

At ARC 4 years or less

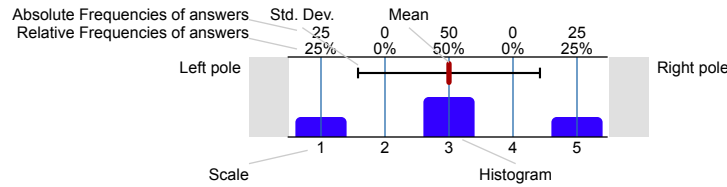
No. of responses = 65



Survey Results

Legend

Question text



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

2. Employee Info

2.1) Primary Employment Classification:

| Employment Classification | Percentage | n |
|----------------------------------------------------------|------------|----|
| Faculty, Full-Time Teaching | 18.8% | 64 |
| Faculty, Full-Time Non-Teaching (Counselors, Librarians) | 4.7% | |
| Faculty, Adjunct Teaching | 21.9% | |
| Faculty, Adjunct Non-Teaching (Counselors, Librarians) | 6.3% | |
| Classified, Full-Time Permanent | 34.4% | |
| Classified, Part-Time Permanent | 3.1% | |
| Supervisor | 3.1% | |
| Administrator | 7.8% | |

2.2) Years worked at ARC (any location):

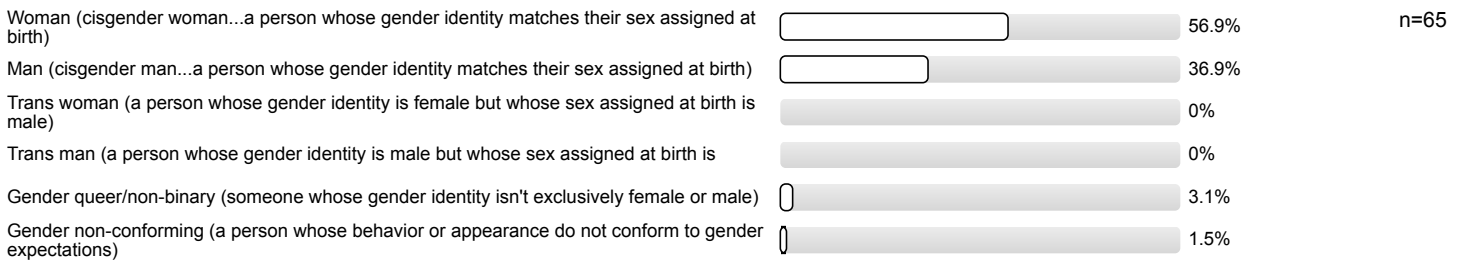
| Years worked | Percentage | n |
|------------------|------------|----|
| less than 1 year | 23.1% | 65 |
| 1 to 4 years | 76.9% | |
| 5 to 9 years | 0% | |
| 10 to 14 years | 0% | |
| 15 to 19 years | 0% | |
| 20 years or more | 0% | |

2.3) Primary work location at ARC:

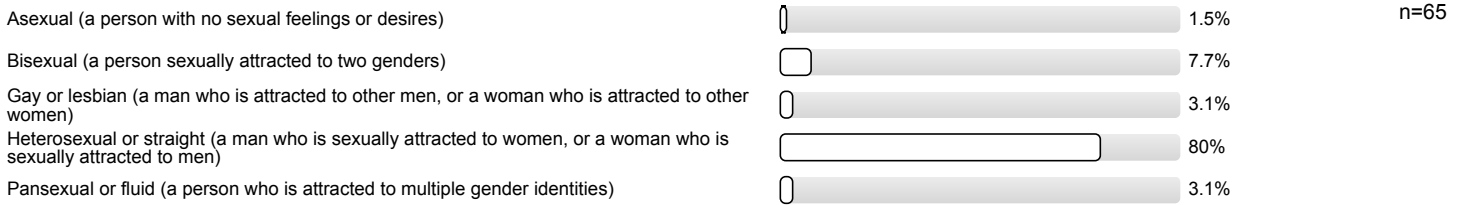
| Work Location | Percentage | n |
|------------------|------------|----|
| ARC Main Campus | 93.8% | 65 |
| Natomas Center | 6.2% | |
| McClellan Center | 0% | |
| Mather Center | 0% | |

3. Demographics

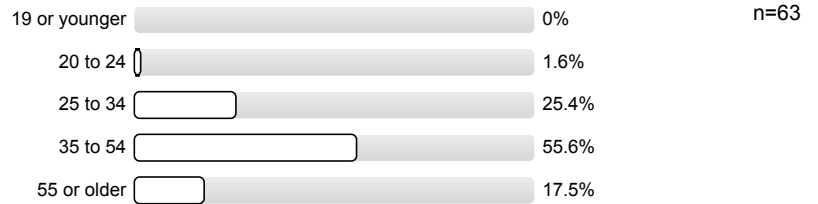
3.1) What is your gender identity? (MARK ALL THAT APPLY)



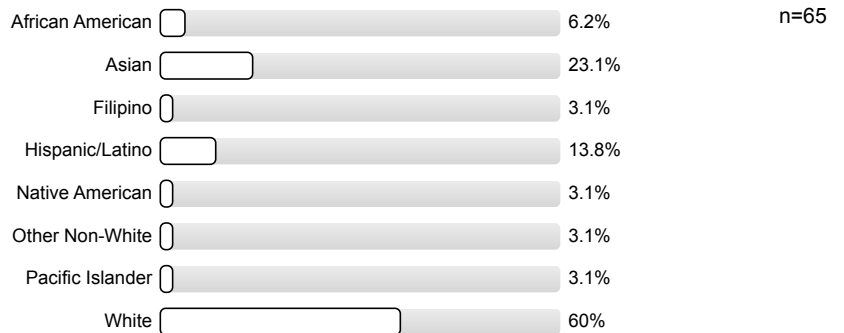
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



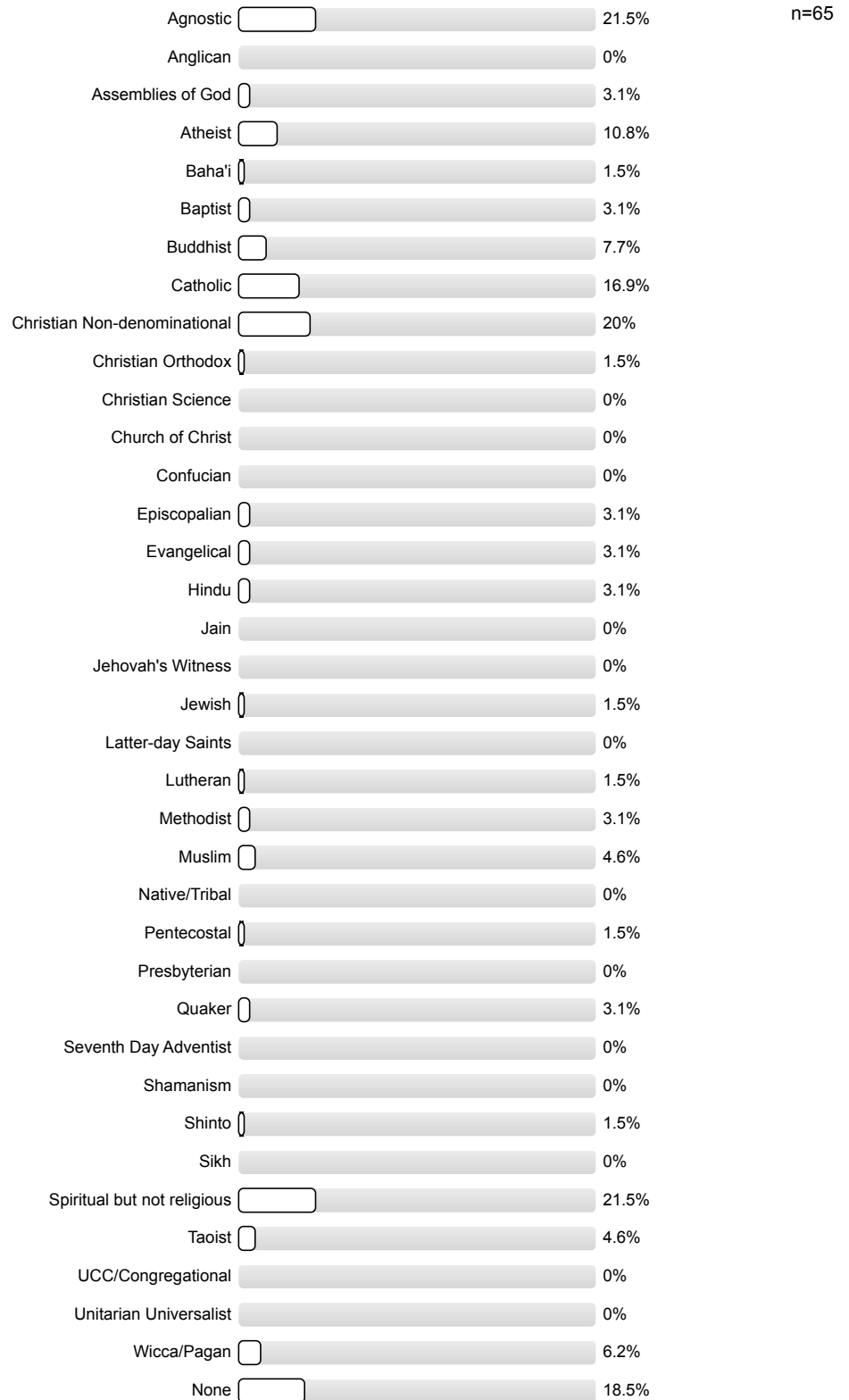
3.5) What is your age (in years)?



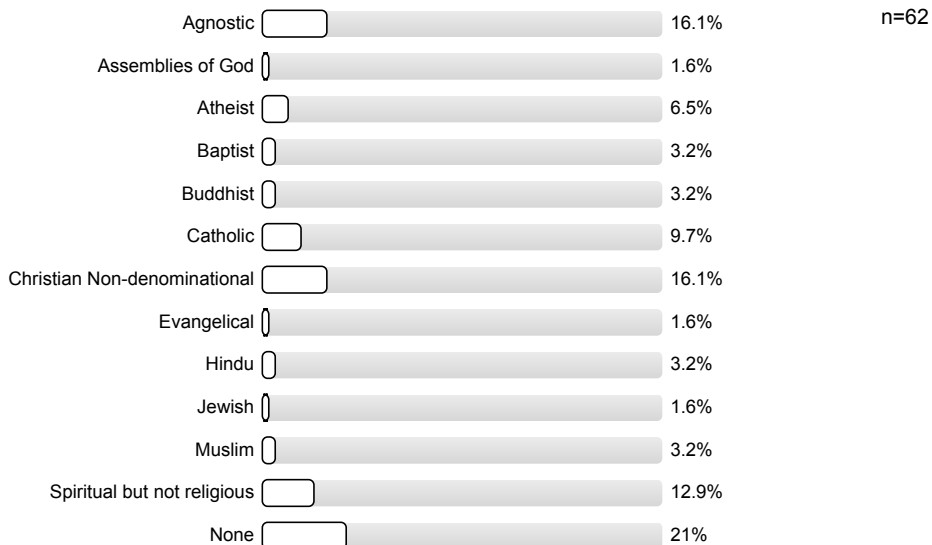
3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)



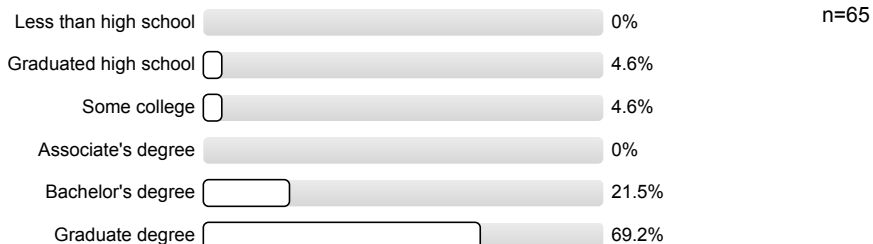
3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)



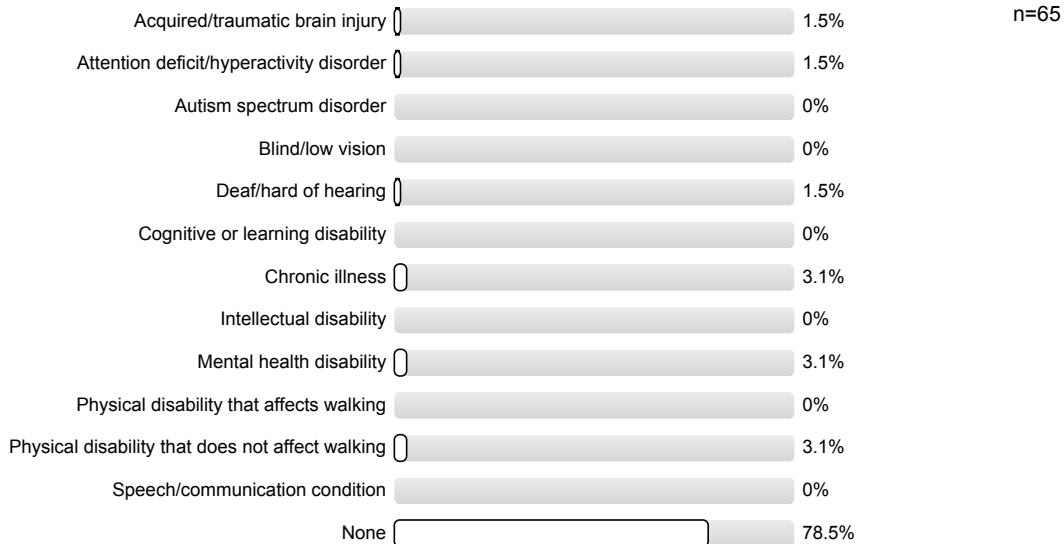
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)



3.12) What is your highest level of education?

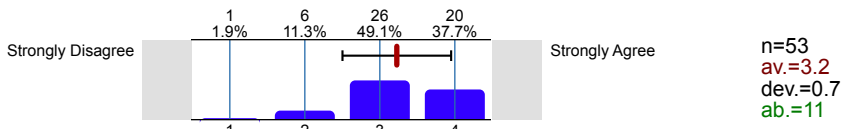


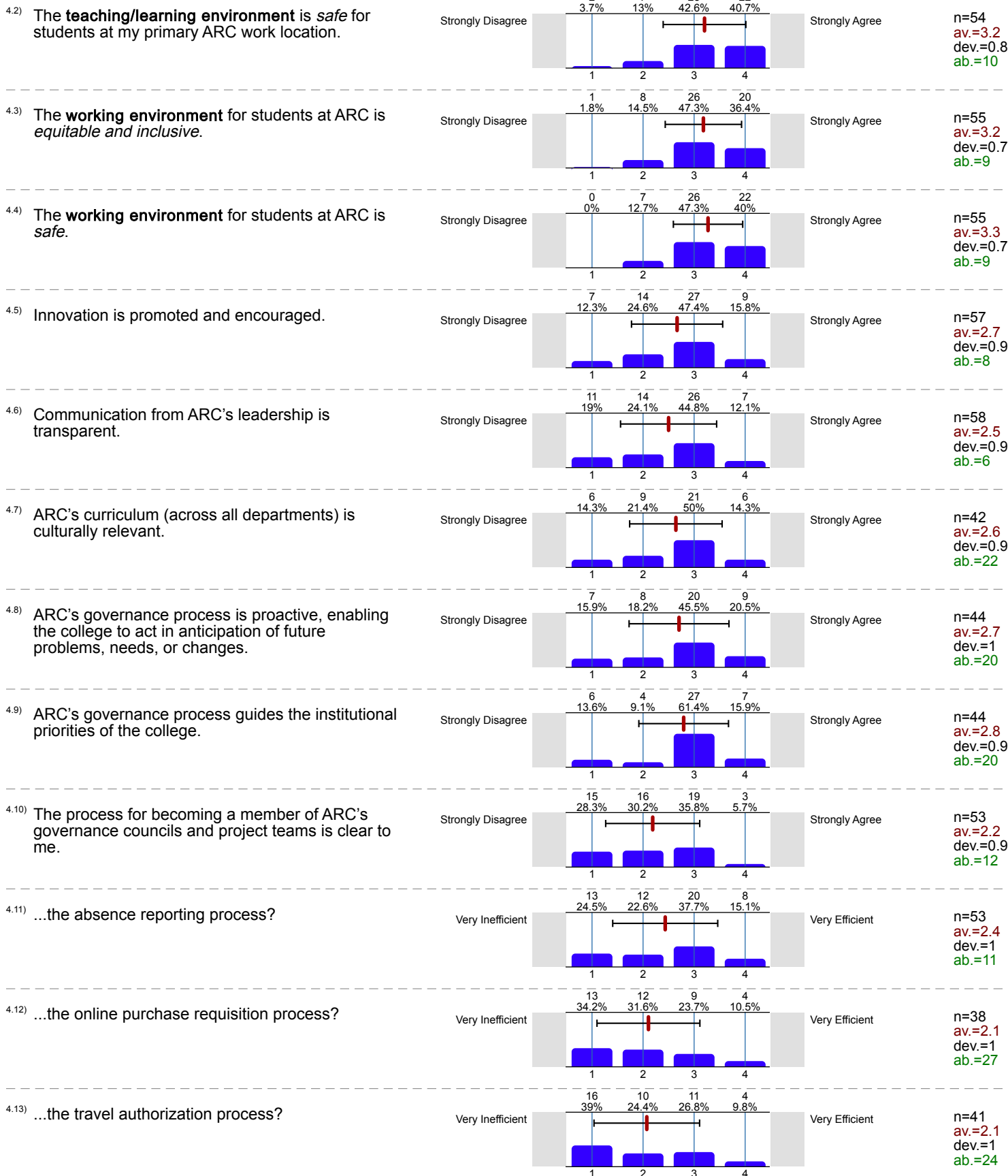
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)

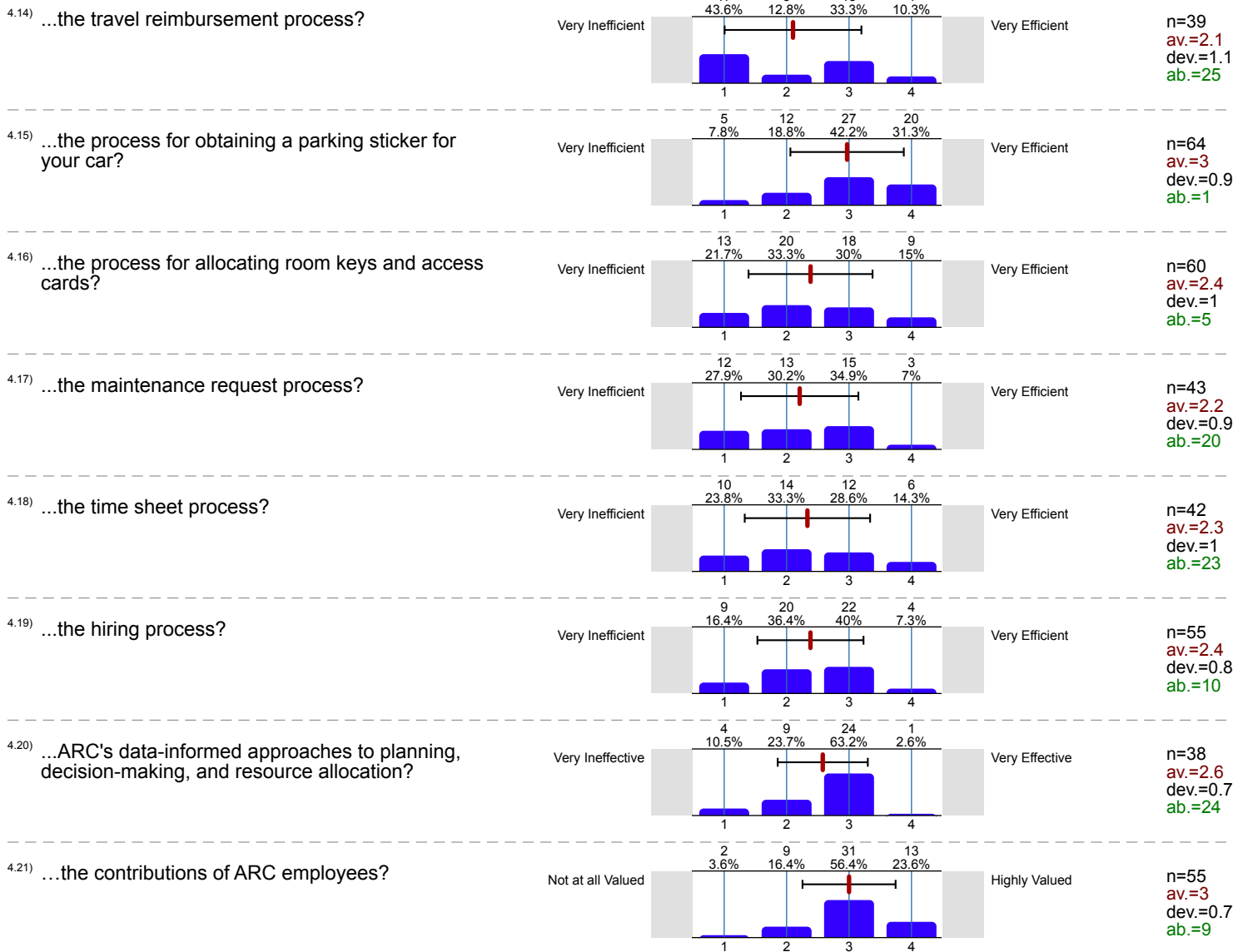


4. Institutional Effectiveness

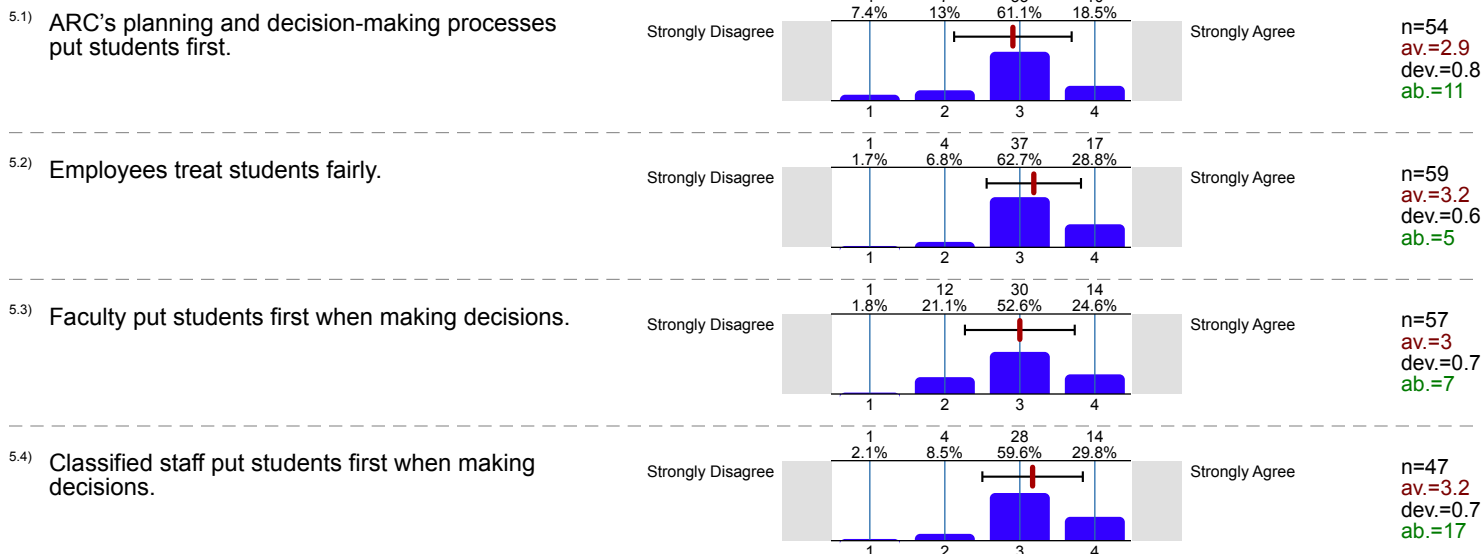
4.1) The **teaching/learning environment is equitable and inclusive** for students at my primary ARC work location.







5. Student-Focus





6. Teamwork

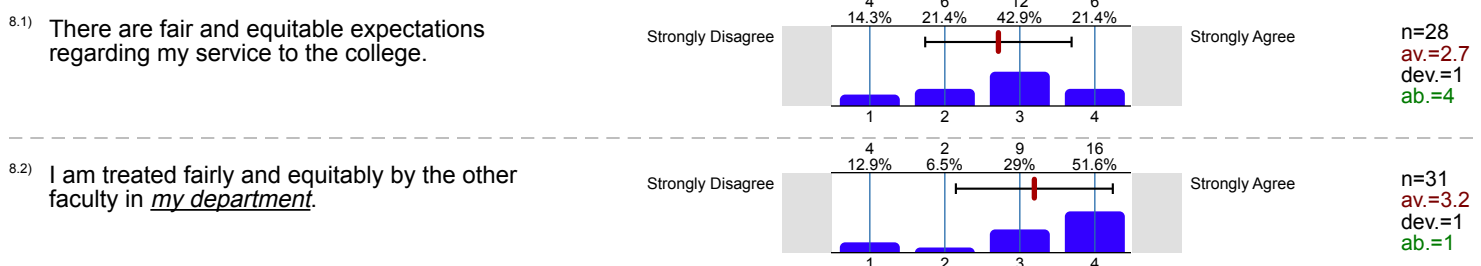


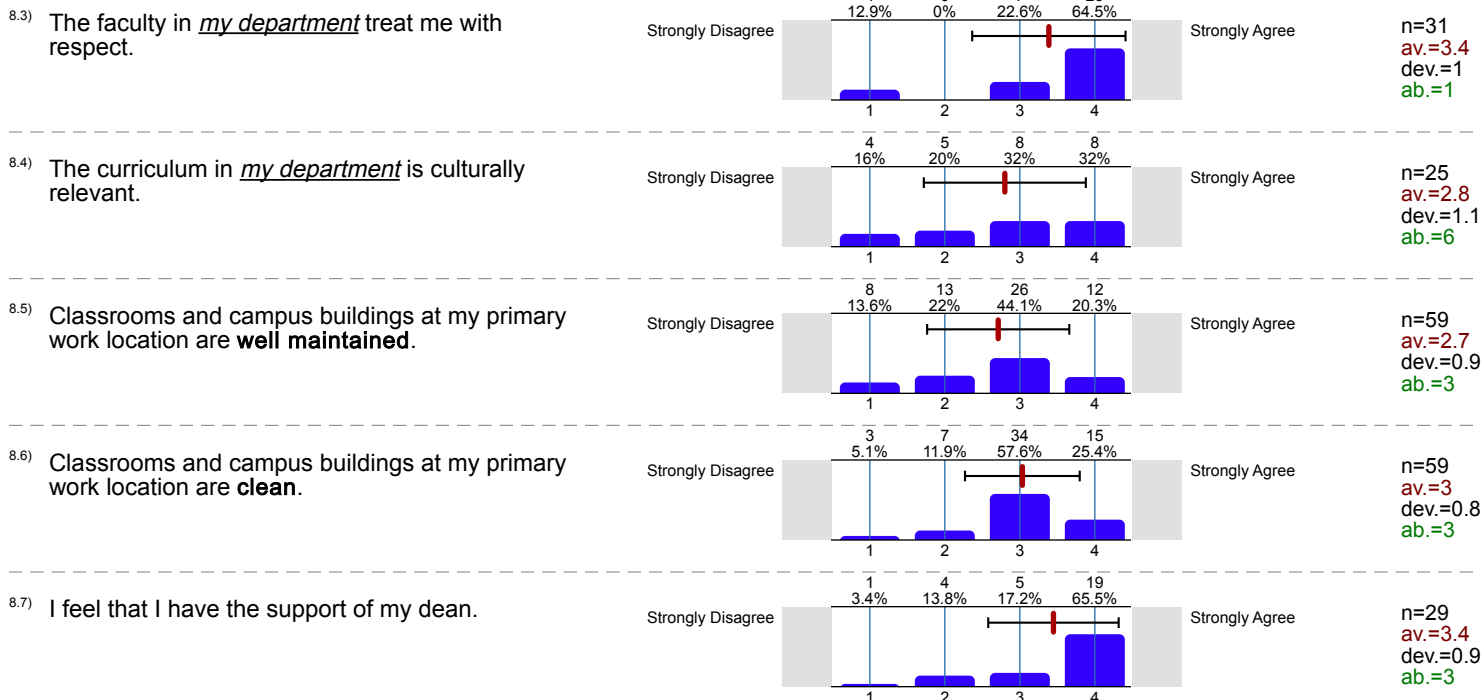
7. Job Satisfaction



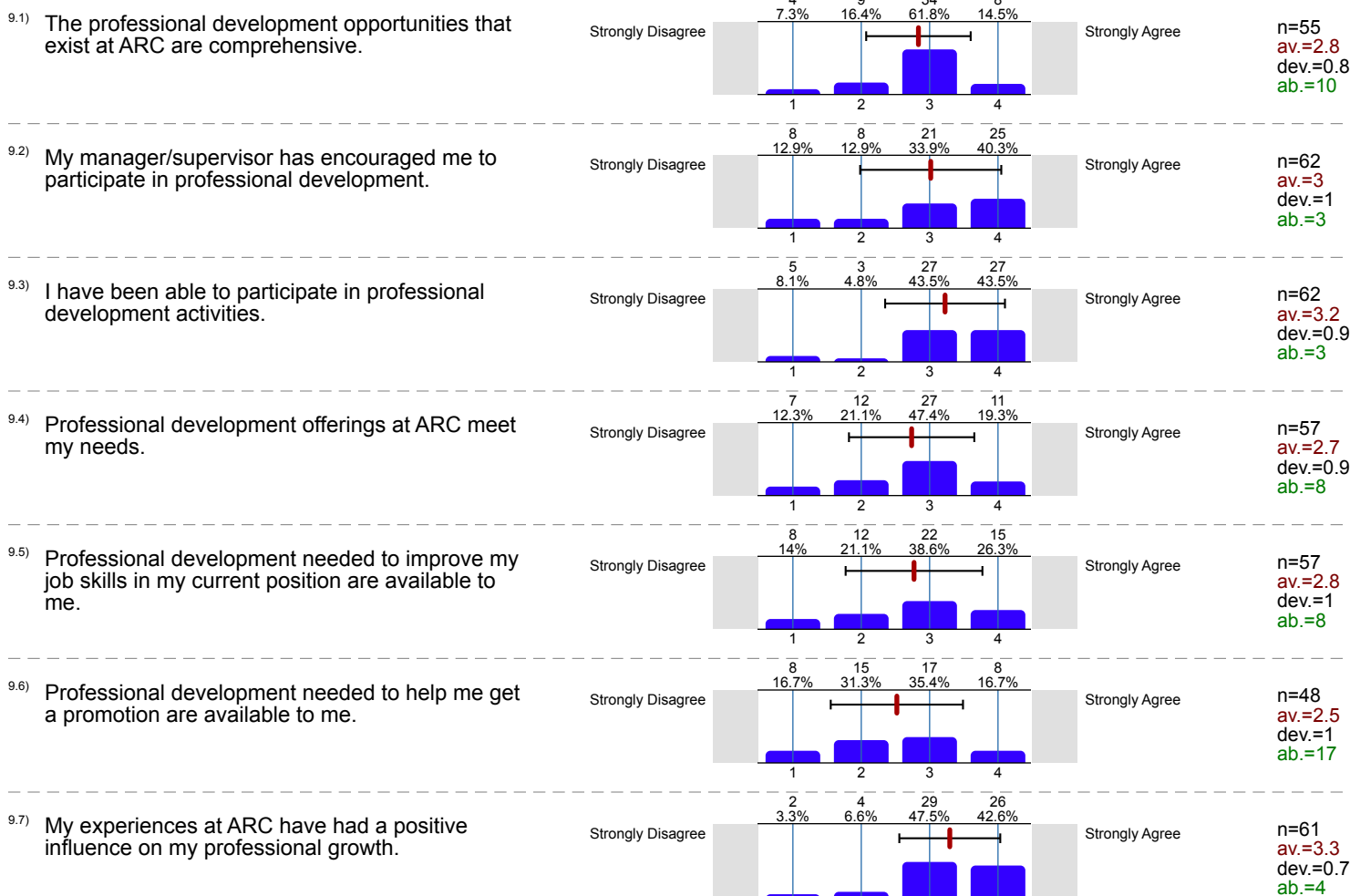


8. Faculty Specific Questions

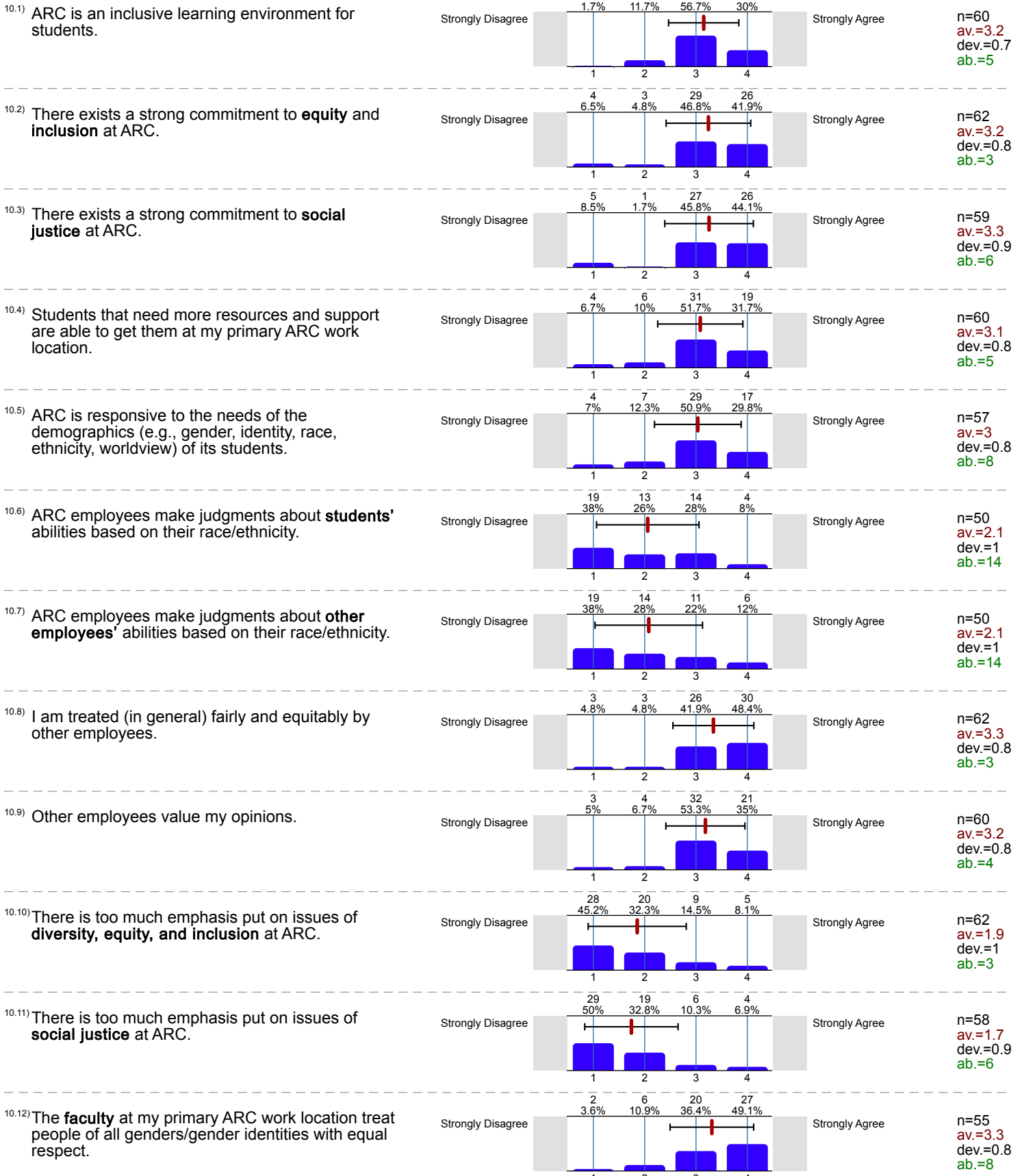


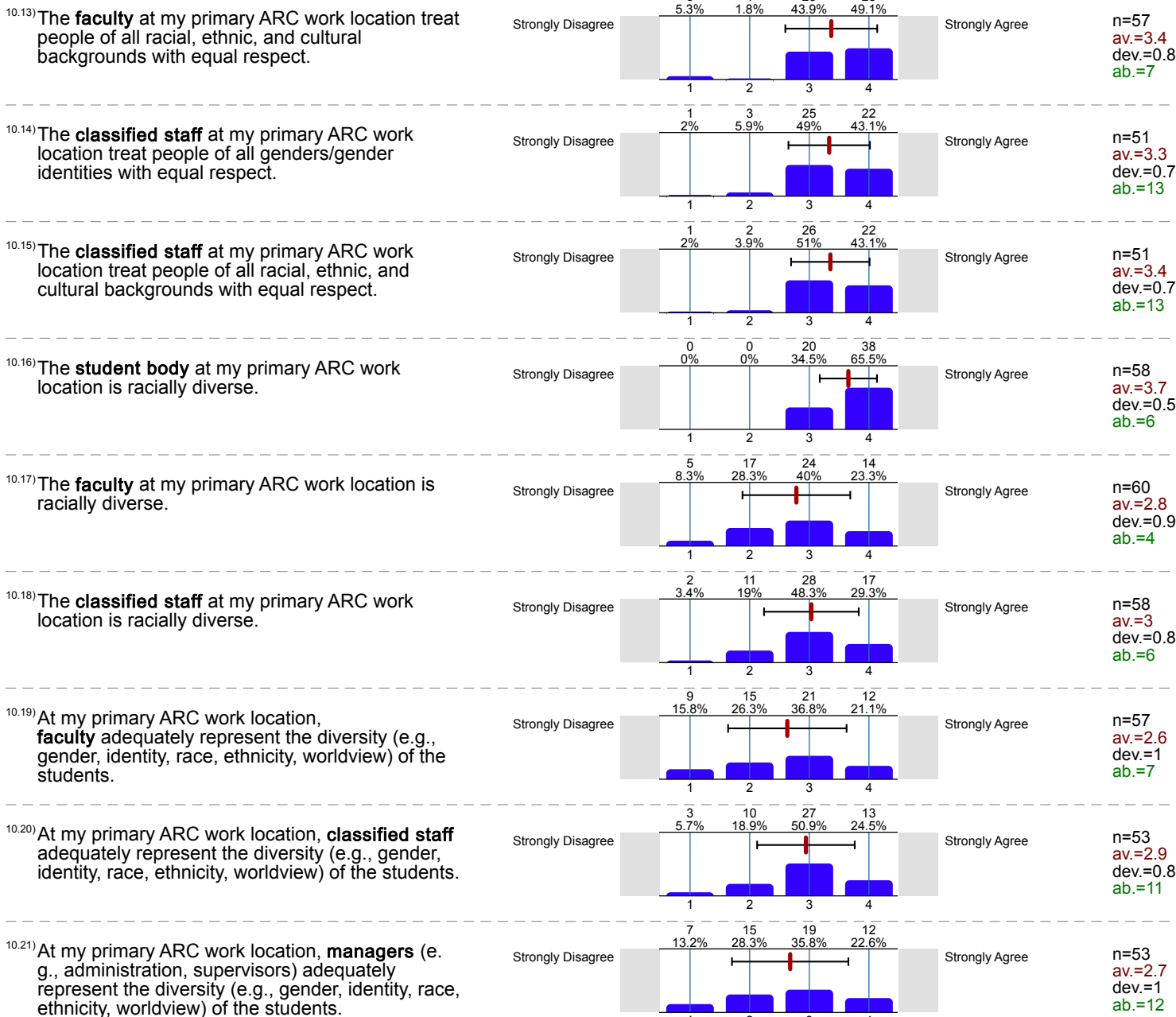


9. Professional Development

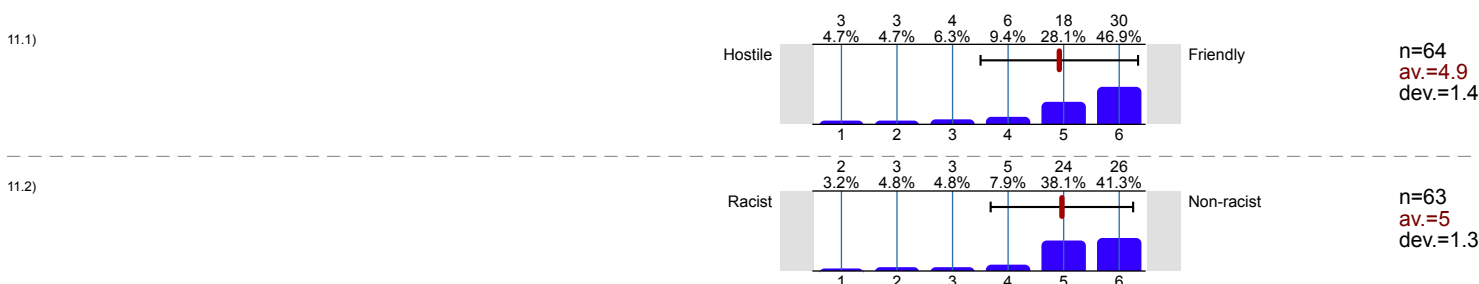


10. Equity, Inclusion, Social Justice Focus





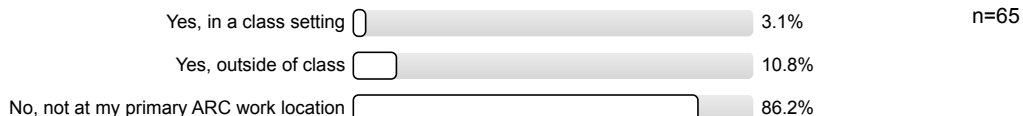
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one 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)

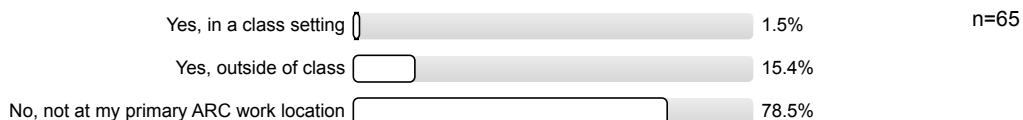
12.1) ...call someone homophobic names.



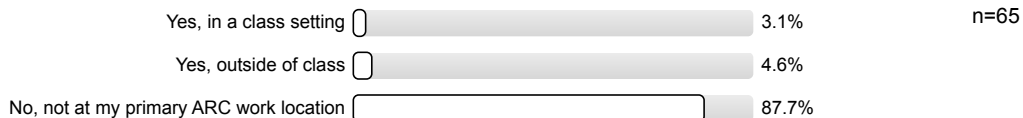
12.2) ...say sexual things to you or try to talk about sexual matters when you didn't want to.



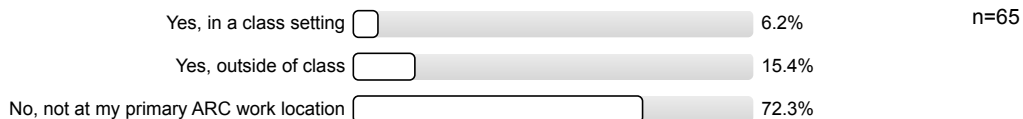
12.3) ...make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexual, trans, queer, +).



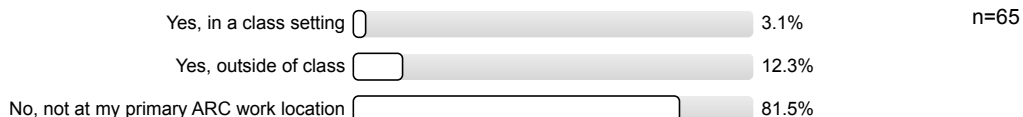
12.4) ...suggest or imply in your presence that women don't have the same intellectual abilities that men do.



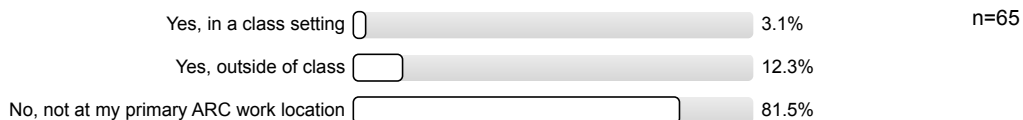
12.5) ...make inappropriate comments about your or someone else's body, appearance, or looks.



12.6) ...make sexist remarks or jokes about women.



12.7) ...make sexist remarks or jokes about men.



12.8) ...make negative remarks or jokes about trans women.

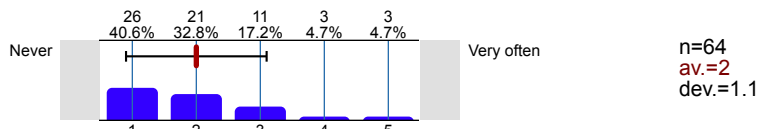


12.9) ...make negative remarks or jokes about trans men.

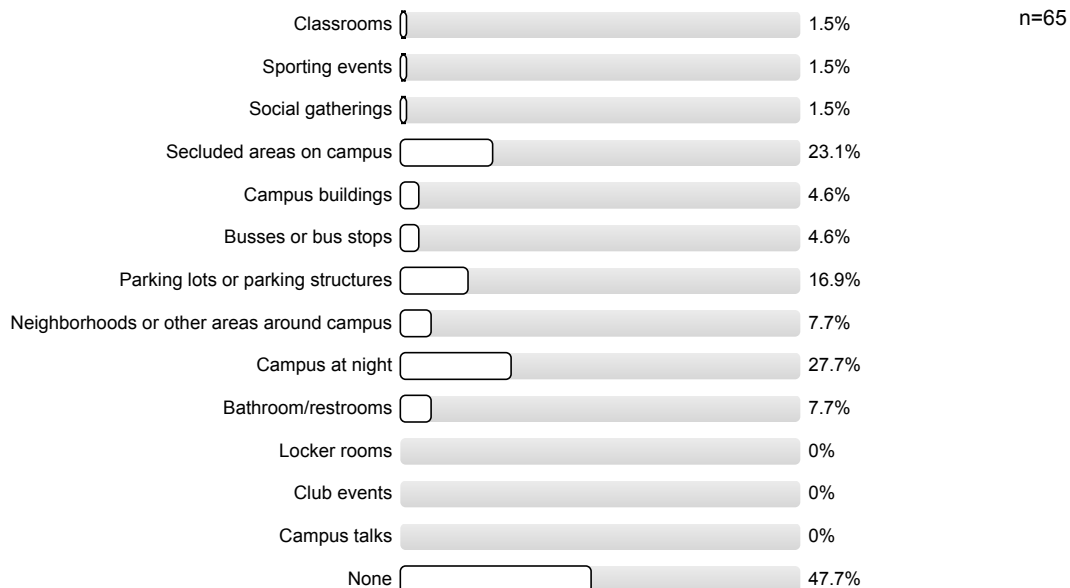


13. Regarding your personal **physical safety**:

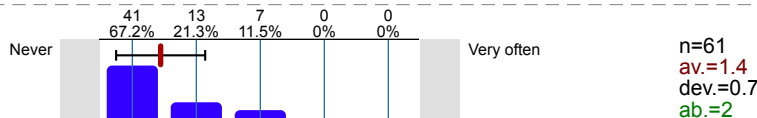
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



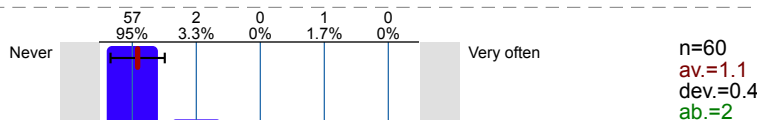
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



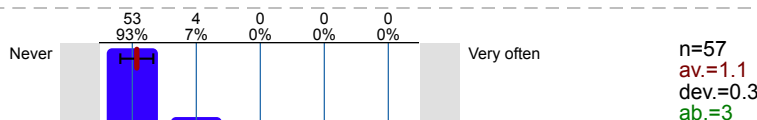
13.4) Other students



13.5) Instructors

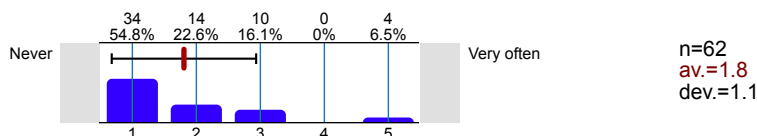


13.6) Staff

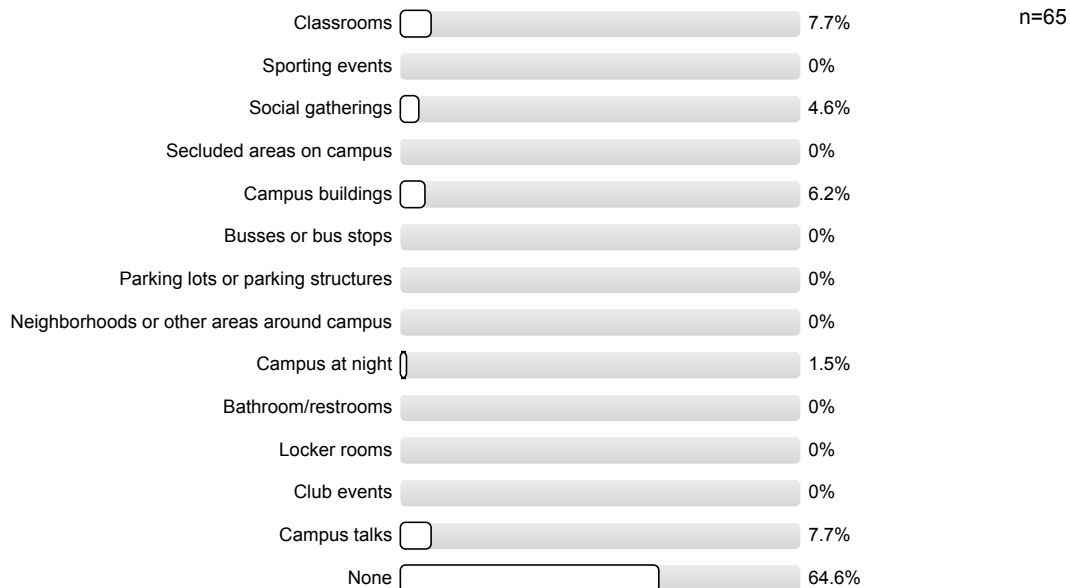


14. Regarding your **emotional safety**:

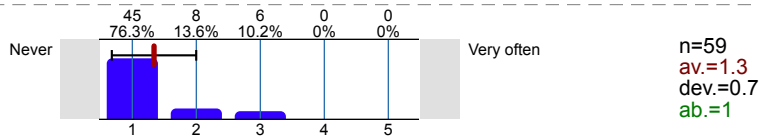
14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



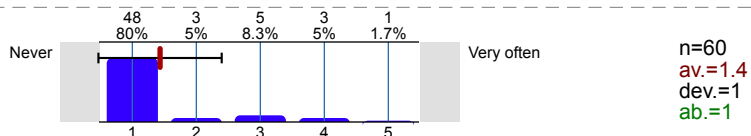
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)



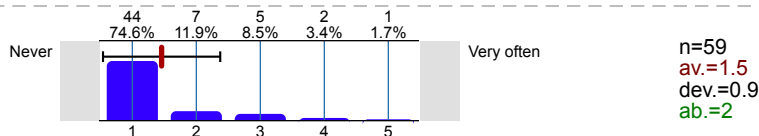
14.4) Other students



14.5) Instructors



14.6) Staff



15. Regarding your primary ARC work location:

15.1) Discrimination



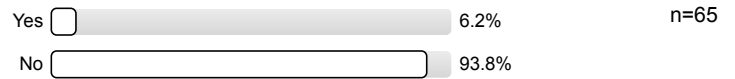
15.2) Threats of physical violence



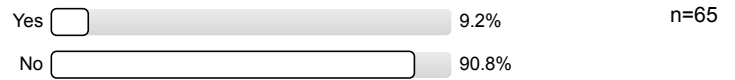
15.3) Physical violence



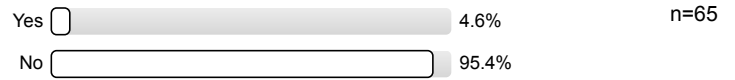
15.4) Threats of emotional violence



15.5) Emotional violence



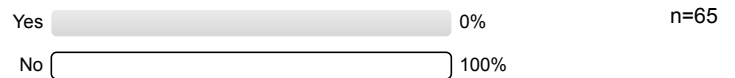
15.6) Sexual harassment



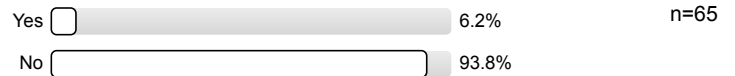
15.7) Other harassment



15.8) Sexual assault



15.9) Unwanted sexual advances



15.10) Verbal threats



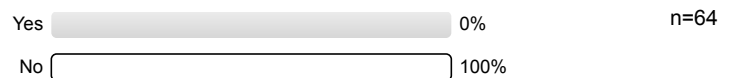
15.11) Discrimination



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



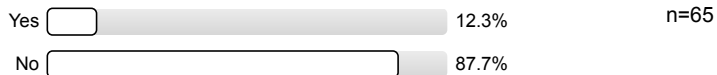
15.18) Sexual assault



15.19) Unwanted sexual advances

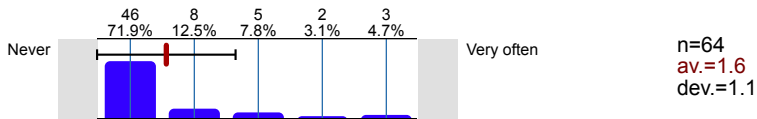


15.20) Verbal threats

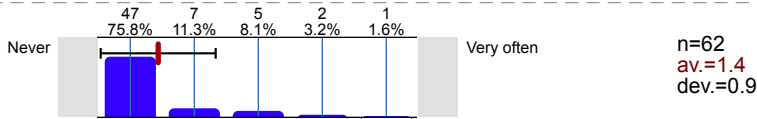


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

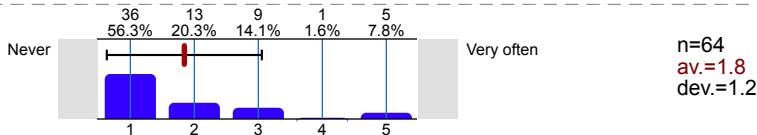
16.1) ...gender/gender identity



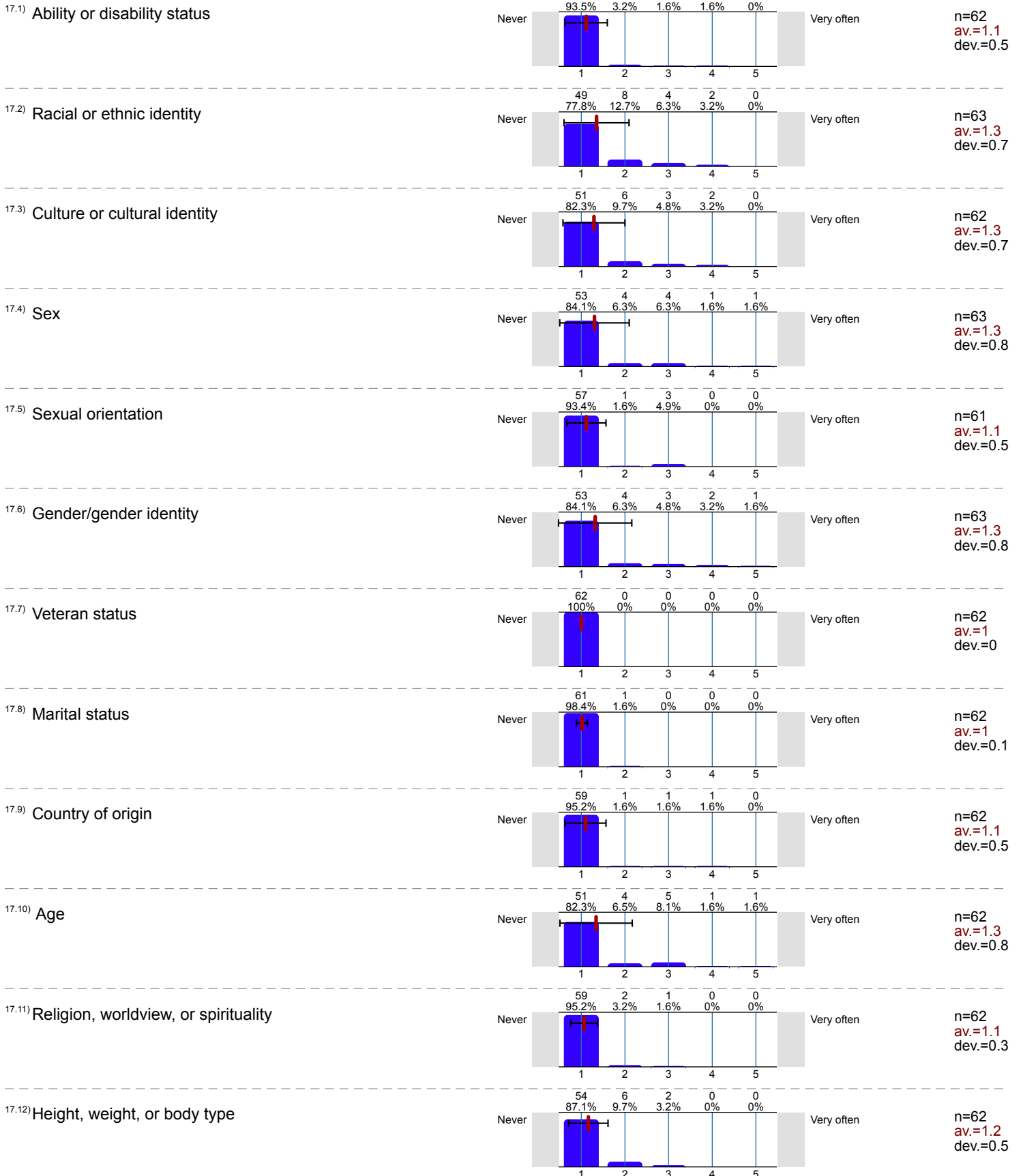
16.2) ...sexual orientation



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

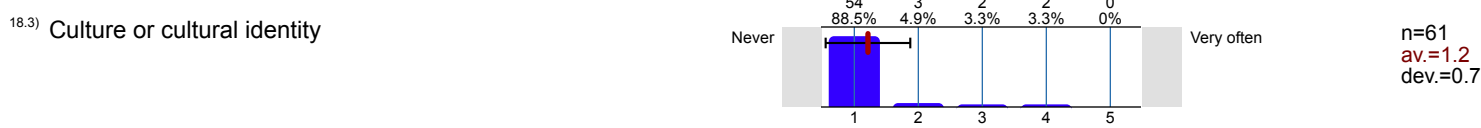


17. During the past 12 months, do you feel YOU have been mistreated *by students* at your primary ARC work location because of your:

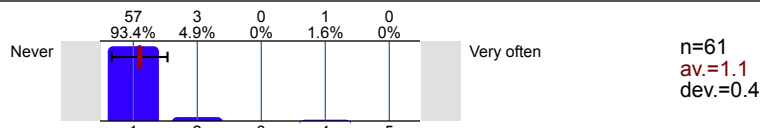




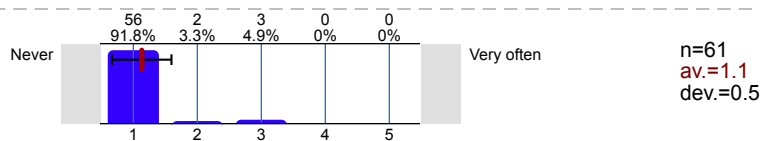
18. During the past 12 months, do you feel **YOU have** been mistreated *by faculty* at your primary ARC work location because of your:



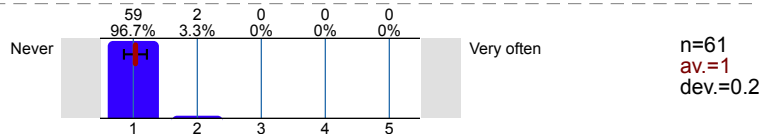
18.11) Religion, worldview, or spirituality



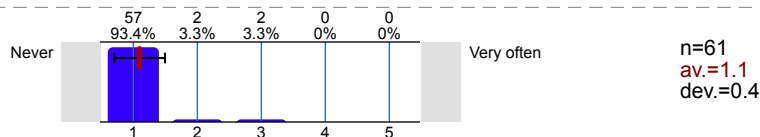
18.12) Height, weight, or body type



18.13) Political orientation

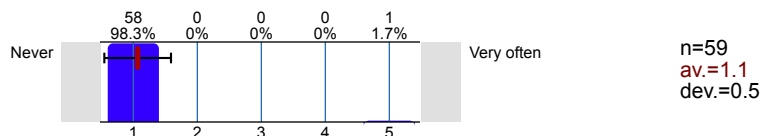


18.14) Social class

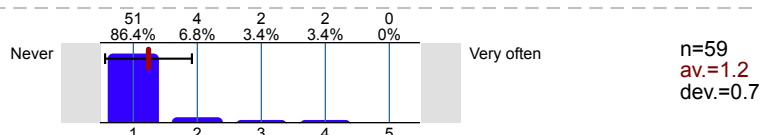


19. During the past 12 months, do you feel **YOU have** been mistreated *by classified staff* at your primary ARC work location because of your:

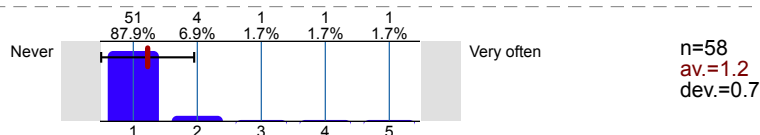
19.1) Ability or disability status



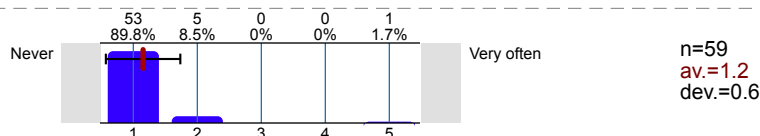
19.2) Racial or ethnic identity



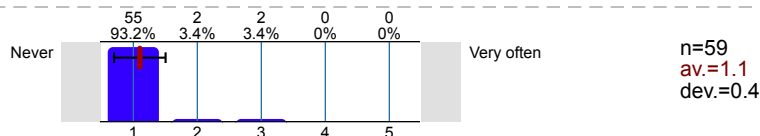
19.3) Culture or cultural identity



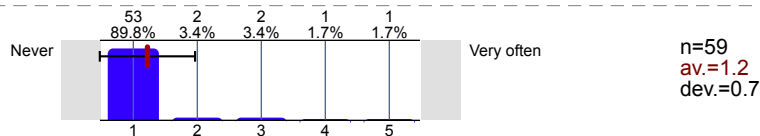
19.4) Sex



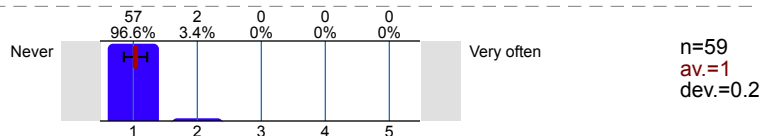
19.5) Sexual orientation



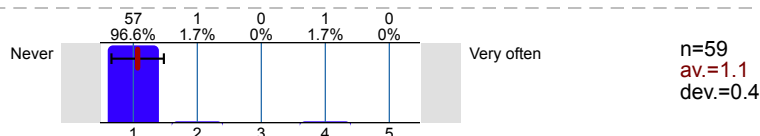
19.6) Gender/gender identity



19.7) Veteran status



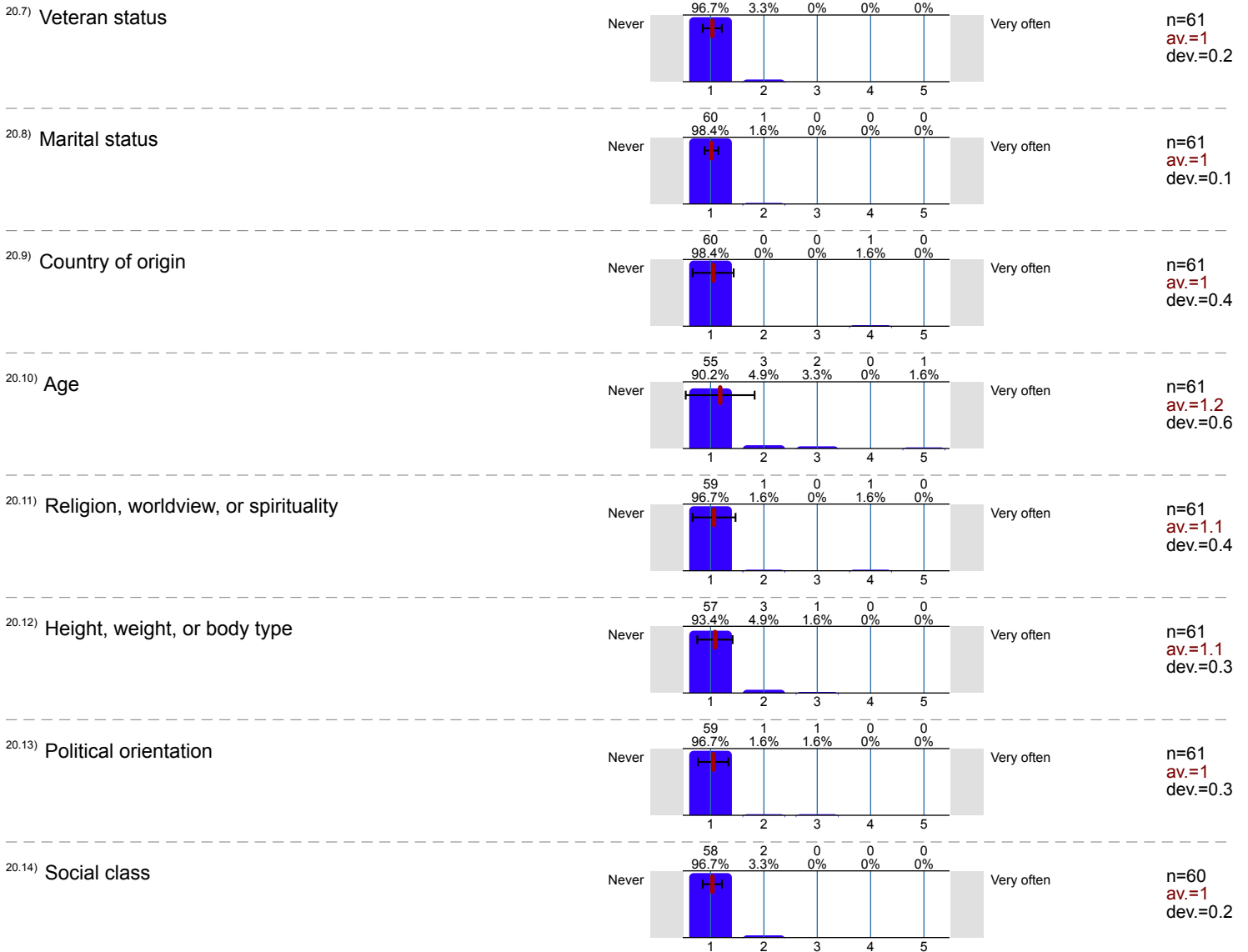
19.8) Marital status



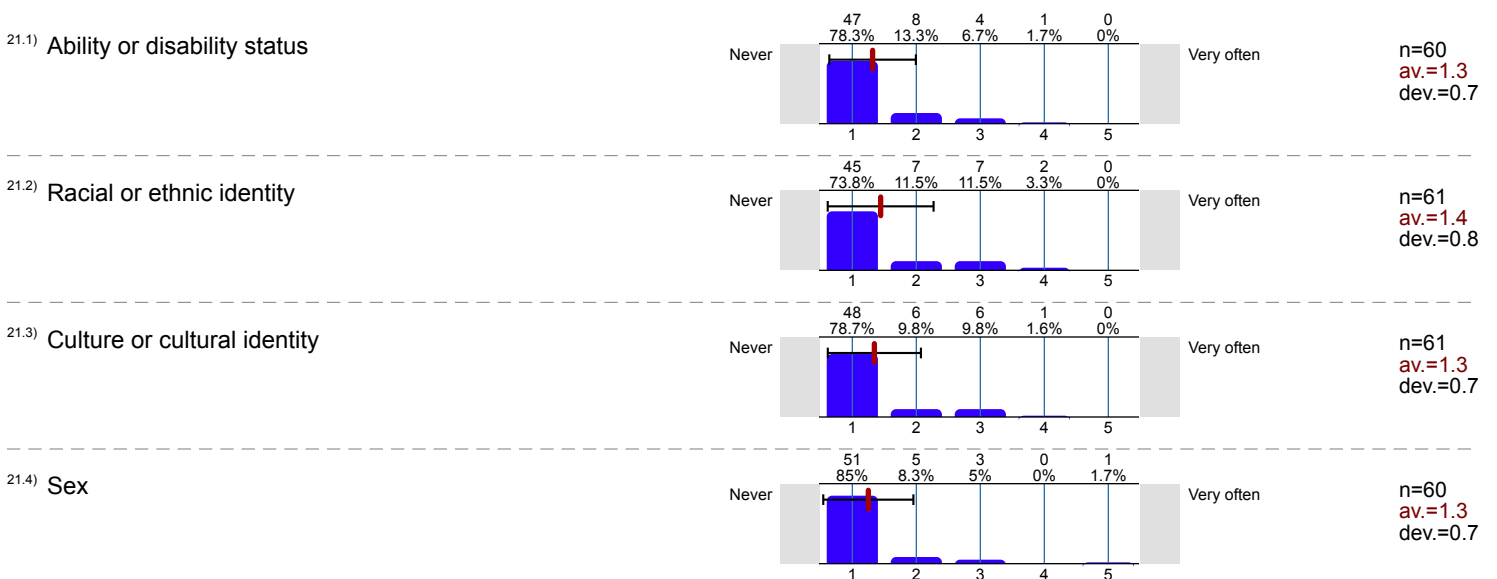


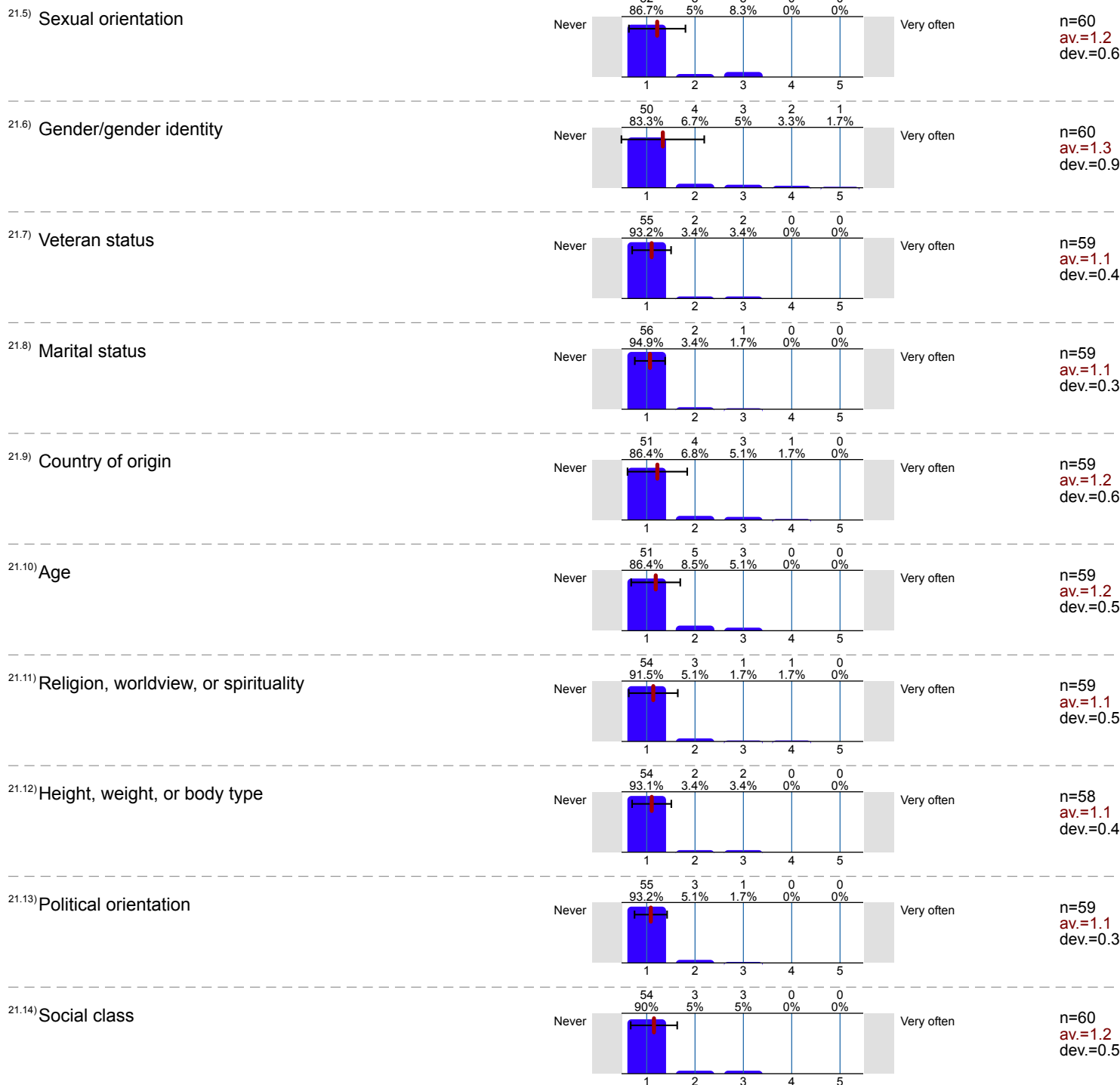
20. During the past 12 months, do you feel **YOU** have been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:



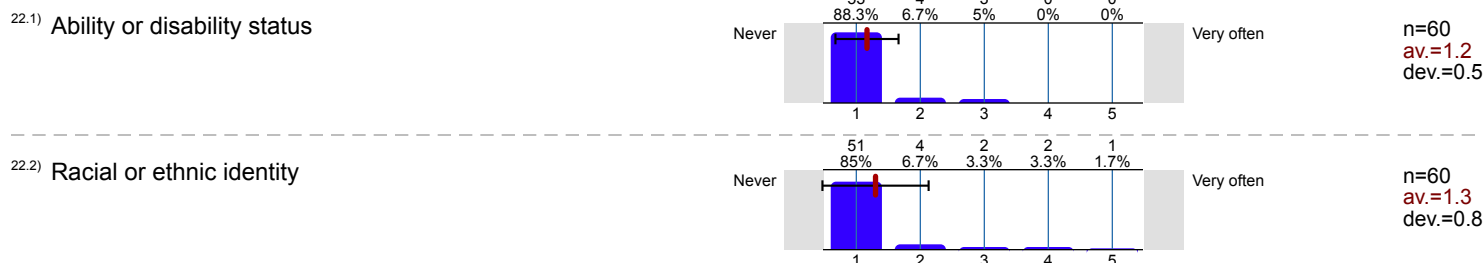


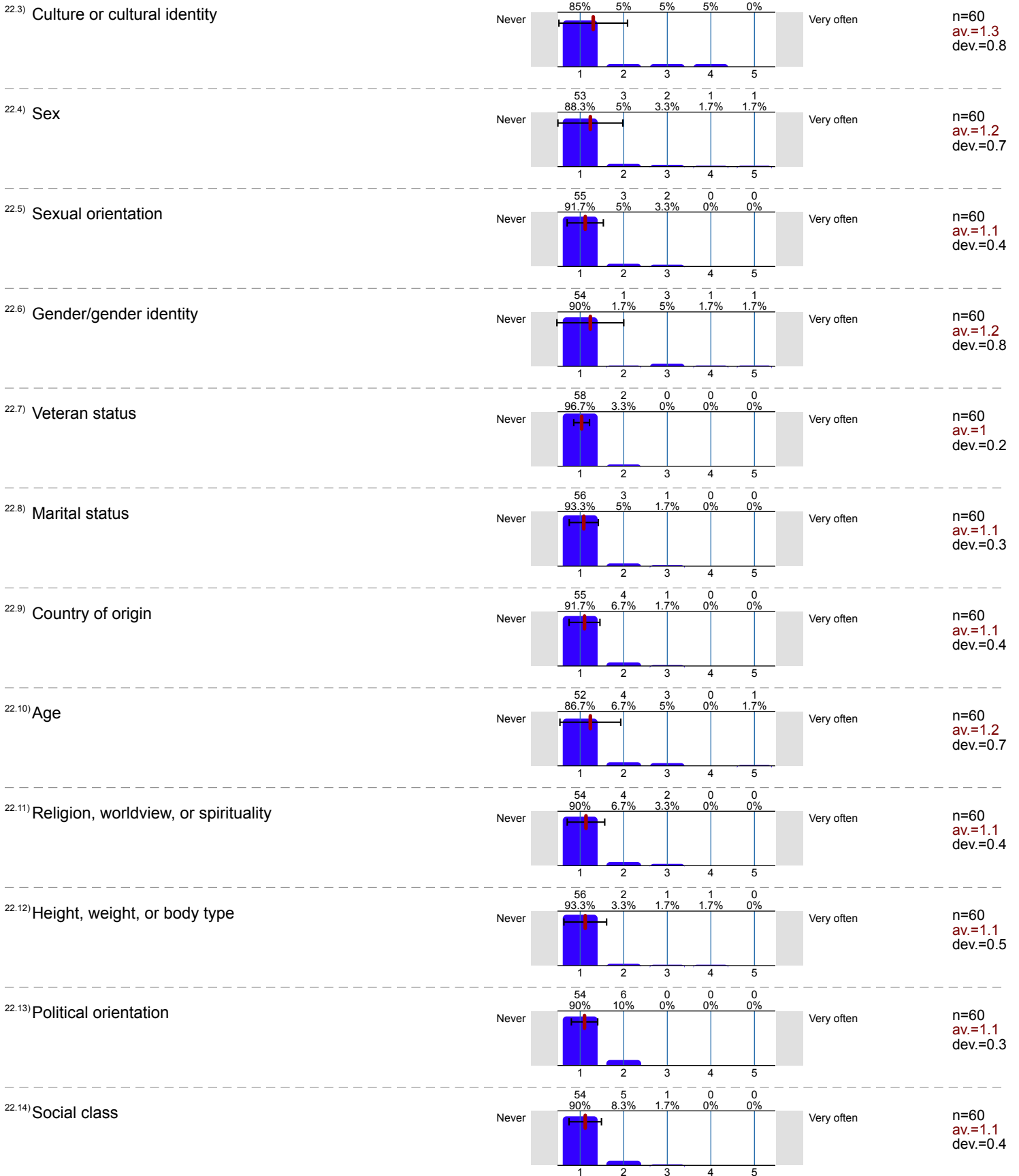
21. During the past 12 months, have you seen faculty, classified staff, or managers mistreat students at your primary ARC work location because of their:



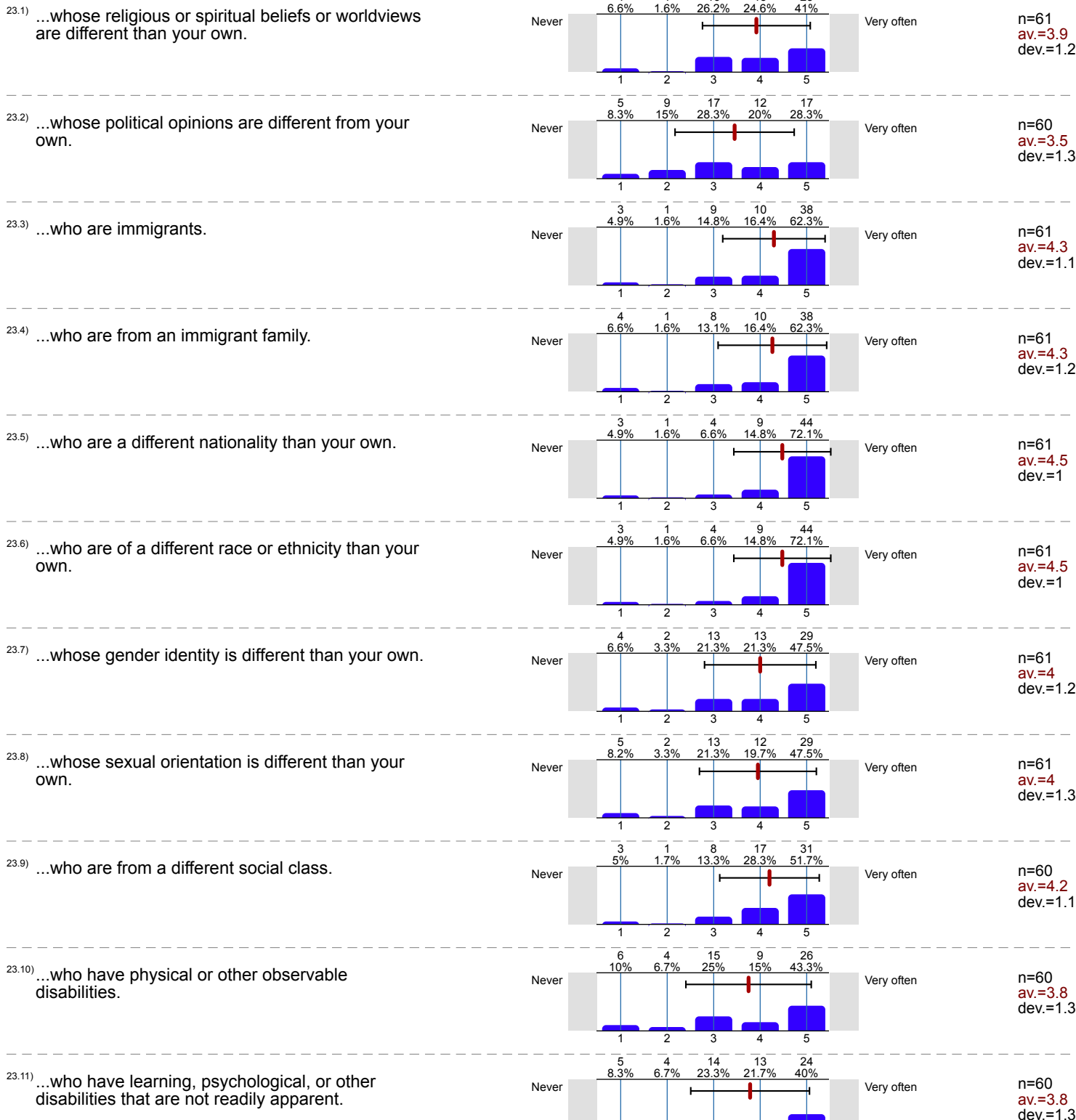


22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:



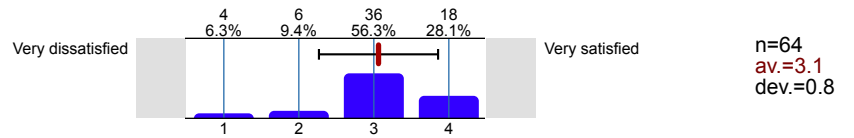


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



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:

- Gender fluid
- I'm not entirely confident about my gender identity - I mostly identify as a cisgender woman because that is what I was assigned at birth and spent my whole life being called, but I'm not sure what being a certain gender is supposed to "feel" like, or why gender is something that people emphasize. I also enjoy dressing as a stereotypical cisgendered man at times, so I'm not sure if I am nonbinary, gender fluid, or just cisgendered and confused.
- N/A (2 Counts)
- NA
- None.

3.4) Other sexual orientation:

- I prefer to keep it to myself
- N/A (2 Counts)
- None
- Queer

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).

- African American, Mexican, Japanese
- African American, White and Hispanic/Latino
- American
- Arabic
- Asian Indian.
- Chinese
- Colombian (with an "o").
- Guatemalan, Mexican, Xicanx
- Hawaiian;Portuguese;Native american (blackfoot)
- Irish American
- Irish, Polynesian
- Italian American
- Italian, Irish, English, Welsh
- Korean
- Korean American and European American
- Mexican (3 Counts)
- Middle Eastern

- N/A
- Punjabi
- Scandinavian
- Vietnamese
- Vietnamese American

3.9) Other religions, worldviews, or spiritual backgrounds:

- N/A (2 Counts)
- None
- Secular Humanism
- Sufism

3.11) Other religion, worldview, or spiritual background:

- N/A (2 Counts)
- None
- Secular Humanism
- Sufism

3.14) Other disabilities:

- Epilepsy
- None.
- Pain in wrist and elbow due working on computers
- Software Engineer

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.
- I make sure to walk outside with other's at night. The construction makes it difficult to easily access parking lots at night.
- In counseling the area nearest the classified employees has one way in and one way out - IF they lock the door to where the call center is located. Also, in the early - mornings to counseling the access inside is locked and employees must use the back entrance, which is not ADA accessible. It would help if all employees that start at 7:30am had key access through Admissions and Records office.
- N/A (2 Counts)
- None.
- Poorly lit areas at night

13.7) Other:

- Mold in office
- N/A (2 Counts)
- None.
- a non student walking into classroom and then following student to bathroom

- 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.
- Just stress/anxiety due to outside factors, not necessarily ARC
- Meetings
- N/A (3 Counts)
- Professional Development Workshops

^{14.7)} Other:

- Dean
- Dean of Natomas Center
- N/A (2 Counts)
- Visitors on Campus
- a couple times I had very bad, inappropriate conversation with one of FM staff

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.)

- In my own experience students, faculty, staff and managers have all been friendly and I have not experienced any mistreatment. That said, I have not had opportunity for extensive interaction with staff, faculty and managers beyond my own department.
- 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 disadvantaged. 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 have never been mistreated by others on campus but understand the privileges I hold contribute those feelings of safety.
- 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. Ignored. Retaliation.
- N/A
- 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.
- One particular individual has mistreated me by calling me a "juvenile" and a "jackass", saying that my position is what I get for starting in the industry at an early age, and saying things about me dying by getting hit by a bus. This individual threatens my feeling of emotional and physical safety often.
- 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.

- decisions are made without consultant people affected by the area