	PT permanent No. of respons			ARC
	Survey Re	sults		
Legend Question text	Left pole	Mean 0 50% 0% 25% 0 25% 2 3 4 5 Histogram	Right pole	n=No. of respons av.=Mean dev.=Std. Dev. ab.=Abstentior
2. Employee Info				
^{2.1)} Primary Employment Cla			201	n=7
	Faculty, Full-Time Teaching		0%	11-7
	Faculty, Full-Time Non-Teaching (Counselors, Librarians) Faculty, Adjunct Teaching		0%	
	Faculty, Adjunct Non-Teaching (Counselors, Librarians)		0%	
	Classified, Full-Time Permanent		0%	
	Classified, Part-Time Permanent	[100%	
	Supervisor		0%	
	Administrator		0%	
^{2.2)} Years worked at ARC (a				
	less than 1 year		14.3%	n=7
	1 to 4 years		14.3%	
	5 to 9 years		14.3%	
	10 to 14 years		0%	
	15 to 19 years		42.9%	
	20 years or more		14.3%	
^{2.3)} Primary work location at	ARC:			
	ARC Main Campus		100%	n=7
	Natomas Center		0%	
	McClellan Center		0%	
	Mather Center		0%	

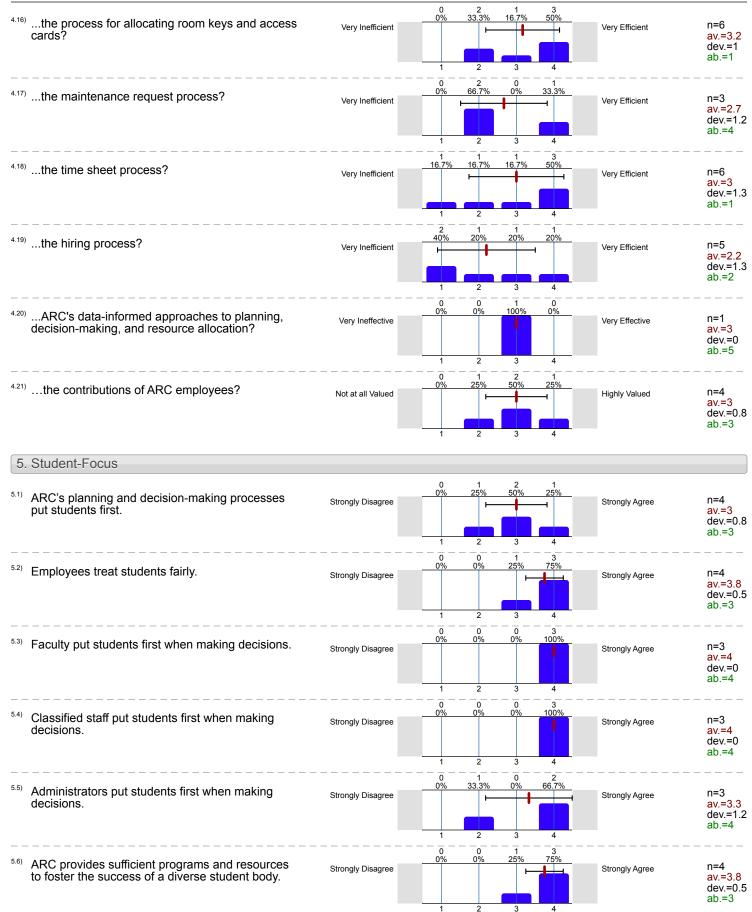
^{3.1)} What is your gender identity? (MARK ALL THAT APPLY)		
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)	71.4%	n=7
Man (cisgender mana person whose gender identity matches their sex assigned at birth)	28.6%	
Trans woman (a person whose gender identity is female but whose sex assigned at birth is male)	0%	
Trans man (a person whose gender identity is male but whose sex assigned at birth is	0%	
Gender queer/non-binary (someone whose gender identity isn't exclusively female or male)	0%	
Gender non-conforming (a person whose behavior or appearance do not conform to gender expectations)	0%	
^{3.3)} What is your sexual orientation? (MARK ALL THAT APPLY)		
Asexual (a person with no sexual feelings or desires)	0%	n=7
Bisexual (a person sexually attracted to two genders)	14.3%	
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other women)	0%	
Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)	85.7%	
Pansexual or fluid (a person who is attracted to multiple gender identities)	0%	
^{3.5)} What is your age (in years)?	01/	n=7
19 or younger	0%	n=7
19 or younger	0%	n=7
19 or younger 20 to 24 25 to 34	0% 14.3%	n=7
19 or younger 20 to 24 25 to 34 35 to 54	0% 14.3% 14.3%	n=7
19 or younger 20 to 24 25 to 34	0% 14.3%	n=7
19 or younger 20 to 24 25 to 34 35 to 54	0% 14.3% 14.3%	n=7
19 or younger 20 to 24 25 to 34 35 to 54 55 or older	0% 14.3% 14.3%	n=7 n=7
19 or younger 20 to 24 25 to 34 35 to 54 55 or older 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)	0% 14.3% 14.3% 71.4%	
19 or younger 20 to 24 25 to 34 35 to 54 55 or older 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American	0% 14.3% 14.3% 71.4%	
19 or younger 20 to 24 25 to 34 35 to 54 55 or older 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American Asian	0% 14.3% 14.3% 71.4% 0% 14.3%	
19 or younger 20 to 24 25 to 34 35 to 54 35 or older 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American Asian Filipino	0% 14.3% 14.3% 71.4% 0% 14.3% 0%	
19 or younger 20 to 24 25 to 34 35 to 54 35 or older 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American Asian Filipino Hispanic/Latino	0% 14.3% 14.3% 71.4% 0% 14.3% 0% 0%	
19 or younger 20 to 24 25 to 34 35 to 54 55 or older 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American Asian Filipino Hispanic/Latino Native American	0% 14.3% 14.3% 71.4% 0% 14.3% 0% 0% 0% 0%	

with which religions, worldviews, or spiritual backgrounds do you ider		n=7
Agnostic (11-7
Anglican	0%	
Assemblies of God	0%	
Atheist (
Baha'i	0%	
Baptist	0%	
Buddhist		
Catholic (
Christian Non-denominational (14.3%	
Christian Orthodox	0%	
Christian Science	0%	
Church of Christ	0%	
Confucian	0%	
Episcopalian (14.3%	
Evangelical	0%	
Hindu	0%	
Jain	0%	
Jehovah's Witness (14.3%	
Jewish	0%	
Latter-day Saints	0%	
Lutheran	0%	
Methodist	0%	
Muslim	0%	
Native/Tribal	0%	
Pentecostal	14.3%	
Presbyterian	14.3%	
Quaker	0%	
Seventh Day Adventist	14.3%	
Shamanism	0%	
Shinto	0%	
Sikh	0%	
Spiritual but not religious	28.6%	
Taoist	0%	
UCC/Congregational	0%	
Unitarian Universalist	0%	
Wicca/Pagan	0%	
None		

^{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 G	<u>))</u>	
Christian Non-denominational	14.3%	n=7
Jehovah's Witness	14.3%	
Pentecostal	14.3%	
Presbyterian	14.3%	
Seventh Day Adventist	14.3%	
Spiritual but not religious	28.6%	
^{3.12)} What is your highest level of education?		
Less than high school	0%	n=6
Graduated high school	0%	
Some college	0%	
Associate's degree	16.7%	
Bachelor's degree	16.7%	
Graduate degree	66.7%	
^{3.13)} Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)		
	28.6%	n=7
Attention deficit/hyperactivity disorder	0%	
Autism spectrum disorder	14.3%	
Blind/low vision	14.3%	
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	0%	
Speech/communication condition	0%	
None	42.9%	
4. Institutional Effectiveness		
 ^{4.1)} The teaching/learning environment is equitable and inclusive for students at my primary ARC work location. Strongly Disagree 1 2 3 4 	Strongly Agree	n=3 av.=4 dev.=0 ab.=4
^{4.2)} The teaching/learning environment is <i>safe</i> for students at my primary ARC work location. 4.2) The teaching/learning environment is safe for a students at my primary ARC work location. $500 0 0 0 0 0 0 0 0 0$	Strongly Agree	n=4 av.=3.5 dev.=0.6 ab.=3
^{4.3)} The working environment for students at ARC is equitable and inclusive.	Strongly Agree	n=5 av.=3.2 dev.=0.8 ab.=2
1 2 3 4		

						PTpen	lanent classilieu
4.4)	The working environment for students at ARC is <i>safe</i> .	Strongly Disagree	0%	0 2 0% 40% 2 3	3 60% 4	Strongly Agree	n=5 av.=3.6 dev.=0.5 ab.=2
4.5)	Innovation is promoted and encouraged.	Strongly Disagree		2 2 33.3% 33.3 2 3	2 33.3%	Strongly Agree	n=6 av.=3 dev.=0.9 ab.=1
4.6)	Communication from ARC's leadership is transparent.	Strongly Disagree		2 3	0% 0%	Strongly Agree	n=4 av.=2 dev.=0.8 ab.=3
4.7)	ARC's curriculum (across all departments) is culturally relevant.	Strongly Disagree		0 1 0% 50%		Strongly Agree	n=2 av.=3.5 dev.=0.7 ab.=5
4.8)	ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes.	Strongly Disagree	0%			Strongly Agree	n=2 av.=3.5 dev.=0.7 ab.=5
4.9)	ARC's governance process guides the institutional priorities of the college.	Strongly Disagree	0%	0 2 0% 1000 2 3	0% 0%	Strongly Agree	n=2 av.=3 dev.=0 ab.=5
— — 4.10)	The process for becoming a member of ARC's governance councils and project teams is clear to me.	Strongly Disagree	66.7%		0% 0%	Strongly Agree	n=3 av.=1.7 dev.=1.2 ab.=3
— – 4.11)	the absence reporting process?	Very Inefficient		2 1 28.6% 14.3 2 3	4 % 57.1%	Very Efficient	n=7 av.=3.3 dev.=1
4.12)	the online purchase requisition process?	Very Inefficient	33.3%		33.3%	Very Efficient	n=3 av.=2.3 dev.=1.5 ab.=3
4.13)	the travel authorization process?	Very Inefficient	0%		2 100%	Very Efficient	n=2 av.=4 dev.=0 ab.=5
— – 4.14)	the travel reimbursement process?	Very Inefficient	0 	0 1 0% 33.3 2 3	2 66.7%	Very Efficient	n=3 av.=3.7 dev.=0.6 ab.=4
— — 4.15)	the process for obtaining a parking sticker for your car?	Very Inefficient		1 14.3% 42.9 2 3	3 % 42.9%	Very Efficient	n=7 av.=3.3 dev.=0.8
			I 	∠ 3 	4 — — — — — — —		

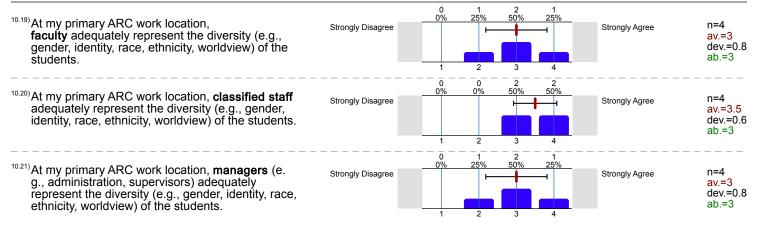


6. Teamwork				
^{6.1)} Employees work collaboratively.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=6 av.=3.2 dev.=0.8 ab.=1
^{6.2)} A sense of cooperation exists across employee groups at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=6 av.=2.7 dev.=1 ab.=1
^{6.3)} Employees go out of their way to create a welcoming climate.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=6 av.=3 dev.=1.1 ab.=1
^{6.4)} Employees treat students with respect.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=6 av.=3.3 dev.=0.8 ab.=1
^{6.5)} Employees treat one another in a professional and friendly manner.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=3.1 dev.=1.1
^{6.6)} A sense of teamwork exists at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=2.9 dev.=1.2
^{6.7)} Clear expectations about my work are communicated to me.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=3 dev.=1.2
^{6.8)} Employees at ARC use problem-solving techniques when working with others.	Strongly Disagree	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=4 av.=3 dev.=1.2 ab.=3
7. Job Satisfaction				
^{7.1)} Overall, I am satisfied with my job at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=3.3 dev.=1
 ^{7.2)} I feel pressure to accomplish too many tasks and priorities. 	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=2 dev.=1.2
^{7.3)} I enjoy the people I work with at ARC.	Strongly Disagree		Strongly Agree	n=6 av.=3.7 dev.=0.5 ab.=1

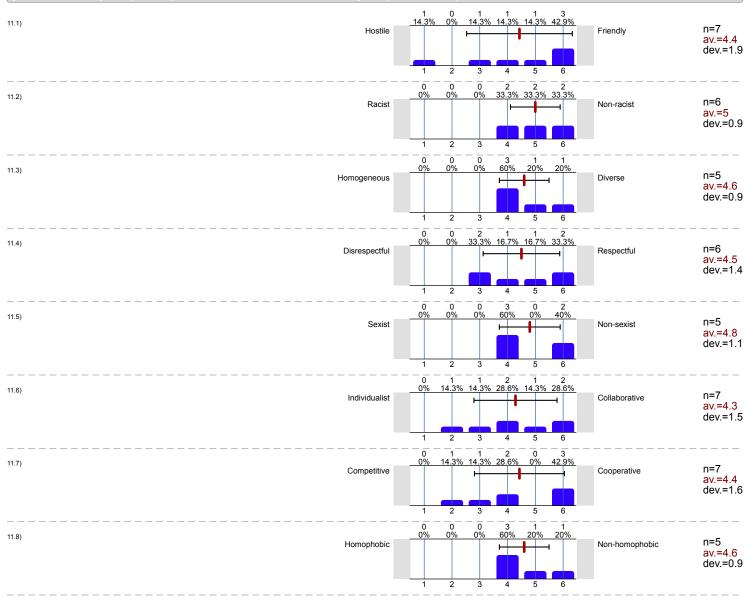
			Piper	manent classified
^{7.4)} I feel that my time is valued.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	2 40% Strongly Agree	n=5 av.=3.2 dev.=0.8 ab.=2
 ^{7.5)} I have made meaningful connections with other ARC employees. 	Strongly Disagree		3 50% Strongly Agree	n=6 av.=3.3 dev.=0.8 ab.=1
^{7.6)} At ARC, I am accepted for who I am.	Strongly Disagree		3 60% Strongly Agree	n=5 av.=3.4 dev.=0.9 ab.=2
^{7.7)} Physical spaces (classrooms, offices, buildings, etc.) are well maintained at my primary ARC work location.	Strongly Disagree	0 3 4 0% 42.9% 57.1% 1 2 3	0 0% Strongly Agree	n=7 av.=2.6 dev.=0.5
 ^{7.8)} ARC is a place where I am able to perform up to my full potential. 	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	1 16.7% Strongly Agree	n=6 av.=2.7 dev.=1 ab.=1
^{7.9)} I have a voice in the decision-making that affects the direction of my department/unit.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	0 0% Strongly Agree	n=6 av.=2 dev.=0.9 ab.=1
^{7.10)} I feel that I am able to appropriately influence the direction of ARC.	Strongly Disagree		1 20% 4 5 5 trongly Agree	n=5 av.=2.2 dev.=1.3 ab.=2
 ^{7.11)} I have the opportunity to express my ideas in appropriate forums. 	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	2 33.3% Strongly Agree	n=6 av.=3.2 dev.=0.8 ab.=1
8. Faculty Specific Questions				
^{8.5)} Classrooms and campus buildings at my primary work location are well maintained .	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	2 33.3% Strongly Agree	n=6 av.=2.7 dev.=1.2
 ^{8.6)} Classrooms and campus buildings at my primary work location are clean. 	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	3 50% Strongly Agree	n=6 av.=2.8 dev.=1.3
9. Professional Development				
^{9.1)} The professional development opportunities that exist at ARC are comprehensive.	Strongly Disagree		2 40% Strongly Agree	n=5 av.=2.8 dev.=1.3 ab.=2

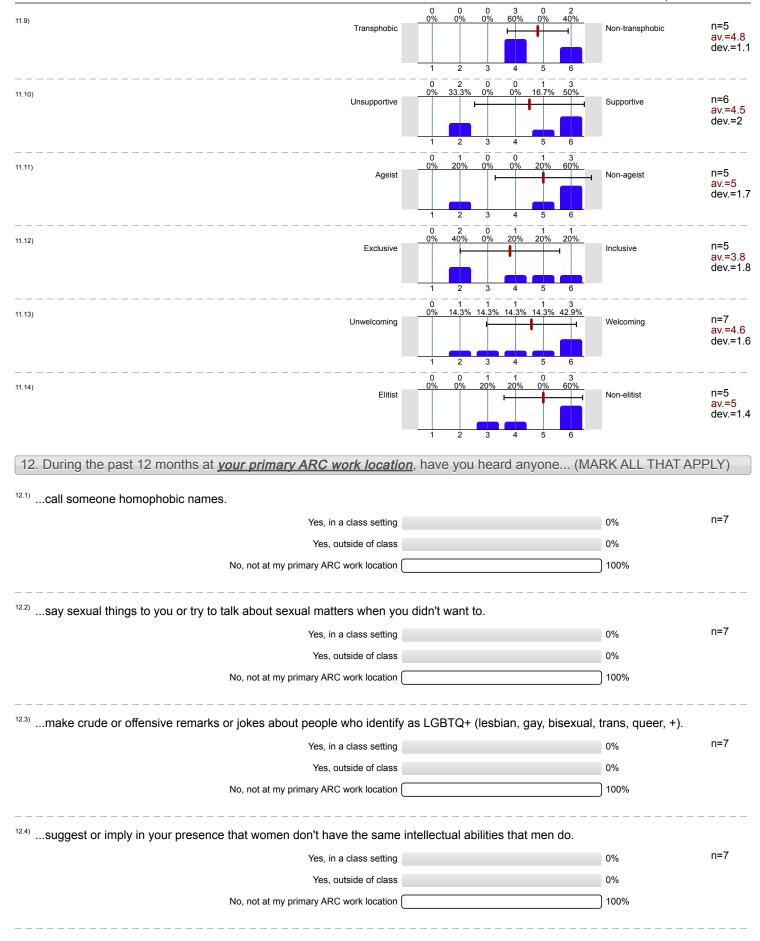
9.2)	My manager/supervisor has encouraged me to participate in professional development.	Strongly Disagree	14.3%	1 14.3%	1 14.3%	4 57.1%	Strongly Agree	n=7 av.=3.1 dev.=1.2
— — 9.3)	I have been able to participate in professional development activities.	Strongly Disagree	0%	1 14.3%	 1 14.3%	5 71.4%	Strongly Agree	n=7 av.=3.6 dev.=0.8
9.4)	Professional development offerings at ARC meet my needs.	Strongly Disagree	1 20%		- <u>2</u> 40%		Strongly Agree	n=5 av.=3 dev.=1.2 ab.=2
9.5)	Professional development needed to improve my job skills in my current position are available to me.	Strongly Disagree	1 20%	0% 0%	- <u>2</u> 40%	2 40% 1 4	Strongly Agree	n=5 av.=3 dev.=1.2 ab.=2
9.6)	Professional development needed to help me get a promotion are available to me.	Strongly Disagree	2 50%	1 25%	 0% 	1 25% 4	Strongly Agree	n=4 av.=2 dev.=1.4 ab.=3
9.7)	My experiences at ARC have had a positive influence on my professional growth.	Strongly Disagree	1 16.7%	1 16.7%	1 16.7%	3 50%	Strongly Agree	n=6 av.=3 dev.=1.3 ab.=1
1(D. Equity, Inclusion, Social Justice Focus							
10.1)	ARC is an inclusive learning environment for students.	Strongly Disagree	0%	0%	1 25% ⊢	3 75%	Strongly Agree	n=4 av.=3.8 dev.=0.5 ab.=3
— —	There exists a strong commitment to equity and inclusion at ARC.	Strongly Disagree	0%	0%	1 20% F	4 80% 4	Strongly Agree	n=5 av.=3.8 dev.=0.4 ab.=2
— — 10.3)	There exists a strong commitment to social justice at ARC.	Strongly Disagree	0%	0% 0% 2	 25% 	3 75%	Strongly Agree	n=4 av.=3.8 dev.=0.5 ab.=3
— — 10.4)	Students that need more resources and support are able to get them at my primary ARC work location.	Strongly Disagree	0 0%	 0% 2	 0% 3	5 100%	Strongly Agree	n=5 av.=4 dev.=0 ab.=2
	ARC is responsive to the needs of the demographics (e.g., gender, identity, race, ethnicity, worldview) of its students.	Strongly Disagree	0%	 2	1 25% F	3 75% 4	Strongly Agree	n=4 av.=3.8 dev.=0.5 ab.=3
	ARC employees make judgments about students' abilities based on their race/ethnicity.	Strongly Disagree	2 50%	2 50%	 	0	Strongly Agree	n=4 av.=1.5 dev.=0.6

Strongly Disagree	2 50%	2 50% I 2	0 0% 3	0 0%	Strongly Agree	n=4 av.=1.5 dev.=0.6 ab.=3
Strongly Disagree	0%	1 16.7% 2	1 16.7%	4 66.7% 4	Strongly Agree	n=6 av.=3.5 dev.=0.8 ab.=1
Strongly Disagree	0%	1 20% 2		3 60%	Strongly Agree	n=5 av.=3.4 dev.=0.9 ab.=2
Strongly Disagree		2 40% 		 0% 4	Strongly Agree	n=5 av.=1.4 dev.=0.5 ab.=2
Strongly Disagree	2 66.7%	1 33.3%	0% 0% 3	0 0% 4	Strongly Agree	n=3 av.=1.3 dev.=0.6 ab.=3
Strongly Disagree	0%	0 0%	0 0% 3	3 100% 4	Strongly Agree	n=3 av.=4 dev.=0 ab.=3
Strongly Disagree	0%	0 0% 2	0 0% 3	3 100% 4	Strongly Agree	n=3 av.=4 dev.=0 ab.=4
Strongly Disagree	0%	0 0% 2	2 40%	3 60% 1 4	Strongly Agree	n=5 av.=3.6 dev.=0.5 ab.=2
Strongly Disagree	0%	0 0% 2	2 40%	3 60% 4	Strongly Agree	n=5 av.=3.6 dev.=0.5 ab.=2
Strongly Disagree	0%	0 0% 2	2 33.3% — 3	4 66.7% 4	Strongly Agree	n=6 av.=3.7 dev.=0.5 ab.=1
Strongly Disagree	0%	0 0% 2	2 50%	2 50%	Strongly Agree	n=4 av.=3.5 dev.=0.6 ab.=3
Strongly Disagree	0%	0 0%	5 71.4%	2 <u>28.6%</u>	Strongly Agree	n=7 av.=3.3 dev.=0.5
	Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree	Strongly Disagree Strongly Disagree Strong	Strongly Disagree 50% 50% Strongly Disagree 1 2 Strongly Disagree 0% 16.7% Strongly Disagree 0% 20% Strongly Disagree 0% 20% Strongly Disagree 0% 20% Strongly Disagree 0% 0% Strongly Disagree 0% 0%	Strongly Disagree 50% 50% 0% 1 2 3 1 2 3 Strongly Disagree 0% 16.7% 1 2 3 0% 16.7% 16.7% 1 2 3 Strongly Disagree 0% 20% 1 2 3 3 2 0 1 2 3 3 2 0 1 2 3 3 2 0 1 2 3 3 2 0 1 2 3 3 2 0 1 2 3 3 0% 0% 1 2 3 3 0% 0% 1 2 3 0% 0% 0% 1 2 3 0% 0% 0% 1 2 3 0% 0%	Strongly Disagree 50% 50% 0% 0% I 2 3 4 0% 16,7% 16,7% 66,7% 1 2 3 4 0% 20% 20% 60% 1 2 3 4 0% 0% 0% 0% 1 2 3 4 0% 20% 20% 60% 1 2 3 4 0% 0% 0% 0% 1 2 3 4 1 2 3 4 0% 0% 0% 0% 1 2 3 4 0% 0% 0% 0% 1 2 3 4 0% 0% 0% 0% 1 2 3 4 0% 0% 0% 0% 1 2 3 4 0% 0% 0% 0% 0%	Strongly Disagree 50% 50% 0% 0% 0% 0% 0% 1 2 3 4 Strongly Disagree 0% 10,7% 1,7% 66,7% 50% <

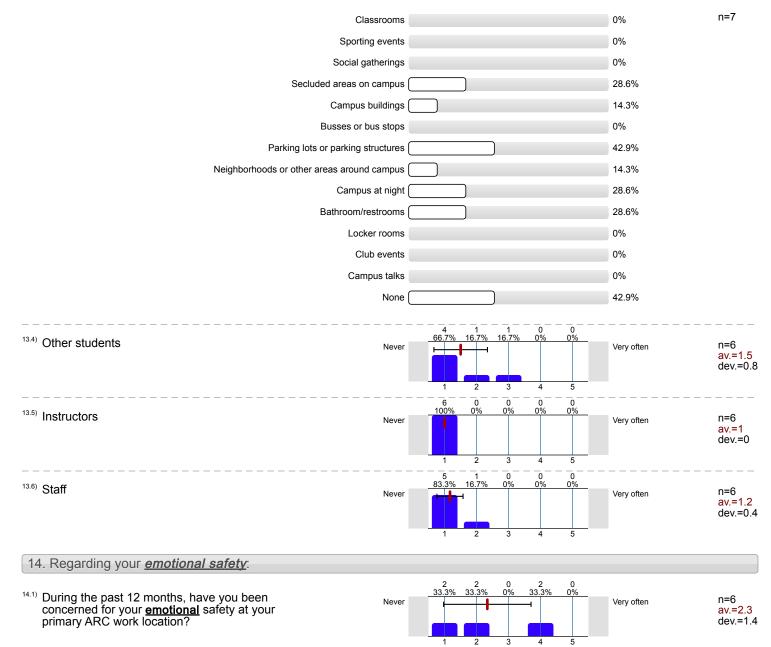


11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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



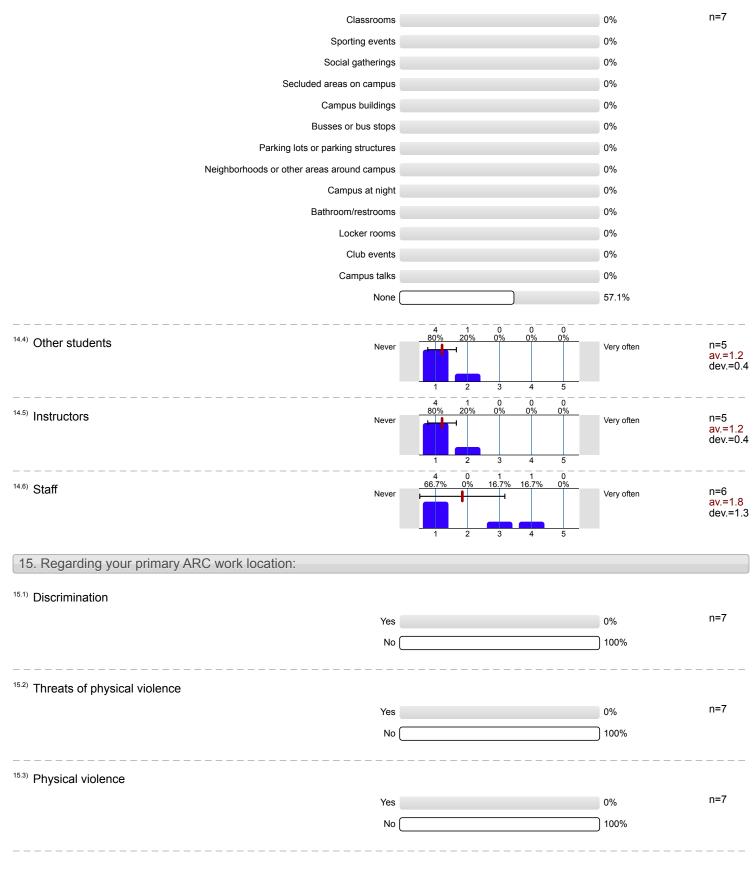


$^{\scriptscriptstyle 12.5)}$ make inappropriate comments about your or someone else's body,	appearance, or looks.		
Yes, in a class setting		0%	n=7
Yes, outside of class		0%	
No, not at my primary ARC work location		100%	
^{12.6)} make sexist remarks or jokes about women.			
Yes, in a class setting		0%	n=7
Yes, outside of class		14.3%	
No, not at my primary ARC work location		85.7%	
^{12.7)} make sexist remarks or jokes about men.			
Yes, in a class setting		0%	n=7
Yes, outside of class		0%	
No, not at my primary ARC work location		100%	
^{12.8)} make negative remarks or jokes about trans women.			
Yes, in a class setting		0%	n=7
Yes, outside of class		0%	
No, not at my primary ARC work location		100%	
^{12.9)} make negative remarks or jokes about trans men.			
Yes, in a class setting		0%	n=7
Yes, outside of class		0%	
No, not at my primary ARC work location		100%	
13. Regarding your personal <i>physical safety</i> .			
^{13.1)} During the past 12 months, have you been concerned for your physical safety at your primary ARC work location?	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Very often	n=7 av.=1.9 dev.=0.9



^{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)?

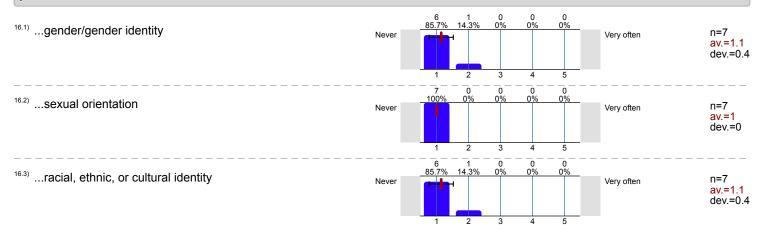
^{14.2)} During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your <u>emotional</u> safety? (mark all that apply)

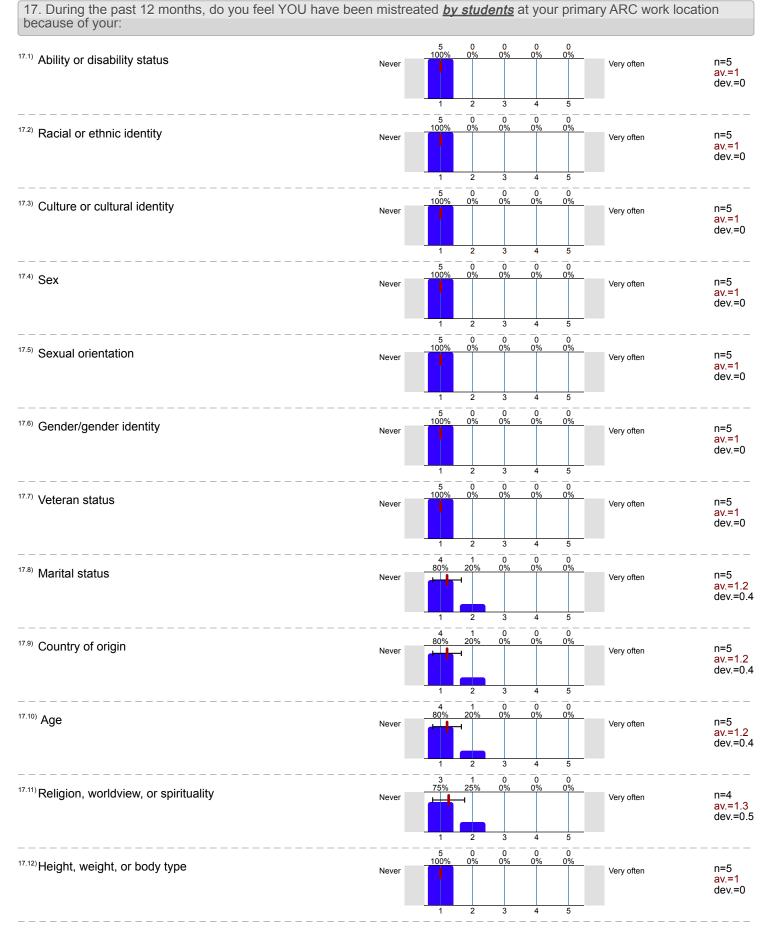


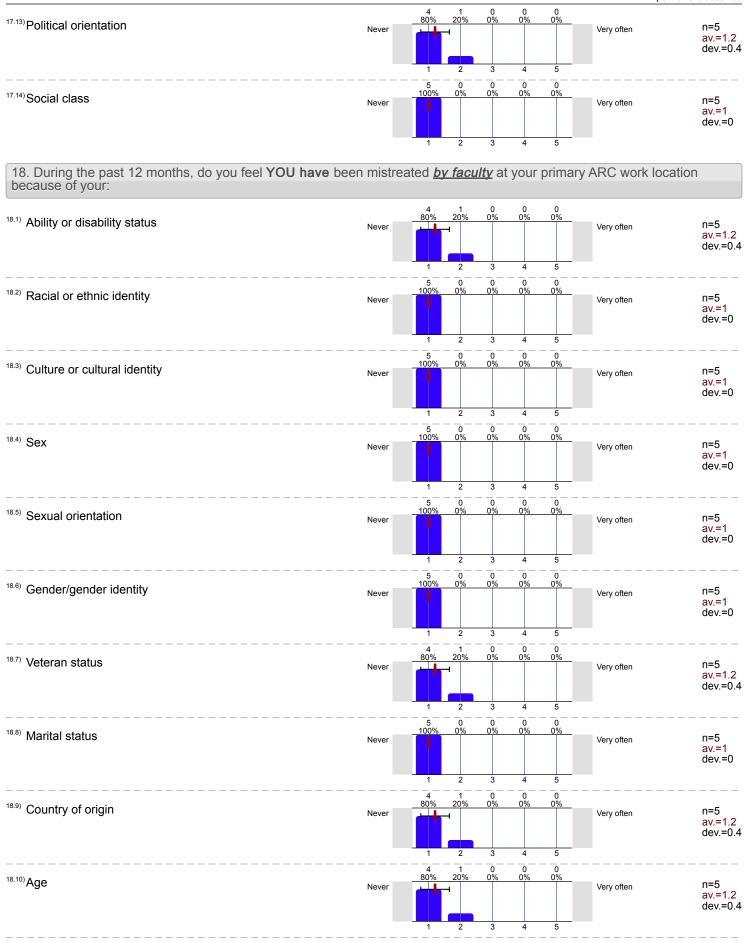
^{15.4)} Threats of emotional violence			
	Yes	14.3%	n=7
	No	85.7%	
^{15.5)} Emotional violence			
	Yes	14.3%	n=7
	No	85.7%	
		00.7 %	
156)			
^{15.6)} Sexual harassment			_
	Yes	0%	n=7
	No [100%	
^{15.7)} Other harassment			
	Yes	28.6%	n=7
	No	71.4%	
^{15.8)} Sexual assault			
	Yes	0%	n=7
	No	100%	
^{15.9} Unwanted sexual advances			
onwanted sexual advances	Yes	0%	n=7
	Yes		
	No	100%	
15 10 10 10 10 10 10 10 10 10 10 10 10 10			
^{15.10)} Verbal threats			_
	Yes	0%	n=7
	No (100%	
^{15.11)} Discrimination			
	Yes	14.3%	n=7
	No	85.7%	
^{15.12)} Threats of physical violence			
	Yes	0%	n=7
	No	100%	
^{15.13)} Physical violence			
	Voo	08/	n=7
	Yes	0%	/
	No	100%	

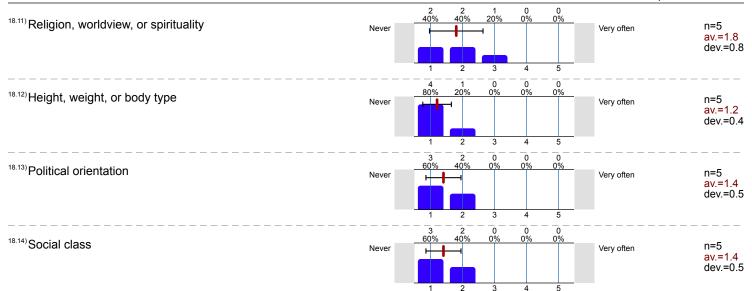
^{15.14)} Threats of emotional violence			
	Yes	14.3%	n=7
	No	85.7%	
^{15.15)} Emotional violence			
	Yes	14.3%	n=7
	No	85.7%	
^{15.16)} Sexual harassment			
	Yes	0%	n=7
	No	100%	
^{15.17)} Other harassment			
	Yes	28.6%	n=7
	No [71.4%	
^{15.18)} Sexual assault			
	Yes	0%	n=7
	No	100%	
^{15.19)} Unwanted sexual advances			
	Yes	0%	n=7
	No	100%	
^{15.20)} Verbal threats			
	Yes	0%	n=7
	No	100%	

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



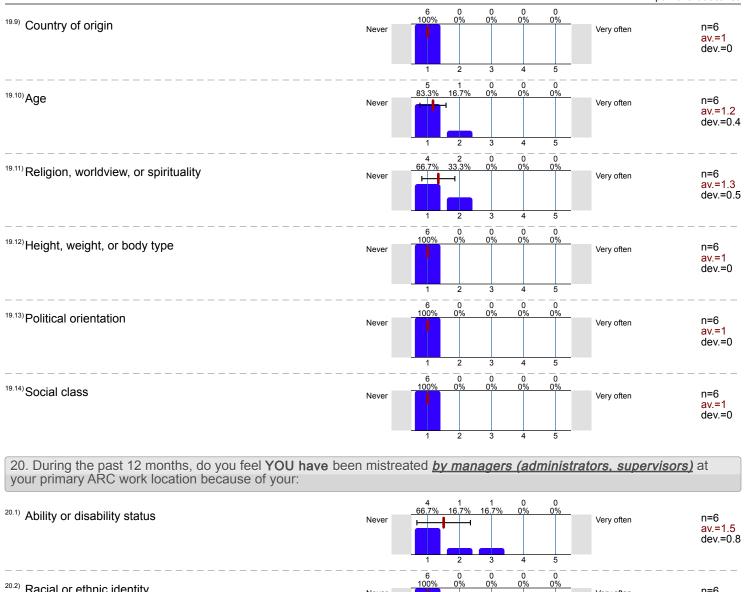


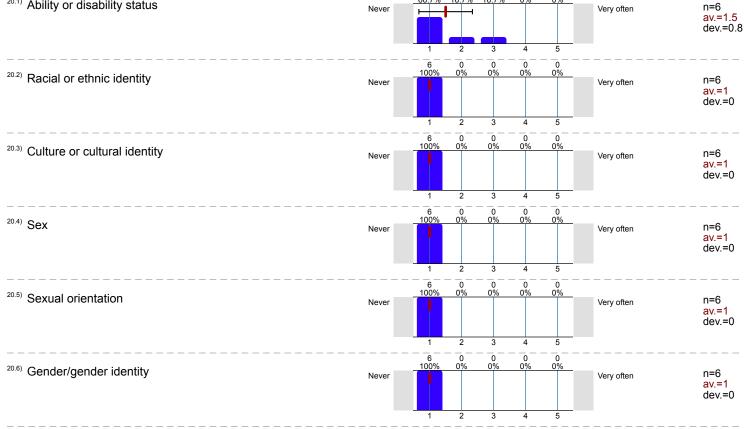


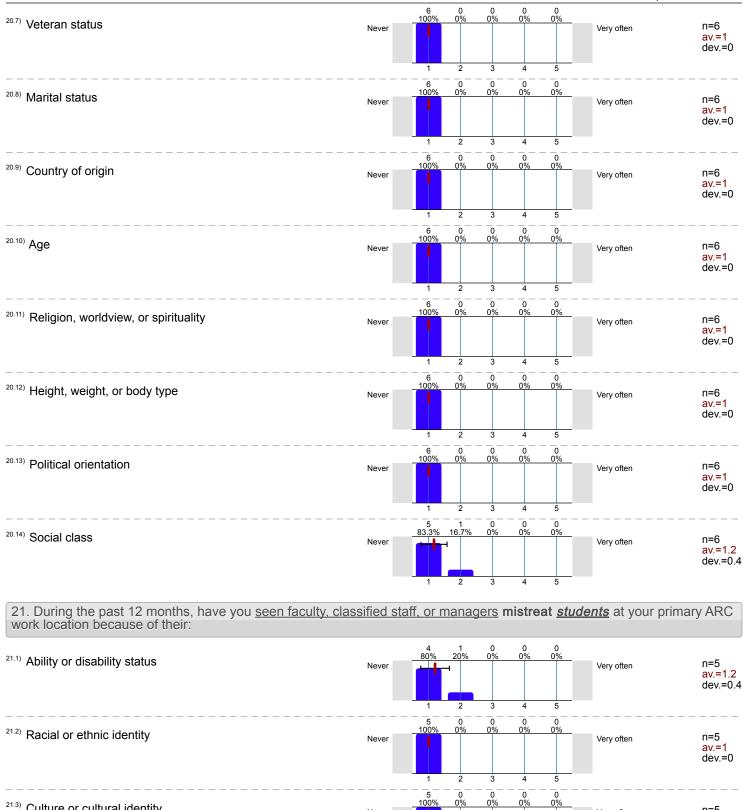


19. During the past 12 months, do you feel **YOU have** been mistreated <u>by classified staff</u> at your primary ARC work location because of your:

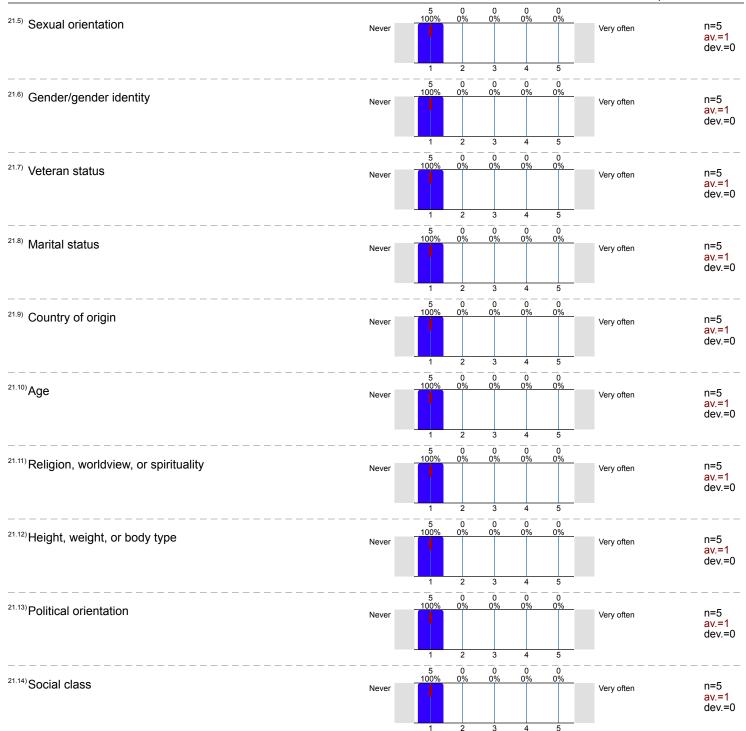
^{19.1)} Ability or disability status	Never		1 16.7%	0%	00%	00%	Very often	n=6 av.=1.2 dev.=0.4
^{19.2)} Racial or ethnic identity	Never			3 0%	4	5 	Very often	n=6 av.=1 dev.=0
^{19.3)} Culture or cultural identity	Never	1	2	3	4 0%	5 0%	Very often	n=6 av.=1 dev.=0
^{19.4)} Sex	Never	1 6 100%	2 0%	3 0%	40	5	Very often	n=6 av.=1 dev.=0
^{19.5)} Sexual orientation	Never	1	2	3 0%	4 0 0%	5 	Very often	n=6 av.=1 dev.=0
^{19.6)} Gender/gender identity	Never	1			4 0%	5 	Very often	n=6 av.=1 dev.=0
^{19.7)} Veteran status	Never	1		3 0%	4 0%	5 0%	Very often	n=5 av.=1 dev.=0
^{19.8)} Marital status	Never	1 6 100%	2 0 0%	3	4	5	Very often	n=6 av.=1



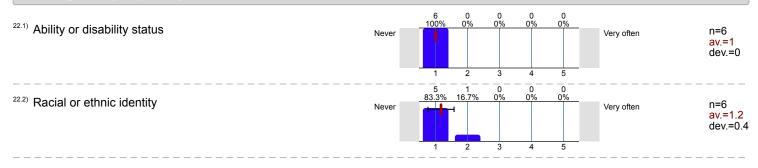


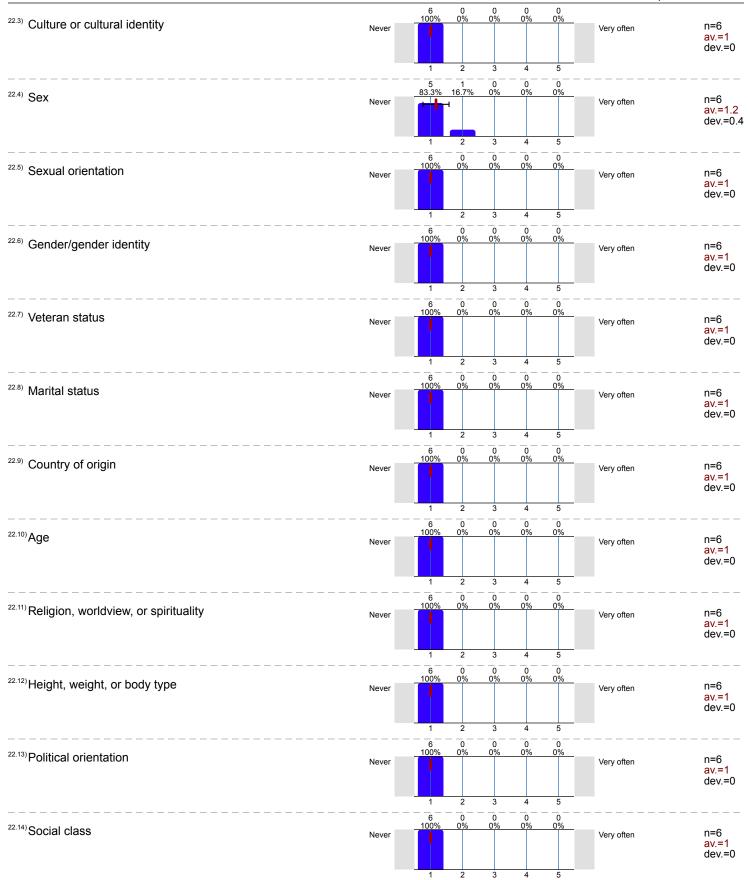






22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:





0 16.7% 16.7% 23.1) ...whose religious or spiritual beliefs or worldviews 0% 33.3% n=6 Never Very often are different than your own. av.=3.3 dev.=1.4 1 2 з 5 00% 2 16.7% 33.3% 16.7% 33.3% 23.2) ...whose political opinions are different from your n=6 Never Very often av.=3.3 own. dev.=1.4 5 0 33.3% 16.7% 33.3% . 16.7% ^{23.3)} ...who are immigrants. n=6 Never Very often av.=3.5 dev.=1.5 2 3 5 1 1 2 16.7% 16.7% 16.7% 16.7% 33.3% ^{23.4)} ...who are from an immigrant family. n=6 Very often Never F av.=3.3 dev.=1.6 2 3 Δ 1 5 0 16.<u>7%</u> $^{\scriptscriptstyle 23.5)}$...who are a different nationality than your own. 16.7% 0% 16.7% 50% n=6 Very often Never av.=3.8 dev.=1.6 3 Δ 5 0 16.7% 0% . 16.7% 16.7% 50% 23.6) ...who are of a different race or ethnicity than your n=6 Never Very often av.=3.8 own. dev.=1.6 1 2 3 4 5 0 16.7% 16.7% 33.3% 33.3% ^{23.7)} ...whose gender identity is different than your own. 0% n=6 Never Very often av.=3.7 dev.=1.5 2 3 5 0 0 0% 50% 33.3% 16.7% 23.8) ...whose sexual orientation is different than your n=6 Never Very often av.=3.3 own. dev.=1.5 3 5 4 0 0 2 3 . 16.7% 0% 50% 33.3% ^{23.9)} ...who are from a different social class. n=6 Never Very often av.=3.3 dev.=1.5 2 3 5 0 2 ^{23.10)}...who have physical or other observable 16.7% n 33.3% 16.7% 33.3% n=6 Verv often Never disabilities. av.=3.5 dev.=1.5 3 4 2 5 0 <u>16.7%</u> 33.3% 0% 16.7% 33.3% 23.11) ...who have learning, psychological, or other n=6 Never Very often disabilities that are not readily apparent. av.=3.2 dev.=1.8 5

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

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

Comments Report

3. Demographics

^{3.2)} Other gender identity:

∎ n/a

- ^{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).
- Euro-Asian, German Chinese
- Irish, Polynesian
- Ukrainian
- ^{3.11)} Other religion, worldview, or spiritual background:
- Jesus Christ is my savior!
- ^{3.14)} Other disabilities:
- Fibromyalgia
- PTSD Post Traumatic Stress

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13. Regarding your personal physical safety.
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- ^{13.3)} Other areas you have avoided at your primary ARC work location due to concerns for your physical safety:
- none

- Sometimes I am no sure who the person is; may be none of the above, just someone walking through.
- none

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:

- During work at my primary work location.
- Lack of communication and clear expectations as well as follow through leads to a lot of anxiety and stress in the workplace for me.

14.7) Other:

Administrators

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.)
- I think job title influences how much respect and value people give other's opinions.

^{13.7)} Other: