	FT faculty non-te No. of responses =			ARC
	Survey Result	3		
Legend Question text	Absolute Frequencies of answers Relative Frequencies of answers Left pole	50 0 25 50% 0% 25%	: pole	n=No. of respons av.=Mean dev.=Std. Dev. ab.=Abstention
2. Employee Info				
^{2.1)} Primary Employment Clas	ssification:			
	Faculty, Full-Time Teaching		0%	n=13
Fa	aculty, Full-Time Non-Teaching (Counselors, Librarians)		100%	
	Faculty, Adjunct Teaching		0%	
	Faculty, Adjunct Non-Teaching (Counselors, Librarians)		0%	
	Classified, Full-Time Permanent		0%	
	Classified, Part-Time Permanent		0%	
	Supervisor		0%	
	Administrator		0%	
²⁾ Years worked at ARC (an	y location):			
	less than 1 year		0%	n=13
	1 to 4 years		23.1%	
	5 to 9 years		23.1%	
	10 to 14 years		30.8%	
	15 to 19 years		15.4%	
	20 years or more		7.7%	
^{.3)} Primary work location at A	ARC:			
	ARC Main Campus		92.3%	n=13
	Natomas Center		0%	
	McClellan Center		7.7%	
	Mather Center		0%	

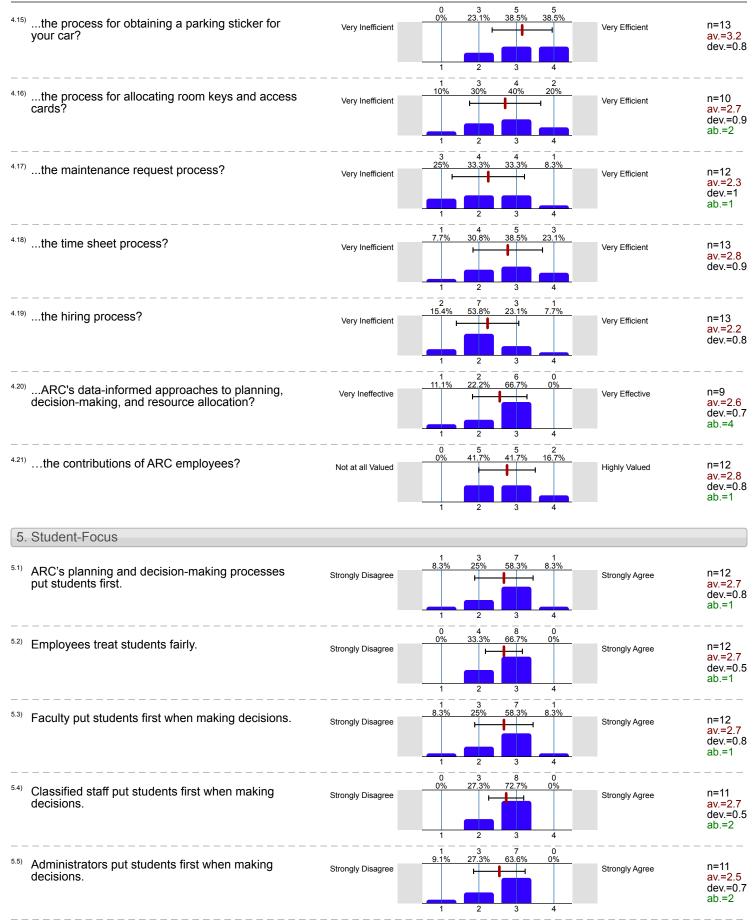
^{3.1)} What is your gender identity? (MARK ALL THAT APPLY)			
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)		92.3%	n=13
Man (cisgender mana person whose gender identity matches their sex assigned at birth)		7.7%	
Trans woman (a person whose gender identity 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%	
Gender non-conforming (a person whose behavior or appearance do not conform to gender expectations)		0%	
^{3.3)} What is your sexual orientation? (MARK ALL THAT APPLY)			
Asexual (a person with no sexual feelings or desires)		0%	n=13
Bisexual (a person sexually attracted to two genders)		7.7%	
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other women)		15.4%	
Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)		69.2%	
Pansexual or fluid (a person who is attracted to multiple gender identities)		7.7%	
^{3.5)} What is your age (in years)?			
^{3.5)} What is your age (in years)? 19 or younge	er	0%	n=13
		0%	n=13
19 or younge	4		n=13
19 or younge 20 to 2	4	0%	n=13
19 or younge 20 to 2 25 to 3	4 4 4 4	0% 15.4%	n=13
19 or younge 20 to 2 25 to 3 35 to 5	4 4 4 4	0% 15.4% 61.5%	
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde	4 4 er	0% 15.4% 61.5%	n=13 n=13
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY)	44 4 er	0% 15.4% 61.5% 23.1%	
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY) African America	4	0% 15.4% 61.5% 23.1% 23.1%	
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY) African America Asia	4 4 4 	0% 15.4% 61.5% 23.1% 23.1% 15.4%	
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY) African America Asia Filipin	4 4 4 	0% 15.4% 61.5% 23.1% 23.1% 15.4% 15.4%	
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY) African America Asia Filipin Hispanic/Latin	4	0% 15.4% 61.5% 23.1% 23.1% 15.4% 15.4% 7.7%	
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY) African America Asia Filipin Hispanic/Latin Native America	4 4	0% 15.4% 61.5% 23.1% 23.1% 15.4% 15.4% 7.7% 7.7%	

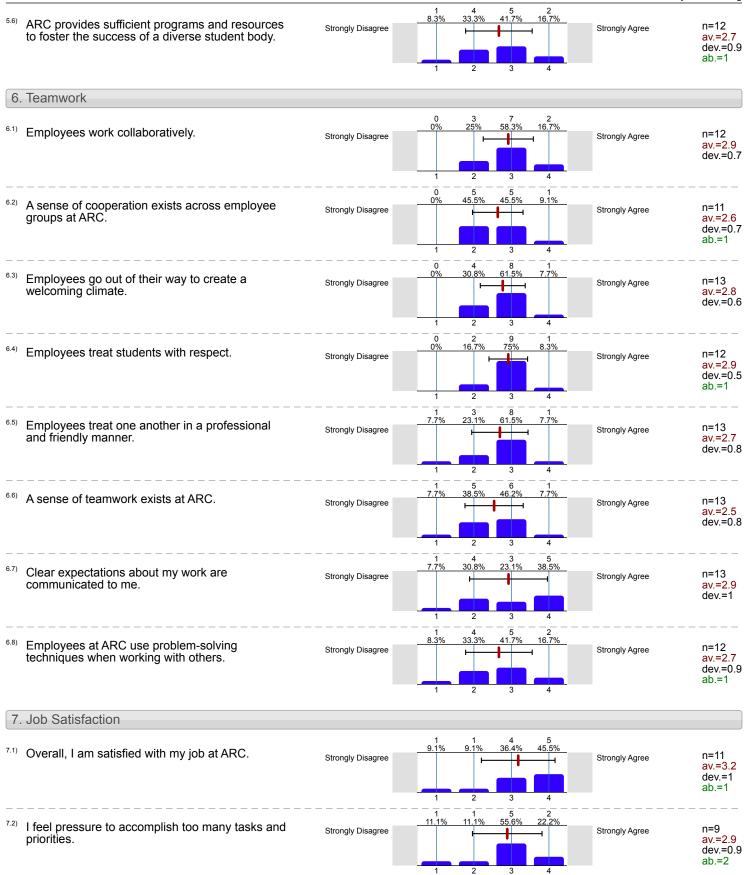
3.8)	With which religions	worldviews o	or spiritual backe	rounds do v	ou identify?	? (MARK ALL THAT APPL	Y)
	with which religions,	wonuviews, c	π εριπιμαι μαυκί	ji ounus uo y			_ 1)

Agnostic (7.7% n=13
Anglican	0%
Assemblies of God	0%
Atheist (7.7%
Baha'i	0%
Baptist	0%
Buddhist	0%
Catholic (23.1%
Christian Non-denominational (15.4%
Christian Orthodox	0%
Christian Science	0%
Church of Christ	0%
Confucian	0%
Episcopalian	0%
Evangelical	0%
Hindu (7.7%
Jain	0%
Jehovah's Witness	0%
Jewish (7.7%
Latter-day Saints	0%
Lutheran	0%
Methodist	0%
Muslim	0%
Native/Tribal	0%
Pentecostal (7.7%
Presbyterian	0%
Quaker	0%
Seventh Day Adventist	0%
Shamanism	0%
Shinto	0%
Sikh (7.7%
Spiritual but not religious (15.4%
Taoist	0%
UCC/Congregational	0%
Unitarian Universalist	0%
Wicca/Pagan	0%
None(7.7%

^{3.10)} With which one religion, worldview or spiritual background do you most strongly iden	tify? (MARK ONLY <u>ONE</u>)	
Agnostic	7.7%	n=13
Atheist	7.7%	
Catholic	23.1%	
Christian Non-denominational	23.1%	
Jewish	7.7%	
Sikh	7.7%	
Spiritual but not religious	15.4%	
None	7.7%	
^{3.12)} What is your highest level of education?		
Less than high school	0%	n=13
Graduated high school	0%	
Some college	0%	
Associate's degree	0%	
Bachelor's degree	0%	
Graduate degree	100%	
^{3.13)} Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)		
Acquired/traumatic brain injury	0%	n=13
Attention deficit/hyperactivity disorder	7.7%	
Autism spectrum disorder	0%	
Blind/low vision	0%	
Deaf/hard of hearing	0%	
Cognitive or learning disability	0%	
Chronic illness	7.7%	
Intellectual disability	0%	
Mental health disability	0%	
Physical disability that affects walking	0%	
Physical disability that does not affect walking	0%	
Speech/communication condition	0%	
None	76.9%	
4. Institutional Effectiveness		
^{1.1)} The teaching/learning environment is <i>equitable</i> Strongly Disagree work location.	Strongly Agree	n=12 av.=2.8 dev.=0. ab.=1
 ^{4.2)} The teaching/learning environment is <i>safe</i> for students at my primary ARC work location. 	% 53.8% 15.4% → → → → → → → → → → → → → → → → → → →	n=13 av.=2.8 dev.=0.

				1 T lacu	ity non-teaching
4.3)	The working environment for students at ARC is equitable and inclusive.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=11 av.=2.5 dev.=0.9 ab.=2
4.4)	The working environment for students at ARC is <i>safe</i> .	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=11 av.=2.8 dev.=0.8 ab.=1
4.5)	Innovation is promoted and encouraged.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=12 av.=2.8 dev.=1
4.6)	Communication from ARC's leadership is transparent.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=13 av.=2 dev.=0.9
4.7)	ARC's curriculum (across all departments) is culturally relevant.	Strongly Disagree	37.5% $25%$ $37.5%$ $0%1 2 3 4$	Strongly Agree	n=8 av.=2 dev.=0.9 ab.=5
4.8)	ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=12 av.=2.7 dev.=0.7
4.9)	ARC's governance process guides the institutional priorities of the college.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=11 av.=2.5 dev.=0.9 ab.=2
4.10)	The process for becoming a member of ARC's governance councils and project teams is clear to me.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=11 av.=2.4 dev.=0.8 ab.=2
4.11)	the absence reporting process?	Very Inefficient	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Very Efficient	n=10 av.=2.7 dev.=1.1 ab.=3
4.12)	the online purchase requisition process?	Very Inefficient	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very Efficient	n=8 av.=2.1 dev.=1 ab.=5
4.13	the travel authorization process?	Very Inefficient	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very Efficient	n=12 av.=2.6 dev.=1.1 ab.=1
4.14)	the travel reimbursement process?	Very Inefficient	3 2 2 3 $30%$ $20%$ $20%$ $30%1 2 3 4$	Very Efficient	n=10 av.=2.5 dev.=1.3 ab.=2





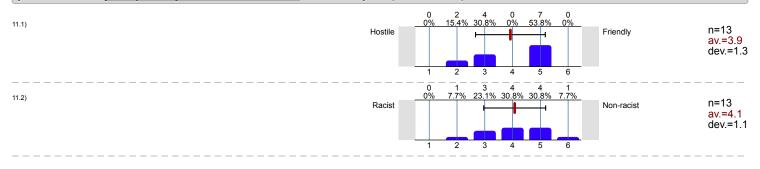
							FIIACL	ilty non-teaching
7.3)	I enjoy the people I work with at ARC.	Strongly Disagree	00%	1 8.3% 2	5 41.7%	6 50%	Strongly Agree	n=12 av.=3.4 dev.=0.7
7.4)	I feel that my time is valued.	Strongly Disagree	2 16.7%	3 25%	3 25%	4 33.3%	Strongly Agree	n=12 av.=2.8 dev.=1.1 ab.=1
7.5)	I have made meaningful connections with other ARC employees.	Strongly Disagree	0%	2	6 46.2%	6 46.2%	Strongly Agree	n=13 av.=3.4 dev.=0.7
7.6)	At ARC, I am accepted for who I am.	Strongly Disagree	1 8.3%	2 16.7%	6 50%	3 25% 	Strongly Agree	n=12 av.=2.9 dev.=0.9
7.7)	Physical spaces (classrooms, offices, buildings, etc.) are well maintained at my primary ARC work location.	Strongly Disagree	2 16.7%	4 33.3%	6 50% 1 3	0 0% 4	Strongly Agree	n=12 av.=2.3 dev.=0.8
7.8)	ARC is a place where I am able to perform up to my full potential.	Strongly Disagree	1 8.3%	3 25%	5 41.7%	3 25% 	Strongly Agree	n=12 av.=2.8 dev.=0.9
7.9)	I have a voice in the decision-making that affects the direction of my department/unit.	Strongly Disagree	1 8.3%	3 25% H	6 50%	2 16.7%	Strongly Agree	n=12 av.=2.8 dev.=0.9
7.10)	I feel that I am able to appropriately influence the direction of ARC.	Strongly Disagree	27.3%	3 27.3%	4 36.4%	1 9.1% 4	Strongly Agree	n=11 av.=2.3 dev.=1 ab.=2
7.11)	I have the opportunity to express my ideas in appropriate forums.	Strongly Disagree	18.2%	1 9.1%	6 54.5%	2 18.2%	Strongly Agree	n=11 av.=2.7 dev.=1 ab.=1
8.	Faculty Specific Questions							
8.1)	There are fair and equitable expectations regarding my service to the college.	Strongly Disagree	10%	5 50%	1 10%	3 30% 	Strongly Agree	n=10 av.=2.6 dev.=1.1 ab.=2
8.2)	I am treated fairly and equitably by the other faculty in <i>my department</i> .	Strongly Disagree	1 7.7%	0 0% F	8 61.5%	4 30.8%	Strongly Agree	n=13 av.=3.2 dev.=0.8
— — 8.3)	The faculty in <u>my department</u> treat me with respect.	Strongly Disagree	7.7%	1 7.7% ┣	5 38.5%	6 46.2%	Strongly Agree	n=13 av.=3.2 dev.=0.9

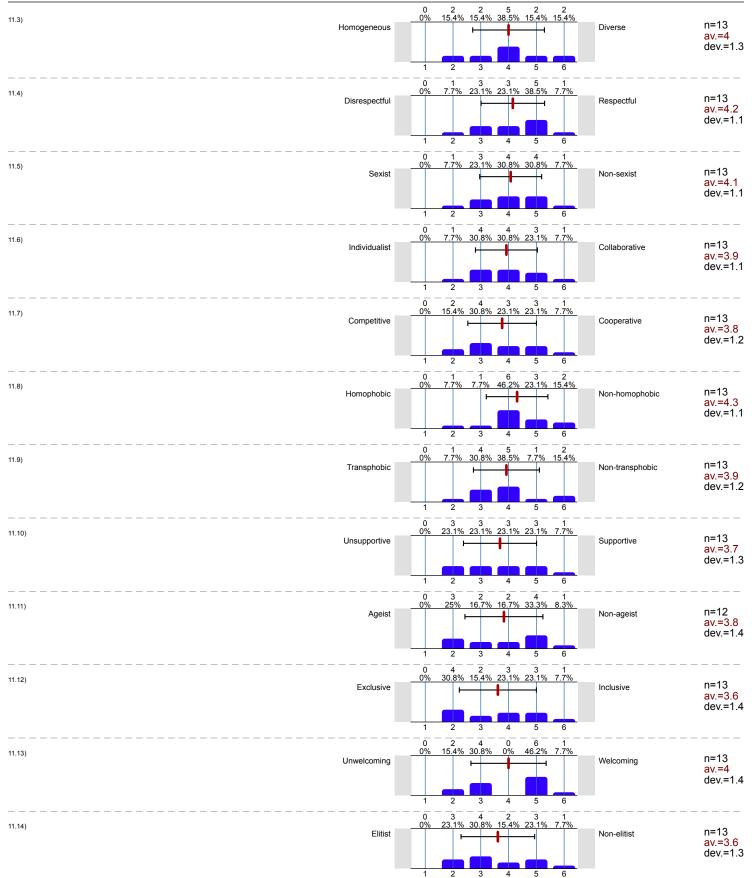


			iny non-teaching
Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	0 0% Strongly Agree	n=10 av.=2.7 dev.=0.5 ab.=2
Strongly Disagree	1 2 7 9.1% 18.2% 63.6% 1 2 3	1 9.1% Strongly Agree	n=11 av.=2.7 dev.=0.8 ab.=2
Strongly Disagree	1 2 8 8.3% 16.7% 66.7% 1 2 3	8.3% Strongly Agree	n=12 av.=2.8 dev.=0.8 ab.=1
Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	8.3% Strongly Agree	n=12 av.=2.6 dev.=0.9 ab.=1
Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	2 22.2% Strongly Agree	n=9 av.=2.7 dev.=1 ab.=2
Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	2 18.2% Strongly Agree	n=11 av.=2.6 dev.=0.9 ab.=2
Strongly Disagree	1 4 3 10% 40% 30% 1 2 3	2 20% Strongly Agree	n=10 av.=2.6 dev.=1 ab.=3
Strongly Disagree	0 2 7 0% 16.7% 58.3%	3 25% Strongly Agree	n=12 av.=3.1 dev.=0.7 ab.=1
Strongly Disagree		1 Strongly Agree	n=10 av.=3 dev.=0.5 ab.=3
Strongly Disagree	7 3 $163.6%$ $27.3%$ $9.1%1$ 2 3	0 0% Strongly Agree	n=11 av.=1.5 dev.=0.7 ab.=2
Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	0 0% Strongly Agree	n=11 av.=1.5 dev.=0.7 ab.=2
Strongly Disagree	1 3 7 7.7% 23.1% 53.8%	2 15.4% Strongly Agree	n=13 av.=2.8 dev.=0.8
	Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree	Strongly Disagree Strongly Disagree 3. Strongly Disagree 4. Strongly Disagree 4. Strongly Disagree 4. Strongly Disagree 4. Strongly Disagree 5. Str	Strongly Disagree 0 30% 70% 0% 1 2 3 4 Strongly Disagree 9 1% 18 Strongly Agree 1 2 3 4 Strongly Disagree 9 1% 18 Strongly Agree 1 2 3 4 Strongly Agree 10 1 2 3 4 Strongly Agree 10 10 1 2 3 4 Strongly Agree 10 10 10 1 2 3 4 10 1

			1 1 1000	ity non teaching
^{10.13)} The faculty at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.	Strongly Disagree		Strongly Agree	n=13 av.=3 dev.=0.4
^{10.14)} The classified staff at my primary ARC work location treat people of all genders/gender identities with equal respect.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=12 av.=2.8 dev.=0.6 ab.=1
^{10.15)} The classified staff at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.	Strongly Disagree	$\begin{array}{c} & & & & & & \\ & & & & & & \\ & & & & & $	Strongly Agree	n=12 av.=2.8 dev.=0.6 ab.=1
^{10.16)} The student body at my primary ARC work location is racially diverse.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=12 av.=3.4 dev.=0.5 ab.=1
^{10.17)} The faculty at my primary ARC work location is racially diverse.	Strongly Disagree	3 2 4 3 $25%$ $16.7%$ $33.3%$ $25%$ $16.7%$ $10.7%$	Strongly Agree	n=12 av.=2.6 dev.=1.2
^{10.18)} The classified staff at my primary ARC work location is racially diverse.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=13 av.=2.6 dev.=1
^{10.19} At my primary ARC work location, faculty adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=11 av.=2.3 dev.=0.9 ab.=1
^{10.20)} At my primary ARC work location, classified staff adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=13 av.=2.3 dev.=0.8
^{10.21)} At my primary ARC work location, managers (e. g., administration, supervisors) adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.	Strongly Disagree	5 3 4 $041.7%$ $25%$ $33.3%$ $0%1$ 2 3 4	Strongly Agree	n=12 av.=1.9 dev.=0.9 ab.=1

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:

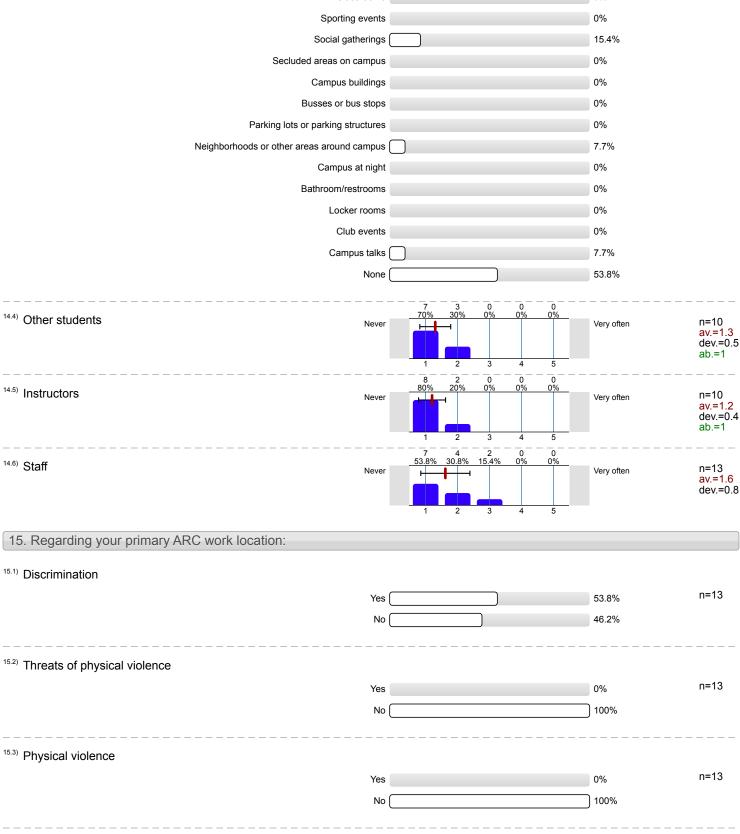




12. During the past 12 months at	your primary ARC work location, ha	ave you heard anyone	(MARK ALL THAT	APPLY)
^{12.1)} call someone homophobic name	2S.			
	Yes, in a class setting		0%	n=13
	Yes, outside of class)	15.4%	
	No, not at my primary ARC work location		84.6%	
^{12.2)} say sexual things to you or try to	talk about sexual matters when you did			
	Yes, in a class setting		0%	n=13
	Yes, outside of class		23.1%	
	No, not at my primary ARC work location		76.9%	
^{12,3} make and as affensive remarks				
	s or jokes about people who identify as L Yes, in a class setting	GBTQ+ (lesblan, gay, bisex). n=13
	Yes, outside of class		23.1%	
	No, not at my primary ARC work location		76.9%	
^{12.4)} suggest or imply in your present	e that women don't have the same intell	ectual abilities that men do.		
	Yes, in a class setting		0%	n=13
	Yes, outside of class		23.1%	
	No, not at my primary ARC work location		76.9%	
^{12.5)} make inappropriate comments a	bout your or someone else's body, appe	arance, or looks.		
	Yes, in a class setting		0%	n=13
	Yes, outside of class		53.8%	
	No, not at my primary ARC work location		46.2%	
^{12.6)} make sexist remarks or jokes ab				
	Yes, in a class setting		0%	n=13
	Yes, outside of class		46.2%	
	No, not at my primary ARC work location		53.8%	
^{12.7)} make sexist remarks or jokes ab				n=13
	Yes, in a class setting		0%	11-13
	Yes, outside of class		38.5%	
	No, not at my primary ARC work location		61.5%	
^{12.8)} make negative remarks or jokes	about trans women.			
	Yes, in a class setting		0%	n=13
	Yes, in a class setting		0% 23.1%	n=13

^{12.9)} make negative remarks or jokes about trans men.								
Yes, in a clas	ss setting						0%	n=13
Yes, outside	e of class						15.4%	
No, not at my primary ARC work	k location						84.6%	
13. Regarding your personal <i>physical safety</i> :								
		3	7 53.8%	3	0 0%	0		
^{13.1)} During the past 12 months, have you been concerned for your <u>physical</u> safety at your primary ARC work location?	Never	1	2	H 3	4	5	Very often	n=13 av.=2 dev.=0.7
^{13.2)} During the past 12 months, have you avoided any of the follow physical safety (mark all that apply)?	wing areas	s at your	prima	ry AR(C wor	k locatio	on due to conce	rns for your
Cla	assrooms						0%	n=13
Sportir	ng events						0%	
Social g	atherings						0%	
Secluded areas or	n campus						38.5%	
Campus	buildings						7.7%	
Busses or t	ous stops						0%	
Parking lots or parking s	structures						15.4%	
Neighborhoods or other areas around	d campus						15.4%	
Сатри	s at night)			46.2%	
Bathroom/r	estrooms 🤇						7.7%	
Lock	er rooms						0%	
Clu	ub events						0%	
Cam	pus talks						0%	
	None 🤇						30.8%	
^{13.4)} Other students	Never	41.7%	4 33.3%		 0% 4	0 0% 5	Very often	n=12 av.=1.8 dev.=0.8 ab.=1
^{13.5)} Instructors	Never	11 100%	2	3	 0% 4	0 0% 5	Very often	n=11 av.=1 dev.=0 ab.=1
^{13.6)} Staff	Never	9 90%	2	0 0% 3	0 0% 4	0 0% 5	Very often	n=10 av.=1.1 dev.=0.3 ab.=2
14. Regarding your <i>emotional safety</i> :								
 ^{14.1)} During the past 12 months, have you been concerned for your <u>emotional</u> safety at your primary ARC work location? 	Never	27.3%	5 45.5%	9.1% 	1 9.1% 4	9.1% 5	Very often	n=11 av.=2.3 dev.=1.3

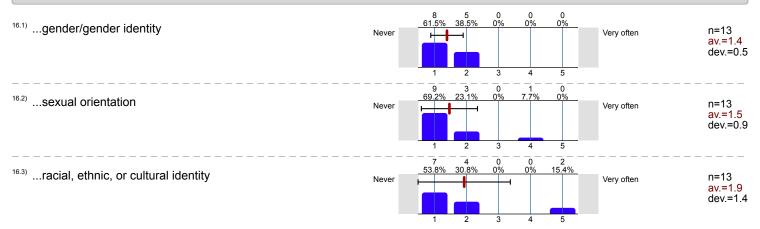
^{14.2)} During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your <u>emotional</u> safety? (mark all that apply) Classrooms 0% n=13

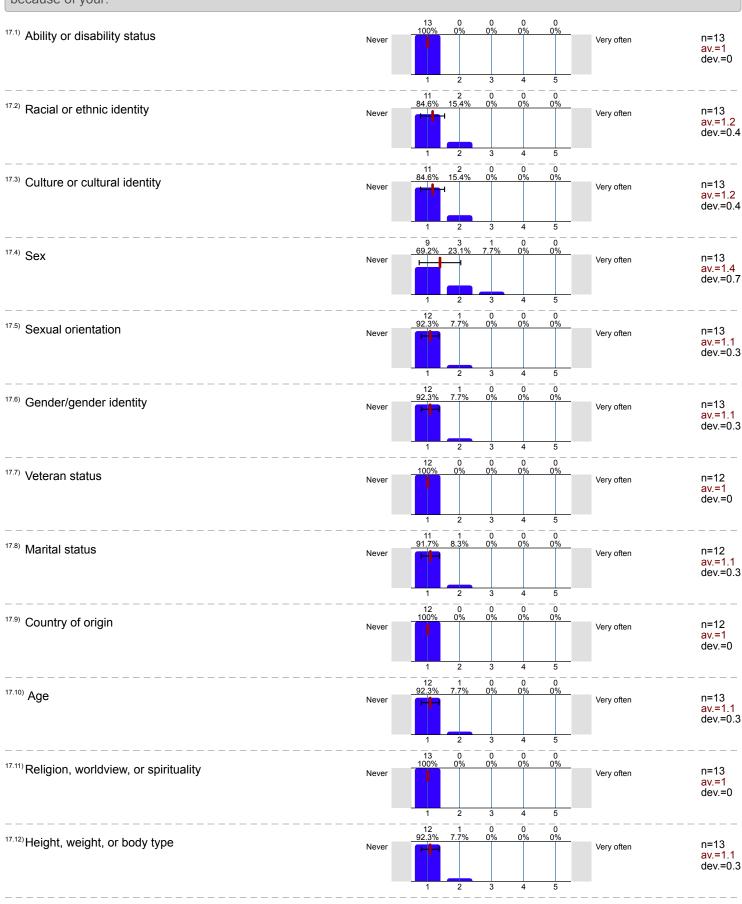


^{15.4)} Threats of emotional violence			
	Yes	0%	n=13
	No	100%	
^{15.5)} Emotional violence			
	Yes	0%	n=13
	No	100%	
^{15.6)} Sexual harassment			
	Yes	0%	n=13
	No	100%	
^{15.7}) Other harassment			
Other Harassment	V	40.70/	n=12
	Yes	16.7%	11-12
	No (83.3%	
15.8)			
^{15.8)} Sexual assault			- 40
	Yes	0%	n=13
	No	100%	
^{15.9)} Unwanted sexual advances			
			n-12
	Yes	8.3%	n=12
	Yes No	91.7%	11-12
^{15.10)} Verbal threats			
^{15.10)} Verbal threats			n=13
	No	91.7%	
^{15.10)} Verbal threats	No	91.7%	
^{15.10} Verbal threats	No	91.7%	
	No	91.7%	
	No	91.7% 0% 100%	n=13
	No Yes No Yes	91.7% 0% 100% 46.2%	n=13
^{15.11)} Discrimination	No Yes No Yes	91.7% 0% 100% 46.2%	n=13
	No Yes No Yes No Yes No	91.7% 0% 100% 46.2% 53.8%	n=13
^{15.11)} Discrimination	No Yes No Yes No Yes No Yes Yes Yes Yes Yes Yes No Yes	91.7% 0% 100% 46.2% 53.8% 7.7%	n=13 n=13
^{15.11)} Discrimination	No Yes No Yes No Yes No	91.7% 0% 100% 46.2% 53.8%	n=13 n=13
^{15.11)} Discrimination	No Yes No Yes No Yes No Yes Yes Yes Yes Yes Yes No Yes	91.7% 0% 100% 46.2% 53.8% 7.7%	n=13 n=13
^{15.11)} Discrimination	No Yes No Yes No Yes No Yes No Yes No Yes No	91.7% 0% 100% 46.2% 53.8% 7.7% 92.3%	n=13 n=13 n=13
^{15.11)} Discrimination	No	91.7% 0% 100% 46.2% 53.8% 7.7% 92.3% 0%	n=13 n=13
^{15.11)} Discrimination	No Yes No Yes No Yes No Yes No Yes No Yes No	91.7% 0% 100% 46.2% 53.8% 7.7% 92.3%	n=13 n=13 n=13

^{15.14)} Threats of emotional violence			
	Yes	16.7%	n=12
	No	83.3%	
^{15.15)} Emotional violence			
	Yes	30.8%	n=13
	No	69.2%	
^{15.16)} Sexual harassment			
	Yes	0%	n=13
	No	100%	
^{15.17)} Other harassment			
	Yes	30.8%	n=13
	No	69.2%	
^{15.18)} Sexual assault			
	Yes	0%	n=13
	No (100%	
^{15.19)} Unwanted sexual advances			
	Yes	0%	n=13
	No (100%	
^{15.20)} Verbal threats			
	Yes	15.4%	n=13
	No	84.6%	

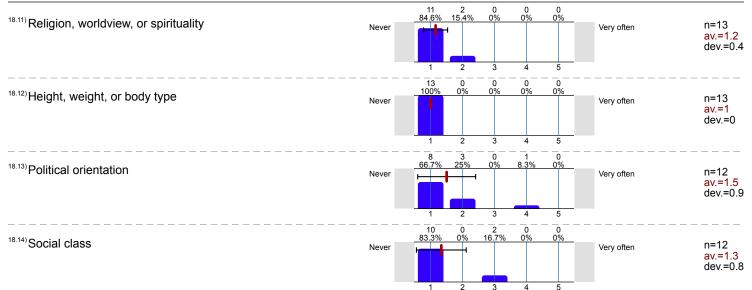
16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...



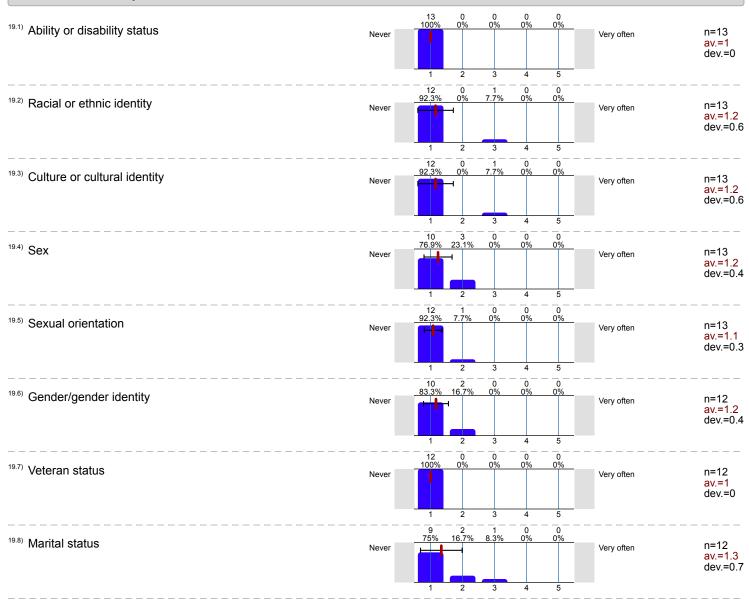


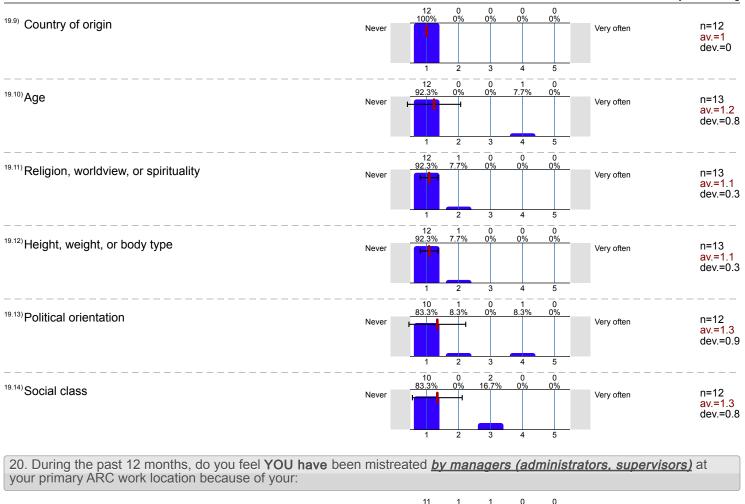
17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location because of your:

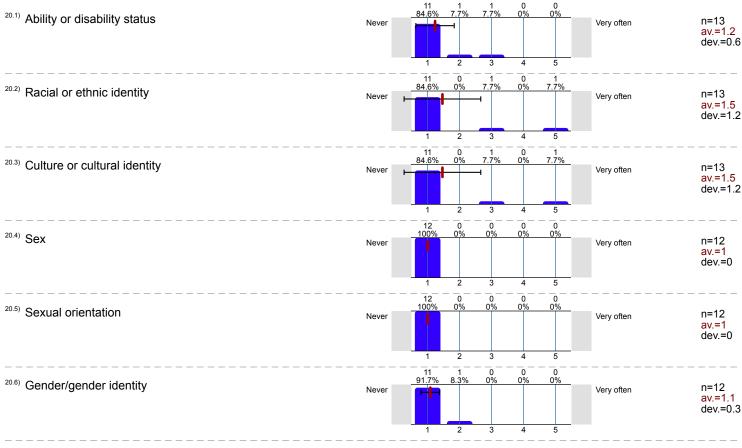
							FITa	culty non-teaching
^{77.13)} Political orientation	Never	11 91.7%	1 8.3%	0 0% 3	00%	0 0% 	Very often	n=12 av.=1.1 dev.=0.3
^{17.14)} Social class	Never	12 100%	2	3		- <u>-</u>	Very often	n=12 av.=1 dev.=0
18. During the past 12 months, do you feel YOU because of your:	have been mistre	ated <u>b</u>					y ARC work loc	cation
^{8.1)} Ability or disability status	Never	13 100%	0 0%	0 0%	0 0%	0 0% 5	Very often	n=13 av.=1 dev.=0
^{8.2)} Racial or ethnic identity	Never	10 76.9%	2	2 15.4%	4	- <u>-</u>	Very often	n=13 av.=1.4 dev.=0.8
^{8.3)} Culture or cultural identity	Never	11 84.6%	2 - <u>1</u> 7.7% 	1 7.7%	4	0%	Very often	n=13 av.=1.2 dev.=0.6
^{8.4)} Sex	Never		2 15.4%	3	0%	5 0% 0% 	Very often	n=13 av.=1.2 dev.=0.4
^{8.5)} Sexual orientation	Never	1		3	4	5 0 0%	Very often	n=13 av.=1.2 dev.=0.4
^{8.6)} Gender/gender identity	Never	1 	2 16.7%	3	4	5 	Very often	n=12 av.=1.3 dev.=0.7
^{8.7)} Veteran status	Never	1 12 100%	2 0%	3	4	5 0 0%	Very often	n=12 av.=1 dev.=0
^{8.8)} Marital status	Never	1 10 83.3%		3	4	5 0%	Very often	n=12 av.=1.2 dev.=0.4
^{8.9)} Country of origin	Never	1 12 100%	2 0%	3 0%	4	5 0%	Very often	n=12 av.=1 dev.=0
^{8.10)} Age	Never	1 10 76.9%	2 1 7.7%	3	4 	5 0%	Very often	n=13 av.=1.5 dev.=1



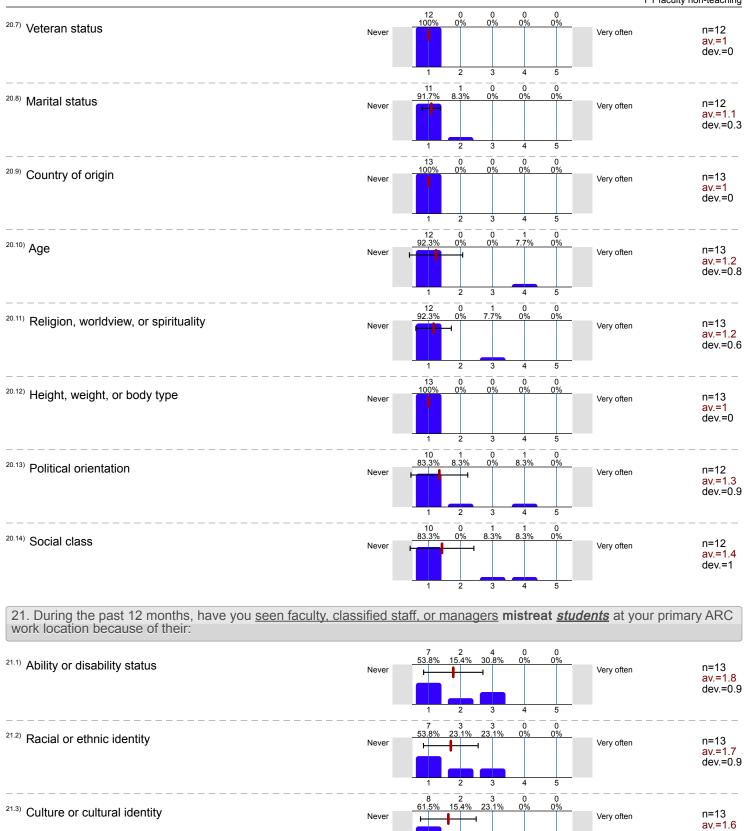
19. During the past 12 months, do you feel **YOU have** been mistreated <u>by classified staff</u> at your primary ARC work location because of your:







12/18/2020



^{21.4)} Sex

Never

2

8.3%

2

10

83.3%

1

3

8.3%

3

4

0

0%

4

5

0

0%

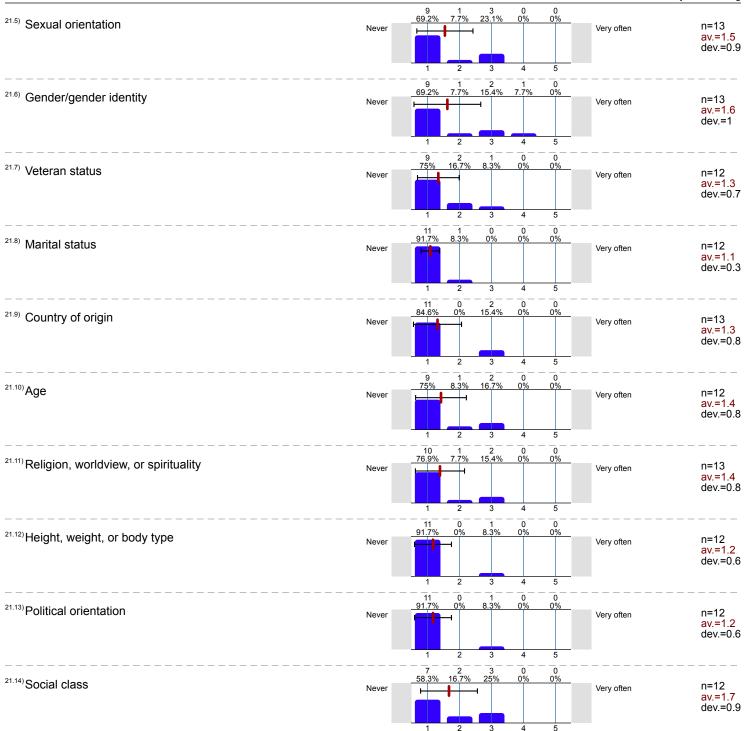
5

Very often

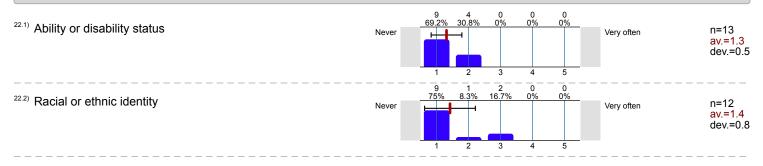
dev.=0.9

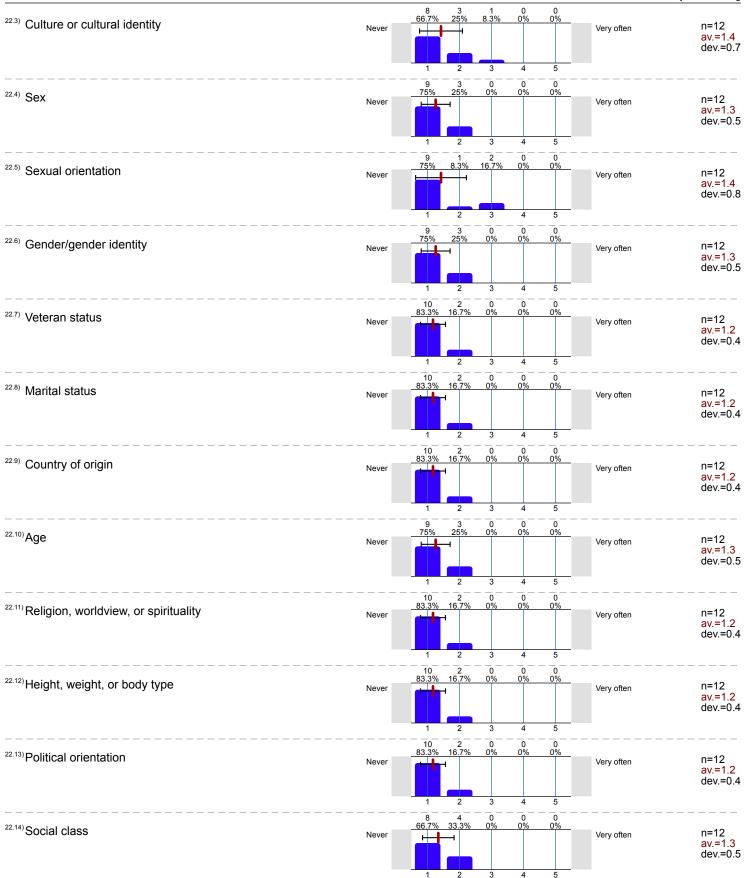
n=12

av.=1.3 dev.=0.6



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:



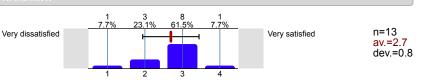


are different than your own. ^{12,3} whose political opinions are different from your own. ^{23,3} who are immigrants. ^{24,4} who are immigrant family. ^{24,4} who are from an immigrant family. ^{24,4} who are a different nationality than your own. ^{24,5} who are a different nationality than your own. ^{24,6} who are of a different race or ethnicity than your own. ^{24,6} whose gender identity is different than your own. ^{24,6}	people			
who are immigrants. Never 0	^{23.1)} whose religious or spiritual beliefs or worldviews are different than your own.	Never	Very	often n=13 av.=4.3 dev.=0.8
who are from an immigrant family. Never 0, 7, 7, 0, 0, 0, 0, 0, 0, 0, 0, 0, 0, 0, 0, 0,		Never	Very	often n=13 av.=4 dev.=1.1
²²⁴⁹ who are from an immigrant family. Pison 7,7% 15,4% 23,4% 53,5% 15,4% 23,4% 10,	^{23.3)} who are immigrants.	Never	Very	often n=13 av.=4.2 dev.=1
^{23.6})who are a different nationality than your own. ^{23.6})who are of a different race or ethnicity than your own. ^{23.6})who are of a different race or ethnicity than your own. ^{23.7} whose gender identity is different than your own. ^{23.8})whose gender identity is different than your own. ^{23.9} whose sexual orientation is different than your own. ^{23.9} whose sexual orientation is different than your own. ^{23.9} whose sexual orientation is different than your own. ^{23.9} whose sexual orientation is different than your own. ^{23.9} whose sexual orientation is different than your own. ^{23.9} who are from a different social class. ^{23.9} who are from a different social class. ^{23.9} who have physical or other observable disabilities. ^{23.10} who have physical or other observable disabilities. ^{23.10} who have learning, psychological, or other disabilities that are not readily aparent. ^{23.11} who have learning, psychological, or other ^{23.11} who have learning that are not readily aparent. ^{23.11} who have learning that are not readily aparent.	^{23.4)} who are from an immigrant family.	Never	0% 7.7% 15.4% 23.1% 53.8% Very	often n=13 av.=4.2 dev.=1
^{23.6})who are of a different race or ethnicity than your own. 2 ^{3.6})whose gender identity is different than your own. Image: Comparison of the state o	^{23.5)} who are a different nationality than your own.	Never	0% 7.7% 0% 30.8% 61.5%	often n=13 av.=4.5 dev.=0.9
Never 23.8)who se sexual orientation is different than your own. 23.8)who are from a different social class. 23.9)who have physical or other observable disabilities. 23.10)who have learning, psychological, or other disabilities that are not readily apparent. Never Never Never Never Never 0, 1, 4, 5, 4, 4, 6, 1, 5, 4, 6, 4, 5, 4, 6, 1, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4, 6, 4, 5, 4,		Never	0% 0% 0% 38.5% 61.5%	often n=13 av.=4.6 dev.=0.5
$\begin{array}{c} 23.8 \\ \text{own.} \\ 23.9 \\ \text{own.} \\ \text{own.} \\ 23.9 \\ \text{own.} \\ \text{own.} \\ 23.9 \\ \text{own.} \\ \text{own.} \\ \text{own.} \\ 23.9 \\ \text{own.} \\ \text{own.} \\ \text{own.} \\ \text{own.} \\ \text{own.} \\ 1 \\ 2 \\ 3 \\ 4 \\ 5 \\ 1 \\ 1 \\ 2 \\ 3 \\ 4 \\ 5 \\ 1 \\ 1 \\ 2 \\ 3 \\ 1 \\ 1 \\ 2 \\ 3 \\ 1 \\ 1 \\ 2 \\ 3 \\ 1 \\ 1 \\ 2 \\ 3 \\ 1 \\ 1 \\ 2 \\ 3 \\ 1 \\ 1 \\ 2 \\ 3 \\ 1 \\ 1 \\ 2 \\ 3 \\ 1 \\ 1 \\ 2 \\ 1 \\ 1 \\ 2 \\ 3 \\ 1 \\ 1 \\ 2 \\ 3 \\ 1 \\ 1 \\ 2 \\ 1 \\ 1 \\ 2 \\ 1 \\ 1 \\ 2 \\ 1 \\ 1$	^{23.7)} whose gender identity is different than your own.	Never	Very	often n=13 av.=4.6 dev.=0.7
^{23.9)} who are from a different social class. Never Never Never 1 2 3 4 5 ^{23.10)} who have physical or other observable disabilities. ^{23.11)} who have learning, psychological, or other disabilities that are not readily apparent. Never Never Never 1 2 3 4 5 Never 1 4 6 2 8 Never 1 4 6 2 8 8 8 1 8 10 10 10 10 10 10 10 10		Never	7.7% 0% 15.4% 15.4% 61.5%	often n=13 av.=4.2 dev.=1.2
23.10)who have physical or other observable disabilities. Never 0% 7.7% 30.8% 15.4% 46.2% Very often n=1 av:= 1 2 3 4 5 dev 1 2 3 4 5 0% 7.7% 23.1% 23.1% 46.2% very often n=1 23.11) who have learning, psychological, or other disabilities that are not readily apparent. Never 0% 7.7% 23.1% 23.1% 46.2% Very often n=1	^{23.9)} who are from a different social class.	Never	0% 0% 7.7% 30.8% 61.5%	often n=13 av.=4.5 dev.=0.7
^{23.11)} who have learning, psychological, or other disabilities that are not readily apparent.	^{23.10)} who have physical or other observable disabilities.	Never	0% 7.7% 30.8% 15.4% 46.2%	often n=13 av.=4 dev.=1.1
1 2 3 4 5	^{23.11)} who have learning, psychological, or other disabilities that are not readily apparent.	Never	0% 7.7% 23.1% 23.1% 46.2%	often n=13 av.=4.1 dev.=1

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:

NA

- ^{3.7)} Aside from how you responded above, please list in the text box below <u>all of the specific races, ethnicities, tribes and cultures with</u> <u>which you **strongly** identify</u> (for example, Jamaican, Columbian, Punjabi, Cherokee, Armenian).
- African American, White and Hispanic/Latino
- Chicano
- Choctaw Native American
- East Indian
- ^{3.9)} Other religions, worldviews, or spiritual backgrounds:
- LDS, Unity
- ^{3.11)} Other religion, worldview, or spiritual background:
- Unity

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:
- In counseling the area nearest the classified employees has one way in and one way out IF they lock the door to where the call center is located. Also, in the early mornings to counseling the access inside is locked and employees must use the back entrance, which is not ADA accessible. It would help if all employees that start at 7:30am had key access through Admissions and Records office.
- certain areas at night due to lack of light, etc
- ∎ n/a

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:

- Staff meetings
- n/a

^{14.7)} Other:

- Counselor colleagues
- 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:

^{20.15)}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.)

Classified staff: Derogatory comments made about my (perceived) income/social class, (perceived) cost of my clothes and vehicle, and that I wear make-up Faculty: Prefacing whether or not to engage me/anyone in conversation if political affiliation or identity politics is not shared/Inquiry of my marital status/when it may/will change Managers: Comments about my gender and whether or no my behavior/presentation conforms to stereotypical gender behavior

Ignored, being addressed as "Man" versus my first name or Dr., being addresses in a patronizing tonne.