

# At ARC between 5 and 9 years

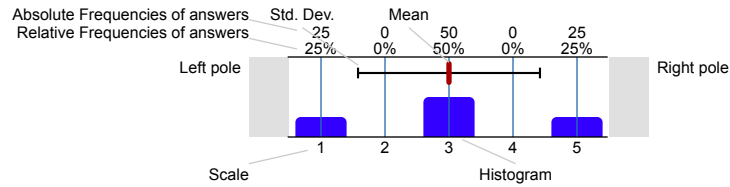
No. of responses = 44



## Survey Results

### Legend

Question text



## 2. Employee Info

### 2.1) Primary Employment Classification:

Faculty, Full-Time Teaching	<input type="text" value="29.5"/>	29.5%	n=44
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	<input type="text" value="6.8"/>	6.8%	
Faculty, Adjunct Teaching	<input type="text" value="18.2"/>	18.2%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	<input type="text" value="0"/>	0%	
Classified, Full-Time Permanent	<input type="text" value="31.8"/>	31.8%	
Classified, Part-Time Permanent	<input type="text" value="2.3"/>	2.3%	
Supervisor	<input type="text" value="6.8"/>	6.8%	
Administrator	<input type="text" value="4.5"/>	4.5%	

### 2.2) Years worked at ARC (any location):

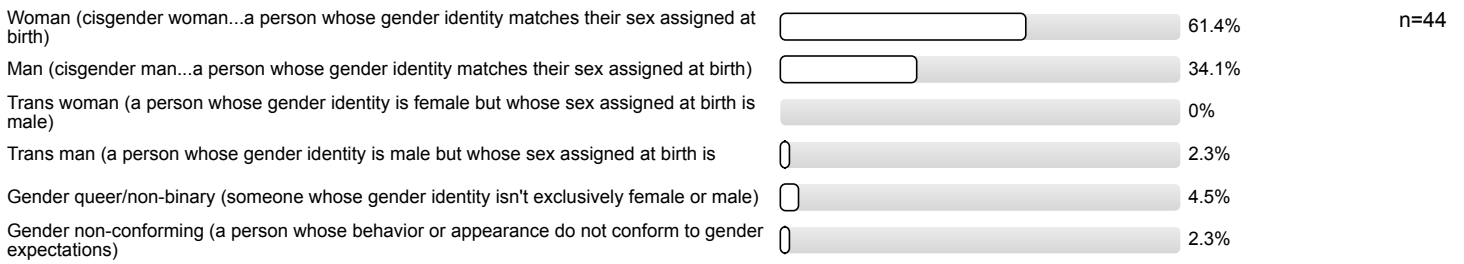
less than 1 year	<input type="text" value="0"/>	0%	n=44
1 to 4 years	<input type="text" value="0"/>	0%	
5 to 9 years	<input type="text" value="100"/>	100%	
10 to 14 years	<input type="text" value="0"/>	0%	
15 to 19 years	<input type="text" value="0"/>	0%	
20 years or more	<input type="text" value="0"/>	0%	

### 2.3) Primary work location at ARC:

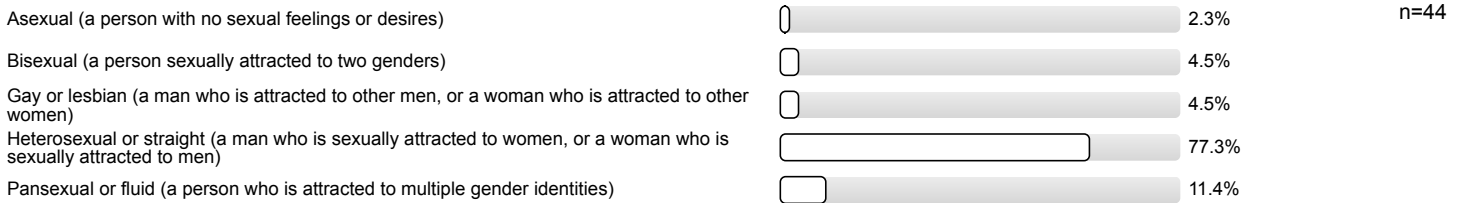
ARC Main Campus	<input type="text" value="86.4"/>	86.4%	n=44
Natomas Center	<input type="text" value="13.6"/>	13.6%	
McClellan Center	<input type="text" value="0"/>	0%	
Mather Center	<input type="text" value="0"/>	0%	

## 3. Demographics

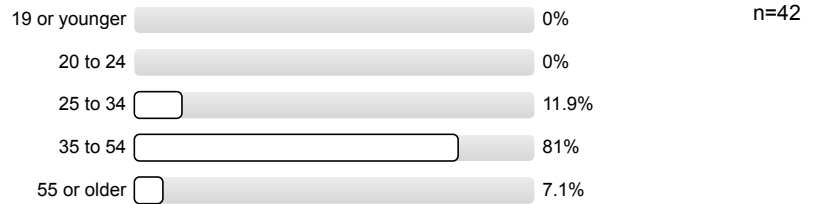
## 3.1) What is your gender identity? (MARK ALL THAT APPLY)



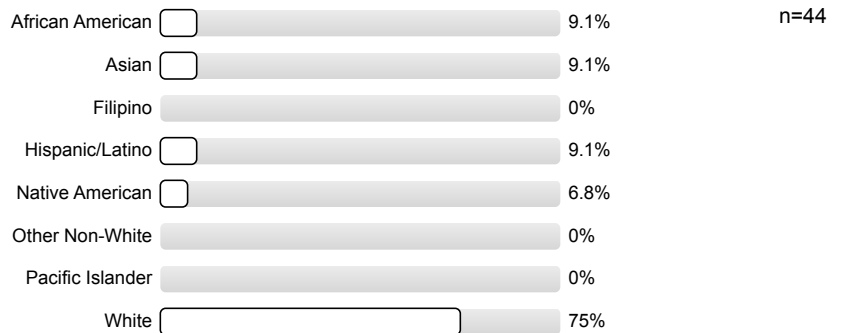
## 3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



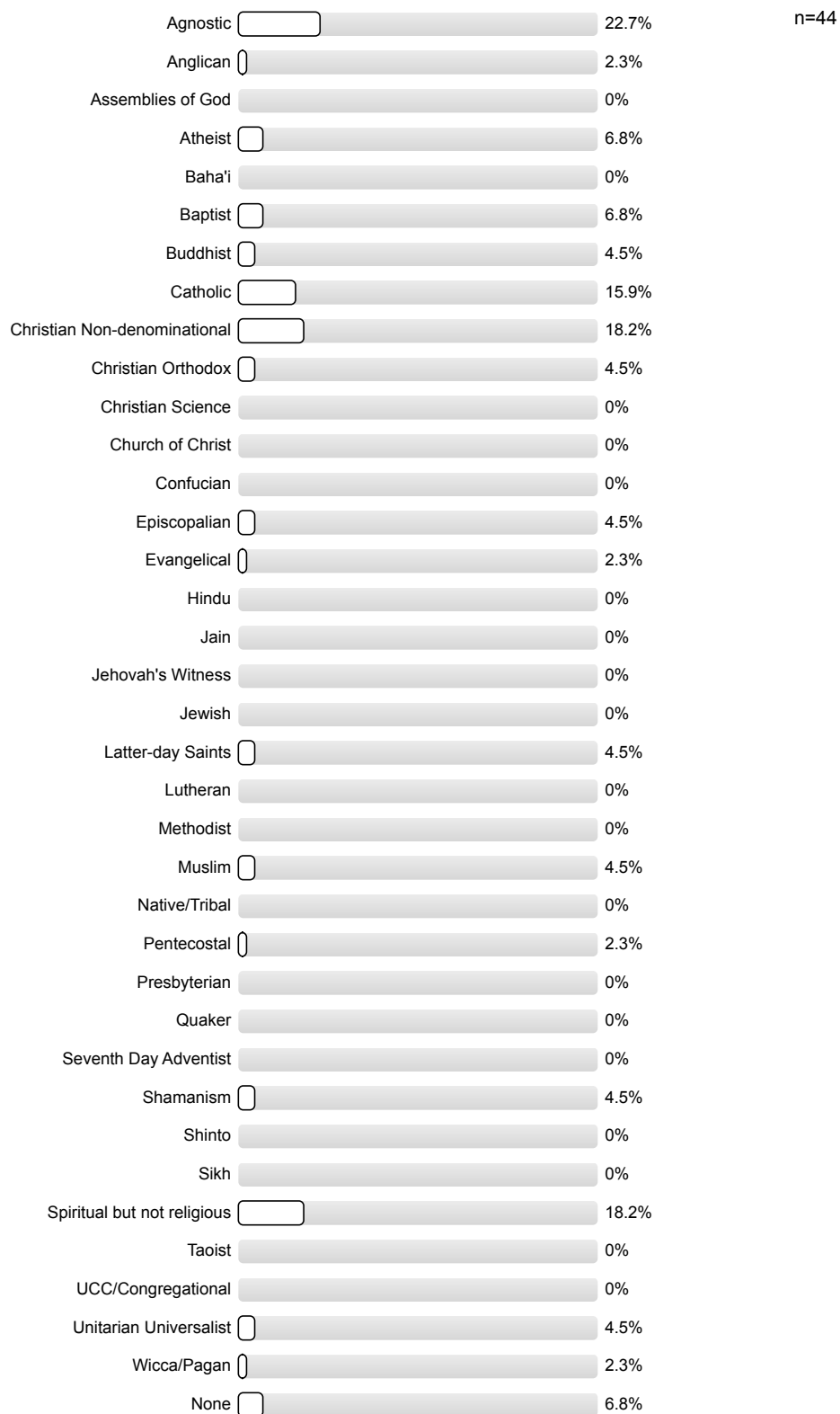
## 3.5) What is your age (in years)?



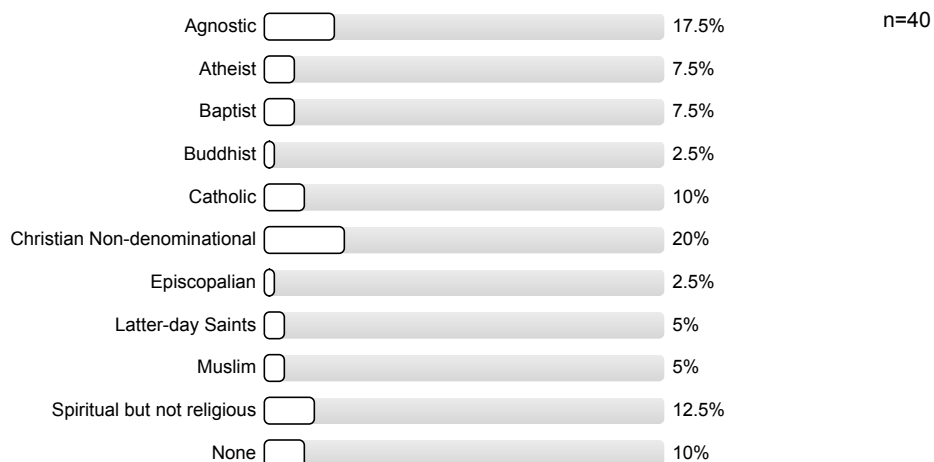
## 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)



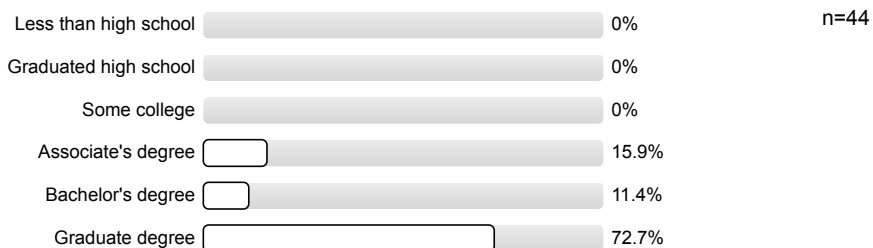
3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)



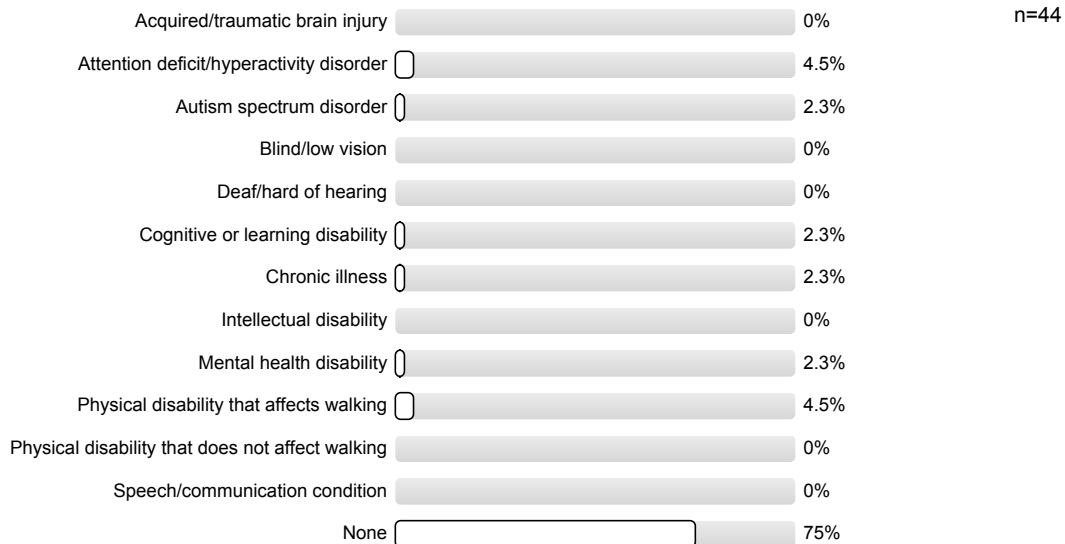
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)



3.12) What is your highest level of education?

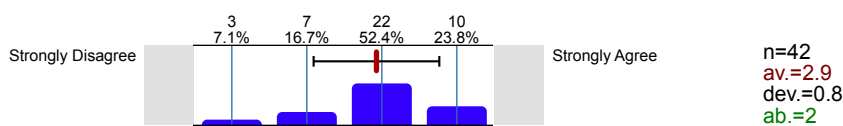


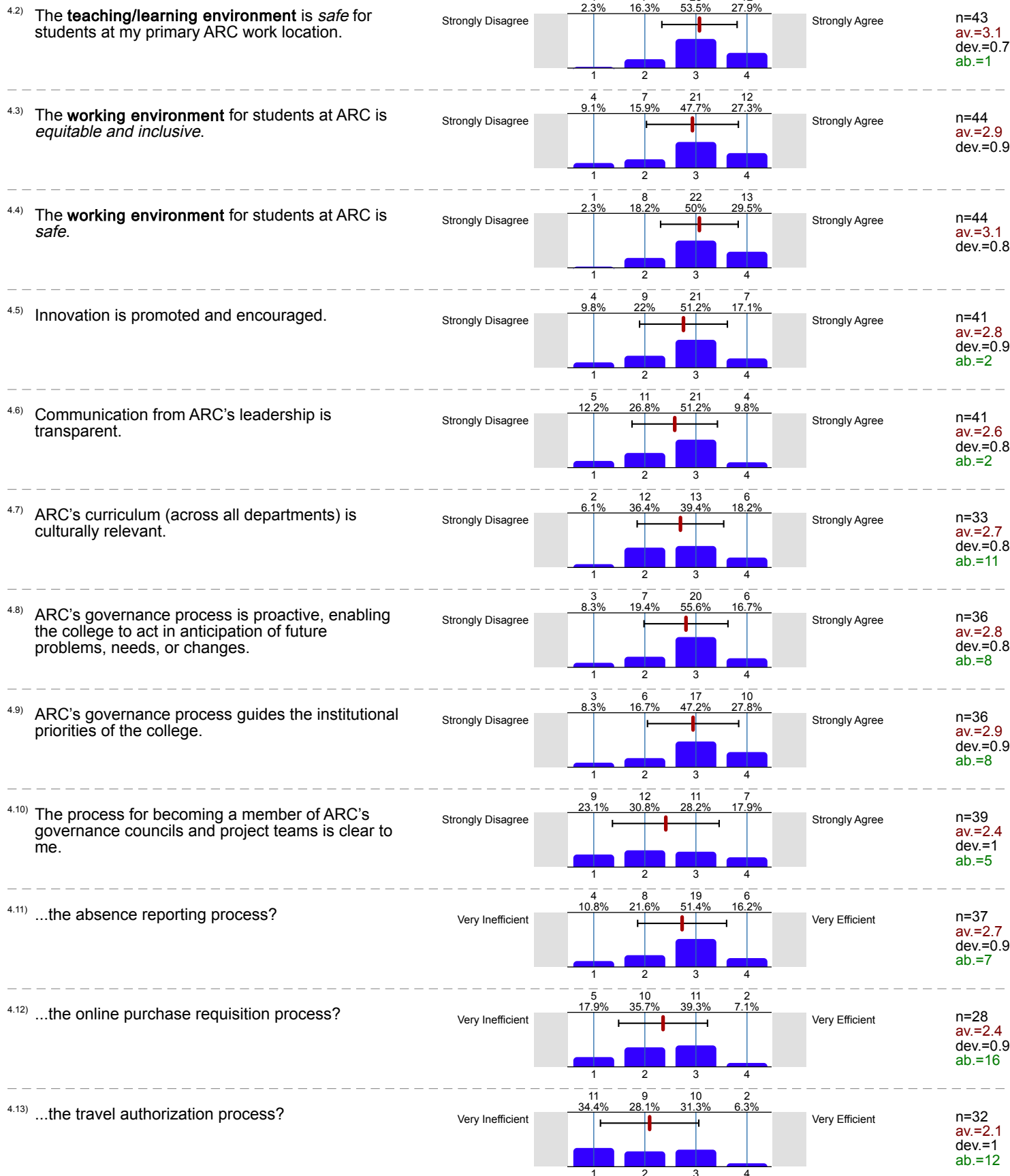
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)

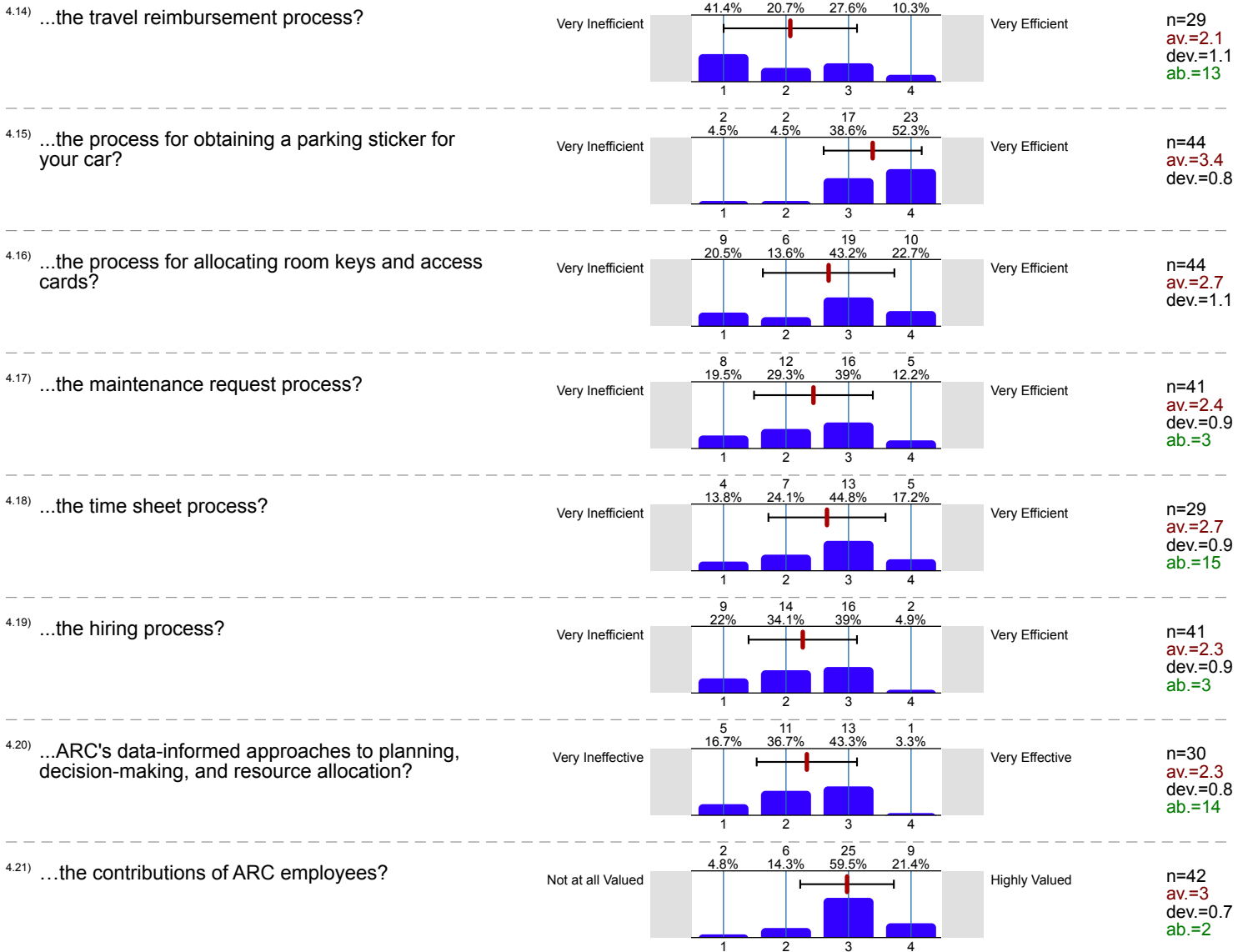


#### 4. Institutional Effectiveness

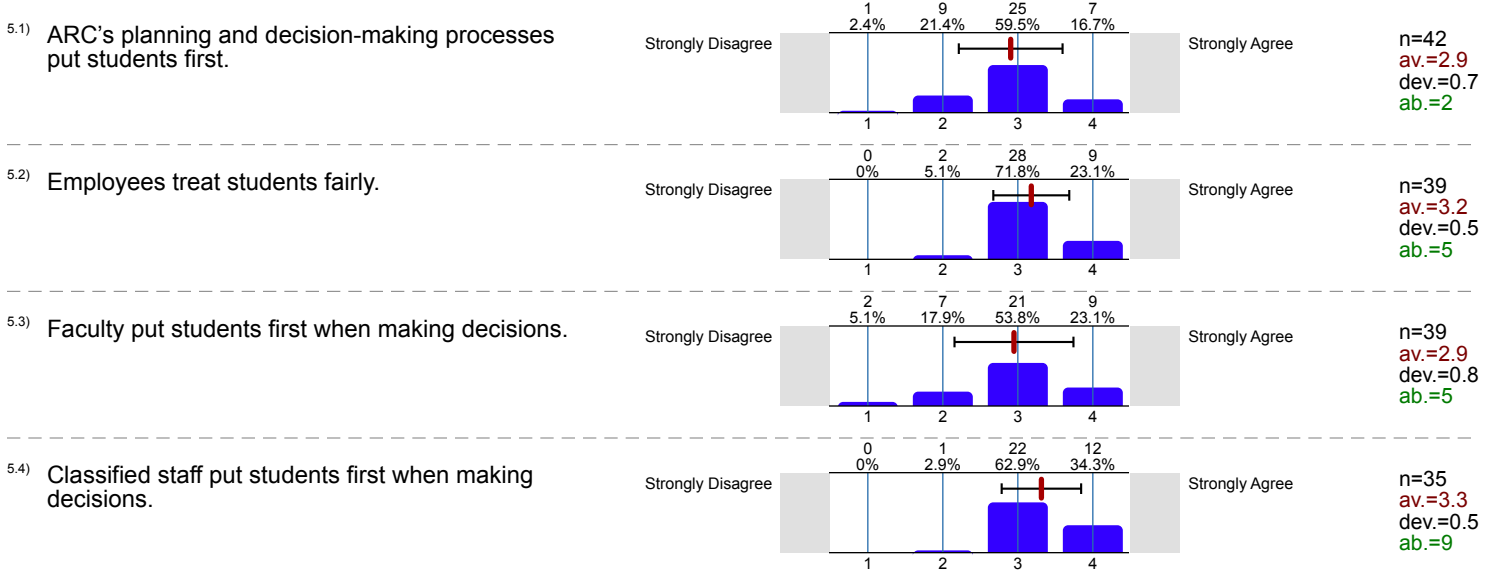
4.1) The **teaching/learning environment is equitable and inclusive** for students at my primary ARC work location.







5. Student-Focus





6. Teamwork

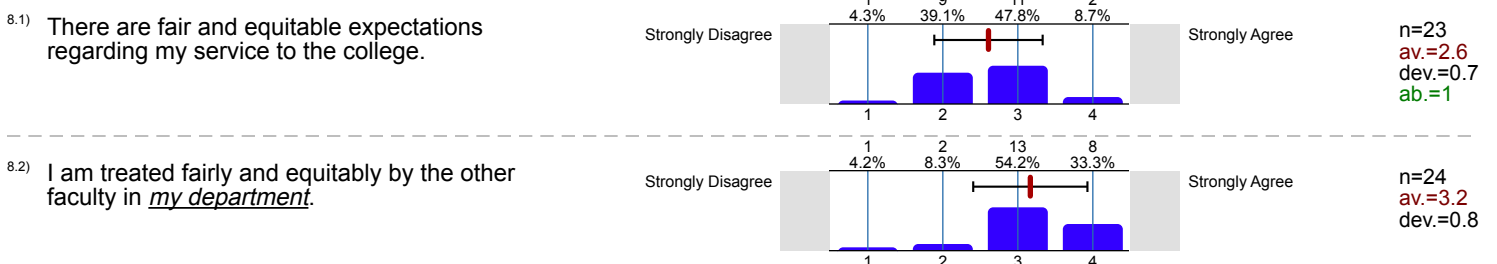


7. Job Satisfaction

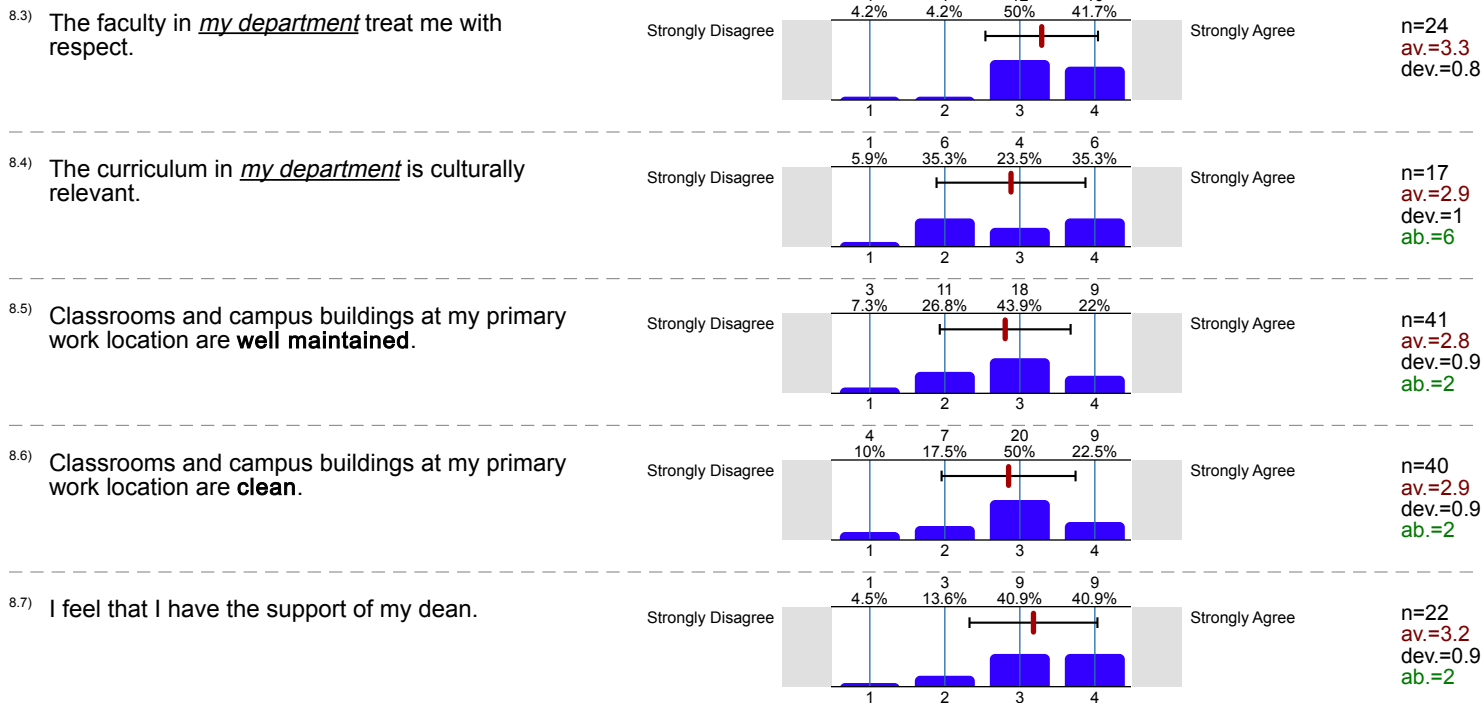




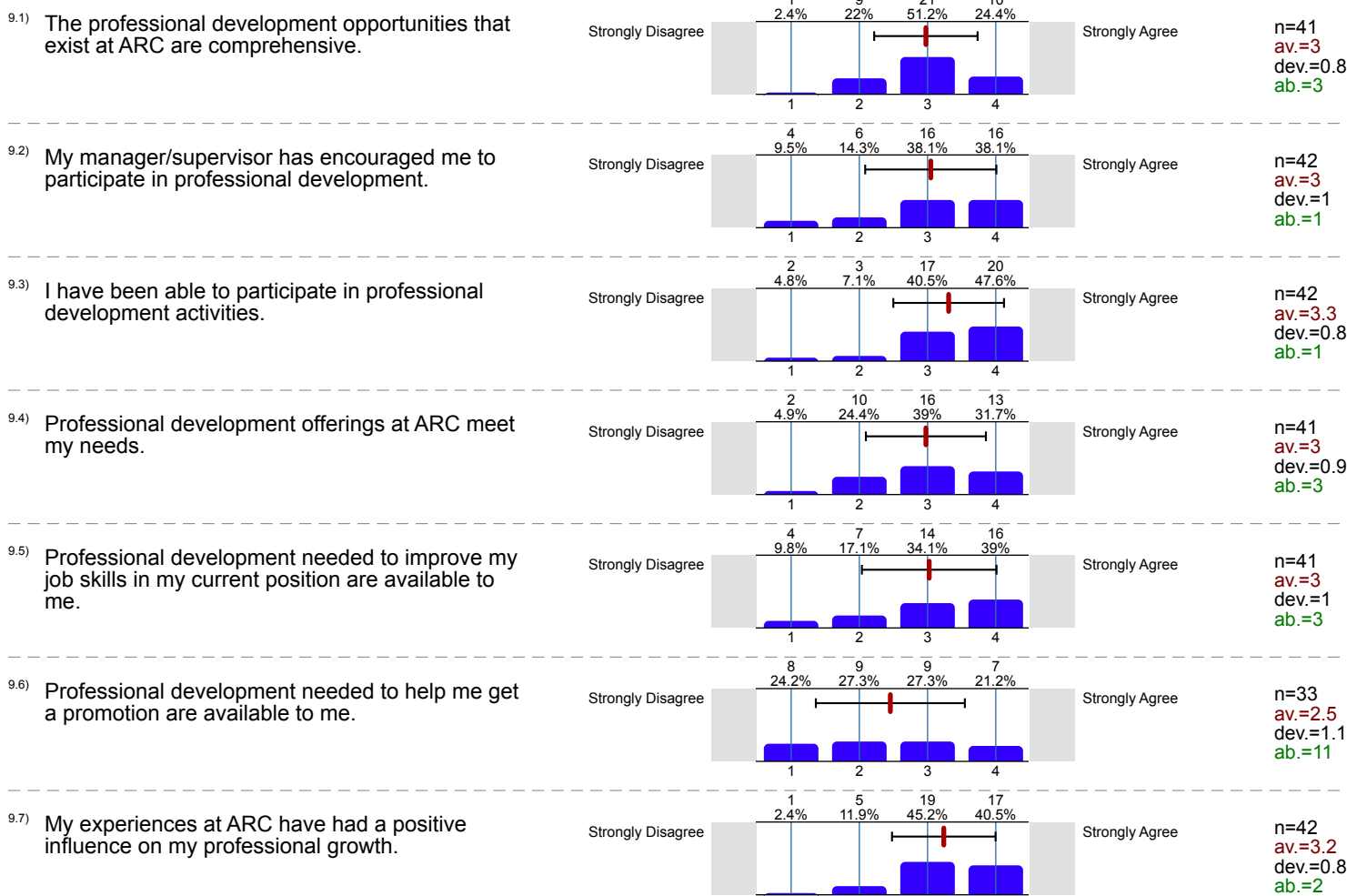
### 8. Faculty Specific Questions



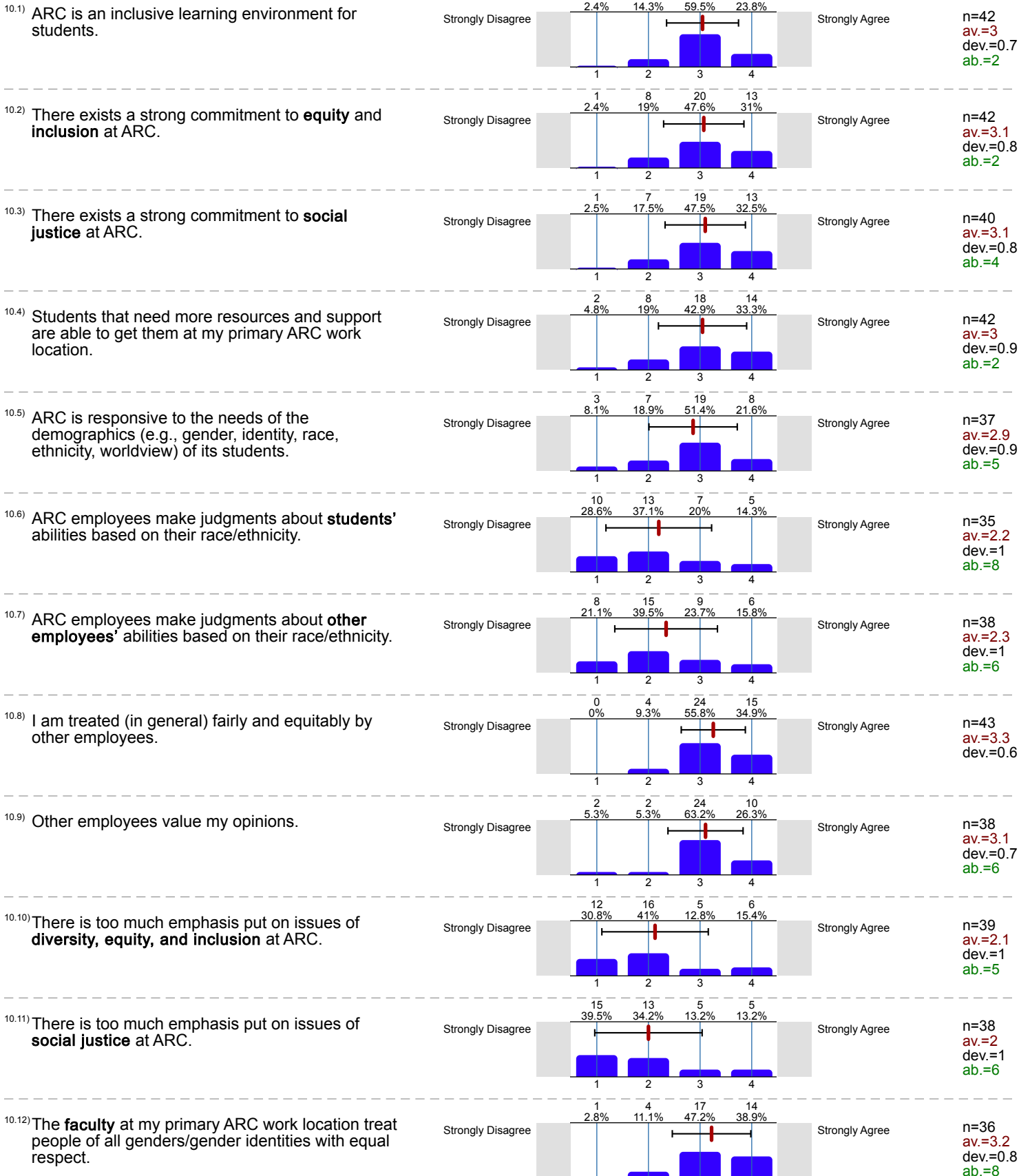


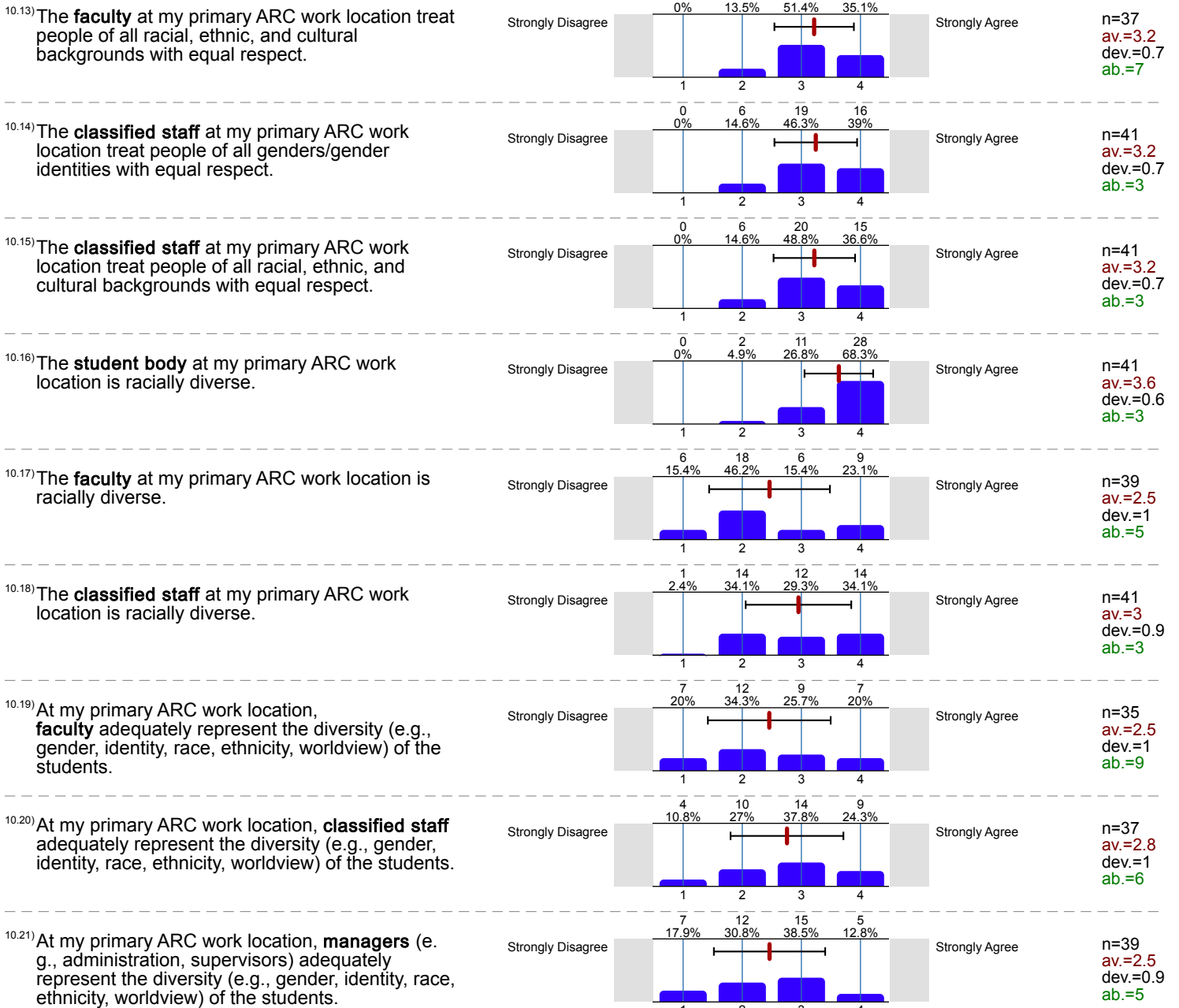


### 9. Professional Development

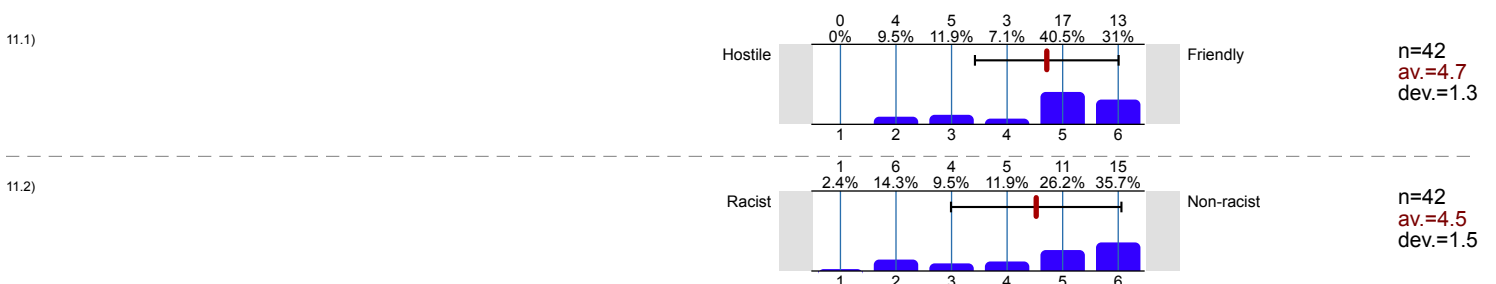


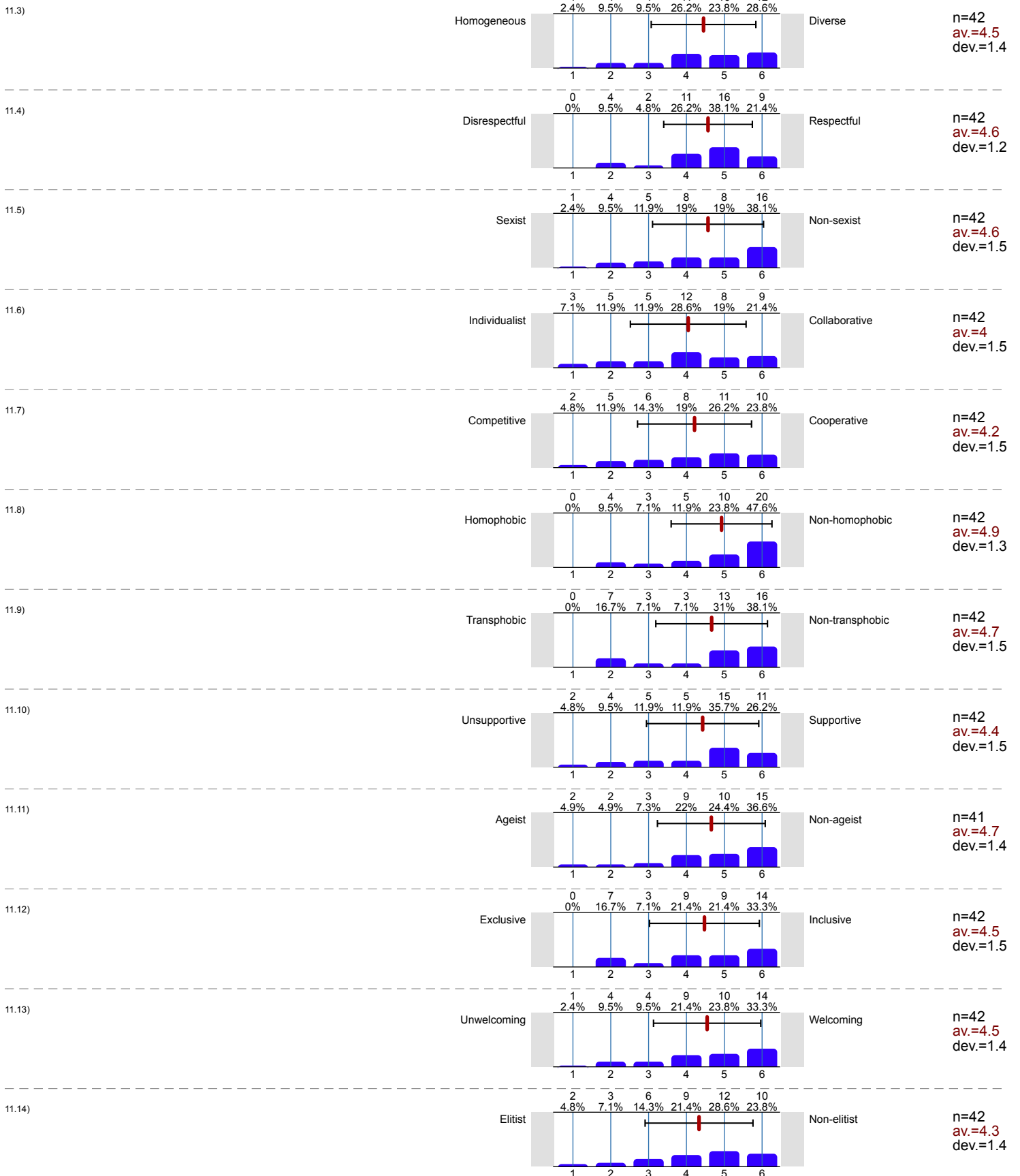
10. Equity, Inclusion, Social Justice Focus





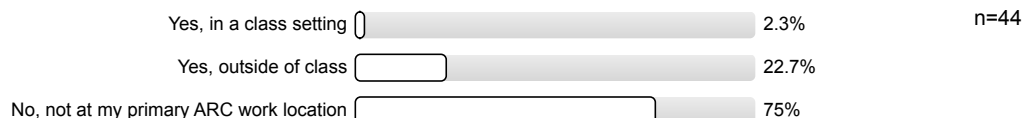
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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



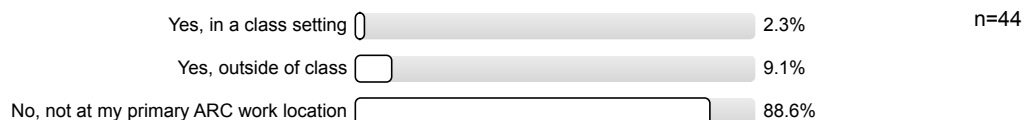


12. During the past 12 months at ***your primary ARC work location***, have you heard anyone... (MARK ALL THAT APPLY)

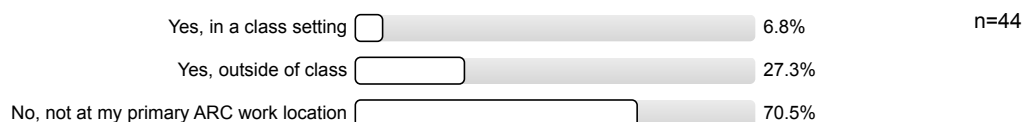
12.1) ...call someone homophobic names.



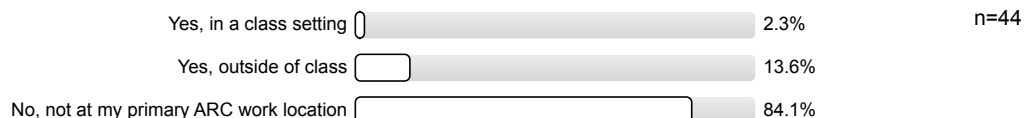
12.2) ...say sexual things to you or try to talk about sexual matters when you didn't want to.



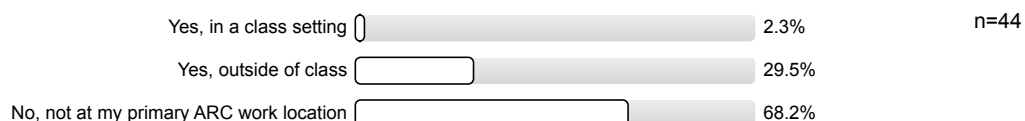
12.3) ...make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexual, trans, queer, +).



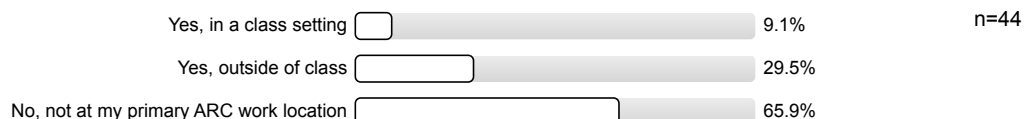
12.4) ...suggest or imply in your presence that women don't have the same intellectual abilities that men do.



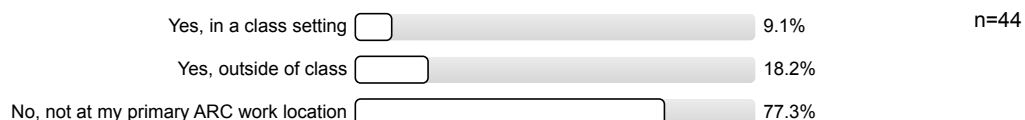
12.5) ...make inappropriate comments about your or someone else's body, appearance, or looks.



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.

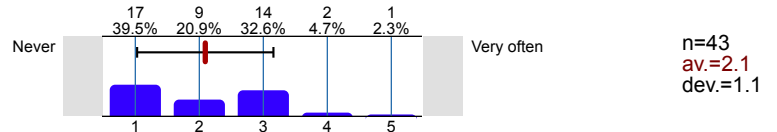


12.9) ...make negative remarks or jokes about trans men.

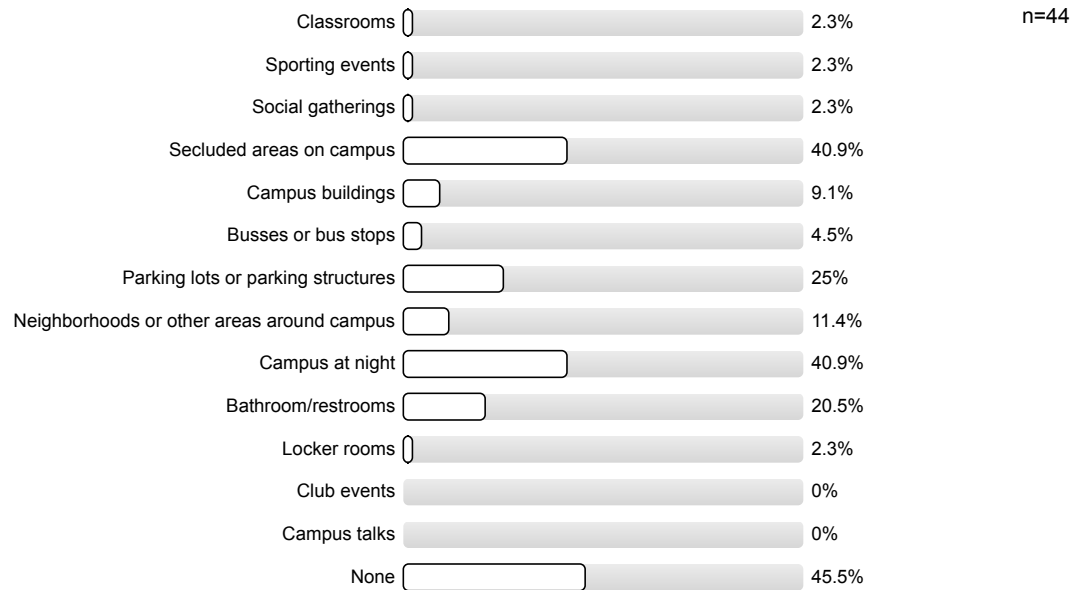


13. Regarding your personal **physical safety**:

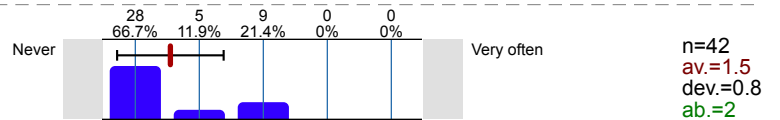
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



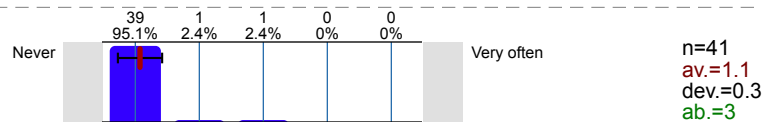
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



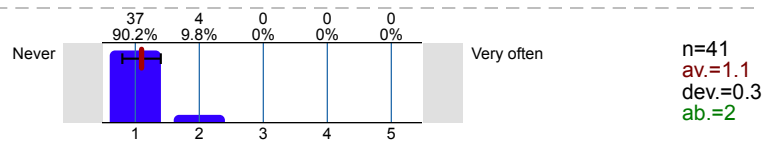
13.4) Other students



13.5) Instructors

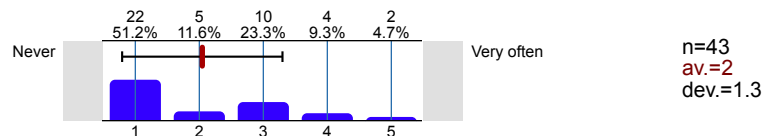


13.6) Staff

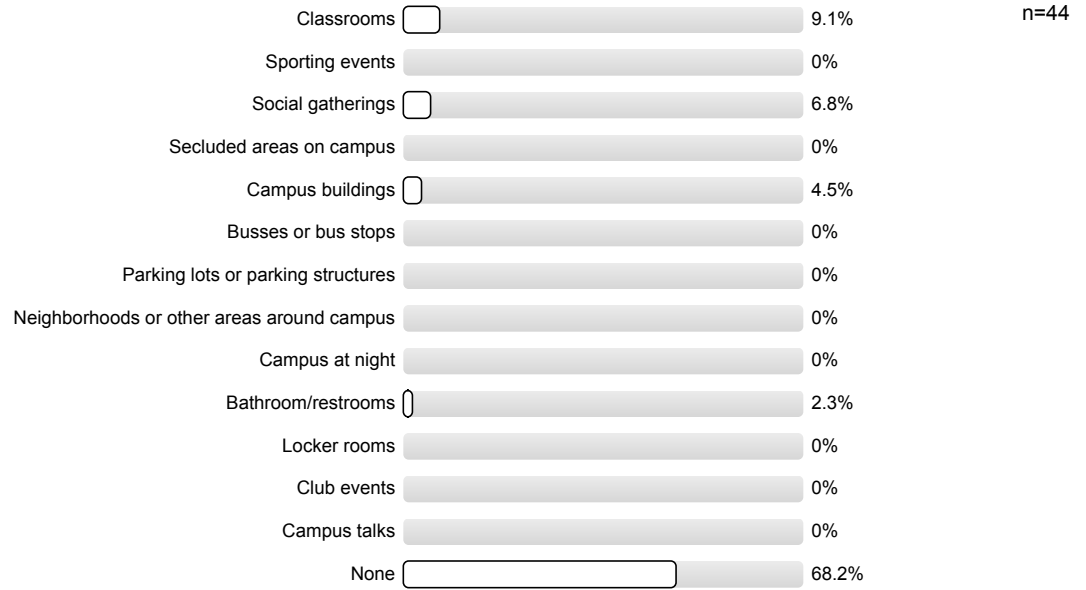


14. Regarding your **emotional safety**:

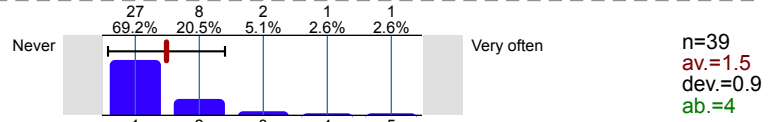
14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



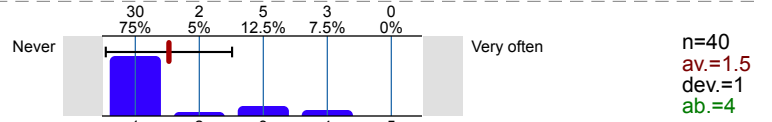
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)



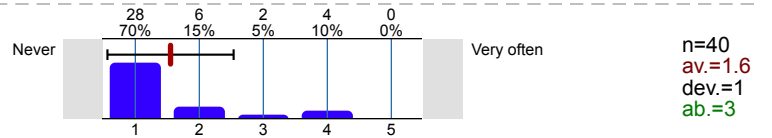
14.4) Other students



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



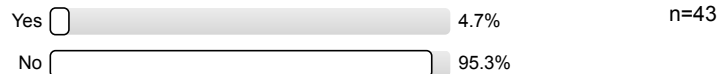
## 15.7) Other harassment



## 15.8) Sexual assault



## 15.9) Unwanted sexual advances



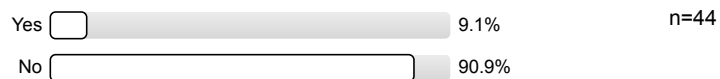
## 15.10) Verbal threats



## 15.11) Discrimination



## 15.12) Threats of physical violence

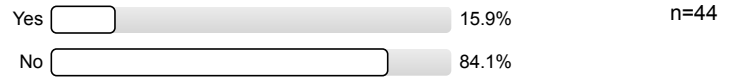


## 15.13) Physical violence





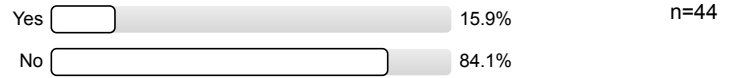
15.14) Threats of emotional violence



15.15) Emotional violence



15.16) Sexual harassment



15.17) Other harassment



15.18) Sexual assault



15.19) Unwanted sexual advances

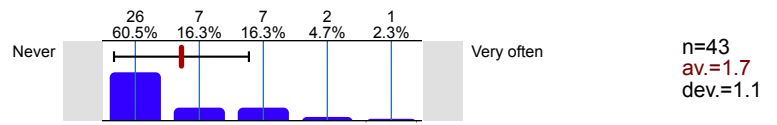


15.20) Verbal threats

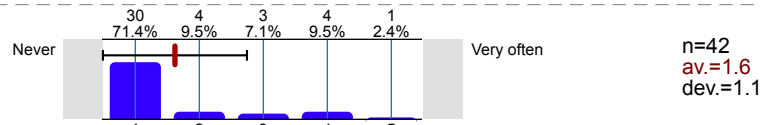


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

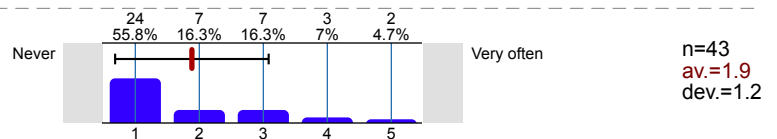
16.1) ...gender/gender identity



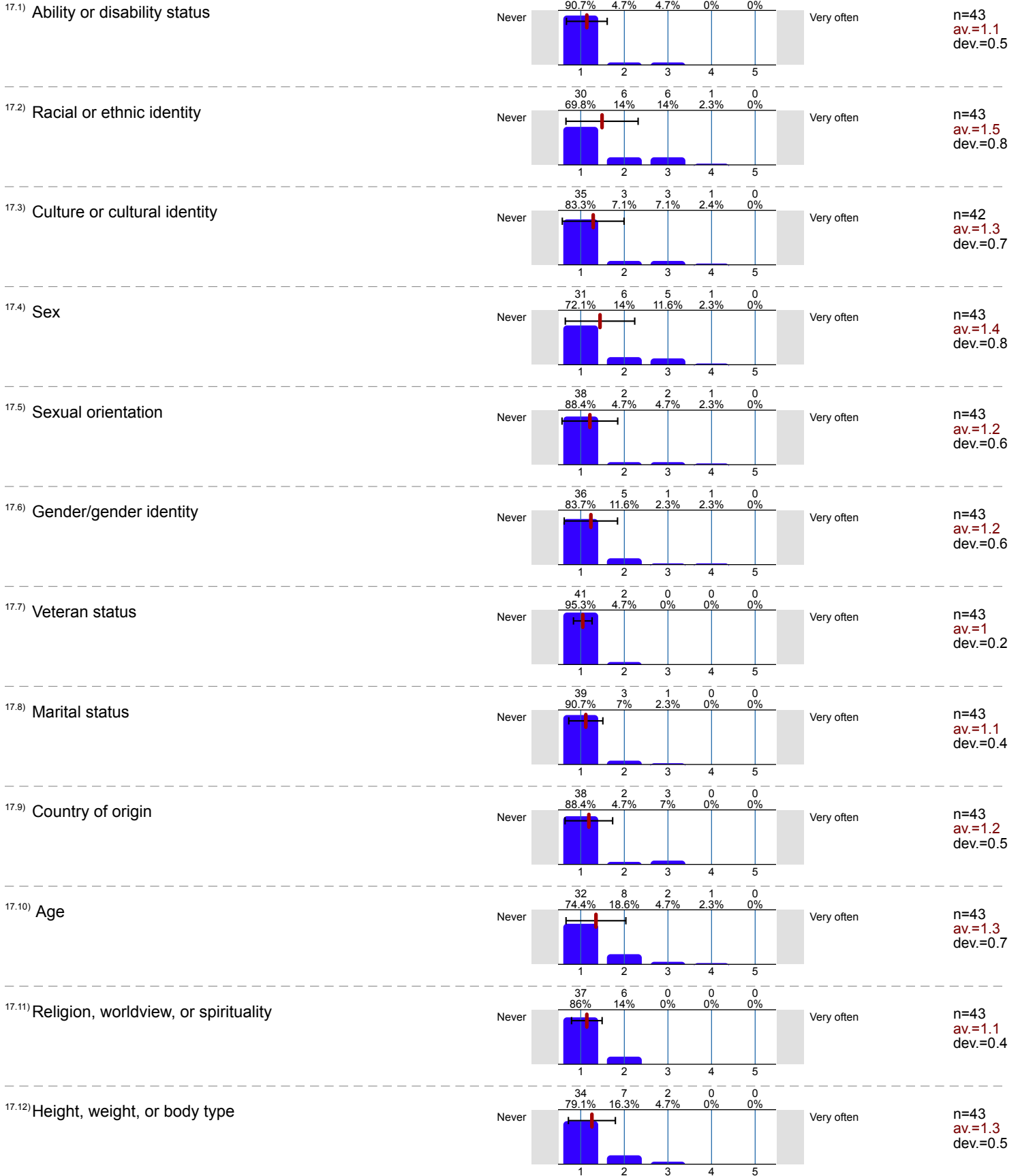
16.2) ...sexual orientation



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



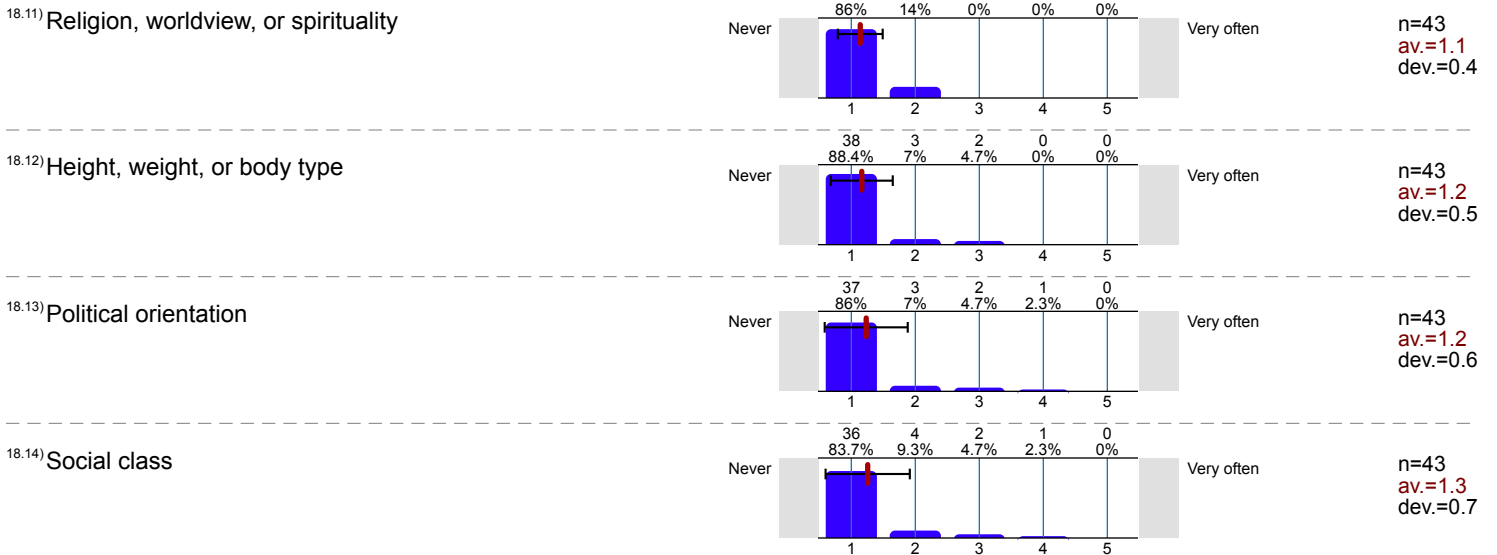
17. During the past 12 months, do you feel YOU have been mistreated *by students* at your primary ARC work location because of your:



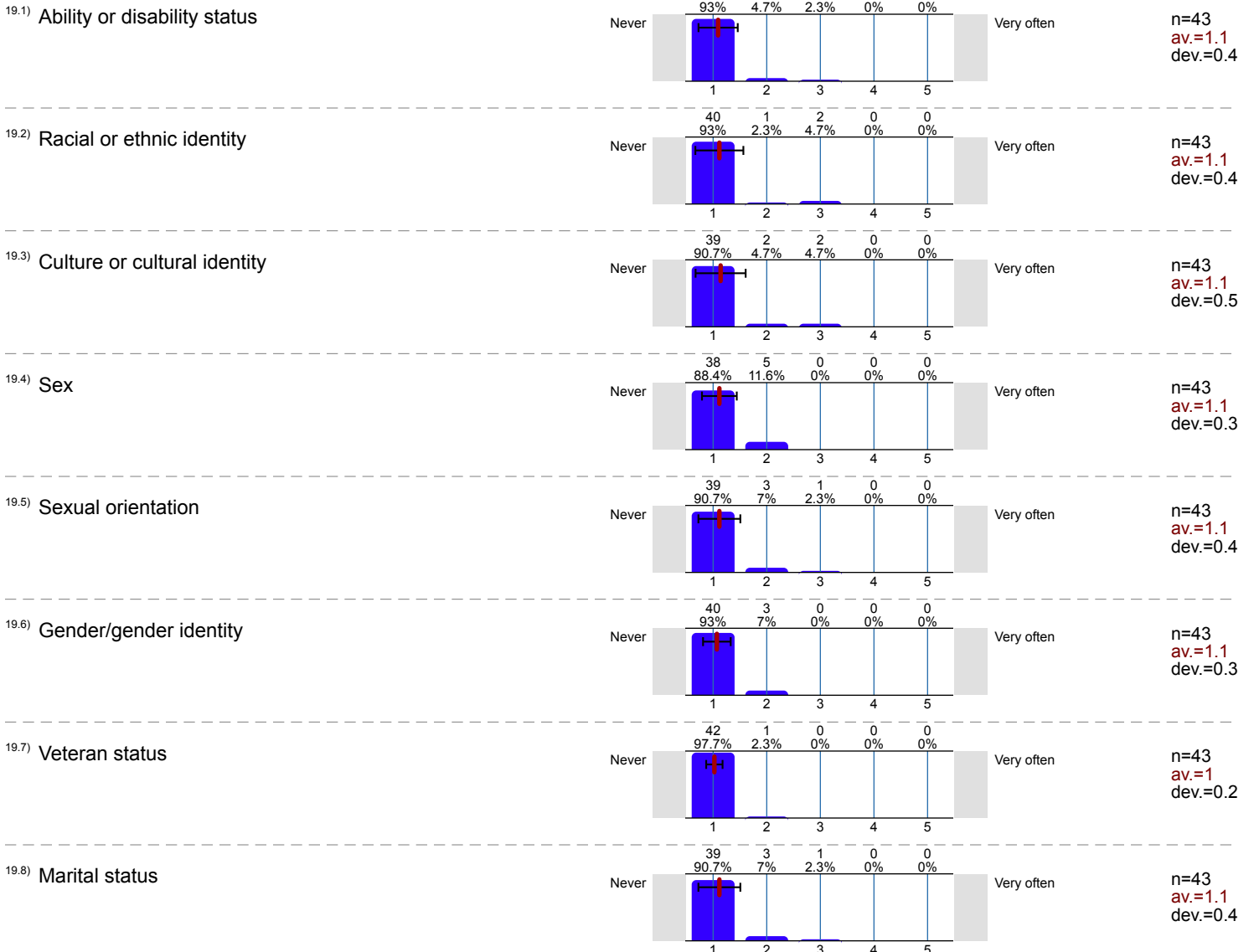


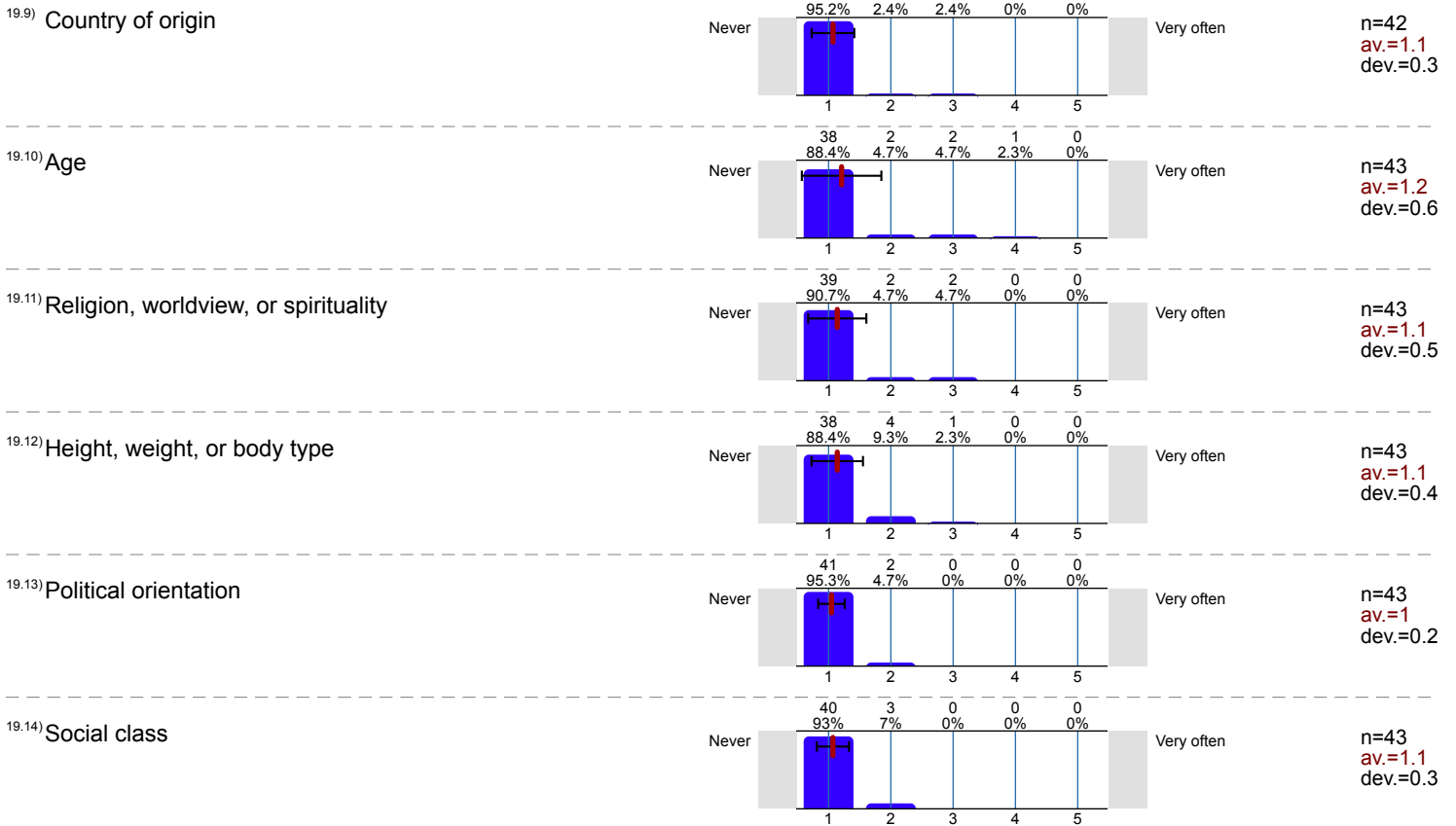
18. During the past 12 months, do you feel **YOU have** been mistreated *by faculty* at your primary ARC work location because of your:



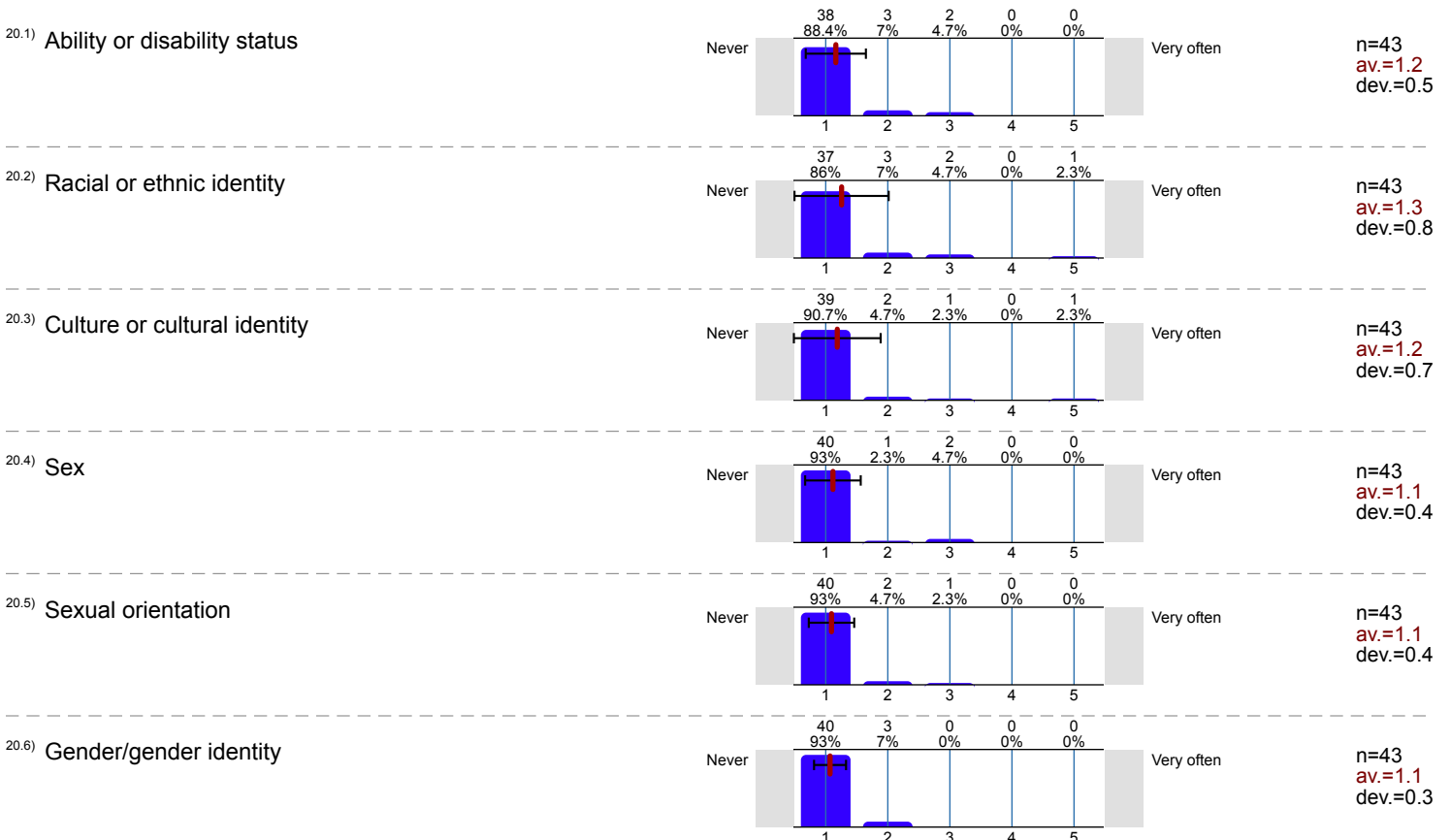


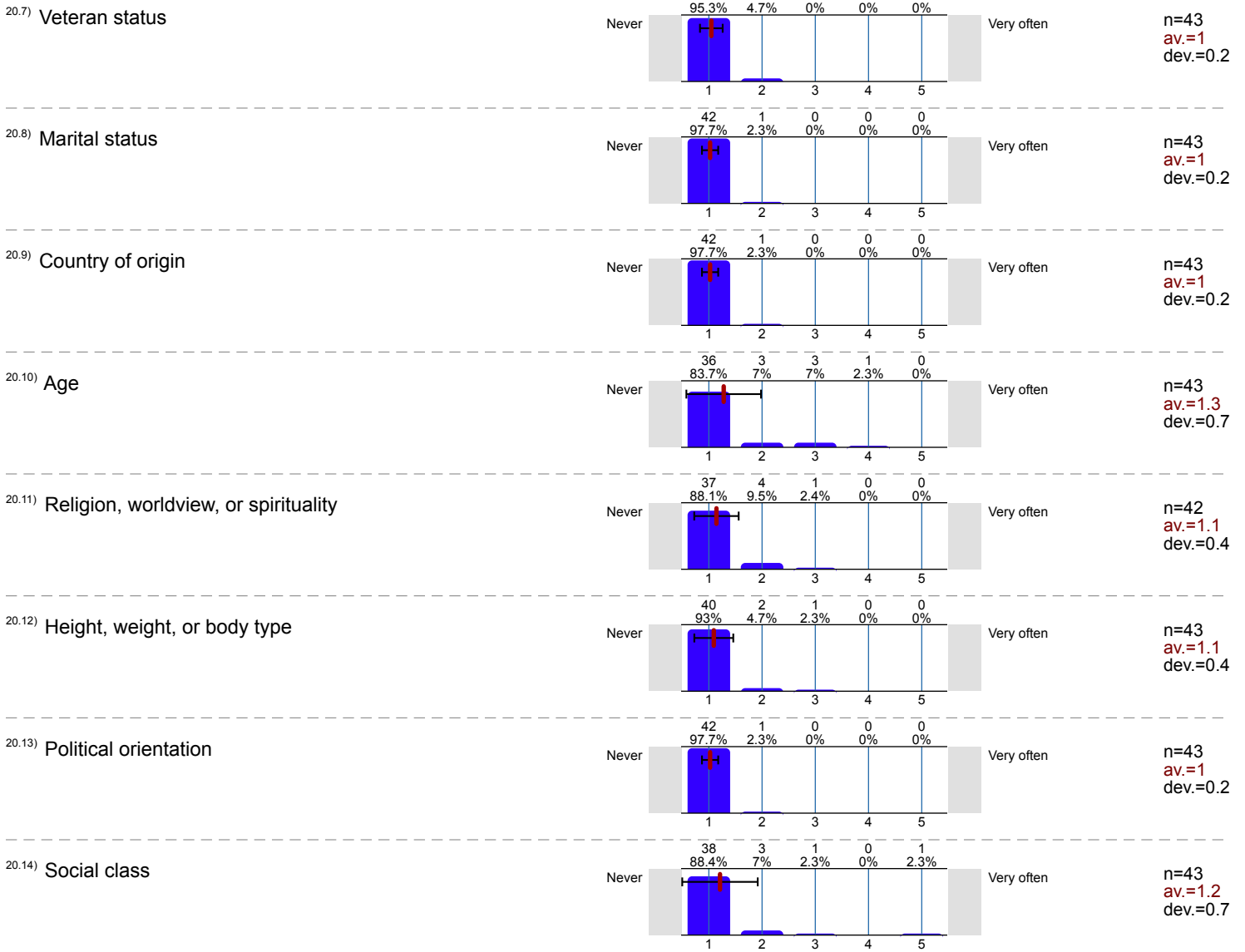
19. During the past 12 months, do you feel **YOU have** been mistreated *by classified staff* at your primary ARC work location because of your:



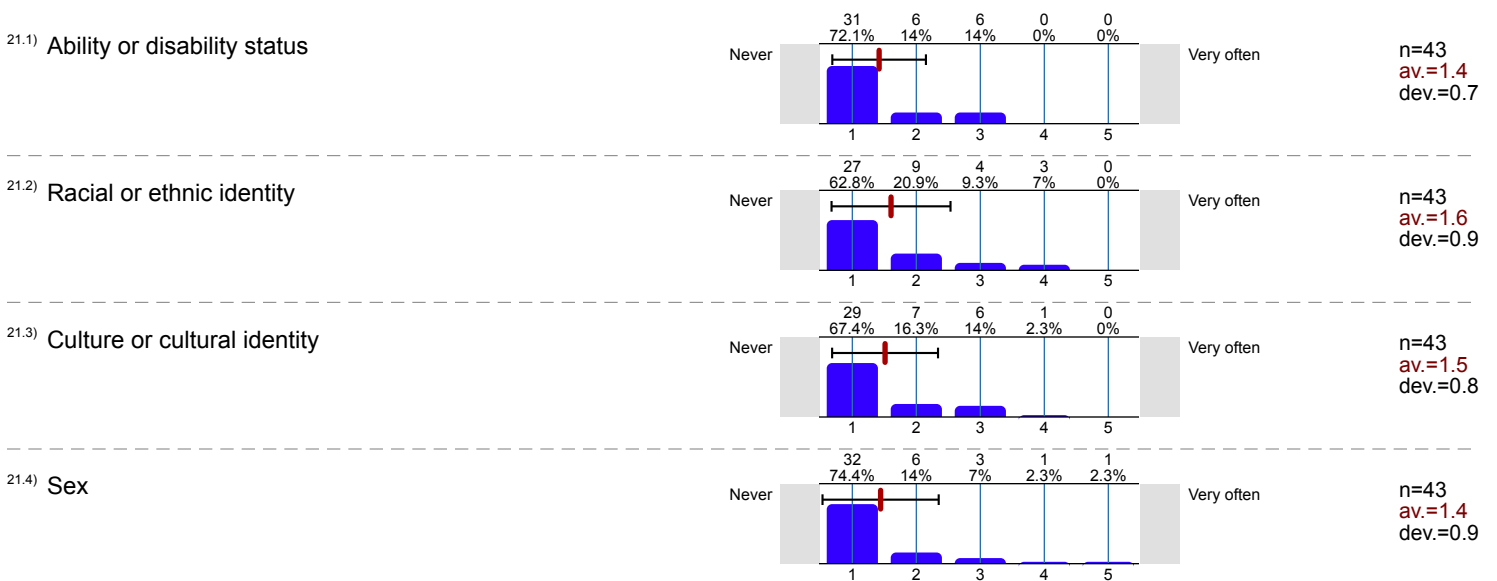


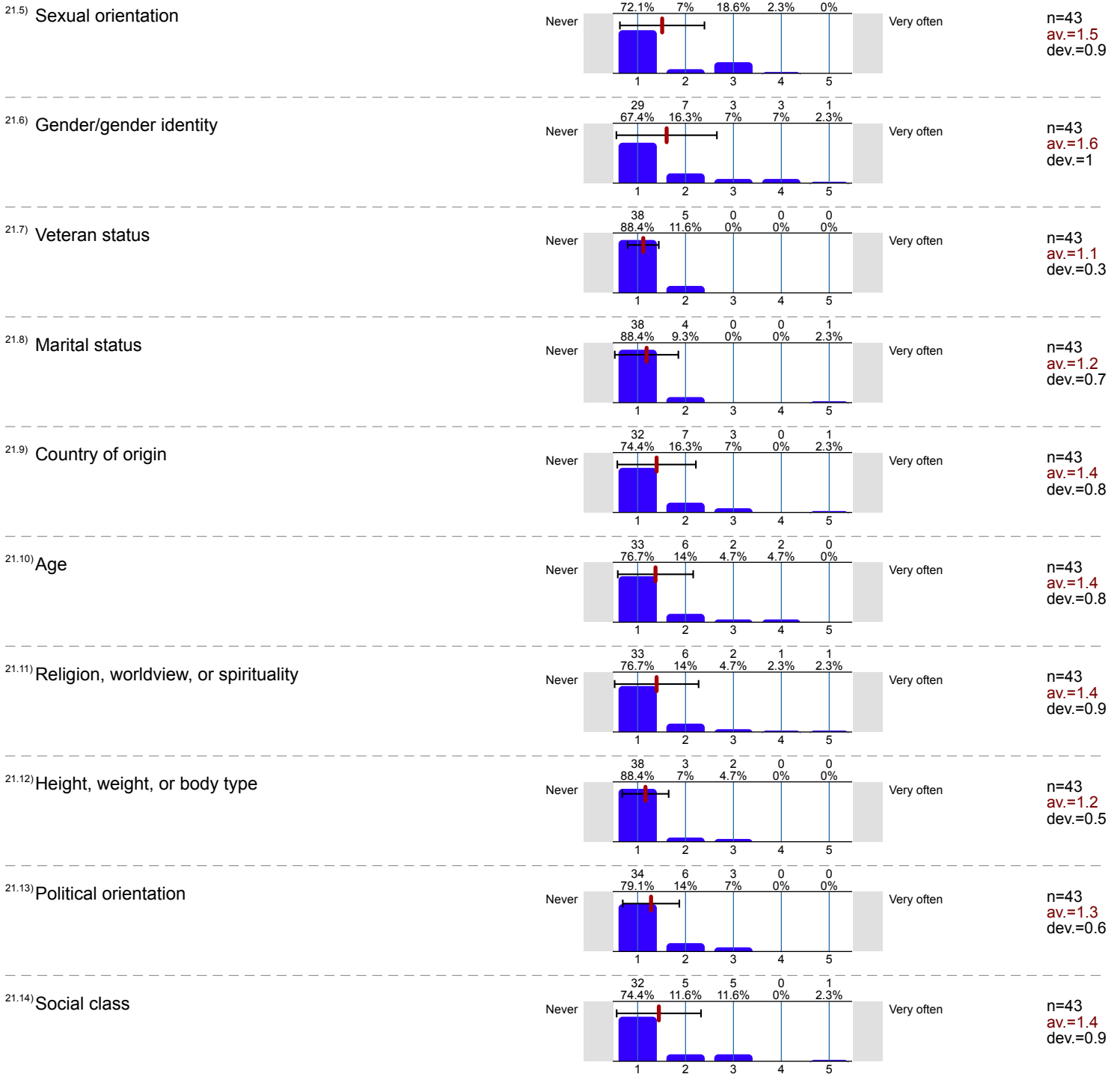
20. During the past 12 months, do you feel **YOU** have been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:



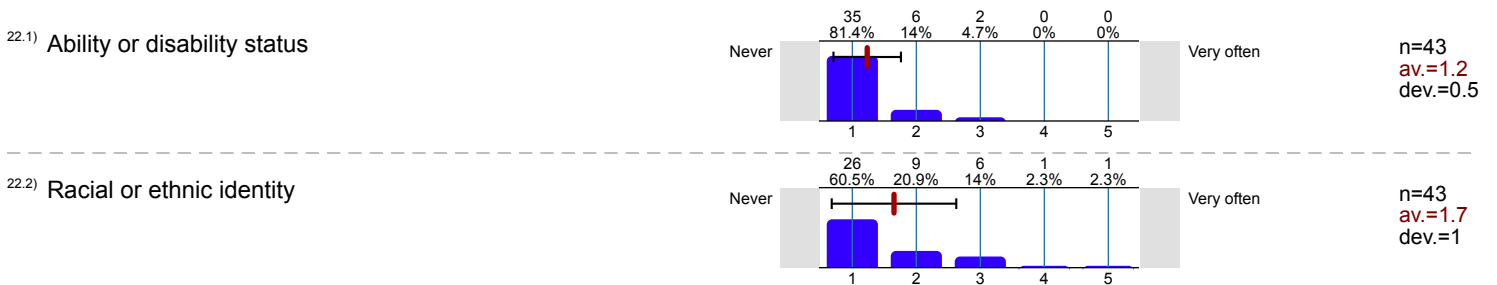


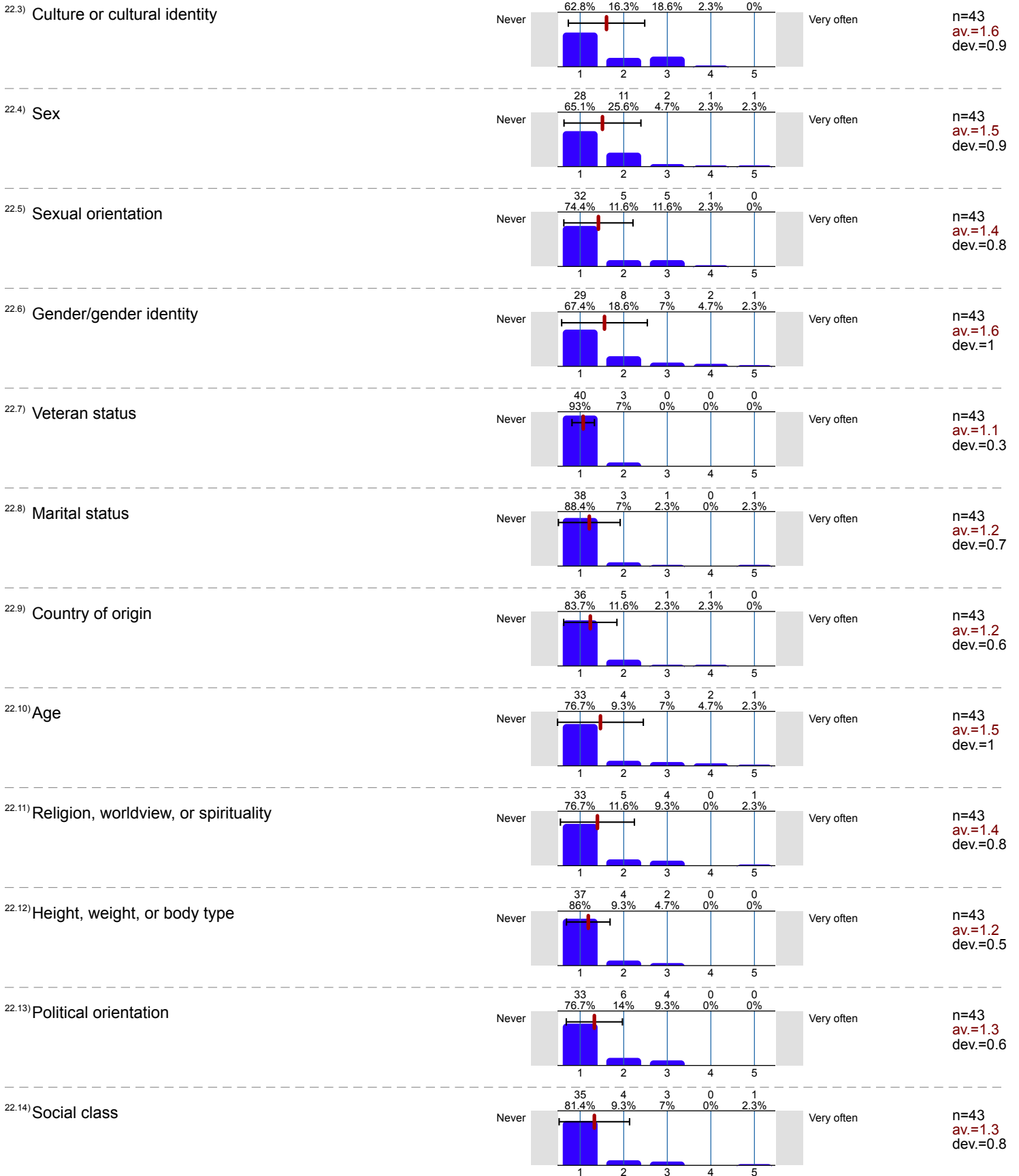
21. During the past 12 months, have you seen faculty, classified staff, or managers mistreat students at your primary ARC work location because of their:





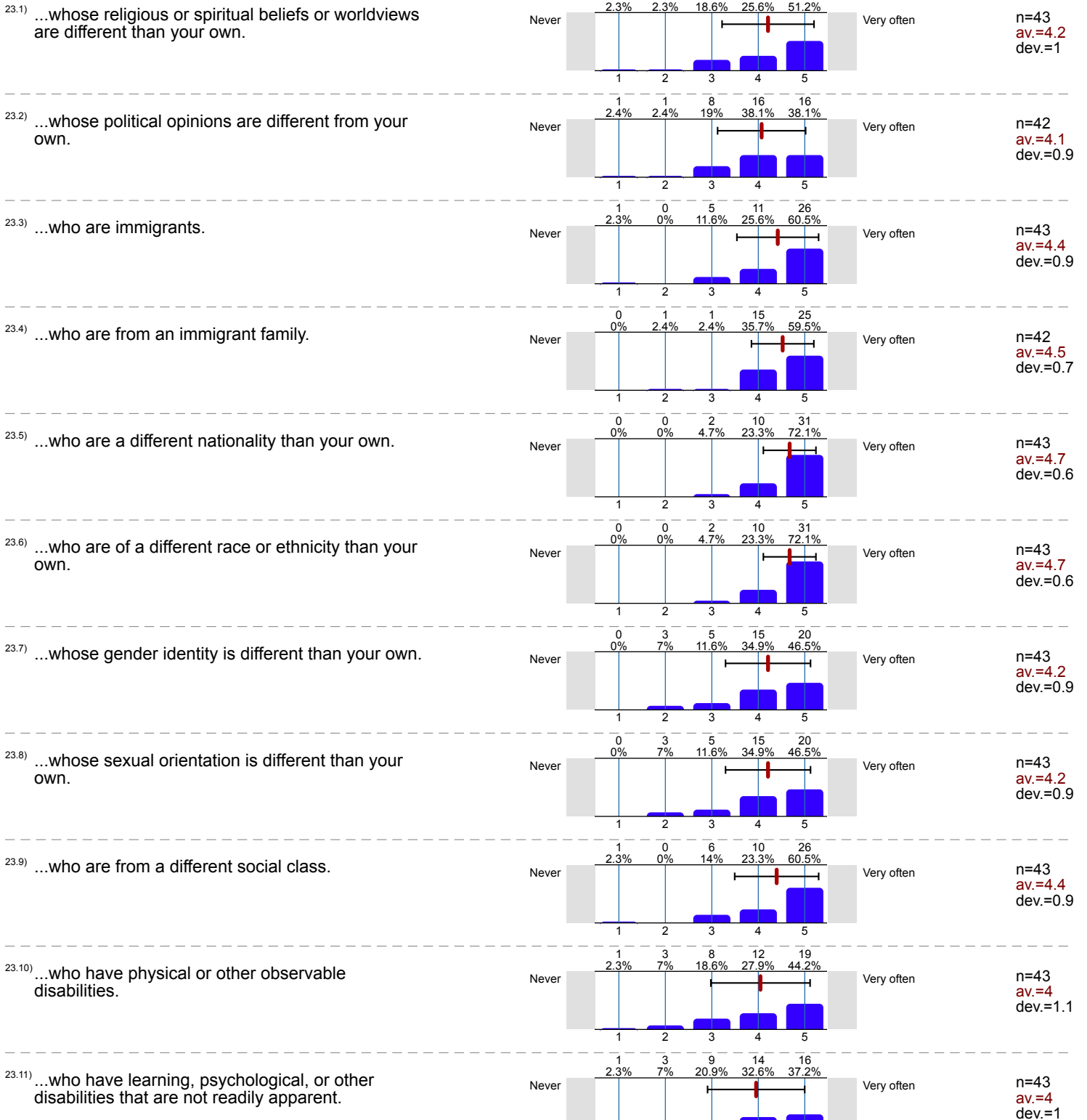
22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:





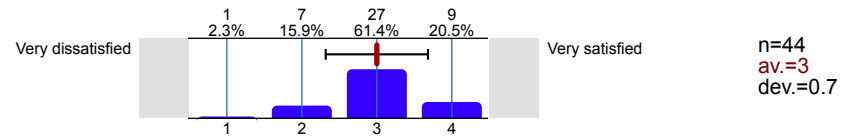


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



## 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

3.7) 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).

- Asian Indian
- Eastern European
- I HATE the term Hispanic. Also, many folks use Latinx instead of or in addition to Latina or Latino.
- Irish and German
- Mexican-American, strongly American
- Portuguese
- Russian, Ukrainian
- Sioux, Arabic, Armenian, Latino, Asian, Pacific Islander, African American, Irish
- Somalia
- Taiwanese American

3.9) Other religions, worldviews, or spiritual backgrounds:

- Agnostic theist
- Christian (2 Counts)
- Druid
- I grew up Catholic.
- What about Decline to State?

3.11) Other religion, worldview, or spiritual background:

- Christian
- Druid
- Jesus Christ is my savior!

### 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:

- 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.
- I don't like venturing out of my secure lab environment at all if I can help it. The school shooting thing has put me completely on edge.
- I have hesitated to move around much between classrooms and my office in the evening due to safety concerns. I feel vulnerable in many areas of campus, especially at night.
- 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.
- I think the word "avoided" is incorrect to reflect my feeling of being unsafe. I'm assigned evening teaching so I'm not avoiding it but I'm uncomfortable. I'm aware that 1) there is no one else in the parking lot when I go to leave 2) there's no quick response time valid should I need help because of the campus layout 3) the distance between parking to classroom to bathrooms that are open create safety awareness.

- No additional areas. But, to clarify, I've wanted to avoid some of these areas, I can't. I work at night.
- None
- The walkway from upper parking area to lower parking area. I avoid it because there is overgrowth from bushes and the walk gets muddy. Also, it's wide enough for only one person at a time.
- 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.
- Walkways in the ARC Science
- n/a

<sup>13.7)</sup> Other:

- Random strangers between weeks of instruction
- Sometimes I am no sure who the person is; may be none of the above, just someone walking through.
- Strangers on campus
- There's no "real" threat that has occurred but I'm mindful that it is semi-dark, isolated and vulnerable
- community members coming on campus

#### 14. Regarding your emotional safety.

<sup>14.3)</sup> Other areas you have avoided at your primary ARC work location due to concern for your emotional safety:

- Areas of my office building
- Campus gatherings by outside groups
- Department meetings
- In department meetings
- Just what co-exists with feeling physically unsafe.
- Lack of communication and clear expectations as well as follow through leads to a lot of anxiety and stress in the workplace for me.
- None
- Work space
- n/a

<sup>14.7)</sup> Other:

- Administrators (2 Counts)
- Campus gatherings by outside groups.
- administrators
- n/a

#### 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:

<sup>20.15)</sup> 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.)

- I feel that because the department is trying to be so diverse, they pass up certain ethnicities (i.e. White).
- I think job title influences how much respect and value people give other's opinions.