FT teaching	faculty			
No. of response				ARC
Survey Re	sults			
Legend Absolute Frequencies of answers Std. Dev. Relative Frequencies of answers 25	Mean 0 50 0 25			
Question text	0, 50, 0, 25 50%, 0%, 25% 2, 3, 4, 5	Right pole		n=No. of respor av.=Mean dev.=Std. Dev ab.=Abstentic
Scale	Histogram			
2. Employee Info				
^{2.1)} Primary Employment Classification:				
Faculty, Full-Time Teaching			100%	n=11
Faculty, Full-Time Non-Teaching (Counselors, Librarians)			0%	
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%	
^{2.2)} Years worked at ARC (any location):				
less than 1 year	0		2.7%	n=11
1 to 4 years			8.1%	
5 to 9 years			11.7%	
10 to 14 years			18%	
15 to 19 years			30.6%	
20 years or more			28.8%	
^{.3)} Primary work location at ARC:				
ARC Main Campus			98.2%	n=11
Natomas Center	0		1.8%	
McClellan Center			0%	
Mather Center			0%	

Woman (cigender womana person whose gender identity matches their sex assigned at birth) 36.5% n=111 Man (cigender mana person whose gender identity is frake but whose sex assigned at birth) 0% 0% Trans woman (a person whose gender identity is matches their sex assigned at birth) 0.9% 0.9% Trans man (a person whose gender identity is matches their sex assigned at birth) 0.9% 0.9% Cender queer/non-binary (someone whose gender identity is matches behavior or appearance do not conform to gender 0.9% 0.9% ************************************	^{3.1)} What is your gender identity? (MARK ALL THAT APPLY)			
Trans woman (a person whose gender identity is finale but whose sex assigned at birth is Office and requestion-binary (someone whose gender identity is int exclusively female or male) Cender queerinor-binary (someone whose gender identity is int exclusively female or male) Second mone conforming (a person whose behavior or appearance do not conform to gender 3.) What is your sexual orientation? (MARK ALL THAT APPLY) Asceud (a person witho escual feelings or desires) Bisexual (a person witho is escual feelings or desires) Desired (a person witho is escual feelings or desires) Panexeual or stagight (a man who is attracted to other motion) Panexeual or stagight (a man who is attracted to otherm, or a woman who is attracted to other Soft or build (a person who is attracted to multiple gender identities) 2.7% 3.0 What is your race/ethnicity? (MARK ALL THAT APPLY) African American Soft or other is a stracted to multiple gender identities) 3.0 What is your race/ethnicity? (MARK ALL THAT APPLY) African American Soft or other Soft or other Soft or other Soft or other Soft or			55.9%	n=111
mate) bit is provided in the set of the set	Man (cisgender mana person whose gender identity matches their sex assigned at birth)		38.7%	
Gender queer/non-binary (someone whose gender identity isn't exclusively female or male) 1.8% Gender queer/non-conforming (a person whose behavior or appearance do not conform to gender 0.9% 3.3) What is your sexual orientation? (MARK ALL THAT APPLY) 0.9% Asexual (a person with no sexual feelings or desires) 0.9% Bisexual (a person sexually attracted to two genders) 5.4% Gav or lesbian (a man who is attracted to other men, or a woman who is attracted to other or any sexually attracted to multiple gender identities) 70.3% Panexual or fluid (a person who is attracted to multiple gender identities) 210 b 24 0% 3.4) What is your age (in years)? 19 or younger 0% n=105 3.4) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 3.4) What is your race/ethnicity? (MARK ALL THAT APPLY) 0% n=105 3.4) What is your race/ethnicity? (MARK ALL THAT APPLY) 0% n=111 3.4) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 3.4) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 3.4) African American 0.9% n=111 Nain 11.7% Nain 11.7%			0%	
Genedations 0.9% 3.3) What is your sexual orientation? (MARK ALL THAT APPLY) Asexual (a person who sexual feelings or desires) 0.9% Bisexual (a person who is attracted to two genders) 5.4% Gendation (a man who is attracted to other men, or a woman who is attracted to other women) 5.4% Panexual or straight (a man who is attracted to multiple gender identities) 2.7% 3.0) What is your age (in years)? 19 or younger 0% n=105 3.0) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 3.4) What is your race/ethnicity? (MARK ALL THAT APPLY) 19 or younger 0% n=105 3.4) 0.9% 1.9% 35 to 54 59% 55 or older 39% 3.4) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 3.4) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 3.4) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 3.6) 0.9% 1.7% Nino 1.7% Nino 1.7% 3.6) 0.9%	Trans man (a person whose gender identity is male but whose sex assigned at birth is	I	0.9%	
expectations) Image: Construction of the second feelings or desires) 3.3) What is your sexual orientation? (MARK ALL THAT APPLY) Asexual (a person with no sexual feelings or desires) 0.9% n=111 Bisexual (a person sexually attracted to order men, or a woman who is attracted to other women). 5.4% 5.4% Heterosexual or straight (a man who is sexually attracted to ownen, or a woman who is sexually attracted to multiple gender identities) 79.3% 79.3% Pansexual or fluid (a person who is attracted to multiple gender identities) 2.7% 2.7% 3.5) What is your age (in years)? 19 or younger 0% n=105 2.6) 20 to 24 0% 55 to 34 1.9% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 Asian 1.1.7% Sto 54 59% 55 or older 39% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 Asian 11.7% 11.7% 11.7% 11.7% 11.7% 11.7% Asian 2.7% 11.7% 2.7% 11.7% 2.7% 11.7% 2.7% 11.7%	Gender queer/non-binary (someone whose gender identity isn't exclusively female or male)	0	1.8%	
Asexual (a person with no sexual feelings or desires) 0.9% n=111 Bisexual (a person sexually attracted to two genders) 5.4% Equal or straight (a man who is attracted to other men, or a woman who is attracted to other men). Panesxual or fluid (a person who is attracted to women, or a woman who is 27% 3.5) What is your age (in years)? 19 or younger 0% n=105 20 to 24 0% 25 to 34 0 1.9% 35 to 54 59% 55 or older 39% 34) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 Asian 11.7% Filipino 2.7% Hispanic/Latino 11.7% Native American 0.9% Parific Islander 0.9% Parific Islander 1.0% Parif		Ī	0.9%	
Actual to provide the problem (a person which is attracted to two genders) 5.4% Bisexual (a person sexually attracted to two genders) 5.4% Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other men) 79.3% Pansexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men) 79.3% Pansexual or filling (a person who is attracted to multiple gender identities) 2.7% 3.4) What is your age (in years)? 19 or younger 0% n=105 2.0 to 24 0% 25 to 34 1.9% 35 to 54 59% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 Asian 11.7% 119 rol 2.7% 119 rol 2.7% 0.9% n=111 Asian 11.7% 11.7% 11.7% 11.7% 11.7% Asian 11.7% 2.7% 0.9% 12.7% 0.9% 12.7% Astract.com 2.7% 2.7% 2.7% 0.9% 12.7% 0.9% 11.7% Asian 1.7% 2.7% 0.9% 12.7% 0.9% 11.7% 12.7% 12.7% 0.9%	^{3.3)} What is your sexual orientation? (MARK ALL THAT APPLY)			
Gay or lebbian (a man who is attracted to other men, or a woman who is sattracted to other men). 5,4% Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to multiple gender identities) 70,3% Panesxual or fluid (a person who is attracted to multiple gender identities) 2.7% 3.5) What is your age (in years)? 19 or younger 0% n=105 20 to 24 0% 59% 55 or older 59% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 Asian 11.7% Filipino 2.7% 2.7% Hispanic/Latino 11.7% 2.7% 0.9% n=111 Asian 2.7% 0.9% 0.9% n=111 Asian 1.7% 2.7% 0.9% 0.9% n=111 Asian 1.7% 2.7% 0.9% 0.9% n=111	Asexual (a person with no sexual feelings or desires)	I	0.9%	n=111
women) 3.4% Heterosexual or straight (a man who is sexually attracted to women, or a woman who is 79.3% Pansexual or fluid (a person who is attracted to multiple gender identities) 2.7% 3.5) What is your age (in years)? 19 or younger 0% n=105 20 to 24 0% 25 to 34 1.9% 35 to 54 59% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 Asian 11.7% 11.7% 11.7% 11.7% Hispanic/Latino 11.7% 2.7% 0.9% 0.9% 0.9%	Bisexual (a person sexually attracted to two genders)	\bigcirc	5.4%	
sexually attracted to men) 13.0% Pansexual or fluid (a person who is attracted to multiple gender identities) 2.7% 3.5) What is your age (in years)? 19 or younger 0% n=105 20 to 24 0% 25 to 34 1.9% 35 to 54 59% 55 or older 39% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 Asian 11.7% Filipino 2.7% Hispanic/Latino 11.7% 2.7% Other Non-White 2.7% 2.7% Pacific Islander 0.9% 0.9%		\bigcirc	5.4%	
3.5) What is your age (in years)? 19 or younger 0% n=105 20 to 24 0% 1.9% 25 to 34 1.9% 35 to 54 59% 55 or older 39% 39% 36 Mhat is your race/ethnicity? (MARK ALL THAT APPLY) African American [0.9% n=111 Asian 11.7% Filipino 2.7% Hispanic/Latino 11.7% 2.7% 0ther Non-White 2.7% Other Non-White 2.7% 0.9% 0.9% 0.9%	Heterosexual or straight (a man who is sexually attracted to women, or a woman who is		79.3%	
19 or younger 0% n=105 20 to 24 0% 25 to 34 1.9% 35 to 54 59% 55 or older 39%	Pansexual or fluid (a person who is attracted to multiple gender identities)	0	2.7%	
3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 Asian 11.7% Filipino 2.7% Hispanic/Latino 11.7% Native American 2.7% Other Non-White 2.7% Other Non-White 0.9%	^{3.5)} What is your age (in years)?			
25 to 34 0 1.9% 35 to 54 59% 55 or older 39% 55 or older 9% 36) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 Asian 11.7% Filipino 2.7% Hispanic/Latino 11.7% Native American 0.2.7% Other Non-White 0.2.7% Other Non-White 0.2.7%	19 or younge	er	0%	n=105
35 to 54 59% 55 or older 39% 36) What is your race/ethnicity? (MARK ALL THAT APPLY) African American [0.9% n=111 Asian 11.7% 11.7% 11.7% Filipino 2.7% 11.7% 2.7% Mative American 2.7% 2.7% 0ther Non-White 2.7% Other Non-White 0.9% 2.7% 0.9% 0.9%	20 to 24	4	0%	
55 or older 39% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 0.9% n=111 Asian 11.7% 11.7% 11.7% Filipino 2.7% 11.7% 11.7% Native American 2.7% 2.7% 11.7% Other Non-White 2.7% 0.9% 11.7% Pacific Islander 0.9% 0.9% 11.7%	25 to 34	4 ()	1.9%	
^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY) African American [0.9% n=111 Asian 11.7% Filipino] 2.7% Hispanic/Latino] 11.7% Native American] 2.7% Other Non-White] 2.7% Pacific Islander] 0.9%	35 to 54	4	59%	
African American [0.9% n=111 Asian 11.7% Filipino [2.7% Hispanic/Latino 11.7% Native American [2.7% Other Non-White] 2.7% Pacific Islander [0.9%	55 or olde		39%	
Asian 11.7% Filipino] 2.7% Hispanic/Latino 11.7% Native American] 2.7% Other Non-White] 2.7% Pacific Islander] 0.9%	^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY)			
Filipino 2.7% Hispanic/Latino 11.7% Native American 2.7% Other Non-White 2.7% Pacific Islander 0.9%	African America	n [0.9%	n=111
Hispanic/Latino 11.7% Native American 2.7% Other Non-White 2.7% Pacific Islander 0.9%	Asia	n	11.7%	
Native American 2.7% Other Non-White 2.7% Pacific Islander 0.9%	Filiping	• ()	2.7%	
Other Non-White () 2.7% Pacific Islander [] 0.9%	Hispanic/Latino	0	11.7%	
Pacific Islander	Native America	n ()	2.7%	
*	Other Non-White	e ()	2.7%	
White 77.5%	Pacific Islande	π	0.0%	
		er U	0.978	

Class Climate Evaluation

0.9%

0%

0%

0%

6.3%

1.8%

0.9%

0%

0%

2.7%

1.8%

5.4%

3.6%

0.9%

0%

0%

4.5%

0.9%

2.7%

0.9%

0%

7.2%

0.9%

0%

3.6%

0.9% 18%

0%

n=111

³⁰ With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)	
Agnostic	26.1%
Anglican 🛽	0.9%
Assemblies of God	0%
Atheist	14.4%
Baha'i	0%
Baptist]	0.9%
Buddhist	6.3%
Catholic	17.1%
Christian Non-denominational	17.1%

Christian Orthodox 🛽

Christian Science

Church of Christ

Jehovah's Witness

Latter-day Saints ()

Confucian

Episcopalian

Evangelical ()

Hindu 🛙

Jain

Jewish ()

Lutheran

Methodist ()

Muslim 🛛

Native/Tribal

Pentecostal

Presbyterian

Shamanism ()

Shinto 🛛

Sikh

Taoist 🛛

None

Seventh Day Adventist

Spiritual but not religious

UCC/Congregational

Unitarian Universalist

Wicca/Pagan 🛽

Quaker 🛛

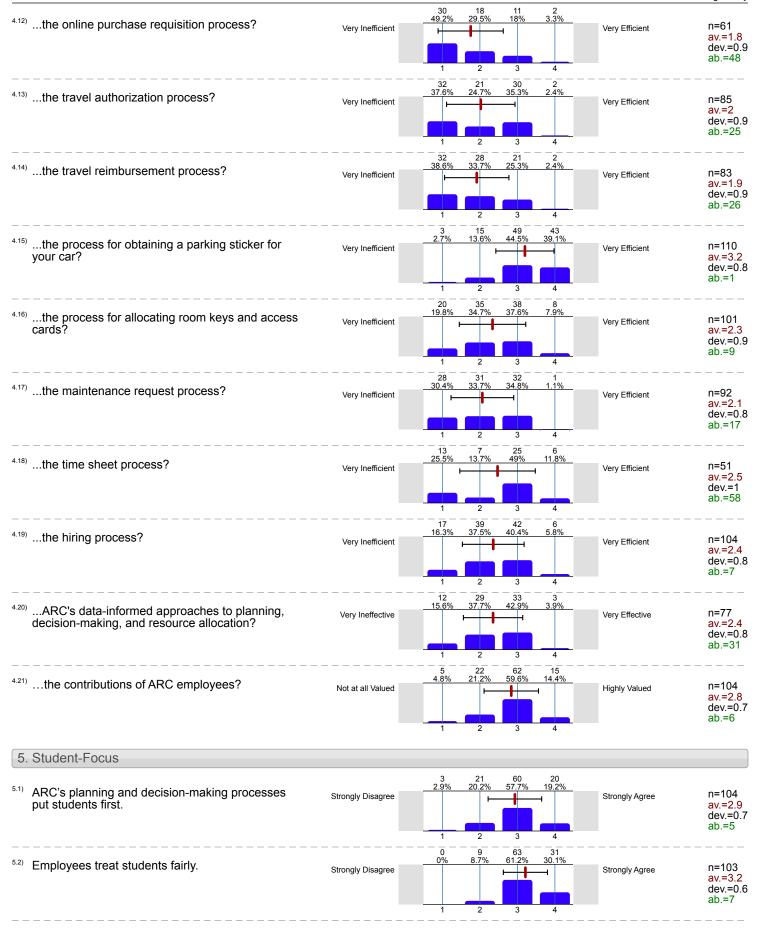
^{3.8)} With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

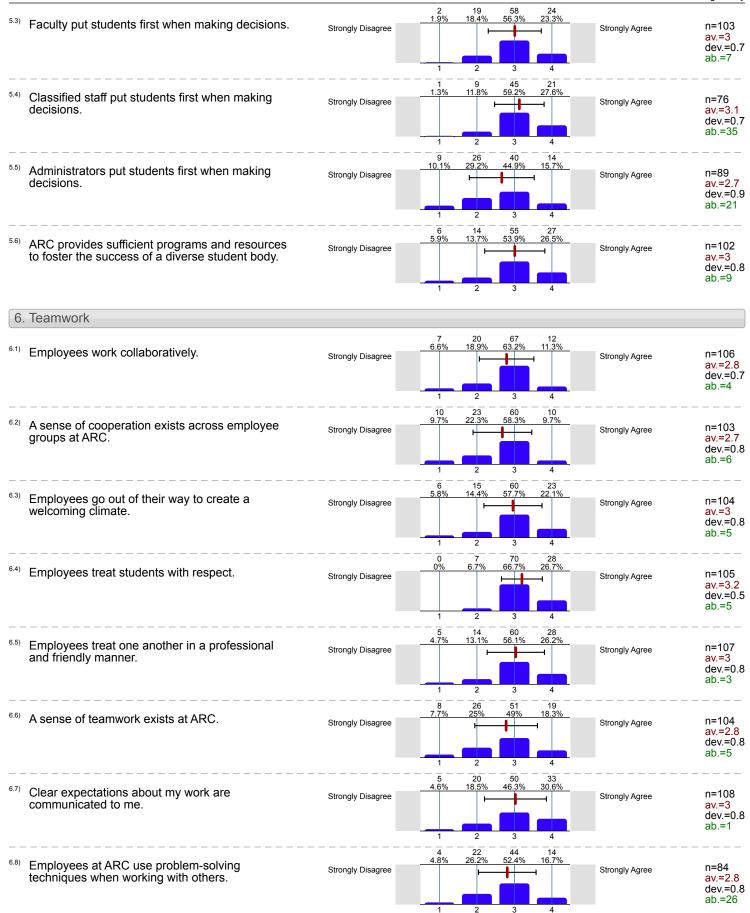
^{3.10)} With which one religion, worldview or spiritual background do you most strongly identify? (MAR	(ONLY <u>ONE</u>)	
Agnostic	18.1%	n=105
Anglican [1%	
Atheist	13.3%	
Buddhist []	1%	
Catholic	13.3%	
Christian Non-denominational	11.4%	
Christian Orthodox 🛽	1%	
Confucian [1%	
Episcopalian ()	1.9%	
Evangelical 🛽	1%	
Hindu 🛽	1%	
Jewish ()	2.9%	
Latter-day Saints ()	1.9%	
Lutheran [1%	
Methodist [1%	
Muslim [1%	
Presbyterian	4.8%	
Spiritual but not religious	5.7%	
Unitarian/Universalist [1%	
None	17.1%	
^{3.12)} What is your highest level of education? Less than high school Graduated high school	0%	n=110
Some college	0%	
Surre Coneye		
Associate's degree	0%	
Bachelor's degree	0% 3.6%	
	0%	
Bachelor's degree Graduate degree ^{3.13)} Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)	0% 3.6%	
Bachelor's degree	0% 3.6%	n=111
Bachelor's degree Graduate degree ^{3.13)} Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)	0% 3.6% 96.4%	n=111
Bachelor's degree Graduate degree ^{3.13)} Do you have any of the following types of disabilities? (MARK ALL THAT APPLY) Acquired/traumatic brain injury	0% 3.6% 96.4%	n=111
Bachelor's degree Graduate degree ^{3.13)} Do you have any of the following types of disabilities? (MARK ALL THAT APPLY) Acquired/traumatic brain injury Attention deficit/hyperactivity disorder	0% 3.6% 96.4% 0% 5.4%	n=111
Bachelor's degree Graduate degree ^{3.13)} Do you have any of the following types of disabilities? (MARK ALL THAT APPLY) Acquired/traumatic brain injury Attention deficit/hyperactivity disorder Autism spectrum disorder	0% 3.6% 96.4% 0% 5.4% 0%	n=111
Bachelor's degree Graduate degree 3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY) Acquired/traumatic brain injury Attention deficit/hyperactivity disorder Autism spectrum disorder Blind/low vision [0% 3.6% 96.4% 0% 5.4% 0% 0.9%	n=111
Bachelor's degree Graduate degree 3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY) Acquired/traumatic brain injury Attention deficit/hyperactivity disorder Autism spectrum disorder Blind/low vision [Deaf/hard of hearing]	0% 3.6% 96.4% 0% 5.4% 0% 0.9% 3.6%	n=111
Bachelor's degree Graduate degree 3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY) Acquired/traumatic brain injury Attention deficit/hyperactivity disorder Autism spectrum disorder Blind/low vision Deaf/hard of hearing Cognitive or learning disability	0% 3.6% 96.4% 0% 5.4% 0% 0.9% 3.6% 0%	n=111
Bachelor's degree Graduate degree 3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY) Acquired/traumatic brain injury Acquired/traumatic brain injury Attention deficit/hyperactivity disorder Autism spectrum disorder Blind/low vision Deaf/hard of hearing Cognitive or learning disability Chronic illness	0% 3.6% 96.4% 0% 5.4% 0% 0.9% 3.6% 0% 6.3%	n=111
Bachelor's degree Graduate degree 3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY) Acquired/traumatic brain injury Attention deficit/hyperactivity disorder Autism spectrum disorder Blind/low vision [] Deaf/hard of hearing [] Cognitive or learning disability Chronic illness []	0% 3.6% 96.4% 0% 5.4% 0% 0.9% 3.6% 0% 6.3% 0%	n=111
Bachelor's degree Graduate degree 3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY) Acquired/traumatic brain injury Acquired/traumatic brain injury Attention deficit/hyperactivity disorder Autism spectrum disorder Blind/low vision [Deaf/hard of hearing] Cognitive or learning disability Chronic illness] Intellectual disability]	0% 3.6% 96.4% 0% 5.4% 0% 0.9% 3.6% 0% 6.3% 0% 4.5%	n=111

61.3%

							01.3%	
4.	Institutional Effectiveness							
l.1)	The teaching/learning environment is <i>equitable</i> <i>and inclusive</i> for students at my primary ARC work location.	Strongly Disagree	3 2.8%	20 18.3%	50 45.9%	36 33%	Strongly Agree	n=109 av.=3. dev.=0 ab.=2
.2)	The teaching/learning environment is <i>safe</i> for students at my primary ARC work location.	Strongly Disagree	2 1.8%	18 16.4%	52.7%	32 29.1%	Strongly Agree	n=11(av.=3 dev.=1 ab.=1
.3)	The working environment for students at ARC is equitable and inclusive.	Strongly Disagree	4.2%	17 17.9%	45 47.4%	29 30.5%	Strongly Agree	n=95 av.=3 dev.=(ab.=1
.4)	The working environment for students at ARC is <i>safe</i> .	Strongly Disagree	2.1%	17 17.7%	49 51%	28 29.2%	Strongly Agree	n=96 av.=3. dev.=0 ab.=1
5)	Innovation is promoted and encouraged.	Strongly Disagree	12 11.7%	23 22.3%	44 42.7%	24 23.3% -1 4	Strongly Agree	n=10: av.=2 dev.= ab.=6
.6)	Communication from ARC's leadership is transparent.	Strongly Disagree	21 20.2%	29 27.9%	43.3%	9 8.7% 4	Strongly Agree	n=104 av.=2 dev.= ab.=6
7)	ARC's curriculum (across all departments) is culturally relevant.	Strongly Disagree	6 7.8%	23 29.9%	33 42.9%	15 19.5% 	Strongly Agree	n=77 av.=2 dev.= ab.=3
8)	ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes.	Strongly Disagree	12 11.8%	29 28.4%	44 43.1%	17 16.7% H	Strongly Agree	n=102 av.=2 dev.= ab.=8
9)	ARC's governance process guides the institutional priorities of the college.	Strongly Disagree	8.2%	22 22.4%	47 48%	21 21.4% 	Strongly Agree	n=98 av.=2 dev.= ab.=1
.10)	The process for becoming a member of ARC's governance councils and project teams is clear to me.	Strongly Disagree	19 18.3%	24 23.1%	40 38.5%	21 20.2% 	Strongly Agree	n=104 av.=2 dev.= ab.=6
.11)	the absence reporting process?	Very Inefficient	8.9%	16 17.8%	46 51.1%	20 22.2%	Very Efficient	n=90 av.=2 dev.= ab.=1

None





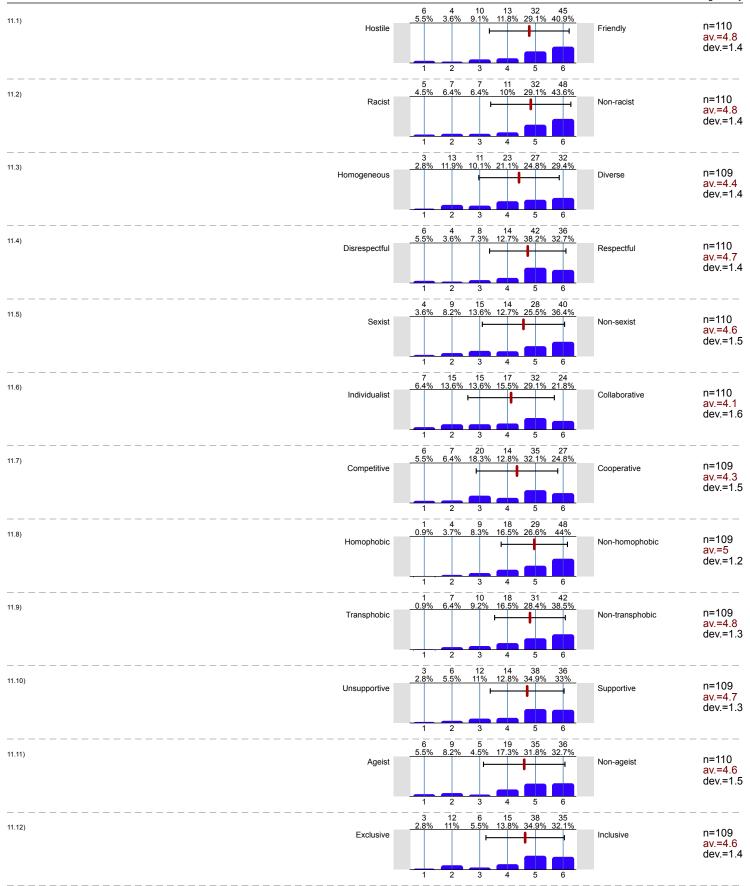
 ^{7.2)} I feel pressure to accomplish too many tasks and priorities. ^{7.2)} I feel pressure to accomplish too many tasks and strongly Disagree 	n=110 av.=3.2 dev.=0.7
7.2) I feel pressure to accomplish too many tasks and priorities. 5trongly Disagree 5trongly Disagree 5trongly Agree	
	n=107 av.=3 dev.=0.9 ab.=2
	n=107 av.=3.3 dev.=0.7 ab.=2
	n=104 av.=2.7 dev.=0.9 ab.=4
ARC employees.	n=108 av.=3.2 dev.=0.7 ab.=1
	n=104 av.=3.2 dev.=0.8 ab.=5
etc.) are well maintained at my primary ARC work	n=110 av.=2.4 dev.=0.9
my full potential.	n=107 av.=2.9 dev.=0.8 ab.=2
the direction of my department/unit.	n=103 <mark>av.=3</mark> dev.=0.9 ab.=6
 ^{7.10} I feel that I am able to appropriately influence the direction of ARC. ²¹ 37 30 12 21% 37% 30% 12% 	n=100 av.=2.3 dev.=0.9 ab.=10
 7.11) I have the opportunity to express my ideas in appropriate forums. 9 22 51 18 9% 22% 51% 18% 	n=100 av.=2.8 dev.=0.8 ab.=9
8. Faculty Specific Questions	

				11	leaching laculty
8.1)	There are fair and equitable expectations regarding my service to the college.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=103 av.=2.7 dev.=0.8 ab.=6
— — 8.2)	I am treated fairly and equitably by the other faculty in <u>my department</u> .	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=108 av.=3.3 dev.=0.9 ab.=2
— – 8.3)	The faculty in <u>my department</u> treat me with respect.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=107 av.=3.3 dev.=0.9 ab.=2
	The curriculum in <u>my department</u> is culturally relevant.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=95 av.=3.1 dev.=0.9 ab.=14
8.5)	Classrooms and campus buildings at my primary work location are well maintained .	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=109 av.=2.4 dev.=0.9 ab.=1
8.6)	Classrooms and campus buildings at my primary work location are clean .	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=109 av.=2.7 dev.=0.9
8.7)	I feel that I have the support of my dean.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=105 av.=3.3 dev.=0.8 ab.=4
9.	Professional Development				
9.1)	The professional development opportunities that exist at ARC are comprehensive.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=100 av.=2.9 dev.=0.8 ab.=9
9.2)	My manager/supervisor has encouraged me to participate in professional development.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=99 av.=3.1 dev.=0.9 ab.=9
9.3)	I have been able to participate in professional development activities.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=108 av.=3.3 dev.=0.7 ab.=2
9.4)	Professional development offerings at ARC meet my needs.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=104 av.=2.8 dev.=0.8 ab.=4
9.5)	Professional development needed to improve my job skills in my current position are available to me.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=99 av.=2.9 dev.=0.9 ab.=8

				teaching faculty
^{9.6)} Professional development needed to help me get a promotion are available to me.	Strongly Disagree	$12 \\ 19.4\% \\ 29\% \\ 30.6\% \\ 21\% \\ 19.4\% \\ 21\% \\ 19.4\% \\ 21\% \\ 19.4\% \\ 21\% \\ 19.4\% \\ 21\% \\ 10.4\% \\ 10.$	Strongly Agree	n=62 av.=2.5 dev.=1 ab.=46
^{9.7)} My experiences at ARC have had a positive influence on my professional growth.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=103 av.=3.2 dev.=0.8 ab.=5
10. Equity, Inclusion, Social Justice Focus				
^{10.1)} ARC is an inclusive learning environment for students.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=103 av.=3.1 dev.=0.7 ab.=6
^{10.2)} There exists a strong commitment to equity and inclusion at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=102 av.=3.3 dev.=0.7 ab.=6
^{10.3)} There exists a strong commitment to social justice at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=101 av.=3.3 dev.=0.8 ab.=8
^{10.4)} Students that need more resources and support are able to get them at my primary ARC work location.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=103 av.=3.1 dev.=0.7 ab.=5
^{10.5)} ARC is responsive to the needs of the demographics (e.g., gender, identity, race, ethnicity, worldview) of its students.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=99 av.=3.1 dev.=0.7 ab.=9
^{10.6)} ARC employees make judgments about students' abilities based on their race/ethnicity.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=82 av.=1.9 dev.=0.8 ab.=27
^{10.7)} ARC employees make judgments about other employees' abilities based on their race/ethnicity.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=79 av.=1.9 dev.=0.9 ab.=30
^{10.8)} I am treated (in general) fairly and equitably by other employees.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=107 av.=3.2 dev.=0.7 ab.=2
^{10.9)} Other employees value my opinions.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=102 av.=3.1 dev.=0.8 ab.=5
^{10.10)} There is too much emphasis put on issues of diversity, equity, and inclusion at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=100 av.=2.3 dev.=1.2 ab.=9

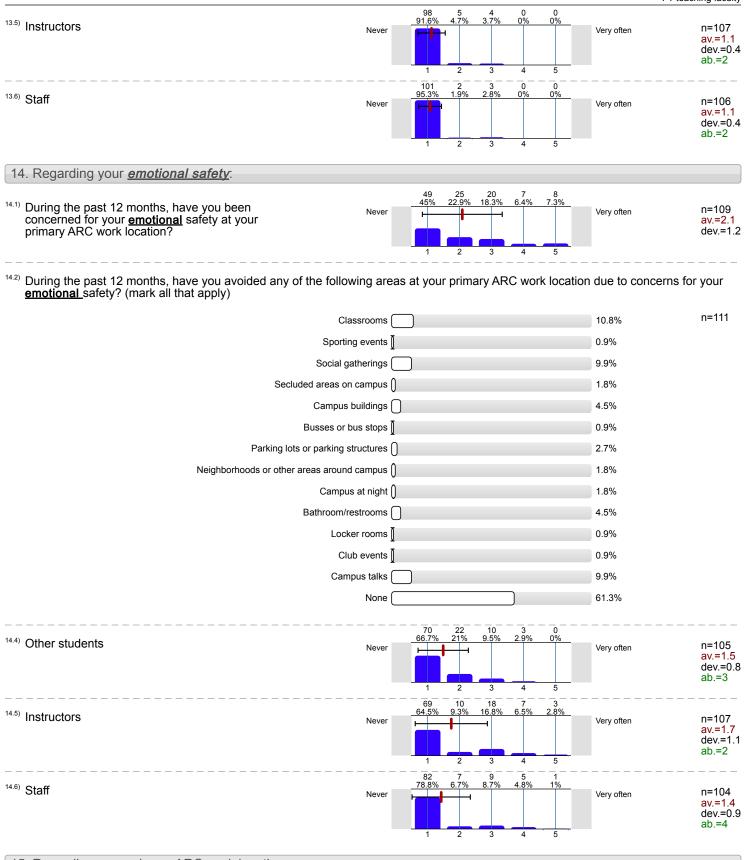
							teaching faculty
^{10.11)} There is too much emphasis put on issues of social justice at ARC.	Strongly Disagree	34 35.1%	32 33%	99.3%	22 22.7%	Strongly Agree	n=97 av.=2.2 dev.=1.2 ab.=12
^{10.12)} The faculty at my primary ARC work location treat people of all genders/gender identities with equal respect.	Strongly Disagree	4%	14 14.1%	37 37.4%	44 44.4%	Strongly Agree	n=99 av.=3.2 dev.=0.8 ab.=8
^{10.13)} The faculty at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.	Strongly Disagree	2.9%	12 11.7%	41 39.8%	47 45.6%	Strongly Agree	n=103 av.=3.3 dev.=0.8 ab.=6
^{10.14)} The classified staff at my primary ARC work location treat people of all genders/gender identities with equal respect.	Strongly Disagree	0 	11 12.1%	36 39.6%	44 48.4%	Strongly Agree	n=91 av.=3.4 dev.=0.7 ab.=18
^{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		12 13% 2	35 38%	45 48.9%	Strongly Agree	n=92 av.=3.4 dev.=0.7 ab.=17
^{10.16)} The student body at my primary ARC work location is racially diverse.	Strongly Disagree	0 	88%	29 29%	63 63%	Strongly Agree	n=100 av.=3.6 dev.=0.6 ab.=9
^{10.17)} The faculty at my primary ARC work location is racially diverse.	Strongly Disagree	9 <u>8.6%</u> 1	39 37.1%	35 33.3%	22 21% H	Strongly Agree	n=105 av.=2.7 dev.=0.9 ab.=4
^{10.18)} The classified staff at my primary ARC work location is racially diverse.	Strongly Disagree		32 33%	37 38.1%	27 27.8%	Strongly Agree	n=97 av.=2.9 dev.=0.8 ab.=11
^{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	13 13.4%	40 41.2%	25 25.8%	19 19.6%	Strongly Agree	n=97 av.=2.5 dev.=1 ab.=12
^{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	7.7%	30 33%	30 33%	24 26.4%	Strongly Agree	n=91 av.=2.8 dev.=0.9 ab.=18
^{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	20 22%	27 29.7%	30 33%	14 15.4%	Strongly Agree	n=91 av.=2.4 dev.=1 ab.=18

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:



11.13)	Unwelcoming	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	37 33.6% 1 6	n=110 av.=4.8 dev.=1.3
11.14)	Elitist	3 9 10 20 34 2.8% 8.3% 9.2% 18.3% 31.2%	33 30.3% Non-elitist	n=109 av.=4.6 dev.=1.4
12. During the past 12 months	s at <u>your primary ARC work locatior</u>			T APPLY)
^{12.1)} call someone homophobic na		_,,,,,,,,,,	(, ,
	Yes, in a class setting	٦	6.3%	n=111
	Yes, outside of class		9%	
	No, not at my primary ARC work location		85.6%	
^{12.2)} say sexual things to you or tr	ry to talk about sexual matters when you	didn't want to.		
	Yes, in a class setting ()		2.7%	n=111
	Yes, outside of class		10.8%	
	No, not at my primary ARC work location		86.5%	
12 3)				
make crude or offensive rem	arks or jokes about people who identify a			
	Yes, in a class setting		4.5%	n=111
	Yes, outside of class		10.8%	
	No, not at my primary ARC work location		85.6%	
^{12.4)} suggest or imply in your pres	sence that women don't have the same in	ntellectual abilities that men	 do.	
	Yes, in a class setting		7.2%	n=111
	Yes, outside of class		12.6%	
	No, not at my primary ARC work location		81.1%	
^{12.5)} make inappropriate commen	ts about your or someone else's body, a			
	Yes, in a class setting		11.7%	n=111
	Yes, outside of class		24.3%	
	No, not at my primary ARC work location		67.6%	
^{12.6)} make sexist remarks or jokes	s about women.			
	Yes, in a class setting		7.2%	n=111
	Yes, outside of class		18%	
	No, not at my primary ARC work location		77.5%	

^{12.7)} make sexist remarks or jokes about men.		
Yes, in a class setting	7.2%	n=111
Yes, outside of class	10.8%	
No, not at my primary ARC work location	83.8%	
^{12.8)} make negative remarks or jokes about trans women.		
Yes, in a class setting ()	2.7%	n=111
Yes, outside of class	7.2%	
No, not at my primary ARC work location	91%	
^{12.9)} make negative remarks or jokes about trans men.		
Yes, in a class setting ()	1.8%	n=111
Yes, outside of class	6.3%	
No, not at my primary ARC work location	92.8%	
13. Regarding your personal <i>physical safety</i> :		
^{13.1)} During the past 12 months, have you been concerned for your <u>physical</u> safety at your primary ARC work location?	Very often	n=107 av.=2.1 dev.=1
^{13.2)} During the past 12 months, have you avoided any of the following areas at your primary ARC work location physical safety (mark all that apply)?	n due to concerns fo	or your
Classrooms	4.5%	n=111
Sporting events ()	2.7%	
Social gatherings	0%	
Secluded areas on campus	35.1%	
Campus buildings	7.2%	
Busses or bus stops ()	1.8%	
Parking lots or parking structures	21.6%	
Neighborhoods or other areas around campus	13.5%	
Campus at night	36%	
Bathroom/restrooms	14.4%	
Locker rooms 🛛	0.9%	
Club events	0%	
Campus talks 🛛	0.9%	
None	46.8%	
^{13.4)} Other students Never $\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=107 av.=1.4 dev.=0.7 ab.=2

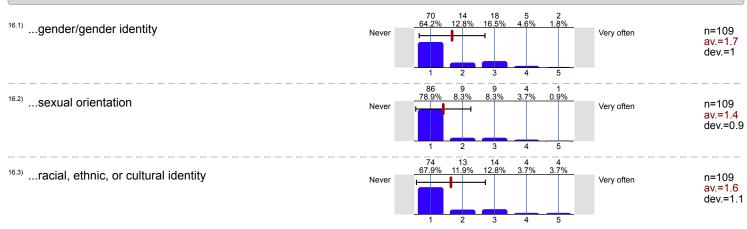


15. Regarding your primary ARC work location:

^{15.1)} Discrimination			
	Yes	18.2% n=	110
	No	81.8%	
^{15.2)} Threats of physical violence			
	Yes	3.7% n=	109
	- No	96.3%	
^{15.3)} Physical violence			
	Yes	0% n=	106
	No) 100%	
^{15.4)} Threats of emotional violence			
	Yes	15.7% n=	108
	No	84.3%	
^{15.5)} Emotional violence			
	Yes	14.7% n=	109
	No	85.3%	
^{15.6)} Sexual harassment			
	Yes	4.6% n=	109
	No	95.4%	
^{15.7)} Other harassment			
	Yes	20% n=	110
	No	80%	
^{15.8)} Sexual assault			
	Yes	0% n=-	109
	No) 100%	
^{15.9)} Unwanted sexual advances			
	Yes ()	2.8% n=	109
	No	97.2%	
^{15.10)} Verbal threats			
	Yes	10.2% n=	108
	No	89.8%	

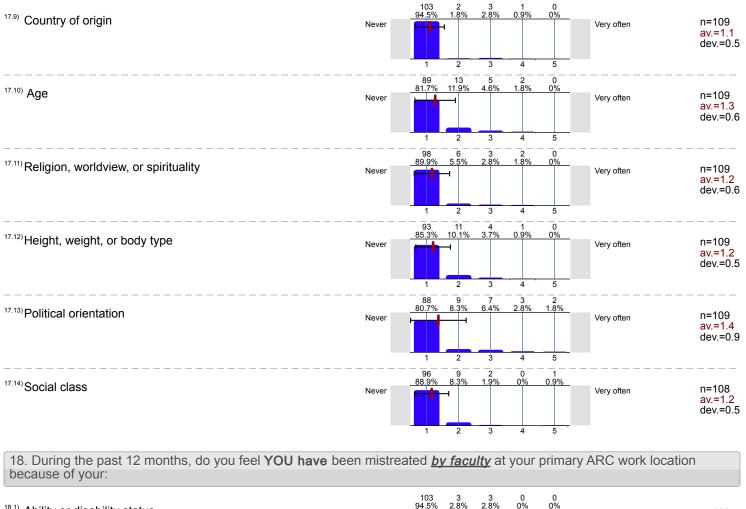
^{15.11)} Discrimination			
	Yes	25%	n=108
	No	75%	
^{15.12)} Threats of physical violence			
	Yes	11%	n=109
	No	89%	
^{15.13)} Physical violence			
	Yes ()	1.9%	n=107
	No	98.1%	
^{15.14)} Threats of emotional violence			
	Yes	13.8%	n=109
	No	86.2%	
^{15.15)} Emotional violence			
	Yes	13.1%	n=107
	No	86.9%	
^{15.16)} Sexual harassment			
	Yes	8.3%	n=108
	No	91.7%	
^{15.17)} Other harassment			
	Yes	17.3%	n=110
	No	82.7%	
^{15.18)} Sexual assault			
	Yes 🛽	0.9%	n=109
	No	99.1%	
^{15.19)} Unwanted sexual advances			
	Yes	5.5%	n=110
	No	94.5%	
^{15.20)} Verbal threats			
	Yes	11.8%	n=110
	No (88.2%	

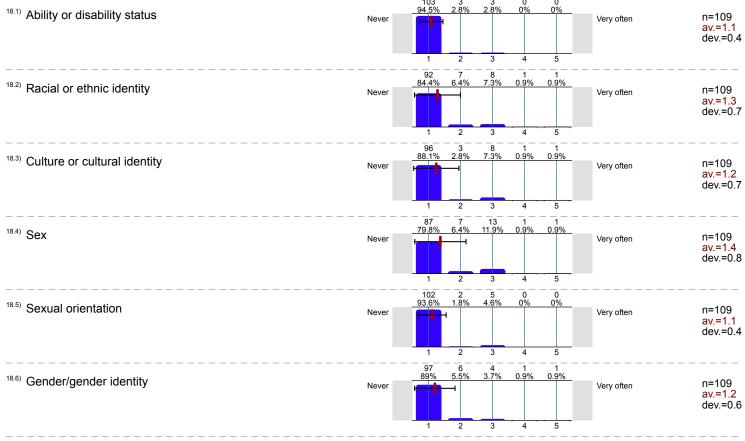
16. During the past 12 months, have you experienced <u>microaggressions</u> at your primary ARC work location with regard to your...



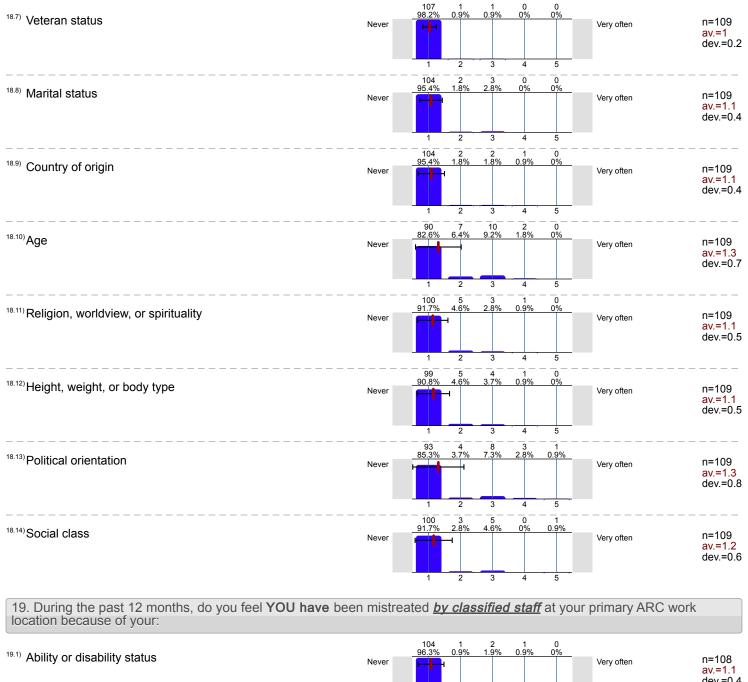
17. During the past 12 months, do you feel YOU have been mistreated <u>by students</u> at your primary ARC work location because of your:

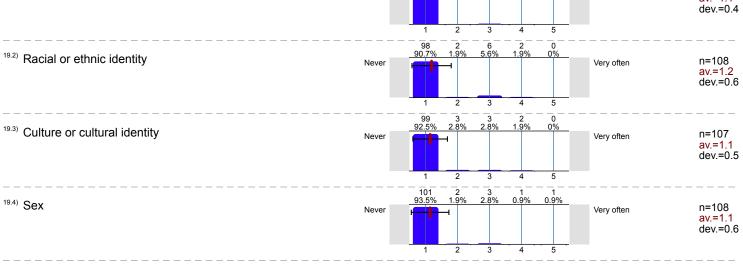
^{17.1)} Ability or disability status	Never	102 3 4 93.6% 2.8% 3.7 1 2 3		0 0% Very often 5	n=109 av.=1.1 dev.=0.4
^{17.2)} Racial or ethnic identity	Never	87 11 10 79.1% 10% 9.1 1 2 3		0 0%Very often 5	n=110 av.=1.3 dev.=0.7
^{17.3)} Culture or cultural identity	Never	89 7 12 80.9% 6.4% 10.9		0	n=110 av.=1.3 dev.=0.7
^{17.4}) Sex	Never		3 <u>% 2.7% 0</u>		n=110 av.=1.4 dev.=0.9
^{17.5)} Sexual orientation	Never		2 % <u>1.8%</u> (0 2% Very often 5	n=109 av.=1.1 dev.=0.6
^{17.6)} Gender/gender identity	Never			Very often	n=110 av.=1.3 dev.=0.8
^{17.7)} Veteran status	Never	105 2 2 96.3% 1.8% 1.8 1.8 1 2 3	0 %0%(0 9% Very often 5	n=109 av.=1.1 dev.=0.3
^{17.8)} Marital status	Never	1 2 3 103 1 4 94.5% 0.9% 3.7 1 2 3	1 % 0.9% (0 0% Very often 5	n=109 av.=1.1 dev.=0.5

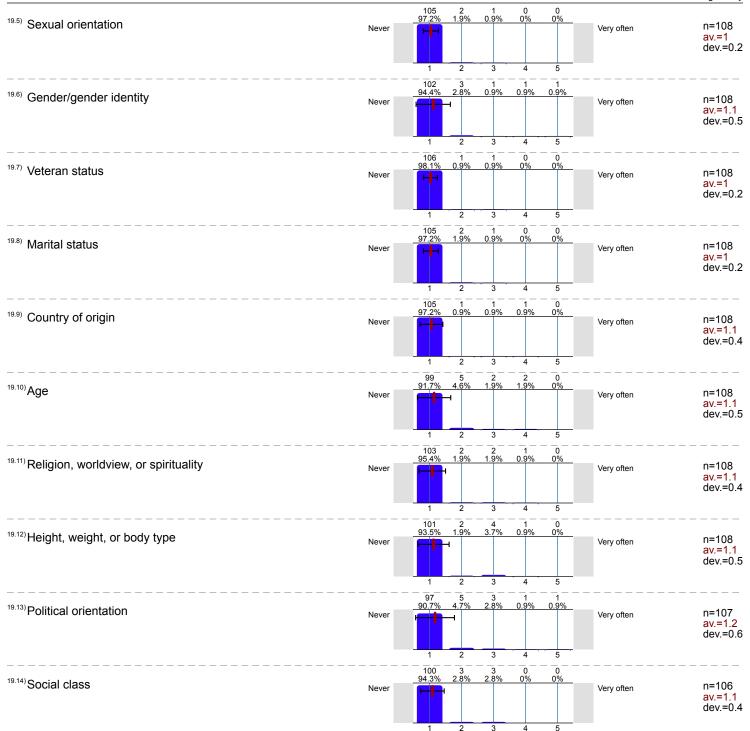




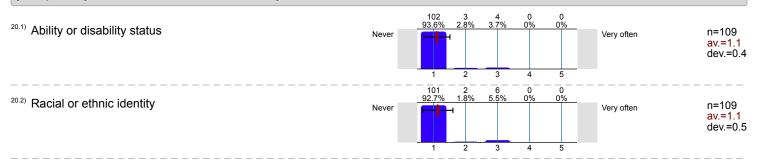
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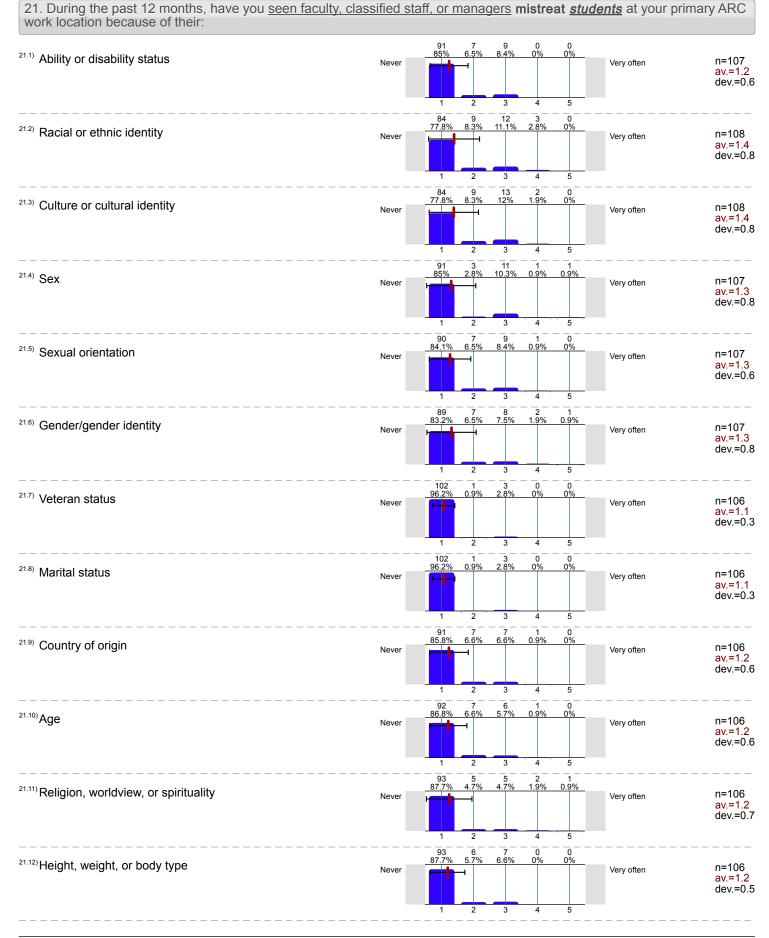




20. During the past 12 months, do you feel **YOU have** been mistreated **by managers (administrators, supervisors)** at your primary ARC work location because of your:



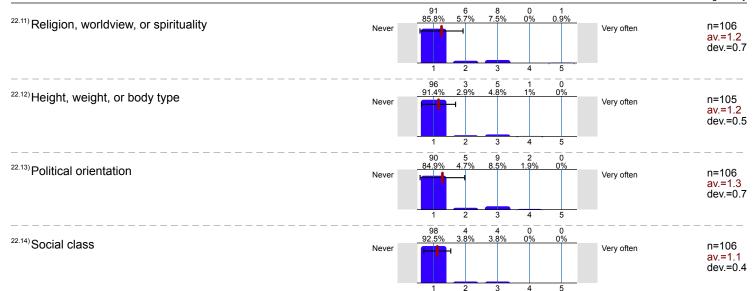
								F I teaching faculty
^{20.3)} Culture or cultural identity	Never	103 94.5%	1 0.9% 2	5 4.6%	0%	0 0%	Very often	n=109 av.=1.1 dev.=0.4
^{20.4)} Sex	Never	96 88.1%	4 3.7% -1 2	8 7.3%	1 0.9%	0 0% 5	Very often	n=109 av.=1.2 dev.=0.6
^{20.5)} Sexual orientation	Never	106 97.2%	2 1.8%	0.9%	0%	0%	Very often	n=109 av.=1 dev.=0.2
^{20.6)} Gender/gender identity	Never	1	2 5 4.6% H	3 4 3.7%	4	5 0%	Very often	n=109 av.=1.2 dev.=0.6
^{20.7)} Veteran status	Never	F	2	3	4	5 0 0%	Very often	n=108 av.=1 dev.=0.2
^{20.8)} Marital status	Never	H	2 1 0.9%	3	4	5 0%	Very often	n=109 av.=1 dev.=0.2
^{20.9)} Country of origin	Never	1 107 98.2%	2	3	4	5 0%	Very often	n=109 av.=1 dev.=0.2
^{20.10)} Age	Never	1 97 989%	2 3 2.8%	3	4	5 0%	Very often	n=109 av.=1.2 dev.=0.6
^{20.11)} Religion, worldview, or spirituality	Never		2 	3 1 	4	5 0%	Very often	n=109 av.=1 dev.=0.3
^{20.12)} Height, weight, or body type	Never	1 104 95.4%	2	3 3 3 	4 0%	5 0%	Very often	n=109 av.=1.1 dev.=0.4
^{20.13)} Political orientation	Never	1 103 94.5%	2 2 1.8%	3	4	5	Very often	n=109 av.=1.1 dev.=0.5
^{20.14)} Social class	Never	1 103 95.4%	2 2 1.9%	3 3 2.8%	4	5 0 0%	Very often	n=108 av.=1.1



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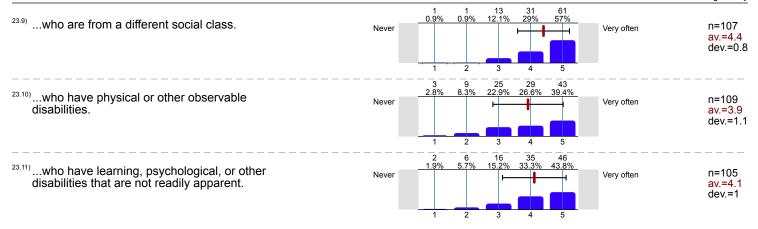
								- I teaching faculty
^{21.13)} Political orientation	Never	88 83%	6 5.7%	11 10.4%	1 0.9%	00%	Very often	n=106 av.=1.3 dev.=0.7
^{21.14)} Social class	Never	93 86.9%	5 4.7%	9 8.4%	0 	0 0%	Very often	n=107 av.=1.2 dev.=0.6
22. During the past 12 months, have you seen faculty, or managers at your primary ARC work location becau	classified states of their:						er faculty, class	ified staff,
^{22.1)} Ability or disability status	Never	94 88.7%	7.5%	4 3.8%	00%	00%	Very often	n=106 av.=1.2 dev.=0.5
^{22.2)} Racial or ethnic identity	Never	1 	2 10 9.3%	3 10 9.3% 3	4	5 0 0% 5	Very often	n=107 av.=1.4 dev.=0.8
^{22.3)} Culture or cultural identity	Never	85 80.2%	2 6 5.7%	12 11.3%		0 0% 5	Very often	n=106 av.=1.4 dev.=0.8
^{22.4)} Sex	Never	82 76.6%	9 8.4%	12 11.2%	2 1.9%	2 1.9% 5	Very often	n=107 av.=1.4 dev.=0.9
^{22.5)} Sexual orientation	Never	94 89.5%	4.8% 	4.8%	1 1% 	0 	Very often	n=105 av.=1.2 dev.=0.5
^{22.6)} Gender/gender identity	Never	88 83%	6 5.7%	- <u>10</u> 9.4%	1 0.9% 4	 	Very often	n=106 av.=1.3 dev.=0.8
^{22.7)} Veteran status	Never	103 97.2%	2 1 0.9%		0 		Very often	n=106 av.=1 dev.=0.3
^{22.8)} Marital status	Never		2 1.9%	2 1.9%	0%	0	Very often	n=106 av.=1.1 dev.=0.3
^{22.9)} Country of origin	Never	1 96 90.6%	2 3 2.8% 	3	4 <u>1</u> 0.9% 4	5 0 0% 5	Very often	n=106 av.=1.2 dev.=0.6
^{22.10)} Age	Never	89 84%	4 3.8%	- <u>- 11</u> 10.4%	2 1.9%	0	Very often	n=106 av.=1.3 dev.=0.7

12/18/2020



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

^{23.1)} whose religious or spiritual beliefs or worldviews are different than your own.	Never	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$
 ^{23.2)}whose political opinions are different from your own. 	Never	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$
^{23.3)} who are immigrants.	Never	1 0 7 36 65 0.9% 0% 6.4% 33% 59.6% Very often n=109 av.=4.5 dev.=0.7
^{23.4)} who are from an immigrant family.	Never	1 0 6 35 67 0.9% 0% 5.5% 32.1% 61.5% Very often n=109 av.=4.5 dev.=0.7
^{23.5)} who are a different nationality than your own.	Never	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$
 ^{23.6)}who are of a different race or ethnicity than your own. 	Never	1 0 4 30 75 0.9% 0% 3.6% 27.3% 68.2% Very often n=110 av.=4.6 dev.=0.6
^{23.7)} whose gender identity is different than your own.	Never	1 5 20 32 50 0.9% 4.6% 18.5% 29.6% 46.3% 18.5% 29.6% 46.3% Very often n=108 av.=4.2 dev.=0.9
^{23.8)} whose sexual orientation is different than your own.	Never	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$



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



Comments Report

3. Demographics

- ^{3.2)} Other gender identity:
- Female
- Unicorn
- ^{3.4)} Other sexual orientation:
- I prefer to keep it to myself
- inanimate objects
- no response
- totally none of your business
- ^{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).
- American
- American born of Mexican heritage parents; my father was an Immigrant in the 1940's and became a naturalized citizen, my mother was born an American.
- Asian Indian.
- Chinese
- Hebrew
- I HATE the term Hispanic. Also, many folks use Latinx instead of or in addition to Latina or Latino.
- I am Jewish and it is a greater part of my identity than being white.
- Irish and German
- Italian (2 Counts)
- Italian American
- Italian, Irish, German
- Japanese, Caucasian
- Mixed race skin color pale
- New York Jew
- Polish
- Polish, Irish
- Third culture community
- White Anglo-Saxon protestant heterosexual Midwesterner from the south.
- immigrant
- q

- ^{3.9)} Other religions, worldviews, or spiritual backgrounds:
- Born as a Catholic, much later I now am a Christian, following bible-study principles of Christianity.
- I grew up Catholic.
- Ignostic
- Pastafarian
- Raised attending the Ethical Culture Society
- Spirituality is not only linked to belonging to an organized religion.
- What about Decline to State?
- gnosticism
- humanist
- ∎ q

^{3.11)} Other religion, worldview, or spiritual background:

- Raised attending the Ethical Culture Society
- ignostic
- q

^{3.14)} Other disabilities:

- PTSD
- ∎ q

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:

- Elevators
- I don't feel safe in my office early in the morning or after 5 when few people are in the hallways. Poorly lighted parking lots concern me both for tripping hazards and potential attacks.
- 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 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.
- Lab areas with poor ventilation
- N/A
- NA
- Poorly lit areas at night
- The Walking Path along Arcade Creek that is Campus property. Walking is Healthy. That should be a safe path.
- The area I work in has very little lighting in the evenings. It is not only unsafe but it makes it difficult for students to find their classrooms with such little lighting. When one of the few lights goes out in the evening, the area is extremely dark. In general, I find that the lighting at night is not sufficient for the number of night classes and students at ARC. This has been a problem since I arrived 15 years ago and the one improvement that was made in my area was minimal.
- The trails by the creek.

- 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.
- night and lonely parking lots
- none
- ^{13.7)} Other:
- N/A
- NA
- Non-students randomly appearing in the LRC
- People who wander thru campus at night
- Some random dude (probably homeless) walked into my classroom two days ago, threatened my class with violence, called me a dirty name, and left. After calling the police, I haven't heard anything and don't know if it's safe to be in the classroom anymore...
- There's no "real" threat that has occurred but I'm mindful that it is semi-dark, isolated and vulnerable
- a non student walking into classroom and then following student to bathroom
- outside people coming onto camp us
- people other than staff or faculty although I am not sure if they were students.

14. Regarding your *emotional safety*.

- ^{14.3)} Other areas you have avoided at your primary ARC work location due to concern for your **<u>emotional</u>** safety:
- Area meetings, Committee meetings, corridor and mailroom interactions
- Areas of my office building
- Being alone with a particularly co-worker.
- Campus gatherings by outside groups
- Department meetings
- Dept. meetings
- Everywhere... the last year has been the most emotionally abusive and draining years of my life, primarily due to the work environment at this college.
- In department meetings
- Just what co-exits with feeling physically unsafe.
- N/A (2 Counts)
- NA
- Professional Development Workshops
- department meetings (2 Counts)
- hallways and breakroom spaces
- none
- office buildings
- ^{14.7)} Other:

- Campus gatherings by outside groups.
- I am presently being harassed by a faculty member of my department...anonymous, typed, letters regarding the "right" pedagogy on a variety of topics in my teaching assignments are the subject. They are filled with insult and disdain. The fact that these are anomalously placed in my mailbox tells all this is not done for the good of student success, but rather to simply harass me emotionally.
- N/A
- NA

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.)
- In my own experience students, faculty, staff and managers have all been friendly and I have not experienced any mistreatment. That said, I have not had opportunity for extensive interaction with staff, faculty and managers beyond my own department.
- As a conservative, I constantly feel I'm on the outside. I remember years ago we had an inservice where they brought people on stage to represent diversity. They literally had someone "represent conservatives", but this person laughingly made it clear he was merely "playing the part". This was years ago, but it has stayed with me, because the attitude has not changed, in many ways it's gotten more virulently ant-conservative.
- I am repeating this statement: I am presently being harassed by a faculty member of my department...anonymous, typed, letters regarding the "right" pedagogy on a variety of topics in my teaching assignments are the subject. They are filled with insult and disdain. The fact that these are anomalously placed in my mailbox, tells all this is not done for the good of student success, but rather to simply harass and mistreat me personally. I now work in a stressful environment...I am dreading going to future department meetings, or to move about the division/faculty office building or even our classrooms because of this individuals actions.
- I am the only person to run three times contested as department chair and first to identify as Latinx, also the youngest. Senior faculty members tried to thwart my third election by asking other colleagues not to vote for me. Once I became chair, it has been an almost constant state of resistance to anything I suggest, including continuing to meet with others regarding department business behind my back and then lying about it. Another marginalized faculty member and I have complained to our dean multiple times and also met with the new Equity Officer Nick Daily who has been helpful. I was told by my dean that if I have ideas I should get someone else to bring them to the table because if it comes from me it will not be respected. When I attempt to stick up for myself or simply try and do my job I called "offensive". It is a never ending cycle that all of our younger faculty have experienced. One resigned. I have applied to City College in the past. Our newest tenured faculty member has complained as well.
- I did have one student, one (isolated incident) only, tell me I need to "go back where I came from." The rest of the class bashed him.
- I feel that my opinion is often diminished in settings that are male dominated. Specifically, I find that when interacting with men in technical areas such as math or the IT department (both on campus and especially from the district office) they do not listen to a woman's voice.
- I have not felt mistreated due to my gender or other identities, but I have felt very mistreated by an atmosphere of top down decision making where administrators make decisions about faculty without any faculty involvement. This has truly effected my experience of working at ARC for I feel devalued and not respected. It has saddened me and lowered my moral. I feel that numbers are driving decisions about scheduling without faculty involvement. I believe relying on Ad Astra is misguided. Administrators are overwhelmed with too many roles and their burnout affects faculty which affects students. Putting home bases in Davies Hall is an example. Decisions made by a small group of people without input from faculty affect their morale immensely. This is just an example of the top down mentality of decisions at our wonderful college. This needs to change
- Identifying the particular reasons why people treat me the way they do is difficult. Could be anything.
- Lack of transparency. The college has been dismantled such that committees no longer have faculty representation across all divisions. Faculty are being ripped out of their offices and offered offices in other buildings than their divisions. Collegial consultation will be severely limited. The dismay and discontentment is irreparable. How can the administration even envision a fair, equitable, safe, and comfortable environment? The permanent portable buildings can be cold, hot, stuffy, stinky and sometimes a combination of all; configured such that students cannot have full view of whiteboards;.dirty and unsafe, white board ledges have fallen off, there are wires on the floor for instructors to trip over. There is limited, if any, way that students can comfortably form groups. In sum, faculty and students are not valued in this institution.
- Little respect for those who have been here for years
- N/A
- NA
- Overall lifestyle choices that would include perceptions of wealth, use of time, overall values with respect to use of time and behaviors.
- Students comment on my perceived young age or perceived high social status, claiming I can't identify with their struggles. Male faculty

and administrators have (I believe unintentionally) not taken my input until it has been repeated by a male colleague. This has happened three times in the last six months.

When I complained to a female friend, she pointed out there's a word for that -- "hepeating." It's a good one! I recommend looking it up. :)

- The dean has made it explicit that he considers his primary responsibility is to create a positive environment for the younger, newer faculty, not the older, more experienced faculty
- Two students threatened to give me bad evaluations if I didn't make the exams easier, and they followed through. They took another one of my classes the following year and again repeatedly threatened to say bad things about me if I didn't make the class easier, and they followed through again. I don't think they would have done this if I was a man or a more dominant woman.
- immigrant status

none