

Natomas Center primary work location

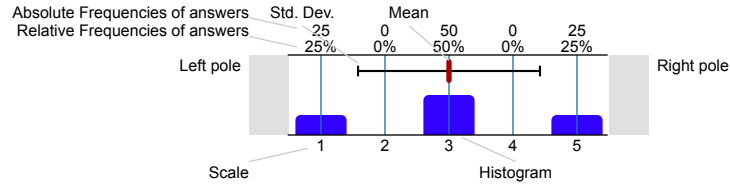
No. of responses = 14



Survey Results

Legend

Question text



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

2. Employee Info

2.1) Primary Employment Classification:

Employment Classification	Percentage	n
Faculty, Full-Time Teaching	14.3%	14
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):

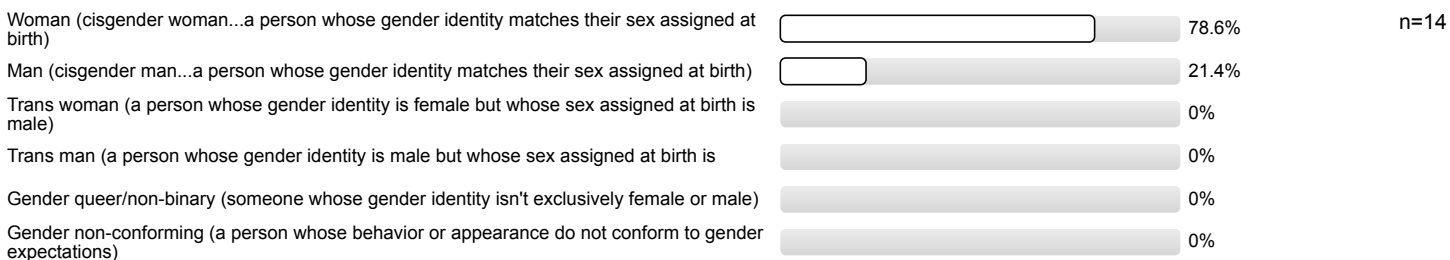
Years worked	Percentage	n
less than 1 year	7.1%	14
1 to 4 years	21.4%	
5 to 9 years	42.9%	
10 to 14 years	7.1%	
15 to 19 years	14.3%	
20 years or more	7.1%	

2.3) Primary work location at ARC:

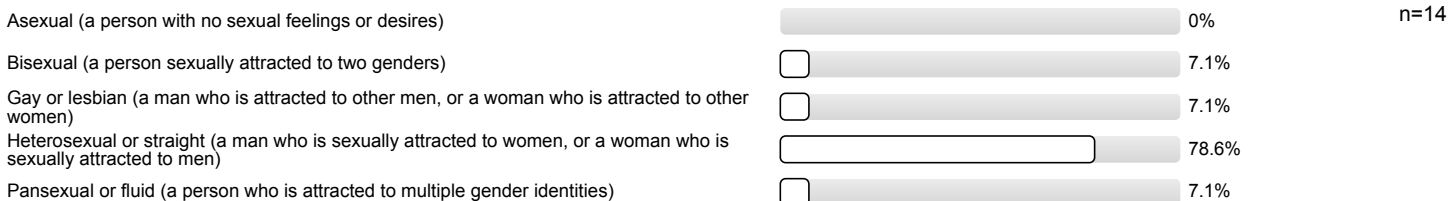
Work Location	Percentage	n
ARC Main Campus	0%	14
Natomas Center	100%	
McClellan Center	0%	
Mather Center	0%	

3. Demographics

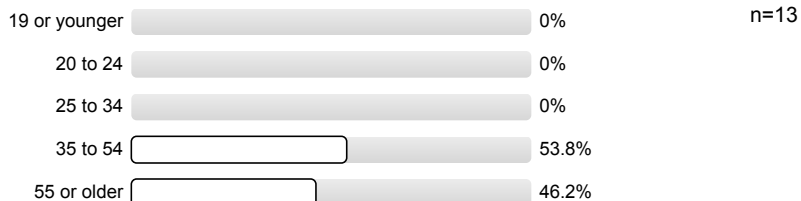
3.1) What is your gender identity? (MARK ALL THAT APPLY)



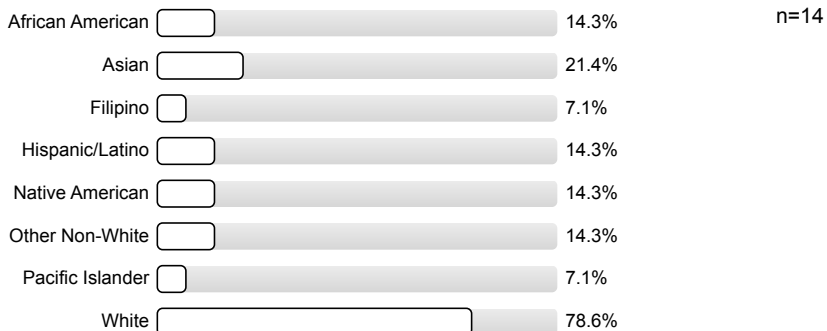
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



3.5) What is your age (in years)?

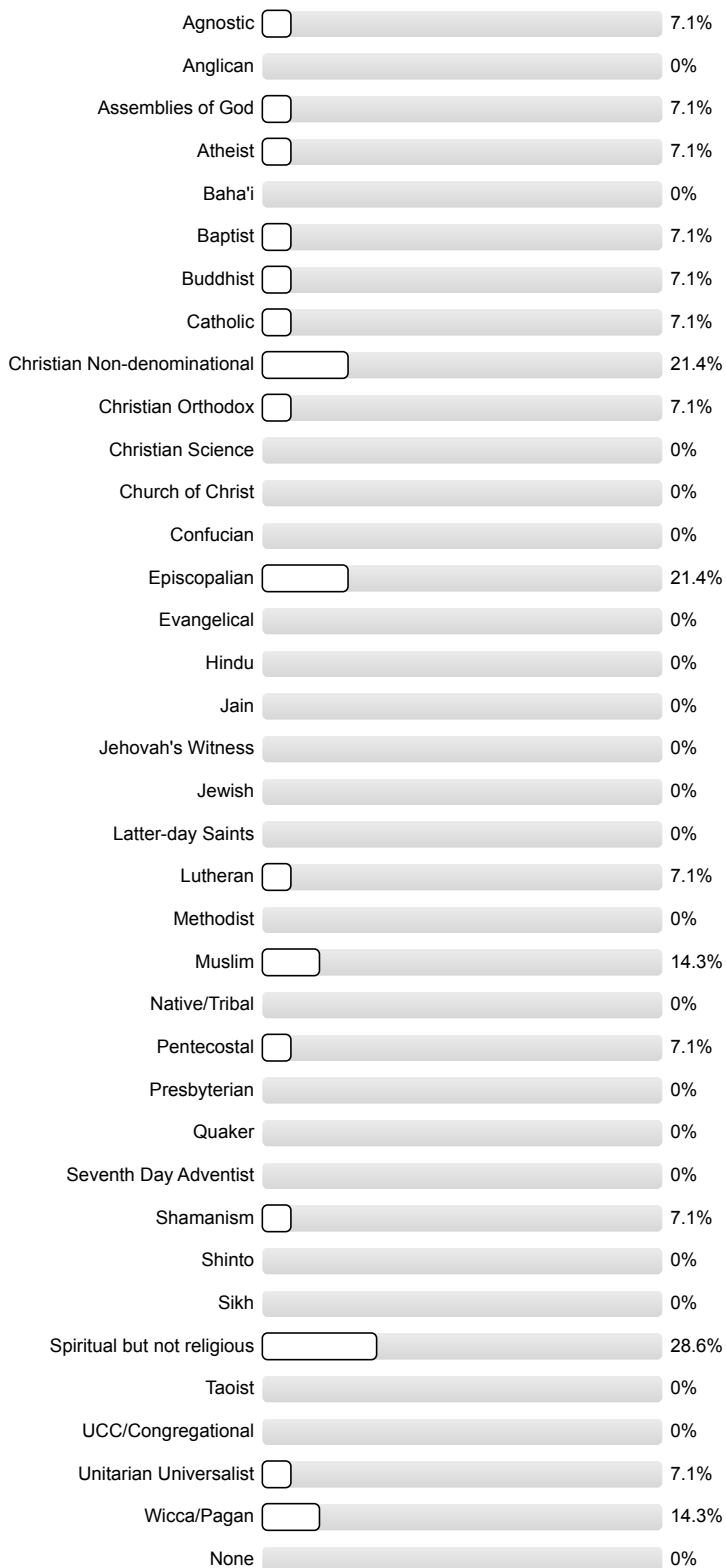


3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)

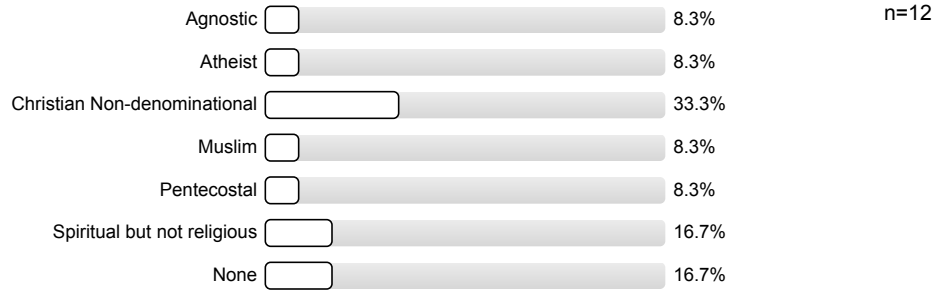


3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

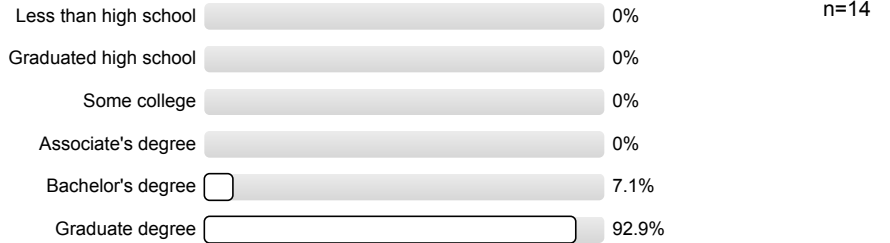
n=14



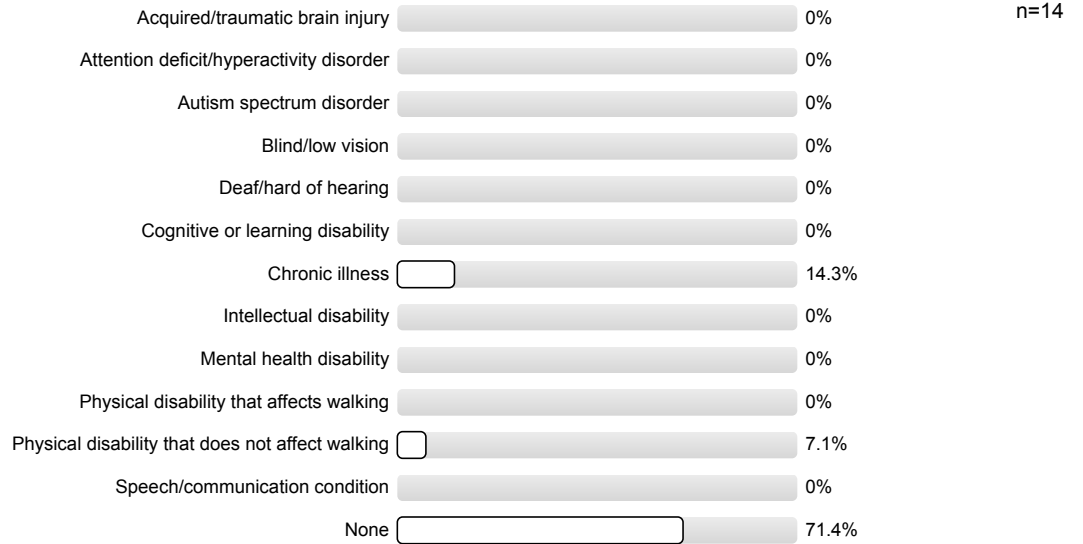
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)



3.12) What is your highest level of education?

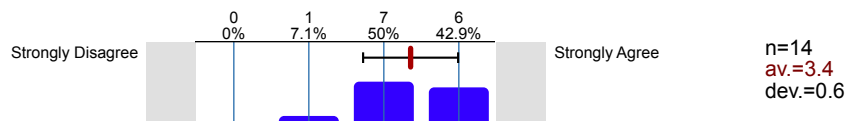


3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)

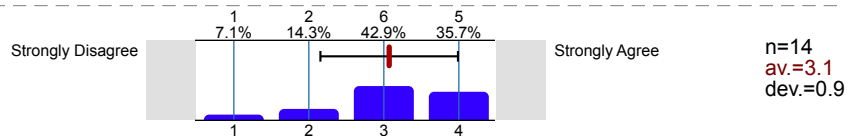


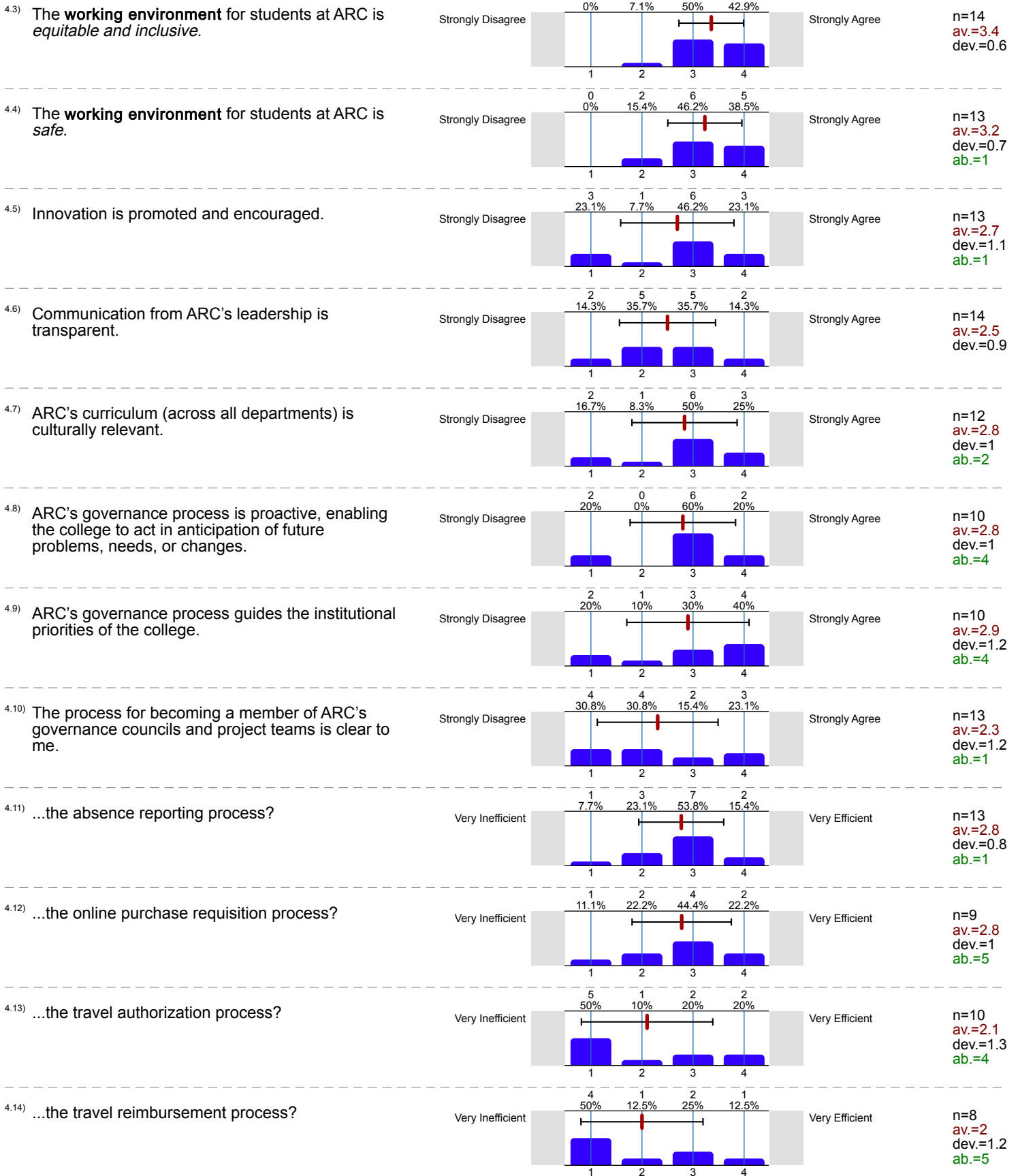
4. Institutional Effectiveness

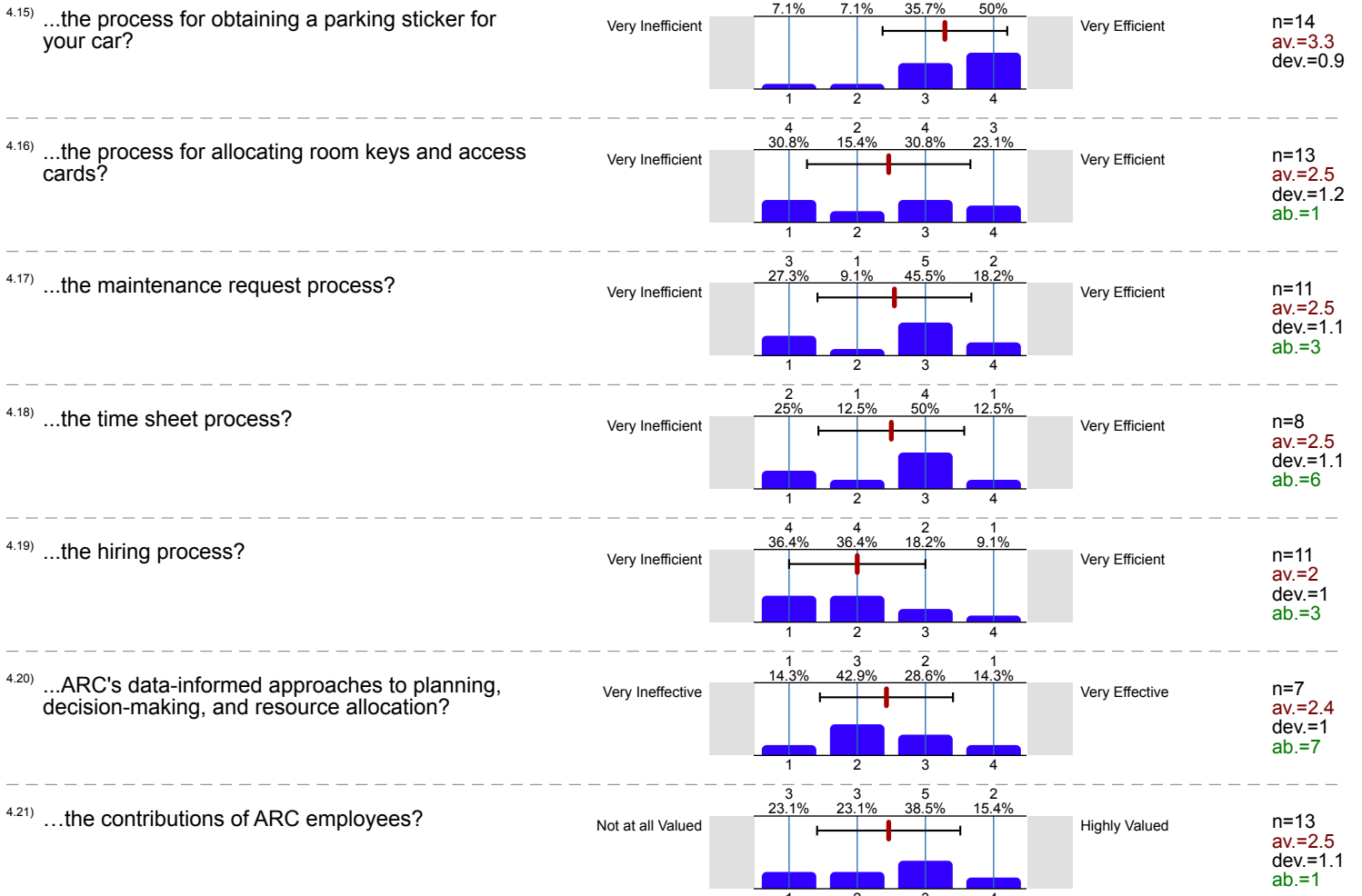
4.1) The **teaching/learning environment is equitable and inclusive** for students at my primary ARC work location.



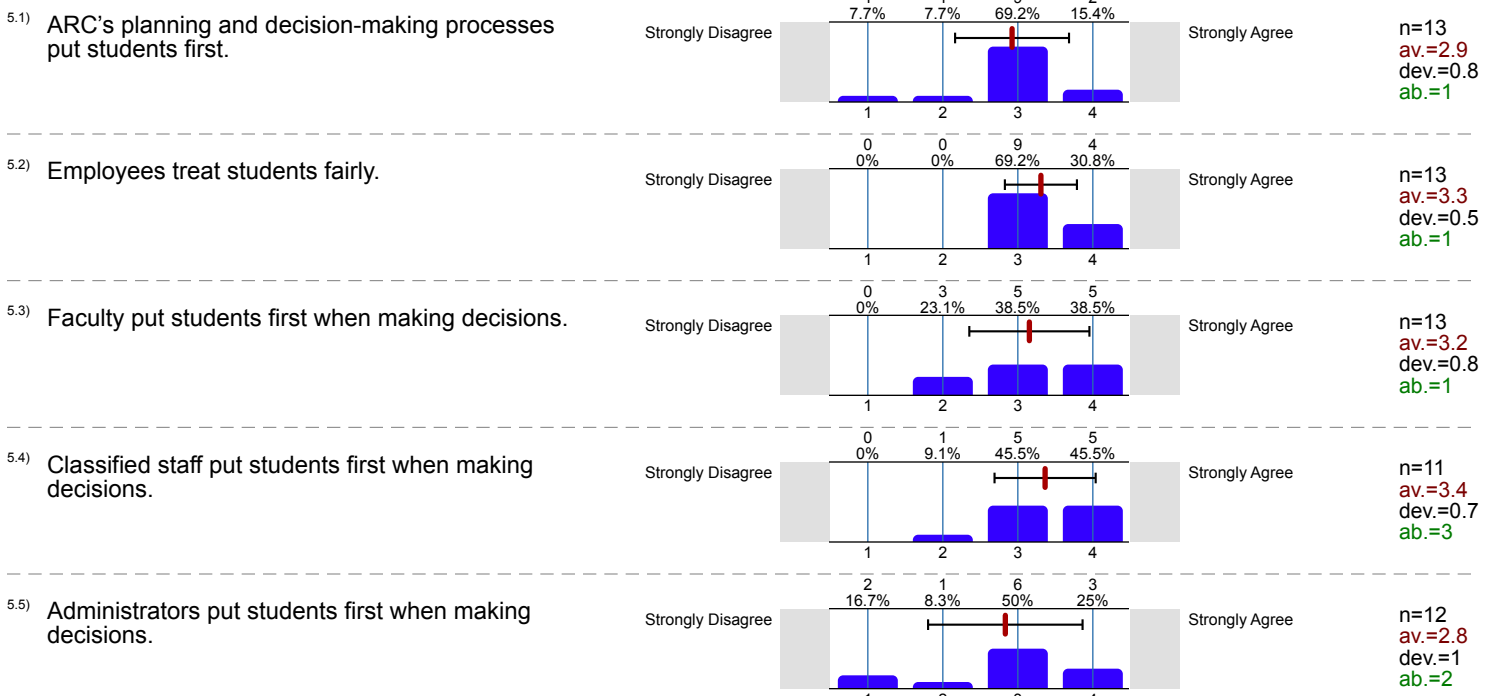
4.2) The **teaching/learning environment is safe** for students at my primary ARC work location.



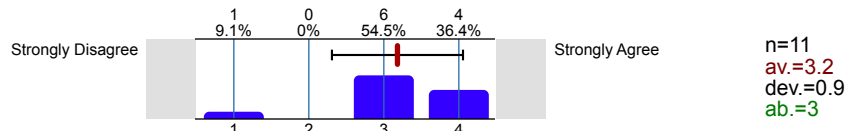




5. Student-Focus

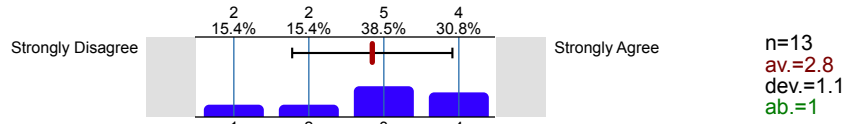


5.6) ARC provides sufficient programs and resources to foster the success of a diverse student body.

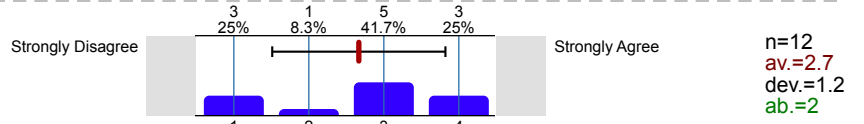


6. Teamwork

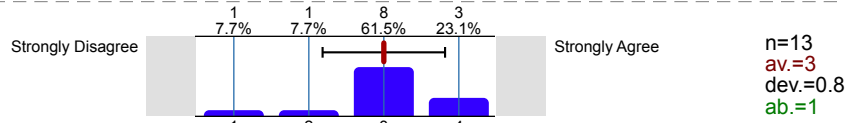
6.1) Employees work collaboratively.



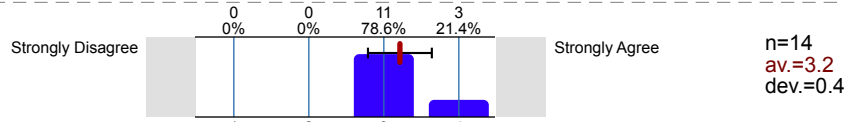
6.2) A sense of cooperation exists across employee groups at ARC.



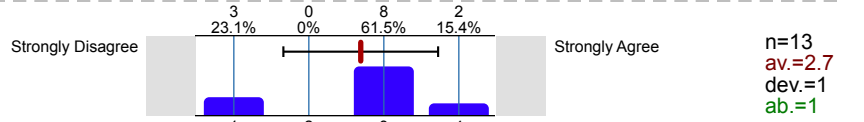
6.3) Employees go out of their way to create a welcoming climate.



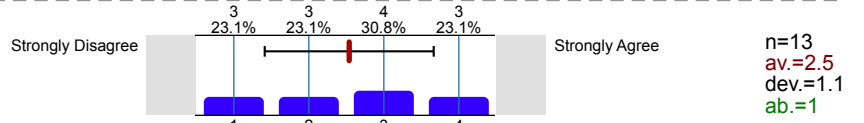
6.4) Employees treat students with respect.



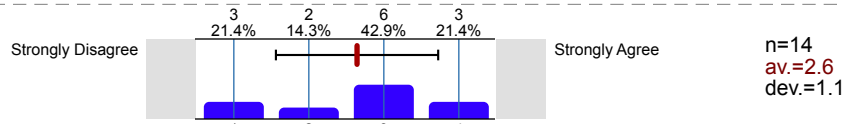
6.5) Employees treat one another in a professional and friendly manner.



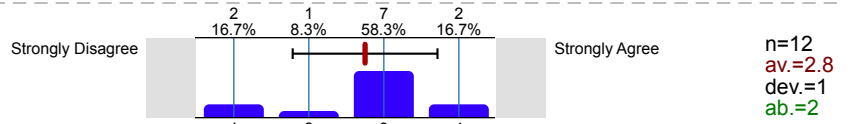
6.6) A sense of teamwork exists at ARC.



6.7) Clear expectations about my work are communicated to me.

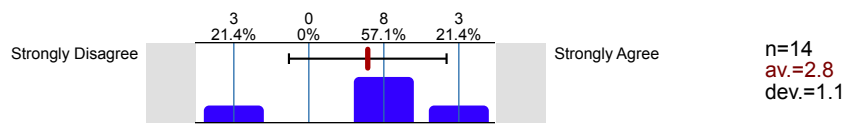


6.8) Employees at ARC use problem-solving techniques when working with others.

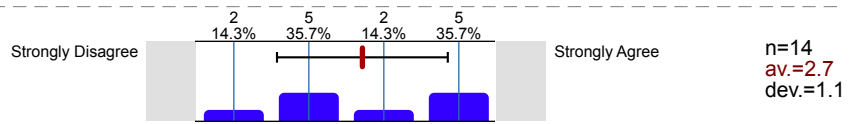


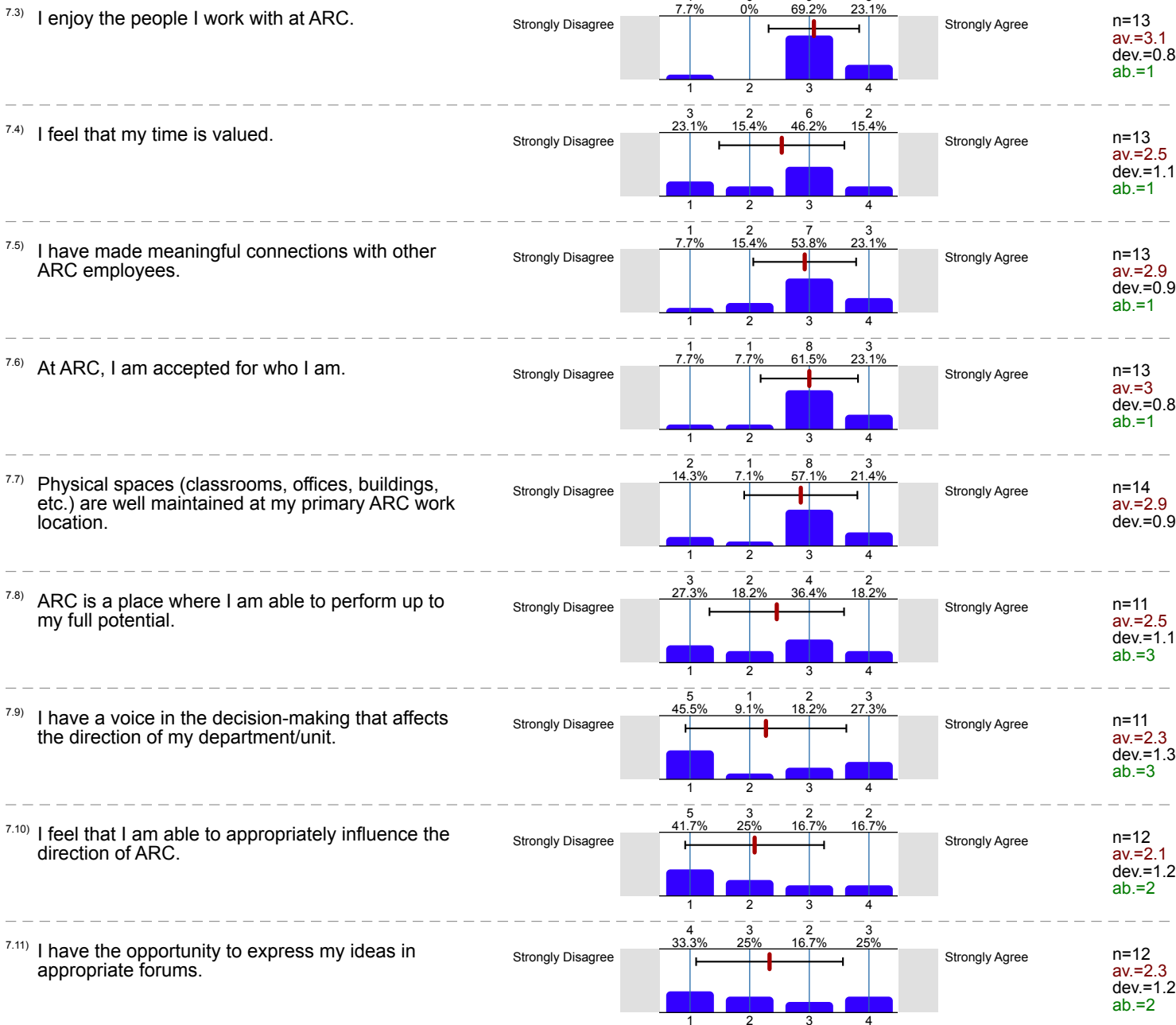
7. Job Satisfaction

7.1) Overall, I am satisfied with my job at ARC.

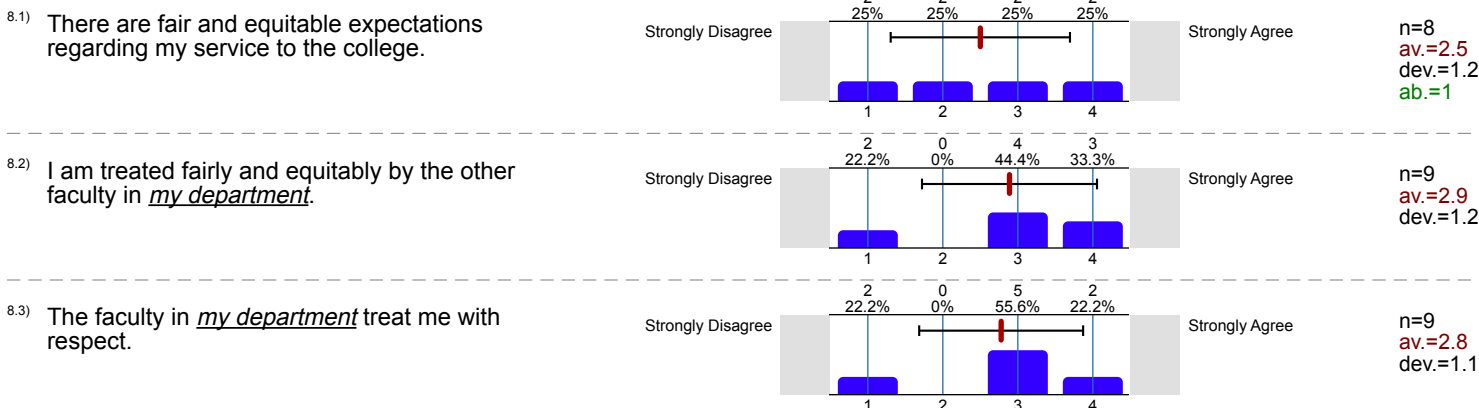


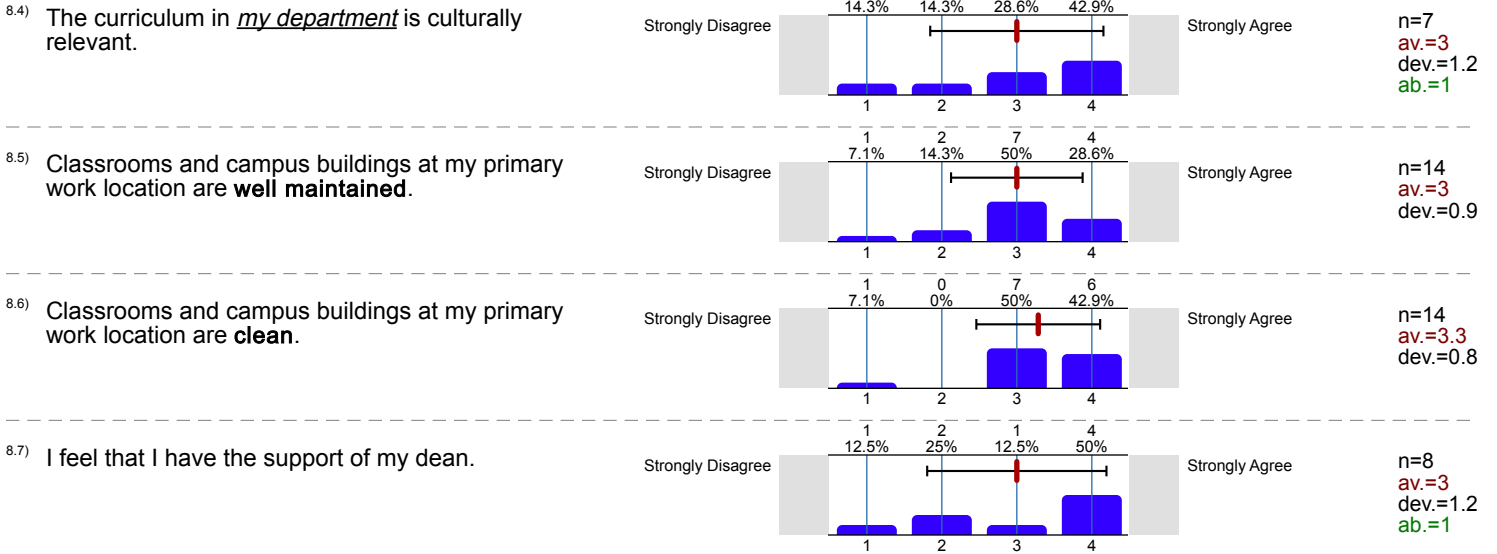
7.2) I feel pressure to accomplish too many tasks and priorities.



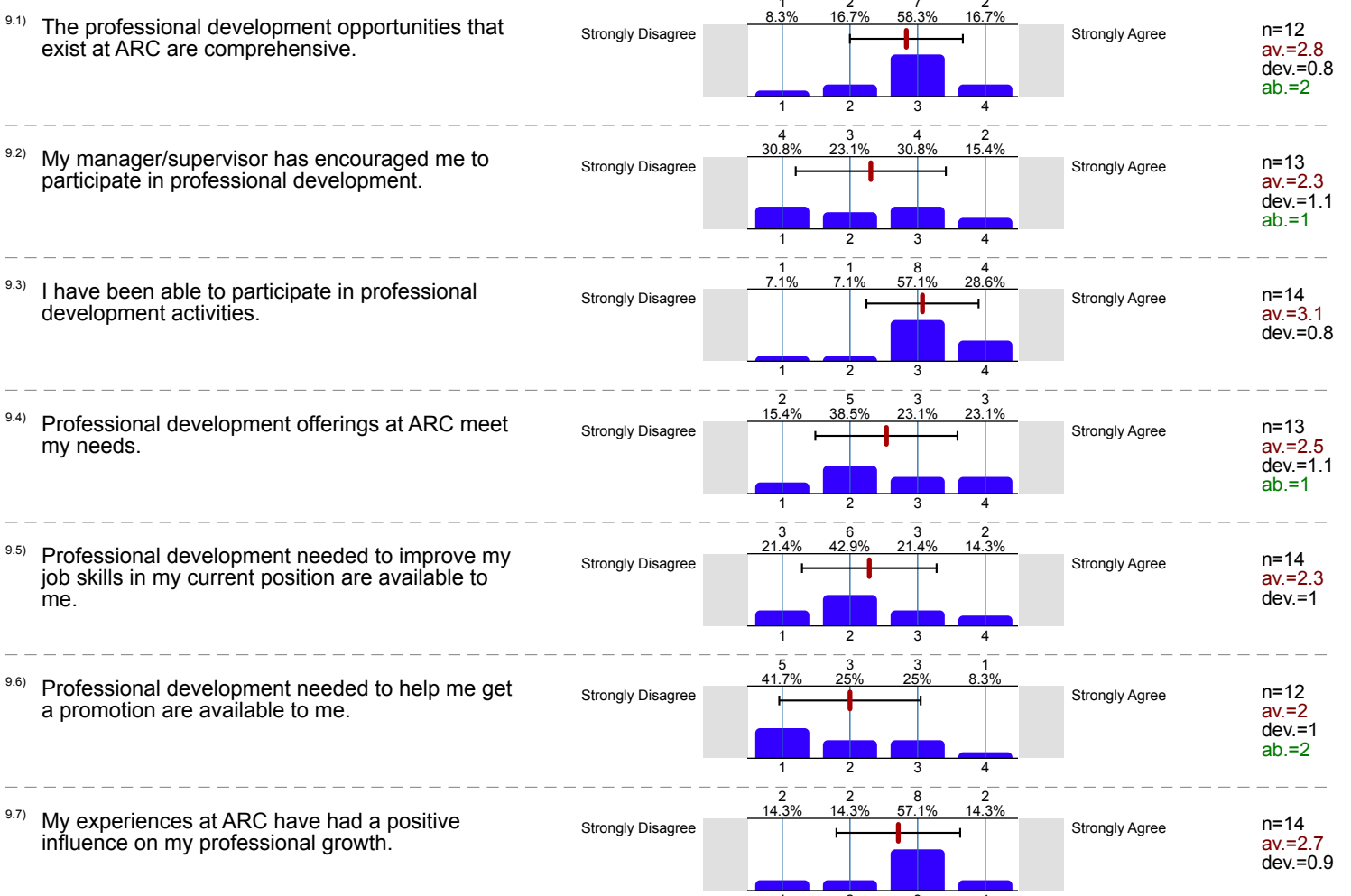


8. Faculty Specific Questions

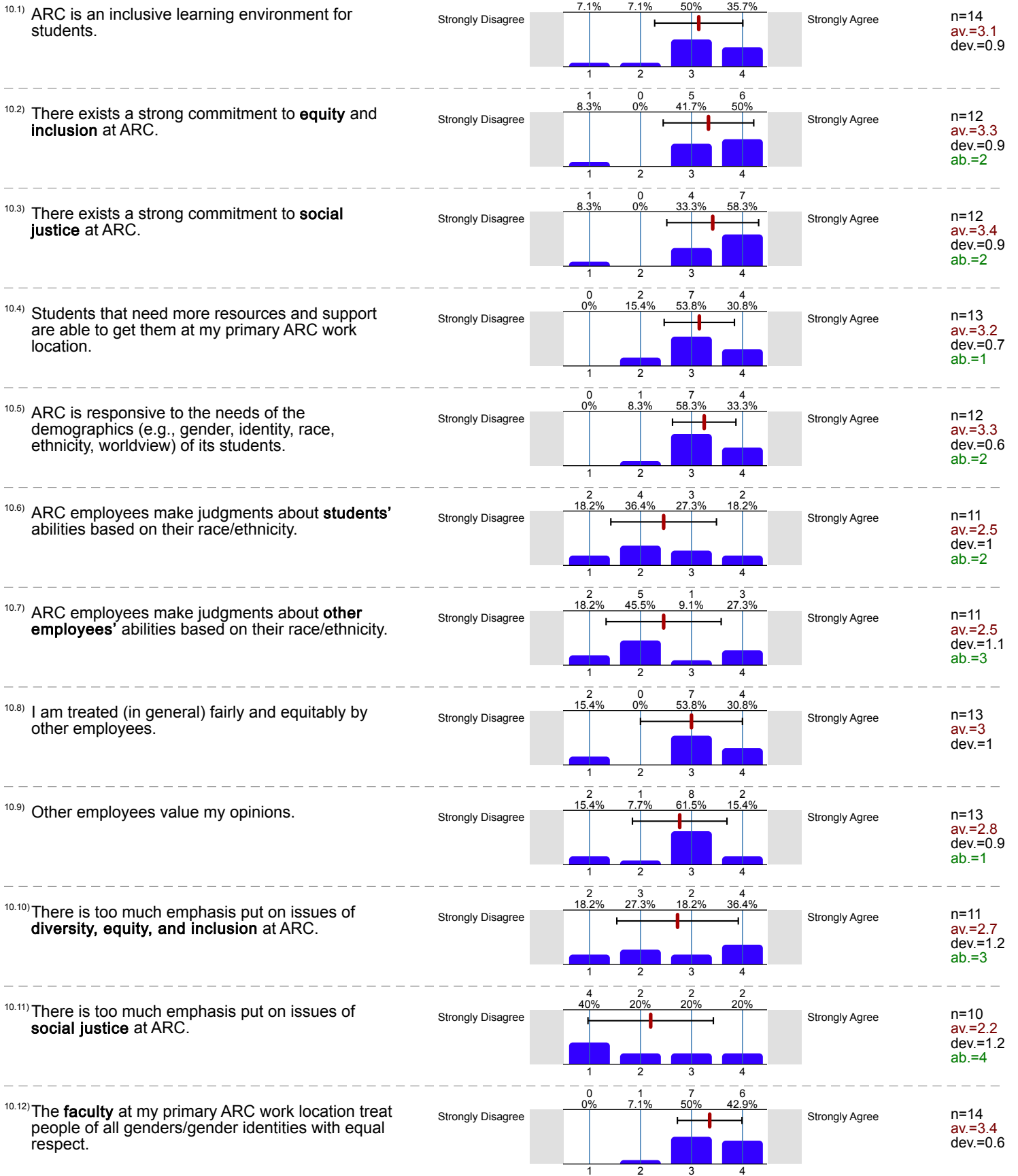


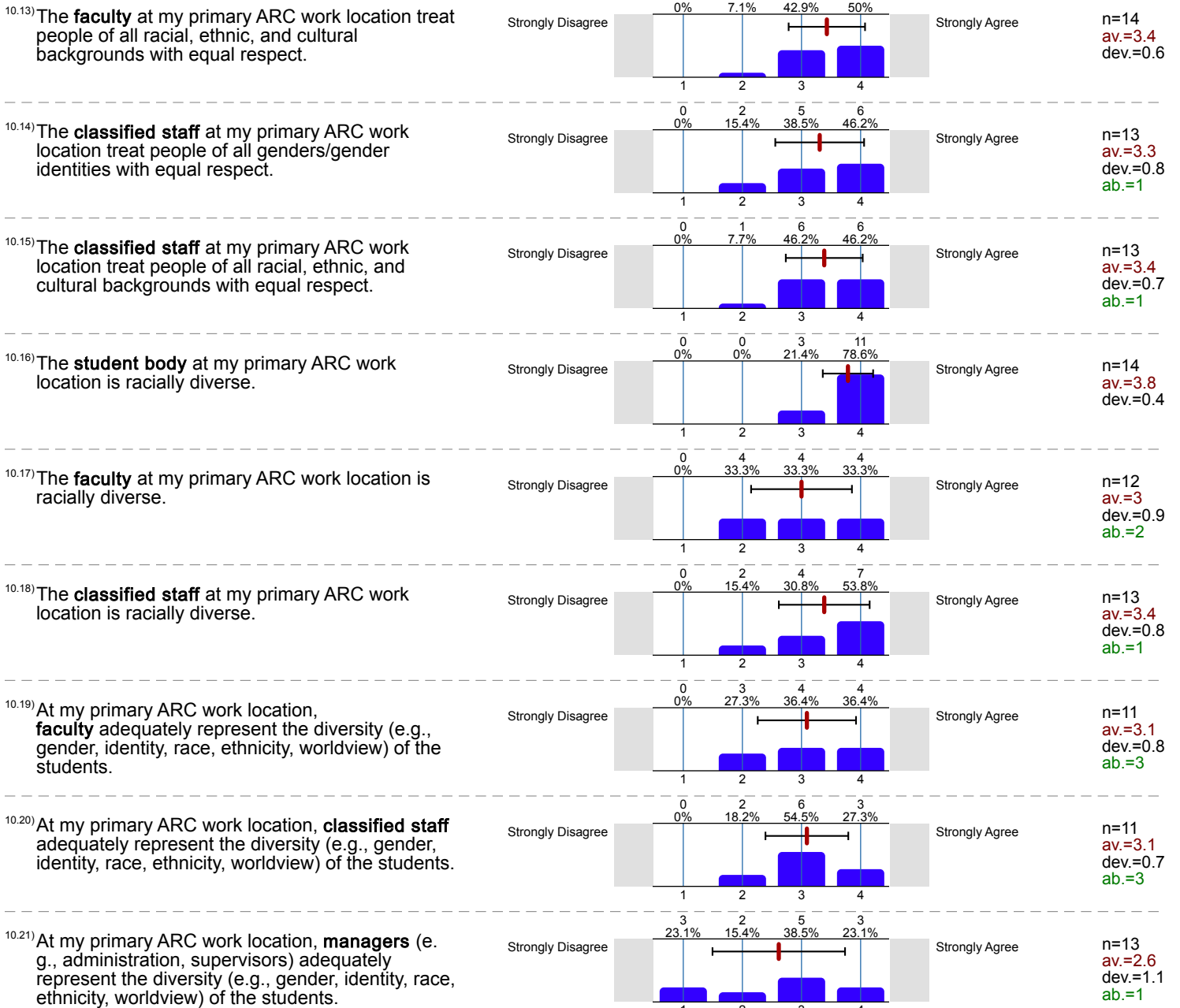


9. Professional Development

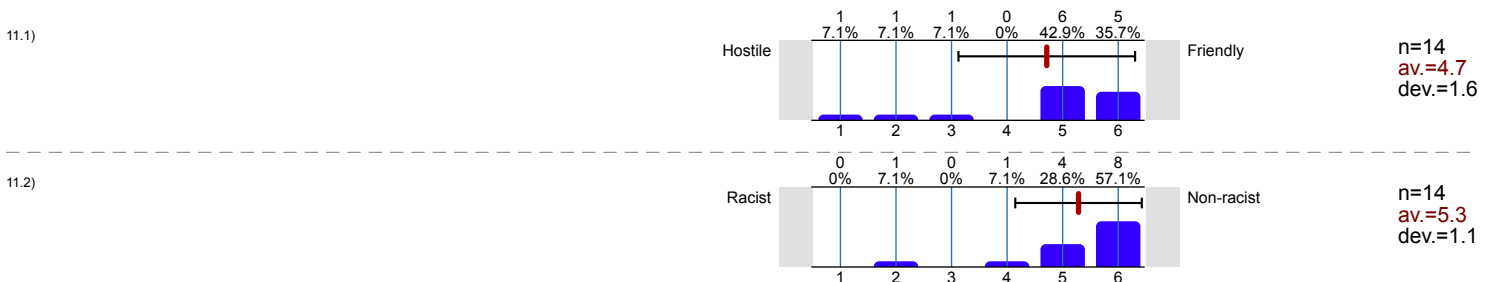


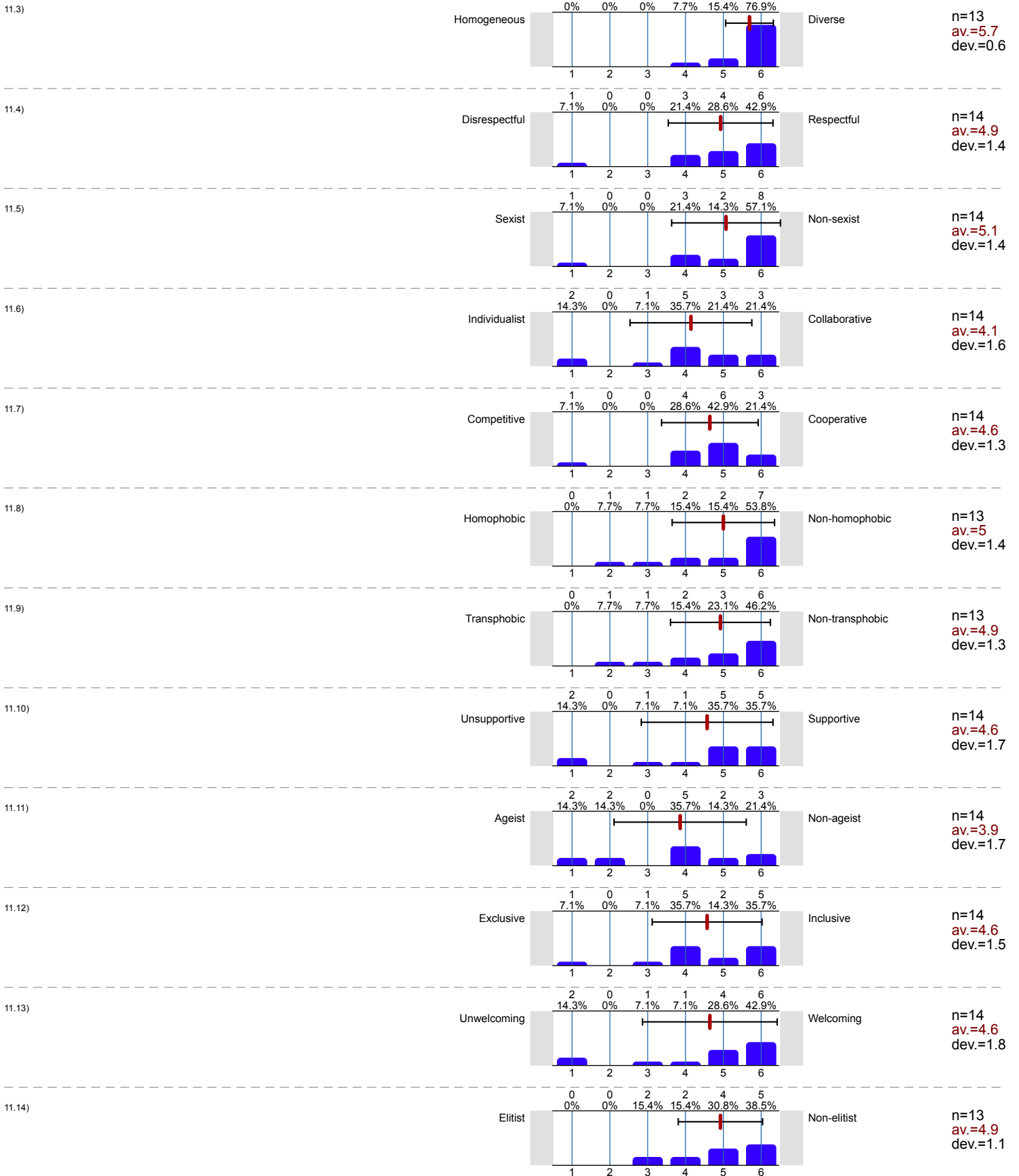
10. Equity, Inclusion, Social Justice Focus





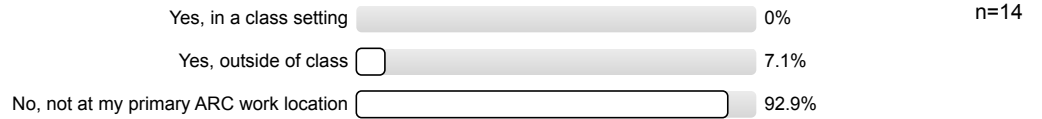
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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



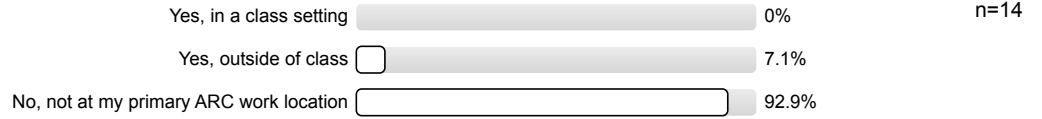


12. During the past 12 months at ***your primary ARC work location***, have you heard anyone... (MARK ALL THAT APPLY)

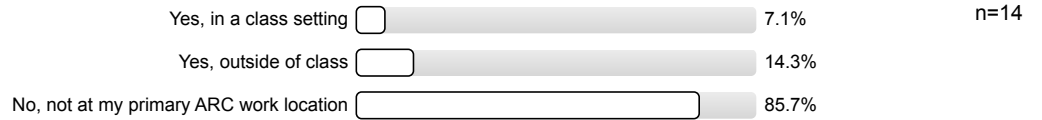
12.1) ...call someone homophobic names.



12.2) ...say sexual things to you or try to talk about sexual matters when you didn't want to.



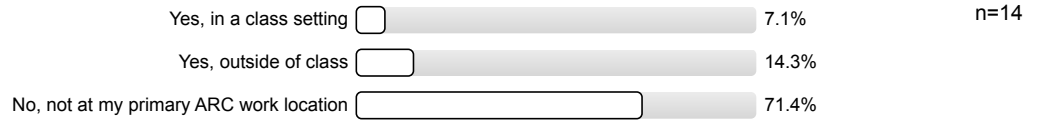
12.3) ...make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexual, trans, queer, +).



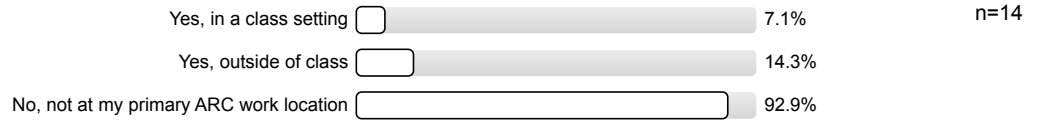
12.4) ...suggest or imply in your presence that women don't have the same intellectual abilities that men do.



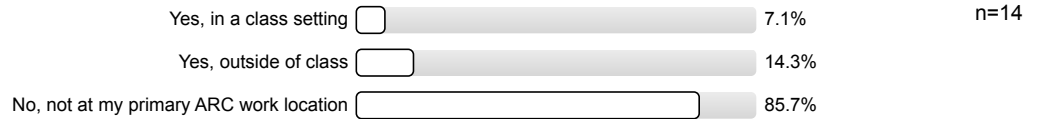
12.5) ...make inappropriate comments about your or someone else's body, appearance, or looks.



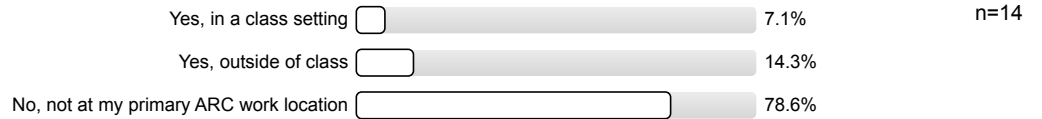
12.6) ...make sexist remarks or jokes about women.



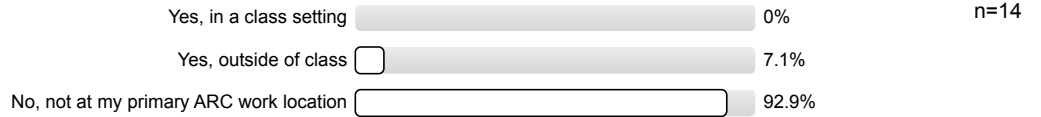
12.7) ...make sexist remarks or jokes about men.



12.8) ...make negative remarks or jokes about trans women.

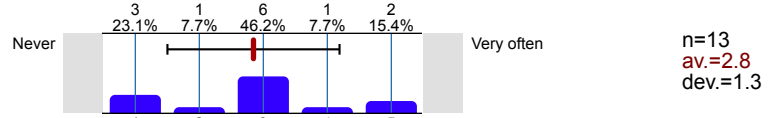


12.9) ...make negative remarks or jokes about trans men.

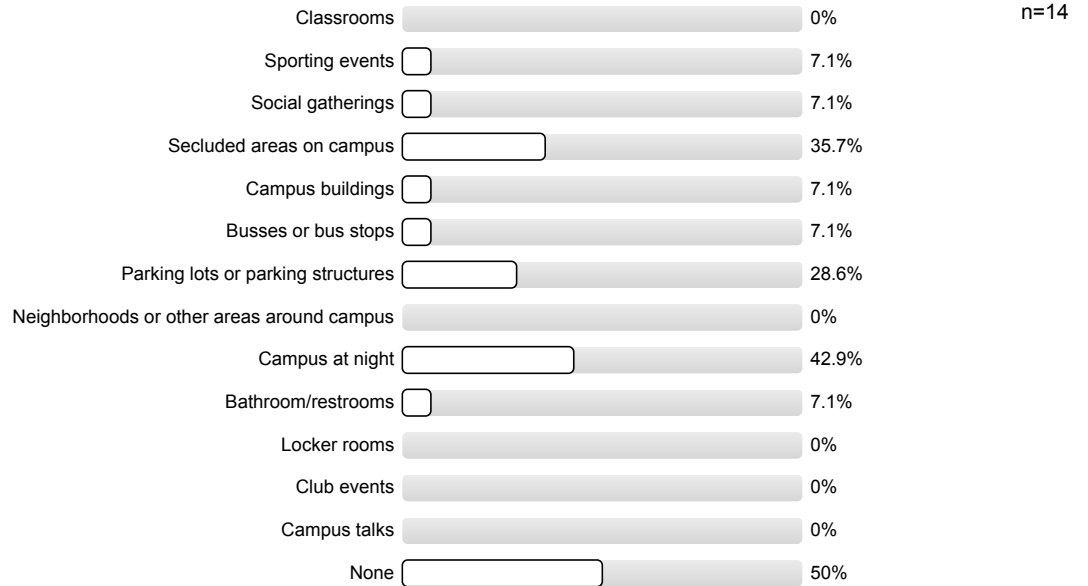


13. Regarding your **physical safety**:

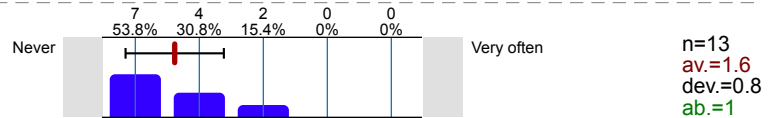
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



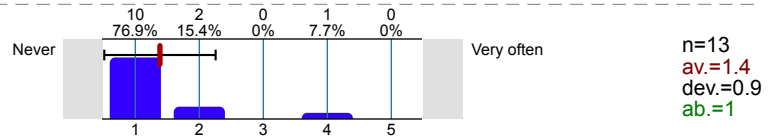
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



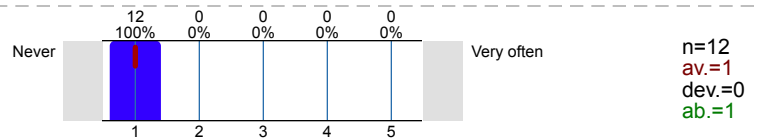
13.4) Other students



13.5) Instructors

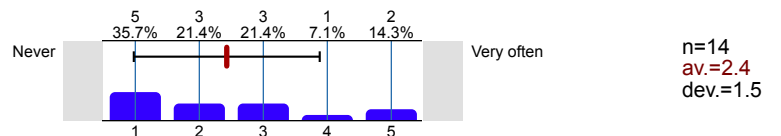


13.6) Staff

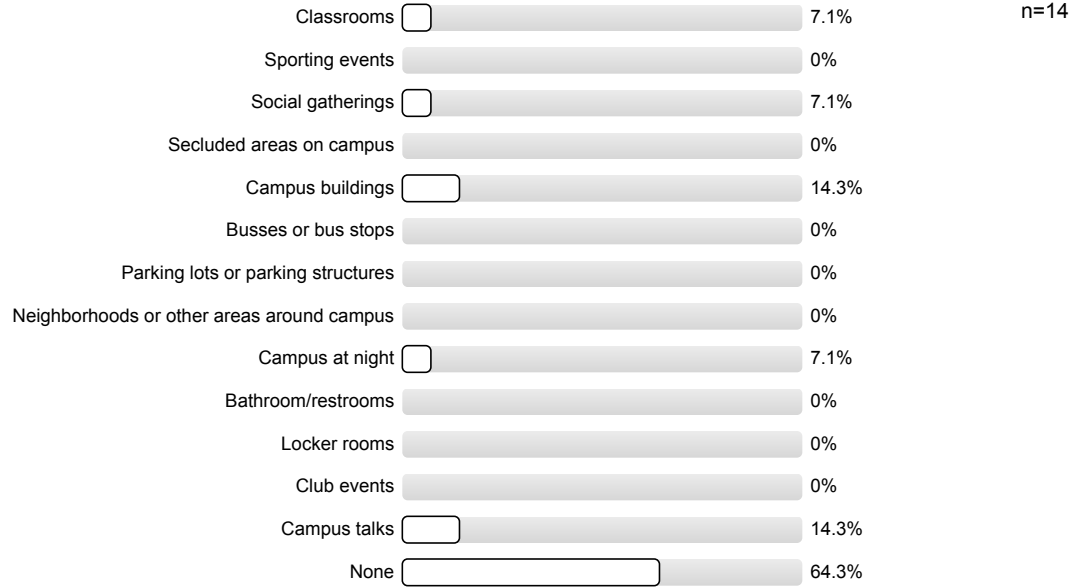


14. Regarding your **emotional safety**:

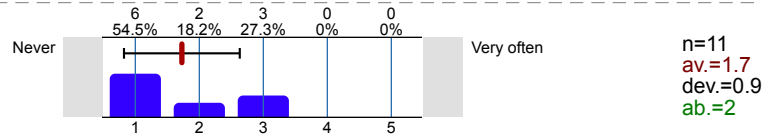
14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



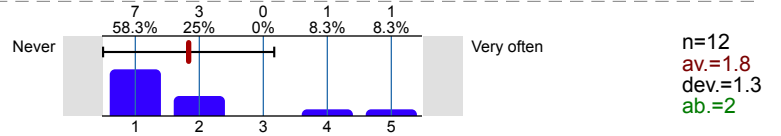
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)



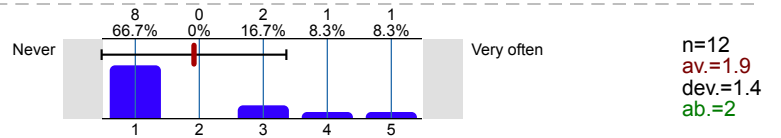
14.4) Other students



14.5) Instructors



14.6) Staff



15. Regarding your primary ARC work location:

15.1) Discrimination



15.2) Threats of physical violence



15.3) Physical violence



15.4) Threats of emotional violence



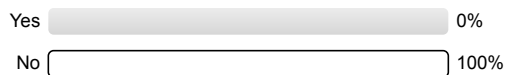
n=13

15.5) Emotional violence



n=13

15.6) Sexual harassment



n=13

15.7) Other harassment



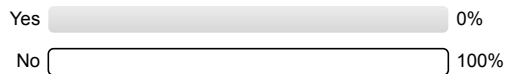
n=13

15.8) Sexual assault



n=13

15.9) Unwanted sexual advances



n=12

15.10) Verbal threats



n=13

15.11) Discrimination



n=13

15.12) Threats of physical violence



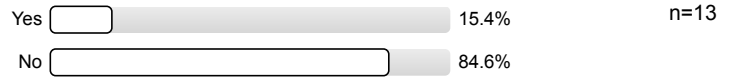
n=13

15.13) Physical violence

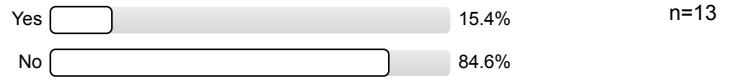


n=13

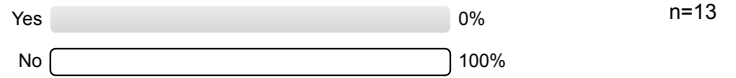
15.14) Threats of emotional violence



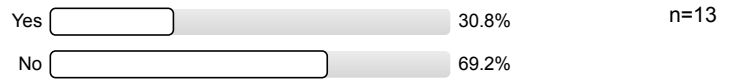
15.15) Emotional violence



15.16) Sexual harassment



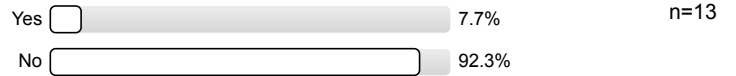
15.17) Other harassment



15.18) Sexual assault



15.19) Unwanted sexual advances

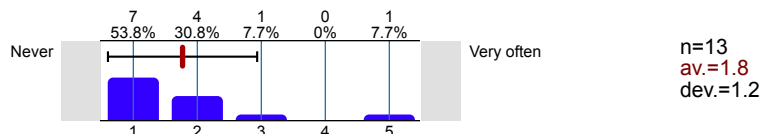


15.20) Verbal threats

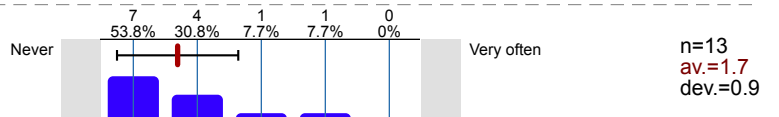


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

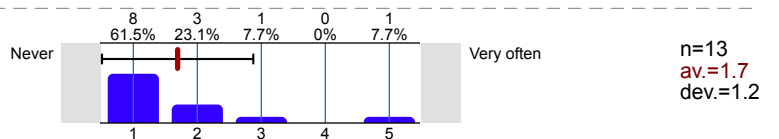
16.1) ...gender/gender identity



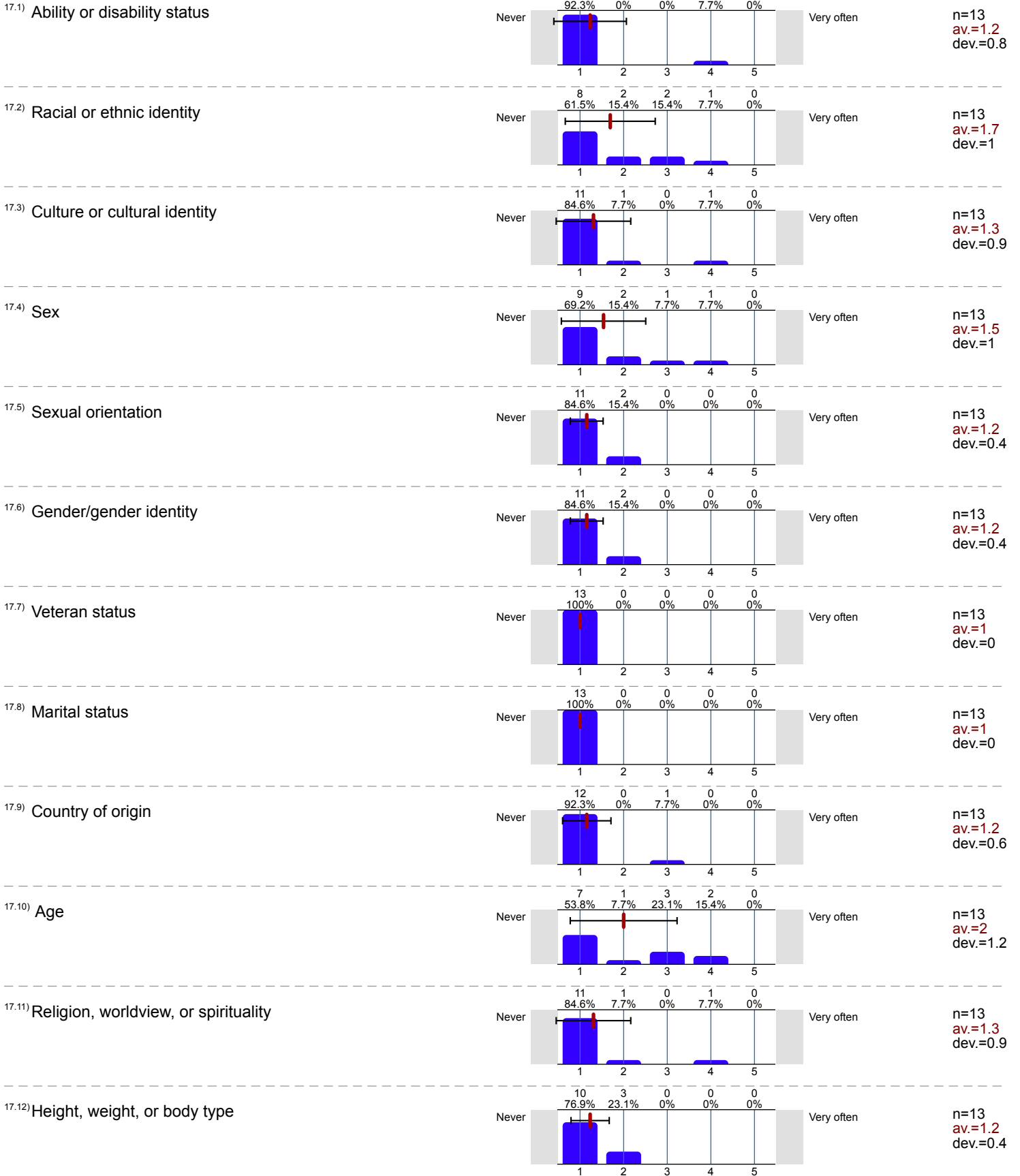
16.2) ...sexual orientation



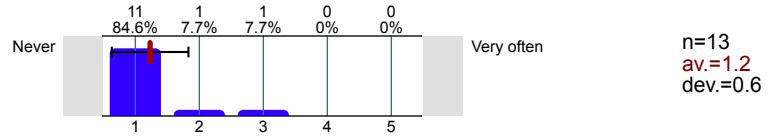
16.3) ...racial, ethnic, or cultural identity



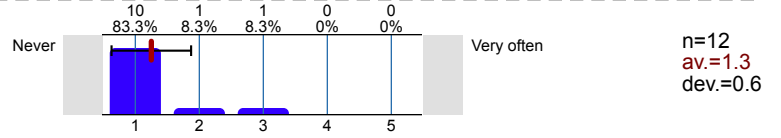
17. During the past 12 months, do you feel YOU have been mistreated *by students* at your primary ARC work location because of your:



17.13) Political orientation

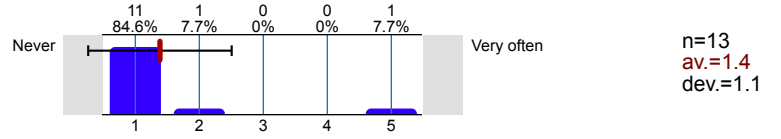


17.14) Social class

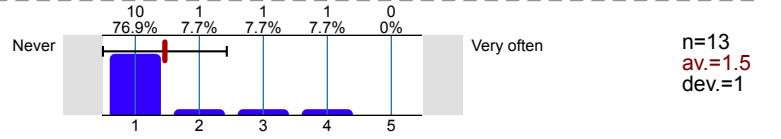


18. During the past 12 months, do you feel **YOU have** been mistreated *by faculty* at your primary ARC work location because of your:

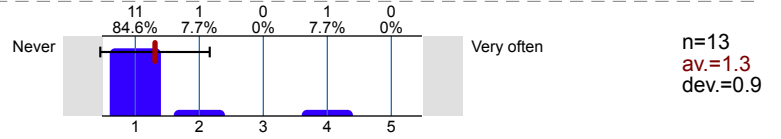
18.1) Ability or disability status



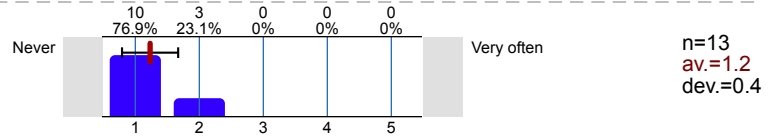
18.2) Racial or ethnic identity



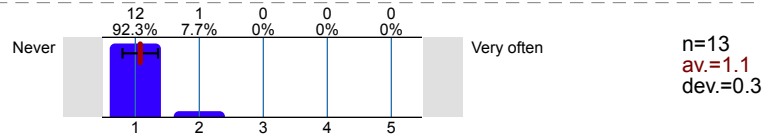
18.3) Culture or cultural identity



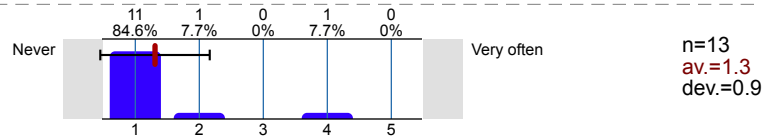
18.4) Sex



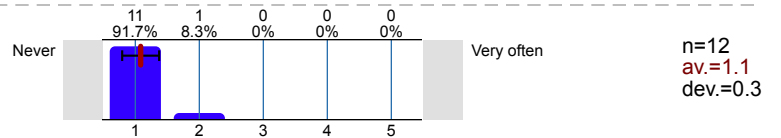
18.5) Sexual orientation



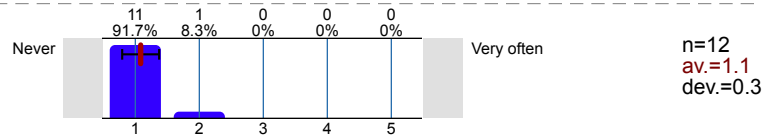
18.6) Gender/gender identity



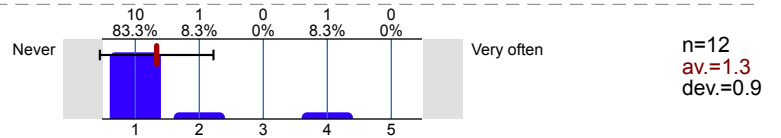
18.7) Veteran status



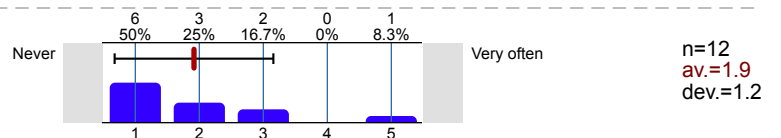
18.8) Marital status



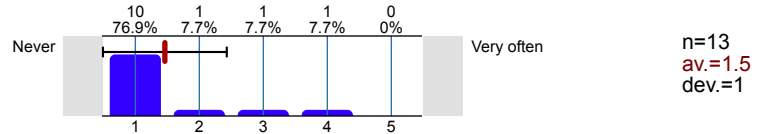
18.9) Country of origin



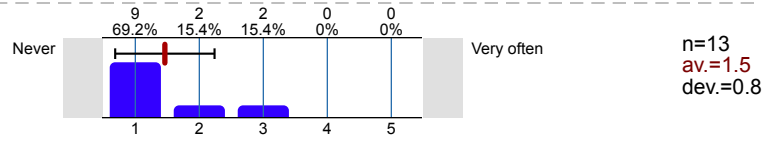
18.10) Age



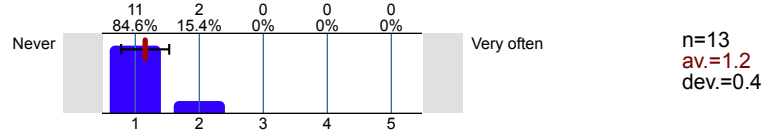
18.11) Religion, worldview, or spirituality



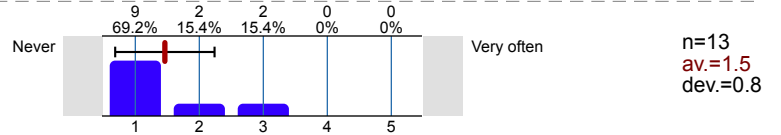
18.12) Height, weight, or body type



18.13) Political orientation

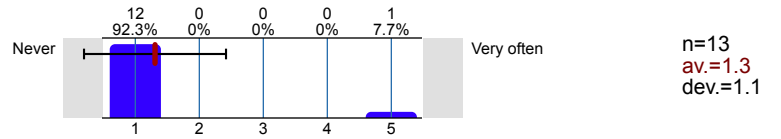


18.14) Social class

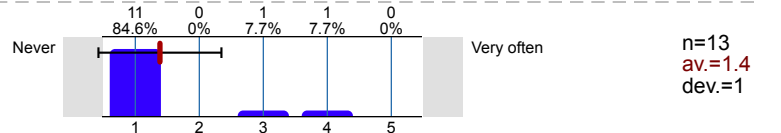


19. During the past 12 months, do you feel **YOU have** been mistreated *by classified staff* at your primary ARC work location because of your:

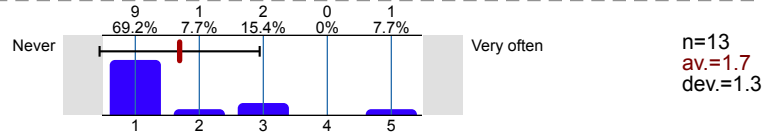
19.1) Ability or disability status



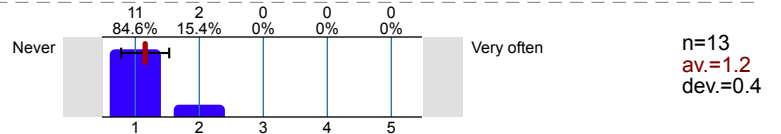
19.2) Racial or ethnic identity



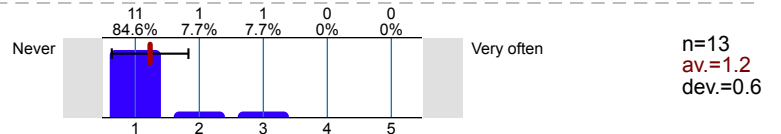
19.3) Culture or cultural identity



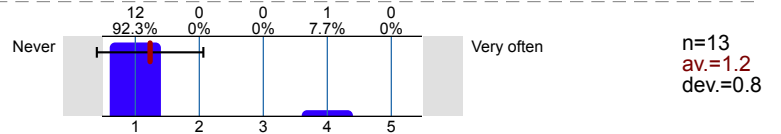
19.4) Sex



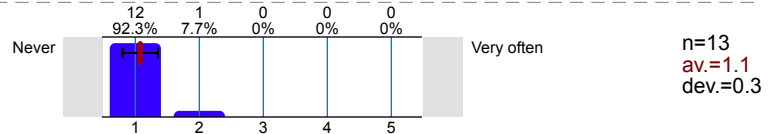
19.5) Sexual orientation



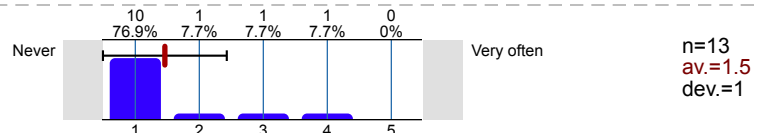
19.6) Gender/gender identity

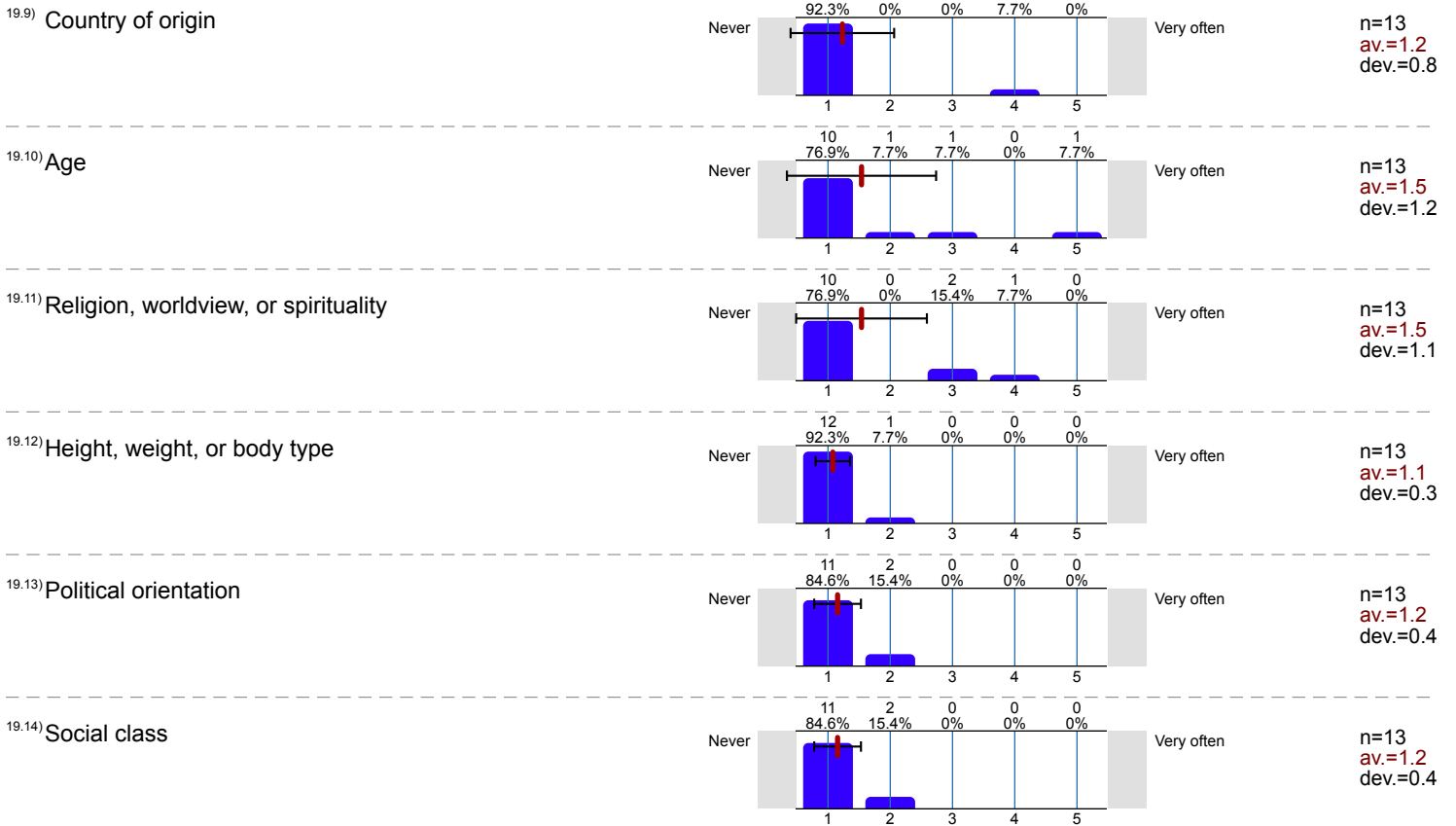


19.7) Veteran status

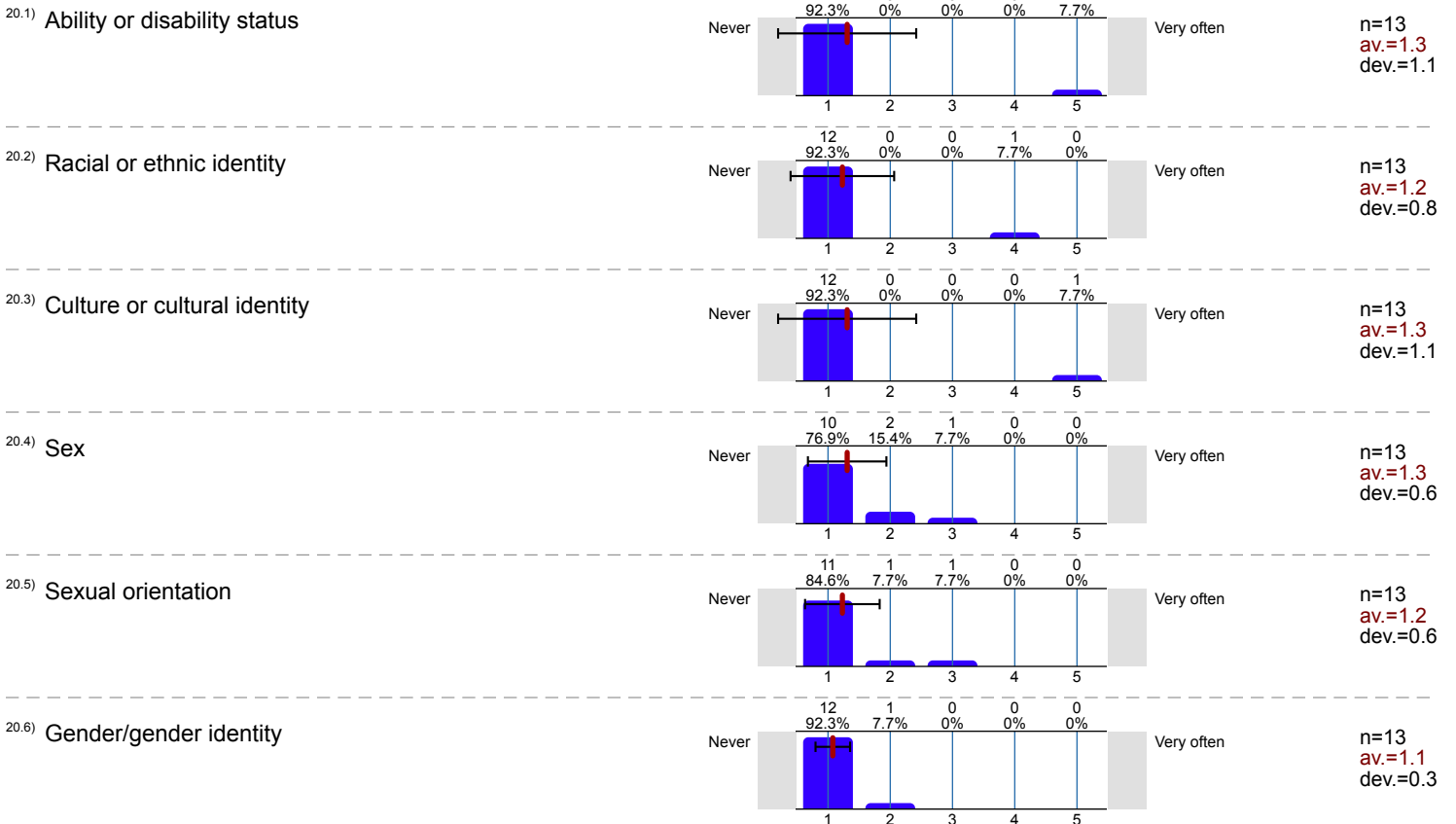


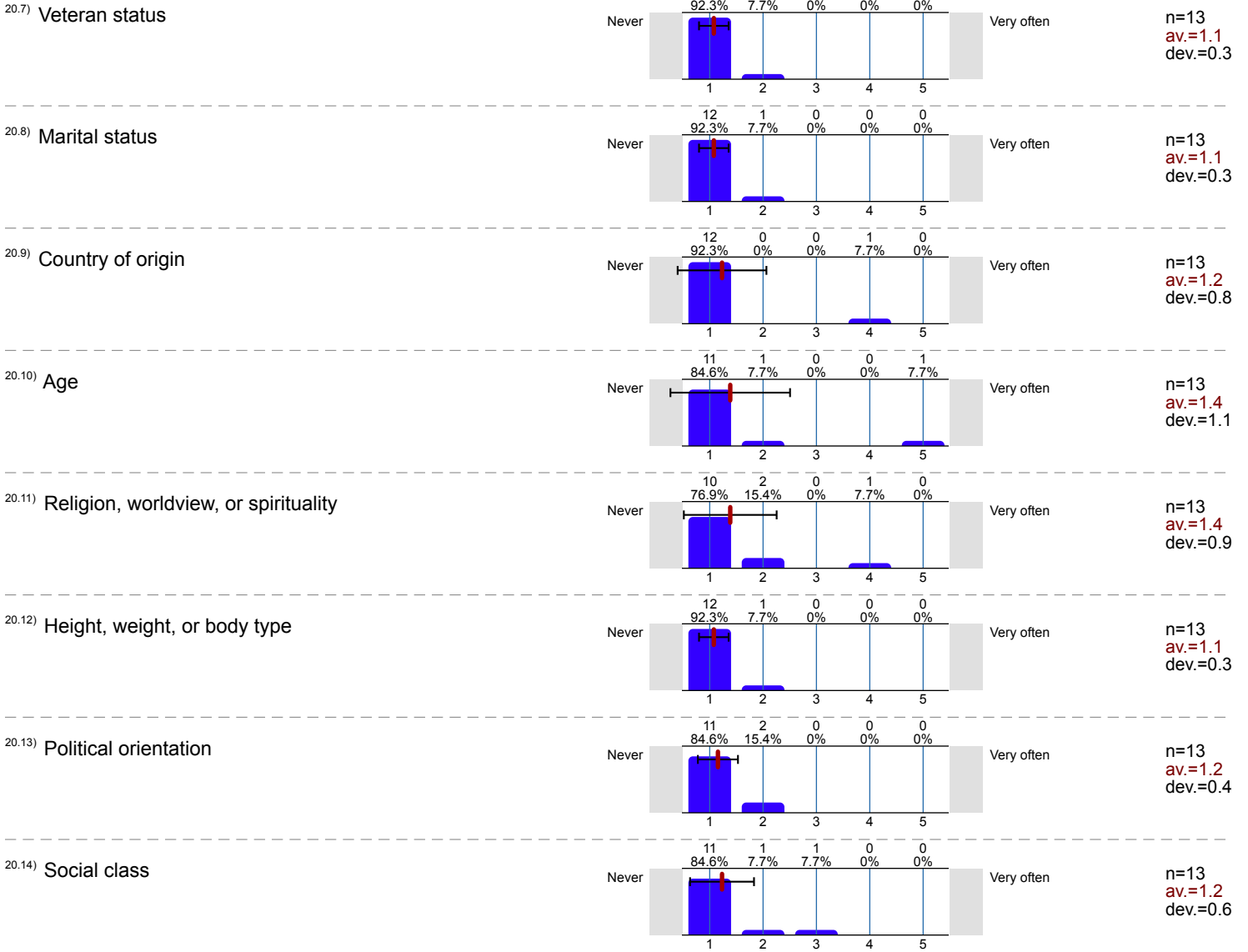
19.8) Marital status



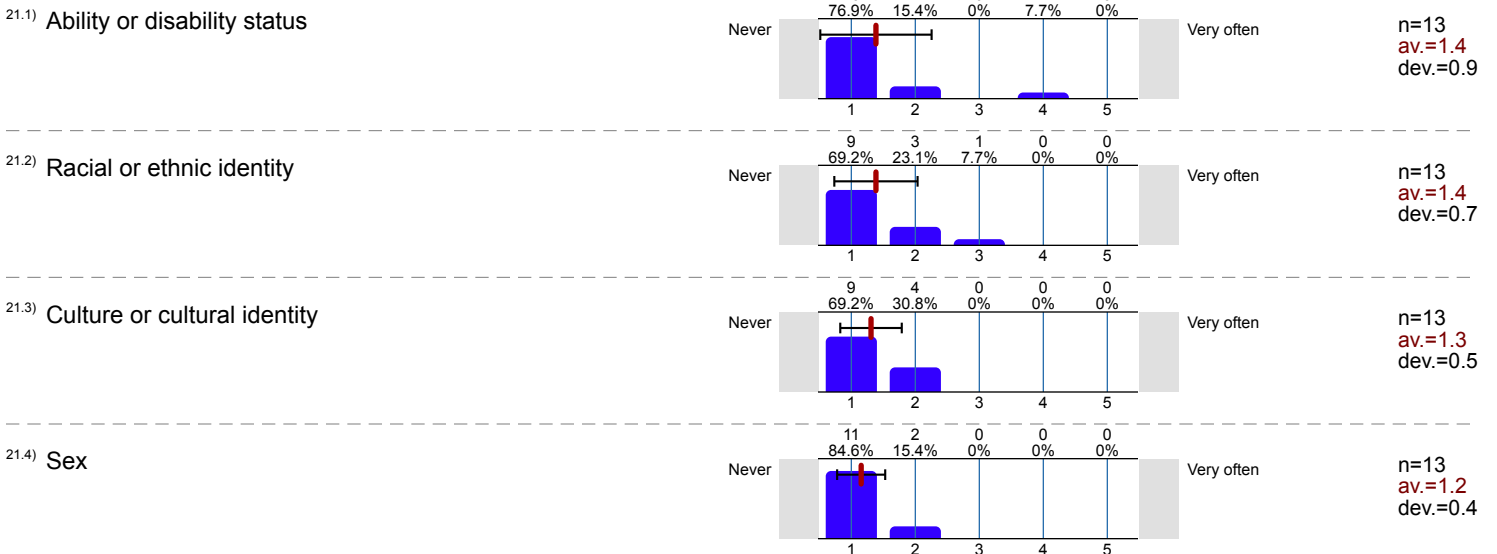


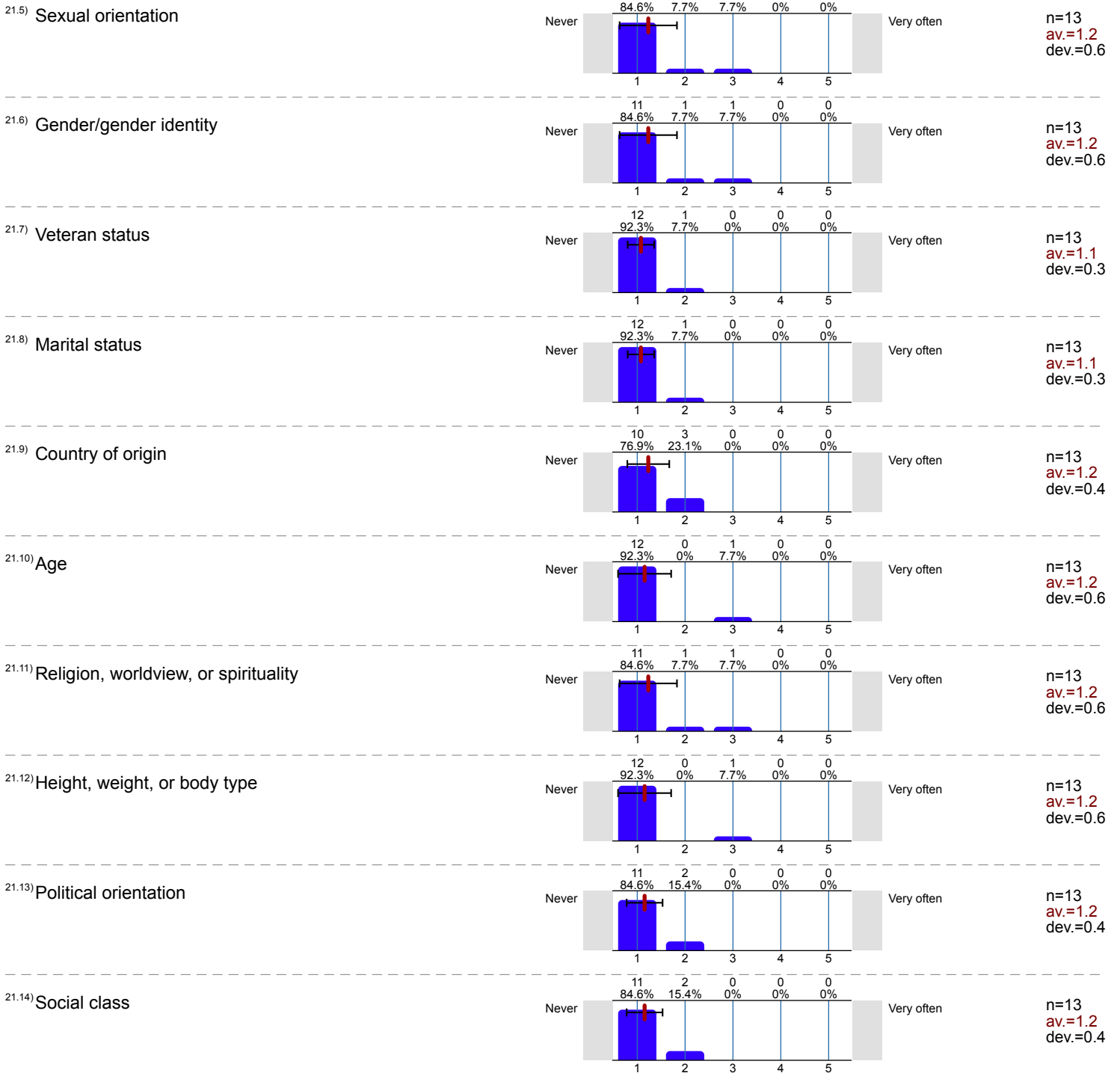
20. During the past 12 months, do you feel **YOU** have been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:



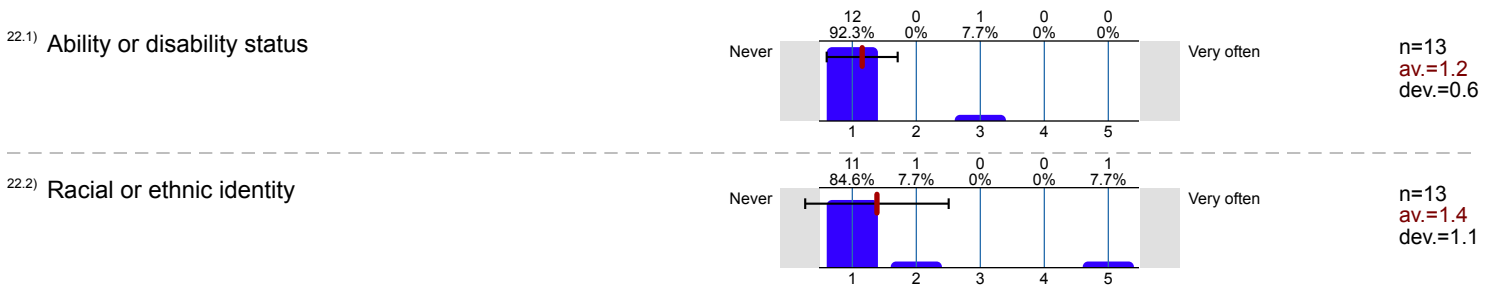


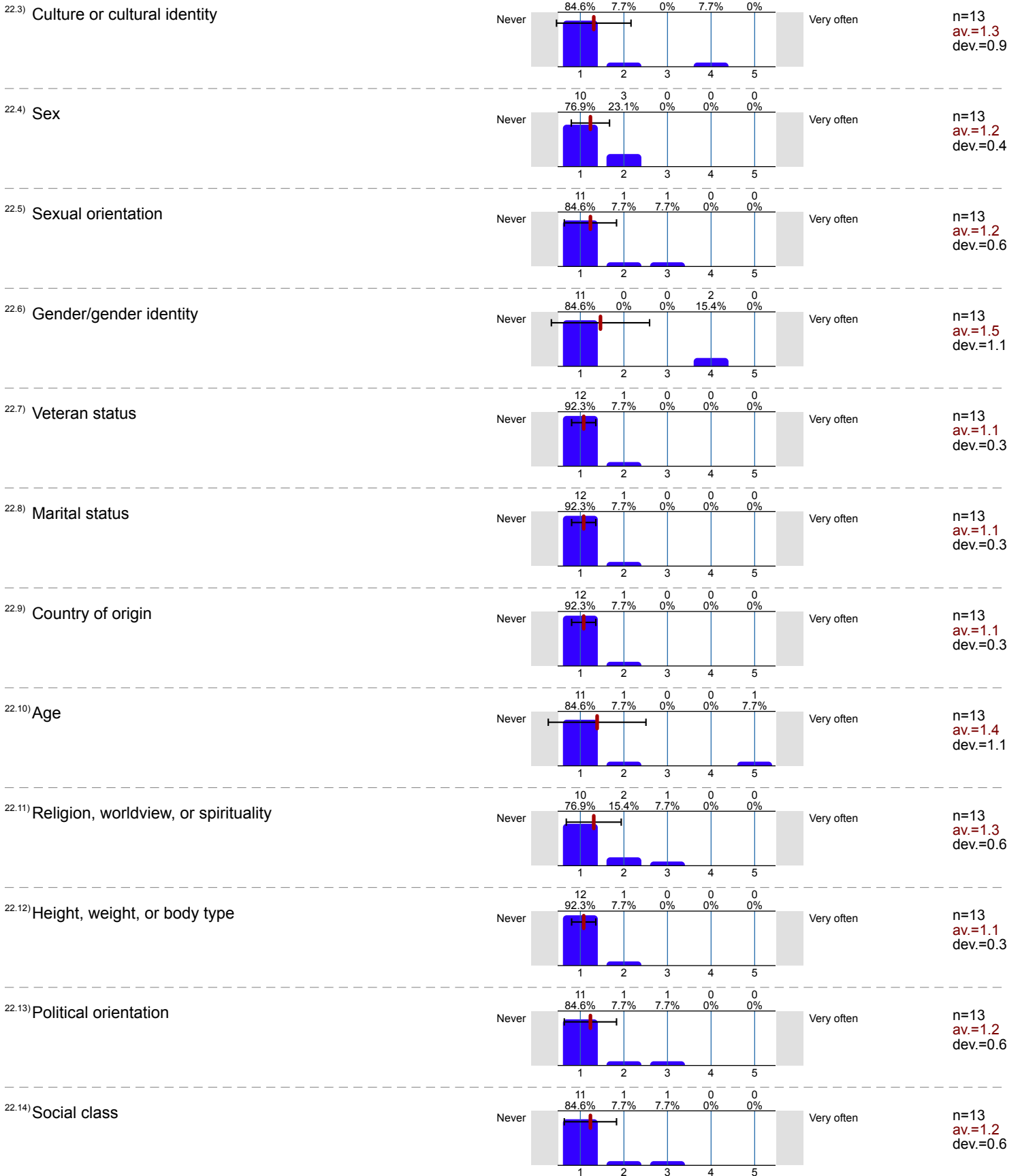
21. During the past 12 months, have you seen faculty, classified staff, or managers mistreat students at your primary ARC work location because of their:



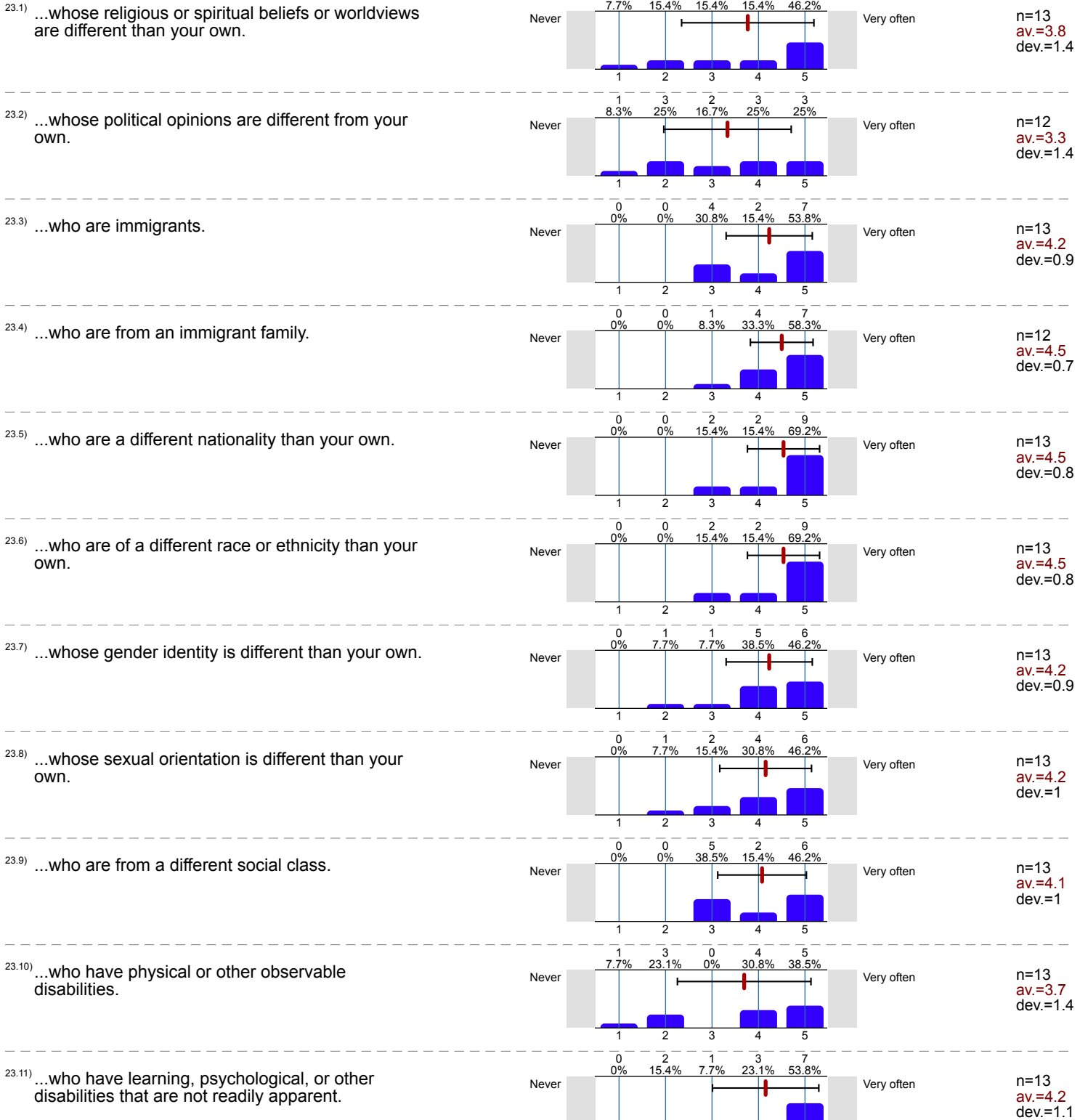


22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:



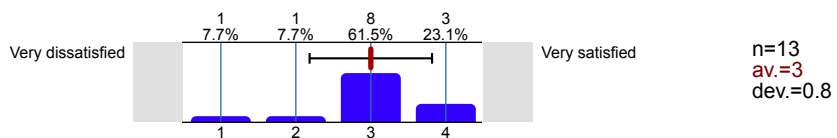


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



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

24.1) During the past 12 months, how satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at your primary ARC work location?



Comments Report

3. Demographics

3.7) Aside from how you responded above, please list in the text box below all of the specific races, ethnicities, tribes and cultures with which you **strongly** identify (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 by students, faculty, classified staff, or managers (administrators, supervisors) 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. :)