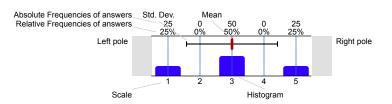
# FT permanent classified No. of responses = 67



# 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-Tir	ne Teaching C	n=67
Faculty, Full-Time Non-Teaching (Counselors	, Librarians)	0%
Faculty, Adjur	nct Teaching C	0%
Faculty, Adjunct Non-Teaching (Counselors	, Librarians)	0%
Classified, Full-Time	Permanent 1	100%
Classified, Part-Time	Permanent	0%
	Supervisor	0%
A	dministrator	0%
10 15	1 to 4 years 2 5 to 9 years 2 I to 14 years 1 i to 19 years 1	n=66 27.3% 21.2% 18.2% 13.6%
<sup>2.3)</sup> Primary work location at ARC:		
ARC M	ain Campus S	92.4% n=66
Nato	omas Center 6	5.1%
McCl	ellan Center () 1	1.5%
	ather Center C	0%

3.1) What is your gender identity? (MARK ALL THAT APPLY)			
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)		67.2%	n=67
Man (cisgender mana person whose gender identity matches their sex assigned at birth)		31.3%	
Trans woman (a person whose gender identity is female but whose sex assigned at birth is male)		0%	
Trans man (a person whose gender identity is male but whose sex assigned at birth is		0%	
Gender queer/non-binary (someone whose gender identity isn't exclusively female or male)	0	3%	
Gender non-conforming (a person whose behavior or appearance do not conform to gender expectations)	r	0%	
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)			
Asexual (a person with no sexual feelings or desires)		6%	n=67
Bisexual (a person sexually attracted to two genders)		7.5%	
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other women)	0	1.5%	
Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)	-	82.1%	
Pansexual or fluid (a person who is attracted to multiple gender identities)	0	4.5%	
3.5) What is your age (in years)?			
19 or younge	er	0%	n=66
20 to 2	24 ()	3%	
25 to 3	34	19.7%	
35 to 5	54	57.6%	
55 or olde	er	19.7%	
3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)			
African America	an 💮	11.9%	n=67
Asia		10.4%	
Filipin		3%	
Hispanic/Latin	<u> </u>	20.9%	
Native America		6%	
Other Non-Whit		4.5%	
Other Non-will	9	3%	
Pacific Island		.370	
Pacific Islando Whit	0	56.7%	

3.8) With which religions, worldviews, or spiritual backgrounds do you identify?	? (MARK ALL THAT APPLY)	
Agnostic	14.9	% n=67
Anglican	0%	
Assemblies of God	6%	
Atheist	6%	
Baha'i	0%	
Baptist	11.9	%
Buddhist ()	3%	
Catholic	14.9	%
Christian Non-denominational	23.9	%
Christian Orthodox ()	3%	
Christian Science	0%	
Church of Christ (	1.5%	6
Confucian	0%	
Episcopalian	0%	
Evangelical (	4.5%	6
Hindu ()	1.5%	6
Jain	0%	
Jehovah's Witness	0%	
Jewish ()	1.5%	6
Latter-day Saints ()	1.5%	
Lutheran 🗍	4.5%	
Methodist ()	1.5%	6
Muslim	4.5%	
Native/Tribal ()	1.5%	
Pentecostal	6%	
Presbyterian	0%	
Quaker	0%	
Seventh Day Adventist	0%	
Shamanism	1.5%	6
Shinto	0%	
Sikh	0%	
Spiritual but not religious	22.4	%
Taoist (	1.5%	
UCC/Congregational	0%	
Unitarian Universalist	0%	
Wicca/Pagan (	6%	
None None	10.4	%
	,	

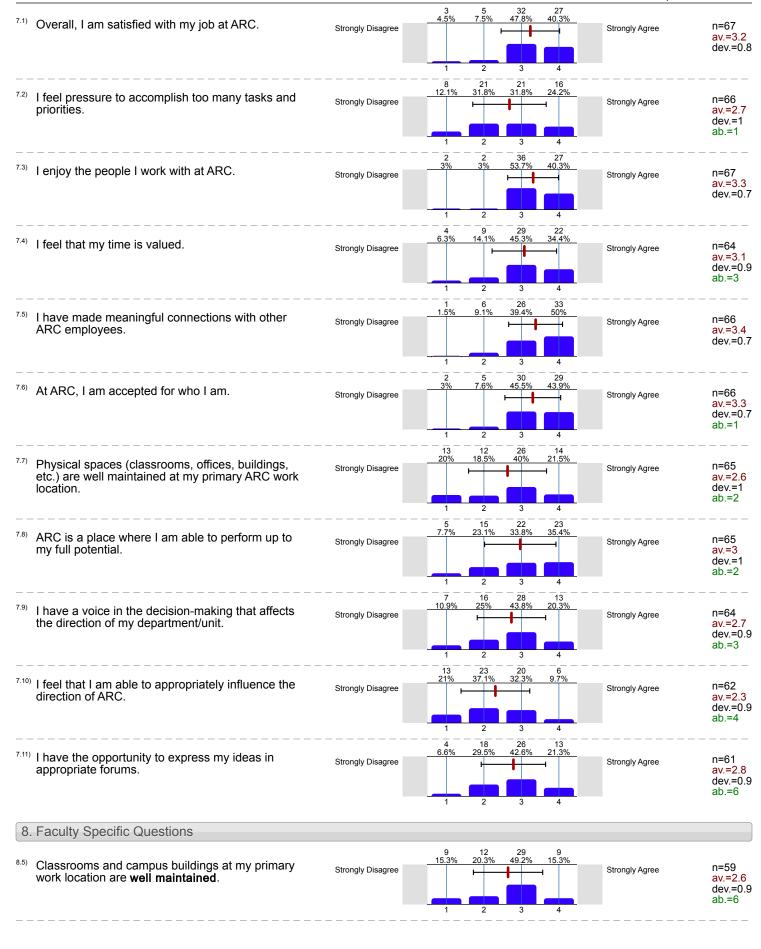
<sup>3.10)</sup> With which <u>one</u> religion, worldview or spiritual background do you <u>mc</u>	ost strongly identify? (MARK ONLY OI	<u>NE</u> )
Agnostic		12.5% n=64
Assemblies of God	0	3.1%
Atheist	0	3.1%
Baptist		7.8%
Buddhist	0	1.6%
Catholic		7.8%
Christian Non-denominational		23.4%
Christian Orthodox	0	3.1%
Church of Christ	0	1.6%
Evangelical	0	1.6%
Hindu	0	1.6%
Latter-day Saints	0	1.6%
Muslim	0	4.7%
Pentecostal	0	1.6%
Spiritual but not religious		12.5%
None		12.5%
3.12) What is your highest level of education?		
Less than high school		0% n=66
Graduated high school	0	3%
Some college		10.6%
Associate's degree		28.8%
Bachelor's degree		31.8%
Graduate degree		25.8%
3.13) Do you have any of the following types of disabilities? (MARK ALL TH	HAT APPLY)	
Acquired/traumatic brain injury		0% n=67
Attention deficit/hyperactivity disorder		6%
Autism spectrum disorder		0%
Blind/low vision		0%
Deaf/hard of hearing	0	1.5%
Cognitive or learning disability	0	4.5%
Chronic illness		11.9%
Intellectual disability		0%
Mental health disability	0	1.5%
Physical disability that affects walking		7.5%
Physical disability that does not affect walking	0	1.5%
Speech/communication condition		0%
None		71.6%







## 7. Job Satisfaction



FT permanent classified Classrooms and campus buildings at my primary Strongly Disagree n=58 Strongly Agree work location are clean. av.=2.8 dev.=0.9 ab.=7 9. Professional Development The professional development opportunities that n=59 Strongly Disagree Strongly Agree exist at ARC are comprehensive. av.=2.9 dev.=0.9 ab.=8 2 15.2% 34.8% 40.9% My manager/supervisor has encouraged me to n=66 Strongly Disagree Strongly Agree participate in professional development. av.=3.1 dev.=1 ab.=1 10.9% 31.3% 51.6% I have been able to participate in professional n=64 Strongly Disagree Strongly Agree development activities. av.=3.1 dev.=0.8 ab.=2 16 27.1% 22 37.3% 13 22% Professional development offerings at ARC meet n=59 Strongly Disagree Strongly Agree my needs. av.=2.7 dev.=1 ab.=8 22.6% Professional development needed to improve my n=62 Strongly Disagree Strongly Agree job skills in my current position are available to av.=2.8 dev.=1 ab.=5 12 18 Professional development needed to help me get Strongly Disagree n=60 Strongly Agree a promotion are available to me. av.=2.5 dev.=1 ab.=7 36.5% My experiences at ARC have had a positive n=63 Strongly Disagree Stronaly Agree influence on my professional growth. av.=3.1 dev.=0.8 ab.=3 10. Equity, Inclusion, Social Justice Focus <sup>10.1)</sup> ARC is an inclusive learning environment for n=65 Strongly Disagree Strongly Agree students. av.=3.2 dev = 0.7ab.=2 There exists a strong commitment to equity and n=61 Strongly Disagree Strongly Agree inclusion at ARC. av.=3.2 dev.=0.8 ab.=5

justice at ARC.

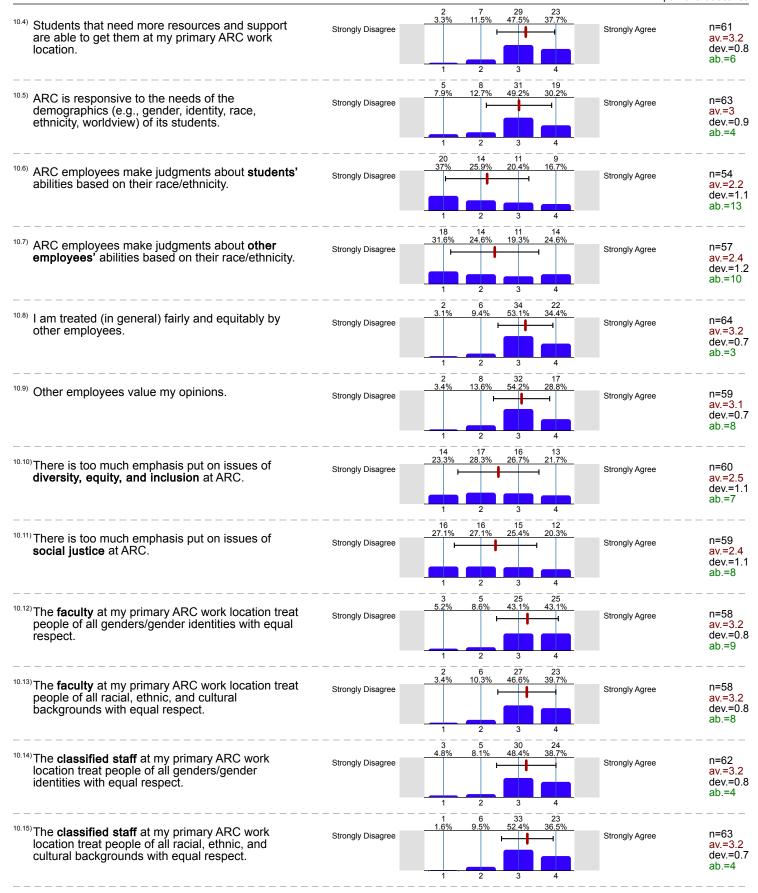
There exists a strong commitment to social

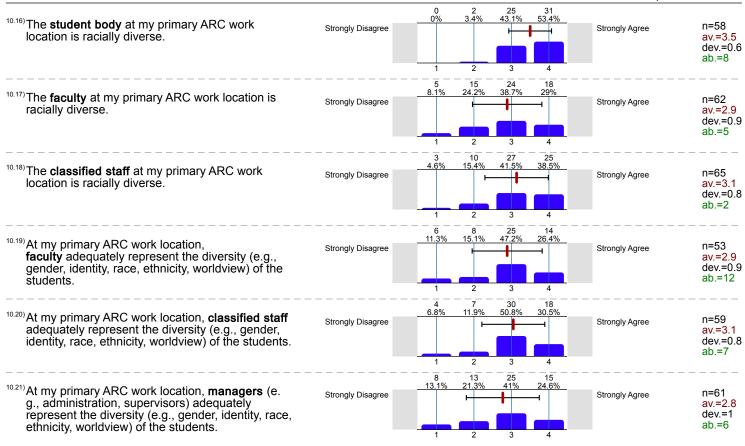
Strongly Disagree

n=59

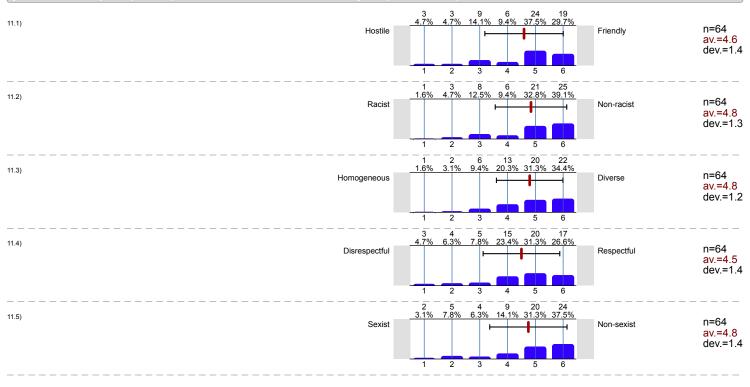
av.=3.2 dev.=0.8 ab.=7

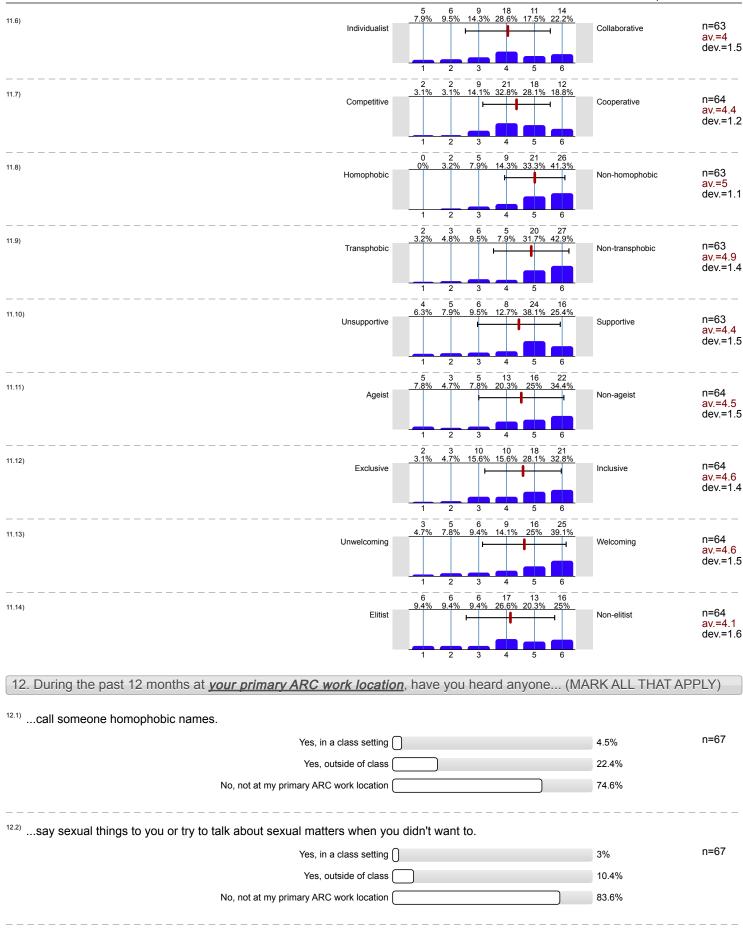
Strongly Agree





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:





12.3)make crude or offensive remarks or jokes about people who identify as LGBTQ+ (le	esbian, gay, bisexual, trans, queer, +	).
Yes, in a class setting ①	3%	n=67
Yes, outside of class	23.9%	
No, not at my primary ARC work location	70.1%	
suggest or imply in your presence that women don't have the same intellectual ability	ties that men do.	
Yes, in a class setting ()	3%	n=67
Yes, outside of class	14.9%	
No, not at my primary ARC work location	79.1%	
	looks.	
Yes, in a class setting (	1.5%	n=67
Yes, outside of class	28.4%	
No, not at my primary ARC work location	65.7%	
Yes, in a class setting	4.5%	n=67
Yes, outside of class	20.9%	
No, not at my primary ARC work location	74.6%	
make sexist remarks or jokes about men.		
Yes, in a class setting	4.5%	n=67
Yes, outside of class	20.9%	
No, not at my primary ARC work location	76.1%	
make negative remarks or jokes about trans women.		
Yes, in a class setting	4.5%	n=67
Yes, outside of class	20.9%	
No, not at my primary ARC work location	73.1%	
12.9)make negative remarks or jokes about trans men.		
Yes, in a class setting ∫	1.5%	n=67
Yes, outside of class	14.9%	
No, not at my primary ARC work location	80.6%	
13. Regarding your personal <i>physical safety</i> :		
During the past 12 months, have you been concerned for your <b>physical</b> safety at your primary ARC work location?	14 7 1 22.2% 11.1% 1.6% Very often	n=63 av.=2.2 dev.=1

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)? Classrooms [] n=67 1.5% Sporting events 0% Social gatherings 4.5% Secluded areas on campus 34.3% Campus buildings 4.5% Busses or bus stops 6% Parking lots or parking structures 17.9% Neighborhoods or other areas around campus 16.4% Campus at night 32.8% Bathroom/restrooms 13.4% Locker rooms 1.5% Club events 0% Campus talks 0% None 46.3% 13.4) Other students n=63 Never Very often dev.=0.8 ab.=4 5 13.5) Instructors n=61 Very often Never av.=1.2 dev.=0.6 ab.=6 0 0% 13.6) Staff n=62 Never Very often av.=1.4 dev.=0.7 ab.=5 14. Regarding your *emotional safety*: During the past 12 months, have you been concerned for your <u>emotional</u> safety at your primary ARC work location? n=61 Never Very often av.=2.2 dev.=1.2

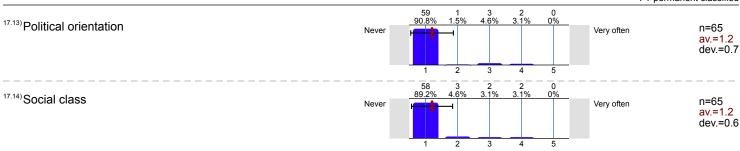
During the past 12 months, have you avoided any <a href="mailto:emotional">emotional</a> safety? (mark all that apply)	of the following areas	at your	prima	ary AR	C wor	k location	on due to conce	rns for your
	Classrooms						6%	n=67
	Sporting events ()						1.5%	
	Social gatherings						10.4%	
Secl	luded areas on campus						4.5%	
	Campus buildings						6%	
	Busses or bus stops ()						1.5%	
Parking lo	ts or parking structures						1.5%	
Neighborhoods or other	r areas around campus 🗍						3%	
	Campus at night						4.5%	
	Bathroom/restrooms						4.5%	
	Locker rooms ()						1.5%	
	Club events						0%	
	Campus talks						7.5%	
	None						62.7%	
14.4) Other students	Never	42 70%	12 20%	5 8.3%	0 0%	1 1.7%	Very often	n=60 av.=1.4 dev.=0.8 ab.=6
14.5) Instructors	Never	46 75.4%	7 11.5%	7 11.5%	1 1.6%	0%	Very often	n=61 av.=1.4 dev.=0.8 ab.=5
<sup>14.6)</sup> Staff	Never	35 57.4%	13 21.3%	6 9.8%	5 8.2%	3.3%	Very often	n=61 av.=1.8 dev.=1.1 ab.=5
15. Regarding your primary ARC work location:								
<sup>15.1)</sup> Discrimination								
	Yes						33.8%	n=65
	No						66.2%	
15.2) Threats of physical violence								
, ,	Yes 🕦						3.1%	n=64
	No [						96.9%	
	140						30.070	
15.3) Physical violence								
. Hydiodi Vidionido	٧٥٥ ٨						1 50/	n=65
	Yes ()						1.5%	11-00
	No (						98.5%	

15.4) Threats of emotional violence			
	Yes	10.6%	n=66
	No	89.4%	
15.5) Emotional violence			
	Yes	13.6%	n=66
	No	86.4%	
15.6) Sexual harassment			
	Yes	7.7%	n=65
	No [	92.3%	
15.7) Other harassment			
	Yes	21.2%	n=66
	No [	78.8%	
15.8) Sexual assault			
	Yes	0%	n=64
	No	100%	
	110		
15.9) Unwanted sexual advances			
Onwanted Sexual advances	V	7.00/	n=64
	Yes	7.8%	11 04
	No	92.2%	
15.10) Verbal threats			
voisa, amouto	Yes	12.3%	n=65
	No (	87.7%	
	140	01.170	
15.11) Discrimination			
Discrimination	Yes	31.8%	n=66
	No No	68.2%	••
	140	00.276	
15 12) The sector of physical violence			
<sup>15.12)</sup> Threats of physical violence			n=65
	Yes	13.8%	11-05
	No	86.2%	
1513)DL			
<sup>15.13)</sup> Physical violence			05
	Yes	4.6%	n=65
	No	95.4%	

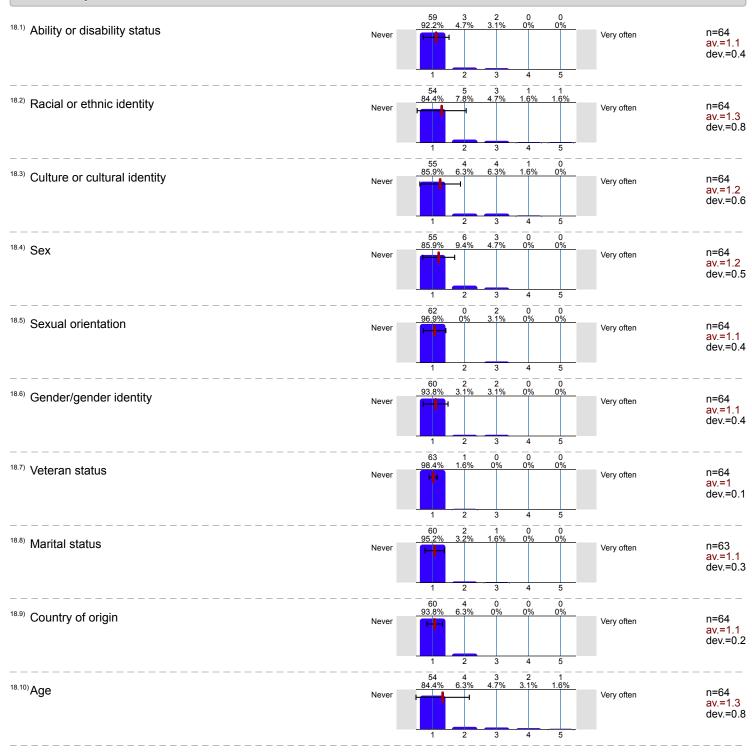
<sup>15.14)</sup> Threats of emotional violence				
	Yes		6.2%	n=65
	No		93.8%	
15.15) Emotional violence				
	Yes		24.2%	n=66
	No		75.8%	
 <sup>15.16)</sup> Sexual harassment				
	Yes		10.8%	n=65
	No _		89.2%	
	Yes		21.5%	n=65
	No _		78.5%	
 <sup>15.18)</sup> Sexual assault				
	Yes		0%	n=64
	No _		100%	
		. – – – – – – – – – – – – – – – – – – –		
	Yes		13.8%	n=65
	No _		86.2%	
 <sup>15.20)</sup> Verbal threats				
	Yes		18.5%	n=65
	No _		81.5%	
16. During the past 12 months, have you experie	nced microaggress	sions at your primary A	RC work location with	regard to
your	Tioca <u>imoroaggres</u>	olono at your primary / t	NO WORK IOOGIION WIL	regard to
gender/gender identity	Never	46 8 5 4 71.9% 12.5% 7.8% 6.3%	Very often	n=64 av.=1.5 dev.=1
	Never	46 7 5 3 75.4% 11.5% 8.2% 4.9%	0 0% Very often	n=61 av.=1.4 dev.=0.8
	Never	1 2 3 4 36 11 11 3 56.3% 17.2% 17.2% 4.7%	3 4.7% Very often	n=64 av.=1.8 dev.=1.2
		1 2 3 4	<b>5</b>	

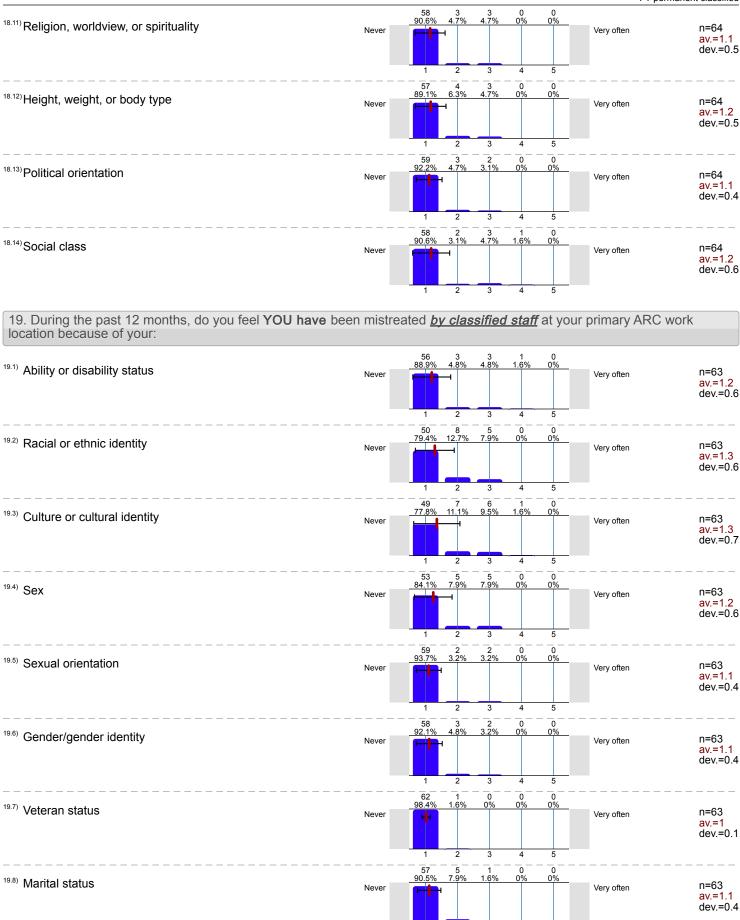
#### because of your: 17.1) Ability or disability status n=65 av.=1.1 Never Very often dev.=0.4 75.4% 17.2) Racial or ethnic identity Never Very often av.=1.4 dev.=0.7 17.3) Culture or cultural identity n=63 Very often Never av.=1.3 dev.=0.7 0 0% <sup>17.4)</sup> Sex n=65 Never Very often av.=1.3 dev.=0.6 <sup>17.5)</sup> Sexual orientation n=65 Very often Never av.=1.1 dev.=0.3 90.8% 17.6) Gender/gender identity n=65 av.=1.1 Never Very often dev.=0.4 5 100% 17.7) Veteran status n=65 Very often av = 1dev.=0 17.8) Marital status n=65 Never Very often av.=1.1 dev.=0.3 0 0% 61 93.8% 17.9) Country of origin n=65 Never Very often av.=1.1 dev.=0.3 <sup>17.10)</sup> Age Very often n=65 Never av.=1.3 dev.=0.8 90.8% <sup>17.11)</sup> Religion, worldview, or spirituality n=65 Never Very often av.=1.1 dev.=0.5 84.6% <sup>17.12)</sup>Height, weight, or body type n=65 Very often Never av.=1.2 dev.=0.6

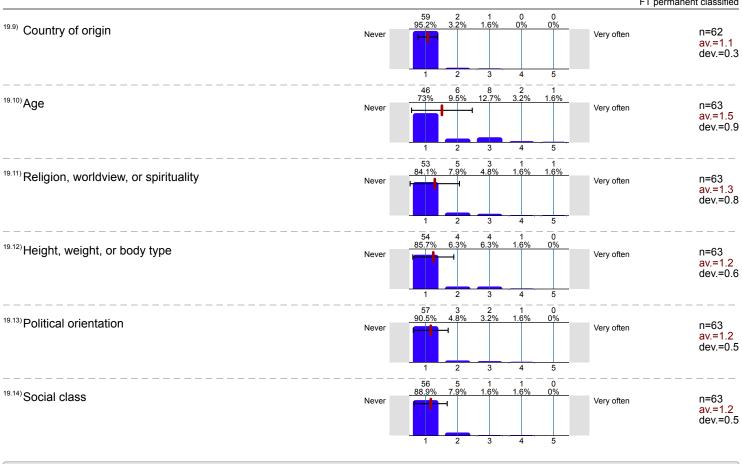
17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location



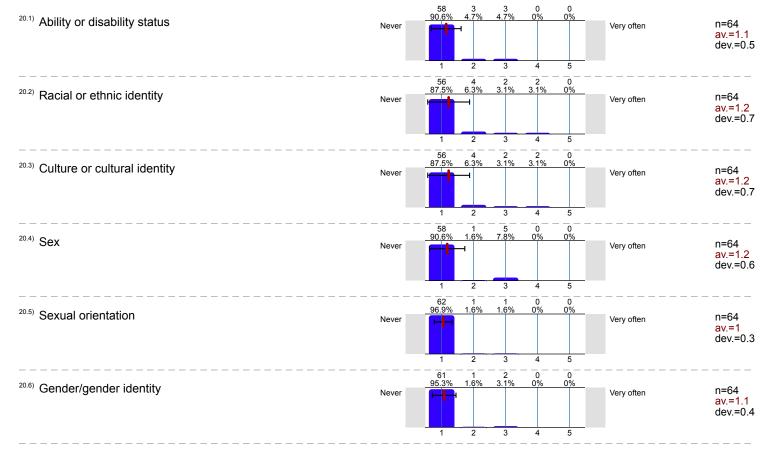
# 18. During the past 12 months, do you feel **YOU have** been mistreated <u>by faculty</u> at your primary ARC work location because of your:

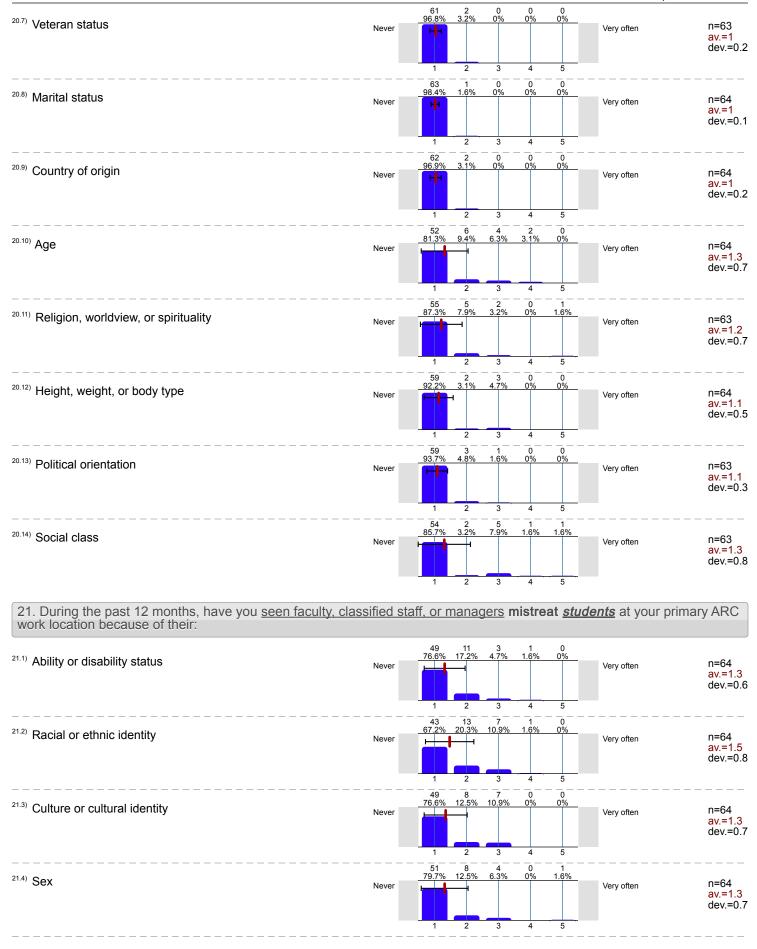


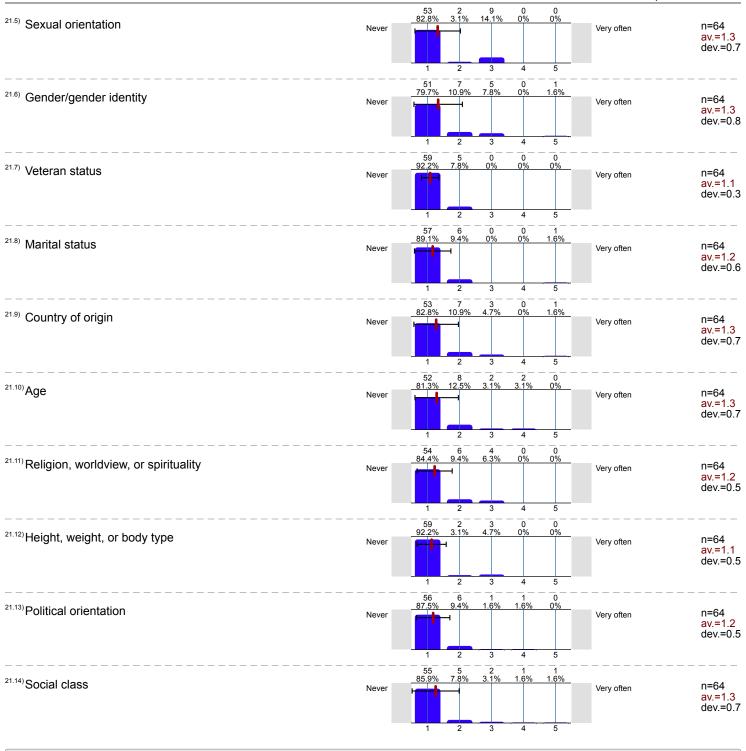




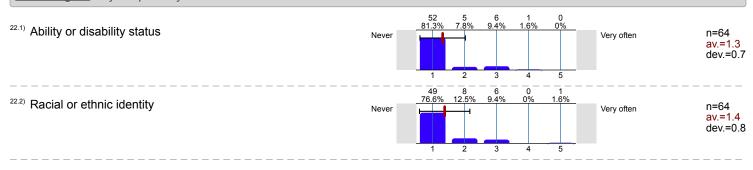
# 20. During the past 12 months, do you feel YOU have been mistreated by managers (administrators, supervisors) at your primary ARC work location because of your:

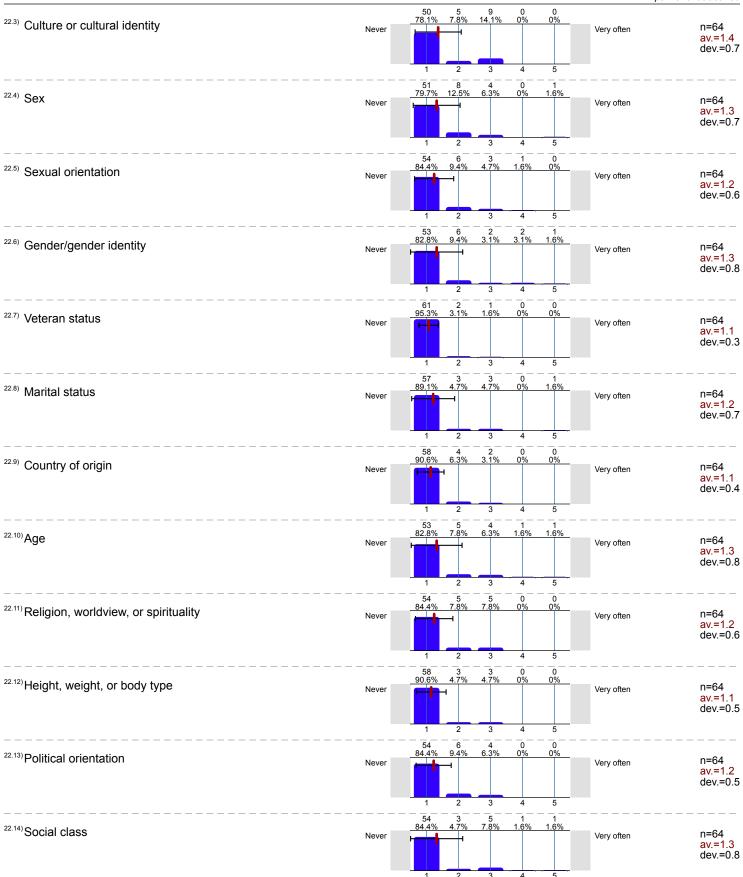




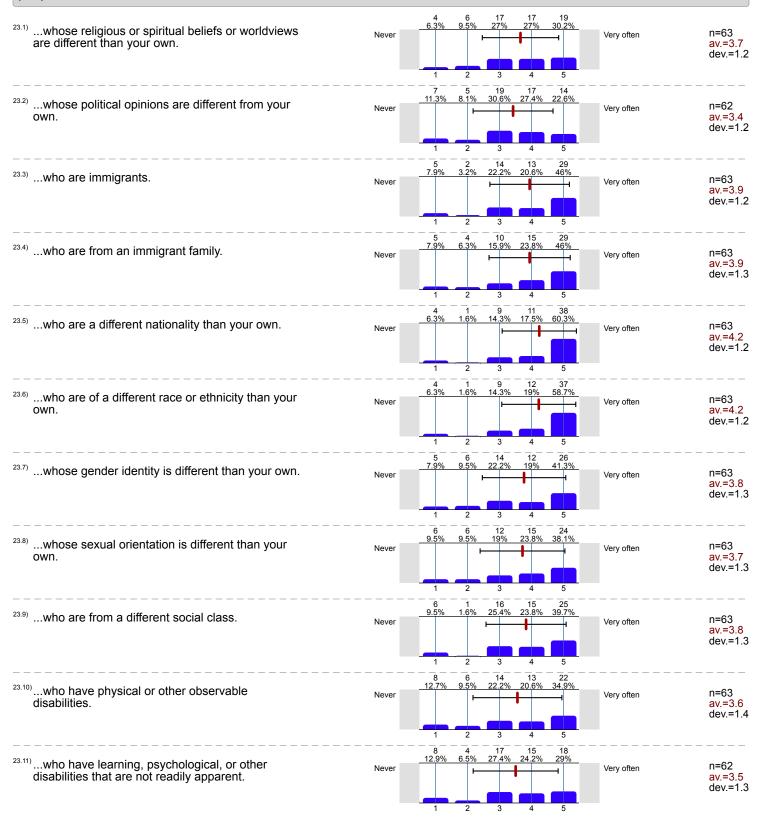


22. During the past 12 months, have you <u>seen faculty, classified staff, or managers</u> <u>mistreat other faculty, classified staff, or managers</u> at your primary ARC work location because of their:



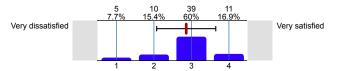


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



## 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=65 av.=2.9 dev.=0.8

# 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)
- 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>
- 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

- <sup>3,9)</sup> 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:

- <sup>13.3)</sup> 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*.

<sup>14.3)</sup> 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 <u>by managers (administrators, supervisors)</u> 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.)
- 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 priveldged. 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