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^{3.1)} What is your gender identity? (MARK ALL THAT APPLY)			
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)		52.9%	n=17
Man (cisgender mana person whose gender identity matches their sex assigned at birth)		47.1%	
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)		5.9%	
^{3.3)} What is your sexual orientation? (MARK ALL THAT APPLY)			
Asexual (a person with no sexual feelings or desires)		0%	n=17
Bisexual (a person sexually attracted to two genders)		5.9%	
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other women)		17.6%	
Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)		70.6%	
Pansexual or fluid (a person who is attracted to multiple gender identities)		0%	
^{3.5)} What is your age (in years)?		0%	n=17
19 or younge			
20 to 2 ²		0%	
25 to 34		0%	
35 to 54		58.8%	
55 or olde	r	41.2%	
^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY)			
African American	י 🗋	5.9%	n=17
Asiar		17.6%	
Filipino	0	0%	
Hispanic/Latino		0%	
Native American	n	11.8%	
Other Non-White		5.9%	
Pacific Islande	r	0%	

n=17 Agnostic 17.6% Anglican 0% Assemblies of God 11.8% Atheist 5.9% Baha'i 0% 0% Baptist 11.8% Buddhist Catholic 11.8% Christian Non-denominational 23.5% Christian Orthodox 0% **Christian Science** 0% Church of Christ 0% Confucian 0% Episcopalian 5.9% Evangelical 11.8% Hindu 5.9% Jain 0% Jehovah's Witness 0% Jewish 11.8% Latter-day Saints 0% Lutheran 0% Methodist 11.8% 0% Muslim Native/Tribal 0% Pentecostal 5.9% Presbyterian 0% Quaker 0% Seventh Day Adventist 0% Shamanism 0% Shinto 0% Sikh 0% Spiritual but not religious 29.4% Taoist 🛛 5.9% UCC/Congregational 0% Unitarian Universalist 0% Wicca/Pagan 11.8% 17.6% None

^{3.8)} With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

^{3.10)} With which one religion, worldview or spiritual background do you most strongly identify? (MARK ONLY C	DNE)	
Agnostic	17.6%	n=17
Atheist	11.8%	
Buddhist	5.9%	
Catholic	5.9%	
Christian Non-denominational	5.9%	
Jewish 🗍	5.9%	
Pentecostal	5.9%	
Spiritual but not religious	29.4%	
None	11.8%	
^{3.12)} What is your highest level of education?		
Less than high school	0%	n=17
Graduated high school	0%	
Some college	0%	
Associate's degree	0%	
Bachelor's degree	0%	
Graduate degree] 100%	
^{3.13)} Do you have any of the following types of disabilities? (MARK ALL THAT APPLY) Acquired/traumatic brain injury Attention deficit/hyperactivity disorder Autism spectrum disorder Blind/low vision Deaf/hard of hearing Cognitive or learning disability	0% 0% 0% 5.9% 0%	n=17
Chronic illness	5.9%	
Intellectual disability	0%	
Mental health disability	0%	
Physical disability that affects walking	0%	
Physical disability that does not affect walking	0%	
Speech/communication condition	0%	
None	82.4%	
4. Institutional Effectiveness 4.1) The teaching/learning environment is equitable and inclusive for students at my primary ARC Strongly Disagree	Strongly Agree	n=15
work location.		av.=3.3 dev.=0.6 ab.=2

4.2)

The **teaching/learning environment** is *safe* for students at my primary ARC work location.

Strongly Disagree

2

1 6.3%

2

0

0%

3

10 62.5%

3

5

31.3%

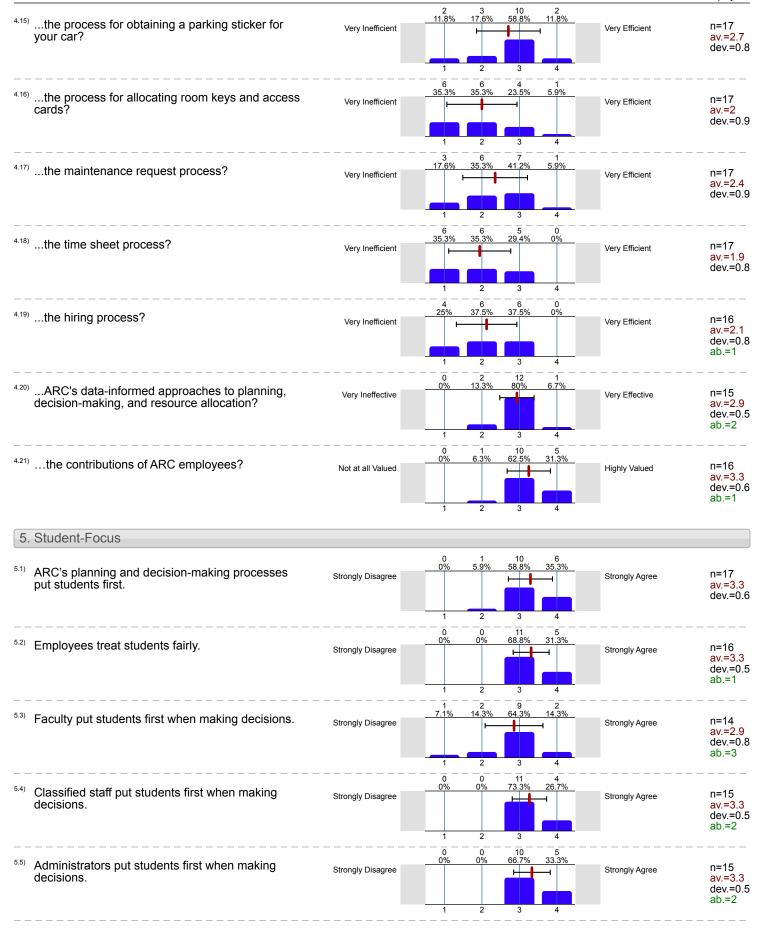
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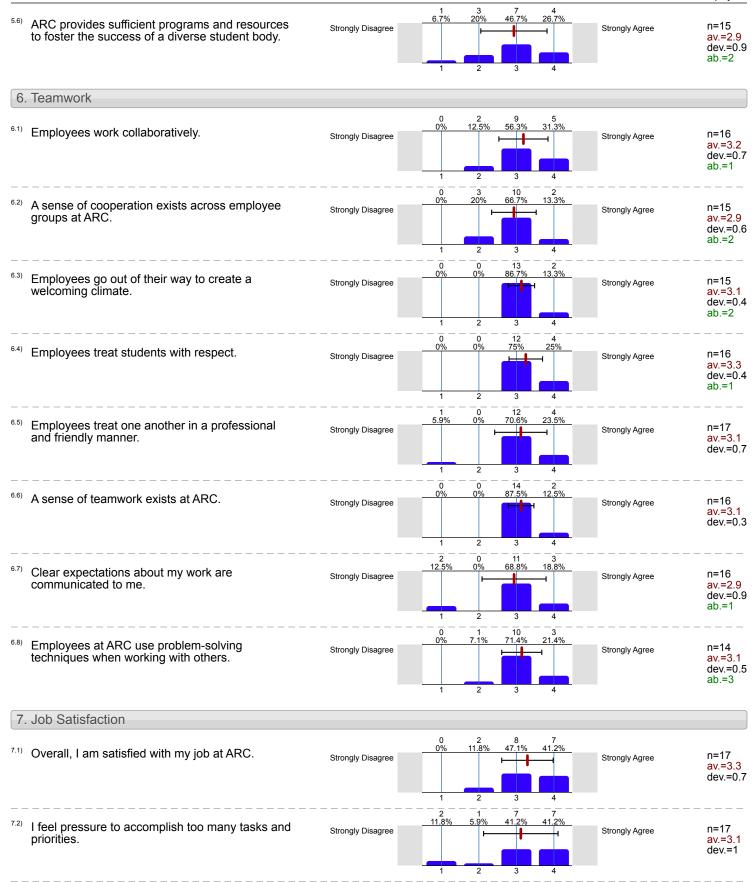
Strongly Agree

n=16

av.=3.3 dev.=0.6 ab.=1

ne working environment for students at ARC is quitable and inclusive.	Strongly Disagree	0 0%	2 13.3%	6 40%	7 46.7%		
		1	2	3		Strongly Agree	n=15 av.=3.3 dev.=0.7 ab.=2
ne working environment for students at ARC is afe.	Strongly Disagree	0%	 6.7%	9 60%	5 33.3% 	Strongly Agree	n=15 av.=3.3 dev.=0.6 ab.=2
novation is promoted and encouraged.	Strongly Disagree	1 6.3%	2 12.5%	9 56.3%	4 25%	Strongly Agree	n=16 av.=3 dev.=0.8 ab.=1
ommunication from ARC's leadership is ansparent.	Strongly Disagree	1 6.3%		12 75%	2 12.5%	Strongly Agree	n=16 av.=2.9 dev.=0.7 ab.=1
RC's curriculum (across all departments) is lturally relevant.	Strongly Disagree	0%	4 33.3%	41.7%	3 25%	Strongly Agree	n=12 av.=2.9 dev.=0.8 ab.=5
RC's governance process is proactive, enabling e college to act in anticipation of future oblems, needs, or changes.	Strongly Disagree	0	1 6.7%	8 53.3%		Strongly Agree	n=15 av.=3.3 dev.=0.6 ab.=2
RC's governance process guides the institutional iorities of the college.	Strongly Disagree	0%	1 6.7%		8 53.3%	Strongly Agree	n=15 av.=3.5 dev.=0.6 ab.=2
ne process for becoming a member of ARC's overnance councils and project teams is clear to e.	Strongly Disagree	2 12.5%	3 18.8%	8 50%	3 18.8%	Strongly Agree	n=16 av.=2.8 dev.=0.9 ab.=1
the absence reporting process?	Very Inefficient	5 31.3%	6 37.5%	5 31.3% ──	0 0 	Very Efficient	n=16 av.=2 dev.=0.8 ab.=1
the online purchase requisition process?	Very Inefficient	29.4%	7 41.2%	5 29.4%	 0%	Very Efficient	n=17 av.=2 dev.=0.8
the travel authorization process?	Very Inefficient	29.4%	8 47.1%	4 23.5%	0 0 	Very Efficient	n=17 av.=1.9 dev.=0.7
the travel reimbursement process?		6 6 35.3%	6 35.3%	 	 1 5.9%	Very Efficient	n=17 av.=2
	novation is promoted and encouraged. permunication from ARC's leadership is ansparent. RC's curriculum (across all departments) is ilturally relevant. RC's governance process is proactive, enabling e college to act in anticipation of future oblems, needs, or changes. RC's governance process guides the institutional iorities of the college. RC's governance councils and project teams is clear to e. the absence reporting process? the online purchase requisition process?	ffe. Intrody interficient novation is promoted and encouraged. Strongly Disagree communication from ARC's leadership is ansparent. Strongly Disagree RC's curriculum (across all departments) is liturally relevant. Strongly Disagree RC's governance process is proactive, enabling e college to act in anticipation of future oblems, needs, or changes. Strongly Disagree RC's governance process guides the institutional iorities of the college. Strongly Disagree the absence reporting process? Very Inefficient the absence reporting process? Very Inefficient the online purchase requisition process? Very Inefficient the travel authorization process? Very Inefficient	re working environment for students at ARC is fre. Strongly Disagree The working environment for students at ARC is strongly Disagree The strongly Disagree The absence reporting process? Very Inefficient The travel authorization process? Strongly Disagree Strongly Disagree The travel authorization process? Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree The absence reporting process? Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Stro	the working environment for students at ARC is strongly Disagree	he working environment for students at ARC is fe. Inovation is promoted and encouraged. Inovation is promoted and encouraged. Inovation from ARC's leadership is ansparent. Strongy Disagree Inovation from ARC's leadership is ansparent. RC's curriculum (across all departments) is Iturally relevant. RC's governance process is proactive, enabling e college to act in anticipation of future oblems, needs, or changes. RC's governance process guides the institutional ionities of the college. RC's governance process guides the institutional ionities of the college. RC's governance process for becoming a member of ARC's the absence reporting process? Very Inefficient the online purchase requisition process? Very Inefficient the travel authorization process?	the working environment for students at ARC is fe. strongly Duagree a b c f w b c f	the working environment for students at ARC is fe. anovation is promoted and encouraged. Strongy Disagree

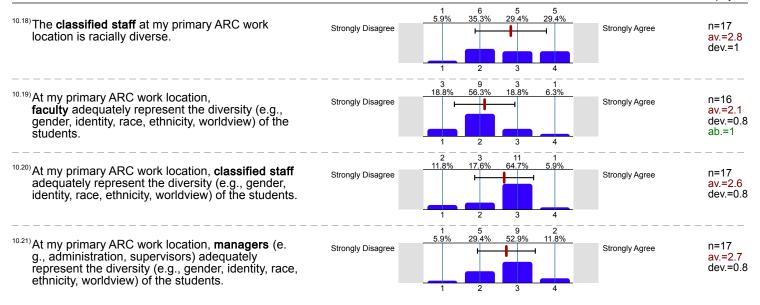




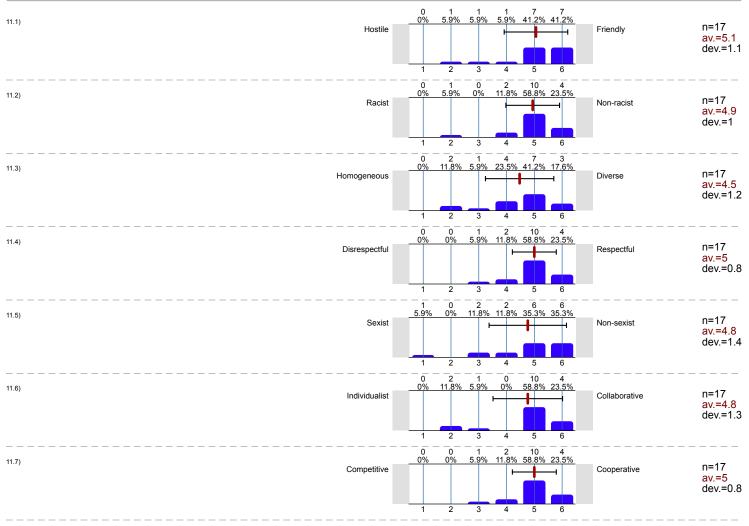
			Administrators from I	CCS Employees
^{7.3)} I enjoy the people I work with at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.7 dev.=0.5
^{7.4)} I feel that my time is valued.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.2 dev.=0.8
^{7.5)} I have made meaningful connections with other ARC employees.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.6 dev.=0.5
^{7.6)} At ARC, I am accepted for who I am.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.4 dev.=0.9
^{7.7)} Physical spaces (classrooms, offices, buildings, etc.) are well maintained at my primary ARC work location.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.1 dev.=0.6
^{7.8)} ARC is a place where I am able to perform up to my full potential.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=16 av.=3.2 dev.=0.8 ab.=1
^{7.9)} I have a voice in the decision-making that affects the direction of my department/unit.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.4 dev.=0.9
^{7.10)} I feel that I am able to appropriately influence the direction of ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=16 av.=3.3 dev.=0.9 ab.=1
7.11) I have the opportunity to express my ideas in appropriate forums.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.3 dev.=0.8
8. Faculty Specific Questions				
^{8.5)} Classrooms and campus buildings at my primary work location are well maintained.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.1 dev.=0.5
^{8.6)} Classrooms and campus buildings at my primary work location are clean .	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.2 dev.=0.6
9. Professional Development				

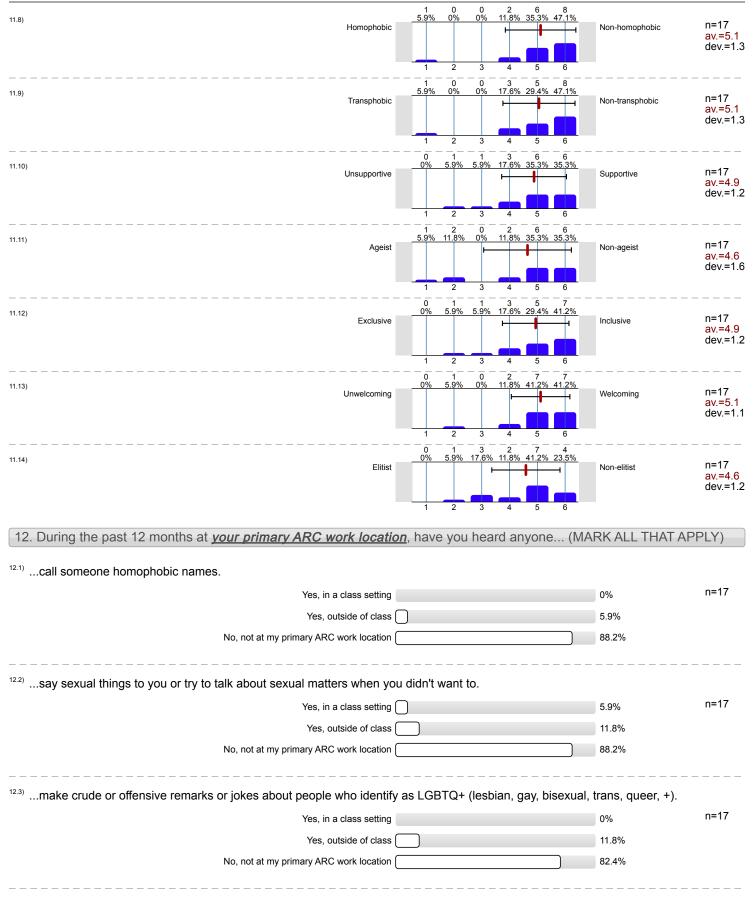
9.1)	The professional development opportunities that exist at ARC are comprehensive.	Strongly Disagree	1 6.7%	2 13.3%	11 73.3%	1 6.7%	Strongly Agree	n=15 av.=2.8 dev.=0.7 ab.=2
9.2)	My manager/supervisor has encouraged me to participate in professional development.	Strongly Disagree	0%		8 50%	7 43.8% 4	Strongly Agree	n=16 av.=3.4 dev.=0.6 ab.=1
9.3)	I have been able to participate in professional development activities.	Strongly Disagree	0%	1 6.3% 2	7 43.8% ►	8 50%	Strongly Agree	n=16 av.=3.4 dev.=0.6 ab.=1
9.4)	Professional development offerings at ARC meet my needs.	Strongly Disagree	1 6.3%	4 25% 2	6 37.5%	5 31.3%	Strongly Agree	n=16 av.=2.9 dev.=0.9 ab.=1
9.5)	Professional development needed to improve my job skills in my current position are available to me.	Strongly Disagree	0%	31.3%	5 31.3%	6 37.5%	Strongly Agree	n=16 av.=3.1 dev.=0.9 ab.=1
9.6)	Professional development needed to help me get a promotion are available to me.	Strongly Disagree	6.7%	7 46.7%	4 26.7%	3 20% H	Strongly Agree	n=15 av.=2.6 dev.=0.9 ab.=2
9.7)	My experiences at ARC have had a positive influence on my professional growth.	Strongly Disagree	0%	0 0% 2	9 56.3%	43.8%	Strongly Agree	n=16 av.=3.4 dev.=0.5 ab.=1
1(). Equity, Inclusion, Social Justice Focus							
10.1)	ARC is an inclusive learning environment for students.	Strongly Disagree	0%	3 18.8%	10 62.5%	3 18.8% 	Strongly Agree	n=16 av.=3 dev.=0.6 ab.=1
0.2)	There exists a strong commitment to equity and inclusion at ARC.	Strongly Disagree		2 12.5% 2	3 18.8%	11 68.8% 4	Strongly Agree	n=16 av.=3.6 dev.=0.7 ab.=1
	There exists a strong commitment to social justice at ARC.	Strongly Disagree	1 6.3% 1	1 6.3%	5 31.3%	9 56.3% 4	Strongly Agree	n=16 av.=3.4 dev.=0.9 ab.=1
	Students that need more resources and support are able to get them at my primary ARC work location.	Strongly Disagree	0%	1 6.7% 2	11 73.3%	3 20% ⊢ 4	Strongly Agree	n=15 av.=3.1 dev.=0.5 ab.=2
10.5)	ARC is responsive to the needs of the demographics (e.g., gender, identity, race, ethnicity, worldview) of its students.	Strongly Disagree	1 <u>5.9%</u>	 5.9%	10 58.8%	5 29.4%	Strongly Agree	n=17 av.=3.1 dev.=0.8

			Auministrators ironni	CCO LINPIOYEES
^{10.6)} ARC employees make judgments about students' abilities based on their race/ethnicity.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=13 av.=2.4 dev.=1 ab.=4
^{10.7)} ARC employees make judgments about other employees' abilities based on their race/ethnicity.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=13 av.=2.2 dev.=0.9 ab.=4
^{10.8)} I am treated (in general) fairly and equitably by other employees.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.5 dev.=0.6
^{10.9)} Other employees value my opinions.	Strongly Disagree		Strongly Agree	n=17 av.=3.5 dev.=0.5
^{10.10)} There is too much emphasis put on issues of diversity, equity, and inclusion at ARC.	Strongly Disagree		Strongly Agree	n=16 av.=1.9 dev.=0.9 ab.=1
^{10.11)} There is too much emphasis put on issues of social justice at ARC.	Strongly Disagree	33.3% $60%$ $0%$ $6.7%1$ 2 3 4	Strongly Agree	n=15 av.=1.8 dev.=0.8 ab.=2
^{10.12)} 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=15 av.=3.1 dev.=0.8 ab.=2
^{10.13)} The faculty at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=15 av.=3.1 dev.=0.8 ab.=2
^{10.14)} The classified staff at my primary ARC work location treat people of all genders/gender identities with equal respect.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.2 dev.=0.8
^{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	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.2 dev.=0.8
^{10.16)} The student body at my primary ARC work location is racially diverse.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=17 av.=3.5 dev.=0.6
^{10.17)} The faculty at my primary ARC work location is racially diverse.	Strongly Disagree	2 8 4 2 12.5% 50% 25% 12.5% 1 2 3 4	Strongly Agree	n=16 av.=2.4 dev.=0.9 ab.=1

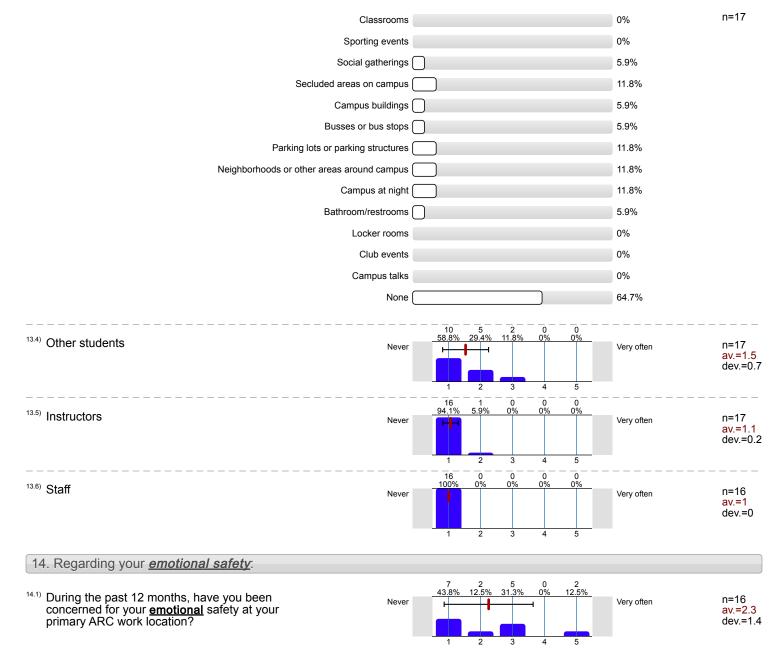


11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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





^{12.4)} suggest or imply in your presence that women don't have the same	intellectual abilities that men do.		
Yes, in a class setting		5.9%	n=17
Yes, outside of class		5.9%	
No, not at my primary ARC work location		88.2%	
^{12.5)} make inappropriate comments about your or someone else's body,	appearance, or looks.		
Yes, in a class setting		5.9%	n=17
Yes, outside of class		17.6%	
No, not at my primary ARC work location		76.5%	
^{12.6)} make sexist remarks or jokes about women.			
Yes, in a class setting	Ω	5.9%	n=17
Yes, outside of class		17.6%	
No, not at my primary ARC work location		76.5%	
^{12.7)} make sexist remarks or jokes about men.			
Yes, in a class setting		5.9%	n=17
Yes, outside of class		0%	
No, not at my primary ARC work location		94.1%	
^{12.8)} make negative remarks or jokes about trans women.			
Yes, in a class setting		0%	n=17
Yes, outside of class		5.9%	
No, not at my primary ARC work location		82.4%	
^{12.9} make negative remarks or jokes about trans men.			
Yes, in a class setting		0%	n=17
Yes, outside of class		11.8%	
No, not at my primary ARC work location		76.5%	
13. Regarding your personal <i>physical safety</i> .			
to regarding your percentar <u>priyoroar career</u> .	6 7 3 1 0		
^{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=17 <mark>av.=1.9</mark> dev.=0.9



^{13.2)} During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?

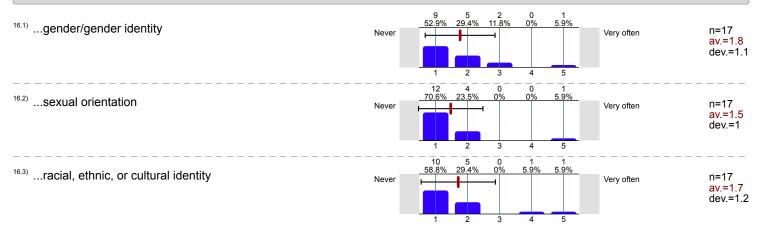
n=17 0% Classrooms Sporting events 0% Social gatherings 0% Secluded areas on campus 5.9% Campus buildings 5.9% Busses or bus stops 5.9% Parking lots or parking structures 5.9% Neighborhoods or other areas around campus 5.9% Campus at night 5.9% Bathroom/restrooms 0% Locker rooms 0% Club events 0% Campus talks 5.9% None 82.4% 0 ^{14.4)} Other students n=17 av.=1.6 Never Very often dev.=0.9 5 3 4 10 0 5 29.4% 5.9% ^{14.5)} Instructors 58.8% 5 9% n=17 Very often Never av.=1.6 dev.=0.9 5 3 Δ 0 3 17.6% 1 5.9% 5.<u>9%</u> 70.6% 14.6) Staff n=17 Very often Never av.=1.6 dev.=1 3 Δ 5 2 15. Regarding your primary ARC work location: ^{15.1)} Discrimination n=17 11.8% Yes No 88.2% ^{15.2)} Threats of physical violence n=17 Yes 5.9% No 94.1% ^{15.3)} Physical violence n=17 0% Yes No 100%

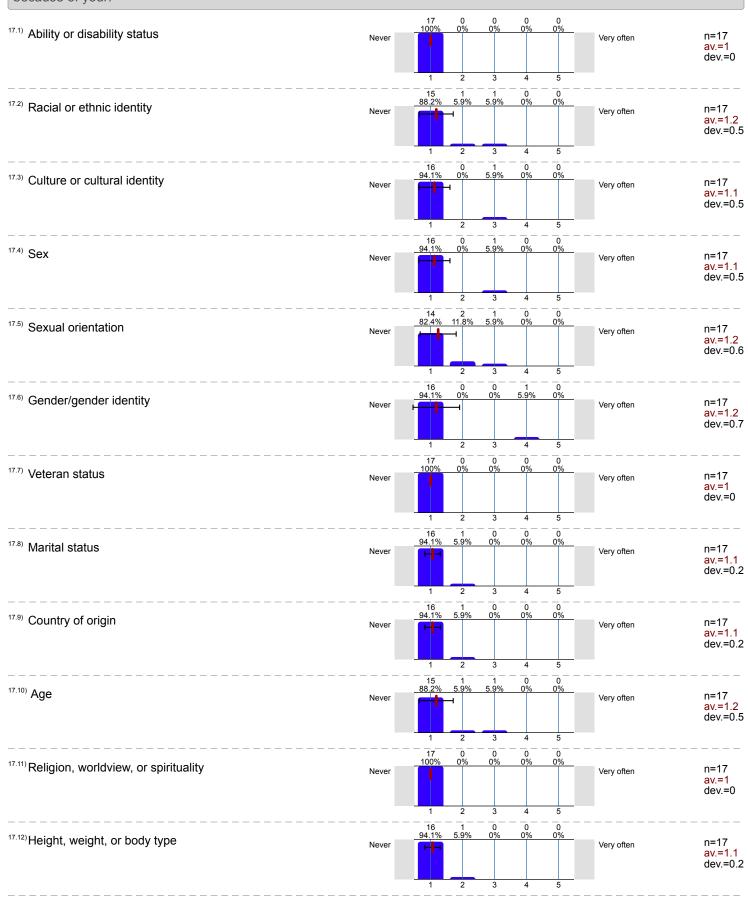
^{14.2)} During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your <u>emotional</u> safety? (mark all that apply)

^{15.4)} Threats of emotional violence			
	Yes	17.6%	n=17
	No []	82.4%	
^{15.5)} Emotional violence			
	Yes	17.6%	n=17
	No	82.4%	
		02.470	
^{15.6)} Sexual harassment			
Sexual harassment		201	n=17
	Yes	0%	11-17
	No	100%	
^{15.7)} Other harassment			
	Yes	5.9%	n=17
	No	94.1%	
^{15.8)} Sexual assault			
	Yes	0%	n=17
	No	100%	
^{15.9)} Unwanted sexual advances			
	Yes	0%	n=17
	No	100%	
^{15.10} /Verbal threats			
	Yes	5.9%	n=17
	0	94.1%	
		34.170	
^{15.11)} Discrimination			
Discrimination		05.001	n=17
	Yes	35.3%	11-17
	No	64.7%	
15 10)			
^{15.12)} Threats of physical violence	_		47
	Yes	5.9%	n=17
	No	94.1%	
^{15.13)} Physical violence			
	Yes	0%	n=17
	No	〕100%	

^{15.14)} Threats of emotional violence			
	Yes	29.4%	n=17
	No	70.6%	
^{15.15)} Emotional violence			
	Yes	23.5%	n=17
	No	76.5%	
^{15.16)} Sexual harassment			
	Yes	5.9%	n=17
	No	94.1%	
^{15.17)} Other harassment			
	Yes	17.6%	n=17
	No	82.4%	
^{15.18)} Sexual assault			
	Yes	0%	n=17
	No (100%	
^{15.19)} Unwanted sexual advances			
	Yes	5.9%	n=17
	No (94.1%	
^{15.20)} Verbal threats			
	Yes	17.6%	n=17
	No	82.4%	

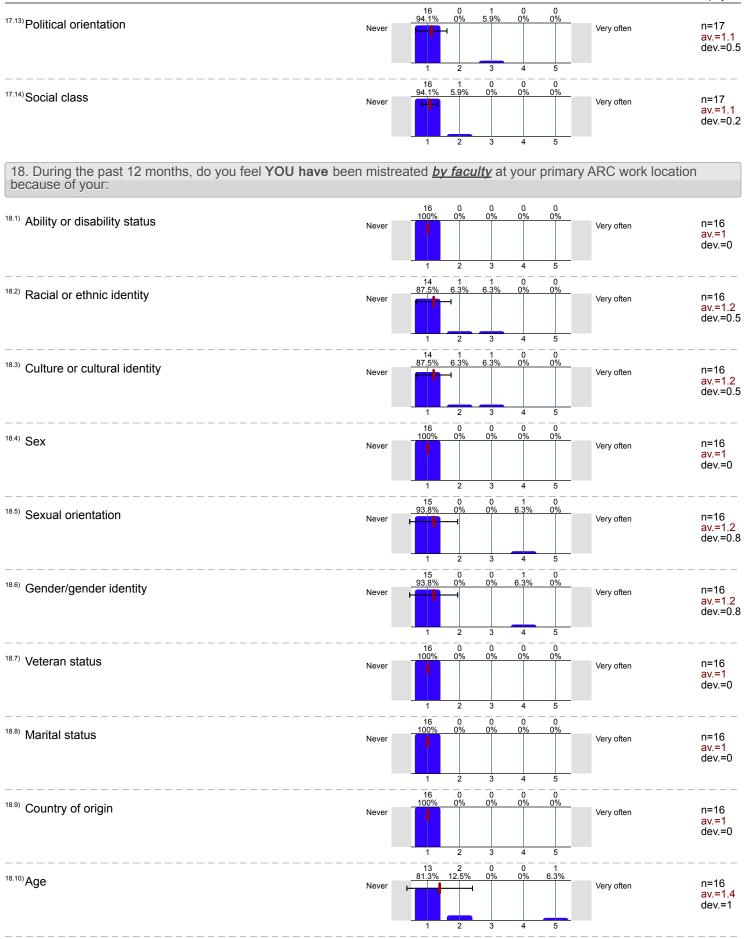
16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

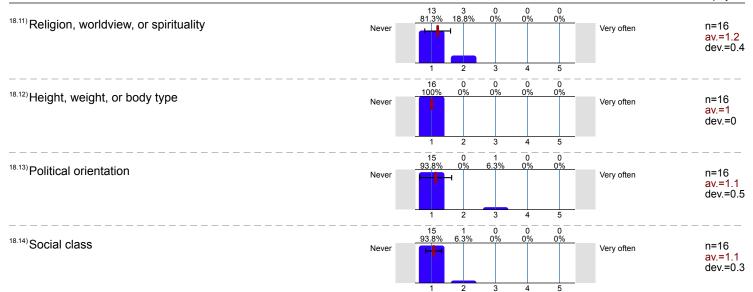




17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location because of your:

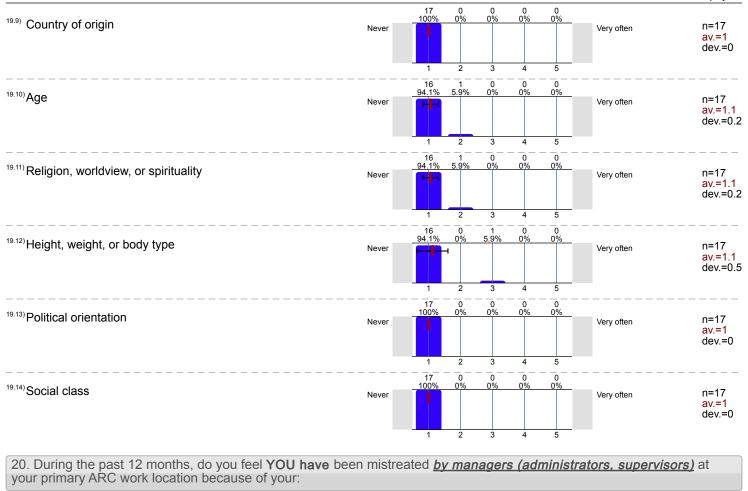
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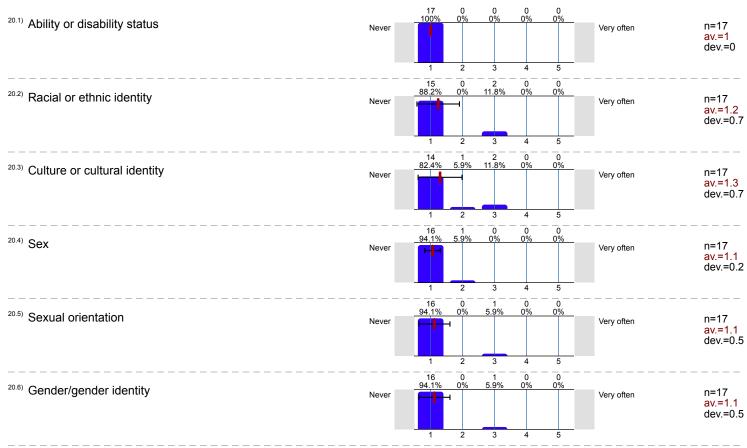


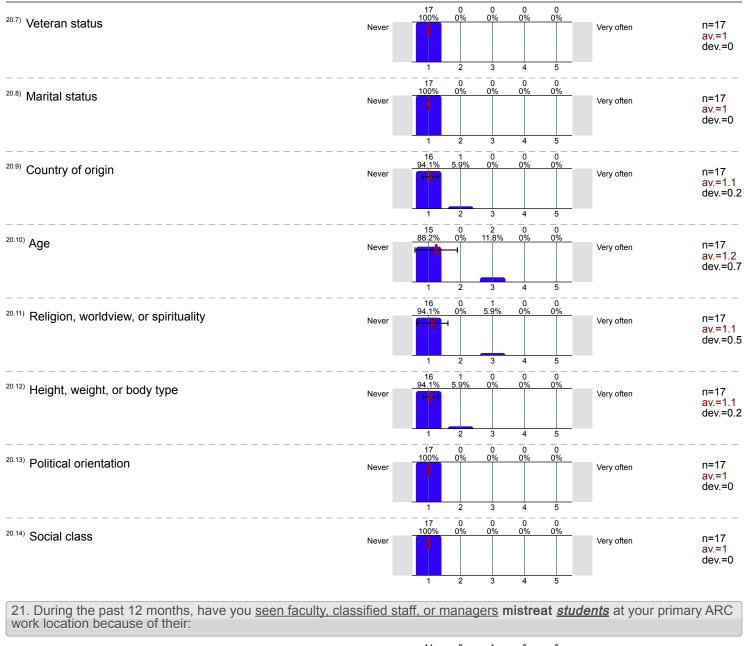


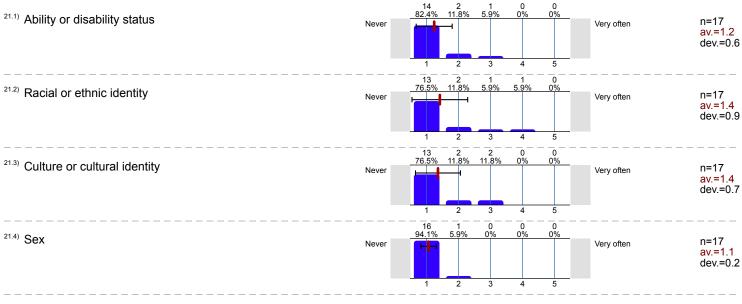
19. During the past 12 months, do you feel **YOU have** been mistreated <u>by classified staff</u> at your primary ARC work location because of your:

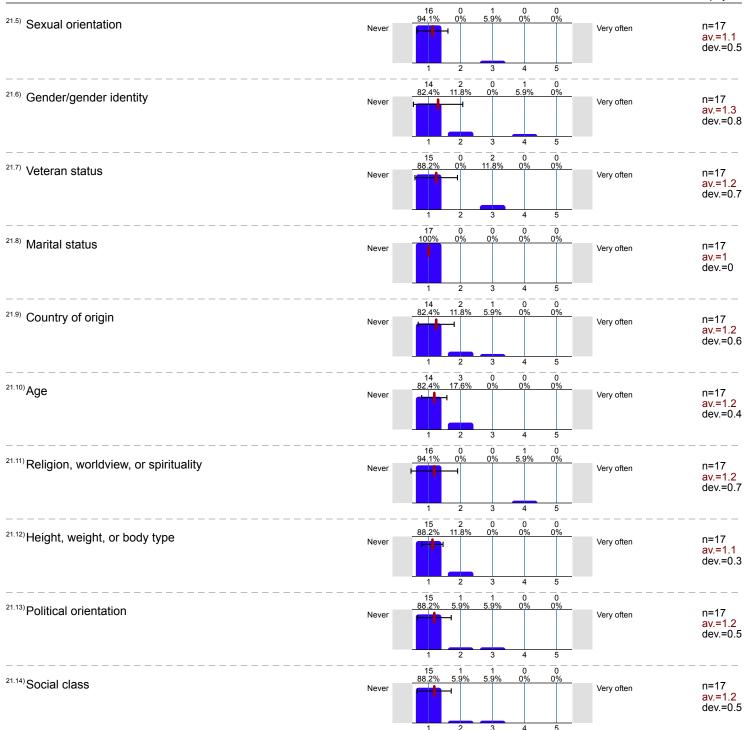
^{19.1)} Ability or disability status	Never	17 100%	00%	0 0%	00%	00%	Very often	n=17 av.=1 dev.=0
^{19.2)} Racial or ethnic identity	Never	15 88.2%	-	3	4	5 0 0%	Very often	n=17 av.=1.2 dev.=0.5
^{19.3)} Culture or cultural identity	Never	1 15 88.2%	-	3	4	5 0 0%	Very often	n=17 av.=1.2 dev.=0.5
^{19.4)} Sex	Never		2 0%	3	4	5 0 0%	Very often	n=17 av.=1 dev.=0
^{19.5)} Sexual orientation	Never	1 16 94.1%	2 0% H	3	4	5 0 0%	Very often	n=17 av.=1.1 dev.=0.5
^{19.6)} Gender/gender identity	Never	1 16 94.1%	- <u>2</u> 0% 	3	4	5 0 0%	Very often	n=17 av.=1.1 dev.=0.5
^{19.7)} Veteran status	Never	1 	2 0%	3	4	5 0%	Very often	n=17 av.=1 dev.=0
^{19.8)} Marital status	Never	1 <u>17</u> <u>100%</u>	2 0%	3	4 0%	5 0 0%	Very often	n=17 av.=1 dev.=0



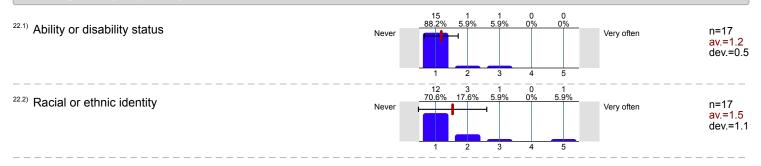


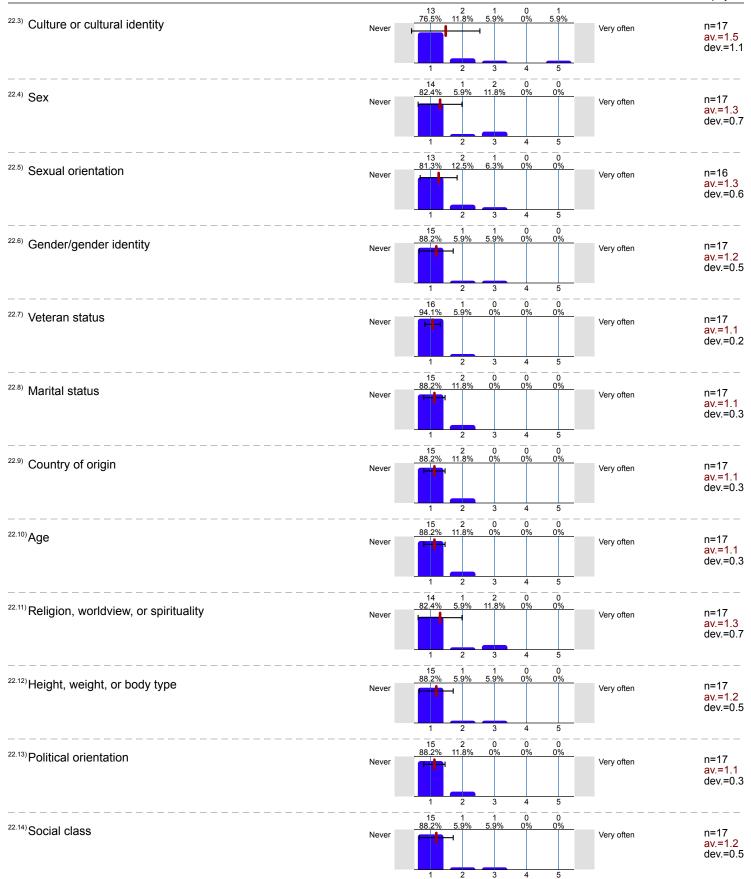






22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:





people... 0 10 58.8% 23.1) ...whose religious or spiritual beliefs or worldviews 0% 0% n=17 Never Very often Η are different than your own. av.=4.5 dev.=0.6 2 3 5 0 23.5% 17.6% 35.3% 0% 23 23.2) ...whose political opinions are different from your n=17 Never Very often own. av.=3.6 dev.=1.2 0 0 2 13 2 0% 0% 11 .8% 11.8% 76.5% ^{23.3)} ...who are immigrants. n=17 Never Very often av.=4.6 dev.=0.7 3 2 5 12 0 0 1 4 0% ٨Ō 5.9% 23.5% 70.6% ^{23.4)} ...who are from an immigrant family. n=17 Never Very often 4 av.=4.6 dev.=0.6 3 5 1 2 Λ 0 0 11 $^{\scriptscriptstyle 23.5)}$...who are a different nationality than your own. 0% 0% 5.9% 29.4% 64.7% n=17 Very often Never av.=4.6 dev.=0.6 2 3 5 Δ 0 0 0 4 13 0% 0% 0% 23.5% 76.5% 23.6) ...who are of a different race or ethnicity than your n=17 Very often Never own. av.=4.8 dev.=0.4 2 3 5 1 0 10 5.9% 29.4% 58.8% ^{23.7)} ...whose gender identity is different than your own. 0% 5.9% n=17 Never Very often av.=4.4 dev.=0.9 2 3 1 5 0 0 12 70.6% 0 5 29.4% 0% 23.8) ...whose sexual orientation is different than your n=17 Never Very often н av.=4.7 own. dev.=0.5 5 2 6 0 0 1 10 0% 5.9% 35.3% 58.8% ^{23.9)} ...who are from a different social class. n=17 Never Very often н av.=4.5 dev.=0.6 2 3 5 0 0 3 ^{23.10)}...who have physical or other observable 0% n 41 2% 17 .6% 41.2% n=17 Verv often Never disabilities. av.=4 dev.=0.9 3 2 4 5 0 4 23.5<u>%</u> 5 11.8% 0% 29.4% 35.3% 23.11) ...who have learning, psychological, or other disabilities that are not readily apparent. Never Very often n=17 av.=3.9 dev.=1.1 3 Δ 5

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

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 1 2 3 4 Very satisfied

Comments Report

3. Demographics

- ^{3.2)} Other gender identity:
- Gender fluid
- ^{3.4)} Other sexual orientation:
- Queer
- ^{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).
- Cherokee
- East Indian
- Jewish
- Korean American and European American

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 cannot avoid areas, so I just push on and do my job, but it is very stressful.
- It not so much areas I avoid as precautions I take to mitigate concerns about my physical safety.
- My office if I have an irate student.

14. Regarding your *emotional safety*:

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

- Meetings
- ^{14.7)} Other:
- District employees

20. During the past 12 months, do you feel **YOU have** been mistreated <u>by managers (administrators, supervisors)</u> 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.)

Not me, personally, however, some memes were found on a shared drive that were put there by a classified person in our area, which fall under discrimination based on race, ethnicity, gender and political party that were disturbing. I was told that it was free speech, and that the only thing the person could be confronted about was their use of district assets to search and store the offensive memes.