Natomas Center primary work location No. of responses = 14 Survey Results Legend Absolute Frequencies of answers Relative Frequencies of answers Std. Dev. Mean 0 50 0% Question text n=No. of responses av.=Mean dev.=Std. Dev. Left pole Right pole ab.=Abstention 3 4 5 Scale Histogram 2. Employee Info ^{2.1)} Primary Employment Classification: n=14 Faculty, Full-Time Teaching 14.3% Faculty, Full-Time Non-Teaching (Counselors, Librarians) 0% Faculty, Adjunct Teaching 50% Faculty, Adjunct Non-Teaching (Counselors, Librarians) 0% Classified, Full-Time Permanent 28.6% Classified, Part-Time Permanent 0% Supervisor 0% Administrator 7.1% ^{2.2)} Years worked at ARC (any location): n=14 less than 1 year 7.1% 1 to 4 years 21.4% 5 to 9 years 42.9% 10 to 14 years 7.1% 15 to 19 years 14.3% 20 years or more 7.1% ^{2.3)} Primary work location at ARC: n=14 ARC Main Campus 0% Natomas Center 100% McClellan Center 0% Mather Center 0% 3. Demographics

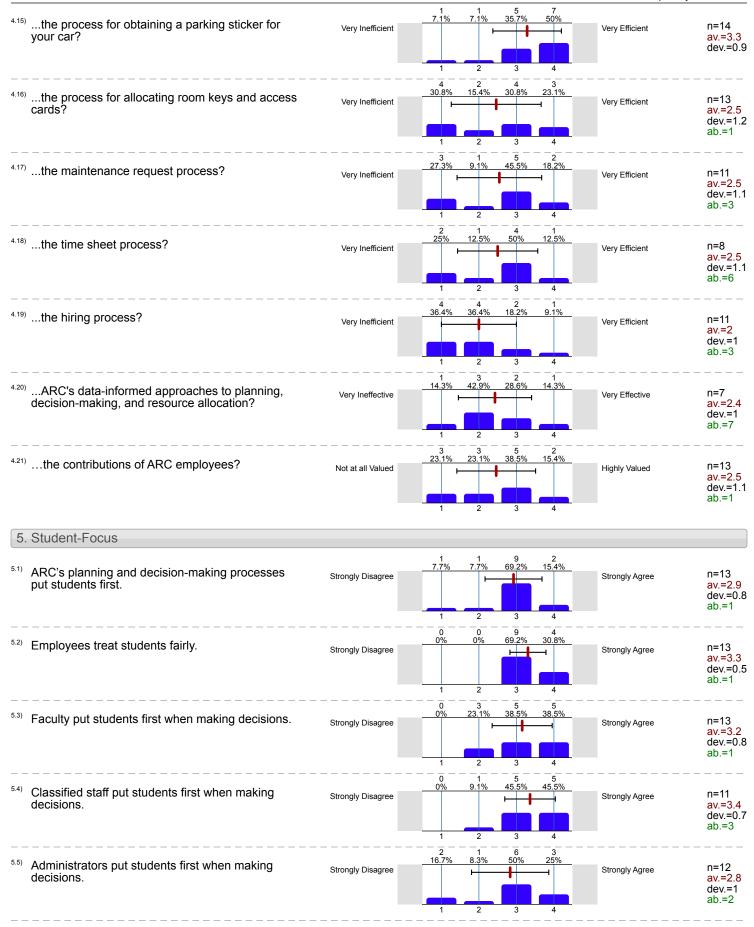
| Worman (siggender wormana person whose gender identity matches their sex assigned at birth) 21.4% Man (siggender mana person whose gender identity is female but whose sex assigned at birth) 21.4% Trans worm (a person whose gender identity is female but whose sex assigned at birth) 0% Gender querinon-binary (someone whose gender identity in the exclusively female or male) 0% Gender querinon-binary (someone whose gender identity in the exclusively female or male) 0% Gender querinon-binary (someone whose gender identity in the exclusively female or male) 0% Gender querinon-binary (someone whose gender identity in the exclusively female or male) 0% Gender querinon-binary (someone whose gender identity in the exclusively female or male) 0% Gender querinon-binary (someone whose gender identities) 0% a:a) What is your sexual orientation? (MARK ALL THAT APPLY) Asserval (a person who is astracted to ownere, or a woman who is 7.1% Heterosexual (a person who is astracted to ownere, or a woman who is 7.1% Panexual orientation or study (a man who is astracted to multiple gender identities) 7.1% 3 ⁶) What is your age (in years)? 19 or younger 0% 3 ⁶) 0% 55 or older 62.3% <th>^{3.1)} What is your gender identity? (MARK ALL THAT APPLY)</th> <th></th> <th></th> <th></th> | ^{3.1)} What is your gender identity? (MARK ALL THAT APPLY) | | | |
|--|--|------|-------|------|
| Trans unman (a person whose gender identity is finale but whose sex assigned at birth is 9% Trans man (a person whose gender identity is male but whose sex assigned at birth is 9% Gender queer/ron-binary (someone whose gender identity ism't exclusively female or male) 9% 6:addr non-conforming (a person whose behavior or appearance do not conform to gender 9% 3:9 What is your sexual orientation? (MARK ALL THAT APPLY) Asexual (a person whose sexual beings or desires) 9% Bisexual (a person who asexual beings or desires) 9% Bisexual (a person who is astracted to other eno, or a woman who is attracted to other 7.1% Heterosexual or straight (a man who is assually attracted to other eno, or a woman who is 7.1% Parsexual or bird (a person who is assually attracted to multiple gender identities) 7.1% 3:9 What is your age (in years)? 19 or younger 9% 9% 3:0 What is your race/ethnicity? (MARK ALL THAT APPLY) 19 or younger 9% 9% 3:0 What is your race/ethnicity? (MARK ALL THAT APPLY) 19 or younger 9% 9% 3:0 50 or older 46 2% 53 so 4 53 so 4 53 so 4 53 so 7% 3:0 What is your race/ethnicity? (MARK ALL | | | 78.6% | n=14 |
| nale) with a sexual version whose gender identity is male but whose sex assigned at birth is consorted to make the sex assigned at birth is consorted to make the sex assigned at birth is consorted to make the sex assigned at birth is consorted to make the sexual version whose behavior or appearance do not conform to gender consorted to make the sexual version whose behavior or appearance do not conform to gender consorted to make the sexual version whose behavior or appearance do not conform to gender consorted to the sexual version whose behavior or appearance do not conform to gender consorted to the sexual version whose behavior or appearance do not conform to gender consorted to the sexual version of the sexual version of the sexual version who is attracted to the version who is attracted to other men, or a woman who is attracted to other men, or a woman who is attracted to multiple gender identities) 7.1% reservative attracted to multiple gender identities 7.1% reservative attracted to mult | Man (cisgender mana person whose gender identity matches their sex assigned at birth) | | 21.4% | |
| Gender queer/non-binary (someone whose gender identity isn't exclusively female or male) 0% Gender queer/non-conforming (a person whose behavior or appearance do not conform to gender 0% 3-3) What is your sexual feelings or desires) 0% Bisexual (a person who is attracted to two genders) 7.1% Gay or lesbin (a man who is saturated to other men, or a woman who is attracted to other men, or a woman who is attracted to other or any attracted to other men, or a woman who is attracted to other men, or a woman who is attracted to other men, or a woman who is attracted to other or any attracted to multiple gender identities) 7.1% 3-40) What is your age (in years)? 19 or younger 0% n=13 3-51 or b4 0% 55 or older 64.2% 3-60 What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% n=14 Asian 21.4% Filipino 7.1% 4.50 to 54 53.8% 55 or older 42.2% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% n=14 4.38 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% | | | 0% | |
| Gender non-conforming (a person whose behavior or appearance do not conform to gender 0% ^{3,3)} What is your sexual orientation? (MARK ALL THAT APPLY) Asexual (a person with no sexual feelings or desires) 0% Biserual (a person with no sexual feelings or desires) 0% Gey or lesible (a man who is attracted to two genders) 7.1% Hearrasevual or straight (a man who is sexually attracted to ownen, or a woman who is 7.86% Parsexual or fluid (a person who is attracted to multiple gender identities) 7.1% Si ⁵) What is your age (in years)? 19 or younger 0% 3 ⁶) What is your race/ethnicity? (MARK ALL THAT APPLY) 19 or younger 0% 3 ⁶) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% 3 ⁶) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% Asian 21.4% 14.3% n=14 Asian 14.3% | Trans man (a person whose gender identity is male but whose sex assigned at birth is | | 0% | |
| axpectations) 0.4 3.3) What is your sexual orientation? (MARK ALL THAT APPLY) Assexual (a person with on sexual feelings or desires) 0% n=14 Bisexual (a person sexually attracted to wogenders) 7.1% 7.1% Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other men, or a woman who is 7.1% 7.1% Heterosexual or straight (a man who is sexually attracted to women, or a woman who is 7.1% 7.1% Pansexual or fluid (a person who is attracted to multiple gender identities) 7.1% 7.1% 3.5) What is your age (in years)? 19 or younger 0% n=13 20 to 24 0% 55 to 54 53.8% 55 or older 46.2% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% n=14 Asian 7.1% 14.3% n=14 14.3% n=14 Asian 7.1% 14.3% n=14 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3% 14.3 | Gender queer/non-binary (someone whose gender identity isn't exclusively female or male) | | 0% | |
| Asexual (a person with no sexual feelings or desires) Asexual (a person sexually attracted to two genders) Gay or lesisian (a man who is attracted to other men, or a woman who is attracted to other T1% Are wonen) T1% Asia T1% T1% T1% T1% T1% T1% T1% T1 | | | 0% | |
| Actual (a presult num) sexual realings or obsards) 0.4 Bisexual (a person sexually attracted to two genders) 7.1% Gay or lesbin (a man who is attracted to other men, or a woman who is stracted to other women) 7.1% Pleterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men) 78.6% Pansexual or fluid (a person who is attracted to multiple gender identities) 7.1% 3.5) What is your age (in years)? 19 or younger 0% n=13 20 to 24 0% 25 to 34 0% 35 to 54 53.8% 55 or older 46.2% 46.2% 14.3% n=14 Asian 21.4% Filipino 7.1% Hispanic/Latino 14.3% n=14.3% 0% Asian 14.3% 7.1% 14.3% 0% 3.6) Uter Non-White 14.3% 14.3% 14.3% 14.3% 14.3% | ^{3.3)} What is your sexual orientation? (MARK ALL THAT APPLY) | | | |
| Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other men) 7.1% Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to multiple gender identities) 78.6% Pansexual or fluid (a person who is attracted to multiple gender identities) 7.1% 36) What is your age (in years)? 19 or younger 0% n=13 20 to 24 0% 25 to 34 0% 35 to 54 53.8% 55 or other 46.2% 64.2% 71% 14.3% n=14 3/8) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% n=14 Asian 21.4% Filipino 14.3% n=14 Asian 14.3% Native American 14.3% N=14 Asian 14.3% N=14 N=14 N=14 N=14 N=14 Asian 14.3% N=14 N=14 N=14 | Asexual (a person with no sexual feelings or desires) | | 0% | n=14 |
| women) 11.1% Heterosevual or straight (a man who is sexually attracted to women, or a woman who is 78.6% Pansexual or fluid (a person who is attracted to multiple gender identities) 71.1% 35) What is your age (in years)? 19 or younger 0% n=13 20 to 24 0% 25 to 34 0% 35 so 54 53.8% 36) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% n=14 Asian 21.4% Filipino 7.1% 14.3% n=14 Asian 14.3% Native American 14.3% Native American 14.3% Other Non-White 14.3% 14. | Bisexual (a person sexually attracted to two genders) | | 7.1% | |
| Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men) 76.6% Pansexual or fluid (a person who is attracted to multiple gender identities) 7.1% 3.5) What is your age (in years)? 9 or younger 0% n=13 20 to 24 0% 25 to 34 0% 35 to 54 53.8% 55 or older 46.2% 46.2% 35 14 attracted to merican 14.3% n=14 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% n=14 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% n=14 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% n=14 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) 14.3% n=14 3.6) Asian 14.3% 14.3% Asian 14.3% 14.3% 14.3% Astive American 14.3% 14.3% 14.3% Astive American 14.3% 14.3% 14.3% Astive American 14.3% 14.3% 14.3% Astive Am | | | 7.1% | |
| 3.5) What is your age (in years)? 19 or younger 0% n=13 20 to 24 0% 25 to 34 0% 35 to 54 53.8% 53.8% 55 or older 46.2% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% n=14 Asian 21.4% Filipino 7.1% Hispanic/Latino 14.3% 0ther Non-White 14.3% Other Non-White 14.3% Pacific Islander 7.1% | Heterosexual or straight (a man who is sexually attracted to women, or a woman who is | | 78.6% | |
| 19 or younger 0% n=13 20 to 24 0% 25 to 34 0% 35 to 54 53.8% 55 or older 46.2% | Pansexual or fluid (a person who is attracted to multiple gender identities) | | 7.1% | |
| 100 younget 0% 20 to 24 0% 25 to 34 0% 35 to 54 53.8% 55 or older 46.2% *********************************** | ^{3.5)} What is your age (in years)? | | | |
| 25 to 34 0% 35 to 54 53.8% 55 or older 46.2% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% n=14 Asian 14.3% Filipino 7.1% Hispanic/Latino 14.3% Native American 14.3% Other Non-White 14.3% Other Non-White 7.1% | 19 or younge | er | 0% | n=13 |
| 35 to 54 53.8% 55 or older 46.2% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% African American 14.3% n=14 Asian 21.4% 71% Hispanic/Latino 14.3% 14.3% Other Non-White 14.3% 14.3% Pacific Islander 7.1% 14.3% | 20 to 2 | 4 | 0% | |
| 55 or older 46.2% 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% n=14 Asian 21.4% Filipino 7.1% Hispanic/Latino 14.3% 14.3% Other Non-White 14.3% Pacific Islander 7.1% | 25 to 3 | 4 | 0% | |
| ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY) African American 14.3% n=14 Asian 21.4% Filipino 7.1% Hispanic/Latino 14.3% Native American 14.3% Other Non-White 14.3% Pacific Islander 7.1% | 35 to 5 | 4 | 53.8% | |
| African American 14.3% n=14 Asian 21.4% Filipino 7.1% Hispanic/Latino 14.3% Native American 14.3% Other Non-White 14.3% Pacific Islander 7.1% | 55 or olde | er | 46.2% | |
| Asian 21.4% Filipino 7.1% Hispanic/Latino 14.3% Native American 14.3% Other Non-White 14.3% Pacific Islander 7.1% | ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY) | | | |
| Filipino 7.1% Hispanic/Latino 14.3% Native American 14.3% Other Non-White 14.3% Pacific Islander 7.1% | African America | n | 14.3% | n=14 |
| Hispanic/Latino 14.3% Native American 14.3% Other Non-White 14.3% Pacific Islander 7.1% | Asia | n | 21.4% | |
| Native American 14.3% Other Non-White 14.3% Pacific Islander 7.1% | Filipin | 0 | 7.1% | |
| Other Non-White 14.3% Pacific Islander 7.1% | Hispanic/Latin | • | 14.3% | |
| Pacific Islander 7.1% | Native America | n | 14.3% | |
| | Other Non-Whit | | 14.3% | |
| White 78.6% | Pacific Islande | er 🗌 | 7.1% | |
| | Whit | | 78.6% | |

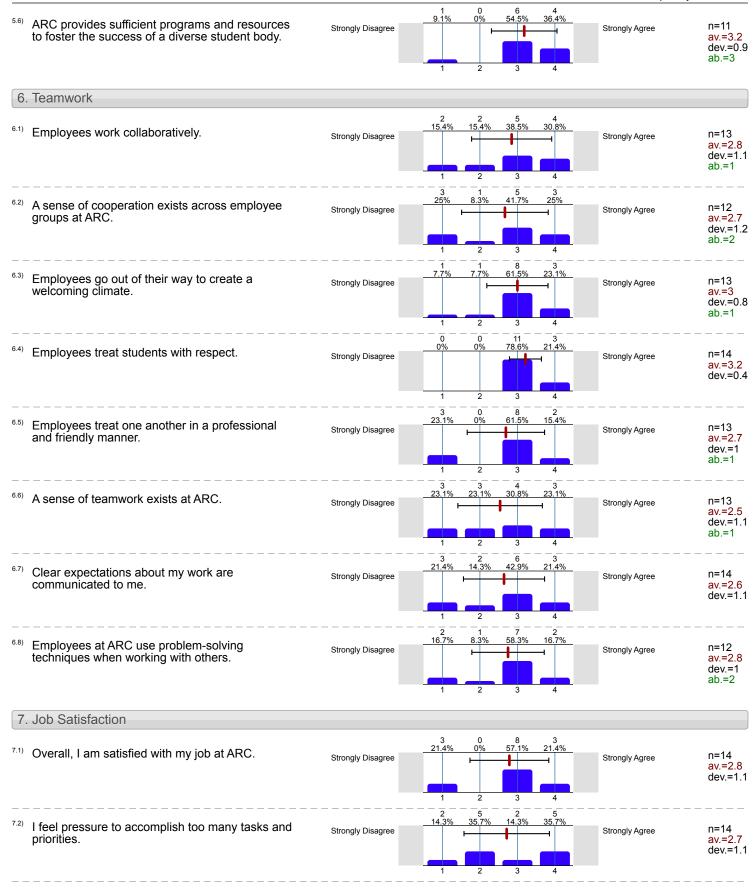
| Agnostic | 7.1% n=14 |
|------------------------------|-----------|
| Anglican | 0% |
| Assemblies of God | 7.1% |
| Atheist 🗌 | 7.1% |
| Baha'i | 0% |
| Baptist | 7.1% |
| Buddhist | 7.1% |
| Catholic | 7.1% |
| Christian Non-denominational | 21.4% |
| Christian Orthodox | 7.1% |
| Christian Science | 0% |
| Church of Christ | 0% |
| Confucian | 0% |
| Episcopalian | 21.4% |
| Evangelical | 0% |
| Hindu | 0% |
| Jain | 0% |
| Jehovah's Witness | 0% |
| Jewish | 0% |
| Latter-day Saints | 0% |
| Lutheran | 7.1% |
| Methodist | 0% |
| Muslim | 14.3% |
| Native/Tribal | 0% |
| Pentecostal | 7.1% |
| Presbyterian | 0% |
| Quaker | 0% |
| Seventh Day Adventist | 0% |
| Shamanism | 7.1% |
| Shinto | 0% |
| Sikh | 0% |
| Spiritual but not religious | 28.6% |
| Taoist | 0% |
| UCC/Congregational | 0% |
| Unitarian Universalist | 7.1% |
| Wicca/Pagan | 14.3% |
| None | 0% |
| | |

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

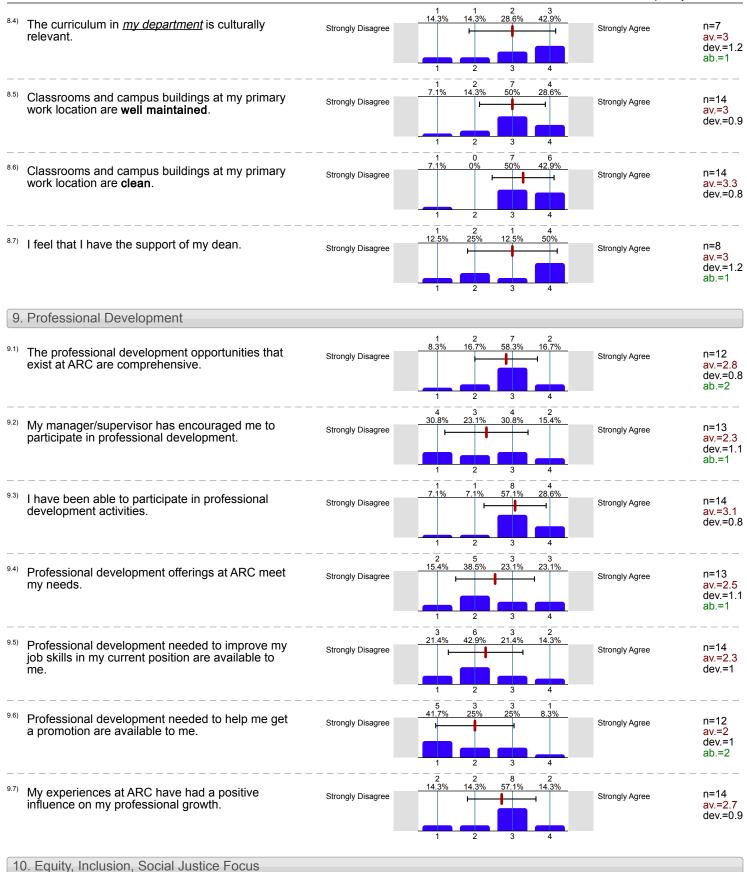
| ^{3.10)} With which one religion, worldview or spiritual background do you most strongly identify? (MARK ONLY O | NE) | |
|--|----------------|-----------------------------|
| Agnostic | 8.3% | n=12 |
| Atheist | 8.3% | |
| Christian Non-denominational | 33.3% | |
| Muslim | 8.3% | |
| Pentecostal | 8.3% | |
| Spiritual but not religious | 16.7% | |
| None | 16.7% | |
| ^{3.12)} What is your highest level of education? | | |
| Less than high school | 0% | n=14 |
| Graduated high school | 0% | |
| Some college | 0% | |
| Associate's degree | 0% | |
| Bachelor's degree | 7.1% | |
| Graduate degree | 92.9% | |
| ^{3.13)} Do you have any of the following types of disabilities? (MARK ALL THAT APPLY) | | |
| Acquired/traumatic brain injury | 0% | n=14 |
| 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 | 14.3% | |
| Intellectual disability | 0% | |
| Mental health disability | 0% | |
| Physical disability that affects walking | 0% | |
| Physical disability that does not affect walking | 7.1% | |
| Speech/communication condition | 0% | |
| None | 71.4% | |
| 4. Institutional Effectiveness | | |
| ^{4.1)} The teaching/learning environment is <i>equitable</i> and <i>inclusive</i> for students at my primary ARC work location. 5trongly Disagree | Strongly Agree | n=14 av.=3.4 dev.=0.6 |
| ^{4.2)} The teaching/learning environment is <i>safe</i> for students at my primary ARC work location. 4.2) Strongly Disagree 1 | Strongly Agree | n=14 av.=3.1 dev.=0.9 |

| | | | | | | | Natomas Center prima | ary work location |
|-------|---|-------------------|------------|----------------|--------------------|-----------------|----------------------|--------------------------------------|
| 4.3) | The working environment for students at ARC is <i>equitable and inclusive</i> . | Strongly Disagree | 0% | 1 7.1% 2 | 7 50% | 6 42.9% | Strongly Agree | n=14 av.=3.4 dev.=0.6 |
| 4.4) | The working environment for students at ARC is <i>safe</i> . | Strongly Disagree | 0% | 2 15.4% | 6 46.2% | 5 38.5% | Strongly Agree | n=13 av.=3.2 dev.=0.7 ab.=1 |
| 4.5) | Innovation is promoted and encouraged. | Strongly Disagree | 3 23.1% | 1 7.7% | 6 46.2% | 3 23.1% | Strongly Agree | n=13 av.=2.7 dev.=1.1 ab.=1 |
| | Communication from ARC's leadership is transparent. | Strongly Disagree | 2 14.3% | 5 35.7% | 5 35.7% | 2 14.3% | Strongly Agree | n=14 av.=2.5 dev.=0.9 |
| 4.7) | ARC's curriculum (across all departments) is culturally relevant. | Strongly Disagree | 2 16.7% | 1 8.3% | 6 50% | 3 25% | Strongly Agree | n=12 av.=2.8 dev.=1 ab.=2 |
| | ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes. | Strongly Disagree | 2 20% | 0 0% | 6 60% | 2 20% | Strongly Agree | n=10 av.=2.8 dev.=1 ab.=4 |
| 4.9) | ARC's governance process guides the institutional priorities of the college. | Strongly Disagree | 20% | 1 10% | 3 30% | 4 40% | Strongly Agree | n=10 av.=2.9 dev.=1.2 ab.=4 |
| 4.10) | The process for becoming a member of ARC's governance councils and project teams is clear to me. | Strongly Disagree | 4 30.8% | 4 30.8% | 2 15.4% | 3 23.1% H | Strongly Agree | n=13 av.=2.3 dev.=1.2 ab.=1 |
| 4.11) | the absence reporting process? | Very Inefficient | 1 7.7% | 3 23.1% | 7 53.8% | 2 15.4% | Very Efficient | n=13 av.=2.8 dev.=0.8 ab.=1 |
| 4.12) | the online purchase requisition process? | Very Inefficient | 1 11.1% | 2 22.2% | 4 44.4% | 22.2% | Very Efficient | n=9 av.=2.8 dev.=1 ab.=5 |
| 4.13) | the travel authorization process? | Very Inefficient | 5 50% | 1 10% 2 | 2 20% | 20% | Very Efficient | n=10 av.=2.1 dev.=1.3 ab.=4 |
| 4.14) | the travel reimbursement process? | Very Inefficient | 4 50% | 1 12.5% | 2 25% 1 3 | 1 12.5% | Very Efficient | n=8 av.=2 dev.=1.2 ab.=5 |

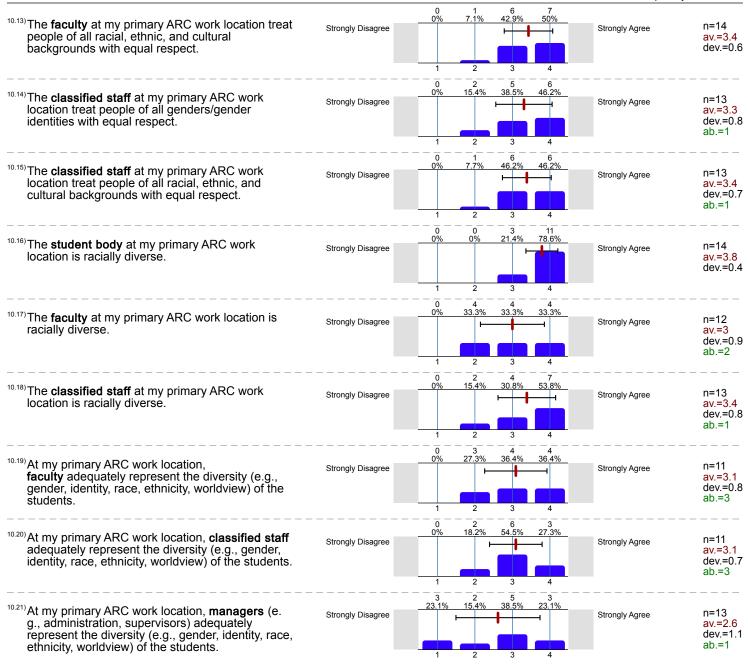




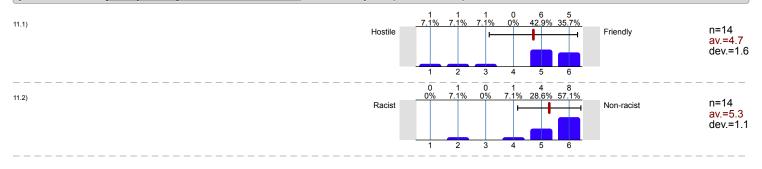
| | | | | Natomas Center prima | i j troncio dationi |
|-------------|---|-------------------|--|----------------------|--------------------------------------|
| 7.3) | I enjoy the people I work with at ARC. | Strongly Disagree | $\begin{array}{c ccccccccccccccccccccccccccccccccccc$ | Strongly Agree | n=13 av.=3.1 dev.=0.8 ab.=1 |
| 7.4) | I feel that my time is valued. | Strongly Disagree | $ \begin{array}{cccccccccccccccccccccccccccccccccccc$ | Strongly Agree | n=13 av.=2.5 dev.=1.1 ab.=1 |
| 7.5) | I have made meaningful connections with other ARC employees. | Strongly Disagree | | Strongly Agree | n=13 av.=2.9 dev.=0.9 ab.=1 |
| 7.6) | At ARC, I am accepted for who I am. | Strongly Disagree | | Strongly Agree | n=13 av.=3 dev.=0.8 ab.=1 |
| 7.7) | Physical spaces (classrooms, offices, buildings, etc.) are well maintained at my primary ARC work location. | Strongly Disagree | $ \begin{array}{cccccccccccccccccccccccccccccccccccc$ | Strongly Agree | n=14 av.=2.9 dev.=0.9 |
| 7.8) | ARC is a place where I am able to perform up to my full potential. | Strongly Disagree | | Strongly Agree | n=11 av.=2.5 dev.=1.1 ab.=3 |
| 7.9) | I have a voice in the decision-making that affects the direction of my department/unit. | Strongly Disagree | 5 1 2 $345.5%$ $9.1%$ $18.2%$ $27.3%1$ 2 3 4 | Strongly Agree | n=11 av.=2.3 dev.=1.3 ab.=3 |
| 7.10) | I feel that I am able to appropriately influence the direction of ARC. | Strongly Disagree | $\begin{array}{cccccccccccccccccccccccccccccccccccc$ | Strongly Agree | n=12 av.=2.1 dev.=1.2 ab.=2 |
| 7.11) | I have the opportunity to express my ideas in appropriate forums. | Strongly Disagree | $\begin{array}{c ccccccccccccccccccccccccccccccccccc$ | Strongly Agree | n=12 av.=2.3 dev.=1.2 ab.=2 |
| 8. | Faculty Specific Questions | | | | |
| 8.1) | There are fair and equitable expectations regarding my service to the college. | Strongly Disagree | $\begin{array}{c ccccccccccccccccccccccccccccccccccc$ | Strongly Agree | n=8 av.=2.5 dev.=1.2 ab.=1 |
| 8.2) | I am treated fairly and equitably by the other faculty in <i>my department</i> . | Strongly Disagree | $ \begin{array}{cccccccccccccccccccccccccccccccccccc$ | Strongly Agree | n=9 av.=2.9 dev.=1.2 |
| — — 8.3) | The faculty in <i>my department</i> treat me with respect. | Strongly Disagree | | Strongly Agree | n=9 av.=2.8 dev.=1.1 |

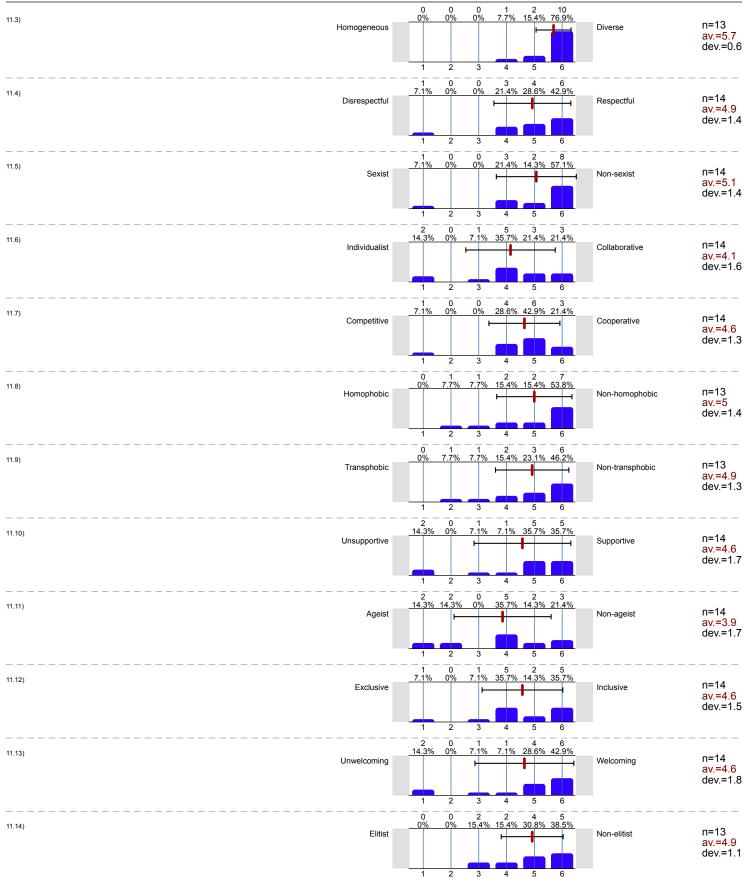


| | | | | | | Natomas Center prima | ary work location |
|--|-------------------|------------|-----------------|---------------|----------------------|----------------------|--------------------------------------|
| ^{0.1)} ARC is an inclusive learning environment for students. | Strongly Disagree | 1 7.1% | 1 7.1% | 7 50% | 5 35.7% | Strongly Agree | n=14 av.=3.1 dev.=0.9 |
| ^{0.2)} There exists a strong commitment to equity and inclusion at ARC. | Strongly Disagree | 1 8.3% | 0 0% 2 | 5 41.7% | | Strongly Agree | n=12 av.=3.3 dev.=0.9 ab.=2 |
| ^{0.3)} There exists a strong commitment to social justice at ARC. | Strongly Disagree | 1 8.3% | 0 0% 2 | 4 33.3% | 7 58.3% | Strongly Agree | n=12 av.=3.4 dev.=0.9 ab.=2 |
| ^{0.4)} Students that need more resources and support are able to get them at my primary ARC work location. | Strongly Disagree | 0% | 2 15.4% 2 | 7 53.8% | 4 30.8% | Strongly Agree | n=13 av.=3.2 dev.=0.7 ab.=1 |
| ^{0.5)} ARC is responsive to the needs of the demographics (e.g., gender, identity, race, ethnicity, worldview) of its students. | Strongly Disagree | | 1 8.3% | 7 58.3% | 4 33.3% | Strongly Agree | n=12 av.=3.3 dev.=0.6 ab.=2 |
| ^{0.6)} ARC employees make judgments about students' abilities based on their race/ethnicity. | Strongly Disagree | 18.2% | 4 36.4% | 3 27.3% | 18.2% | Strongly Agree | n=11 av.=2.5 dev.=1 ab.=2 |
| ^{0.7)} ARC employees make judgments about other employees' abilities based on their race/ethnicity. | Strongly Disagree | 2 18.2% | 5 45.5% | 1 9.1% | 3 27.3% ⊢ 4 | Strongly Agree | n=11 av.=2.5 dev.=1.1 ab.=3 |
| ^{0.8)} I am treated (in general) fairly and equitably by other employees. | Strongly Disagree | 2 15.4% | 0 0% 2 | 7 53.8% | 4 30.8% | Strongly Agree | n=13 av.=3 dev.=1 |
| ^{0.9)} Other employees value my opinions. | Strongly Disagree | 2 15.4% | 1 7.7% | 8 61.5% | 2 15.4% | Strongly Agree | n=13 av.=2.8 dev.=0.9 ab.=1 |
| ^{0.10)} There is too much emphasis put on issues of diversity, equity, and inclusion at ARC. | Strongly Disagree | 18.2% | 3 27.3% | 2 18.2% | 4 36.4% | Strongly Agree | n=11 av.=2.7 dev.=1.2 ab.=3 |
| ^{0.11)} There is too much emphasis put on issues of social justice at ARC. | Strongly Disagree | 40% | 2 20% | 2 20% 3 | 2 20% 4 | Strongly Agree | n=10 av.=2.2 dev.=1.2 ab.=4 |
| ^{0.12)} The faculty at my primary ARC work location treat people of all genders/gender identities with equal respect. | Strongly Disagree | | 2 | 7 50% | 6 42.9% | Strongly Agree | n=14 av.=3.4 dev.=0.6 |



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:





| 12-9 call someone homophobic names. Yee, is a class setting 9% n=14 12-9 say sexual things to you or try to talk about sexual matters when you didn't want to. 92.9% n=14 12-9 say sexual things to you or try to talk about sexual matters when you didn't want to. 92.9% n=14 12-9 say sexual things to you or try to talk about sexual matters when you didn't want to. 92.9% n=14 12-9 say sexual things to you or try to talk about sexual matters when you didn't want to. 92.9% n=14 12-9 make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexual, trans, queer, +). 19.4% n=14 12-9 make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexual, trans, queer, +). 19.4% n=14 12-9 make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexual, trans, queer, +). 19.4% n=14 12-9 make crude or offensive remarks or jokes about your or someone else's body, appearance, or looks. 7.1% n=14 12-9 make inappropriate comments about your or someone else's body, appearance, or looks. 7.1% n=14 12-9 make sexist remarks or jokes about women. Yee | 12. During the past 12 months at <i>your primary ARC work location</i> , have you heard anyone | (MARK ALL | THAT APPLY) |
|---|--|-----------------|-------------|
| 12-9 | ^{12.1)} call someone homophobic names. | | |
| No. nd at my primary ARC work location 92.9% ^{127]} say sexual things to you or try to talk about sexual matters when you didn't want to. 0% n=14 Yes, in a class setting 0% n=14 No, not at my primary ARC work location 02.0% 14.3% Ital Yes, outside or class 14.3% n=14 Yes, outside or class 14.3% n=14 Yes, outside or class 14.3% n=14 Yes, outside or class 7.1% n=14 Yes, outside or class 14.3% No. not at my primary ARC work location 80.7% Ital suggest or imply in your presence that women don't have the same intellectual abilities that men do. Yes, in a class setting 7.1% n=14 Yes, outside of class 7.1% n=14 Yes, outside of class 7.1% n=14 Yes, outside of class 7.1% n=14 Yes, outside of class 7.1% n=14 Yes, in a class setting 7.1% n=14 Yes, outside of class 7.1% n=14 Yes, out at my primary ARC work location 7.1% n=14 Yes, outside of class 7.1% n=14 Yes, outside of class | Yes, in a class setting | 0% | n=14 |
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| 12.5)make inappropriate comments about your or someone else's body, appearance, or looks. Yes, in a class setting 7.1% 7.1% 7.1% 7.1% No, not at my primary ARC work location 7.1% | | 7.1% | |
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| ^{12.8)}make negative remarks or jokes about trans women. Yes, in a class setting 7.1% n=14 Yes, outside of class 14.3% | Yes, outside of class | 14.3% | |
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| Yes, outside of class 14.3% | | 7 40/ | n=14 |
| | | | 11-14 |
| No, not at my primary ARC work location 78.6% | | | |
| | No, not at my primary ARC work location | 78.6% | |

| ^{12.9)} make negative remarks or jokes about trans men. | | | | | | |
|---|-------------------------|---------------------|---|------------------------|----------|--------------------------------------|
| | Yes, in a class setting | | | 0% | | n=14 |
| | Yes, outside of class |) | | 7.1% | | |
| No, not at my prima | ary ARC work location | | | 92.9% | 6 | |
| 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? | Never | | $ \begin{array}{cccccccccccccccccccccccccccccccccccc$ | 2 5.4% Very o | ften | n=13 av.=2.8 dev.=1.3 |
| ^{13.2)} During the past 12 months, have you avoided any o physical safety (mark all that apply)? | f the following areas | at your prima | ry ARC work | location due | to conce | rns for your |
| | Classrooms | | | 0% | | n=14 |
| | Sporting events |) | | 7.1% | | |
| | Social gatherings |) | | 7.1% | | |
| Seclu | ded areas on campus | | | 35.7% | 6 | |
| | Campus buildings |) | | 7.1% | | |
| | Busses or bus stops |) | | 7.1% | | |
| Parking lots | s or parking structures | | | 28.6% | 6 | |
| Neighborhoods or other | areas around campus | | | 0% | | |
| | Campus at night | | | 42.9% | 6 | |
| | Bathroom/restrooms |) | | 7.1% | | |
| | Locker rooms | | | 0% | | |
| | Club events | | | 0% | | |
| | Campus talks | | | 0% | | |
| | None | | | 50% | | |
| ^{13.4)} Other students | Never | 7 4 53.8% 30.8% | 2 0 15.4% 0% | 0 0% Very o | | n=13 av.=1.6 dev.=0.8 ab.=1 |
| ^{13.5)} Instructors | Never | 10 2 76.9% 15.4% | 0 1 0% 7.7% | 0 0% Very o | ften | n=13 av.=1.4 dev.=0.9 ab.=1 |
| ^{13.6)} Staff | Never | | 0 - 0 0 | 0 0% Very o 5 | | n=12 av.=1 dev.=0 ab.=1 |
| 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 | 35.7% 21.4% | 3 1 21.4% 7.1% 1 3 4 | 2 4.3% Very o | ften | n=14 av.=2.4 dev.=1.5 |

7.1%

n=14

Sporting events 0% Social gatherings 7.1% Secluded areas on campus 0% Campus buildings 14.3% Busses or bus stops 0% Parking lots or parking structures 0% Neighborhoods or other areas around campus 0% Campus at night 7.1% Bathroom/restrooms 0% Locker rooms 0% 0% Club events Campus talks 14.3% None 64.3% n 0 ^{14.4)} Other students n=11 Never Very often av.=1.7 dev.=0.9 ab.=2 3 5 4 0 0% 8.3% 8.3% ^{14.5)} Instructors n=12 Very often Never av.=1.8 dev.=1.3 ab.=2 3 Δ 5 2 16.7% 0 1 8.3% 83% 14.6) Staff 66.7% n=12 av.=1.9 Very often Never dev.=1.4 ab.=2 3 Δ 5 15. Regarding your primary ARC work location: ^{15.1)} Discrimination n=13 38.5% Yes No 61.5% ^{15.2)} Threats of physical violence n=13 Yes 0%) 100% No ^{15.3)} Physical violence n=13 0% Yes No 100%

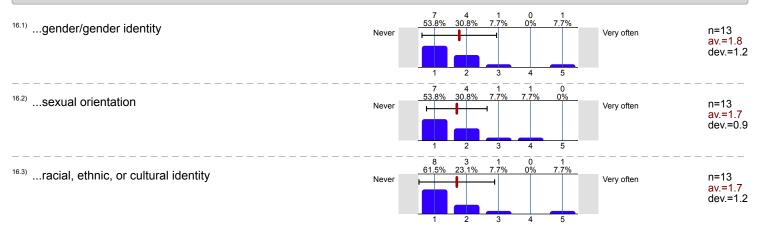
^{14.2)} During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your <u>emotional</u> safety? (mark all that apply)

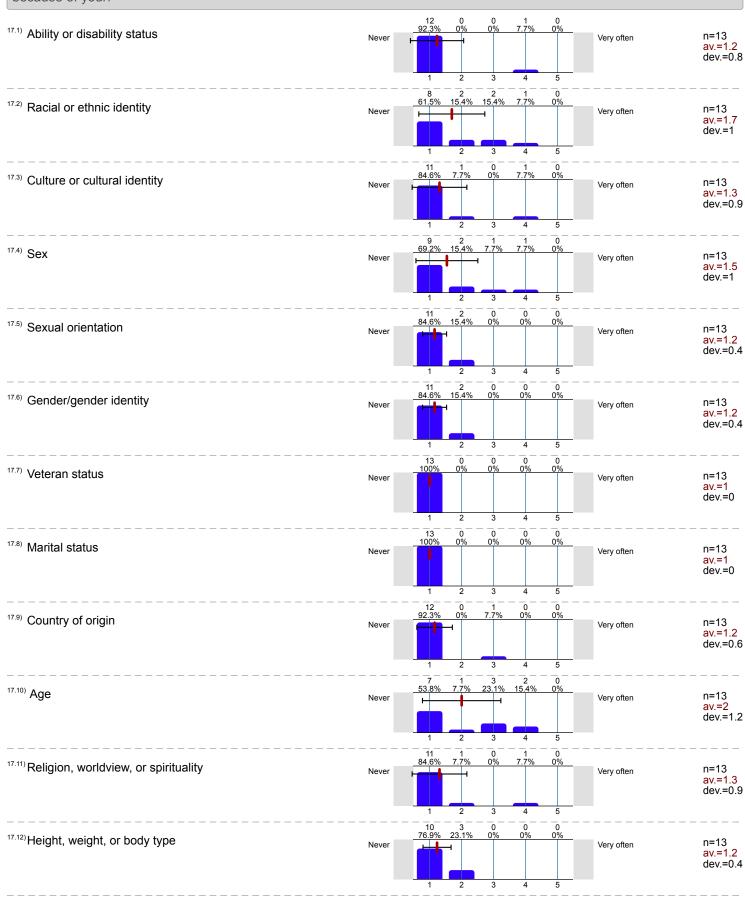
Classrooms (

| ^{15.4)} Threats of emotional violence | | | |
|--|-------|---------------|------|
| | Yes | 15.4% | n=13 |
| | No | 84.6% | |
| | | | |
| ^{15.5)} Emotional violence | | | |
| | Yes | 15.4% | n=13 |
| | No | 84.6% | |
| | | | |
| ^{15.6)} Sexual harassment | | | |
| | Yes | 0% | n=13 |
| | No | 100% | |
| | | | |
| ^{15.7)} Other harassment | | | |
| | Yes | 23.1% | n=13 |
| | No | 76.9% | |
| | | | |
| ^{15.8)} Sexual assault | | | |
| | Yes | 0% | n=13 |
| | No | 100% | |
| | | | |
| ^{15.9} Unwanted sexual advances | | | |
| | Yes | 0% | n=12 |
| | No | 〕100% | |
| | (| | |
| ^{15.10} /Verbal threats | | | |
| | Yes | 23.1% | n=13 |
| | No | 76.9% | |
| | | | |
| ^{15.11} Discrimination | | | |
| | Yes | 7.7% | n=13 |
| | No | 92.3% | |
| | | 02.070 | |
| ^{15.12)} Threats of physical violence | | | |
| | Yes | 15.4% | n=13 |
| | No | 84.6% | |
| | ··••] | | |
| ^{15.13)} Physical violence | | | |
| | Yes | 0% | n=13 |
| | No | 0 %] 100% | - |
| | | | |
| | | | |

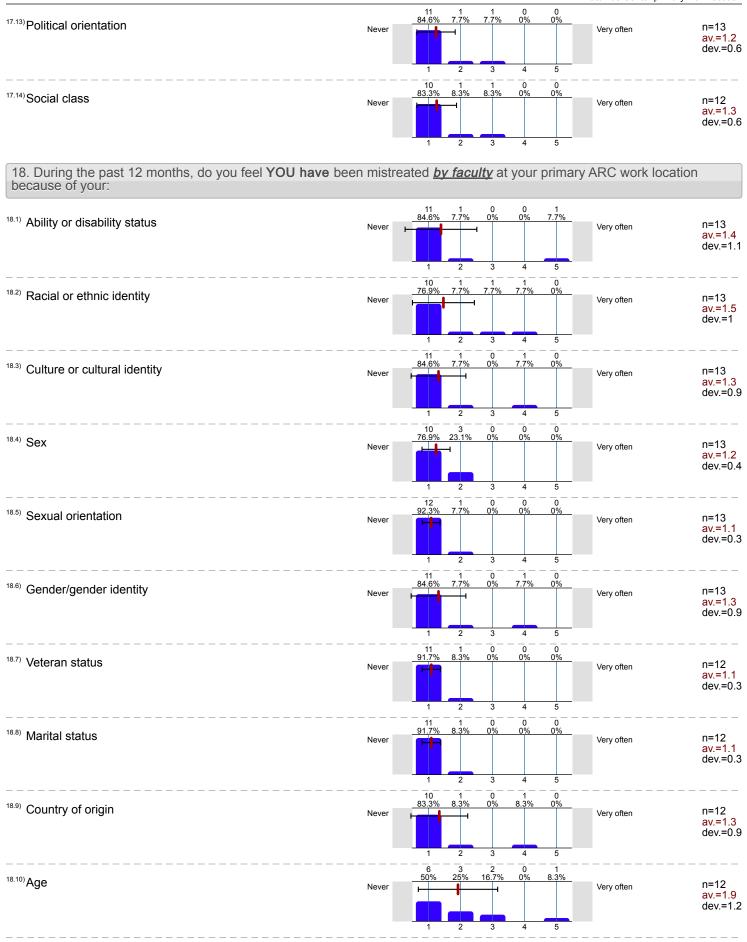
| ^{15.14)} Threats of emotional violence | | | |
|---|-----|-------|------|
| | Yes | 15.4% | n=13 |
| | No | 84.6% | |
| | | | |
| ^{15.15)} Emotional violence | | | |
| | Yes | 15.4% | n=13 |
| | No | 84.6% | |
| | | | |
| ^{15.16)} Sexual harassment | | | |
| | Yes | 0% | n=13 |
| | No | 100% | |
| | | | |
| ^{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 | 7.7% | n=13 |
| | No | 92.3% | |
| | | | |
| ^{15.20)} Verbal threats | | | |
| | Yes | 16.7% | n=12 |
| | No | 83.3% | |

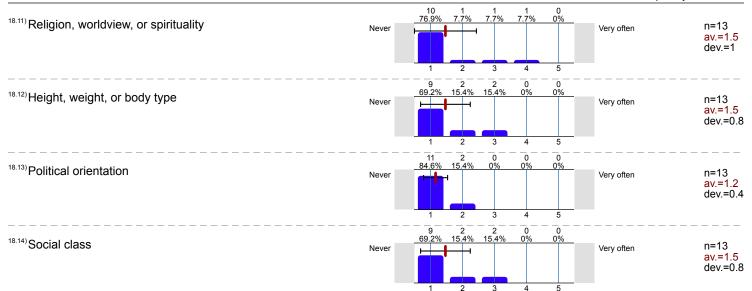
16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...



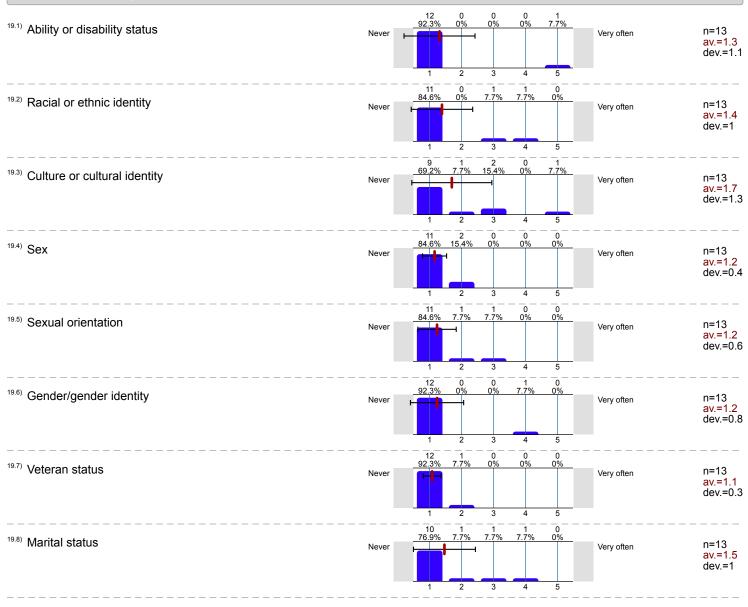


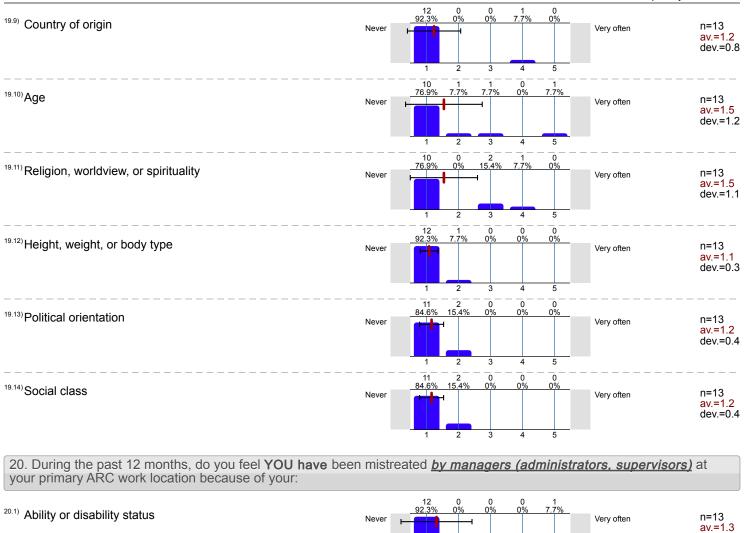
17. During the past 12 months, do you feel YOU have been mistreated <u>by students</u> at your primary ARC work location because of your:

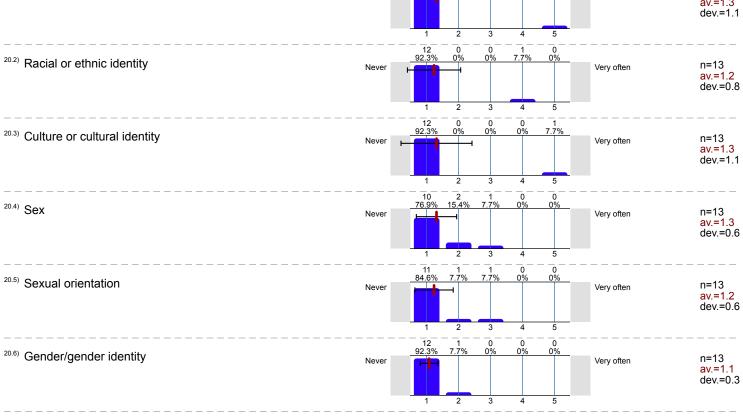




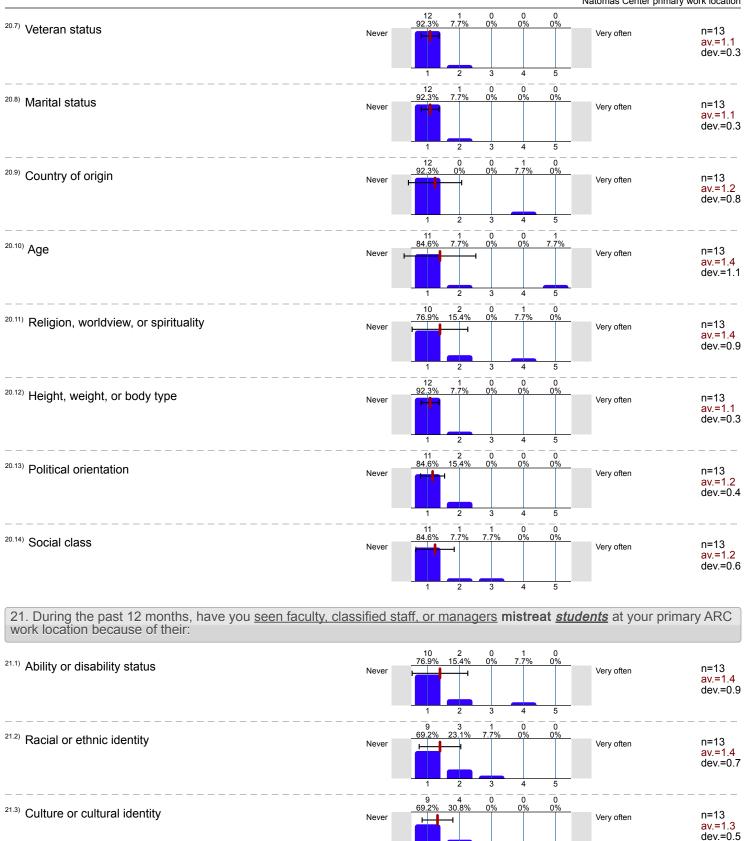
19. During the past 12 months, do you feel **YOU have** been mistreated <u>by classified staff</u> at your primary ARC work location because of your:







12/18/2020





Class Climate Evaluation

Never

2

2

15.4%

2

11

84.6%

3

0

0%

3

4

0

0%

4

5

0

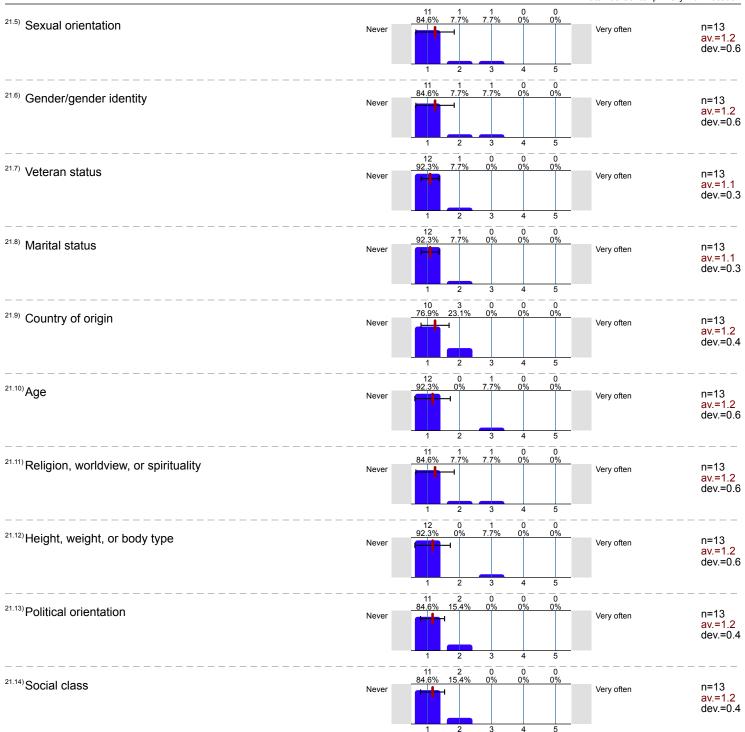
0%

5

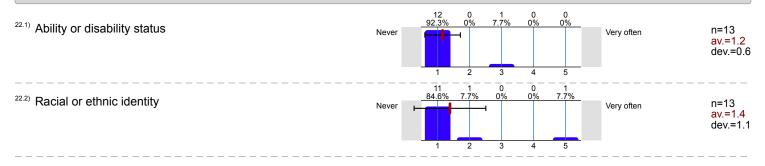
Very often

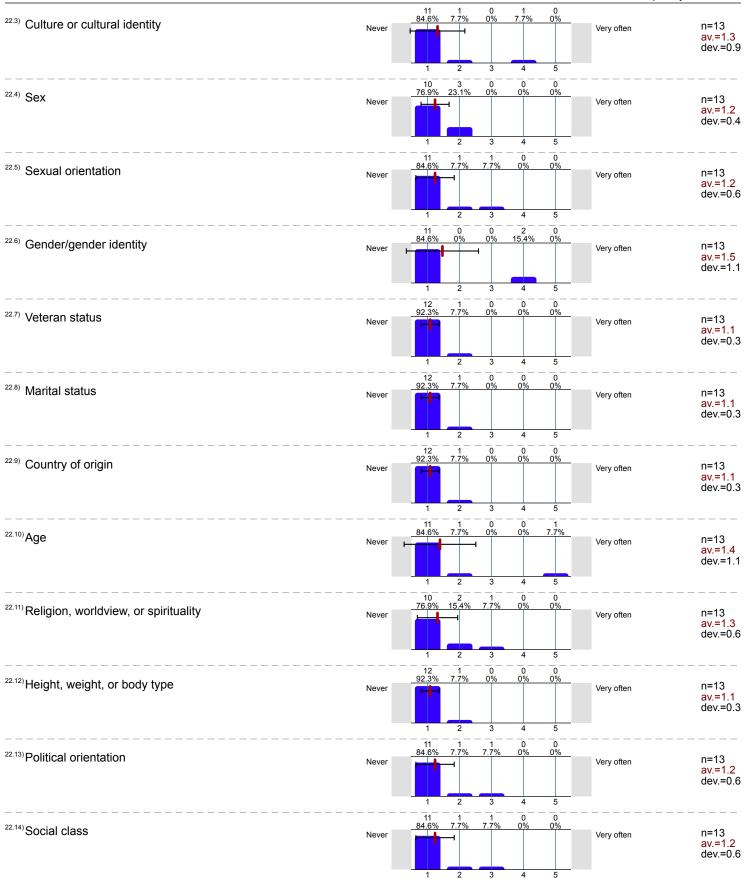
n=13

av.=1.2 dev.=0.4



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:





2 15.4% 23.1) ...whose religious or spiritual beliefs or worldviews 46.2% n=13 Never Very often are different than your own. av.=3.8 dev.=1.4 2 3 5 2 8.3% 16.7% 23.2) ...whose political opinions are different from your n=12 Never Very often av.=3.3 own. dev.=1.4 3 0 0 4 0% 0% 30.8% 15.4 53.8% ^{23.3)} ...who are immigrants. n=13 Never Very often av.=4.2 dev.=0.9 2 3 5 0 0 1 4 0% ٨Ō 8 3% 33.3% 58.3% ^{23.4)} ...who are from an immigrant family. n=12 Never Very often н av.=4.5 dev.=0.7 3 1 2 4 5 0 0 $^{\scriptscriptstyle 23.5)}$...who are a different nationality than your own. 0% 0% 15.4% 15.4% 69.2% Very often n=13 Never av.=4.5 dev.=0.8 2 3 4 5 0 0 2 0% 0% 15.4% 15.4% 69.2% 23.6) ...who are of a different race or ethnicity than your n=13 Very often Never own. av.=4.5 dev.=0.8 2 3 5 1 0 ^{23.7)} ...whose gender identity is different than your own. 0% 38.5% 46.2% n=13 Never Very often av.=4.2 dev.=0.9 3 2 5 0 2 15.4% 30.8% 0% 7.7% 46.2% 23.8) ...whose sexual orientation is different than your n=13 Never Very often own. av.=4.2 dev.=1 3 5 0 0 5 2 6 0% 38.5% 15.4% 46.2% ^{23.9)} ...who are from a different social class. n=13 Never Very often av.=4.1 dev.=1 2 3 5 3 0 5 ^{23.10)}...who have physical or other observable 7 % 23 1% 0% 30.8% 38.5% n=13 Verv often Never av.=3.7 disabilities. dev.=1.4 3 2 5 0 2 3 7.7% 0% 15.4% 23.1% 53 .8% 23.11) ...who have learning, psychological, or other Never Very often n=13 disabilities that are not readily apparent. av.=4.2 dev.=1.1

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? Very dissatisfied 1 2 3 4 Very dissatisfied 1 2 3 4 Very satisfied 1 2 3 4 Very satisfied 1 2 3 4 Very satisfied

Comments Report

3. Demographics

- ^{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).
- Middle Eastern
- Sioux, Arabic, Armenian, Latino, Asian, Pacific Islander, African American, Irish
- Taiwanese American
- ^{3.9)} Other religions, worldviews, or spiritual backgrounds:
- Druid
- Sufism
- ^{3.11)} Other religion, worldview, or spiritual background:
- Catholic
- Druid
- Sufism
- ^{3.14)} Other disabilities:
- Pain in wrist and elbow due working on computers
- 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:
- I cannot avoid areas, so I just push on and do my job, but it is very stressful.
- There are a few non well lit areas around Inderkum HS at Natomas Center. Run fast or carry pepper spray is what I tell others to do.
- 13.7) Other:
- Natomas Library Supervisor was murdered in the parking lot. This has caused concern for staff.
- community members coming on campus

14. Regarding your *emotional safety*.

^{14.7)} Other:

Dean of Natomas Center

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.)
- Judged. Not listened to.Ignored. Retaliation.

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. :)