

At ARC 10+ years

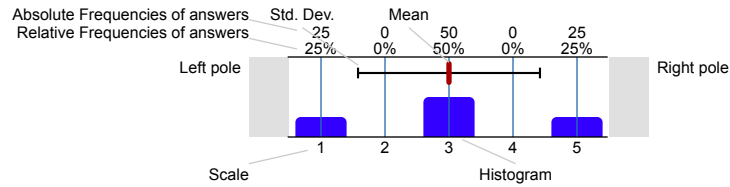
No. of responses = 156



Survey Results

Legend

Question text



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

2. Employee Info

2.1) Primary Employment Classification:

| | | | |
|--|------------------------------------|-------|-------|
| Faculty, Full-Time Teaching | <input type="text" value="55.5%"/> | 55.5% | n=155 |
| Faculty, Full-Time Non-Teaching (Counselors, Librarians) | <input type="text" value="4.5%"/> | 4.5% | |
| Faculty, Adjunct Teaching | <input type="text" value="10.3%"/> | 10.3% | |
| Faculty, Adjunct Non-Teaching (Counselors, Librarians) | <input type="text" value="0%"/> | 0% | |
| Classified, Full-Time Permanent | <input type="text" value="19.4%"/> | 19.4% | |
| Classified, Part-Time Permanent | <input type="text" value="2.6%"/> | 2.6% | |
| Supervisor | <input type="text" value="1.3%"/> | 1.3% | |
| Administrator | <input type="text" value="6.5%"/> | 6.5% | |

2.2) Years worked at ARC (any location):

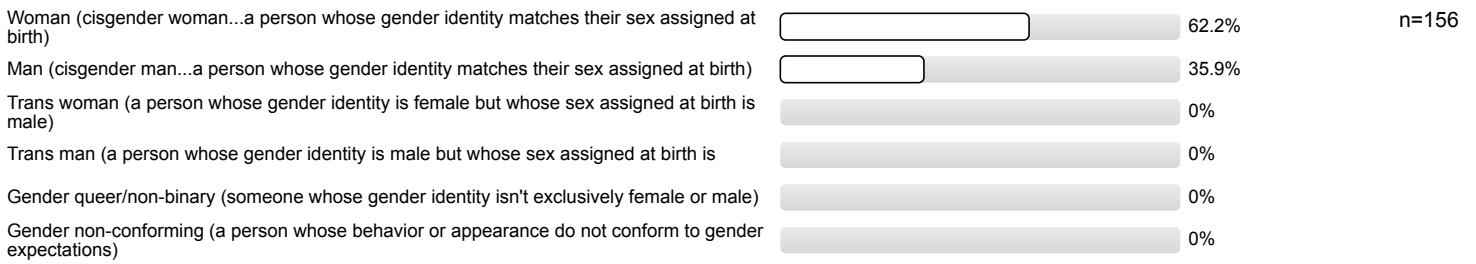
| | | | |
|------------------|------------------------------------|-------|-------|
| less than 1 year | <input type="text" value="0%"/> | 0% | n=156 |
| 1 to 4 years | <input type="text" value="0%"/> | 0% | |
| 5 to 9 years | <input type="text" value="0%"/> | 0% | |
| 10 to 14 years | <input type="text" value="28.8%"/> | 28.8% | |
| 15 to 19 years | <input type="text" value="37.2%"/> | 37.2% | |
| 20 years or more | <input type="text" value="34%"/> | 34% | |

2.3) Primary work location at ARC:

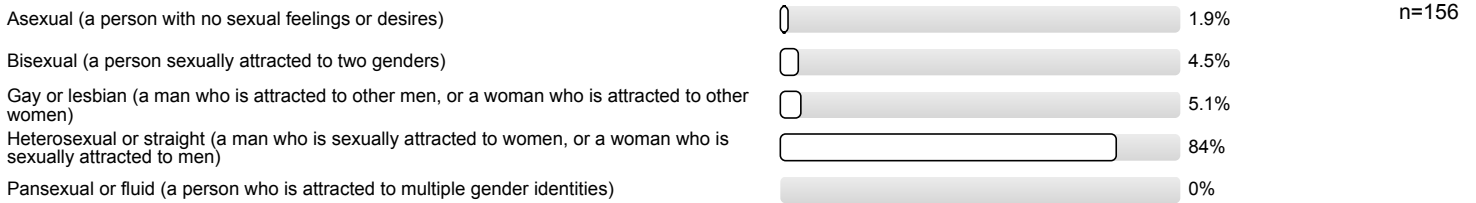
| | | | |
|------------------|------------------------------------|-------|-------|
| ARC Main Campus | <input type="text" value="95.5%"/> | 95.5% | n=156 |
| Natomas Center | <input type="text" value="2.6%"/> | 2.6% | |
| McClellan Center | <input type="text" value="1.9%"/> | 1.9% | |
| Mather Center | <input type="text" value="0%"/> | 0% | |

3. Demographics

3.1) What is your gender identity? (MARK ALL THAT APPLY)



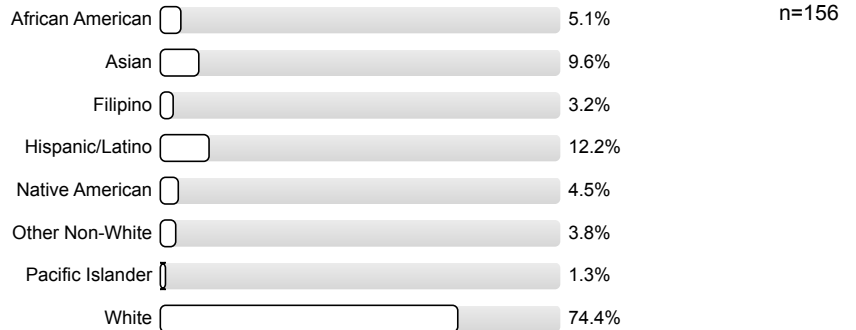
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



3.5) What is your age (in years)?

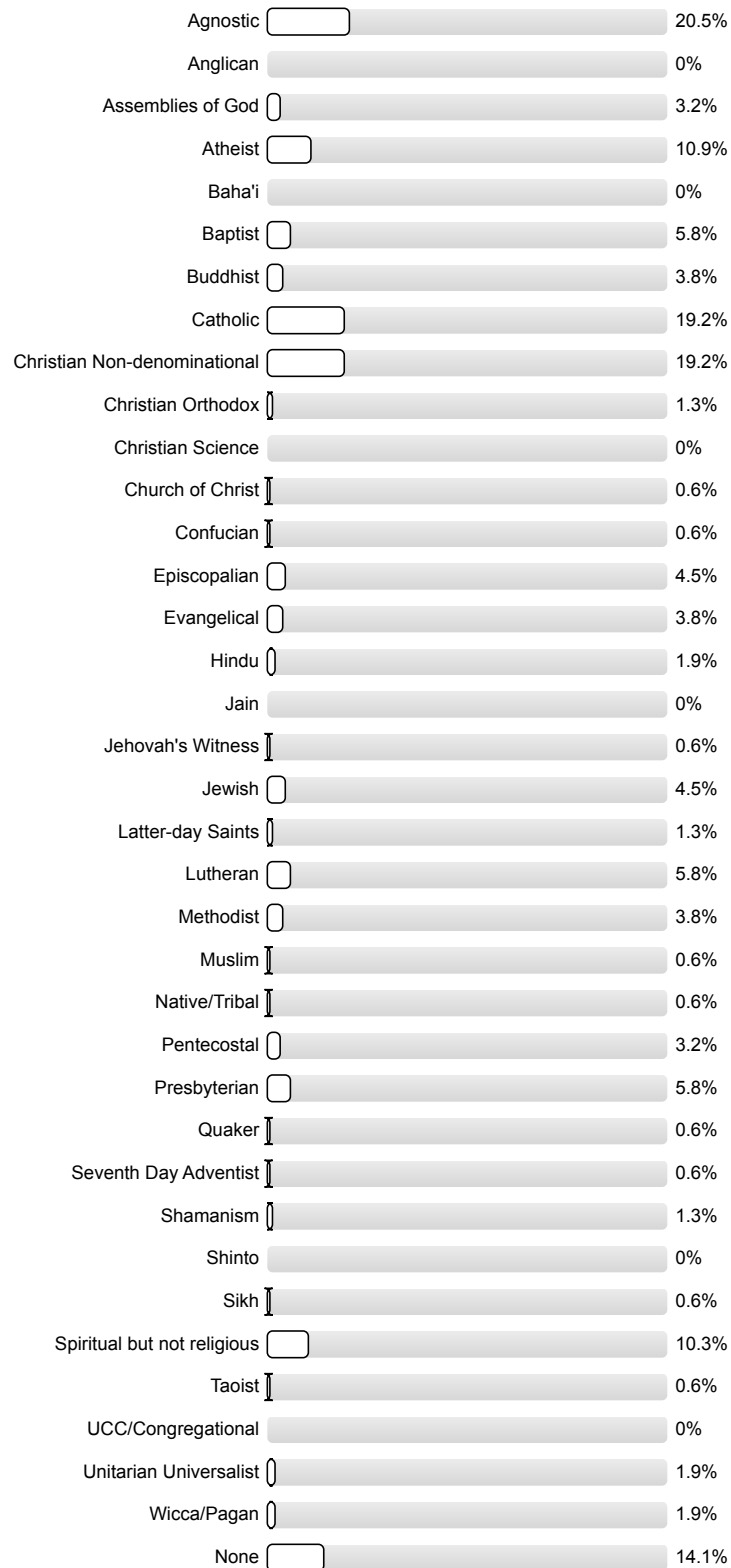


3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)

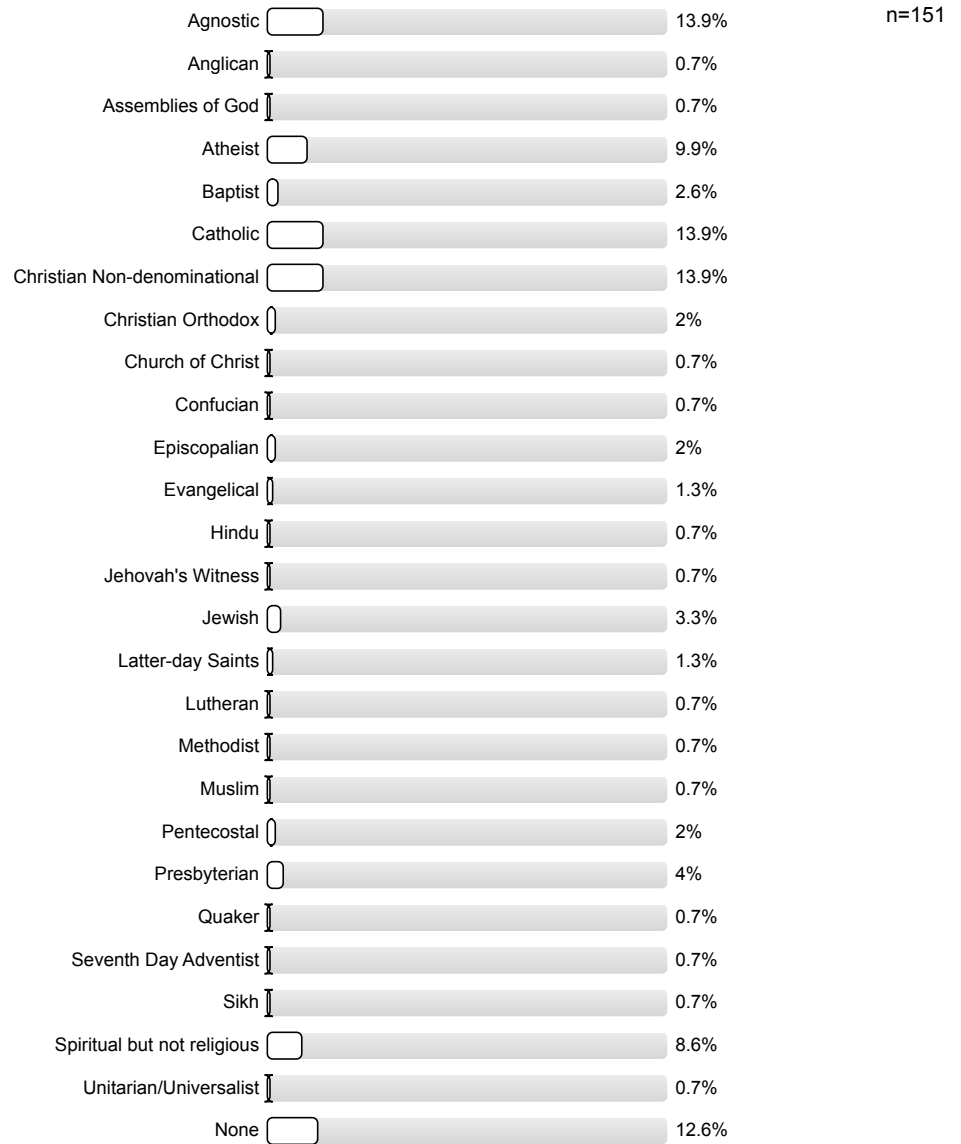


3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

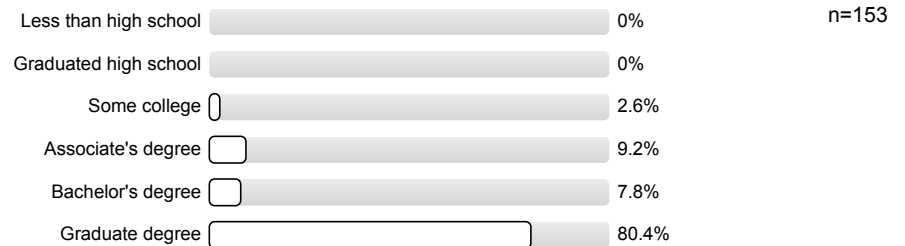
n=156



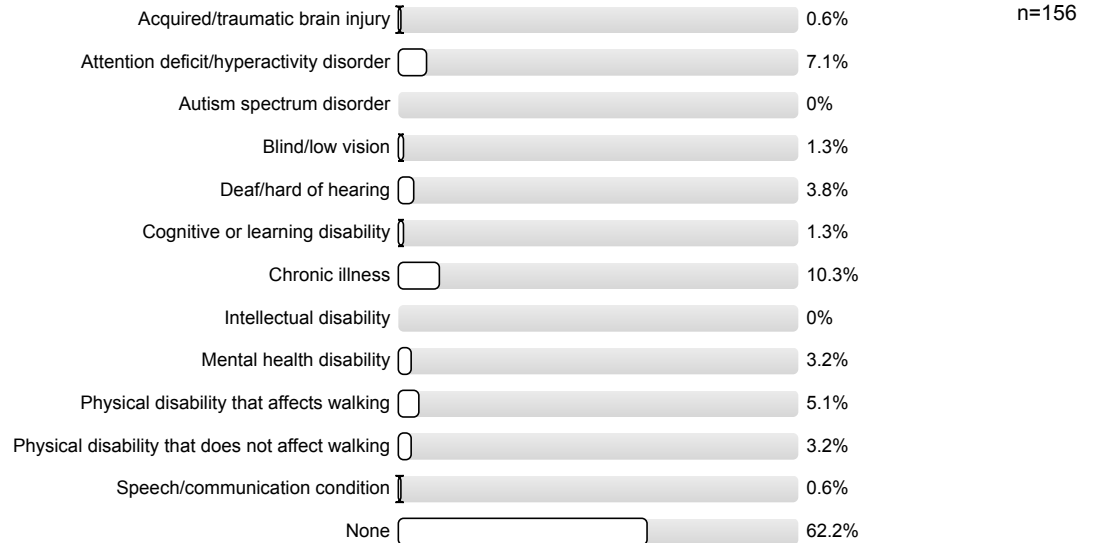
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)



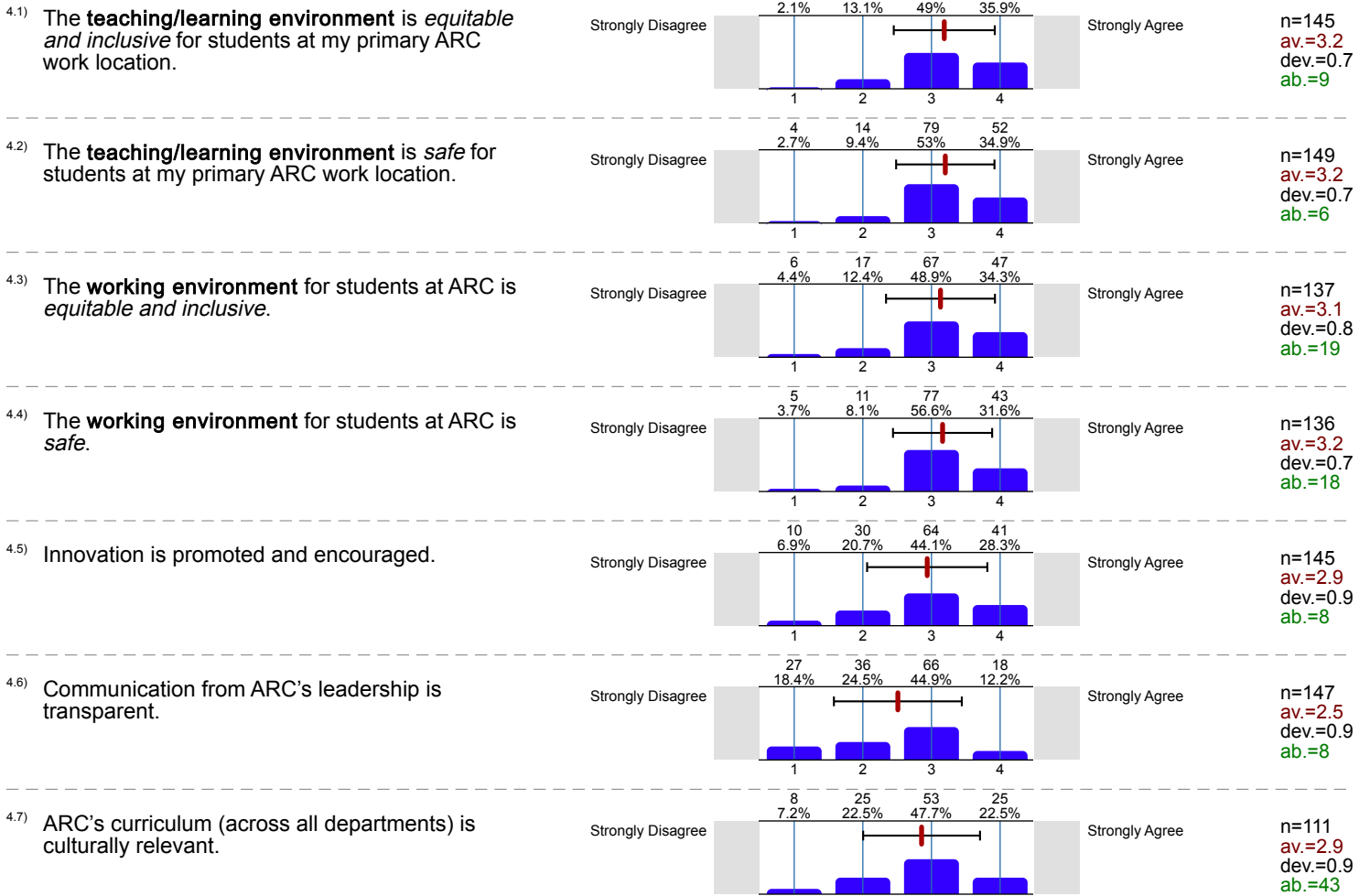
3.12) What is your highest level of education?

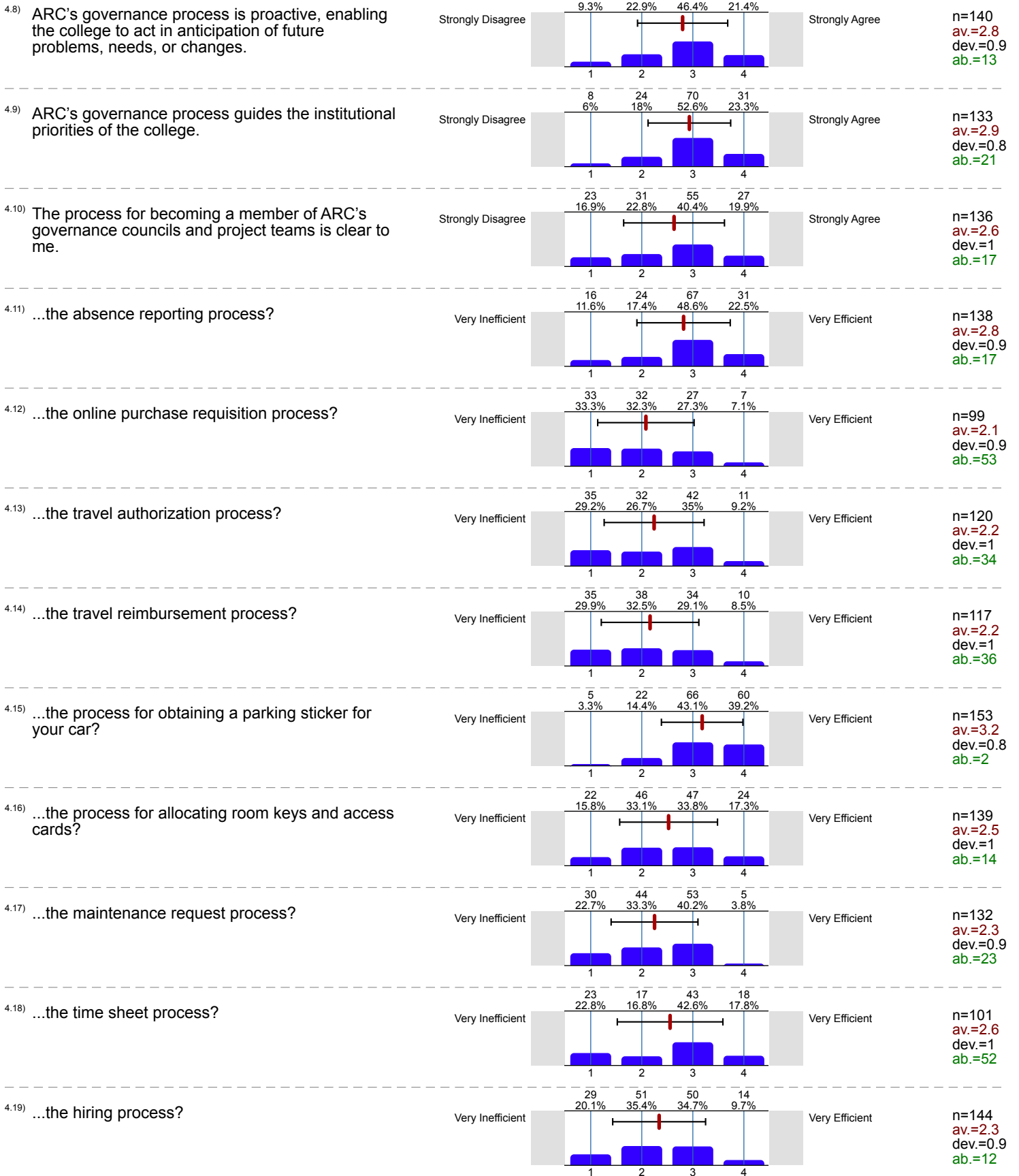


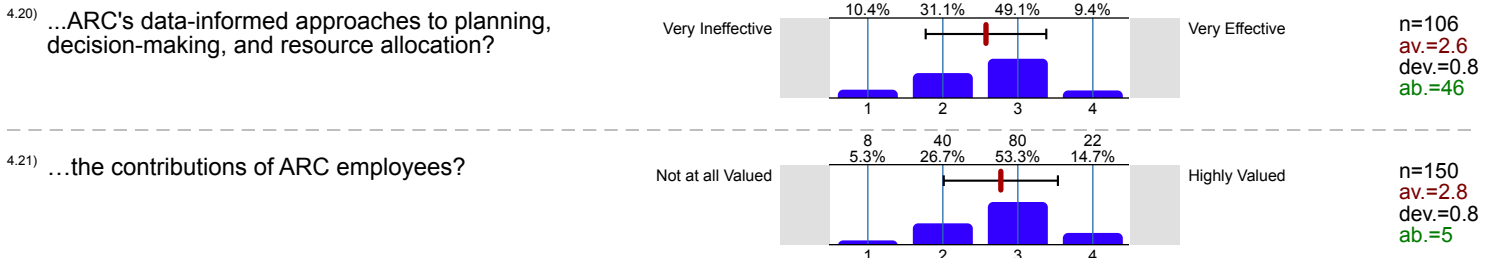
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)



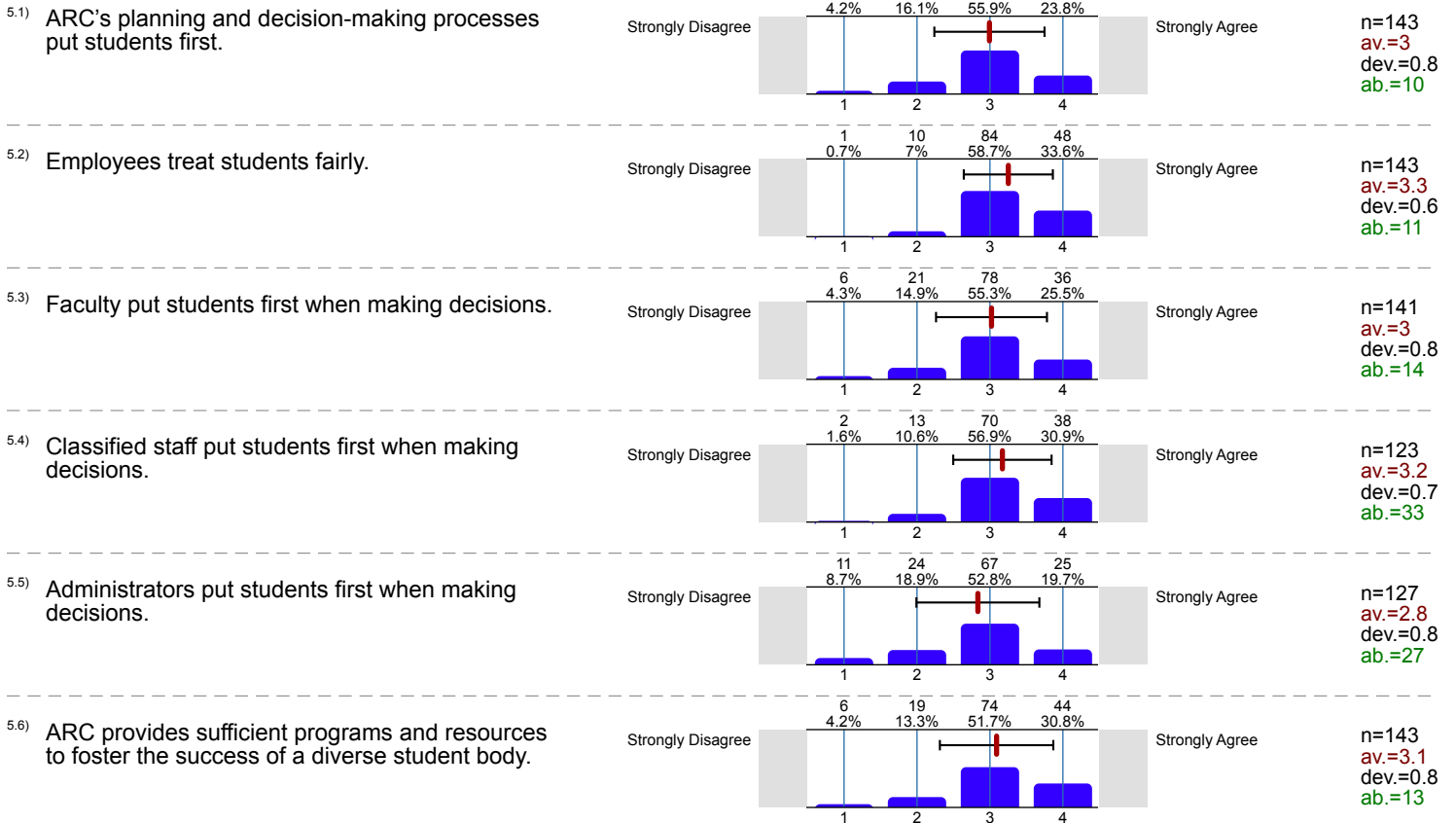
4. Institutional Effectiveness



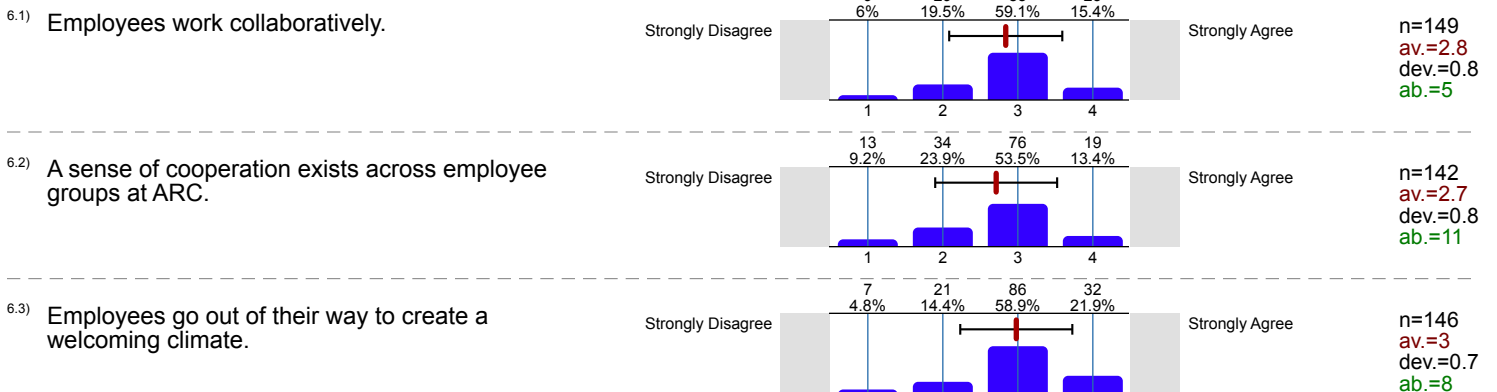


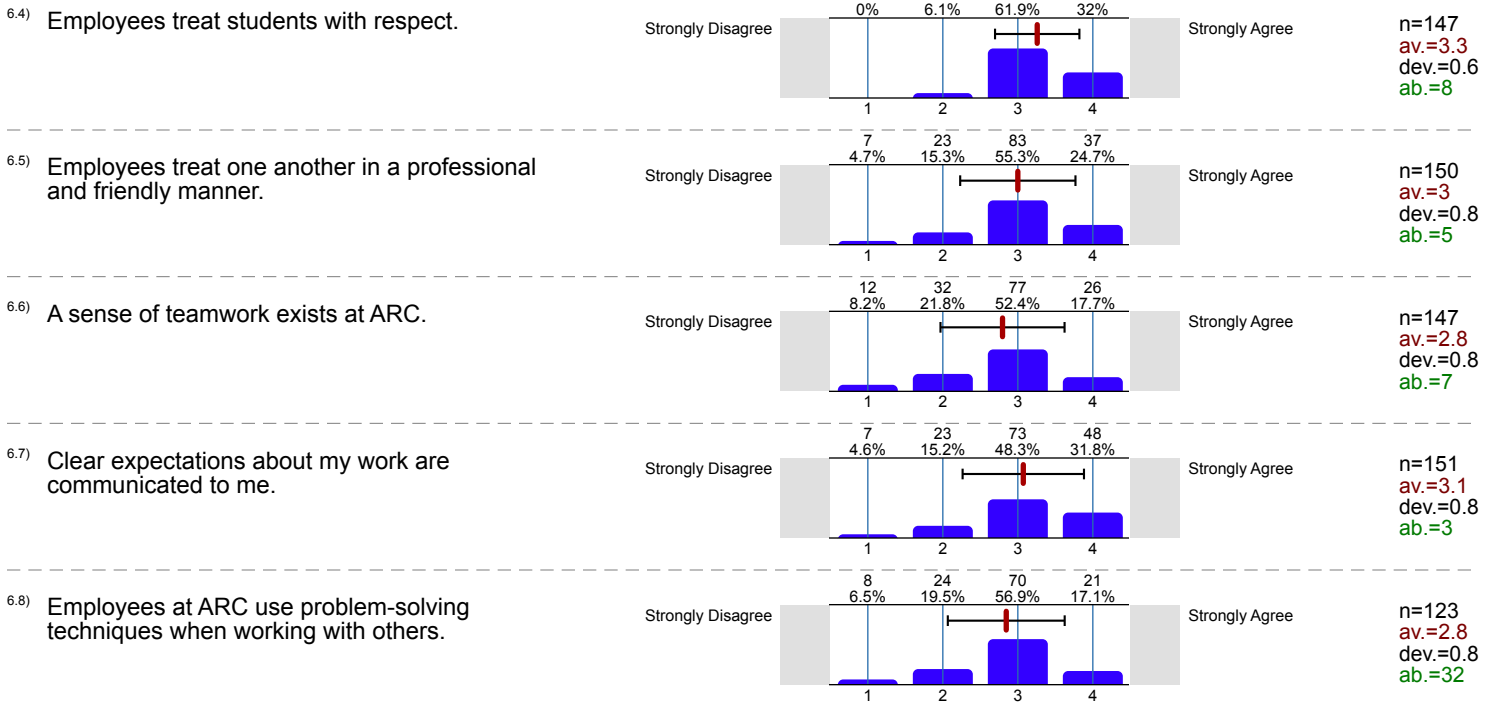


5. Student-Focus

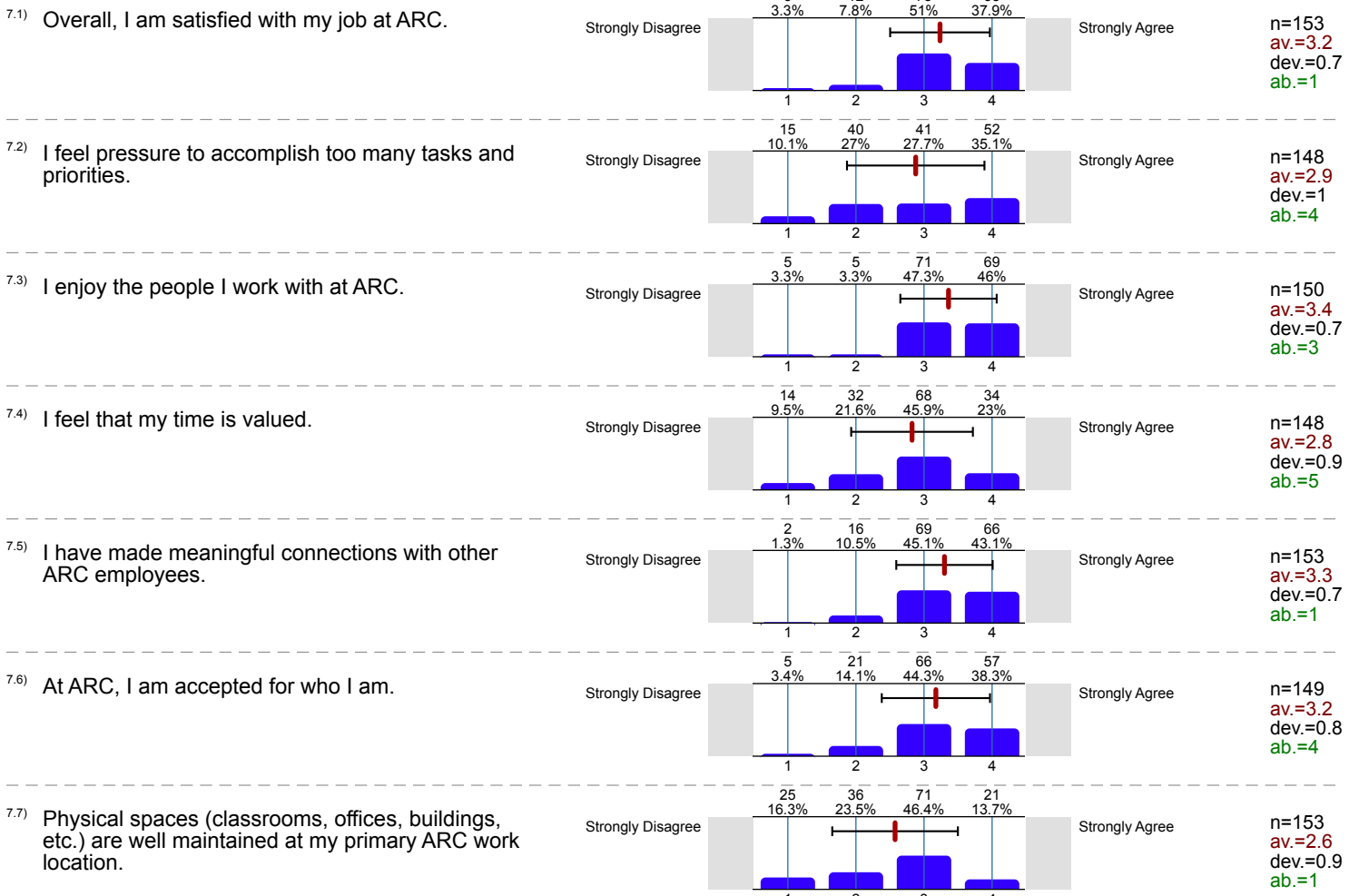


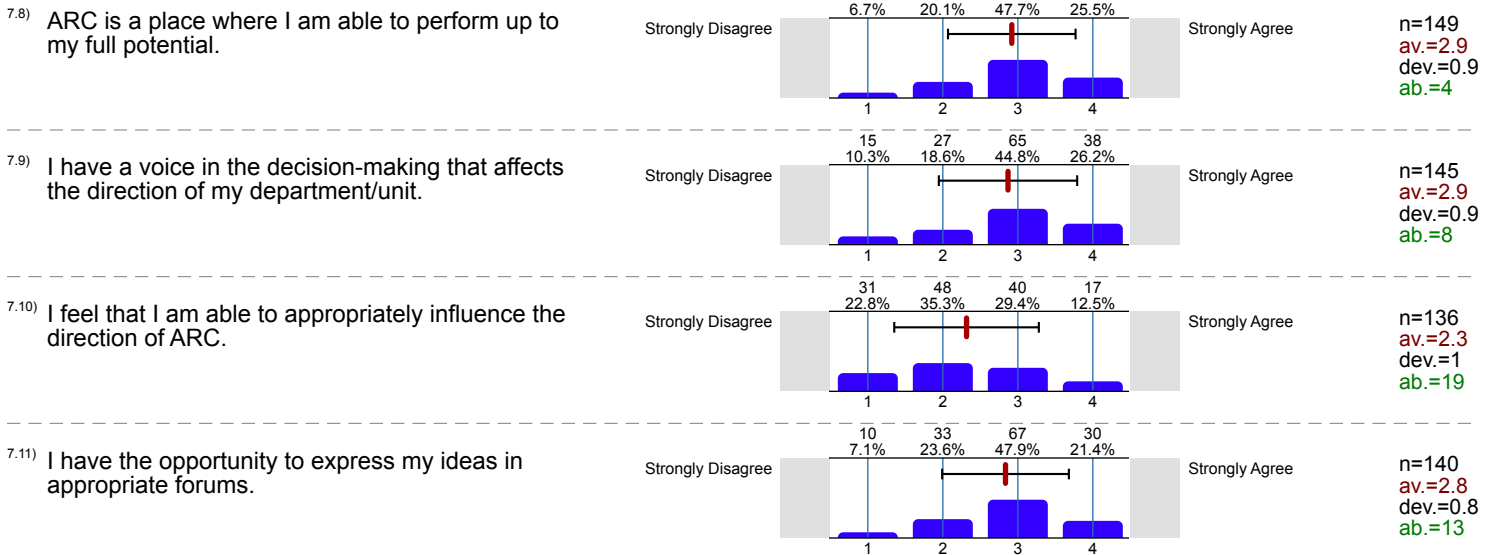
6. Teamwork



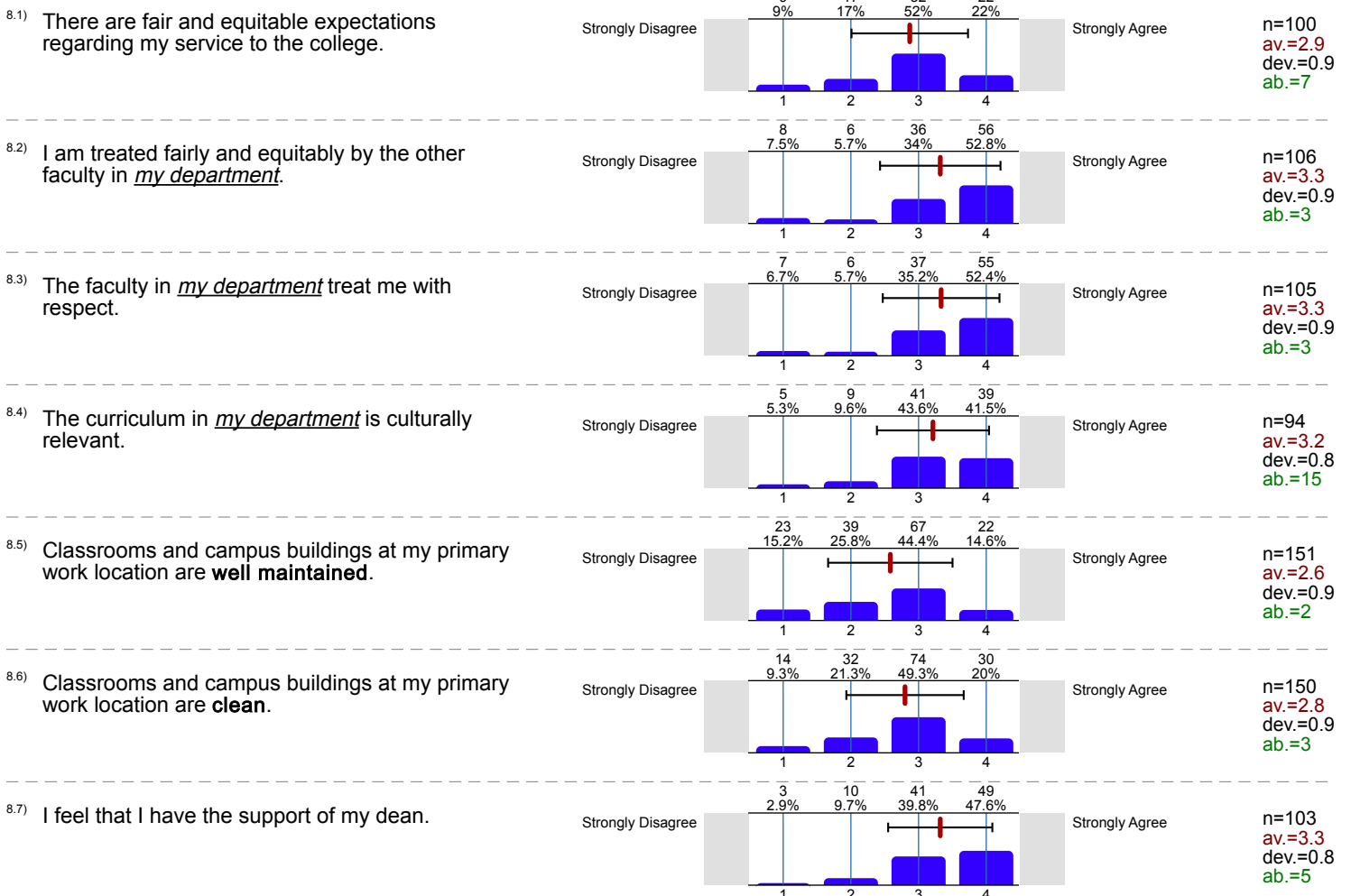


7. Job Satisfaction

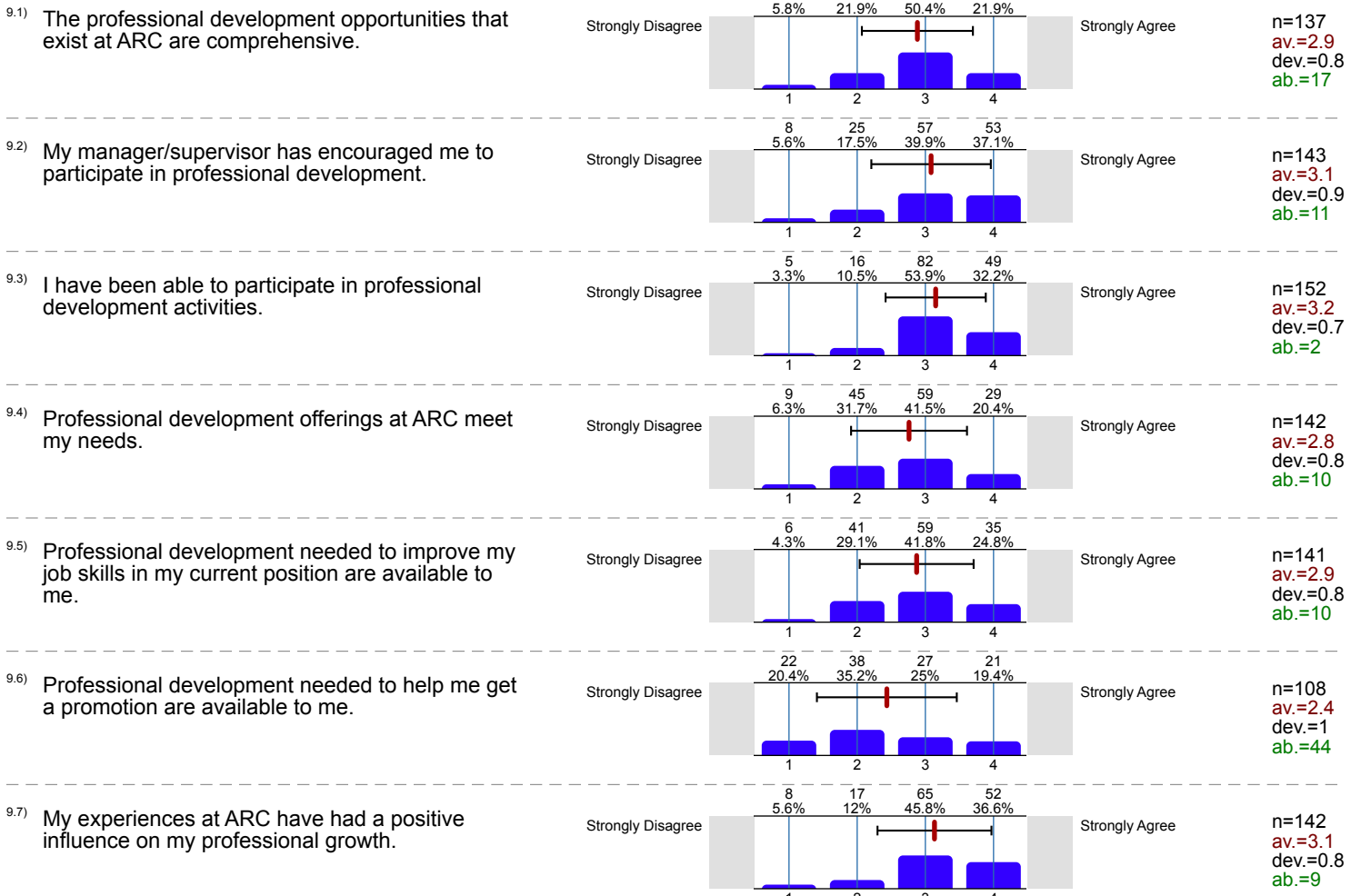




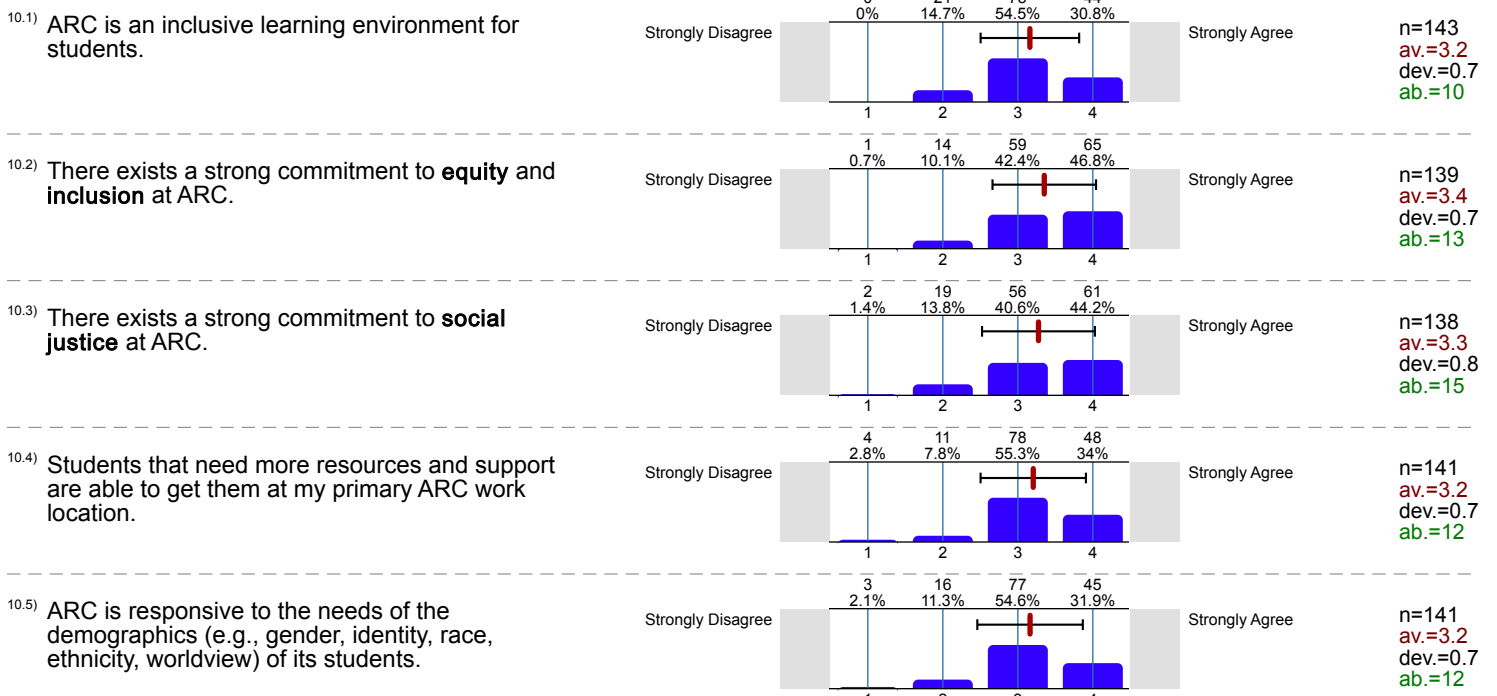
8. Faculty Specific Questions

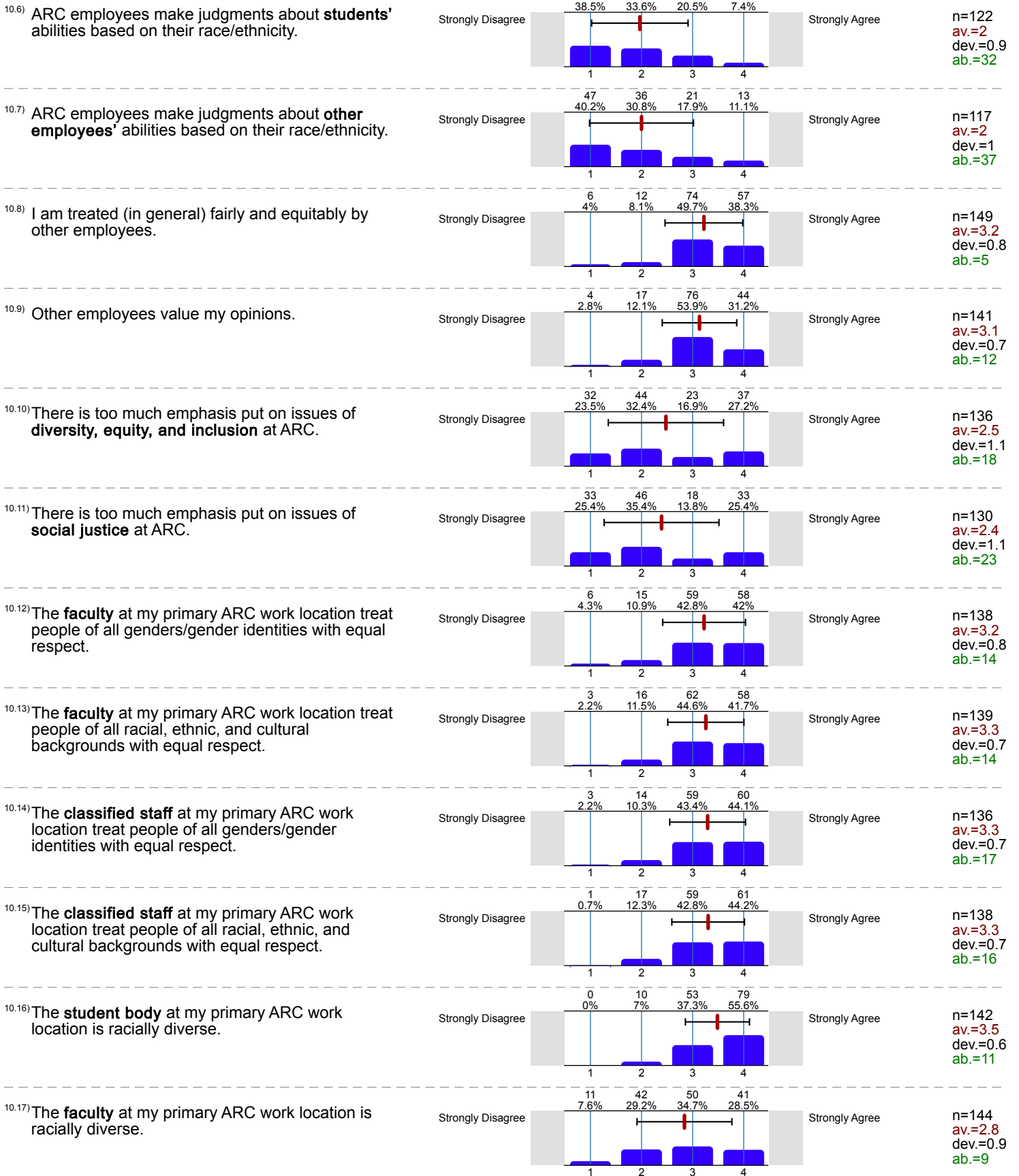


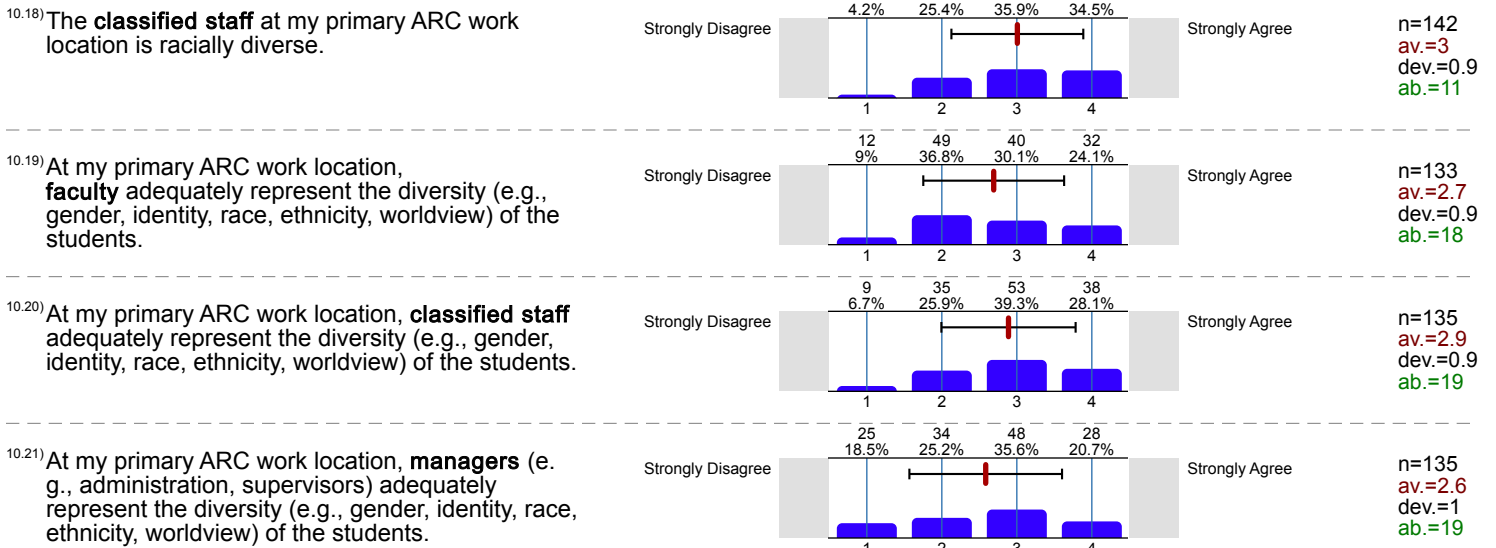
9. Professional Development



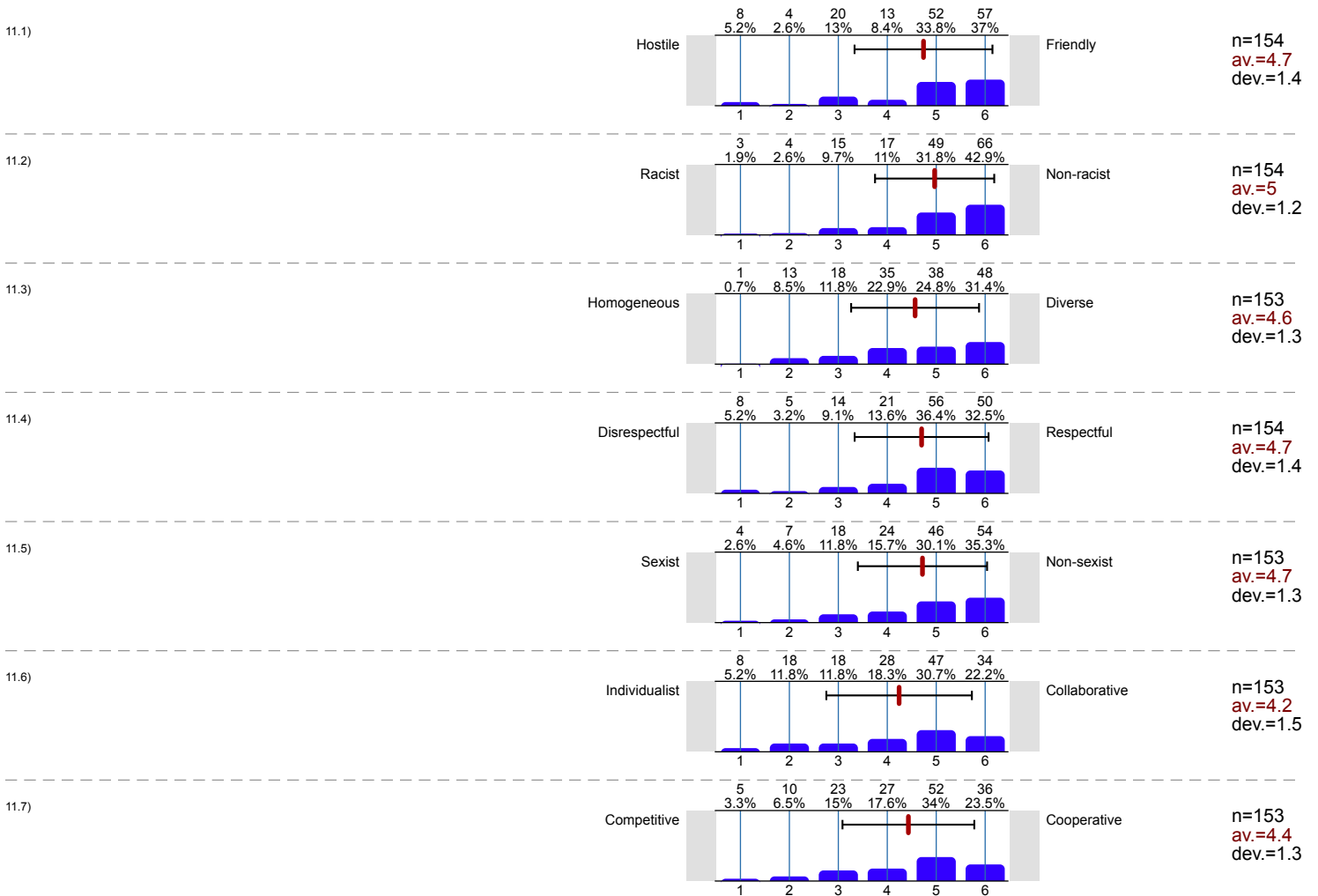
10. Equity, Inclusion, Social Justice Focus

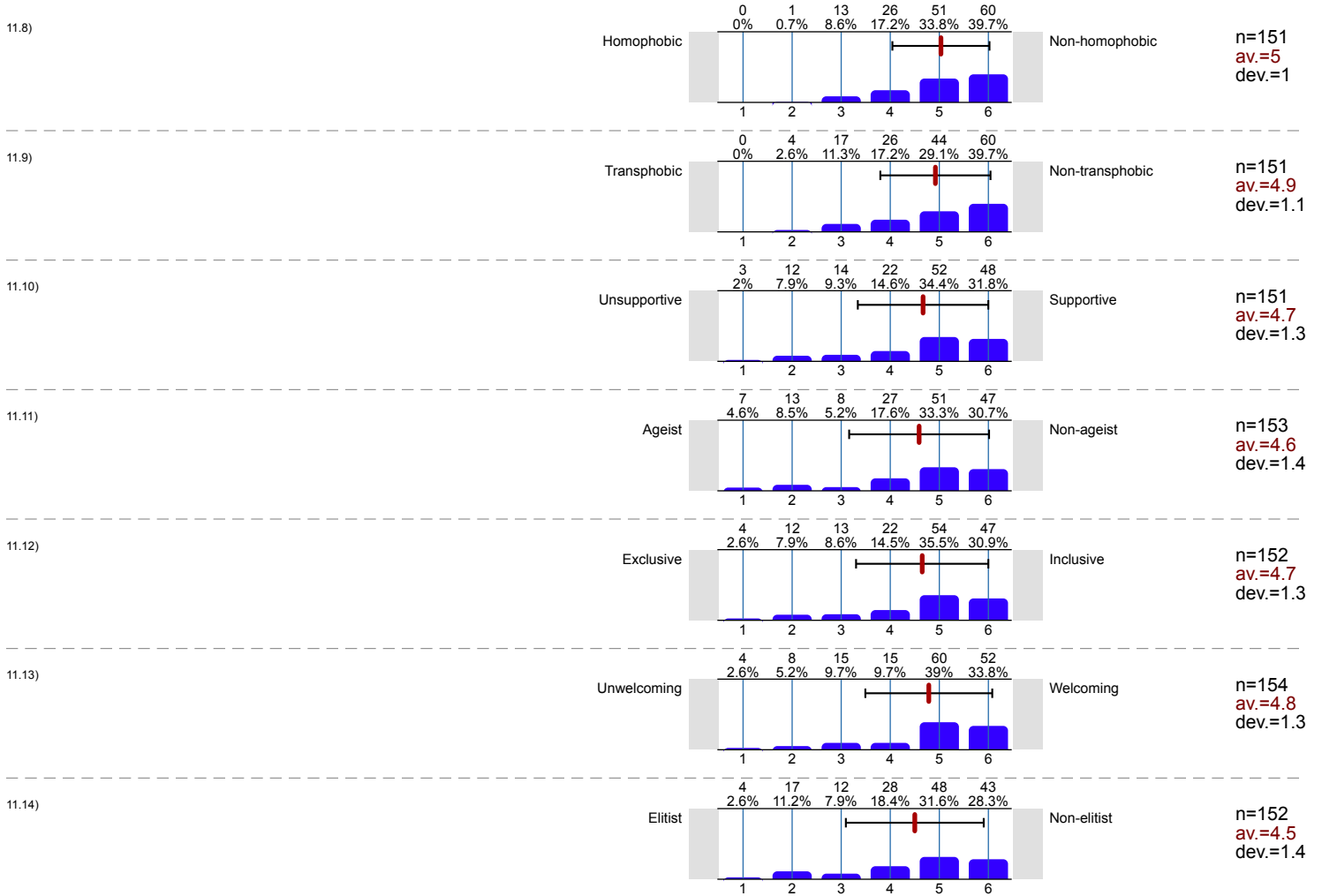






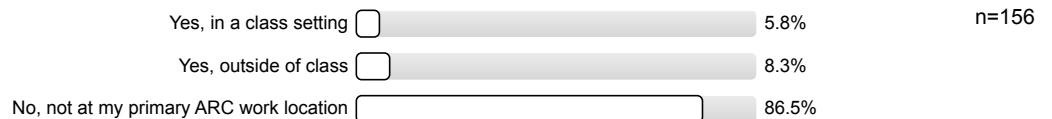
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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



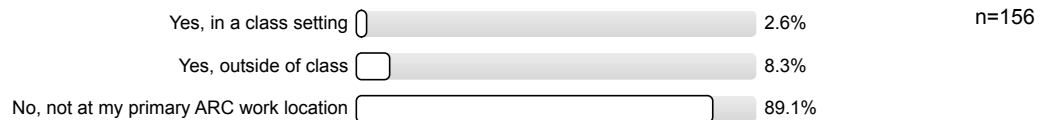


12. During the past 12 months at your primary ARC work location, have you heard anyone... (MARK ALL THAT APPLY)

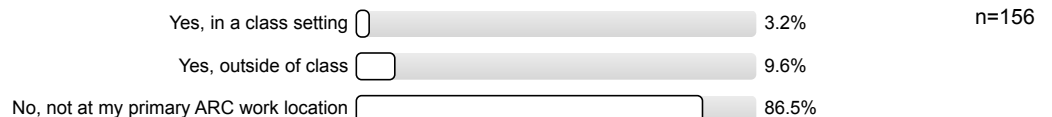
12.1) ...call someone homophobic names.

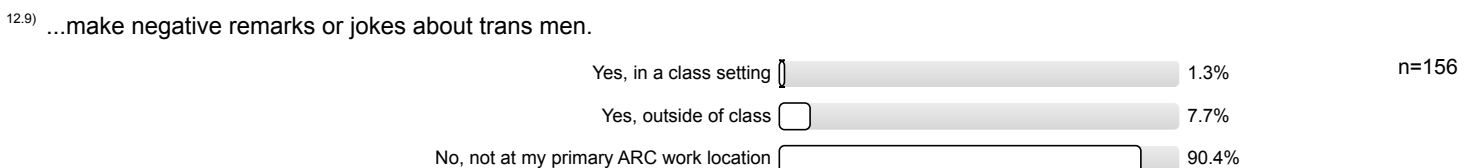
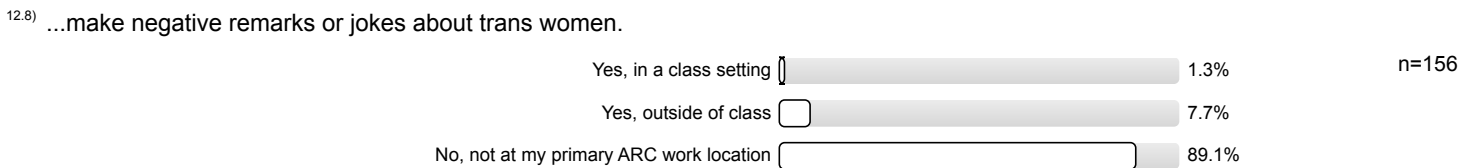
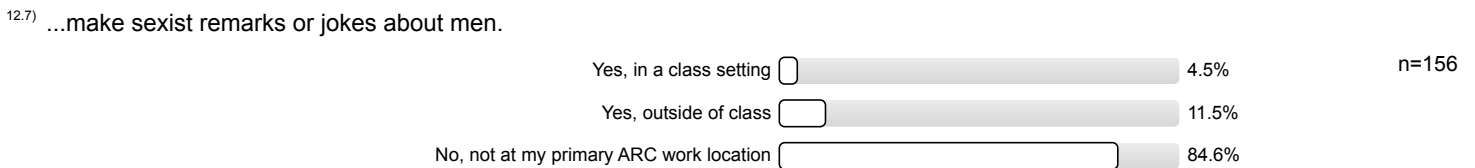
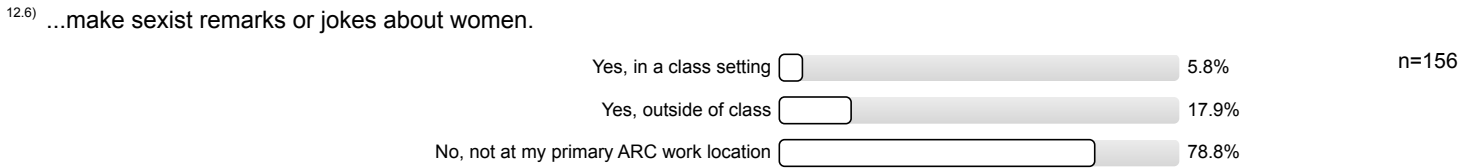
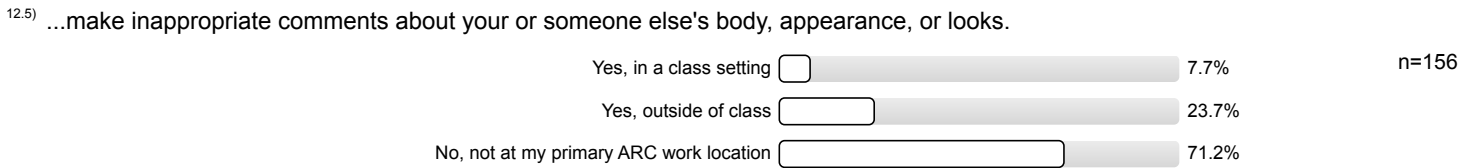
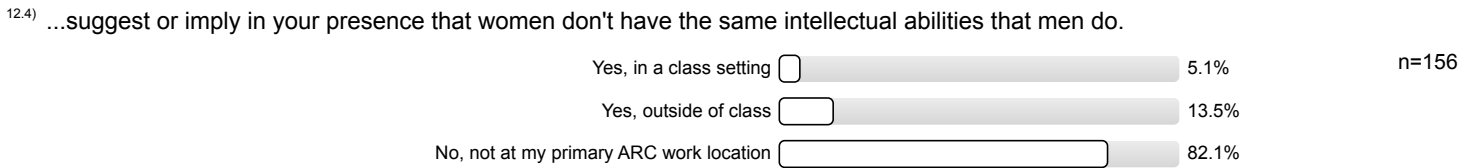


12.2) ...say sexual things to you or try to talk about sexual matters when you didn't want to.



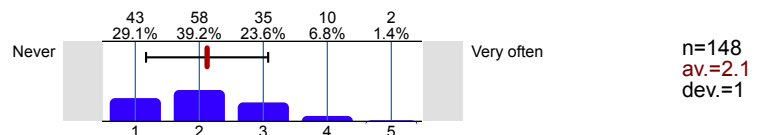
12.3) ...make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexual, trans, queer, +).



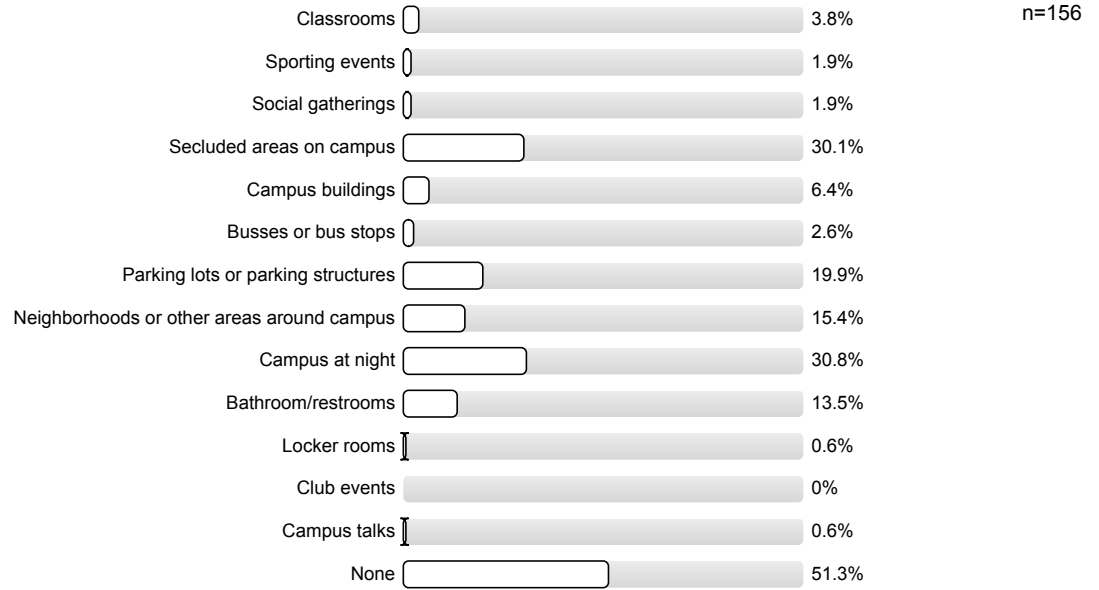


13. Regarding your personal **physical safety**:

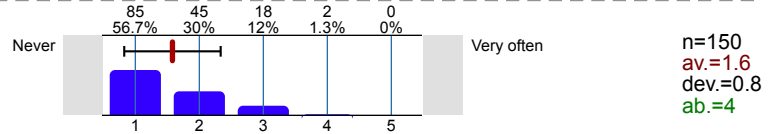
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



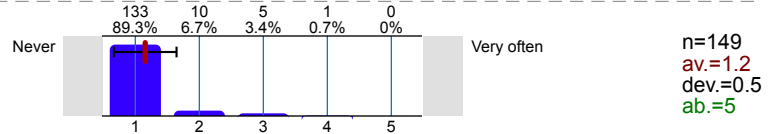
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



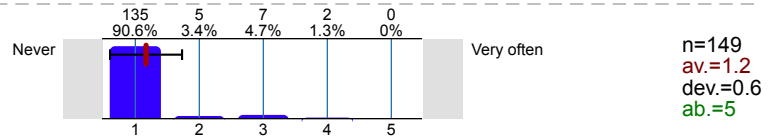
13.4) Other students



13.5) Instructors

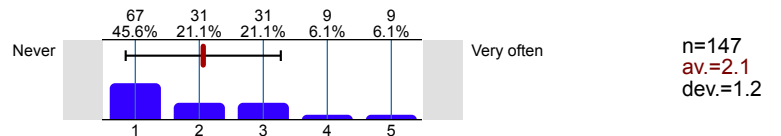


13.6) Staff

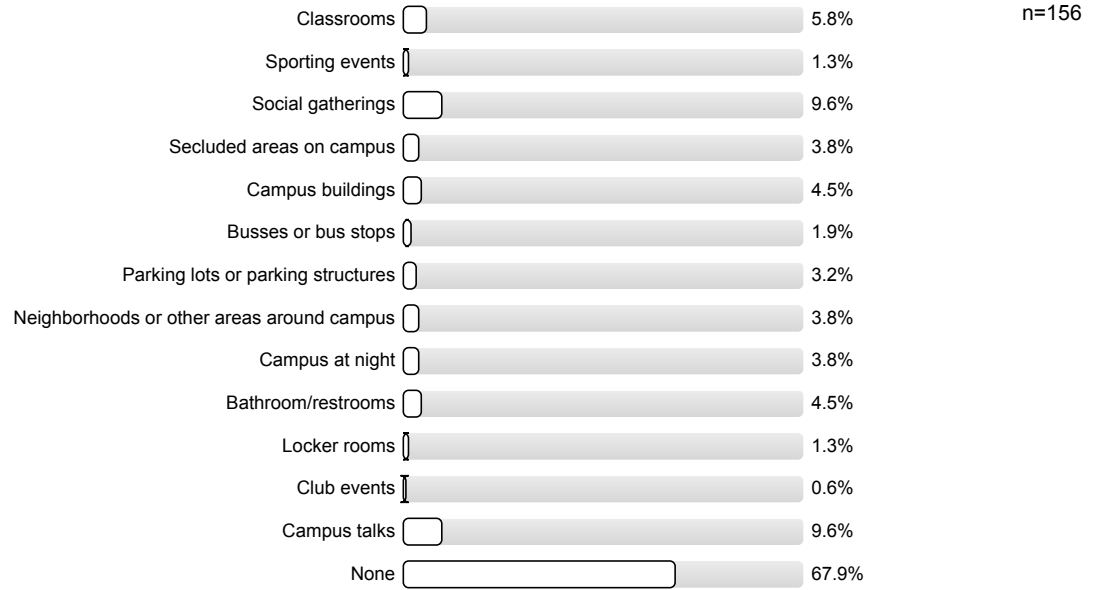


14. Regarding your **emotional safety**.

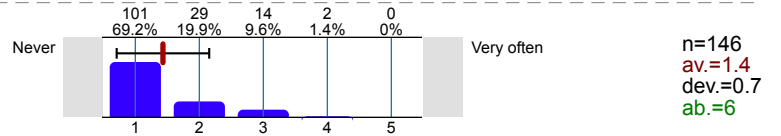
14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



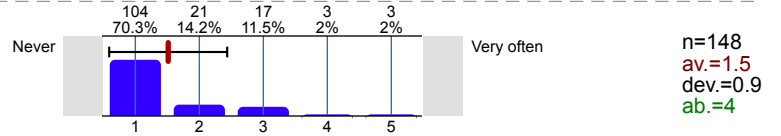
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)



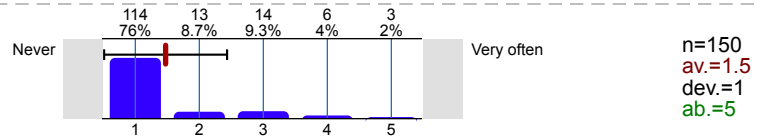
14.4) Other students



14.5) Instructors



14.6) Staff



15. Regarding your primary ARC work location:

15.1) Discrimination



15.2) Threats of physical violence



15.3) Physical violence



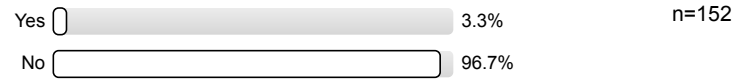
15.4) Threats of emotional violence



15.5) Emotional violence



15.6) Sexual harassment



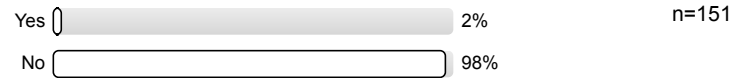
15.7) Other harassment



15.8) Sexual assault



15.9) Unwanted sexual advances



15.10) Verbal threats



15.11) Discrimination



15.12) Threats of physical violence



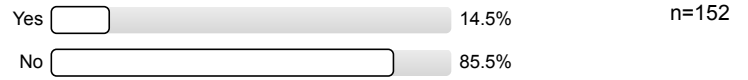
15.13) Physical violence



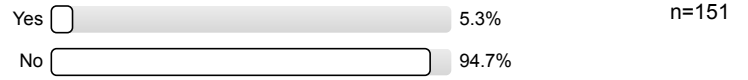
15.14) Threats of emotional violence



15.15) Emotional violence



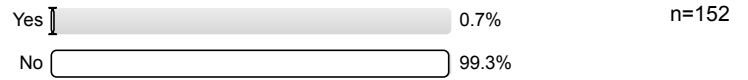
15.16) Sexual harassment



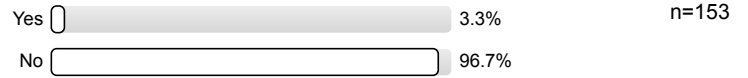
15.17) Other harassment



15.18) Sexual assault



15.19) Unwanted sexual advances

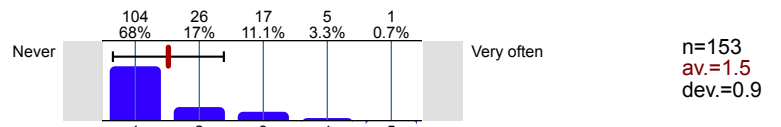


15.20) Verbal threats

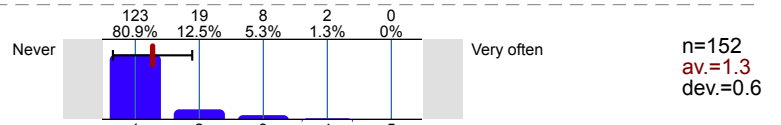


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

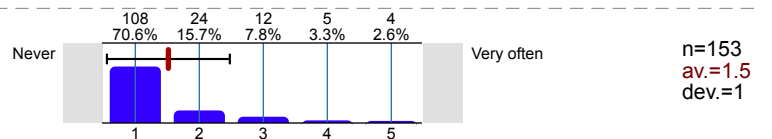
16.1) ...gender/gender identity



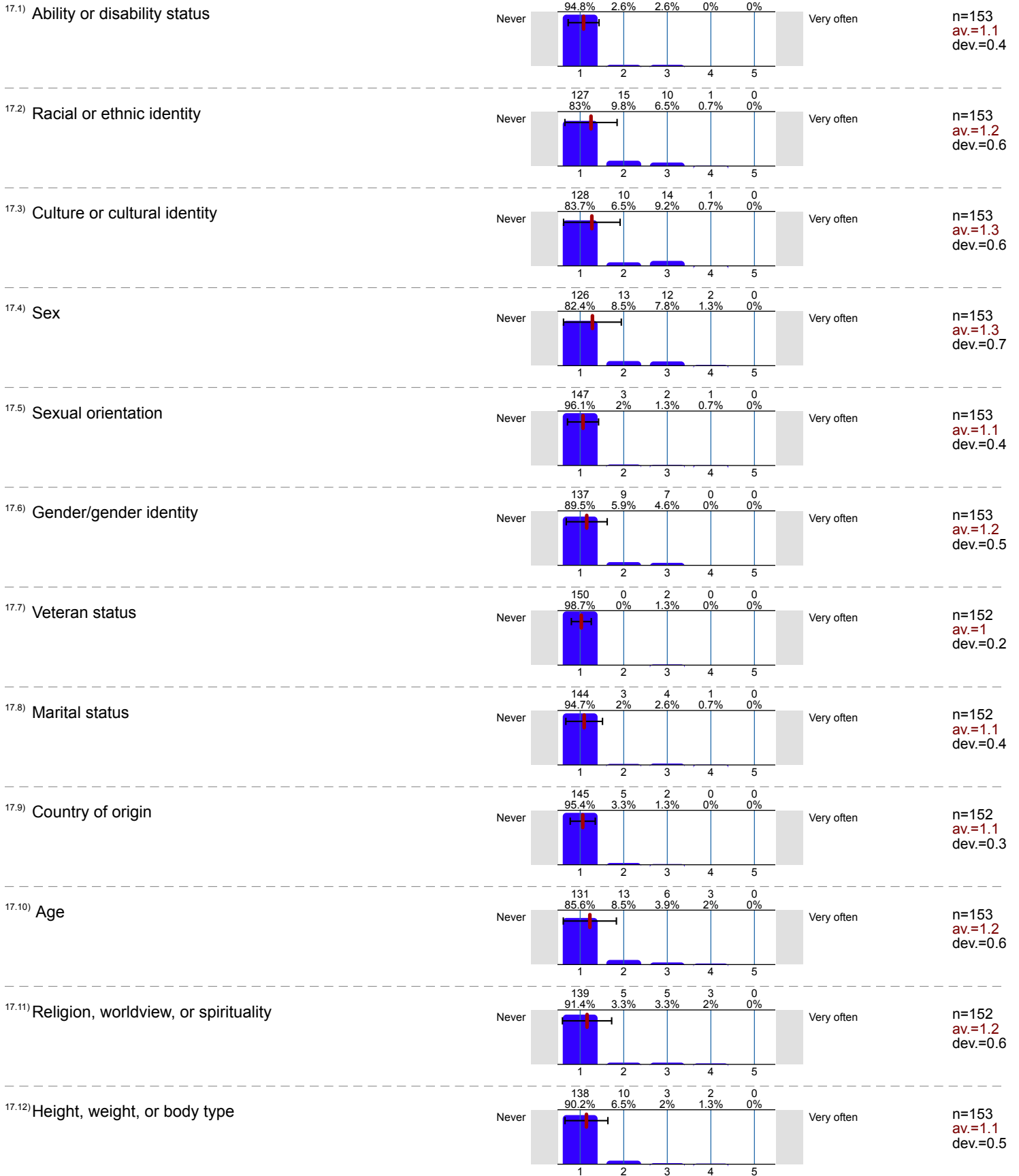
16.2) ...sexual orientation



16.3) ...racial, ethnic, or cultural identity



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

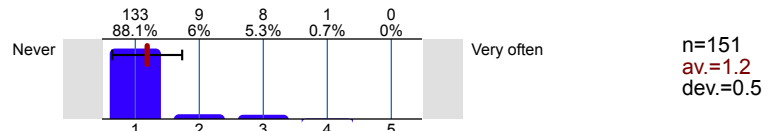




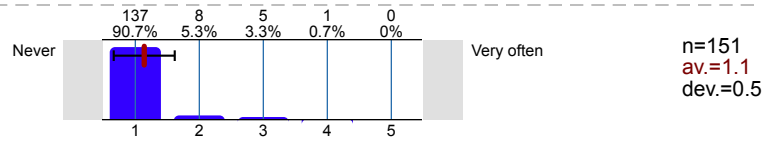
18. During the past 12 months, do you feel **YOU have** been mistreated *by faculty* at your primary ARC work location because of your:



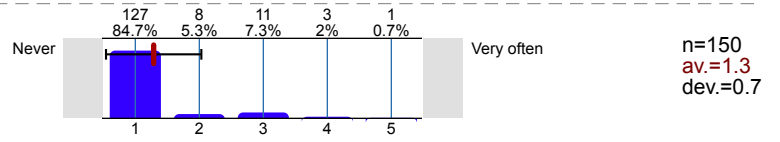
18.11) Religion, worldview, or spirituality



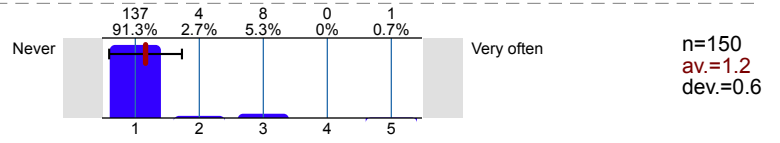
18.12) Height, weight, or body type



18.13) Political orientation

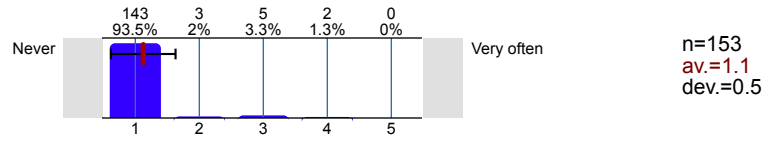


18.14) Social class

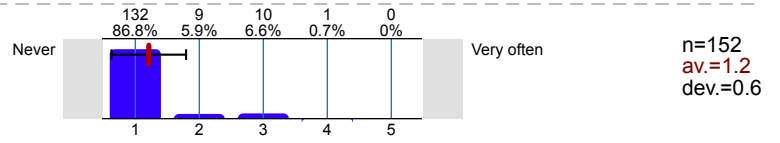


19. During the past 12 months, do you feel **YOU** have been mistreated *by classified staff* at your primary ARC work location because of your:

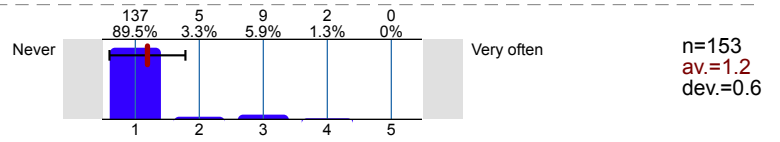
19.1) Ability or disability status



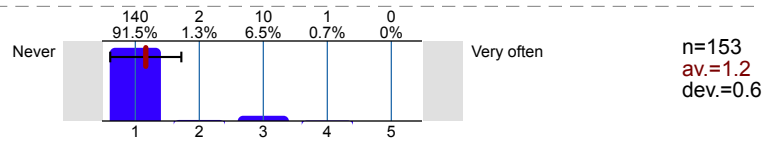
19.2) Racial or ethnic identity



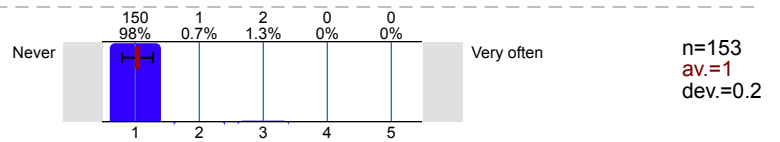
19.3) Culture or cultural identity



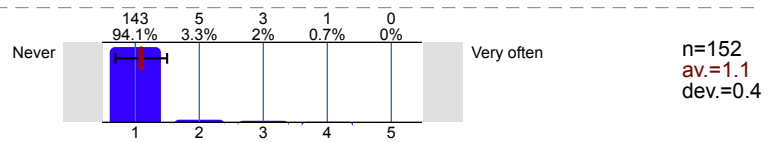
19.4) Sex



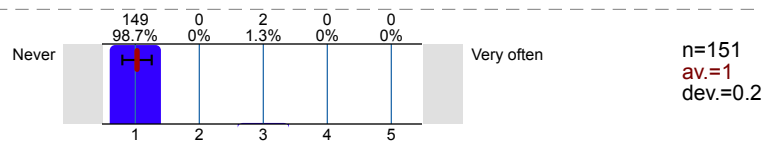
19.5) Sexual orientation



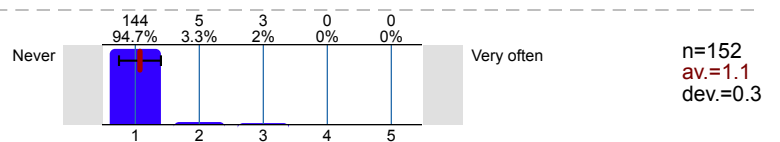
19.6) Gender/gender identity



19.7) Veteran status



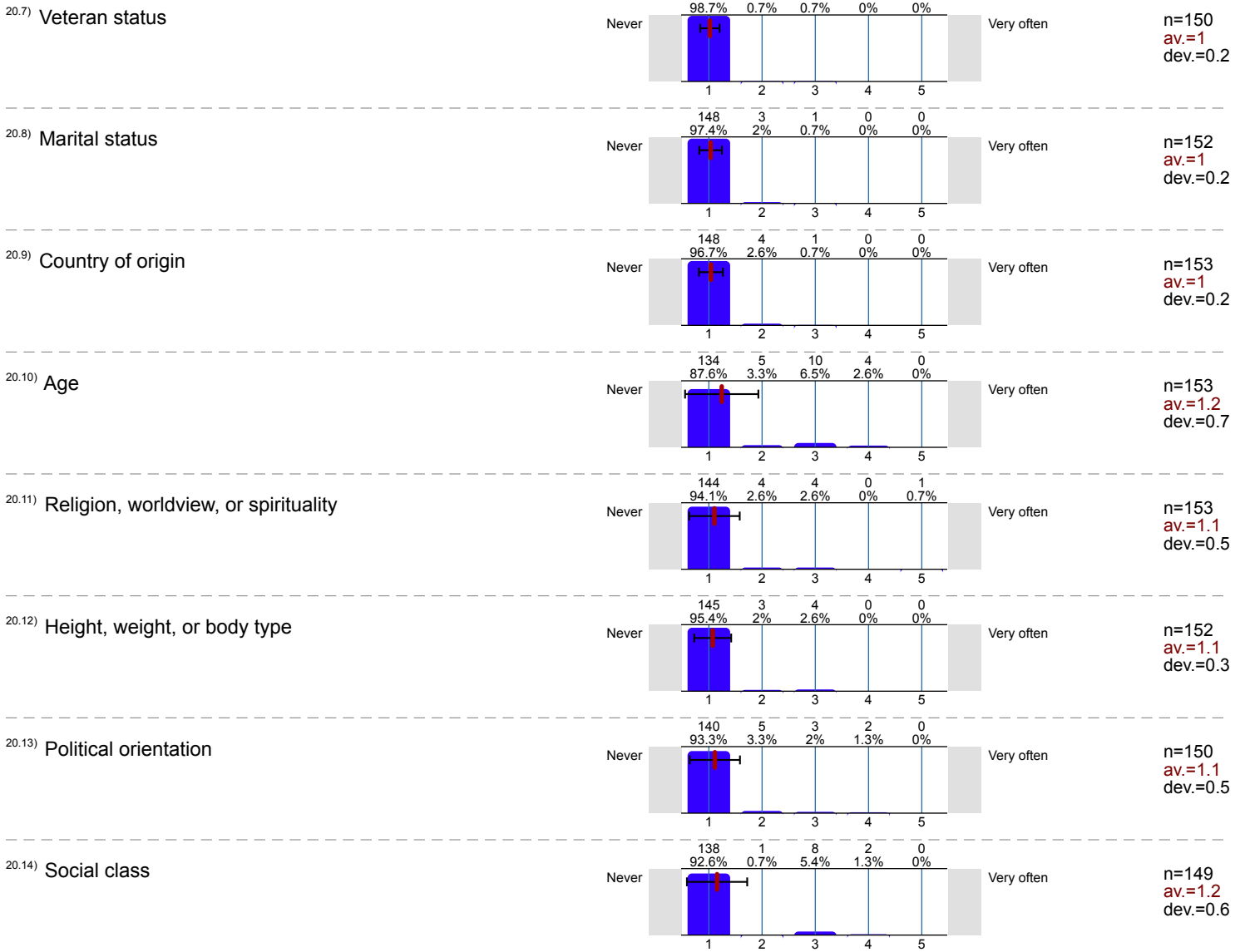
19.8) Marital status



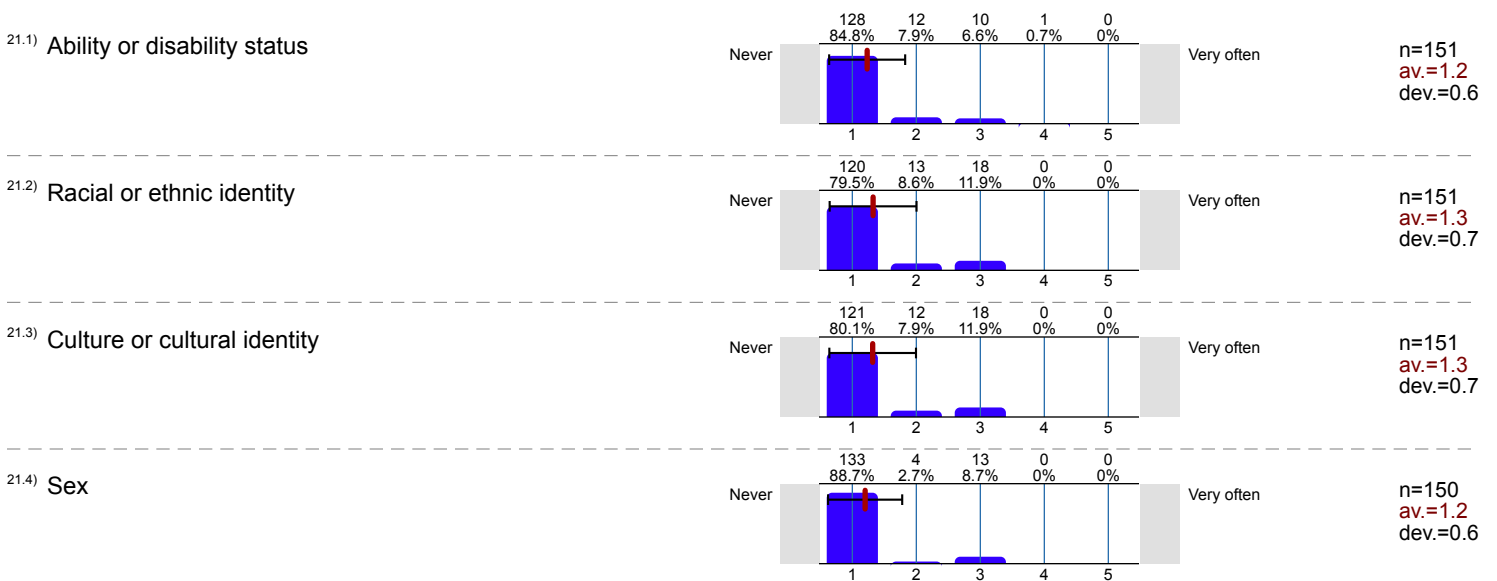


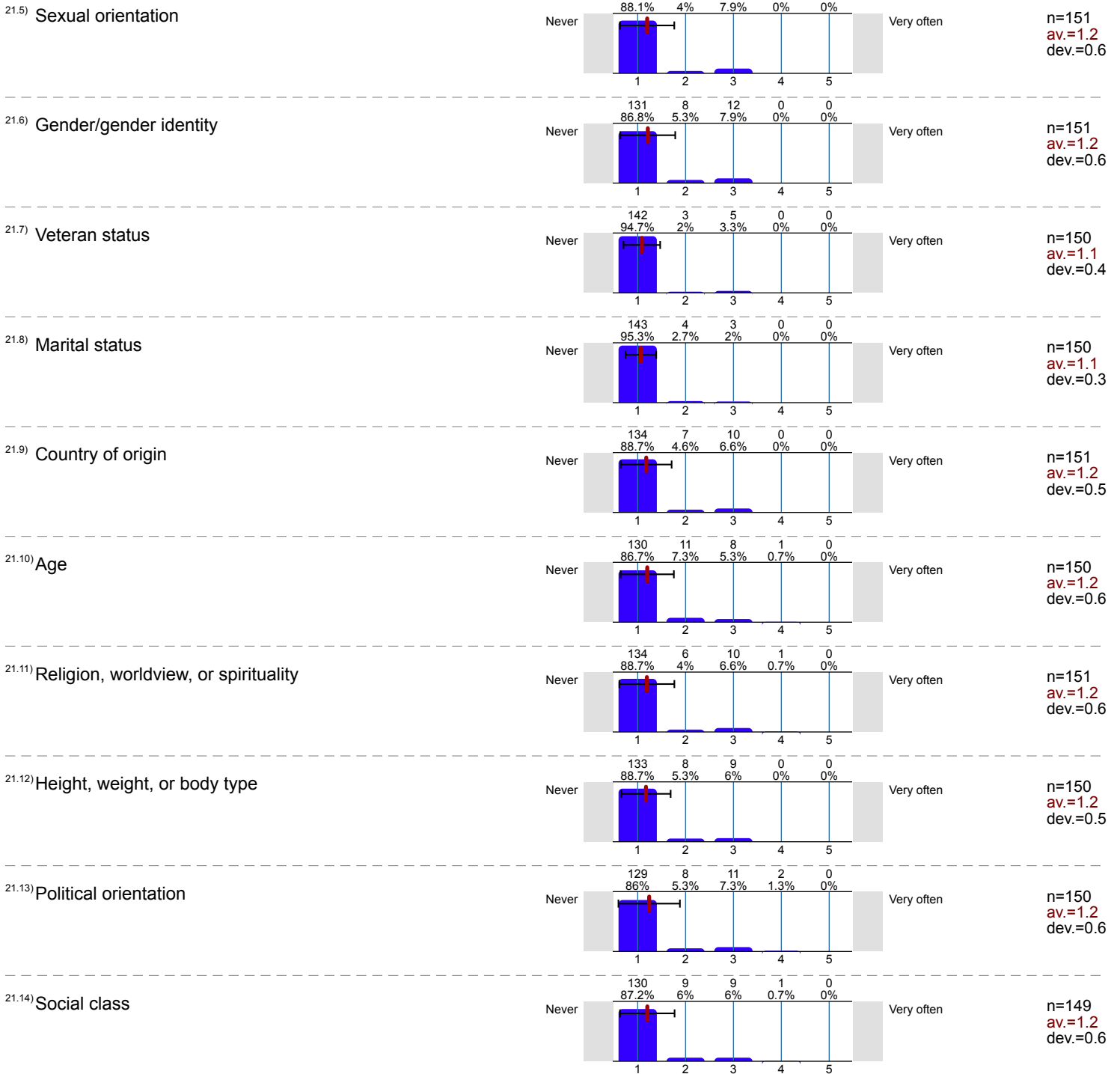
20. During the past 12 months, do you feel **YOU** have been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:



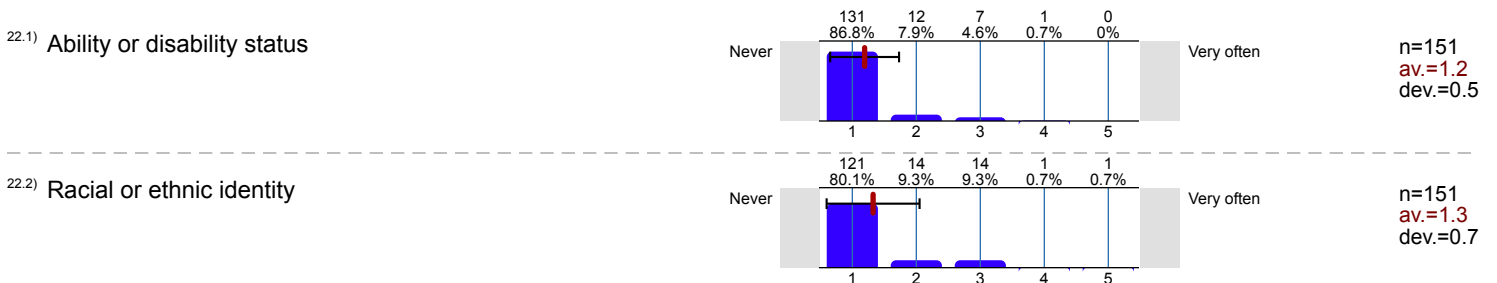


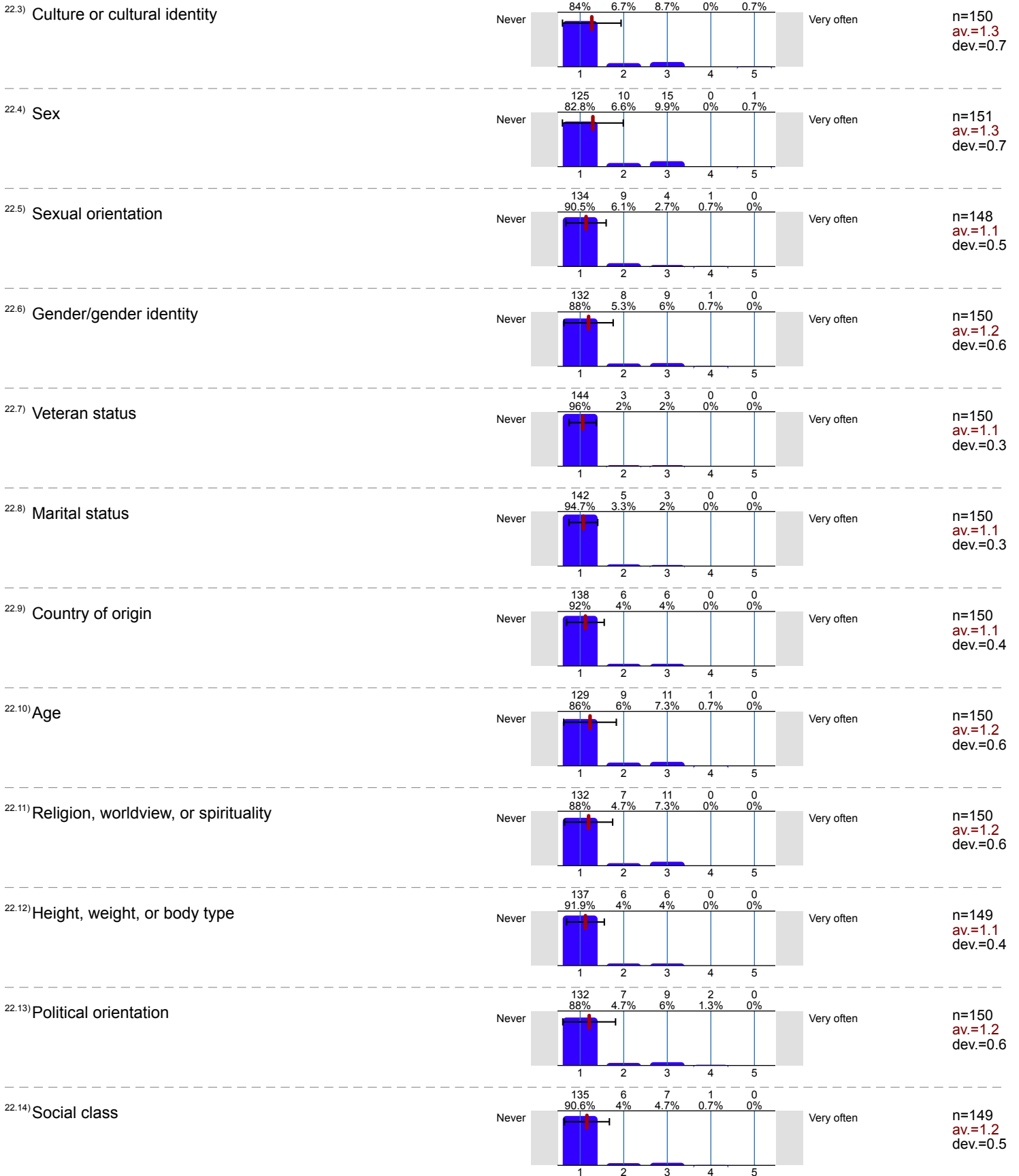
21. During the past 12 months, have you seen faculty, classified staff, or managers mistreat students at your primary ARC work location because of their:



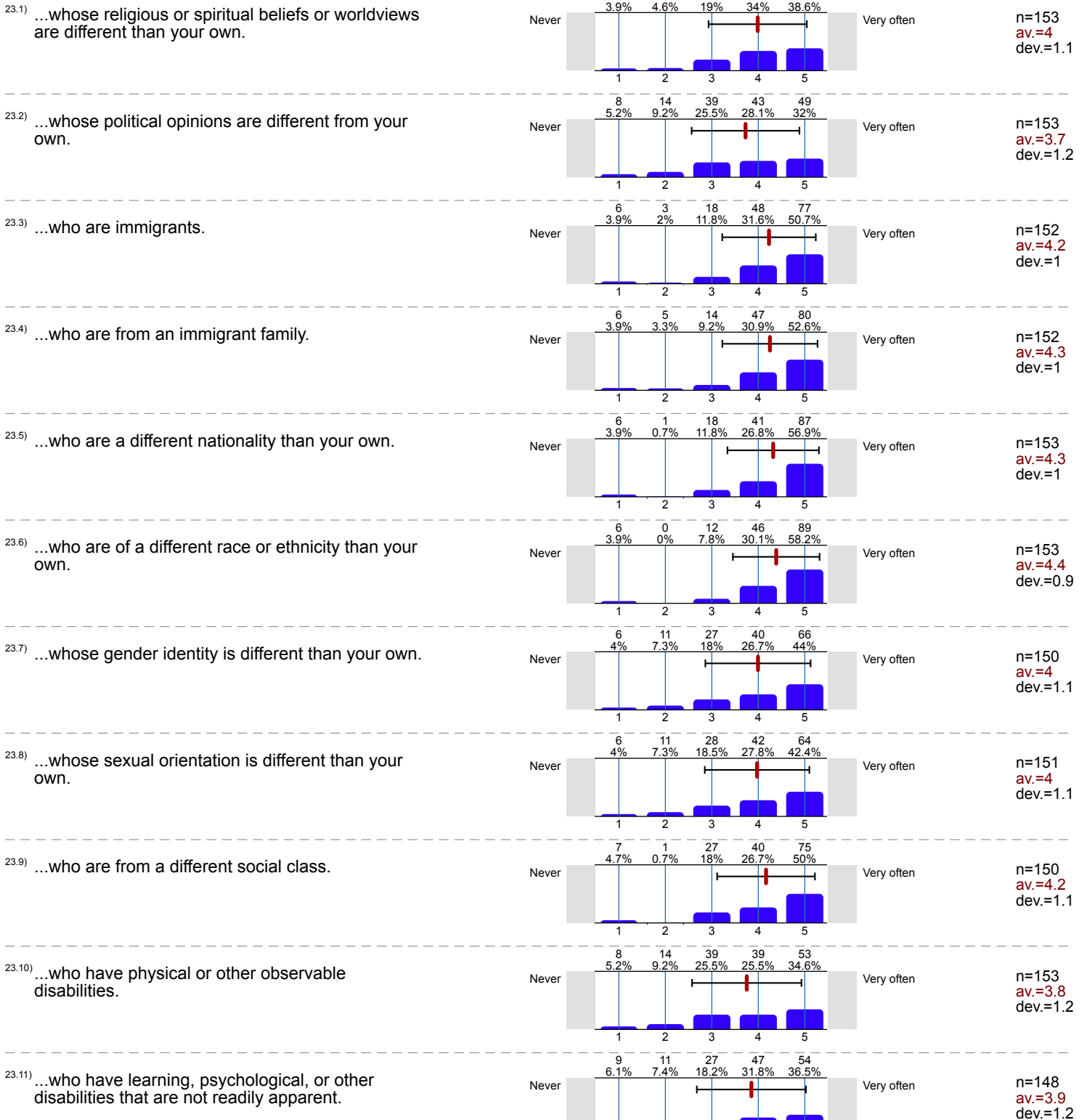


22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:



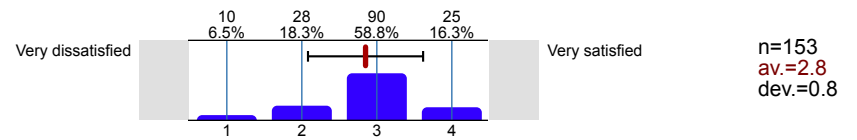


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



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

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?



Comments Report

3. Demographics

3.2) Other gender identity:

- Female
- Unicorn
- n/a

3.4) Other sexual orientation:

- inanimate objects
- no response
- totally none of your business

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

- American
- American born of Mexican heritage parents; my father was an Immigrant in the 1940's and became a naturalized citizen, my mother was born an American.
- American, Korean, and Chinese
- Cherokee
- Chicano
- Chinese
- Choctaw Native American
- East Indian (2 Counts)
- England
- Euro-Asian, German Chinese
- German, Jewish, French, Irish, American
- Hebrew
- Hebrew, Israelite
- I am Jewish and it is a greater part of my identity than being white.
- I believe you need to subdivide the white group. I do not think you are getting accurate data when you lump European cultures into the white group.
- Irish
- Irish Scottish
- 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 (3 Counts)
- Italian, Irish, German
- Japanese, Caucasian

- Jewish
- Mexican
- Mexican & Spanish
- Mixed race skin color pale
- New York Jew
- Pacific Islander
Creole
- Polish
- Polish, Irish
- Slavic/Eastern European
- Somali
- Third culture community
- Ukrainian (2 Counts)
- White Anglo-Saxon protestant heterosexual Midwesterner from the south.
- all of the above
- immigrant
- q

^{3.9)} Other religions, worldviews, or spiritual backgrounds:

- Born as a Catholic, much later I now am a Christian, following bible-study principles of Christianity.
- Christian Babtist
- Hebrew
- Ignostic
- LDS, Unity
- Meditation
- Pastafarian
- Raised attending the Ethical Culture Society
- Spirituality is not only linked to belonging to an organized religion.
- gnosticism
- humanist
- q

^{3.11)} Other religion, worldview, or spiritual background:

- Catholic
- Hebrew
- Raised attending the Ethical Culture Society
- Unity
- ignostic

- q

3.14) Other disabilities:

- Could you ask the same to students about disabilities?
- Fibromyalgia
- PSTD
- PTSD
- PTSD Post Traumatic Stress
- Somewhat affects walking. It does affect going up and down the stairs.
- q

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
- Behind the Child Care Center next to Tech Ed and the open area behind the pool and football field.
- Construction sites and zones
- Elevators
- I don't feel safe in my office early in the morning or after 5 when few people are in the hallways. Poorly lighted parking lots concern me both for tripping hazards and potential attacks.
- It not so much areas I avoid as precautions I take to mitigate concerns about my physical safety.
- Lab areas with poor ventilation
- My office if I have an irate student.
- N/A
- NA
- The Walking Path along Arcade Creek that is Campus property. Walking is Healthy. That should be a safe path.
- The area I work in has very little lighting in the evenings. It is not only unsafe but it makes it difficult for students to find their classrooms with such little lighting. When one of the few lights goes out in the evening, the area is extremely dark. In general, I find that the lighting at night is not sufficient for the number of night classes and students at ARC. This has been a problem since I arrived 15 years ago and the one improvement that was made in my area was minimal.
- The trails by the creek.
- certain areas at night due to lack of light, etc
- night and lonely parking lots
- none (2 Counts)
- raef hall women's bathrooms are set up in a way that makes them feel unsafe inside.

13.7) Other:

- N/A
- NA
- Natomas Library Supervisor was murdered in the parking lot. This has caused concern for staff.

- Non-students randomly appearing in the LRC
- People who wander thru campus at night
- Random smokers at the bus stop, even though smoking is banned both on campus and at bus stops.
- Some random dude (probably homeless) walked into my classroom two days ago, threatened my class with violence, called me a dirty name, and left. After calling the police, I haven't heard anything and don't know if it's safe to be in the classroom anymore...
- none
- outside people coming onto campus
- people other than staff or faculty although I am not sure if they were students.

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:

- Area meetings, Committee meetings, corridor and mailroom interactions
- Being alone with a particularly co-worker.
- Dept. meetings
- During work at my primary work location.
- Everywhere... the last year has been the most emotionally abusive and draining years of my life, primarily due to the work environment at this college.
- N/A
- NA
- None
- Staff meetings
- department meetings (2 Counts)
- hallways and breakroom spaces
- my supervisor's office
- none
- office buildings

^{14.7)} Other:

- A homeless person standing near by and asking me if he can ride with me to where ever I was going. I said, no and was persistent. This happen during the Friday, convocation when the officers were off campus for flex or training. There should be an officer on campus at all times. This is a safety issue.
- Coordinators
- Counselor colleagues
- District employees
- I am presently being harassed by a faculty member of my department...anonymous, typed, letters regarding the "right" pedagogy on a variety of topics in my teaching assignments are the subject. They are filled with insult and disdain. The fact that these are anomalously placed in my mailbox tells all this is not done for the good of student success, but rather to simply harass me emotionally.
- N/A
- NA
- Supervisor

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 by students, faculty, classified staff, or managers (administrators, supervisors) 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 in 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.
- Appearing as a white woman, I feel that I am required to be super sensitive and need to be extra careful in everything I do or say; so that others do not perceive that I am racist or in some way insensitive because they think I am so privileged. However it has become acceptable for others to make comments and show in their actions and choices a disregard and borderline hatred towards people that look white. There is such a push to be inclusive of people of color and gender respect that just being kind to each other and treating others in general with courtesy and appreciation is lost. It seems like everyone is either on the side of protecting their rights or the side of being privileged and trying to overact the part of inclusion. The beginning of all of this made sense and was needed but now it has become overdone. We shouldn't marginalize a whole group of white students, staff, faculty and managers to make other groups feel better about themselves. We need to be a team and work together on beneficial things for us all and hold everyone accountable for how we treat one another. I don't think we need to microscopically focus on just one group. Special snowflakes should be over and onto things that impact us all. We need to quit wasting time, effort and money on something that is not the bigger issue but a symptom of societies illness. The time has come that we move on and start working together rather than continuing this divide disguised as diversity and inclusion.
- As a conservative, I constantly feel I'm on the outside. I remember years ago we had an inservice where they brought people on stage to represent diversity. They literally had someone "represent conservatives", but this person laughingly made it clear he was merely "playing the part". This was years ago, but it has stayed with me, because the attitude has not changed, in many ways it's gotten more virulently anti-conservative.
- Classified staff are not respected. Classified staff are the foundation of the college and without the classifieds, there would be no college.
- Classified staff: Derogatory comments made about my (perceived) income/social class, (perceived) cost of my clothes and vehicle, and that I wear make-up
Faculty: Prefacing whether or not to engage me/anyone in conversation if political affiliation or identity politics is not shared/Inquiry of my marital status/when it may/will change
Managers: Comments about my gender and whether or no my behavior/presentation conforms to stereotypical gender behavior
- Having children
- I am often mistaken for several other african american female employees on campus. I am often told that I do not look anything like I sound.
- I am repeating this statement: I am presently being harassed by a faculty member of my department...anonymous, typed, letters regarding the "right" pedagogy on a variety of topics in my teaching assignments are the subject. They are filled with insult and disdain. The fact that these are anomalously placed in my mailbox, tells all this is not done for the good of student success, but rather to simply harass and mistreat me personally. I now work in a stressful environment...I am dreading going to future department meetings, or to move about the division/faculty office building or even our classrooms because of this individuals actions.
- I am the only person to run three times contested as department chair and first to identify as Latinx, also the youngest. Senior faculty members tried to thwart my third election by asking other colleagues not to vote for me. Once I became chair, it has been an almost constant state of resistance to anything I suggest, including continuing to meet with others regarding department business behind my back and then lying about it. Another marginalized faculty member and I have complained to our dean multiple times and also met with the new Equity Officer Nick Daily who has been helpful. I was told by my dean that if I have ideas I should get someone else to bring them to the table because if it comes from me it will not be respected. When I attempt to stick up for myself or simply try and do my job I called "offensive". It is a never ending cycle that all of our younger faculty have experienced. One resigned. I have applied to City College in the past. Our newest tenured faculty member has complained as well.
- I did have one student, one (isolated incident) only, tell me I need to "go back where I came from." The rest of the class bashed him.
- I feel that my opinion is often diminished in settings that are male dominated. Specifically, I find that when interacting with men in technical areas such as math or the IT department (both on campus and especially from the district office) they do not listen to a woman's voice.
- I have not felt mistreated due to my gender or other identities, but I have felt very mistreated by an atmosphere of top down decision making where administrators make decisions about faculty without any faculty involvement. This has truly effected my experience of working at ARC for I feel devalued and not respected. It has saddened me and lowered my moral. I feel that numbers are driving decisions about scheduling without faculty involvement. I believe relying on Ad Astra is misguided. Administrators are overwhelmed with too many roles and their burnout affects faculty which affects students. Putting home bases in Davies Hall is an example. Decisions made by a small group of people without input from faculty affect their morale immensely. This is just an example of the top down mentality of decisions at our wonderful college. This needs to change

- Identifying the particular reasons why people treat me the way they do is difficult. Could be anything.
- Ignored, being addressed as "Man" versus my first name or Dr., being addresses in a patronizing tone.
- Lack of transparency. The college has been dismantled such that committees no longer have faculty representation across all divisions. Faculty are being ripped out of their offices and offered offices in other buildings than their divisions. Collegial consultation will be severely limited. The dismay and discontentment is irreparable. How can the administration even envision a fair, equitable, safe, and comfortable environment? The permanent portable buildings can be cold, hot, stuffy, stinky and sometimes a combination of all; configured such that students cannot have full view of whiteboards; dirty and unsafe, white board ledges have fallen off, there are wires on the floor for instructors to trip over. There is limited, if any, way that students can comfortably form groups. In sum, faculty and students are not valued in this institution.
- Little respect for those who have been here for years
- N/A
- NA
- Overall lifestyle choices that would include perceptions of wealth, use of time, overall values with respect to use of time and behaviors.
- Students comment on my perceived young age or perceived high social status, claiming I can't identify with their struggles. Male faculty and administrators have (I believe unintentionally) not taken my input until it has been repeated by a male colleague. This has happened three times in the last six months.

When I complained to a female friend, she pointed out there's a word for that--"hepeating." It's a good one! I recommend looking it up. :)
- The dean has made it explicit that he considers his primary responsibility is to create a positive environment for the younger, newer faculty, not the older, more experienced faculty
- Two students threatened to give me bad evaluations if I didn't make the exams easier, and they followed through. They took another one of my classes the following year and again repeatedly threatened to say bad things about me if I didn't make the class easier, and they followed through again. I don't think they would have done this if I was a man or a more dominant woman.
- 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.
- immigrant status
- none