

FT permanent classified

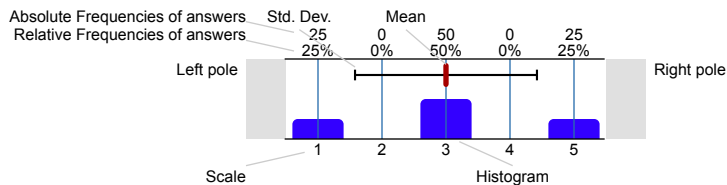
No. of responses = 67



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="0"/>	0%	n=67
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	<input type="text" value="0"/>	0%	
Faculty, Adjunct Teaching	<input type="text" value="0"/>	0%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	<input type="text" value="0"/>	0%	
Classified, Full-Time Permanent	<input type="text" value="67"/>	100%	
Classified, Part-Time Permanent	<input type="text" value="0"/>	0%	
Supervisor	<input type="text" value="0"/>	0%	
Administrator	<input type="text" value="0"/>	0%	

2.2) Years worked at ARC (any location):

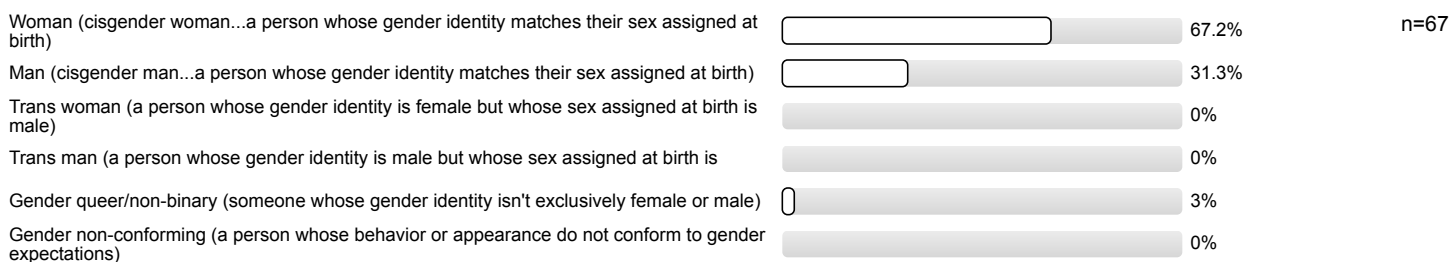
less than 1 year	<input type="text" value="4"/>	6.1%	n=66
1 to 4 years	<input type="text" value="18"/>	27.3%	
5 to 9 years	<input type="text" value="13"/>	21.2%	
10 to 14 years	<input type="text" value="11"/>	18.2%	
15 to 19 years	<input type="text" value="10"/>	13.6%	
20 years or more	<input type="text" value="9"/>	13.6%	

2.3) Primary work location at ARC:

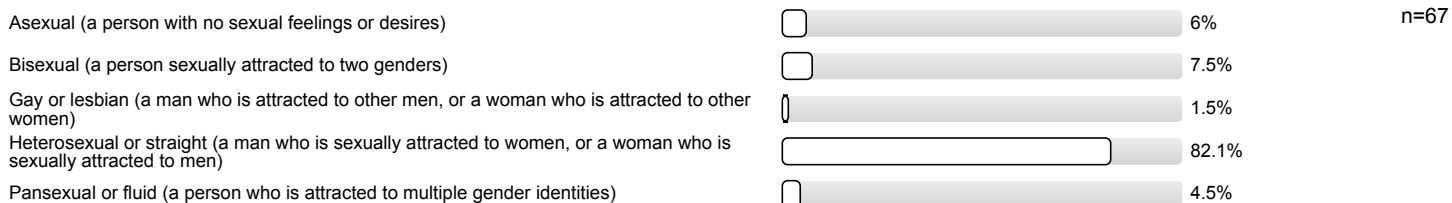
ARC Main Campus	<input type="text" value="62"/>	92.4%	n=66
Natomas Center	<input type="text" value="4"/>	6.1%	
McClellan Center	<input type="text" value="1"/>	1.5%	
Mather Center	<input type="text" value="0"/>	0%	

3. Demographics

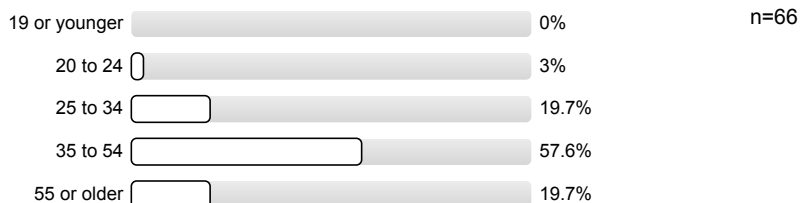
3.1) What is your gender identity? (MARK ALL THAT APPLY)



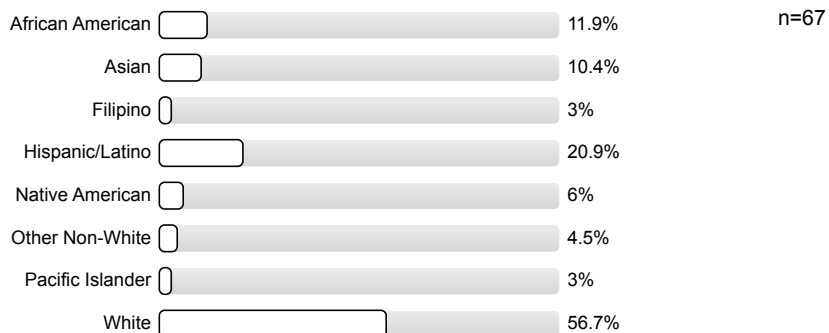
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



3.5) What is your age (in years)?

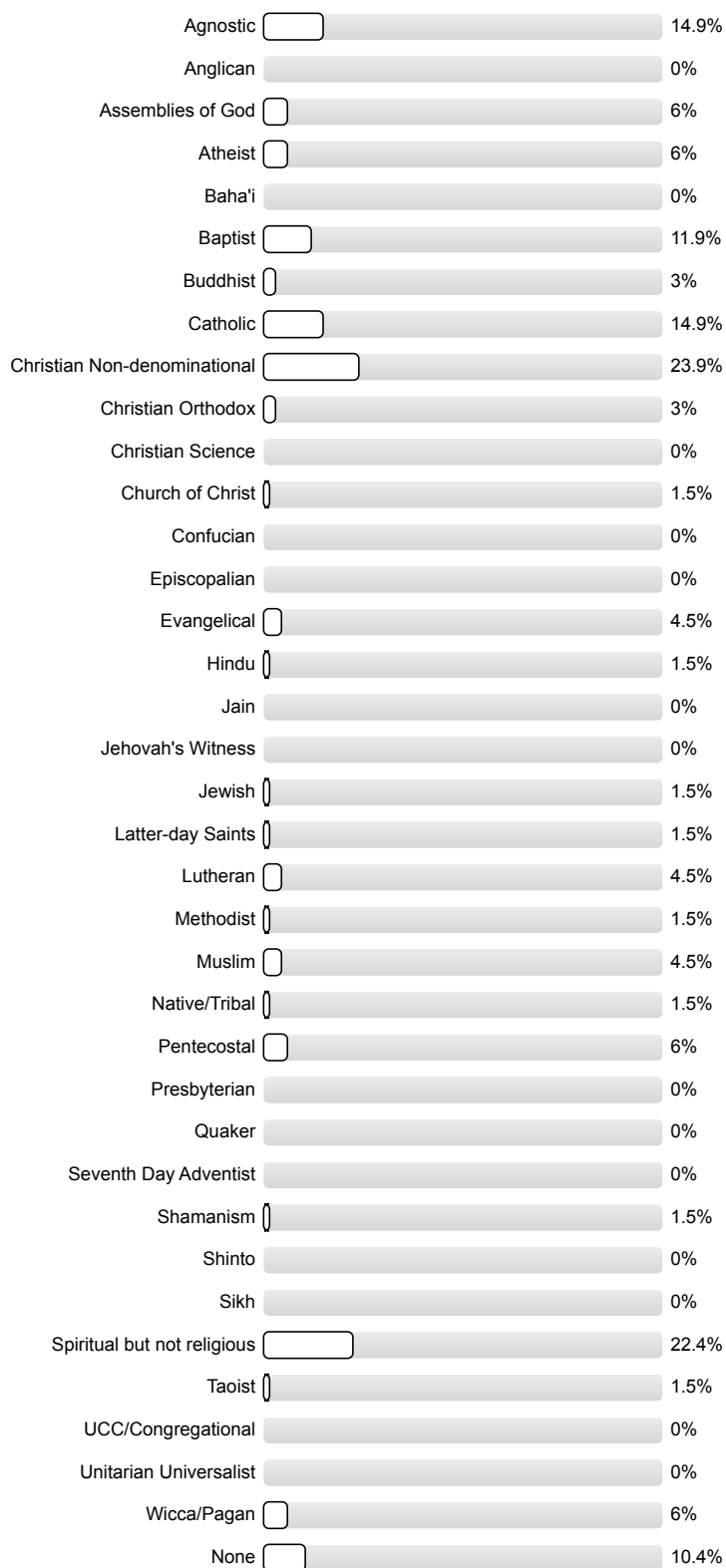


3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)

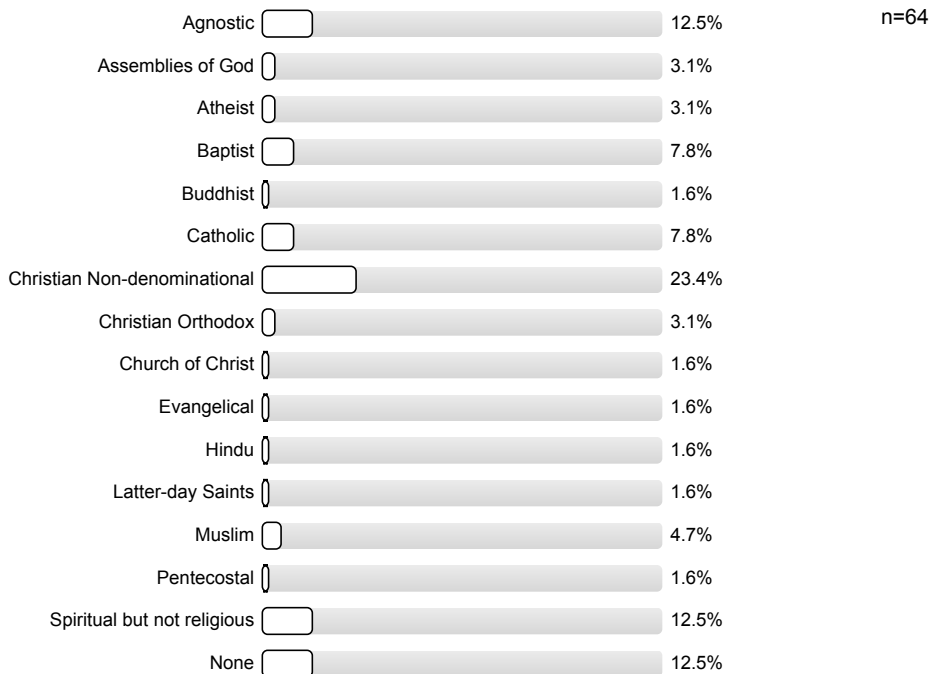


3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

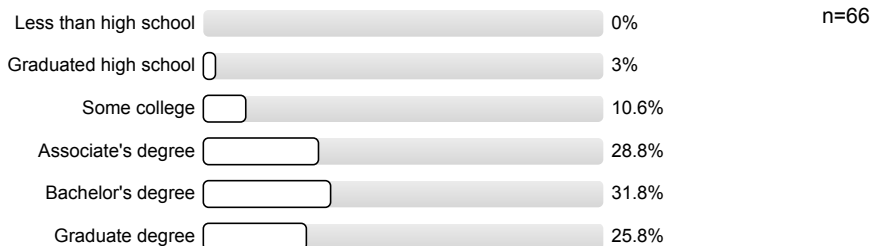
n=67



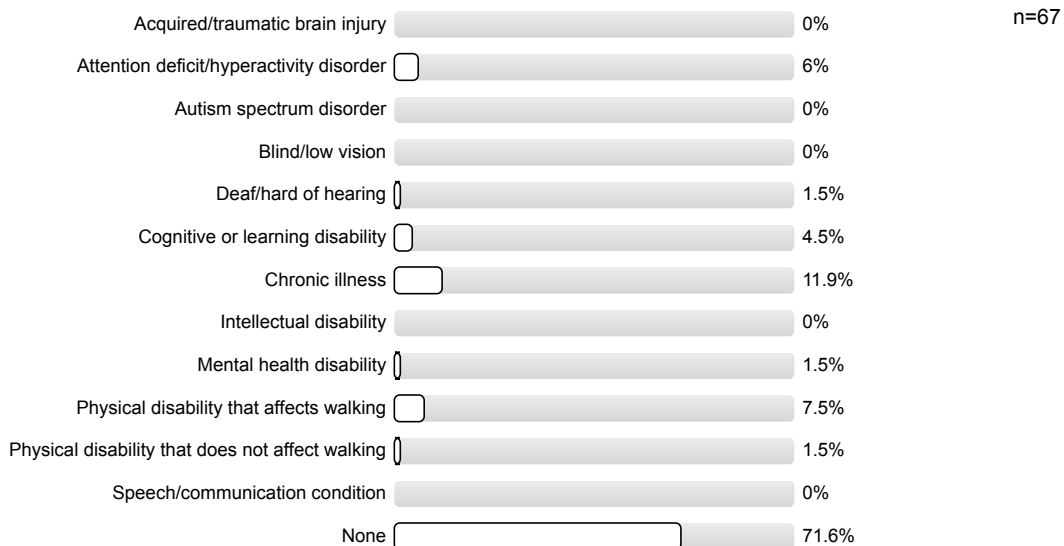
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)



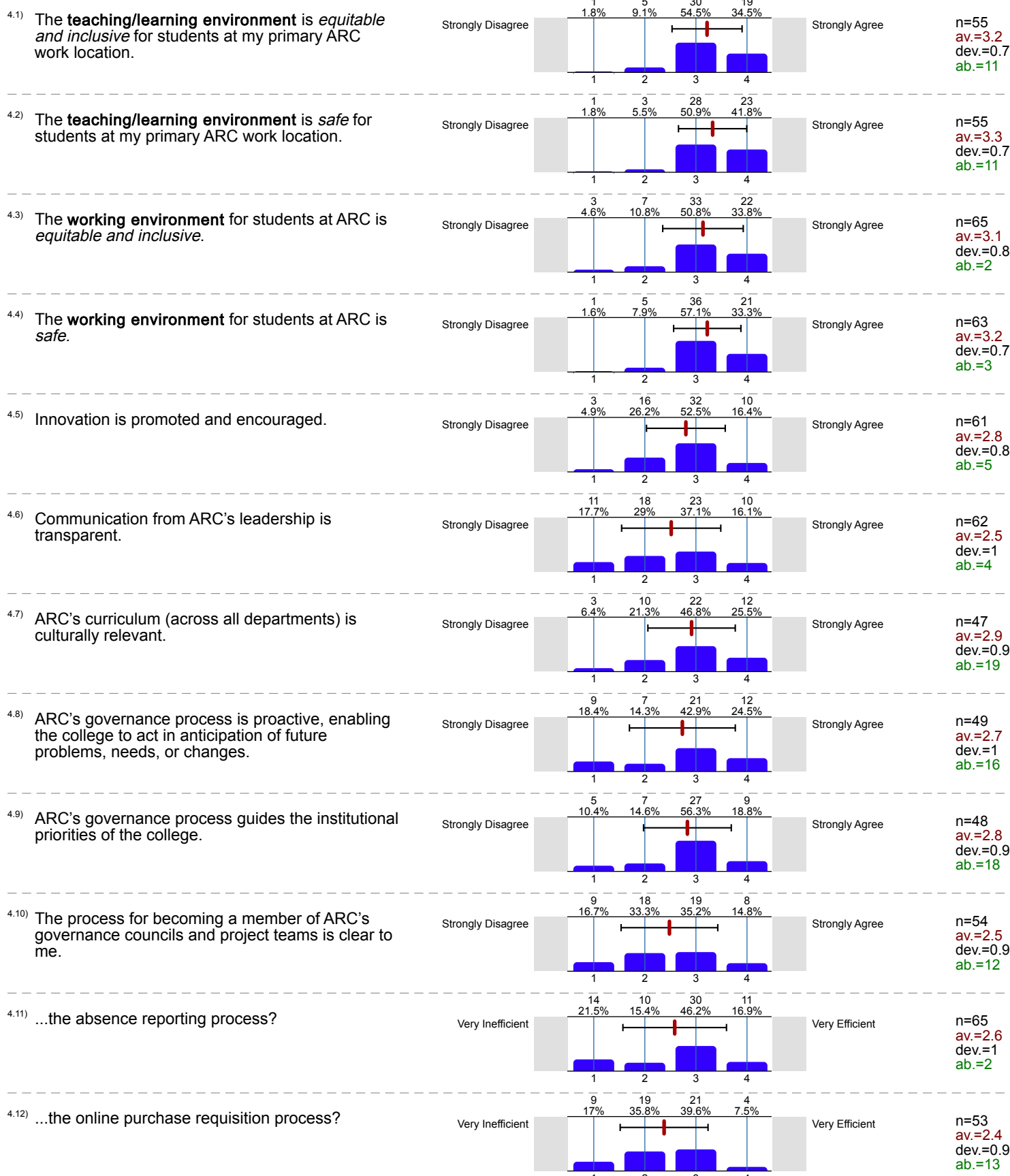
3.12) What is your highest level of education?

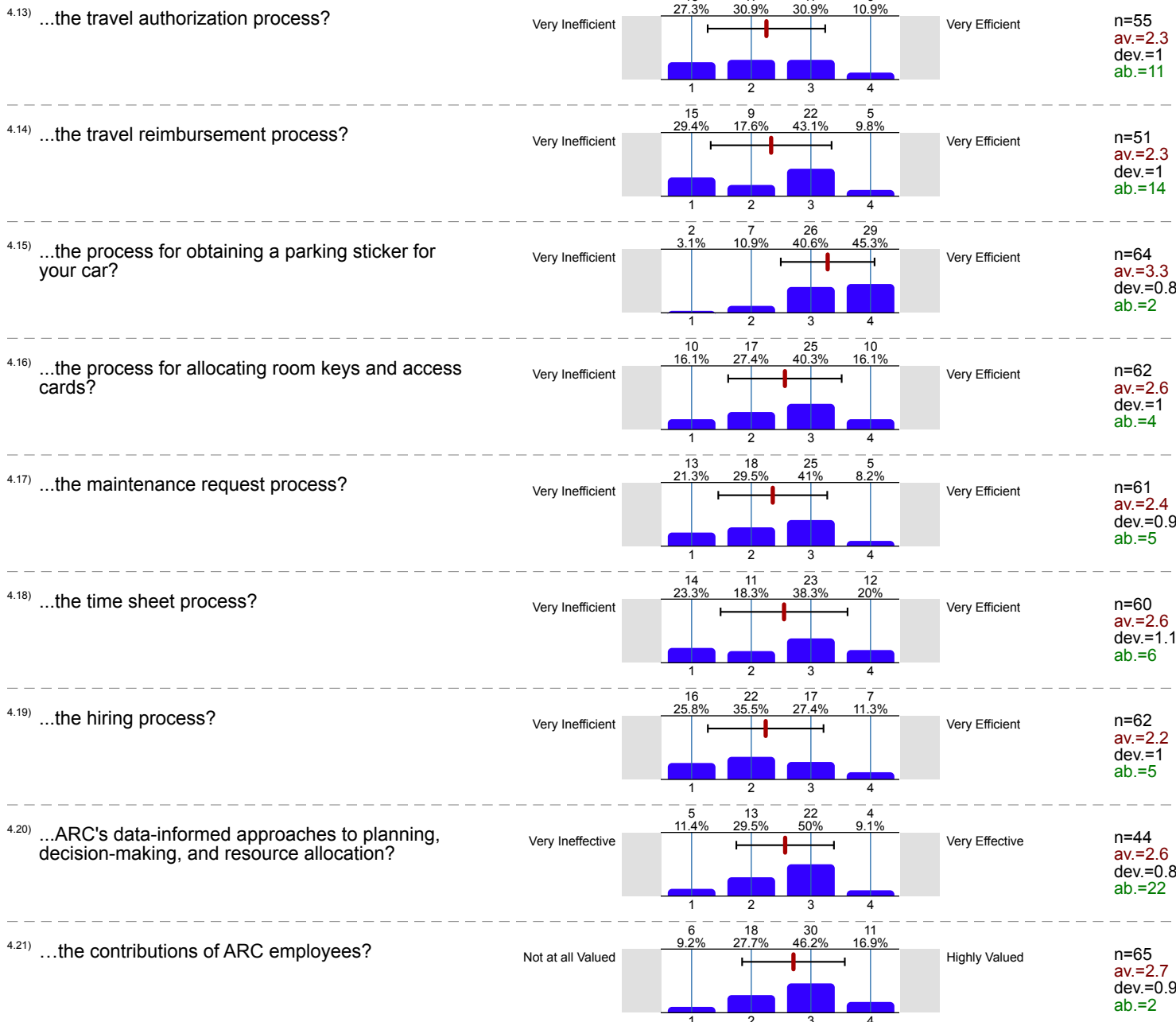


3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)

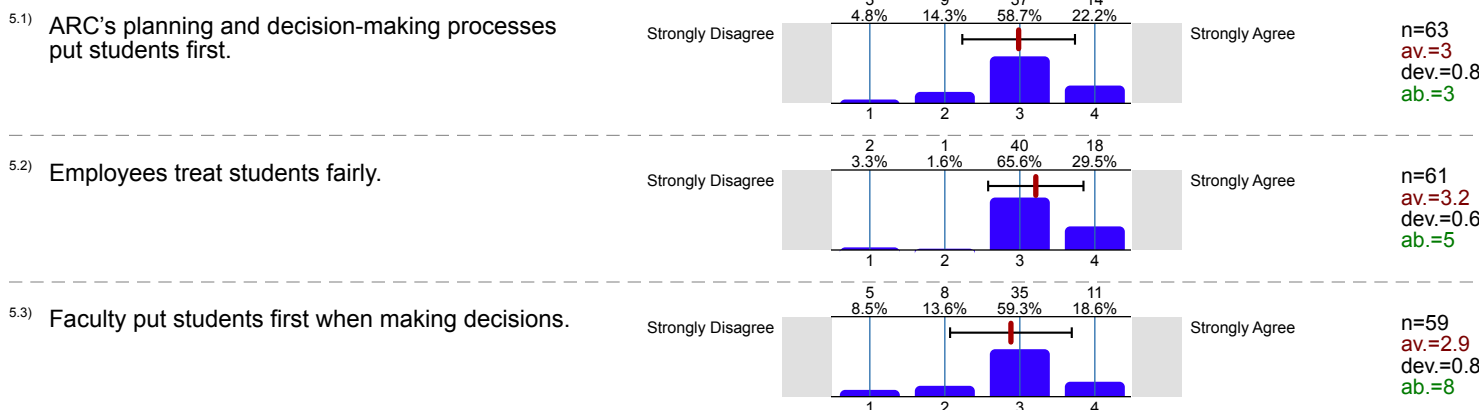


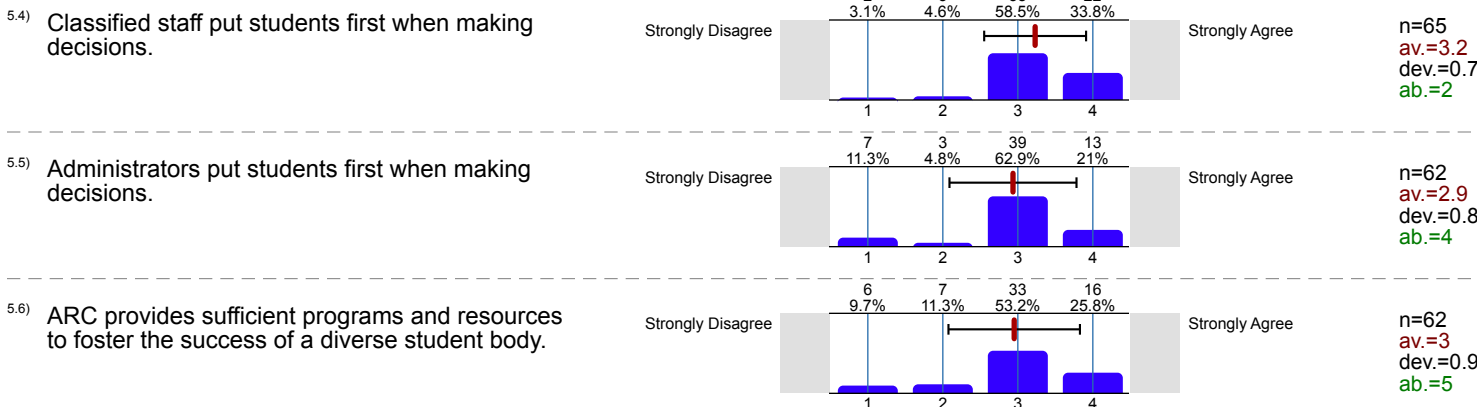
4. Institutional Effectiveness



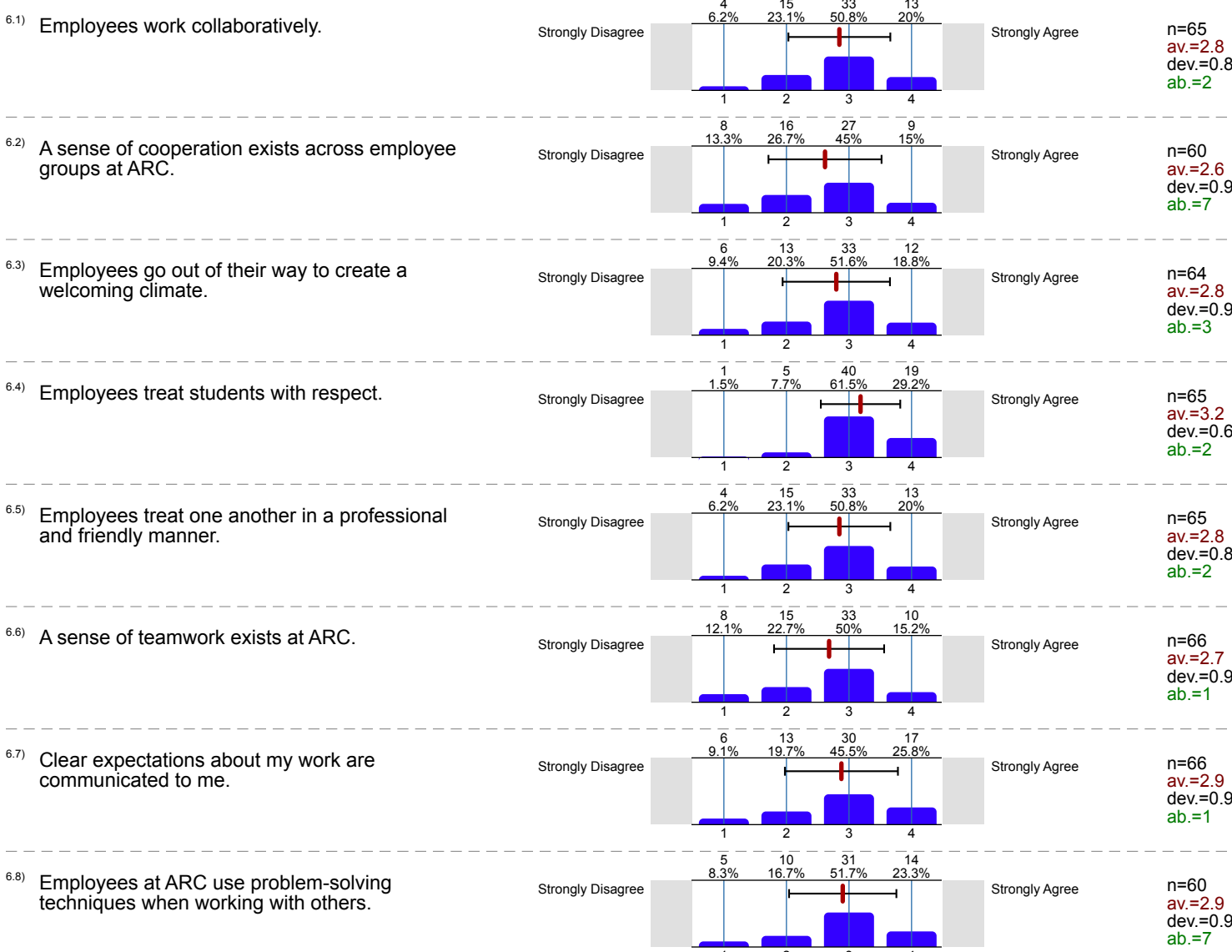


5. Student-Focus





6. Teamwork



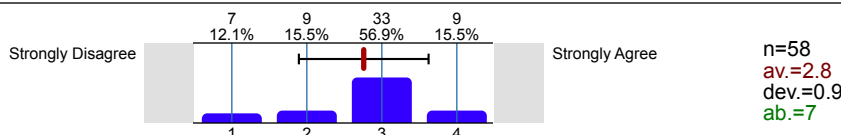
7. Job Satisfaction



8. Faculty Specific Questions

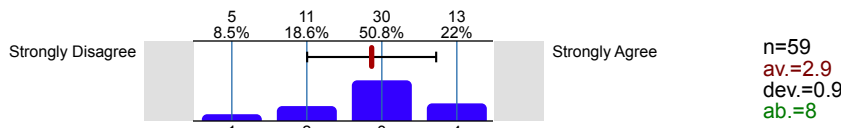


8.6) Classrooms and campus buildings at my primary work location are **clean**.

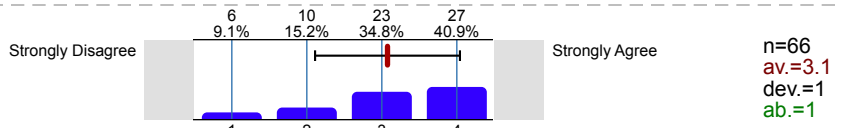


9. Professional Development

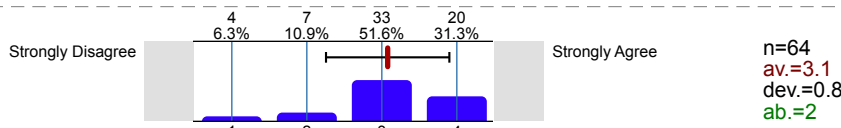
9.1) The professional development opportunities that exist at ARC are comprehensive.



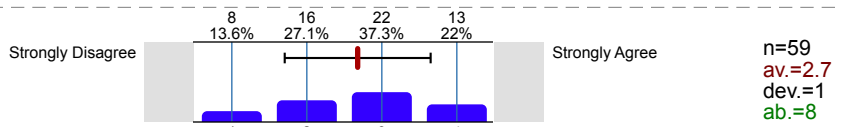
9.2) My manager/supervisor has encouraged me to participate in professional development.



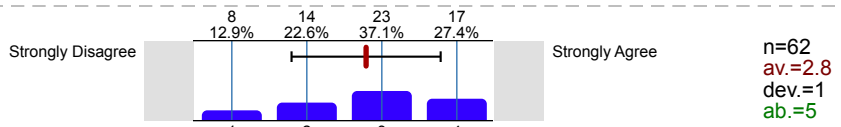
9.3) I have been able to participate in professional development activities.



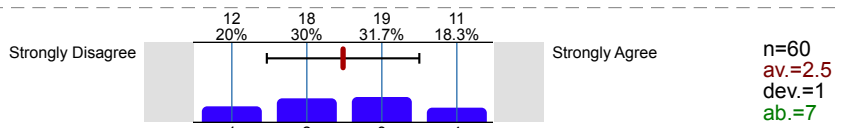
9.4) Professional development offerings at ARC meet my needs.



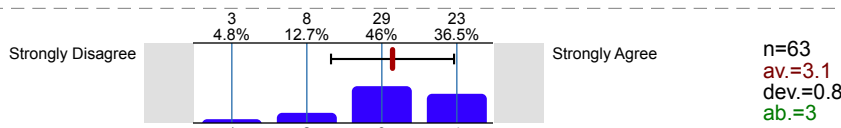
9.5) Professional development needed to improve my job skills in my current position are available to me.



9.6) Professional development needed to help me get a promotion are available to me.

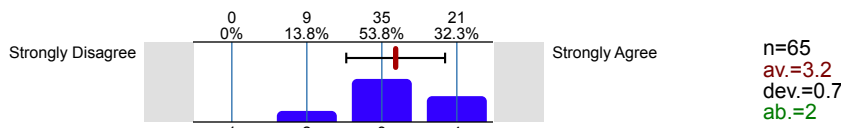


9.7) My experiences at ARC have had a positive influence on my professional growth.

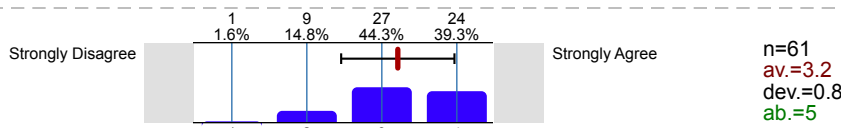


10. Equity, Inclusion, Social Justice Focus

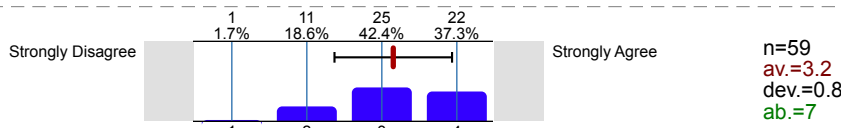
10.1) ARC is an inclusive learning environment for students.

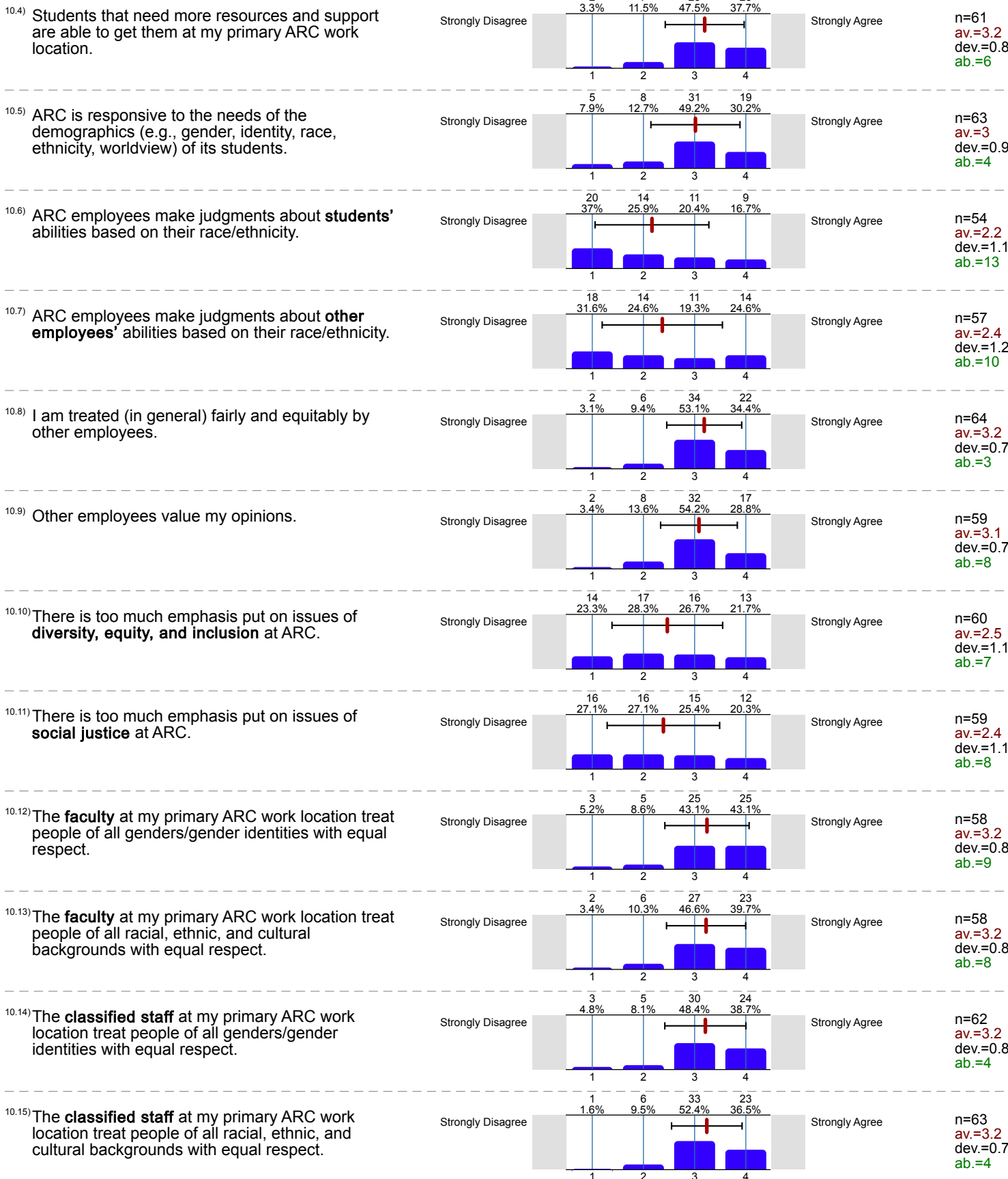


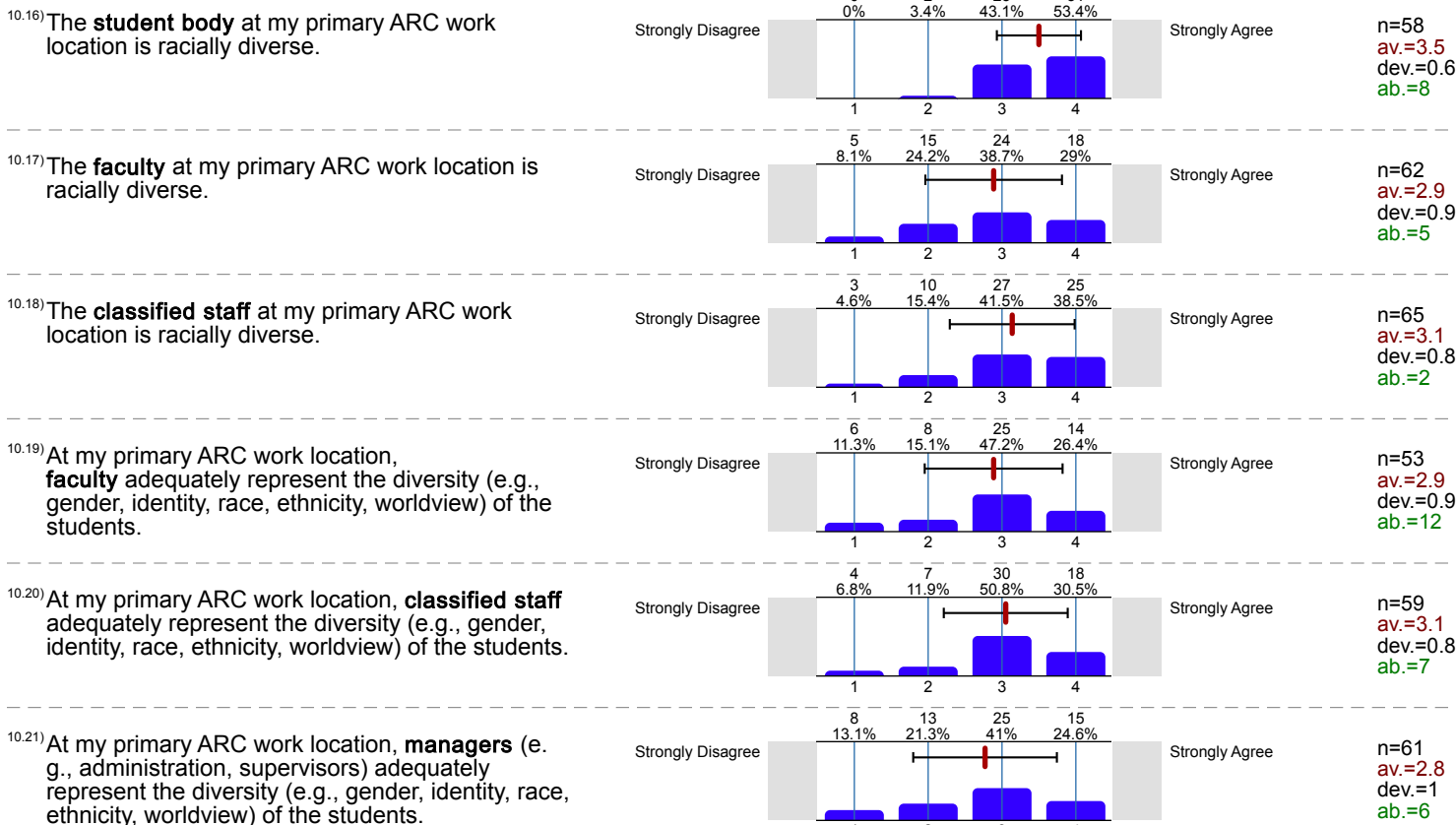
10.2) There exists a strong commitment to **equity** and **inclusion** at ARC.



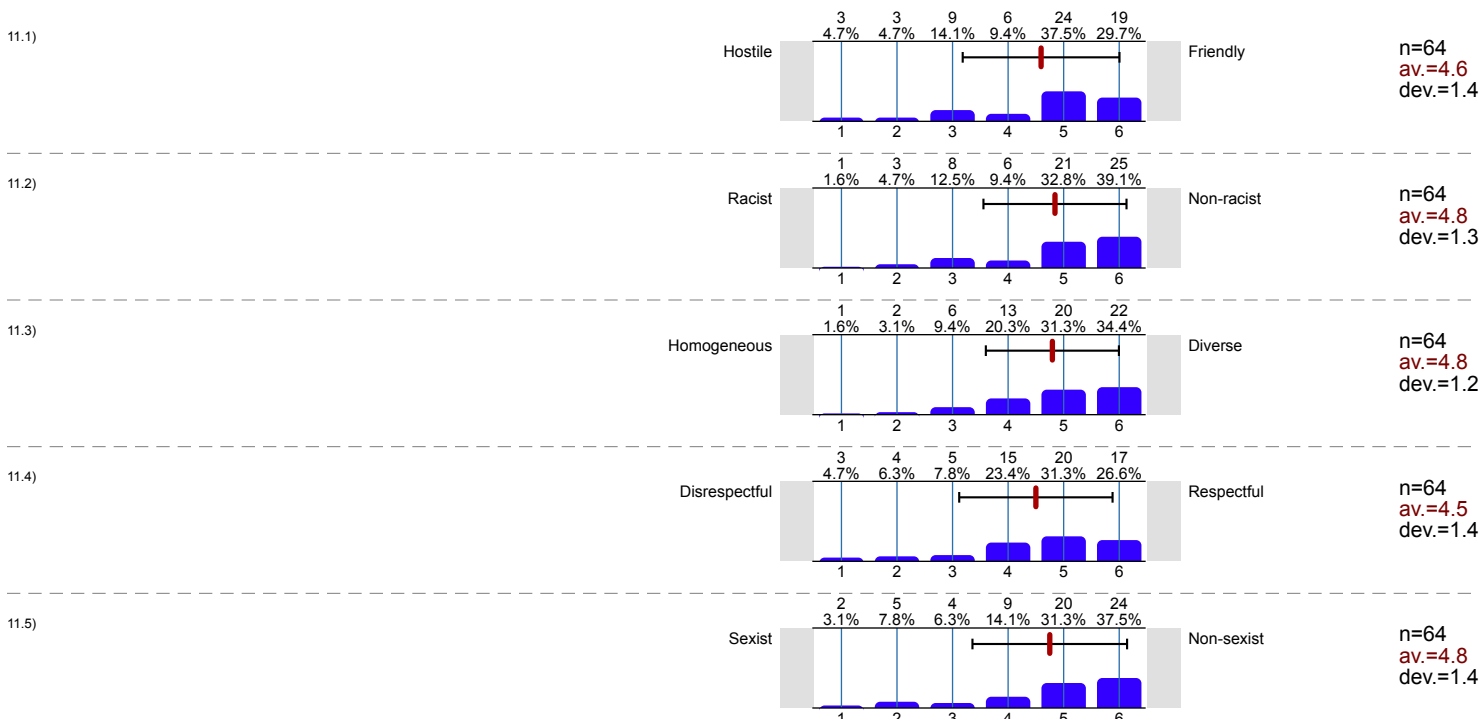
10.3) There exists a strong commitment to **social justice** at ARC.

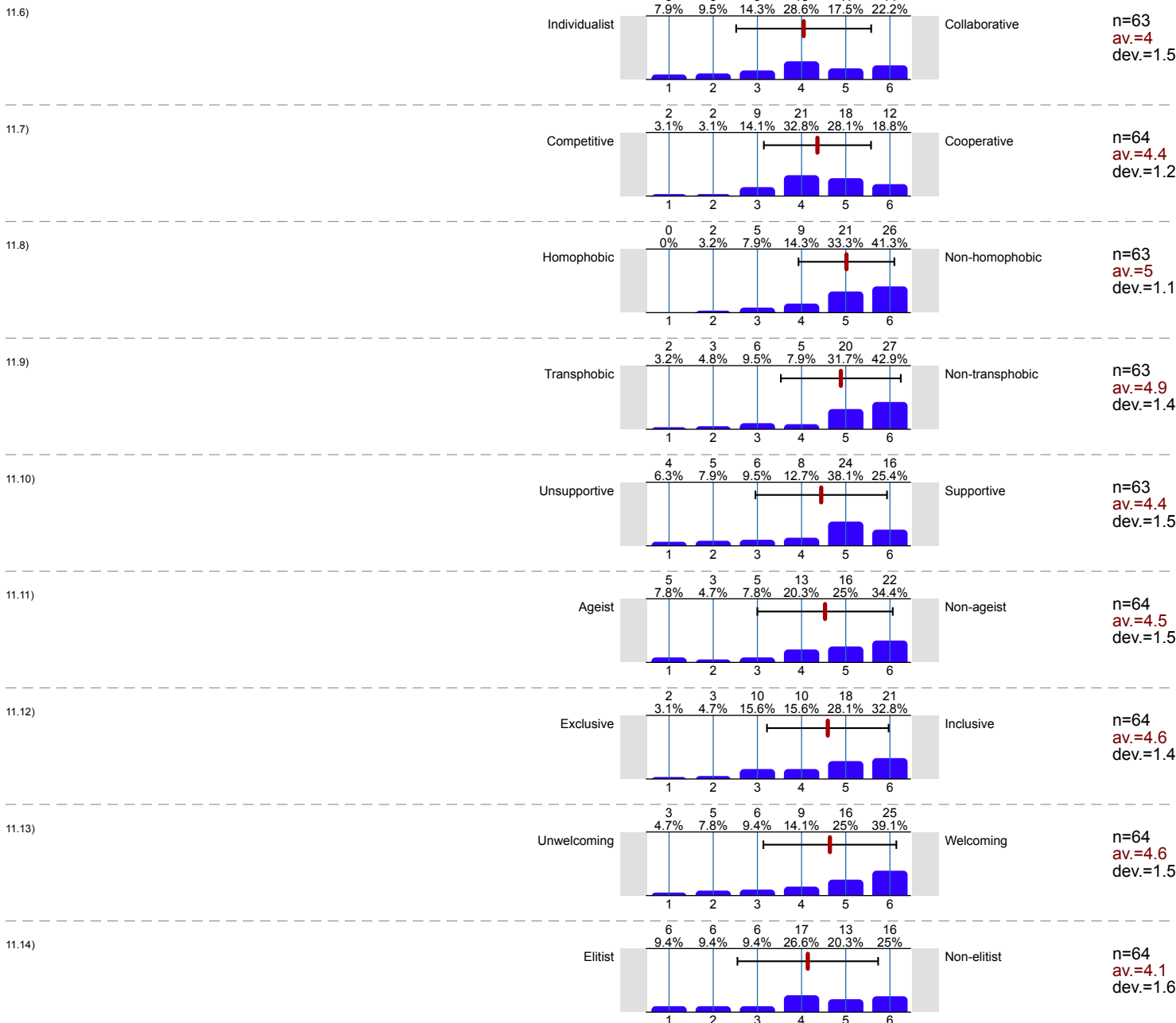






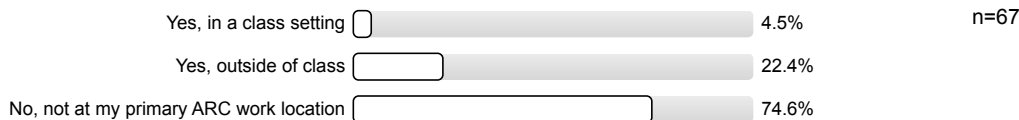
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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





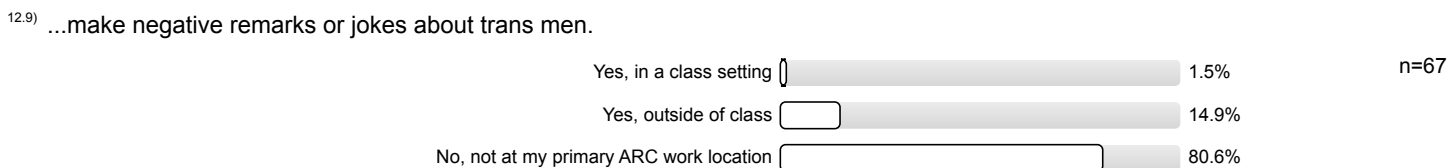
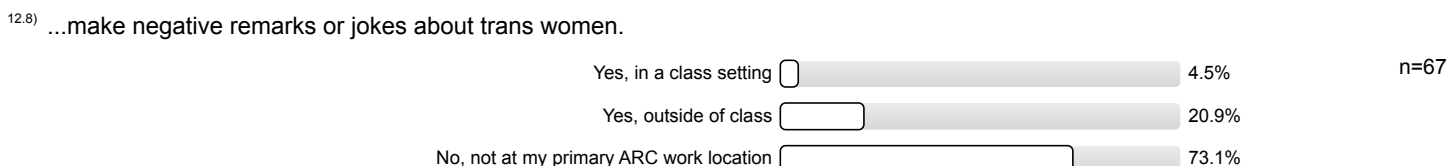
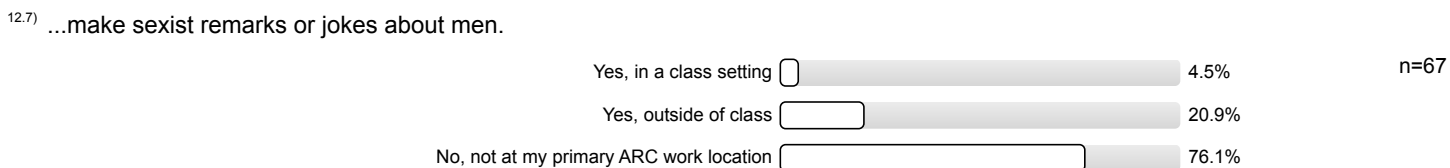
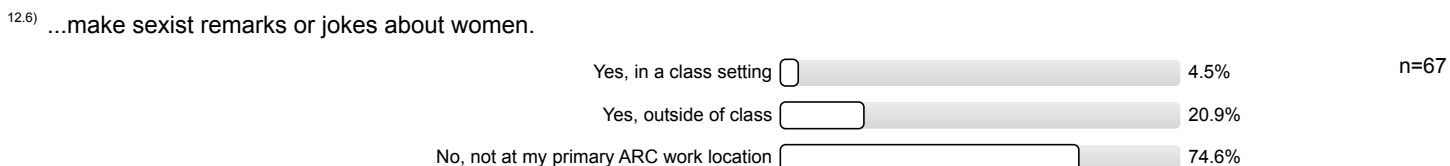
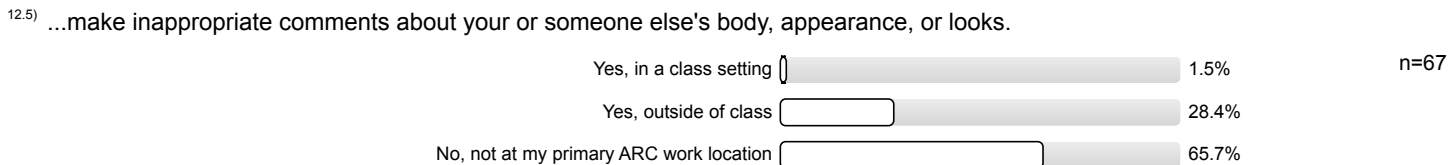
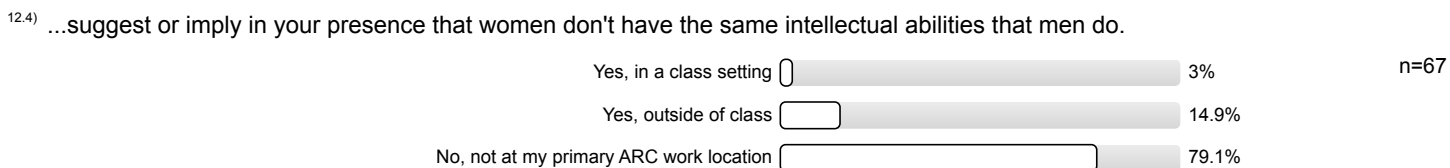
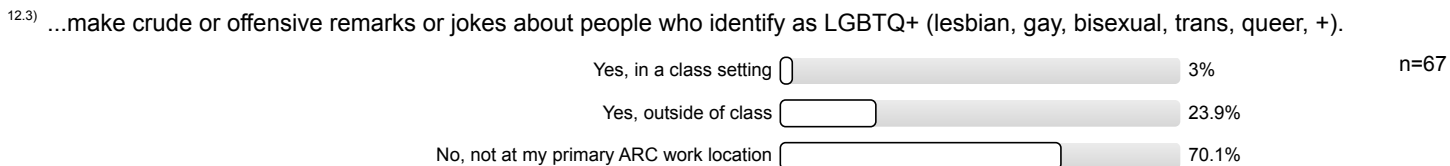
12. During the past 12 months at your primary ARC work location, have you heard anyone... (MARK ALL THAT APPLY)

12.1) ...call someone homophobic names.



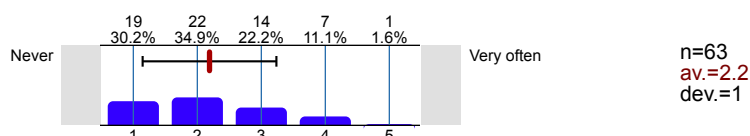
12.2) ...say sexual things to you or try to talk about sexual matters when you didn't want to.



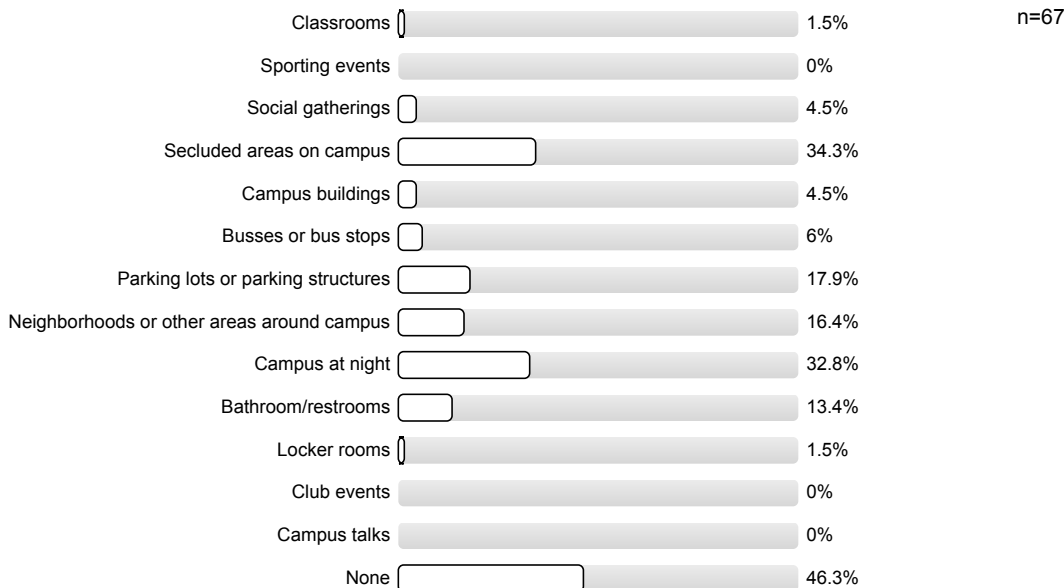


13. Regarding your personal **physical safety**:

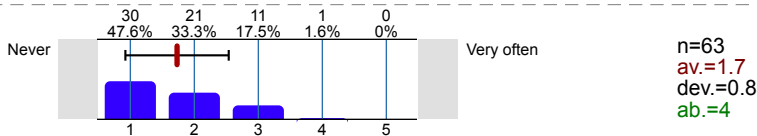
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



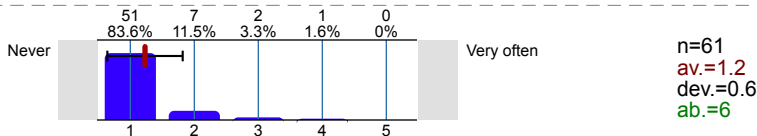
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



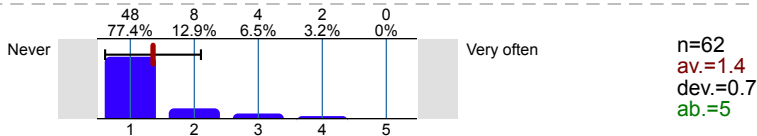
13.4) Other students



13.5) Instructors

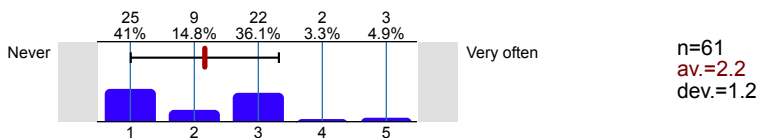


13.6) Staff

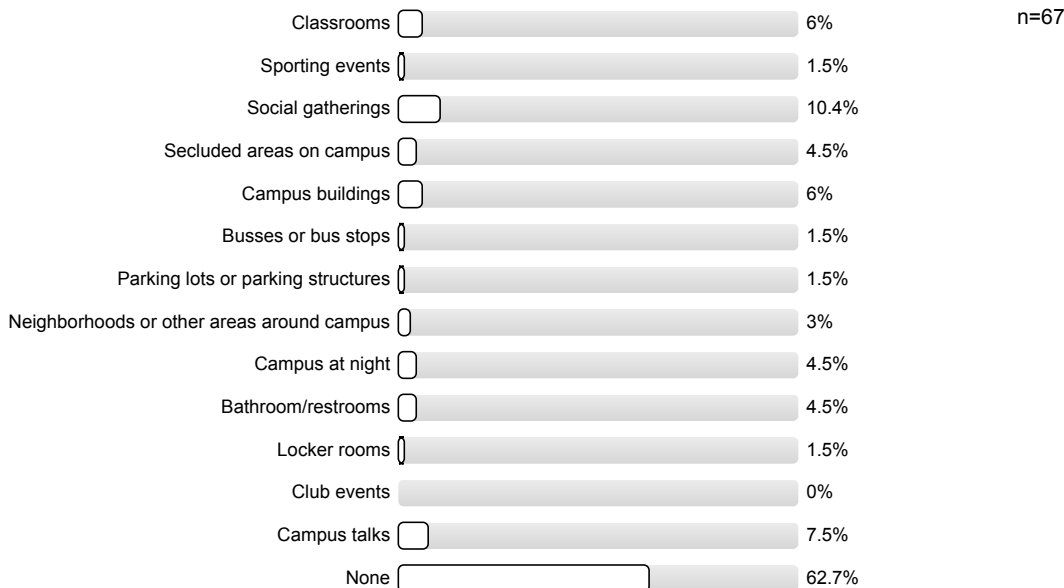


14. Regarding your **emotional safety**.

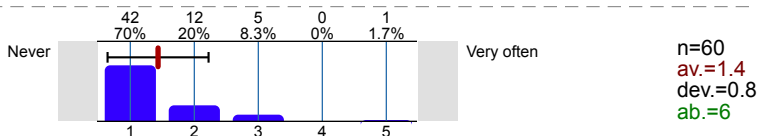
14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



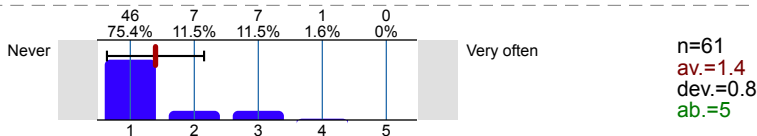
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)



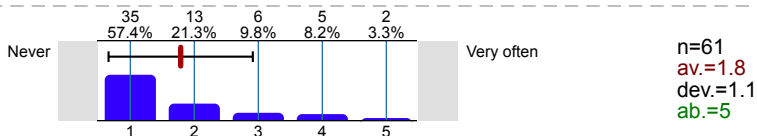
14.4) Other students



14.5) Instructors



14.6) Staff



15. Regarding your primary ARC work location:

15.1) Discrimination



15.2) Threats of physical violence



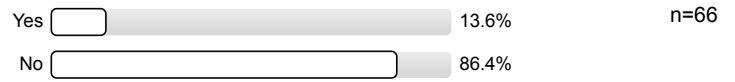
15.3) Physical violence



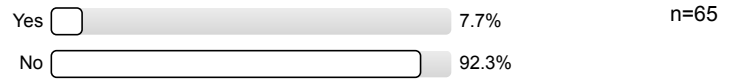
15.4) Threats of emotional violence



15.5) Emotional violence



15.6) Sexual harassment



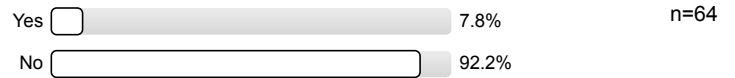
15.7) Other harassment



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

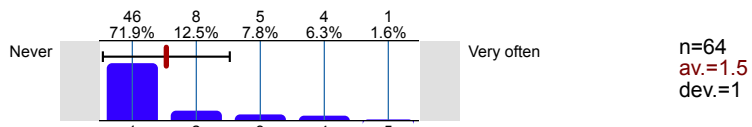


15.20) Verbal threats

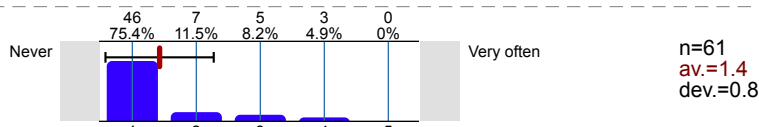


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

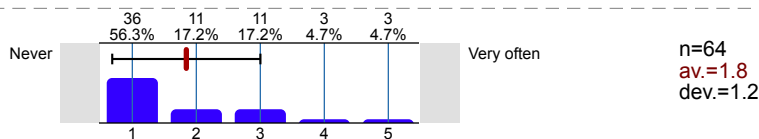
16.1) ...gender/gender identity



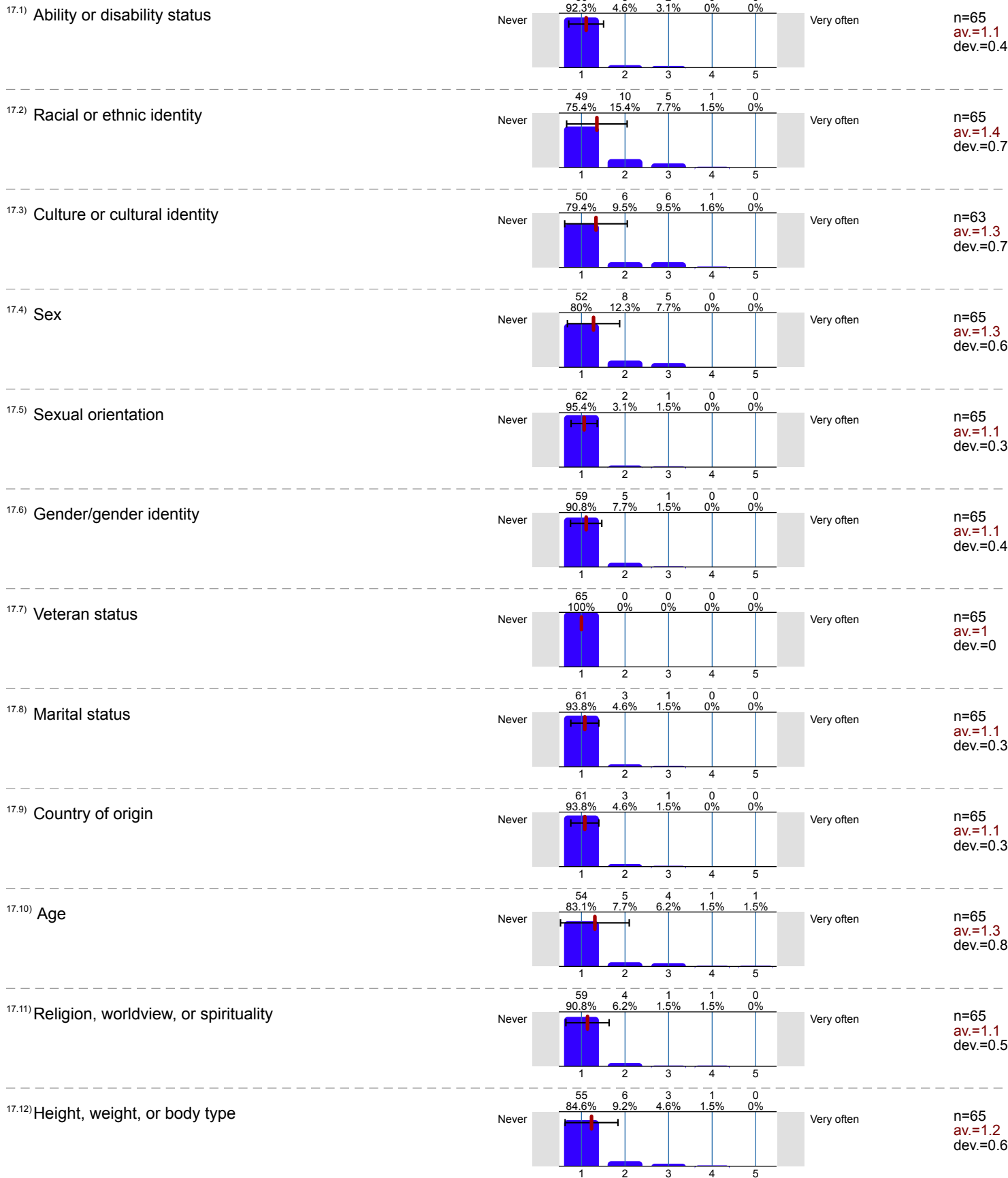
16.2) ...sexual orientation



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

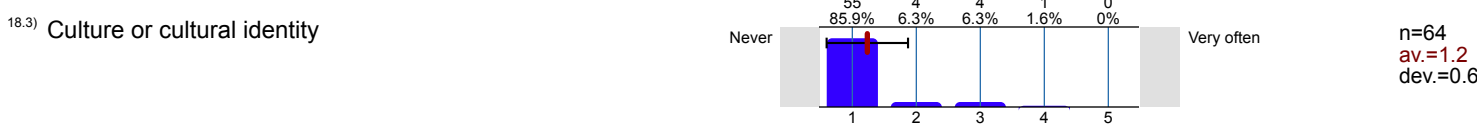


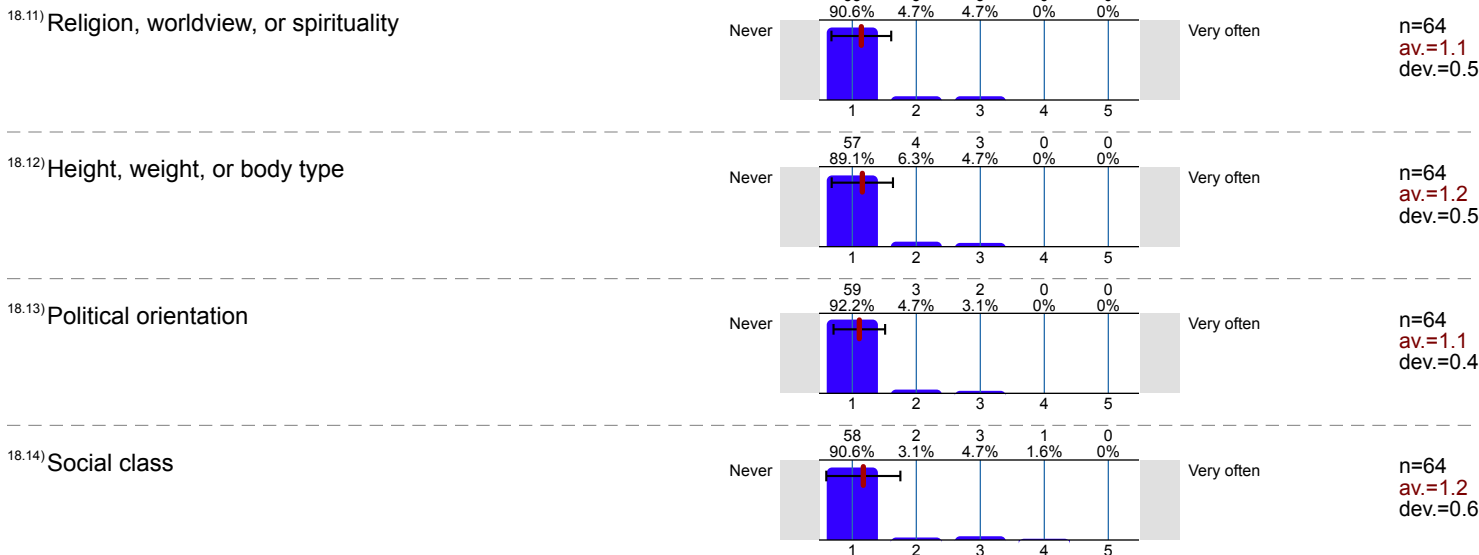
17. During the past 12 months, do you feel YOU have been mistreated *by students* at your primary ARC work location because of your:



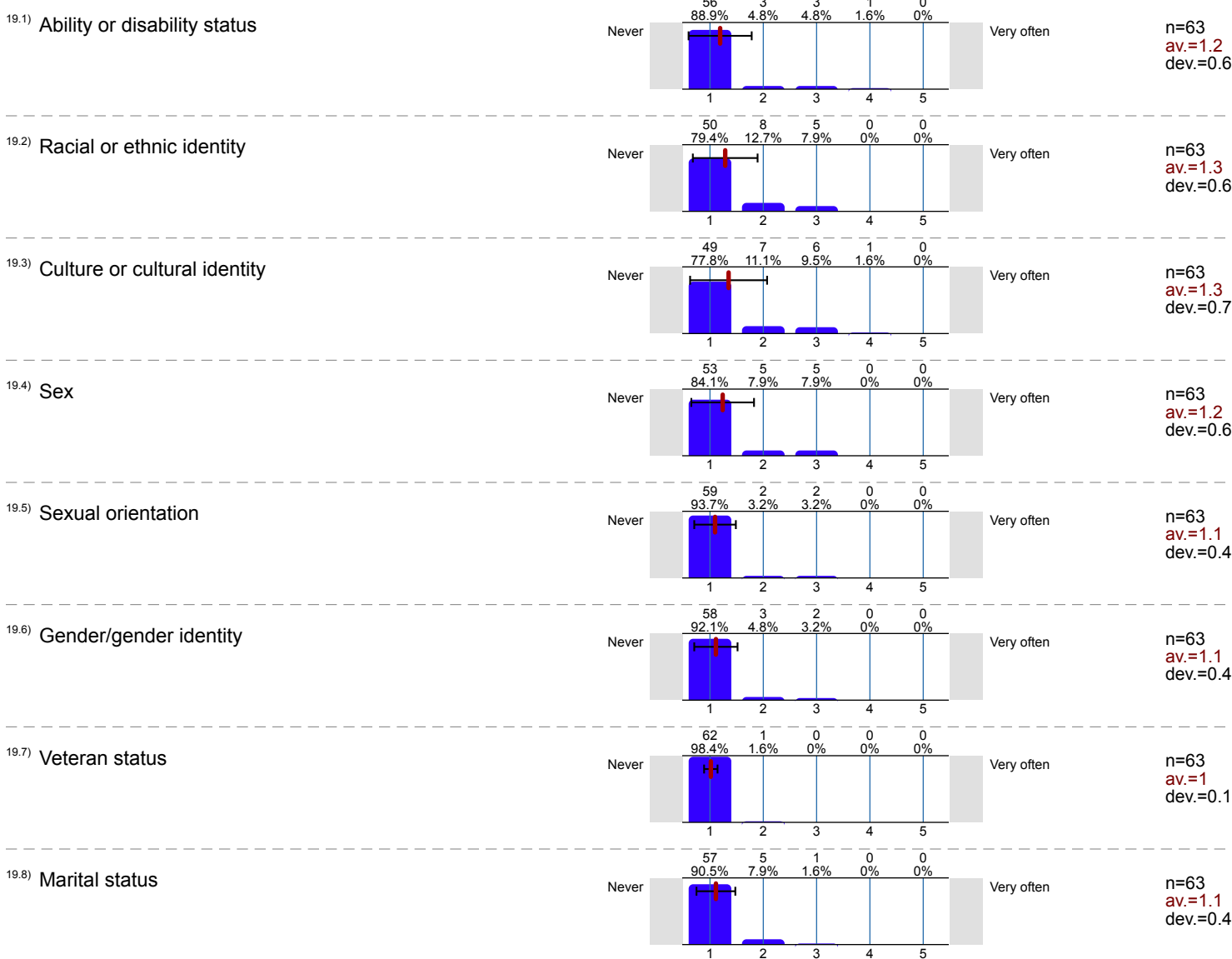


18. During the past 12 months, do you feel **YOU have** been mistreated *by faculty* at your primary ARC work location because of your:





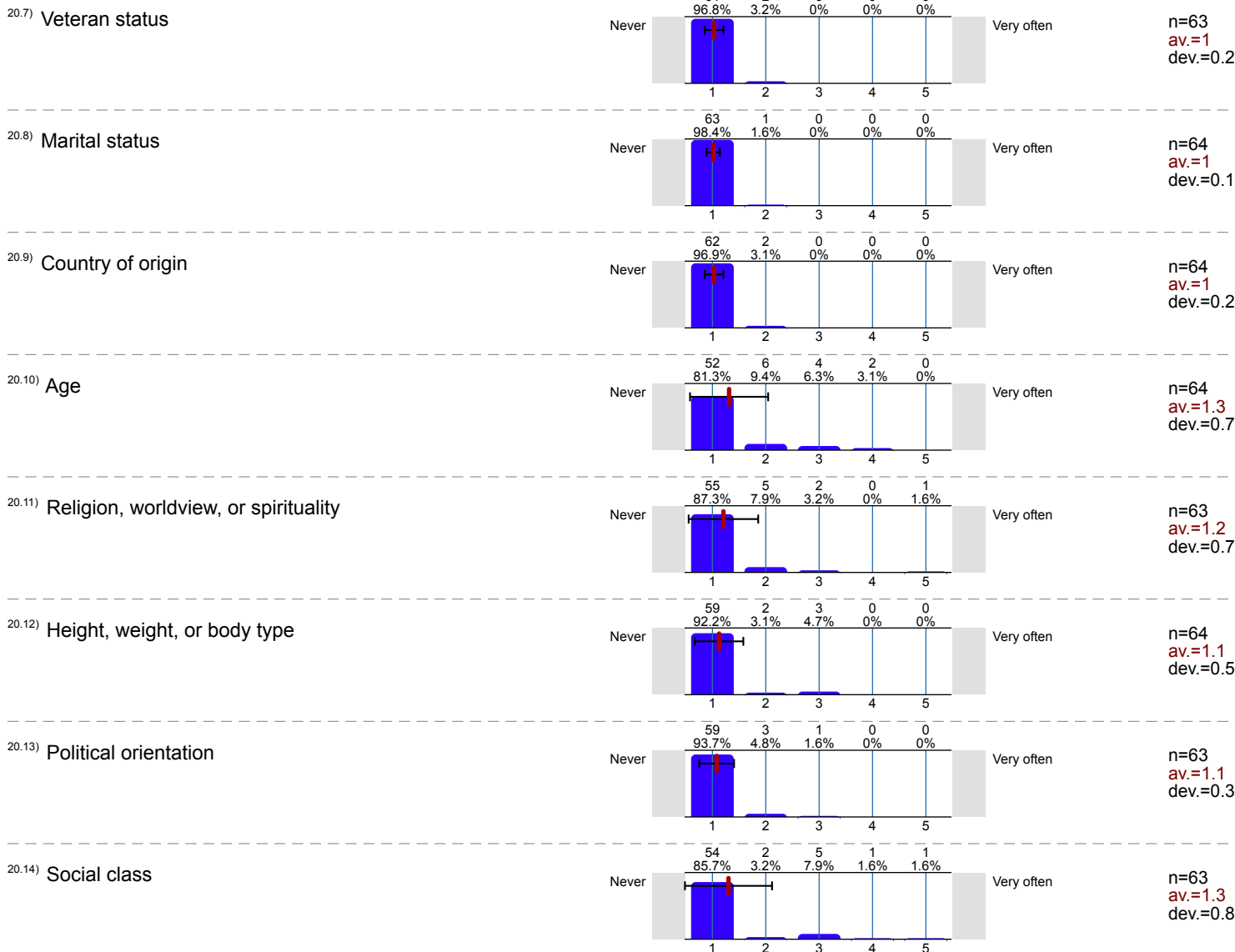
19. During the past 12 months, do you feel **YOU have** been mistreated *by classified staff* at your primary ARC work location because of your:



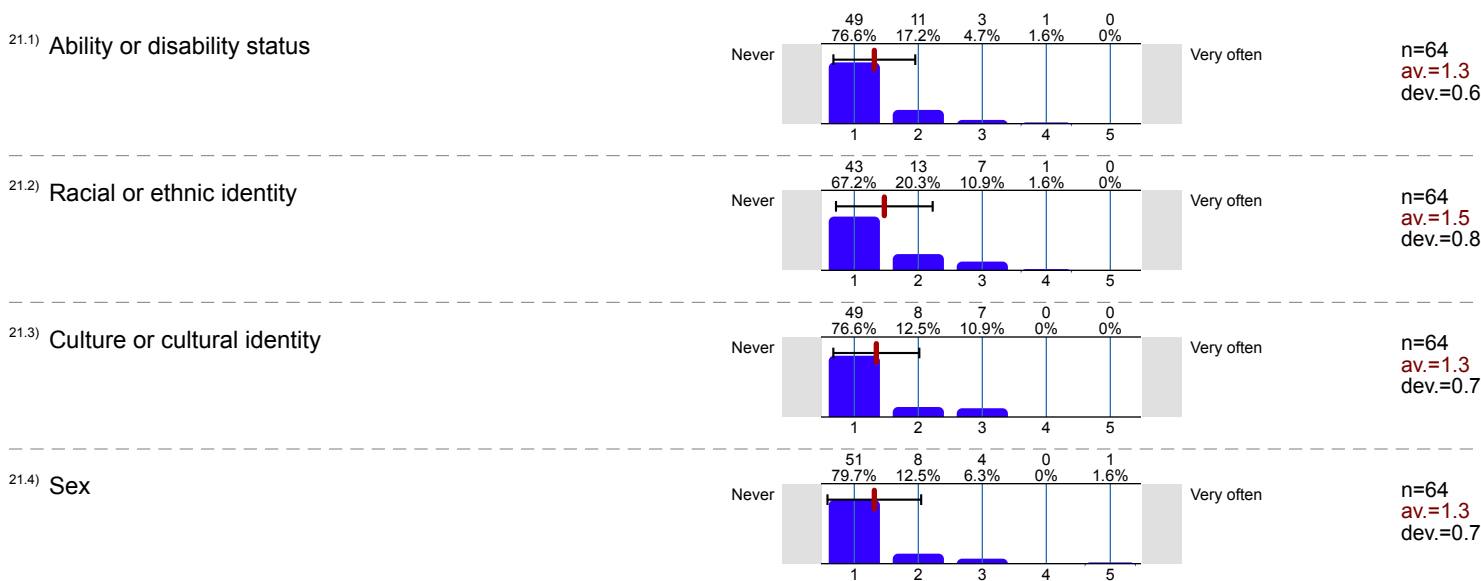


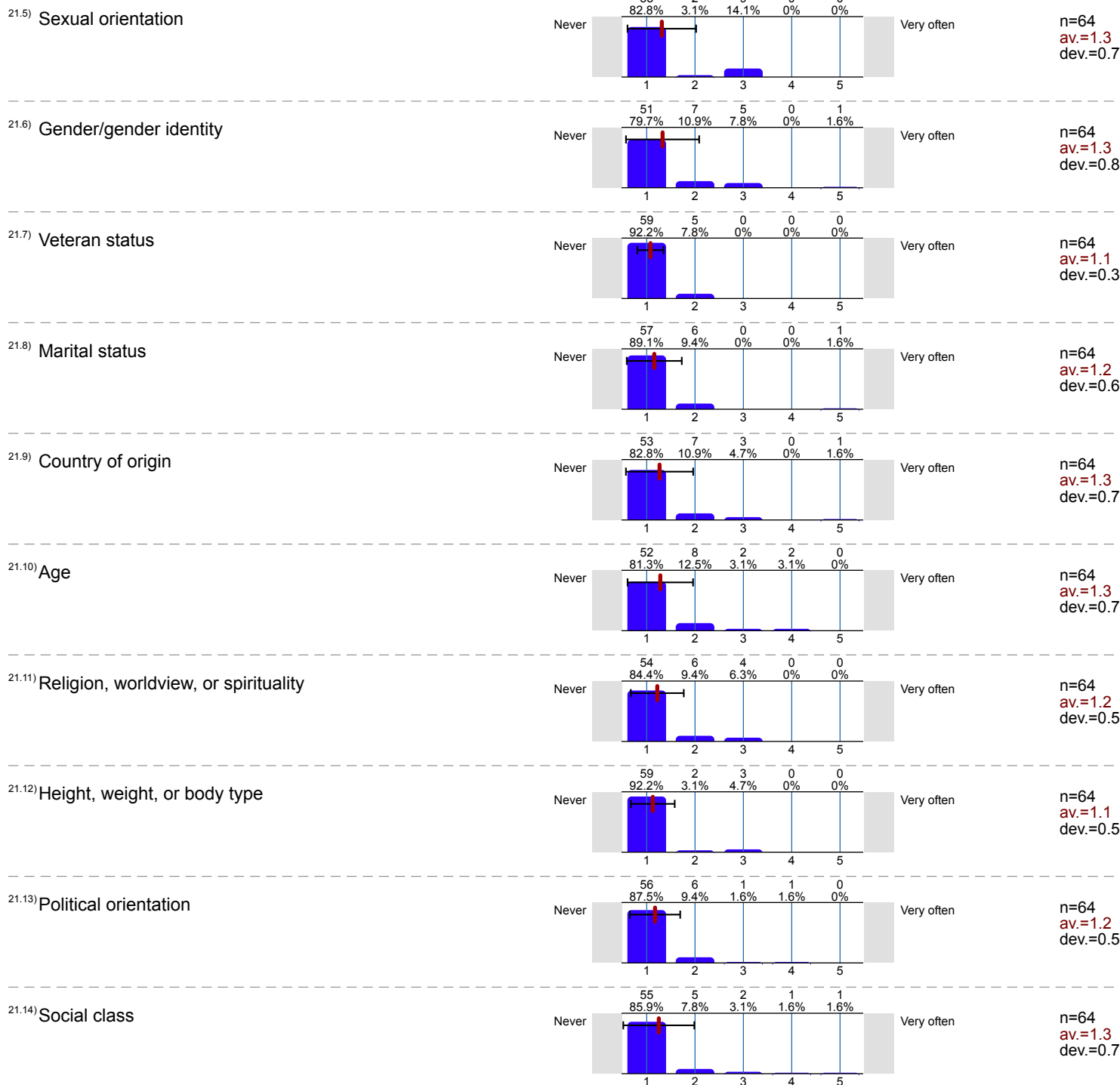
20. During the past 12 months, do you feel **YOU** have been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:



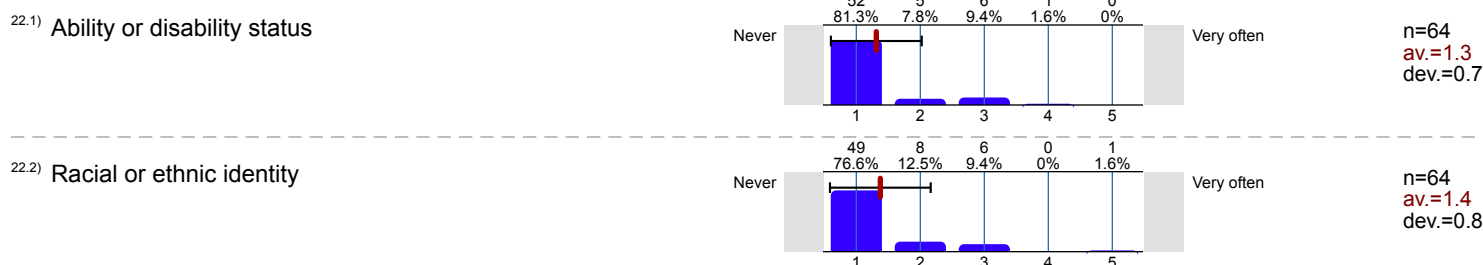


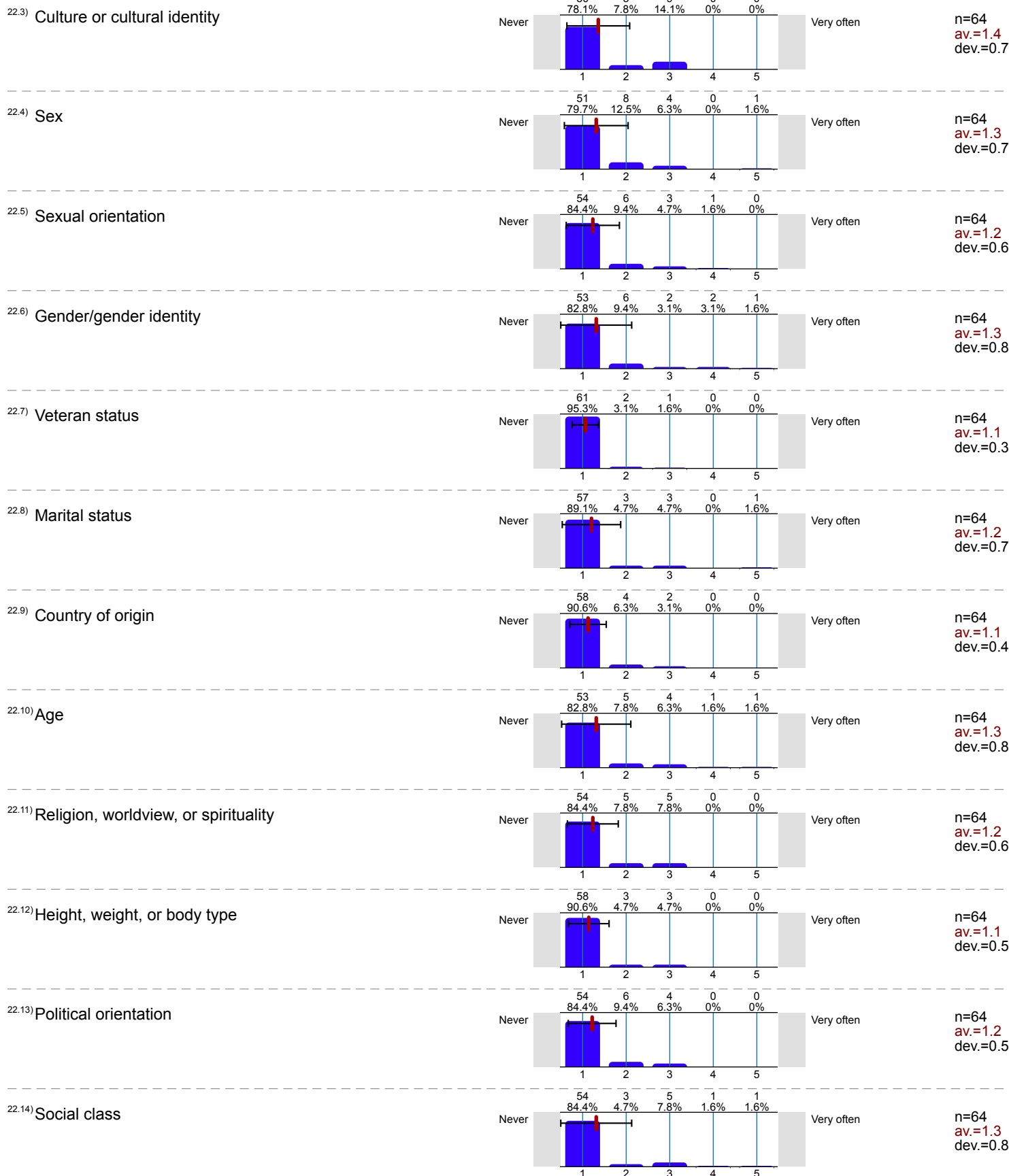
21. During the past 12 months, have you seen faculty, classified staff, or managers mistreat students at your primary ARC work location because of their:





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:



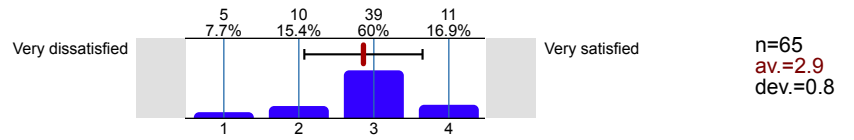


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



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

3.2) Other gender identity:

- 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)

3.4) Other sexual orientation:

- N/A (2 Counts)

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
- American
- Arabic
- Eastern European
- Guatemalan, Mexican, Xicanx
- Hawaiian;Portuguese;Native american (blackfoot)
- Hebrew, Israelite
- Irish
- Irish Scottish
- Italian, Irish, English, Welsh
- Korean
- Mexican (3 Counts)
- Mexican & Spanish
- Mexican-American, strongly American
- N/A
- Punjabi
- Russian, Ukrainian
- Scandinavian
- Slavic/Eastern European
- Somali
- Somalia
- Ukrainian
- Vietnamese American
- all of the above

3.9) Other religions, worldviews, or spiritual backgrounds:

- Agnostic theist
- Christian Babtist
- Druid
- Hebrew
- Meditation
- N/A (2 Counts)
- Secular Humanism

3.11) Other religion, worldview, or spiritual background:

- Catholic
- Druid
- Hebrew
- N/A (2 Counts)
- Secular Humanism

3.14) Other disabilities:

- Could you ask the same to students about disabilities?
- Epilepsy
- PSTD
- Software Engineer
- Somewhat affects walking. It does affect going up and down the stairs.

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:

- Behind the Child Care Center next to Tech Ed and the open area behind the pool and football field.
- 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.
- N/A (2 Counts)
- No additional areas. But, to clarify, I've wanted to avoid some of these areas, I can't. I work at night.
- None
- Walkways in the ARC Science
- raef hall women's bathrooms are set up in a way that makes them feel unsafe inside.

13.7) Other:

- Mold in office
- N/A (2 Counts)
- Natomas Library Supervisor was murdered in the parking lot. This has caused concern for staff.
- Random smokers at the bus stop, even though smoking is banned both on campus and at bus stops.

- Random strangers between weeks of instruction
- Strangers on campus
- community members coming 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:

- N/A (2 Counts)
- None
- Work space
- my supervisor's office

^{14.7)} Other:

- A homeless person standing near by and asking me if he can ride with me to were 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.
- Administrators
- N/A (2 Counts)
- Supervisor
- 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.)

- 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.
- Classified staff are not respected. Classified staff are the foundation of the college and without the classifieds, there would be no college.
- 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 have never been mistreated by others on campus but understand the privileges I hold contribute those feelings of safety.
- N/A
- 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.
- decisions are made without consultant people affected by the area