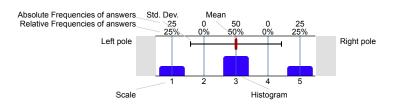
# At ARC between 5 and 9 years No. of responses = 44



### Survey Results

### Legend

Question text



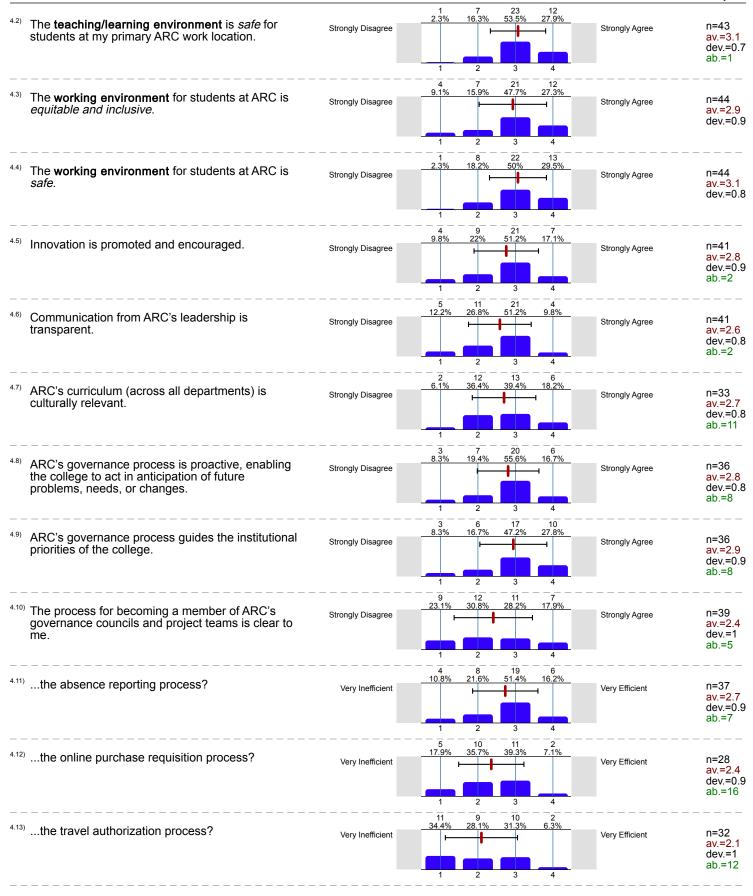
n=No. of responses av.=Mean dev.=Std. Dev. ab.=Abstention

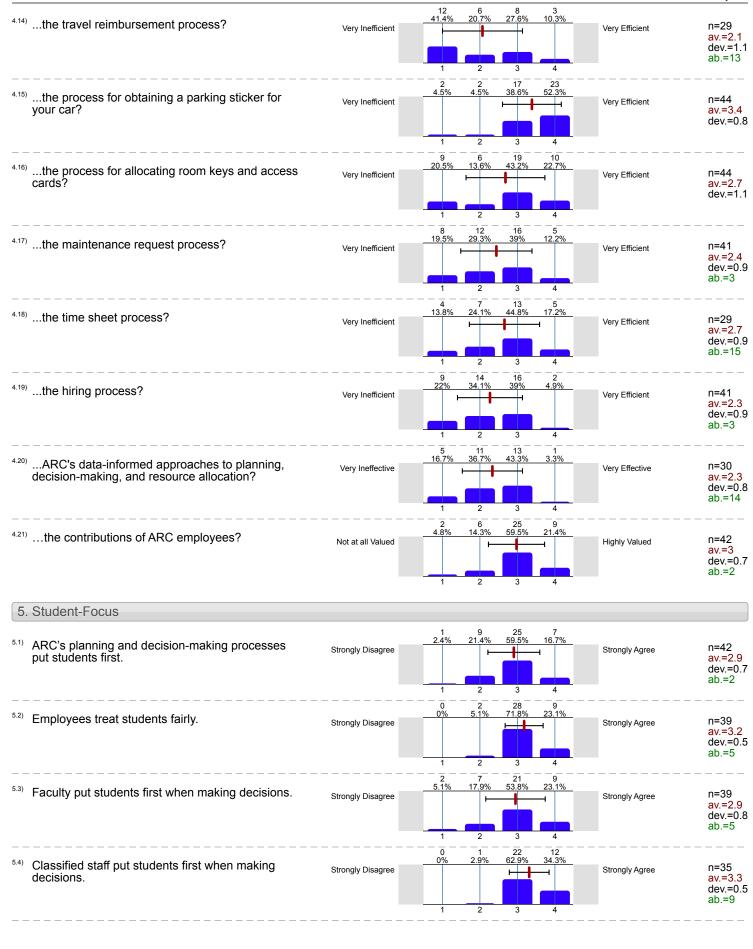
2	. Employee Info		
2.1)	Primary Employment Classification:		
	Faculty, Full-Time Teaching	29.5%	n=44
	Faculty, Full-Time Non-Teaching (Counselors, Librarians)	6.8%	
	Faculty, Adjunct Teaching	18.2%	
	Faculty, Adjunct Non-Teaching (Counselors, Librarians)	0%	
	Classified, Full-Time Permanent	31.8%	
	Classified, Part-Time Permanent ()	2.3%	
	Supervisor	6.8%	
	Administrator	4.5%	
2.2)	Years worked at ARC (any location):		
	less than 1 year	0%	n=44
	1 to 4 years	0%	
	5 to 9 years	100%	
	10 to 14 years	0%	
	15 to 19 years	0%	
	20 years or more	0%	
		,	
2.3)	Primary work location at ARC:		
	ARC Main Campus	86.4%	n=44
	Natomas Center National State Nation	13.6%	
	McClellan Center	0%	
	Mather Center	0%	
	Mather Center	070	
3	. Demographics		

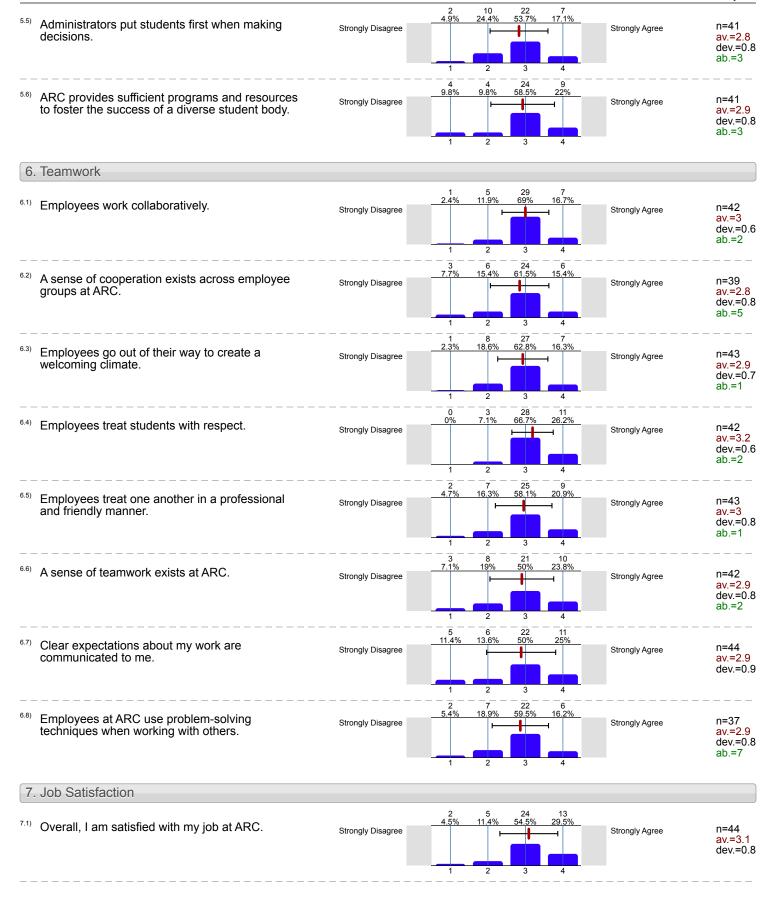
3.1) What is your gender identity? (MARK ALL THAT APPLY)			
Woman (cisgender womana person whose gender identity matches their sex assigned at		61.4%	n=44
birth)			
Man (cisgender mana person whose gender identity matches their sex assigned at birth)  Trans woman (a person whose gender identity is female but whose sex assigned at birth is		34.1%	
male)		0%	
Trans man (a person whose gender identity is male but whose sex assigned at birth is	U	2.3%	
Gender queer/non-binary (someone whose gender identity isn't exclusively female or male)		4.5%	
Gender non-conforming (a person whose behavior or appearance do not conform to gender expectations)	0	2.3%	
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)			
Asexual (a person with no sexual feelings or desires)	0	2.3%	n=44
Bisexual (a person sexually attracted to two genders)		4.5%	
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other	$\cap$	4.5%	
women) Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)		77.3%	
Pansexual or fluid (a person who is attracted to multiple gender identities)		11.4%	
3.5) What is your age (in years)?  19 or younger  20 to 24	4	0%	n=42
25 to 34		11.9%	
35 to 54		81%	
55 or older	r	7.1%	
3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)			
African American	1	9.1%	n=44
Asiar	1	9.1%	
Filipino		0%	
Hispanic/Latino		9.1%	
Native American		6.8%	
Other Non-White		0%	
Pacific Islande		0%	
White		75%	
Wind		. 0,0	

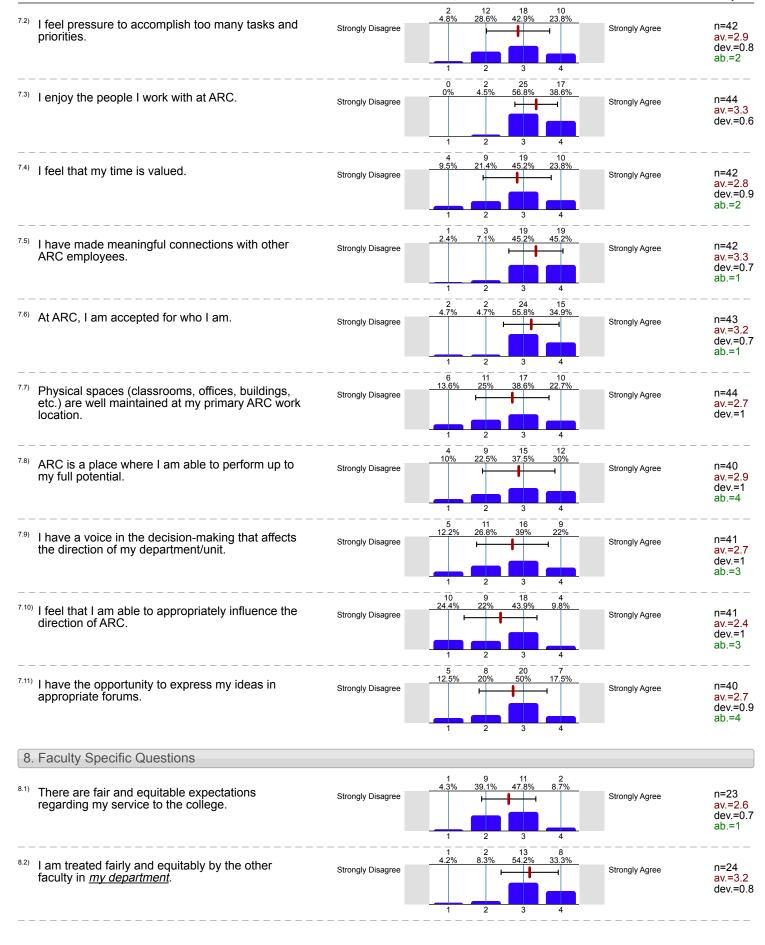
Agnesiac	<sup>3.8)</sup> With which religions, worldviews, or spiritual backgrounds do you identify	fy? (MARK ALL THAT APPLY)	
Assemblies of Clod  Althest	Agnostic		22.7% n=44
Atheist	Anglican ()		2.3%
Bahri   0%	Assemblies of God		0%
Baptist	Atheist		6.8%
Buddhist	Baha'i		0%
Catholic	Baptist		6.8%
Christian Non-denominational	Buddhist		4.5%
Christian Orthodox	Catholic		15.9%
Christian Science 0% Church of Christ 0% Confucian 0% Episcopalian	Christian Non-denominational		18.2%
Church of Christ  Confucian  (Confucian  (Displacepallan  (Episcopalian  (Evangelical  (Evangelical	Christian Orthodox		4.5%
Confucian   0%	Christian Science		0%
Episcopallan	Church of Christ		0%
Evangelical	Confucian		0%
Hindu 0% Jain 0% Jehovah's Witness 0%  Jewish 0%  Latter-day Saints	Episcopalian		4.5%
Jain       0%         Jevish       0%         Latter-day Saints       4.5%         Lutheran       0%         Methodist       0%         Muslim       4.5%         Native/Tribal       0%         Pentecostal ()       2.3%         Presbyterian       0%         Quaker       0%         Seventh Day Adventist       0%         Shamanism       4.5%         Shinto       0%         Spiritual but not religious       18.2%         Taoist       0%         UCC/Congregational       0%         Unitarian Universalist ()       4.5%	Evangelical ()		2.3%
Jehovah's Witness       0%         Jewish       0%         0%       4.5%         Lutheran       0%         Methodist       0%         Muslim       4.5%         Native/Tribal       0%         Pentecostal       2.3%         Presbyterian       0%         Quaker       0%         Seventh Day Adventist       0%         Shamanism       4.5%         Shinto       0%         Spiritual but not religious       18.2%         Taoist       0%         UCC/Congregational       0%         Unitarian Universalist       4.5%	Hindu		0%
Jewish   0%     Latter-day Saints	Jain		0%
Latter-day Saints	Jehovah's Witness		0%
Lutheran       0%         Methodist       0%         Muslim       4.5%         Native/Tribal       0%         Pentecostal ()       2.3%         Presbyterian       0%         Quaker       0%         Seventh Day Adventist       0%         Shamanism       4.5%         Shinto       0%         Sikh       0%         Spiritual but not religious       18.2%         Taoist       0%         UCC/Congregational       0%         Unitarian Universalist       4.5%	Jewish		0%
Methodist       0%         Muslim       4.5%         Native/Tribal       0%         Pentecostal ()       2.3%         Presbyterian       0%         Quaker       0%         Seventh Day Adventist       0%         Shamanism       4.5%         Shinto       0%         Sikh       0%         Spiritual but not religious       18.2%         Taoist       0%         UCC/Congregational       0%         Unitarian Universalist       4.5%	Latter-day Saints		4.5%
Muslim       4.5%         Native/Tribal       0%         Pentecostal ()       2.3%         Presbyterian       0%         Quaker       0%         Seventh Day Adventist       0%         Shamanism ()       4.5%         Shinto ()       0%         Sikh ()       0%         Spiritual but not religious ()       18.2%         Taoist ()       0%         UCC/Congregational ()       0%         Unitarian Universalist ()       4.5%	Lutheran		0%
Native/Tribal       0%         Pentecostal ()       2.3%         Presbyterian       0%         Quaker       0%         Seventh Day Adventist       0%         Shamanism ()       4.5%         Shinto ()       0%         Sikh ()       0%         Spiritual but not religious ()       18.2%         Taoist ()       0%         UCC/Congregational ()       0%         Unitarian Universalist ()       4.5%	Methodist		0%
Pentecostal	Muslim		4.5%
Presbyterian         0%           Quaker         0%           Seventh Day Adventist         0%           Shamanism         4.5%           Shinto         0%           Sikh         0%           Spiritual but not religious         18.2%           Taoist         0%           UCC/Congregational         0%           Unitarian Universalist         4.5%	Native/Tribal		0%
Quaker       0%         Seventh Day Adventist       0%         Shamanism       4.5%         Shinto       0%         Sikh       0%         Spiritual but not religious       18.2%         Taoist       0%         UCC/Congregational       0%         Unitarian Universalist       4.5%	Pentecostal ()		2.3%
Seventh Day Adventist       0%         Shamanism       4.5%         Shinto       0%         Sikh       0%         Spiritual but not religious       18.2%         Taoist       0%         UCC/Congregational       0%         Unitarian Universalist       4.5%	Presbyterian		0%
Shamanism       4.5%         Shinto       0%         Sikh       0%         Spiritual but not religious       18.2%         Taoist       0%         UCC/Congregational       0%         Unitarian Universalist       4.5%	Quaker		0%
Shinto 0% Sikh 0% Spiritual but not religious 18.2% Taoist 0% UCC/Congregational 0% Unitarian Universalist 4.5%	Seventh Day Adventist		0%
Sikh 0%  Spiritual but not religious 18.2%  Taoist 0%  UCC/Congregational 0%  Unitarian Universalist 1.5%	Shamanism		4.5%
Spiritual but not religious 18.2%  Taoist 0%  UCC/Congregational 0%  Unitarian Universalist 1.5%	Shinto		0%
Taoist 0%  UCC/Congregational 0%  Unitarian Universalist 0 4.5%	Sikh		0%
UCC/Congregational 0% Unitarian Universalist  4.5%	Spiritual but not religious		18.2%
Unitarian Universalist 4.5%	Taoist		0%
	UCC/Congregational		0%
	Unitarian Universalist		4.5%
Wicca/Pagan U 2.3%	Wicca/Pagan		2.3%
None 6.8%	None		6.8%

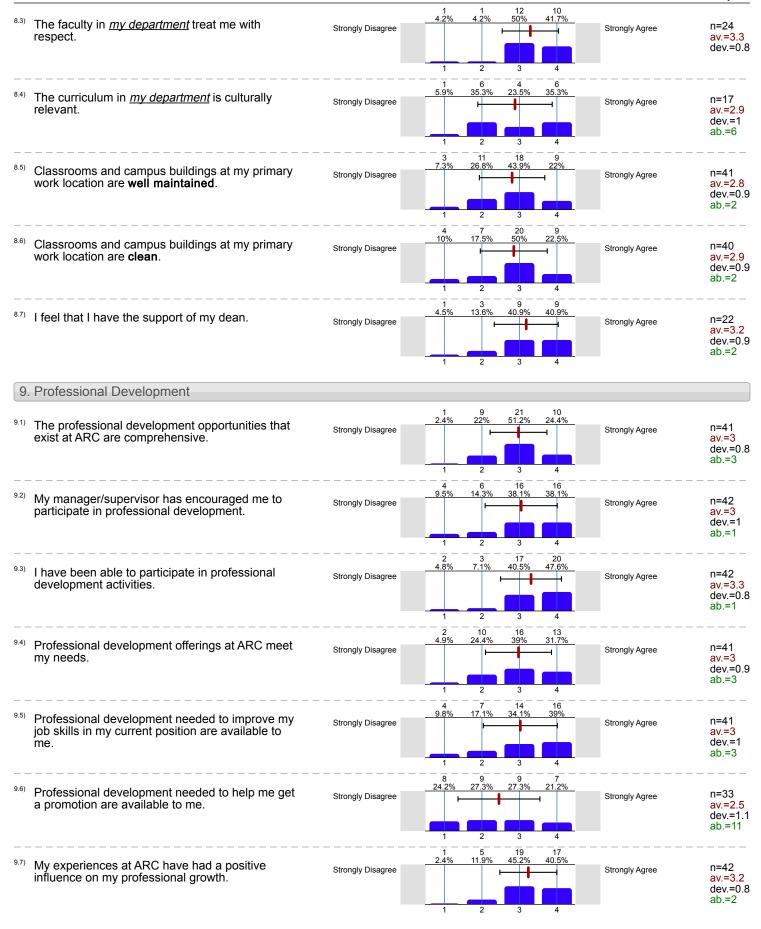
<sup>3.10)</sup> With which one religion, worldview or spiritual background do you most strongly identify? (MARK ONLY	ONE)	
Agnostic	17.5%	n=40
Atheist	7.5%	
Baptist	7.5%	
Buddhist ()	2.5%	
Catholic	10%	
Christian Non-denominational	20%	
Episcopalian ()	2.5%	
Latter-day Saints	5%	
Muslim	5%	
Spiritual but not religious	12.5%	
None	10%	
3.12) What is your highest level of education?		
Less than high school	0%	n=44
Graduated high school	0%	
Some college	0%	
Associate's degree	15.9%	
Bachelor's degree	11.4%	
Graduate degree	72.7%	
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)		
Acquired/traumatic brain injury	0%	n=44
Attention deficit/hyperactivity disorder	4.5%	
Autism spectrum disorder ()	2.3%	
Blind/low vision	0%	
Deaf/hard of hearing	0%	
Cognitive or learning disability ()	2.3%	
Chronic illness ()	2.3%	
Intellectual disability	0%	
Mental health disability ()	2.3%	
Physical disability that affects walking	4.5%	
Physical disability that does not affect walking	0%	
Speech/communication condition	0%	
None	75%	
4. Institutional Effectiveness		
3 7 22 10		
4.1) The <b>teaching/learning environment</b> is <i>equitable</i> and inclusive for students at my primary ARC work location.  Strongly Disagree	Strongly Agree	n=42 av.=2.9 dev.=0.8 ab.=2

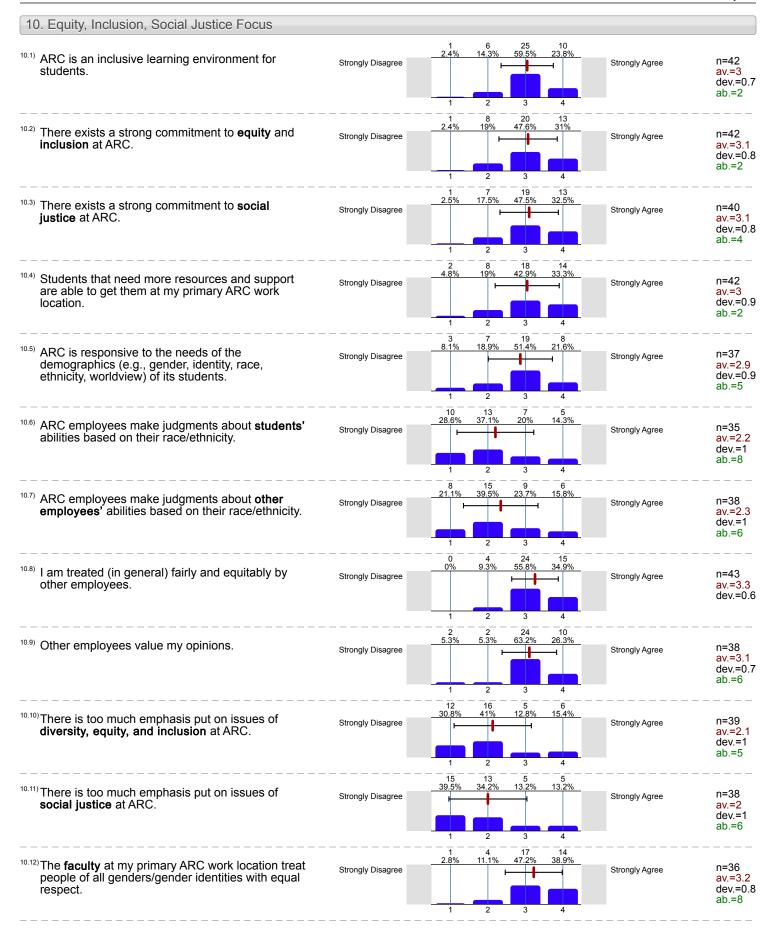


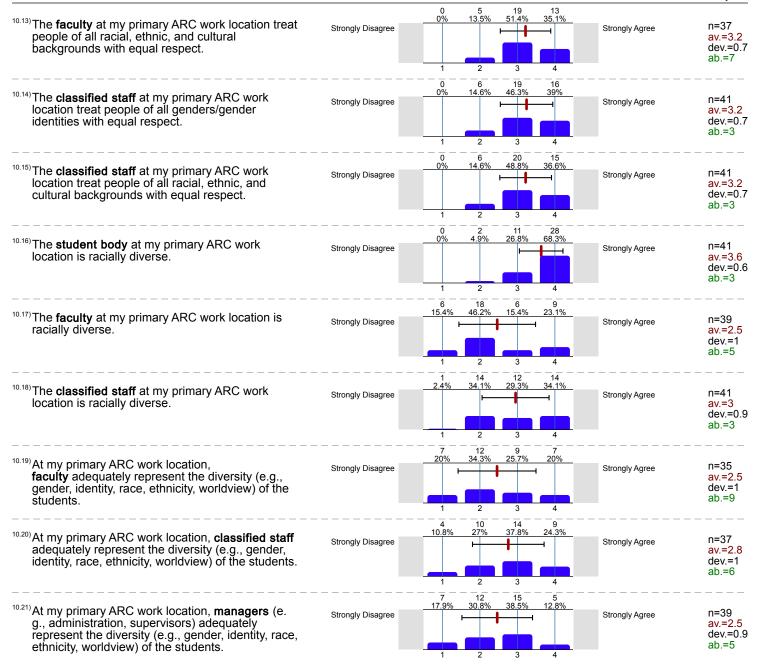




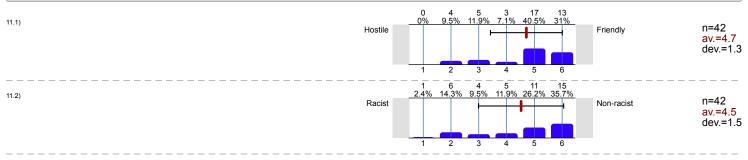






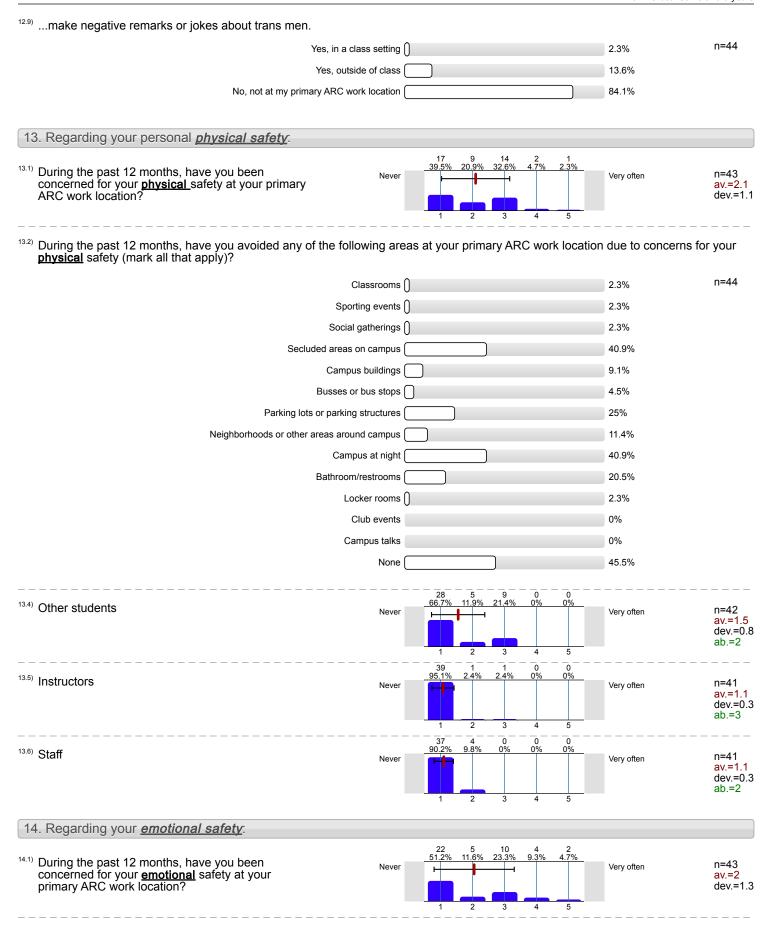


11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one 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 <i>your primary ARC work location</i> , have you heard anyone (	MARK ALL THAT APPLY)
12.1)call someone homophobic names.	
Yes, in a class setting ①	2.3% n=44
Yes, outside of class	22.7%
No, not at my primary ARC work location	75%
say sexual things to you or try to talk about sexual matters when you didn't want to.	
Yes, in a class setting ()	2.3% n=44
Yes, outside of class	9.1%
No, not at my primary ARC work location	88.6%
12.3)make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisex)	ual, trans, queer, +).
Yes, in a class setting	6.8% n=44
Yes, outside of class	27.3%
No, not at my primary ARC work location	70.5%
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 []	2.3% n=44
Yes, outside of class	13.6%
No, not at my primary ARC work location	84.1%
12.5)make inappropriate comments about your or someone else's body, appearance, or looks.	
Yes, in a class setting ①	2.3% n=44
Yes, outside of class	29.5%
No, not at my primary ARC work location	68.2%
12.6)make sexist remarks or jokes about women.	
Yes, in a class setting	9.1% n=44
Yes, outside of class	29.5%
No, not at my primary ARC work location	65.9%
No, not at my primary AINO work location	00.370
12.7)make sexist remarks or jokes about men.	
Yes, in a class setting	9.1% n=44
	3.170
Yes, outside of class	18.2%
No, not at my primary ARC work location []	77.3%
12.8)make negative remarks or jokes about trans women.	
Yes, in a class setting	4.5% n=44
Yes, outside of class	20.5%
No, not at my primary ARC work location	75%



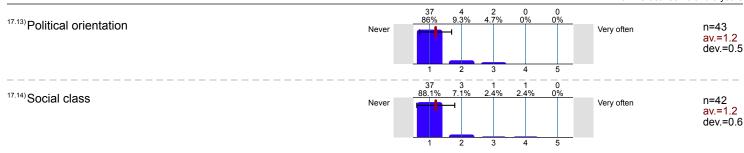
During the past 12 months, have you avoided any of the following a <u>emotional</u> safety? (mark all that apply)	reas at your primary ARC work location	n due to concerns for	your
Classroom	ns	9.1%	n=44
Sporting event	ts	0%	
Social gathering	gs 🗍	6.8%	
Secluded areas on campu	ıs	0%	
Campus building	ap ap	4.5%	
Busses or bus stop	os	0%	
Parking lots or parking structure	es	0%	
Neighborhoods or other areas around campu	ıs	0%	
Campus at nigl	ht	0%	
Bathroom/restroom	ns ()	2.3%	
Locker room	ns	0%	
Club event	ts	0%	
Campus talk	KS	0%	
Non	ne	68.2%	
14.4) Other students Nev	27 8 2 1 1 69.2% 20.5% 5.1% 2.6% 2.6% 1 2 3 4 5	Very often	n=39 av.=1.5 dev.=0.9 ab.=4
14.5) Instructors New	30 2 5 3 0 75% 5% 12.5% 7.5% 0% 1 2 3 4 5	Very often	n=40 av.=1.5 dev.=1 ab.=4
14.6) Staff Nev	28 6 2 4 0 70% 15% 5% 10% 0% 1 2 3 4 5	Very often	n=40 av.=1.6 dev.=1 ab.=3
15. Regarding your primary ARC work location:			
<sup>15.1)</sup> Discrimination			
Ye	es	32.6%	n=43
N	lo	67.4%	
15.2) Threats of physical violence			
	es ()	2.3%	n=44
	lo (	97.7%	
N		31.170	
15.3) Physical violence			
Ye	es ()	2.3%	n=44
N	lo [	97.7%	

15.4)	Threats of emotional violence				
		Yes	1	1.6% r	n=43
		No	8	88.4%	
<sup>15.5)</sup> E	Emotional violence				
		Yes	1	8.2% r	n=44
		No		31.8%	
15.6)	Sexual harassment				
		Yes	. 🗅	i.5% r	า=44
		No		95.5%	
		NO		75.570	
 15.7) <b>/</b>					
, (	Other harassment				-42
		Yes			n=43
		No	7	79.1%	
15.8)	Sexual assault				
		Yes	0	0% r	า=43
		No	1	00%	
<sup>15.9)</sup> (	Jnwanted sexual advances				
		Yes	4	1.7% r	n=43
		No	9	95.3%	
15.10)	/erbal threats				
		Yes	9	).1% r	า=44
		No		90.9%	
— — - 15.11) <b>г</b>	Discrimination				
•		Yes		36.4% r	n=44
		No		63.6%	
		INO		55.076	
 15 12) <del>-</del>	Florest of the start table of				
10.12)	Threats of physical violence			_	11
		Yes		,	า=44
		No		90.9%	
<sup>15.13)</sup> <b>F</b>	Physical violence				
		Yes	6	5.8% r	n=44
		No		93.2%	

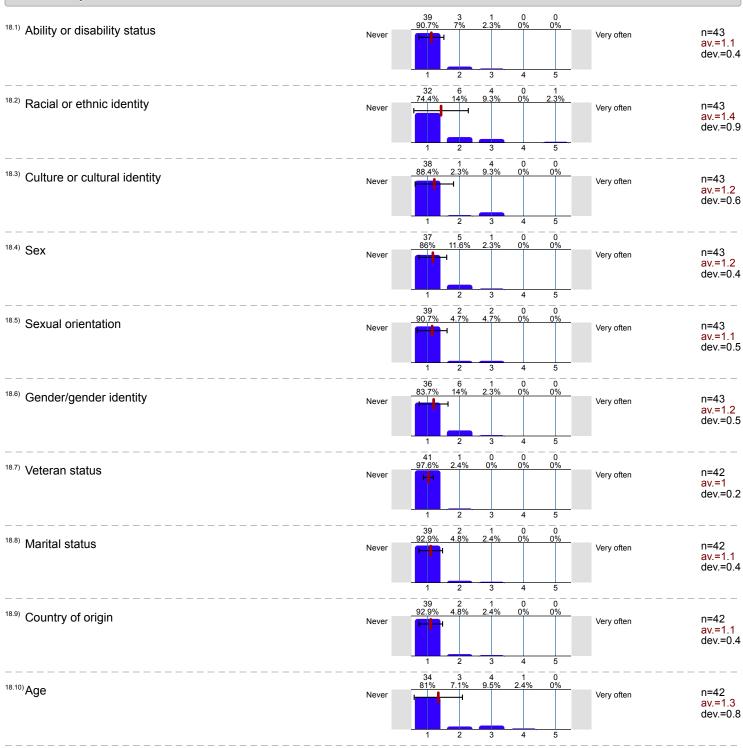
<sup>15.14)</sup> Threats of emotional violence			
	Yes	15.9%	n=44
	No C	84.1%	
15.15) Emotional violence			
	Yes	31.8%	n=44
	No [	68.2%	
15.16) Sexual harassment			
OSAGGI Harassinsin	Yes	15.9%	n=44
	No No	84.1%	
	NO	04.170	
15.17) Other harassment			
Other narassment			n=44
	Yes	31.8%	11-44
	No [	68.2%	
15.18) Sexual assault			
	Yes	0%	n=43
	No	100%	
<sup>15.19)</sup> Unwanted sexual advances			
	Yes	13.6%	n=44
	No	86.4%	
<sup>15.20)</sup> Verbal threats			
	Yes	18.6%	n=43
	No	81.4%	
16. During the past 12 months, have you experied	ced microaggressions at your p	orimary ARC work location wit	h regard to
your			
16.1)gender/gender identity	26 7 60.5% 16.3% 1	7 2 1 3.3% 4.7% 2.3%	n=43
gender/gender lacitally	Never	Very often	n=43 av.=1.7 dev.=1.1
	1 2	3 4 5	uev1.1
sexual orientation	71.4% 9.5% 7	.1% 9.5% 2.4% Very often	n=42 av.=1.6
			dev.=1.1
	1 2	3 4 5	
16.3)racial, ethnic, or cultural identity	24 7 55.8% 16.3% 1 Never	7 3 2 5.3% 7% 4.7% Very often	n=43
•	1315.	T Voly sitem	av.=1.9 dev.=1.2
	1 2	3 4 5	

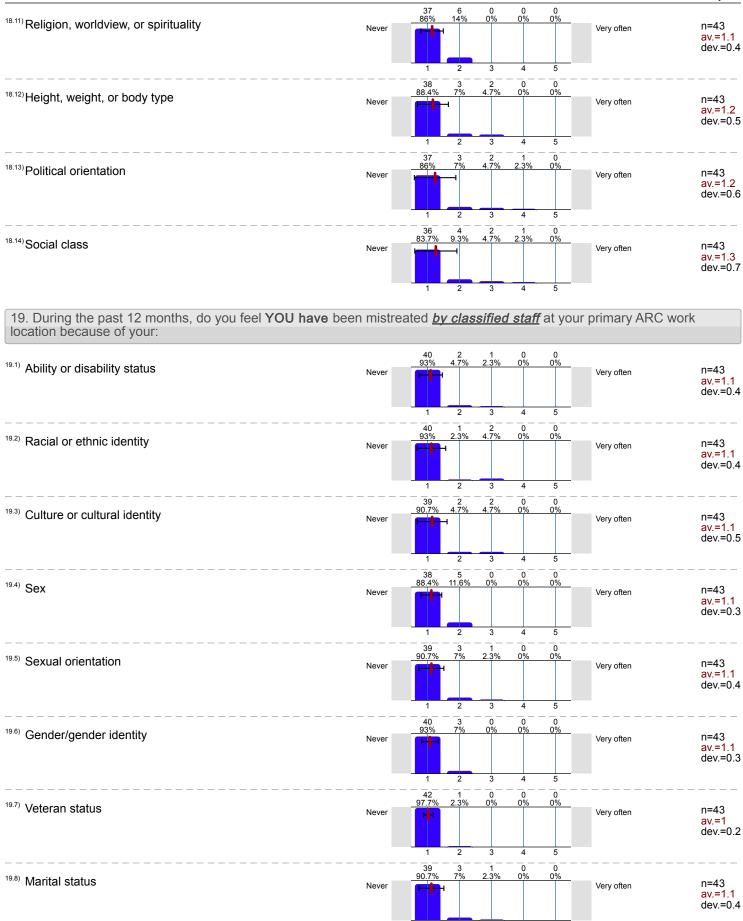
#### because of your: <sup>17.1)</sup> Ability or disability status n=43 Never Very often av.=1.1 dev.=0.5 30 69.8% 17.2) Racial or ethnic identity Never Very often av.=1.5 dev.=0.8 17.3) Culture or cultural identity Very often Never av.=1.3 dev.=0.7 0 0% <sup>17.4)</sup> Sex n=43 Never Very often av.=1.4 dev.=0.8 88.4% <sup>17.5)</sup> Sexual orientation n=43 Never Very often av.=1.2 dev.=0.6 5 11.6% 83.7% 17.6) Gender/gender identity n=43 av.=1.2 Never Very often dev.=0.6 5 95.3% 17.7) Veteran status n=43 Very often av = 1dev.=0.2 39 90.7% 17.8) Marital status n=43 Never Very often av.=1.1 dev.=0.4 0 0% 0% 88.4% 17.9) Country of origin Never Very often av.=1.2 dev.=0.5 <sup>17.10)</sup> Age 18.6% n=43 Very often Never av.=1.3 dev.=0.7 86% <sup>17.11)</sup> Religion, worldview, or spirituality n=43 Never Very often av.=1.1 dev.=0.4 16.3% <sup>17.12)</sup>Height, weight, or body type n=43 Very often Never av.=1.3 dev.=0.5

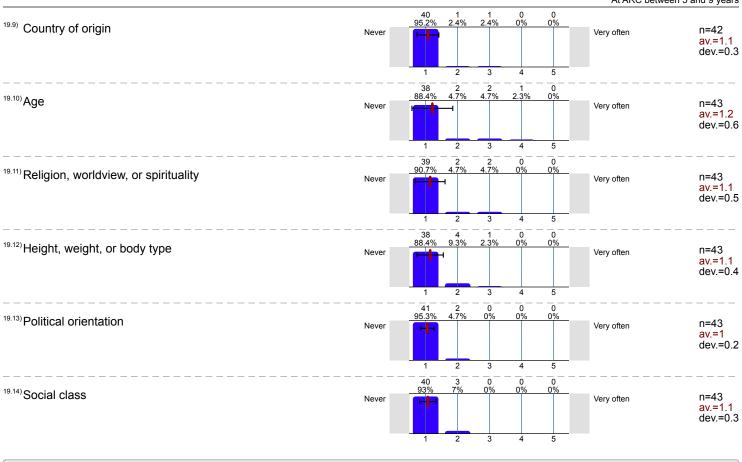
17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location



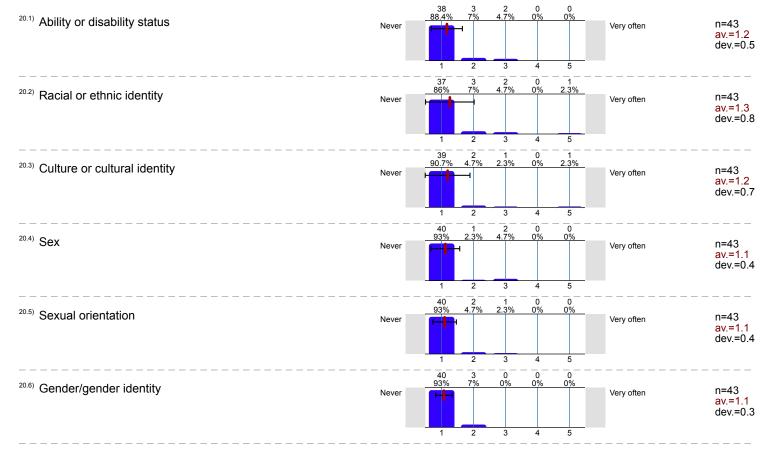
### 18. During the past 12 months, do you feel **YOU have** been mistreated <u>by faculty</u> at your primary ARC work location because of your:

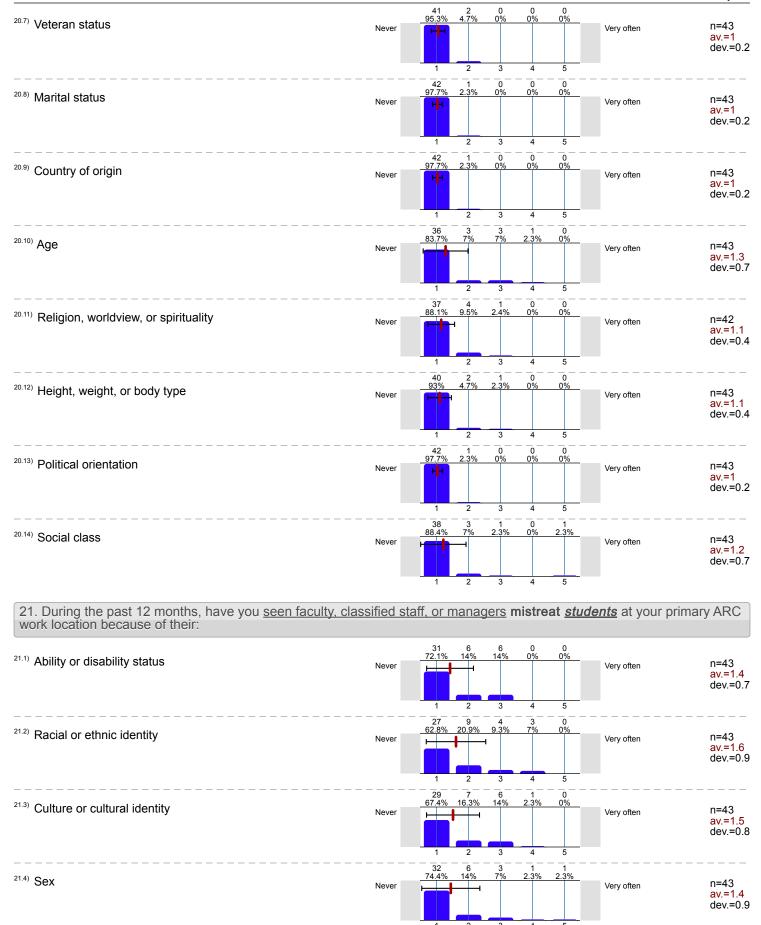


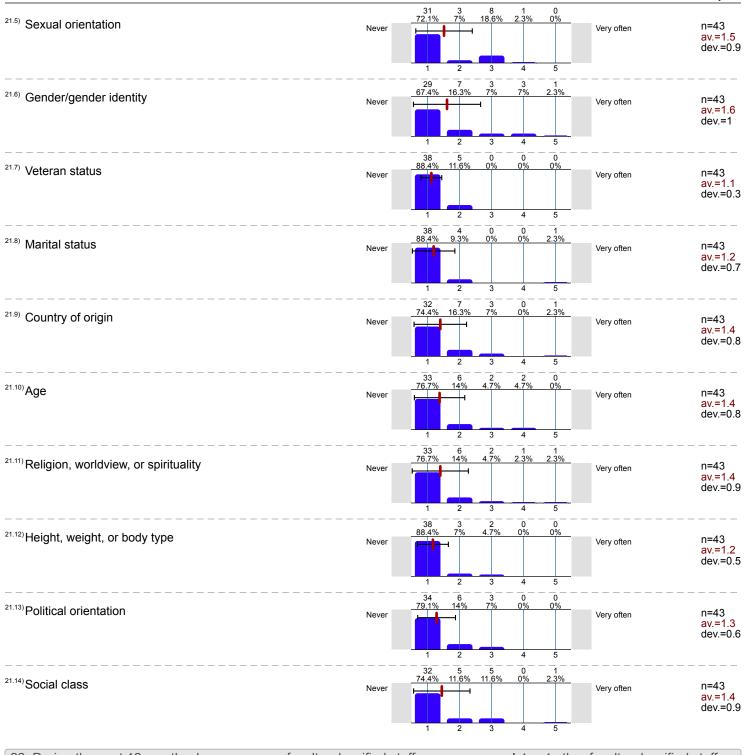




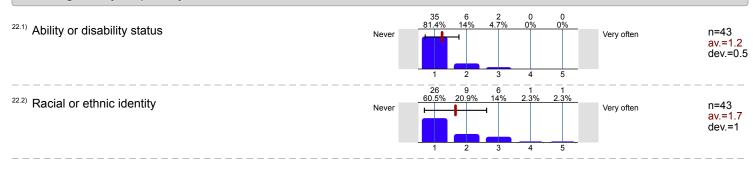
## 20. During the past 12 months, do you feel **YOU have** been mistreated **by managers (administrators, supervisors)** at your primary ARC work location because of your:

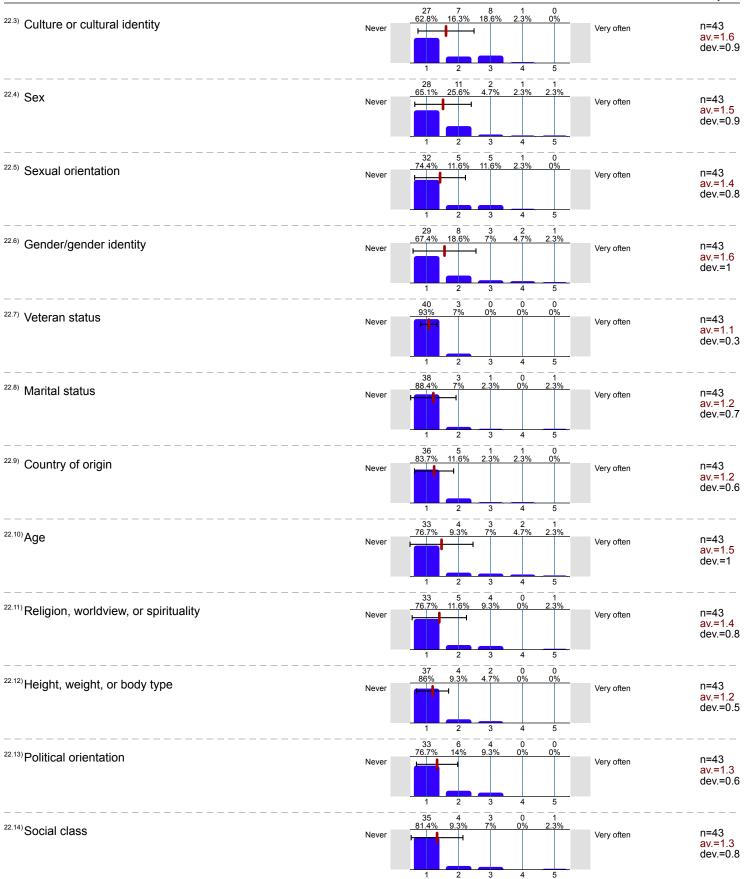






## 22. During the past 12 months, have you <u>seen faculty, classified staff, or managers</u> <u>mistreat other faculty, classified staff, or managers</u> at your primary ARC work location because of their:



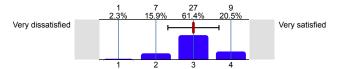


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



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

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?



n=44 av.=3 dev.=0.7

### Comments Report

#### 3. Demographics

- Aside from how you responded above, please list in the text box below <u>all of the specific races, ethnicities, tribes and cultures with which you **strongly** identify (for example, Jamaican, Columbian, Punjabi, Cherokee, Armenian).</u>
- 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
- <sup>3.9)</sup> 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.

- <sup>13,3)</sup> 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

13.7) 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-exits 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

14.7) 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 <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.)

- 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.