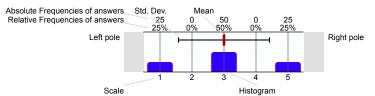
Gender queer & NC - ICCS employees No. of responses = 5



Survey Results

Legend

Question text



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

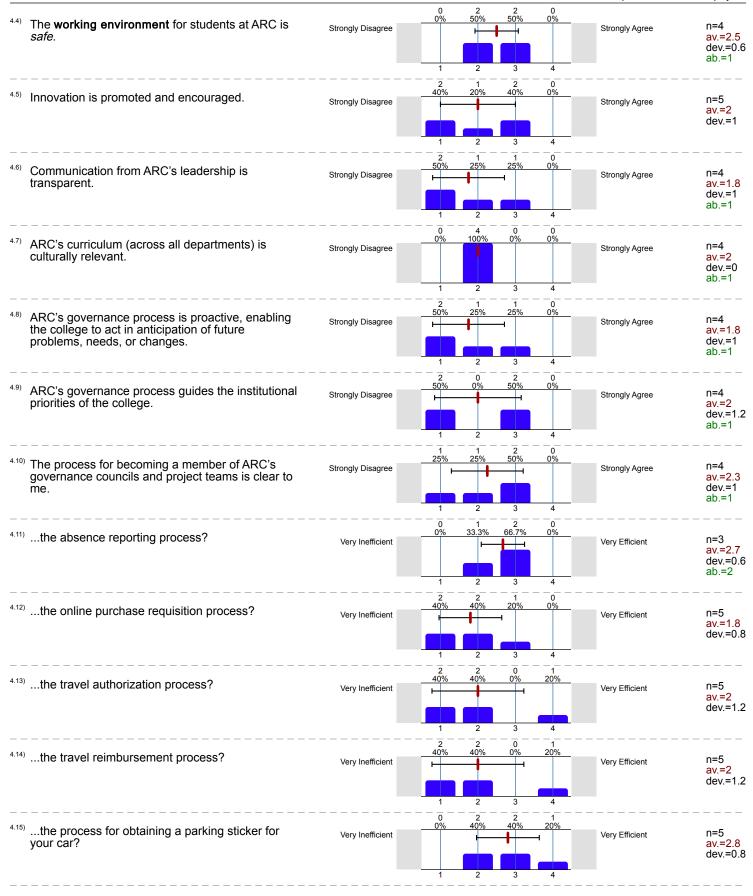
2. Employee Info		
^{2.1)} Primary Employment Classification:		
Faculty, Full-Time Teaching	40%	n=5
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	0%	
Faculty, Adjunct Teaching	0%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	0%	
Classified, Full-Time Permanent	40%	
Classified, Part-Time Permanent	0%	
Supervisor	0%	
Administrator	20%	
2) Years worked at ARC (any location):		
less than 1 year	0%	n=5
1 to 4 years	60%	
5 to 9 years	40%	
10 to 14 years	0%	
15 to 19 years	0%	
20 years or more	0%	
3) Primary work location at ARC:		
ARC Main Campus	100%	n=5
Natomas Center	0%	
McClellan Center	0%	
Mather Center	0%	
3 Demographics		

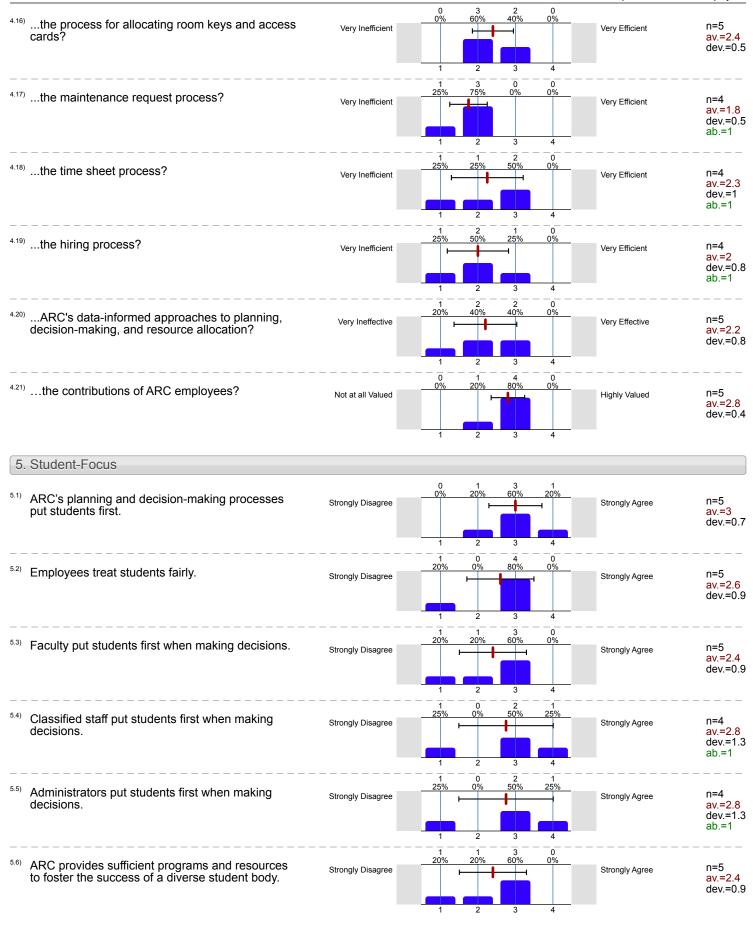
3.1) What is your gender identity? (MARK ALL THAT APPLY)		
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)	40%	n=5
Man (cisgender mana person whose gender identity matches their sex assigned at birth)	20%	
Trans woman (a person whose gender identity is female 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	20%	
Gender queer/non-binary (someone whose gender identity isn't exclusively female or male)	80%	
Gender non-conforming (a person whose behavior or appearance do not conform to gender expectations)	40%	
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)	 	
Asexual (a person with no sexual feelings or desires)	20%	n=5
Bisexual (a person sexually attracted to two genders)	40%	
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other women)	20%	
Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)	0%	
Pansexual or fluid (a person who is attracted to multiple gender identities)	40%	
3.5) What is your age (in years)? 19 or younger 20 to 24 25 to 34 35 to 54 55 or older	0% 0% 40% 60% 0%	n=5
3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)	 	
African American	0%	n=5
Asian	20%	
Filipino	0%	
Hispanic/Latino	60%	
Native American	20%	
Other Non-White	20%	
Pacific Islander	0%	
White	60%	

^{3.8)} With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)					
Agnostic		20% n=5			
Anglican		0%			
Assemblies of God (20%			
Atheist		0%			
Baha'i		0%			
Baptist		0%			
Buddhist		0%			
Catholic		0%			
Christian Non-denominational		20%			
Christian Orthodox		0%			
Christian Science		0%			
Church of Christ		0%			
Confucian		0%			
Episcopalian		0%			
Evangelical		20%			
Hindu		0%			
Jain		0%			
Jehovah's Witness		0%			
Jewish		0%			
Latter-day Saints		0%			
Lutheran		0%			
Methodist		20%			
Muslim		0%			
Native/Tribal		0%			
Pentecostal		0%			
Presbyterian		0%			
Quaker		0%			
Seventh Day Adventist		0%			
Shamanism		0%			
Shinto		0%			
Sikh		0%			
Spiritual but not religious		60%			
Taoist		0%			
UCC/Congregational		0%			
Unitarian Universalist		0%			
Wicca/Pagan		0%			
None		0%			

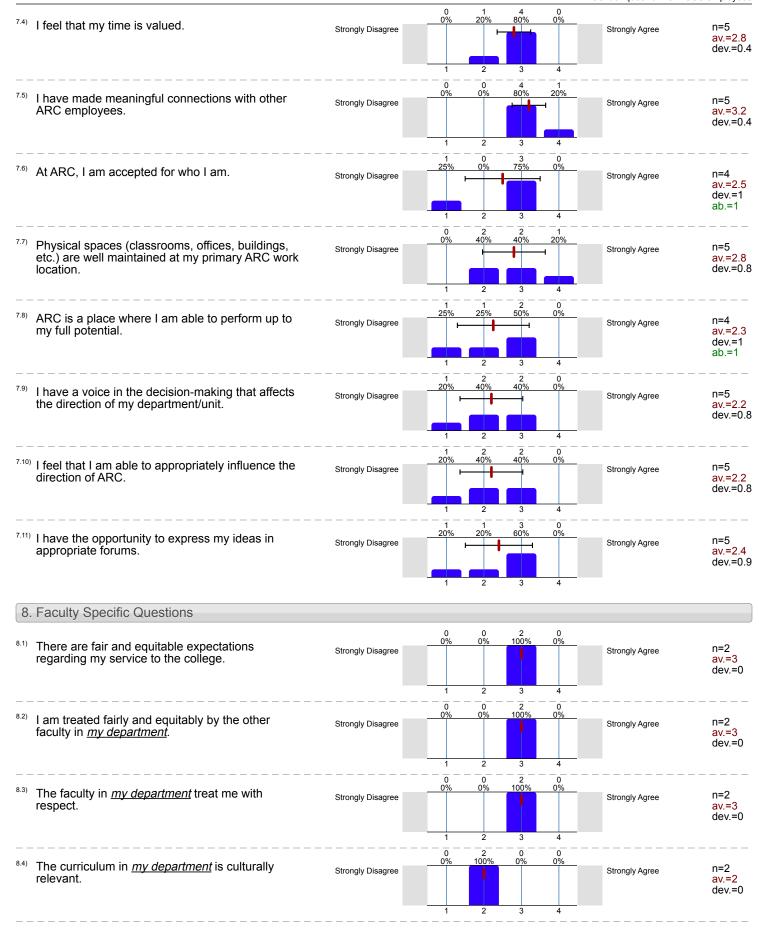
12/16/2020 Class Climate Evaluation Page 3

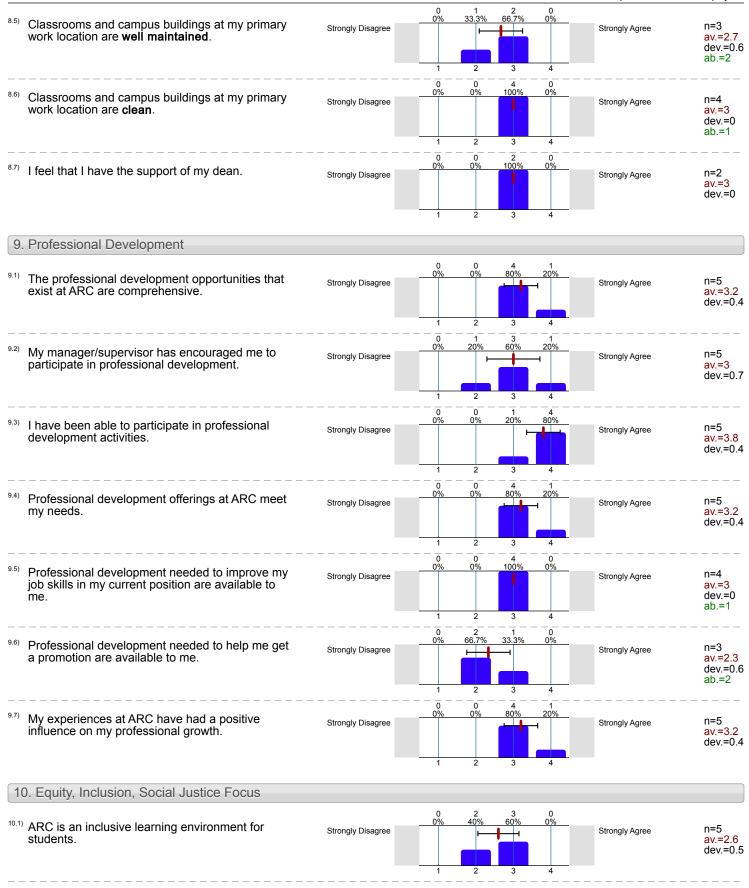
$^{3.10)}$ With which $\underline{\text{one}}$ religion, worldview or spiritual background do you $\underline{\text{mo}}$	ost strongly identify? (MARK ONL)	√ <u>ONE</u>)	
Agnostic		25%	n=4
Christian Non-denominational		25%	
Spiritual but not religious		50%	
3.12) What is your highest level of education?			
Less than high school		0%	n=5
Graduated high school		0%	
Some college		0%	
Associate's degree		0%	
Bachelor's degree		40%	
Graduate degree		60%	
3.13) Do you have any of the following types of disabilities? (MARK ALL TH			
Acquired/traumatic brain injury		0%	n=5
Attention deficit/hyperactivity disorder		0%	
Autism spectrum disorder		0%	
Blind/low vision		0%	
Deaf/hard of hearing		0%	
Cognitive or learning disability		0%	
Chronic illness		0%	
Intellectual disability	0%		
Mental health disability	20%		
Physical disability that affects walking	Physical disability that affects walking		
Physical disability that does not affect walking		0%	
Speech/communication condition		0%	
None		60%	
4. Institutional Effectiveness			
	0 1 3 0 0% 25% 75% 0%		
4.1) The teaching/learning environment is <i>equitable</i> and inclusive for students at my primary ARC work location. Strongly Disagree	1 2 3 4	Strongly Agree	n=4 av.=2.8 dev.=0.5 ab.=1
4.2) The teaching/learning environment is <i>safe</i> for students at my primary ARC work location. Strongly Disagree	0 1 3 0 0% 25% 75% 0%	Strongly Agree	n=4 av.=2.8 dev.=0.5 ab.=1
4.3) The working environment for students at ARC is equitable and inclusive. Strongly Disagree	0 3 2 0 0 0% 40% 0%	Strongly Agree	n=5 av.=2.4 dev.=0.5

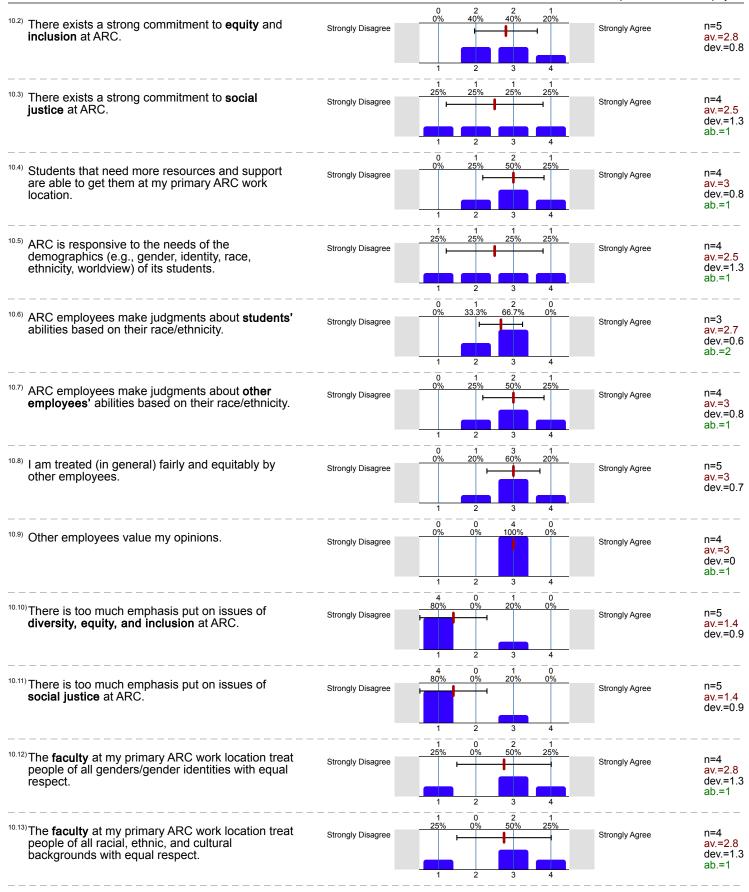


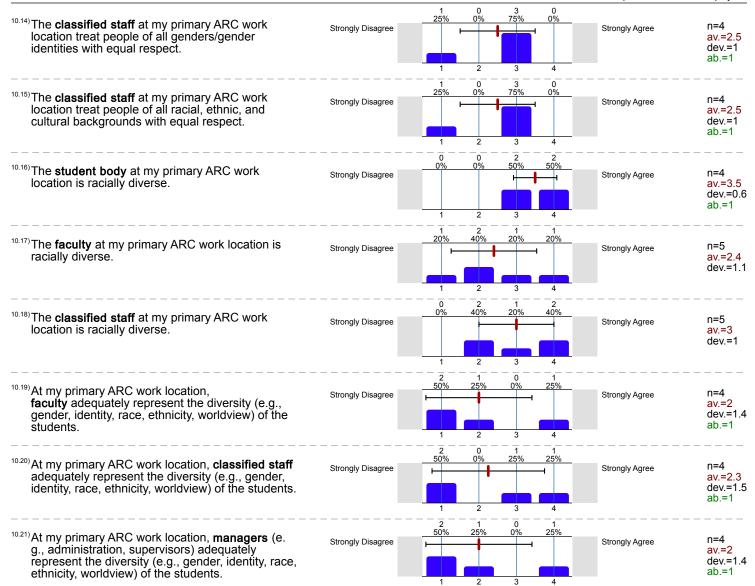




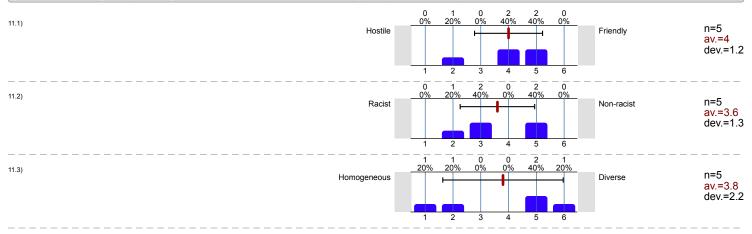


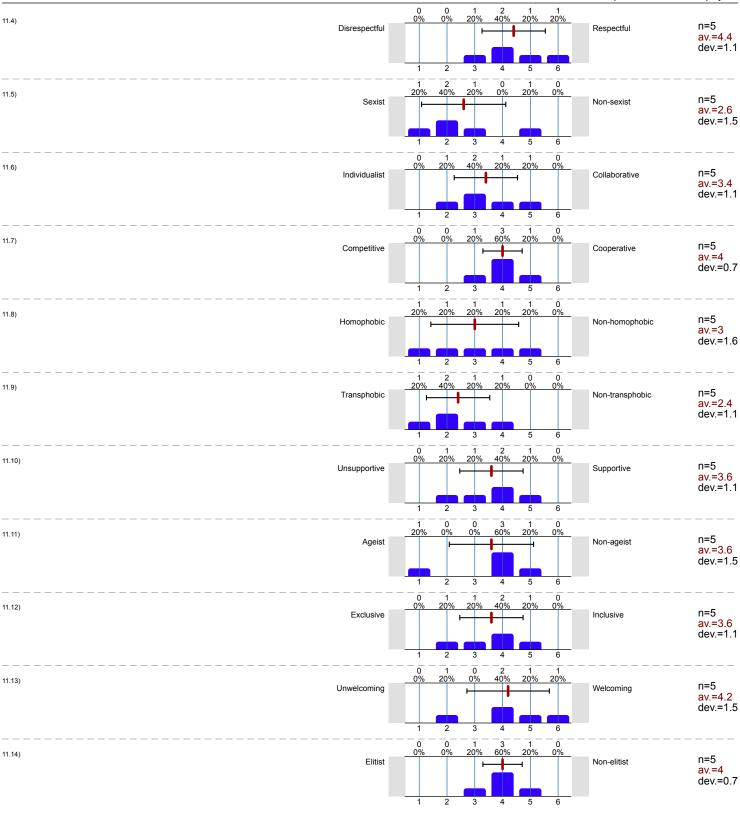






11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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





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

12.1) ...call someone homophobic names.

Yes, in a class setting 0% n=5

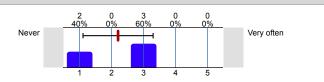
Yes, outside of class 60%

No, not at my primary ARC work location 40%

22)say sexual things to you or try to talk about sexual matters when yo	ou didn't want to.		
Yes, in a class setting		0%	n=5
Yes, outside of class		20%	
No, not at my primary ARC work location		80%	
2.3)make crude or offensive remarks or jokes about people who identif	y as LGBTQ+ (lesbian, gay, bisexua	I, trans, queer, +).	
Yes, in a class setting		20%	n=5
Yes, outside of class		60%	
No, not at my primary ARC work location		20%	
2.4)suggest or imply in your presence that women don't have the same	e intellectual abilities that men do.		
Yes, in a class setting		20%	n=5
Yes, outside of class		40%	
No, not at my primary ARC work location		40%	
	appearance or looks		
Yes, in a class setting		20%	n=5
			•
Yes, outside of class		80%	
No, not at my primary ARC work location		0%	
2.6)make sexist remarks or jokes about women.			
Yes, in a class setting		20%	n=5
Yes, outside of class		40%	
No, not at my primary ARC work location		40%	
2.7)make sexist remarks or jokes about men.			
Yes, in a class setting		0%	n=5
Yes, outside of class		20%	
No, not at my primary ARC work location		80%	
2.8)make negative remarks or jokes about trans women.			_
Yes, in a class setting		20%	n=5
Yes, outside of class		60%	
No, not at my primary ARC work location		20%	
^{2.9)} make negative remarks or jokes about trans men.			
Yes, in a class setting		0%	n=5
Yes, outside of class		40%	
No, not at my primary ARC work location		60%	

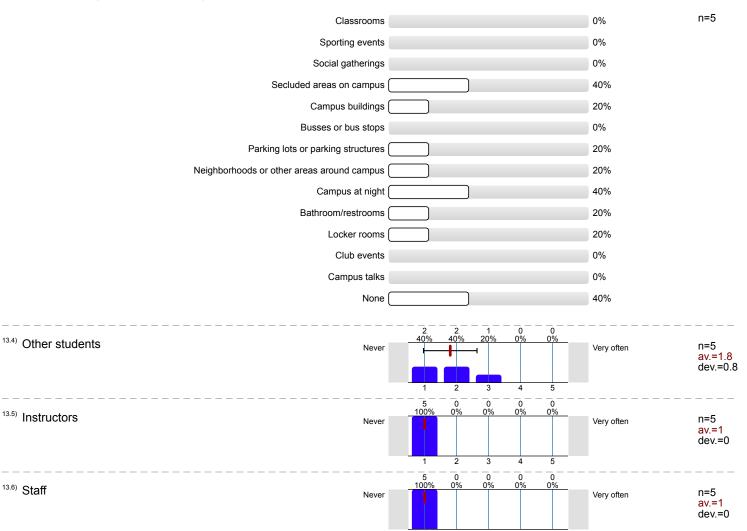
13. Regarding your personal physical safety:

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



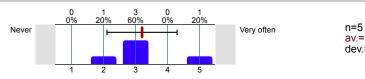
n=5 av.=2.2 dev.=1.1

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)?



14. Regarding your emotional safety.

^{14.1)} During the past 12 months, have you been concerned for your <u>emotional</u> safety at your primary ARC work location?



av.=3.2 dev.=1.1

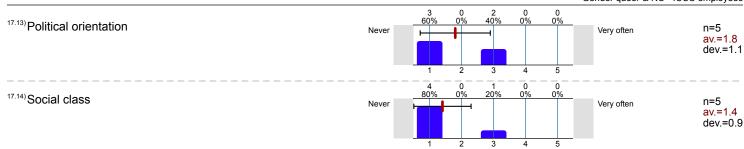
During the past 12 months, have you avoided any of the followi emotional safety? (mark all that apply)	ng area	as at your	primary	ARC \	work l	ocatior	n due to conce	rns for your
Class	srooms [20%	n=5
Sporting	events						0%	
Social gath	nerings [20%	
Secluded areas on c	ampus						0%	
Campus bu	ildings						0%	
Busses or bus	s stops						0%	
Parking lots or parking stru	ıctures						0%	
Neighborhoods or other areas around c	ampus						0%	
Campus a	at night						0%	
Bathroom/res	trooms						0%	
Locker	rooms						0%	
Club	events						0%	
Сатри	ıs talks						0%	
	None [40%	
14.4) Other students	Never	1 25%	50% 2		0 % (000%	Very often	n=4 av.=2 dev.=0.8
14.5) Instructors	Never	20%		<u></u>	0 (5	Very often	n=5 av.=2.4 dev.=0.9
^{14.6)} Staff	Never	0 0%	50% 5		% (5	Very often	n=4 av.=2.5 dev.=0.6
15. Regarding your primary ARC work location:								
^{15.1)} Discrimination								
	Yes [60%	n=5
	No [40%	
15.2) Threats of physical violence							. – – – – –	
	Yes						0%	n=5
	No [100%	
	- (٠ -	
15.3) Physical violence								
. Hysisai violonoo	Voc						0%	n=5
	Yes							
	No [] 100%	

^{15.4)} Threats of emotional violence			
	Yes _	20%	n=5
	No 🗌	80%	
15.5) Emotional violence			
	Yes	40%	n=5
	No (60%	
15.6) Sexual harassment			
	Yes	0%	n=5
	No [100%	
	140	j 100 %	
Other harassment		 	
Other narassment	_		n=F
	Yes	20%	n=5
	No	80%	
^{15.8)} Sexual assault			
	Yes	0%	n=5
	No 🗌	100%	
15.9) Unwanted sexual advances			
	Yes	0%	n=5
	No 🗌	100%	
		 · 	
15.10) Verbal threats			
	Yes	0%	n=5
	No () 100%	
		, .ee,/s	
^{15.11)} Discrimination		 	
Discinination	V (80%	n=5
	Yes _		0
	No	20%	
4543)		 	
^{15.12)} Threats of physical violence			_
	Yes	60%	n=5
	No	40%	
^{15.13)} Physical violence			
	Yes	0%	n=5
	No 🗌) 100%	

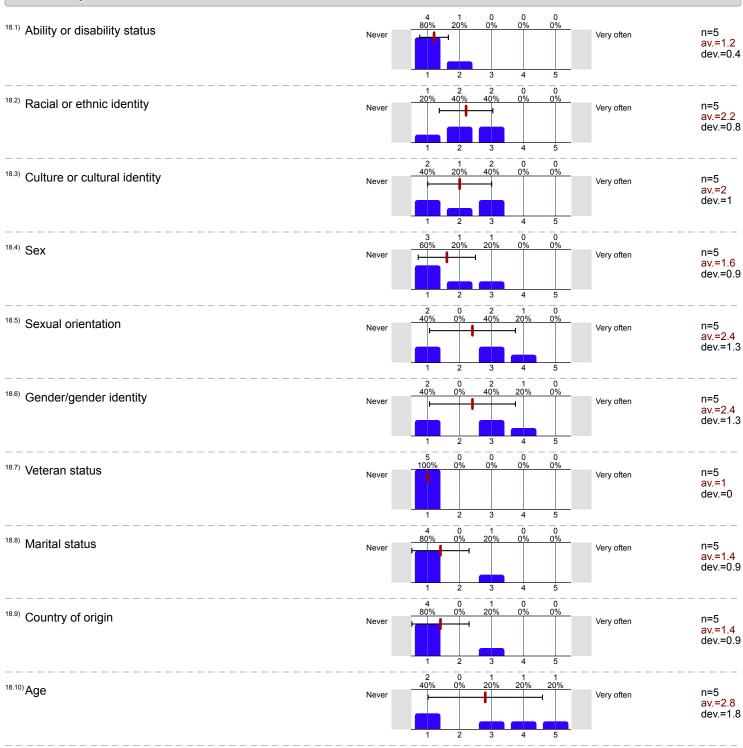
^{15.14)} Threats of emotional violence						
	Yes				60%	n=5
	No _				40%	
15.15) Emotional violence						
	Yes				80%	n=5
	No _				20%	
15.16) Sexual harassment						
	Yes				40%	n=5
	No [60%	
15.17) Other harassment						
	Yes				80%	n=5
	No 🗌				20%	
15.18) Sexual assault						
	Yes				0%	n=5
	No				100%	
^{15.19)} Unwanted sexual advances						
	Yes				20%	n=5
	No _				80%	
^{15.20)} Verbal threats						
	Yes				60%	n=5
	No _				40%	
16. During the past 12 months, have you experien	ced microaggres	sions at	your prima	ary ARC v	vork location with	n regard to
your						
16.1)gender/gender identity	Never	1 20%	0 1 0% 20%	1 2 20% 40%	Very often	n=5
					,	n=5 av.=3.6 dev.=1.7
		1	2 3	4 5		
16.2)sexual orientation		1 20%	0 1 0% 20%	1 2 20% 40%		
sexual orientation	Never		+ +	+	Very often	n=5 av.=3.6 dev.=1.7
			2 3	4 5		uev.=1.7
		1 1 2007				
racial, ethnic, or cultural identity	Never	20% F	0% 40%	0% 40% H	Very often	n=5 av.=3.4
						av.=3.4 dev.=1.7
		1	2 3	4 5		

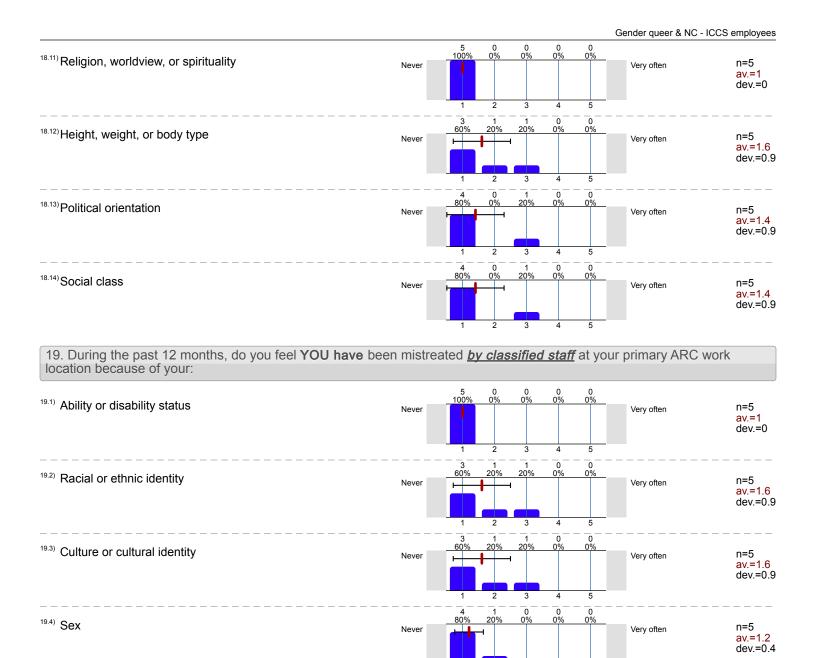
because of your: 17.1) Ability or disability status n=5 Never Very often av.=1.4 dev.=0.9 17.2) Racial or ethnic identity Never Very often av.=2.4 dev.=0.9 17.3) Culture or cultural identity n=5 Very often Never av.=2.4 dev.=0.9 0 ^{17.4)} Sex n=5 Very often Never av.=2.2 dev.=1.1 17.5) Sexual orientation n=5 Never Very often av.=2.8 dev.=1.1 17.6) Gender/gender identity n=5 Never Very often av.=3 dev.=1.2 5 80% 20% 17.7) Veteran status n=5 Very often av.=1.2 dev.=0.4 0 0% 80% 17.8) Marital status n=5 Never Very often av.=1.4 dev.=0.9 0 0% 0 0% 17.9) Country of origin Never Very often av.=1.8 dev.=1.1 ^{17.10)} Age n=5 Very often Never av.=2 dev.=1 ^{17.11)} Religion, worldview, or spirituality n=5 Never Very often av.=1.2 dev.=0.4 ^{17.12)}Height, weight, or body type n=5 Very often Never av.=2 dev.=1

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:

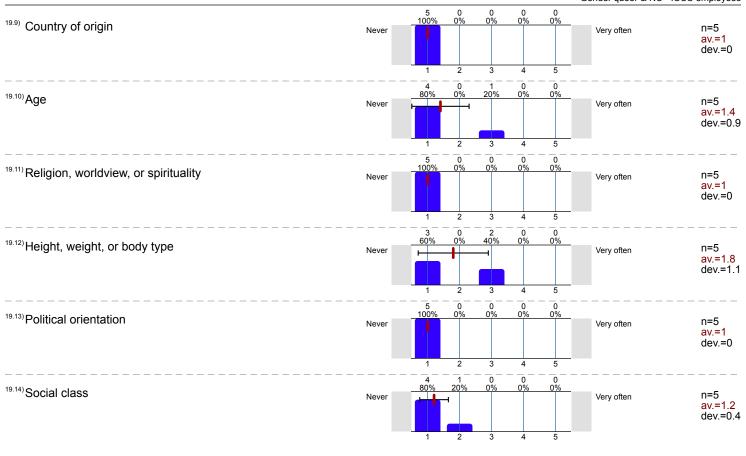




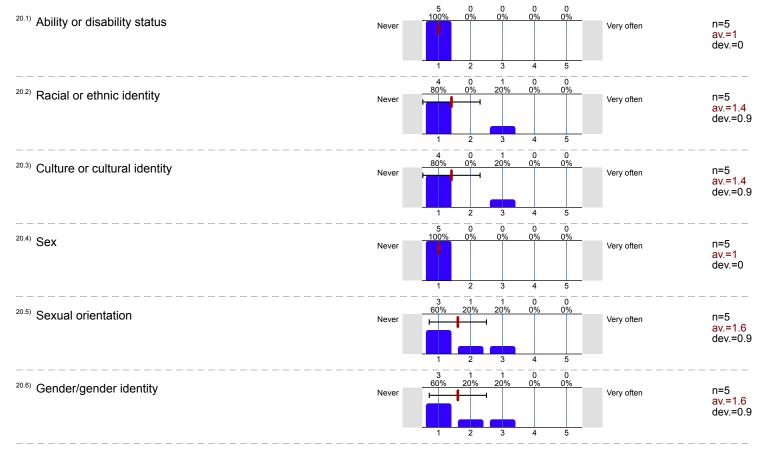
0 0%

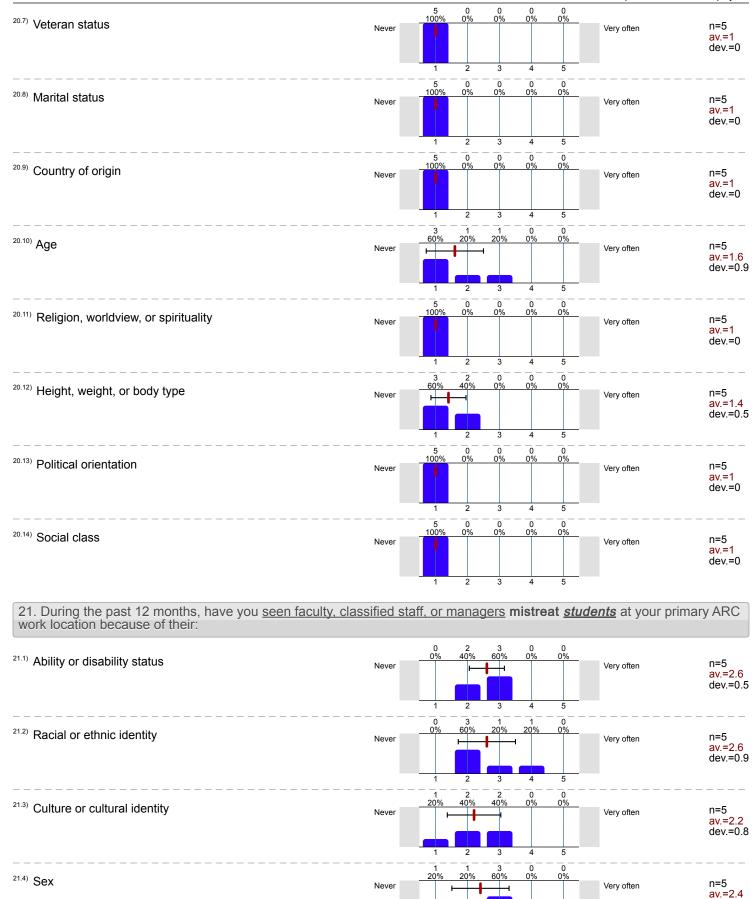
0%

0

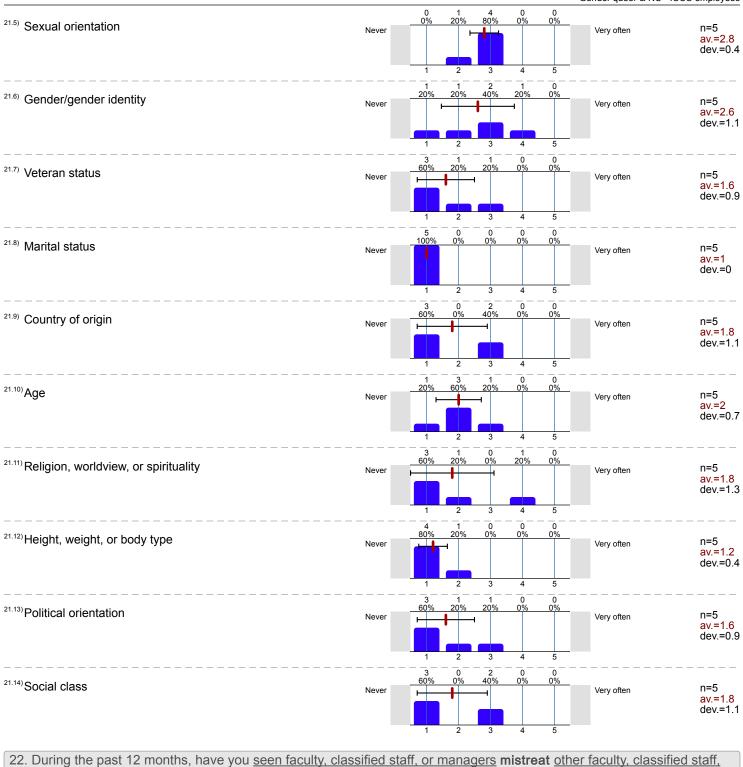


20. During the past 12 months, do you feel **YOU have** been mistreated **by managers (administrators, supervisors)** at your primary ARC work location because of your:

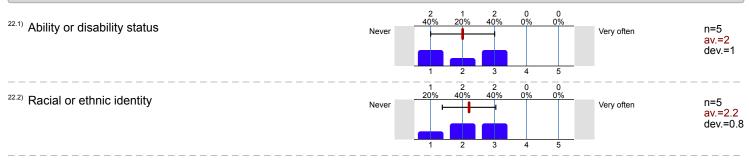


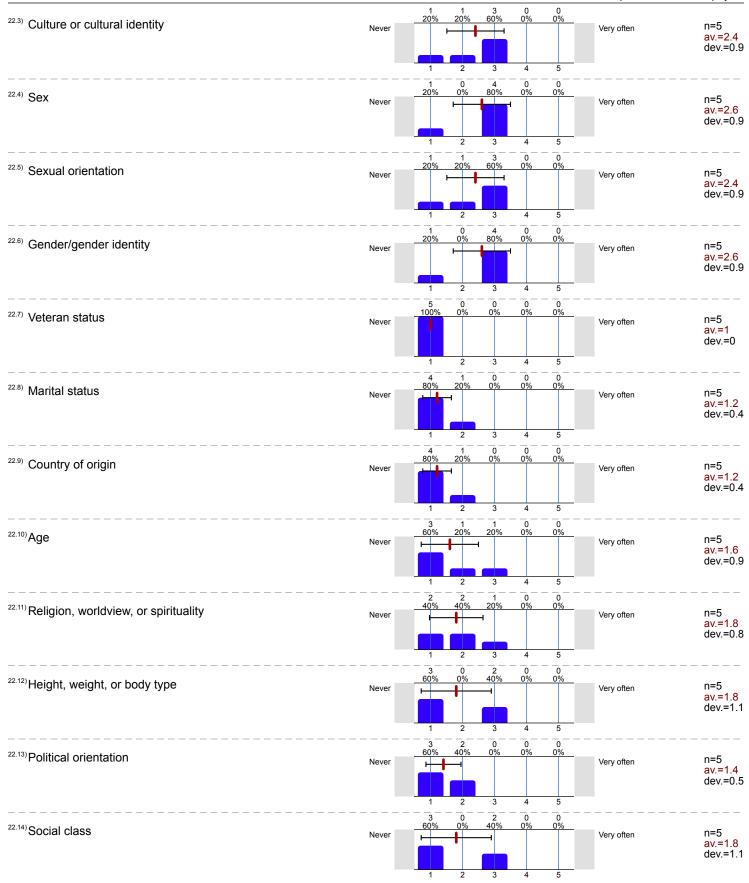


dev.=0.9

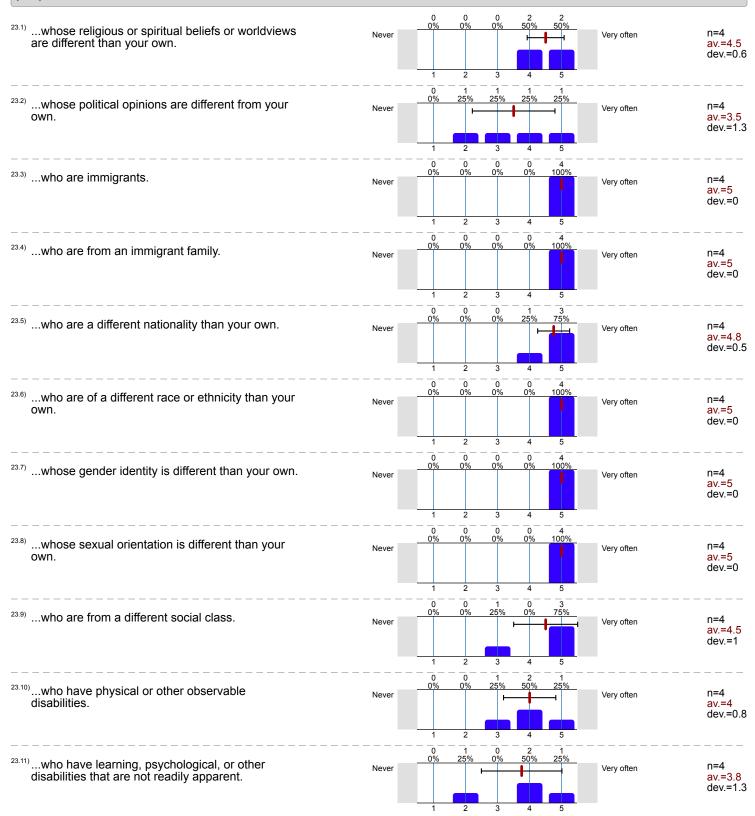


22. During the past 12 months, have you <u>seen faculty, classified staff, or managers</u> <u>mistreat other faculty, classified staff, or managers</u> at your primary ARC work location because of their:



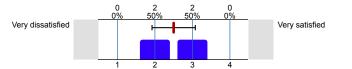


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



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=4 av.=2.5 dev.=0.6

Comments Report

3. Demographics

- 3.2) Other gender identity:
- Gender fluid
- 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.
- 3.4) Other sexual orientation:
- Queer
- 3.7) Aside from how you responded above, please list in the text box below <u>all of the specific races</u>, <u>ethnicities</u>, <u>tribes and cultures with which you <u>strongly identify</u> (for example, Jamaican, Columbian, Punjabi, Cherokee, Armenian).</u>
- Guatemalan, Mexican, Xicanx
- I HATE the term Hispanic. Also, many folks use Latinx instead of or in addition to Latina or Latino.
- Korean American and European American
- ^{3.9)} Other religions, worldviews, or spiritual backgrounds:
- What about Decline to State?
- 3.14) Other disabilities:
- Epilepsy

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:
- 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.

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:
- Department meetings
- Meetings