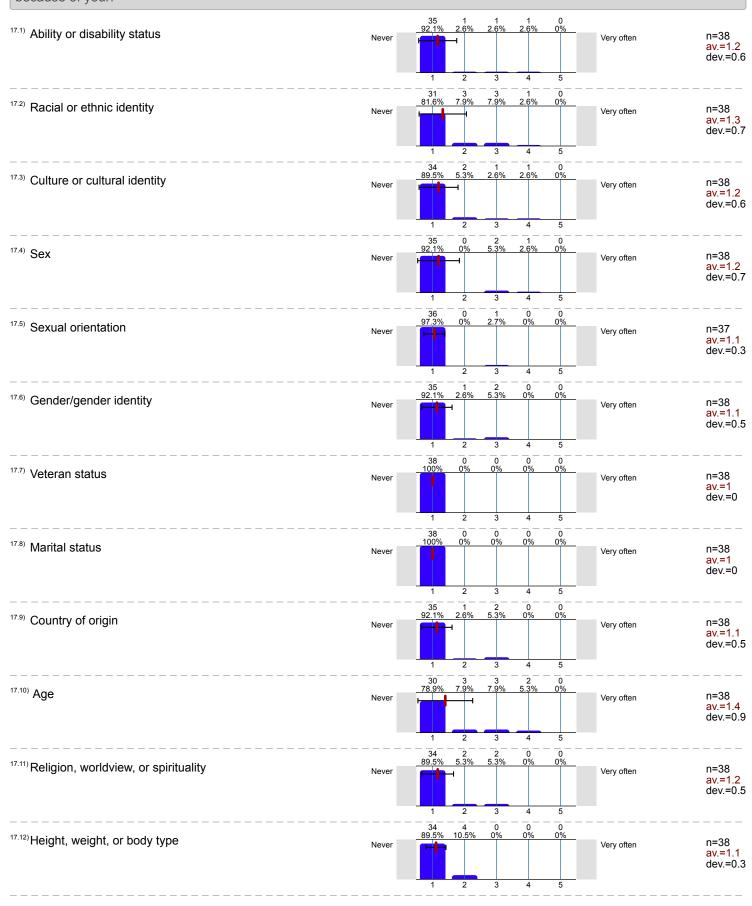
^{14.2)} During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your <u>emotional</u> safety? (mark all that apply)

^{15.4)} Threats of emotional violence			
	Yes	5.3%	n=38
	No	94.7%	
^{15.5)} Emotional violence			
	Yes	7.9%	n=38
	No	92.1%	
^{15.6)} Sexual harassment			
	Vos	0%	n=38
	Yes No		
) 100%	
157)			
^{15.7)} Other harassment			
	Yes	10.5%	n=38
	No	89.5%	
^{15.8)} Sexual assault			
	Yes	0%	n=38
	No) 100%	
^{15.9)} Unwanted sexual advances			
	Yes	0%	n=38
	No) 100%	
^{15.10)} Verbal threats			
	Yes	7.9%	n=38
	No	92.1%	
^{15.11)} Discrimination			
	Yes	15.8%	n=38
	No	84.2%	
		04.270	
^{15.12)} Threats of physical violence			
e mileats of physical violence			n=38
	Yes	0%	11 00
	No) 100%	
15 10)			
^{15.13)} Physical violence			
	Yes	2.6%	n=38
	No	97.4%	

^{15.14)} Threats of emotional violence			
	Yes	5.3%	n=38
	No	94.7%	
^{15.15)} Emotional violence			
	Yes	10.5%	n=38
	No	89.5%	
^{15.16)} Sexual harassment			
	Yes	5.3%	n=38
	No	94.7%	
^{15.17)} Other harassment			
	Yes	10.5%	n=38
	No	89.5%	
^{15.18)} Sexual assault			
	Yes	0%	n=38
	No (100%	
^{15.19)} Unwanted sexual advances			
	Yes	0%	n=38
	No	100%	
^{15.20)} Verbal threats			
	Yes ()	2.7%	n=37
	No	97.3%	

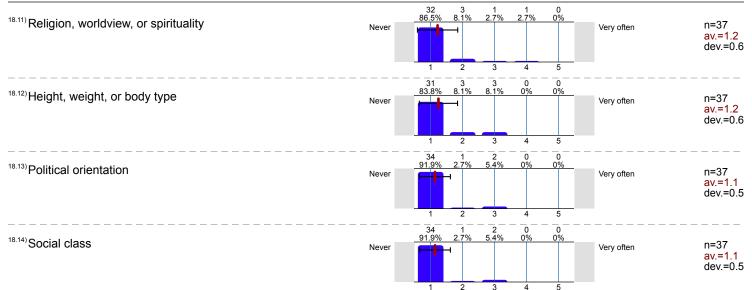
16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...



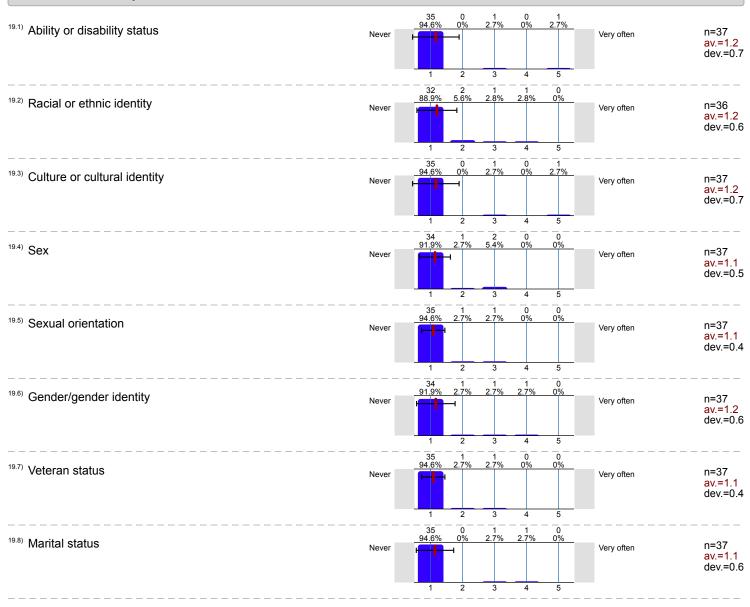


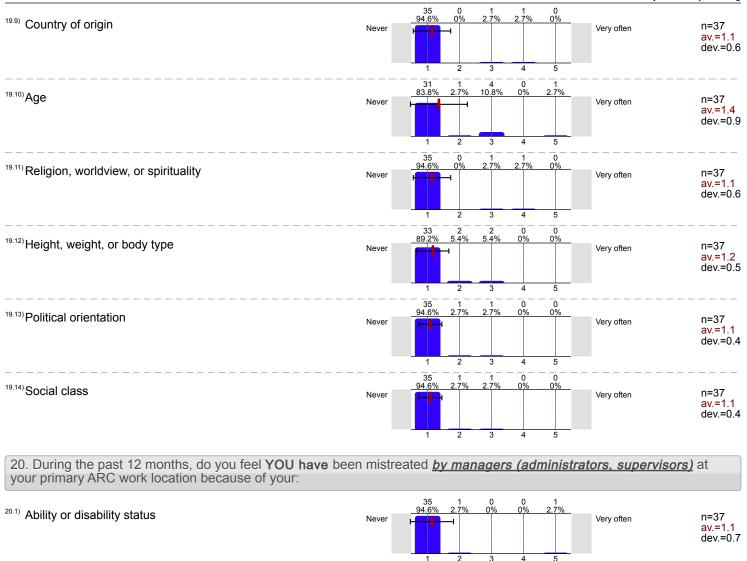
17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location because of your:

							Adjun	ct faculty teaching
^{7.13)} Political orientation	Never	33 86.8%	4 10.5% H	1 2.6%	00%	0 0%	Very often	n=38 av.=1.2 dev.=0.4
^{7.14)} Social class	Never	30 81.1%	4 10.8%	3 8.1%	0 0%	0	Very often	n=37 av.=1.3 dev.=0.6
18. During the past 12 months, do you feel YOL because of your:	J have been mistre	1 ated <u>b</u> j	2 / facu	з I <u>Ity</u> at	4 your	5 primar	y ARC work loc	ation
¹⁾ Ability or disability status	Never	35 94.6%	0 0% 	2.7%	0 0%	1 2.7% 5	Very often	n=37 av.=1.2 dev.=0.
²⁾ Racial or ethnic identity	Never	33 89.2%	2.7%	2.7%	2 5.4%	0	Very often	n=37 av.=1.2 dev.=0.
^{.3)} Culture or cultural identity	Never	1 34 91.9%	2 1 2.7%	3	4	5 0 0%	Very often	n=37 av.=1.2 dev.=0.
⁴⁾ Sex	Never	1 34 91.9%	2 3 8.1%	3 	4	5 0%	Very often	n=37 av.=1.1 dev.=0.
^{3.5)} Sexual orientation	Never	1 97.3%	2 1 2.7%		4	5 0 0%	Very often	n=37 <mark>av.=1</mark> dev.=0.
^{8.6)} Gender/gender identity	Never	1	2 2 5.4%	3	4	5 0%	Very often	n=37 av.=1.2 dev.=0.
^{8.7)} Veteran status	Never	1 35 97.2%	2 1 2.8%	3 	4	5 	Very often	n=36 av.=1 dev.=0.1
^{3.8)} Marital status	Never	1 35 97.2%	2 1 2.8%	3 	4	5 0 0 	Very often	n=36 av.=1 dev.=0.1
^{3.9)} Country of origin	Never	1 35 97.2%	2 	3 	4	5 	Very often	n=36 av.=1.1 dev.=0.
^{3.10)} Age	Never	1 30 83.3%	2 1 2.8%	3 4 11.1%	4	5 1 2.8%	Very often	n=36 av.=1.4 dev.=0.



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

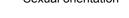




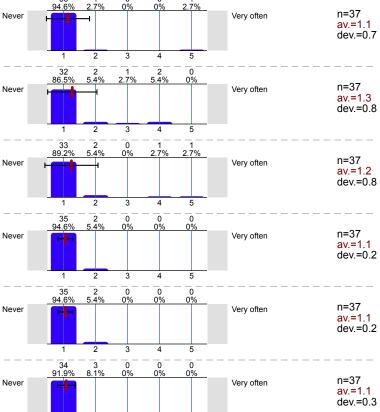
^{20.2)} Racial or ethnic identity

^{20.3)} Culture or cultural identity

- ^{20.4)} Sex
- ^{20.5)} Sexual orientation



^{20.6)} Gender/gender identity



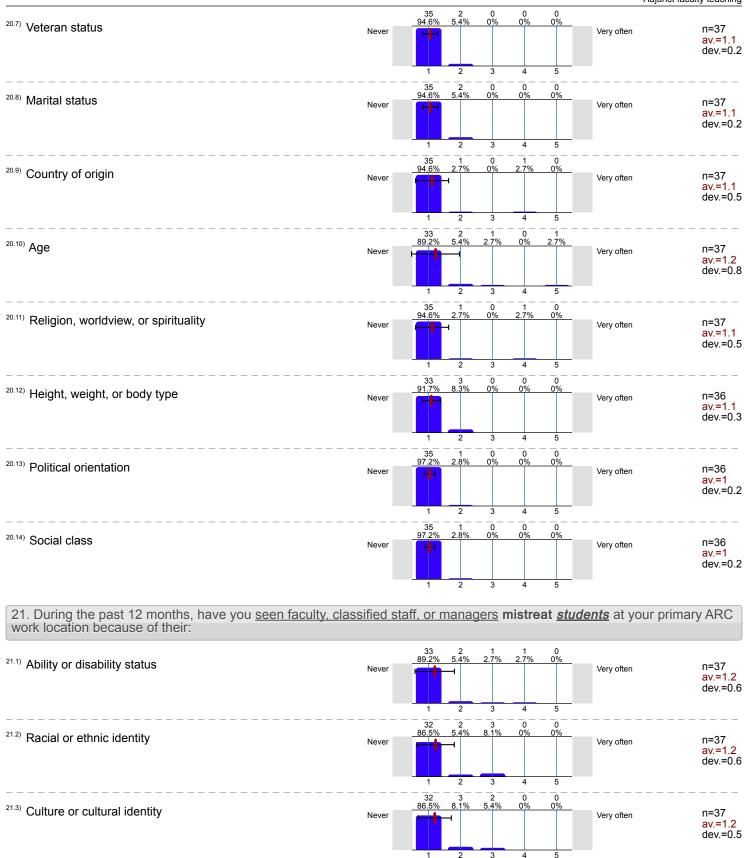
3

4

5

1

2



^{21.4)} Sex

Never

34 91.9%

1

2

5.4%

2

2.7%

3

0

0%

4

0

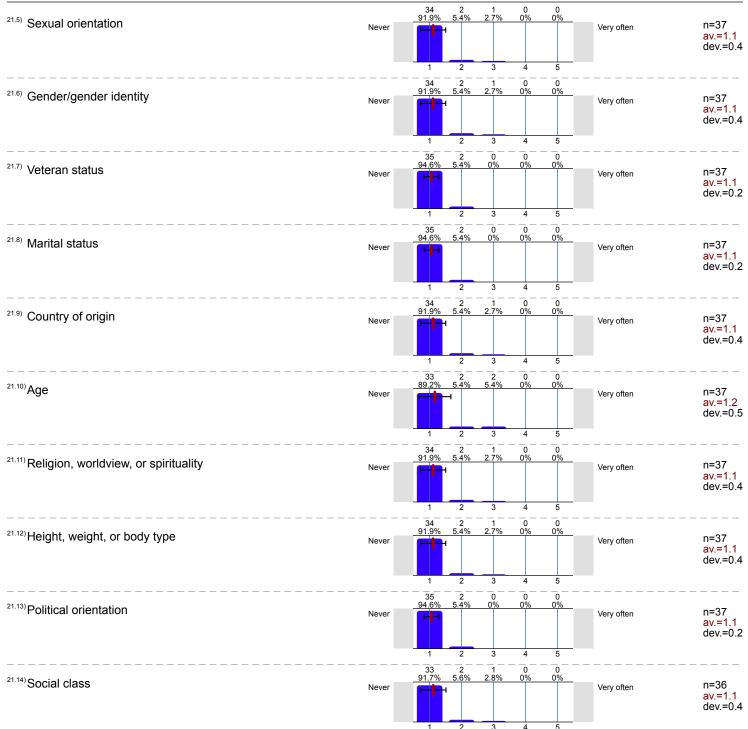
0%

5

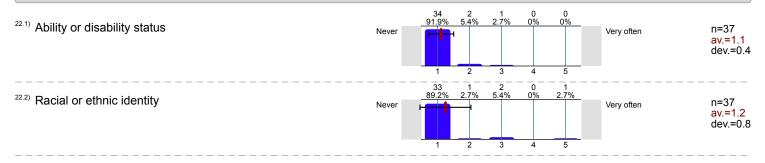
Very often

n=37

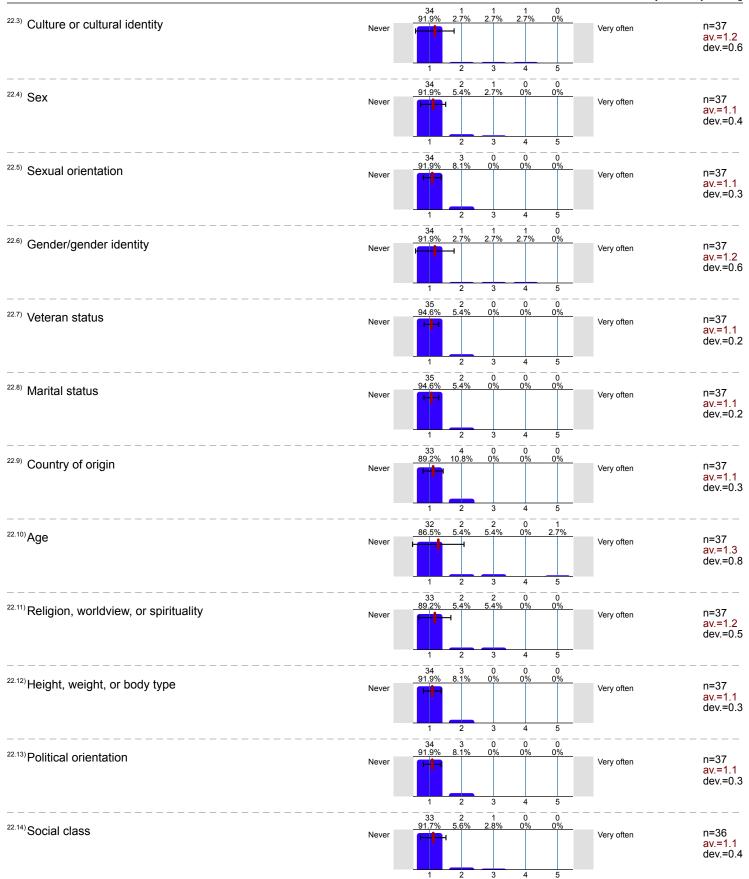
av.=1.1 dev.=0.4



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



12/18/2020



10 15 10.8% 23.1) ...whose religious or spiritual beliefs or worldviews 18.9% 40.5% n=37 Never Very often are different than your own. av.=3.8 dev.=1.3 2 3 4 -5 9 10 11 2 10.8% 8.1% 24.3% 29.7% 27% 23.2) ...whose political opinions are different from your n=37 Never Very often own. av.=3.6 dev.=1.3 10 Δ 19 8.1% 2 10.8% 51.4% ^{23.3)} ...who are immigrants. n=37 Never Very often av.=4.1 dev.=1.2 2 3 5 10 3 1 2 20 8 3% 2 8% 5.6% 27.8% 55.6% ^{23.4)} ...who are from an immigrant family. n=36 Very often Never av.=4.2 dev.=1.2 3 1 2 Λ 5 21 0 $^{\scriptscriptstyle 23.5)}$...who are a different nationality than your own. 8.1% 0% 10.8% 24.3% 56.8% n=37 Very often Never av.=4.2 dev.=1.2 3 Δ 5 2 0 10 8.1% 0% 8.1% 27% 56.8% 23.6) ...who are of a different race or ethnicity than your n=37 Never Very often own. av.=4.2 dev.=1.2 1 2 3 4 5 10 12 11. 19.4% 27.8% 33.3% ^{23.7)} ...whose gender identity is different than your own. 8.3% 1% n=36 Never Very often av.=3.7 dev.=1.3 2 3 5 10 27.8% 11 5.6% 13.9% 22.2% 30.6% 23.8) ...whose sexual orientation is different than your n=36 Never Very often own. av.=3.6 dev.=1.2 2 3 5 8 3 0 6 19 8.3% 0 16.7% 22.2 52.8% ^{23.9)} ...who are from a different social class. n=36 Never Very often av.=4.1 dev.=1.2 3 2 5 5 8 8 13 ^{23.10)}...who have physical or other observable 8 1% . 5% 21.6% 21.6% 35. 1% n=37 Verv often Never ł disabilities. av.=3.6 dev.=1.3 2 3 5 4 5 6 12 11 5% 16.2% 32.4% 29.7% 8.1% 13 23.11) ...who have learning, psychological, or other n=37 Never Very often disabilities that are not readily apparent. av.=3.6 dev.=1.3

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

people...

3

5

Δ

24. Overall campus climate at your primary ARC work location: 24.1) 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? Very dissatisfied 1 2 3 4 Very dissatisfied 1 2 3 4 Very satisfied 1 2 3 4 Very satisfied

Comments Report

- 3. Demographics
- ^{3.2)} Other gender identity:
- None.
- ^{3.4)} Other sexual orientation:
- None
- ^{3.7)} Aside from how you responded above, please list in the text box below <u>all of the specific races, ethnicities, tribes and cultures with</u> <u>which you **strongly** identify</u> (for example, Jamaican, Columbian, Punjabi, Cherokee, Armenian).
- American, Korean, and Chinese
- Chinese
- Colombian (with an "o").
- England
- German, Jewish, French, Irish, American
- Irish American
- It's offensive to list blacks as "African American" but whites as "whites" and not "Caucasian." If you're so concerned about equity, then be equitable.
- Italian
- Middle Eastern
- Pacific Islander Creole
- Portuguese
- Sioux, Arabic, Armenian, Latino, Asian, Pacific Islander, African American, Irish
- Taiwanese American
- Vietnamese
- ^{3.9)} Other religions, worldviews, or spiritual backgrounds:
- Christian
- None
- Sufism
- ^{3.11)} Other religion, worldview, or spiritual background:
- None
- Sufism
- ^{3.14)} Other disabilities:
- None.
- Pain in wrist and elbow due working on computers

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:

- Any place at night if I'm alone
- At the Mather campus. ZERO police presence, virtually no lighting at night. Much of the student population are on parole. No cameras. If something would happen, nobody would know.
- Construction sites and zones
- I haven't avoided any but I am certainly very wary when walking across a mostly dark campus, or through the parking lots, or in the parking garage, particularly at night.
- None.
- There are a few non well lit areas around Inderkum HS at Natomas Center. Run fast or carry pepper spray is what I tell others to do.

^{13.7)} Other:

- None.
- random people on campus

14. Regarding your *emotional safety*.

^{14.3)} Other areas you have avoided at your primary ARC work location due to concern for your emotional safety:

- Department office.
- None
- ^{14.7)} Other:
- Dean
- Dean of Natomas Center

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:

^{20.15)}Please describe any other ways you feel you've been mistreated <u>by students, faculty, classified staff, or managers (administrators, supervisors)</u> at your primary ARC work location (for example, because of your accent, hairstyle, clothing, income, etc.)

1) Several semesters ago, I was threatened with "professional consequences" over my continued work on the development of a certificate program at another district.

2) Three semesters ago, I encountered a conflict with a F/T colleague who insisted on leaving equipment set up in a shared lab facility -This resulted kin the cancellation of a practical portion of a final exam. When I requested that the space be shared, I was reminded of my P/T status.

3) Beginning of last semester (Fall 2019): I was informed that a F/T colleague (and supervisor) had identified me as "an idiot" with a new P/ T colleague that had not yet met me.

- Having children
- I believe the overtones of many social justice themed emails across the board are hostile toward races, sex, and sexual orientations that are seen by ARC as historically adavantaged. It seems ARC's protections cover only those who are members of an ARC favored victim class. Opinions that run counter to ARC's strong social justice views are unwelcome. I believe this constitutes mistreatment of those who do not identify with a victim class.
- I feel that because the department is trying to be so diverse, they pass up certain ethnicities (i.e. White).
- I was asked by an ESL instructor how my students felt about me teaching in English since I have an accent when I speak in English. I gave a student a score of 0 for cheating on an assignment, and was asked by the dean to change the grade. I will never refer a student to this particular dean for plagiarism or cheating.

I requested that an unknown subject who was harassing me in front of my classroom every time I opened the classroom door, be removed. The dean notified me that she had invited him to her office and listened to his concerns and he was very "happy" to have his concerns heard. I will never ask for support again from this particular dean. I was asked by another instructor of the same gender, if I had any time for sex since I seemed to be very busy.

- Judged. Not listened to.lgnored. Retaliation.
- Students threatening to complain to administration because they don't like a policy or grading and then advisors aligning with students without understanding the complete picture of the class structure.
- White employees have no opportunity for advancement because there is an assumption that our voices don't matter since there are already a lot of other white employees; therefore, we all have the same ideas and make the same contributions.