## African American Employees No. of responses = 16 Survey Results Legend Absolute Frequencies of answers Relative Frequencies of answers Std. Dev. Mean 0 50 0% 50 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 <sup>2.1)</sup> Primary Employment Classification: n=15 Faculty, Full-Time Teaching 6.7% Faculty, Full-Time Non-Teaching (Counselors, Librarians) 20% Faculty, Adjunct Teaching 6.7% Faculty, Adjunct Non-Teaching (Counselors, Librarians) 6.7% Classified, Full-Time Permanent 53.3% Classified, Part-Time Permanent 0% Supervisor 0% Administrator 6.7% <sup>2.2)</sup> Years worked at ARC (any location): n=16 less than 1 year 12.5% 1 to 4 years 12.5% 5 to 9 years 25% 10 to 14 years 25% 15 to 19 years 12.5% 20 years or more 12.5% <sup>2.3)</sup> Primary work location at ARC: n=16 ARC Main Campus 87.5% Natomas Center 12.5% McClellan Center 0% Mather Center 0% 3. Demographics

<sup>3.1)</sup> What is your gender identity? (MARK ALL THAT APPLY)			
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)		81.3%	n=16
Man (cisgender mana person whose gender identity matches their sex assigned at birth)		18.8%	
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%	
<sup>3.3)</sup> What is your sexual orientation? (MARK ALL THAT APPLY)			
Asexual (a person with no sexual feelings or desires)		6.3%	n=16
Bisexual (a person sexually attracted to two genders)		0%	
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)		87.5%	
Pansexual or fluid (a person who is attracted to multiple gender identities)		0%	
<sup>3.5)</sup> What is your age (in years)?		00/	n=16
19 or younge		0%	n=16
19 or younge 20 to 22	+	0%	n=16
19 or younge 20 to 24 25 to 34		0% 18.8%	n=16
19 or younge 20 to 22 25 to 34 35 to 54		0% 18.8% 56.3%	n=16
19 or younge 20 to 24 25 to 34		0% 18.8%	n=16
19 or younge 20 to 22 25 to 34 35 to 54		0% 18.8% 56.3%	
19 or younge 20 to 24 25 to 34 35 to 54 55 or olde		0% 18.8% 56.3%	n=16 n=16
19 or younge 20 to 22 25 to 32 35 to 52 55 or olde <sup>3.6)</sup> What is your race/ethnicity? (MARK ALL THAT APPLY)		0% 18.8% 56.3% 25%	
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde <sup>3.6)</sup> What is your race/ethnicity? (MARK ALL THAT APPLY) African American		0% 18.8% 56.3% 25%	
19 or younge 20 to 24 25 to 34 35 to 54 55 or olde <sup>3.6)</sup> What is your race/ethnicity? (MARK ALL THAT APPLY) African American Asian		0% 18.8% 56.3% 25% 100% 12.5%	
19 or younge 20 to 22 25 to 32 35 to 52 55 or olde 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) African American Asian Filipino		0% 18.8% 56.3% 25% 100% 12.5% 6.3%	
19 or younge 20 to 22 25 to 34 35 to 54 55 or olde <sup>3.6)</sup> What is your race/ethnicity? (MARK ALL THAT APPLY) African American Asian Filipino Hispanic/Latino		0% 18.8% 56.3% 25% 100% 12.5% 6.3% 18.8%	
19 or younge 20 to 24 25 to 34 35 to 54 55 or olde <sup>3.6)</sup> What is your race/ethnicity? (MARK ALL THAT APPLY) African American Asian Filipino Hispanic/Latino Native American		0% 18.8% 56.3% 25% 100% 12.5% 6.3% 18.8% 12.5%	

n=16

Agnostic 0% Anglican 0% Assemblies of God 0% Atheist 0% Baha'i 0% Baptist ( 6.3% Buddhist 0% Catholic 0% Christian Non-denominational 37.5% Christian Orthodox 12.5% **Christian Science** 0% Church of Christ 0% Confucian 0% Episcopalian ( 6.3% Evangelical 12.5% Hindu 0% Jain 0% Jehovah's Witness 0% Jewish 0% Latter-day Saints 0% Lutheran 6.3% Methodist ( 6.3% Muslim 12.5% Native/Tribal 0% Pentecostal 12.5% Presbyterian 0% Quaker 0% Seventh Day Adventist 0% Shamanism ( 6.3% Shinto 0% Sikh 0% Spiritual but not religious 25% Taoist 0% UCC/Congregational 0% Unitarian Universalist 6.3% Wicca/Pagan 0% 0% None

# <sup>3.8)</sup> With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

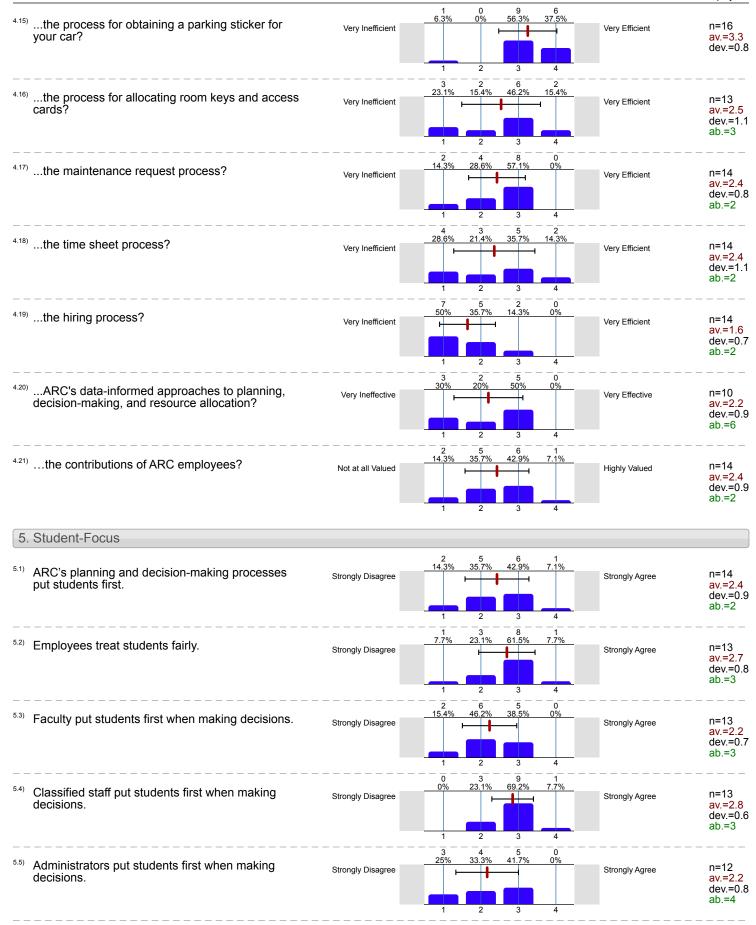
<sup>3.10)</sup> With which one religion, worldview or spiritual background do you most strongly identify? (MARK ONLY	<u>ONE</u> )	
Baptist	6.7%	n=15
Christian Non-denominational	40%	
Evangelical	6.7%	
Muslim	13.3%	
Pentecostal	6.7%	
Spiritual but not religious	20%	
None	6.7%	
<sup>3.12)</sup> What is your highest level of education?		
Less than high school	0%	n=15
Graduated high school	0%	
Some college	0%	
Associate's degree	20%	
Bachelor's degree	6.7%	
Graduate degree	73.3%	
<sup>3.13)</sup> Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)		
Acquired/traumatic brain injury	0%	n=16
Attention deficit/hyperactivity disorder	0%	
Autism spectrum disorder	0%	
Blind/low vision	0%	
Deaf/hard of hearing	6.3%	
Cognitive or learning disability	6.3%	
Chronic illness	6.3%	
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	81.3%	
4. Institutional Effectiveness		
<ul> <li><sup>4.1</sup> The teaching/learning environment is equitable and inclusive for students at my primary ARC work location.</li> <li>Strongly Disagree</li> </ul>	Strongly Agree	n=14 av.=2.6 dev.=0.8 ab.=2
<sup>4.2)</sup> The <b>teaching/learning environment</b> is <i>safe</i> for students at my primary ARC work location.	Strongly Agree	n=14 av.=3 dev.=0.9 ab.=2

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4.3)	The <b>working environment</b> for students at ARC is equitable and inclusive.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=13 av.=2.4 dev.=0.9 ab.=3
4.4)	The <b>working environment</b> for students at ARC is <i>safe</i> .	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=15 av.=2.7 dev.=0.8 ab.=1
4.5)	Innovation is promoted and encouraged.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=14 av.=2.4 dev.=0.7 ab.=2
4.6)	Communication from ARC's leadership is transparent.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=14 av.=1.9 dev.=0.9 ab.=2
4.7)	ARC's curriculum (across all departments) is culturally relevant.	Strongly Disagree	5 35.7% 35.7% 21.4% 7.1% 1 2 3 4	Strongly Agree	n=14 av.=2 dev.=1 ab.=2
4.8)	ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=12 av.=2.1 dev.=0.9 ab.=4
4.9)	ARC's governance process guides the institutional priorities of the college.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=12 av.=2.2 dev.=0.8 ab.=4
4.10	The process for becoming a member of ARC's governance councils and project teams is clear to me.	Strongly Disagree	5 4 3 1 38.5% 30.8% 23.1% 7.7% 1 2 3 4	Strongly Agree	n=13 av.=2 dev.=1 ab.=3
4.11)	the absence reporting process?	Very Inefficient	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Very Efficient	n=15 av.=2.2 dev.=0.9 ab.=1
4.12	the online purchase requisition process?	Very Inefficient	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Very Efficient	n=10 av.=2 dev.=0.8 ab.=6
4.13	the travel authorization process?	Very Inefficient	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Very Efficient	n=13 av.=2.4 dev.=0.9 ab.=3
4.14	the travel reimbursement process?	Very Inefficient	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Very Efficient	n=13 av.=2.5 dev.=1 ab.=3
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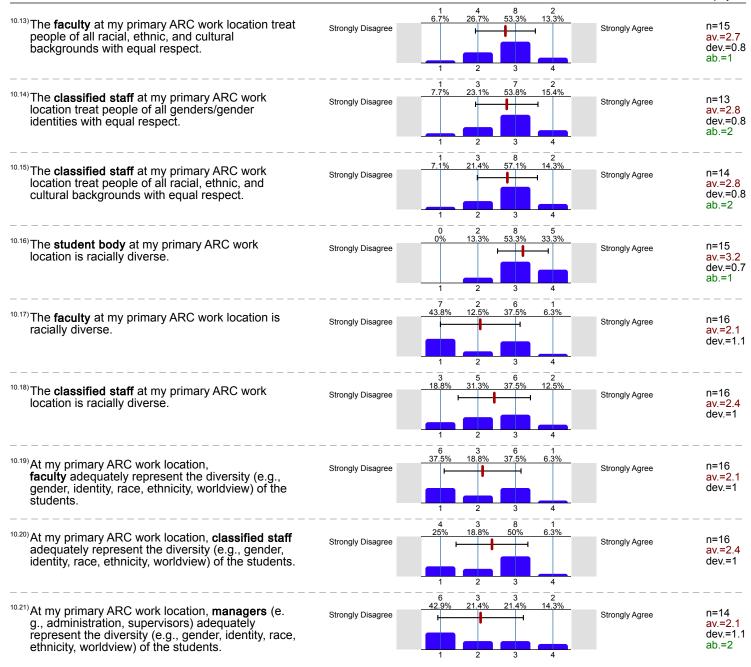


. Teamwork				
Employees work collaboratively.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=15 av.=2 dev.= ab.=1
A sense of cooperation exists across employee groups at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=14 av.=2 dev.= ab.=2
Employees go out of their way to create a welcoming climate.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=16 av.=2 dev.=
Employees treat students with respect.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=13 av.=2 dev.= ab.=3
Employees treat one another in a professional and friendly manner.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=16 av.=2 dev.=
A sense of teamwork exists at ARC.	Strongly Disagree		Strongly Agree	n=16 av.=2 dev.=
Clear expectations about my work are communicated to me.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=14 av.=2 dev.= ab.=2
Employees at ARC use problem-solving techniques when working with others.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=11 av.=2 dev.= ab.=5
. Job Satisfaction				
Overall, I am satisfied with my job at ARC.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=16 av.=2 dev.=
I feel pressure to accomplish too many tasks and priorities.	Strongly Disagree		Strongly Agree	n=15 av.=2 dev.= ab.=1

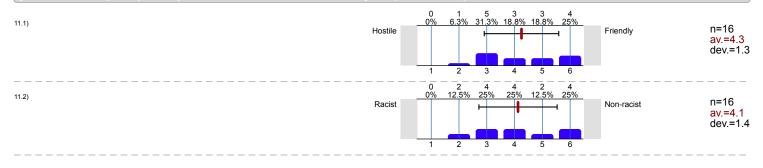
				/ (110411 / (1101	ican Employees
7.3)	I enjoy the people I work with at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=16 av.=3.1 dev.=0.5
7.4)	I feel that my time is valued.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=14 av.=2.4 dev.=1.1 ab.=2
7.5)	I have made meaningful connections with other ARC employees.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=16 av.=3.3 dev.=0.5
7.6)	At ARC, I am accepted for who I am.	Strongly Disagree	$\begin{array}{c} 1 \\ 6.3\% \\ 18.8\% \\ 43.8\% \\ 31.3\% \\ 1 \\ 2 \\ 3 \\ 4 \\ 4 \\ 4 \\ 3 \\ 4 \\ 4 \\ 4 \\ 3 \\ 4 \\ 4$	Strongly Agree	n=16 av.=3 dev.=0.9
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=16 av.=2.6 dev.=1
7.8)	ARC is a place where I am able to perform up to my full potential.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=16 av.=2.6 dev.=1.1
7.9)	I have a voice in the decision-making that affects the direction of my department/unit.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=15 av.=2.6 dev.=0.9 ab.=1
7.10)	I feel that I am able to appropriately influence the direction of ARC.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=15 av.=1.8 dev.=0.9 ab.=1
7.11)	I have the opportunity to express my ideas in appropriate forums.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=15 av.=2.2 dev.=0.9 ab.=1
8.	Faculty Specific Questions				
8.1)	There are fair and equitable expectations regarding my service to the college.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=6 av.=2 dev.=0.9 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=7 av.=2.9 dev.=0.9
— — 8.3)	The faculty in <u>my department</u> treat me with respect.	Strongly Disagree	1 0 5 1 14.3% 0% 71.4% 14.3%	Strongly Agree	n=7 av.=2.9 dev.=0.9

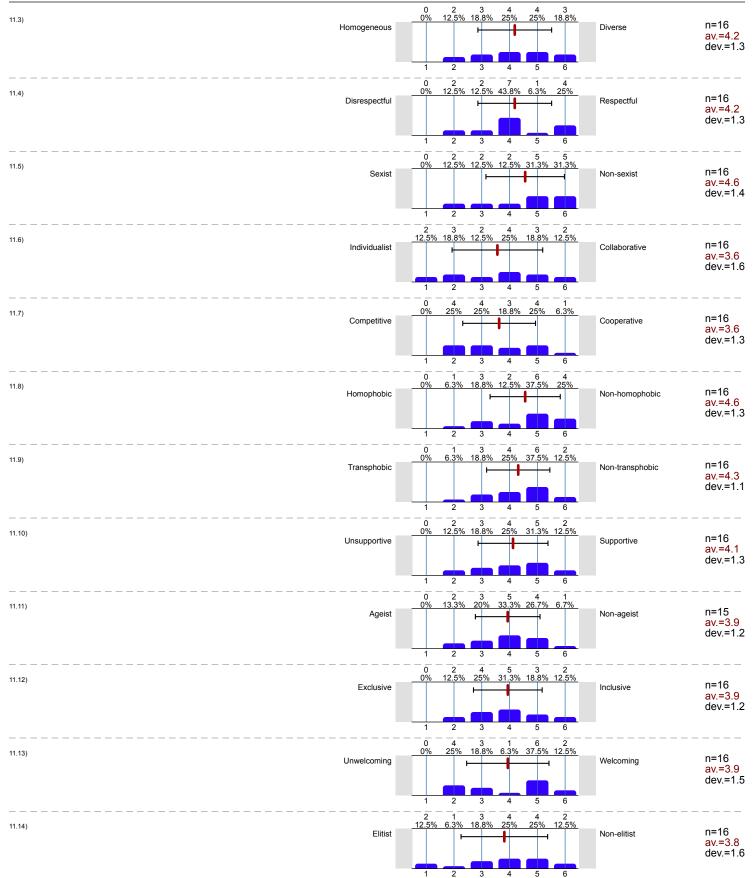


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<sup>10.1)</sup> ARC is an inclusive learning environment for students.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=15 av.=2.7 dev.=0.6 ab.=1
<sup>10.2)</sup> There exists a strong commitment to equity and inclusion at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=14 av.=2.6 dev.=0.8 ab.=2
<sup>10.3)</sup> There exists a strong commitment to <b>social</b> <b>justice</b> at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=13 av.=2.5 dev.=0.8 ab.=3
<sup>10.4)</sup> Students that need more resources and support are able to get them at my primary ARC work location.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=15 av.=2.8 dev.=0.7 ab.=1
<sup>10.5)</sup> ARC is responsive to the needs of the demographics (e.g., gender, identity, race, ethnicity, worldview) of its students.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=14 av.=2.2 dev.=0.8 ab.=1
<sup>10.6)</sup> ARC employees make judgments about <b>students'</b> abilities based on their race/ethnicity.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=12 av.=3.2 dev.=0.8 ab.=4
<sup>10.7)</sup> ARC employees make judgments about <b>other</b> <b>employees'</b> abilities based on their race/ethnicity.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=12 av.=3.3 dev.=0.6 ab.=4
<sup>10.8)</sup> I am treated (in general) fairly and equitably by other employees.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=15 av.=3 dev.=0.5 ab.=1
<sup>10.9)</sup> Other employees value my opinions.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=13 av.=3 dev.=0.4 ab.=3
<sup>10.10</sup> There is too much emphasis put on issues of diversity, equity, and inclusion at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=15 av.=2.1 dev.=1 ab.=1
<sup>10.11)</sup> There is too much emphasis put on issues of <b>social justice</b> at ARC.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=15 av.=2.2 dev.=1 ab.=1
<sup>10.12)</sup> The <b>faculty</b> at my primary ARC work location treat people of all genders/gender identities with equal respect.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=14 av.=2.7 dev.=1.1 ab.=2

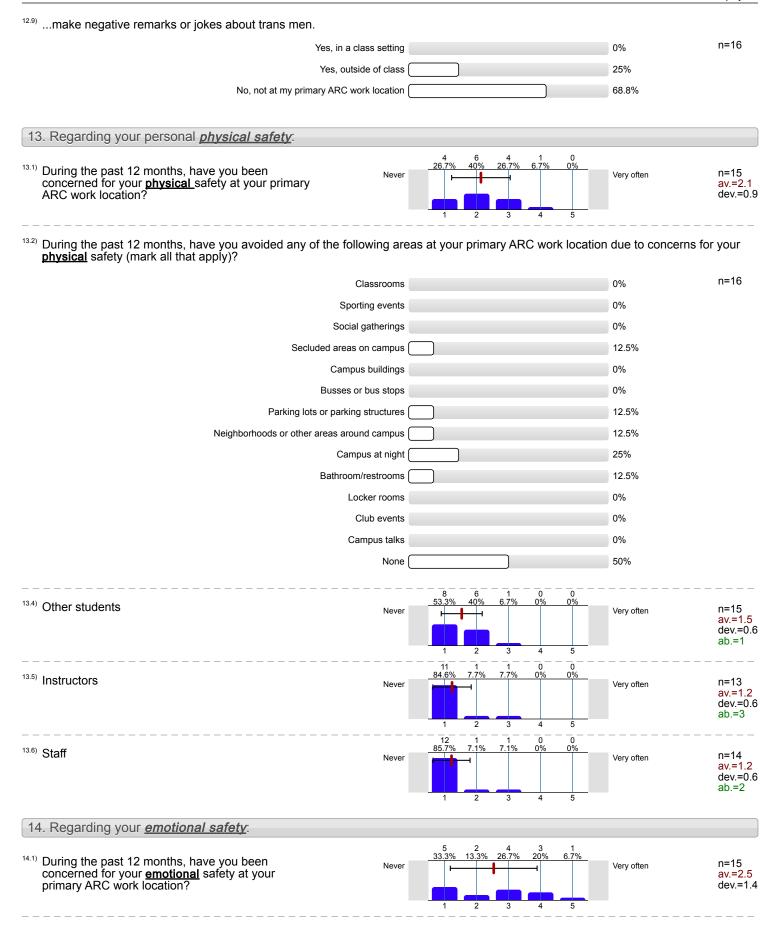


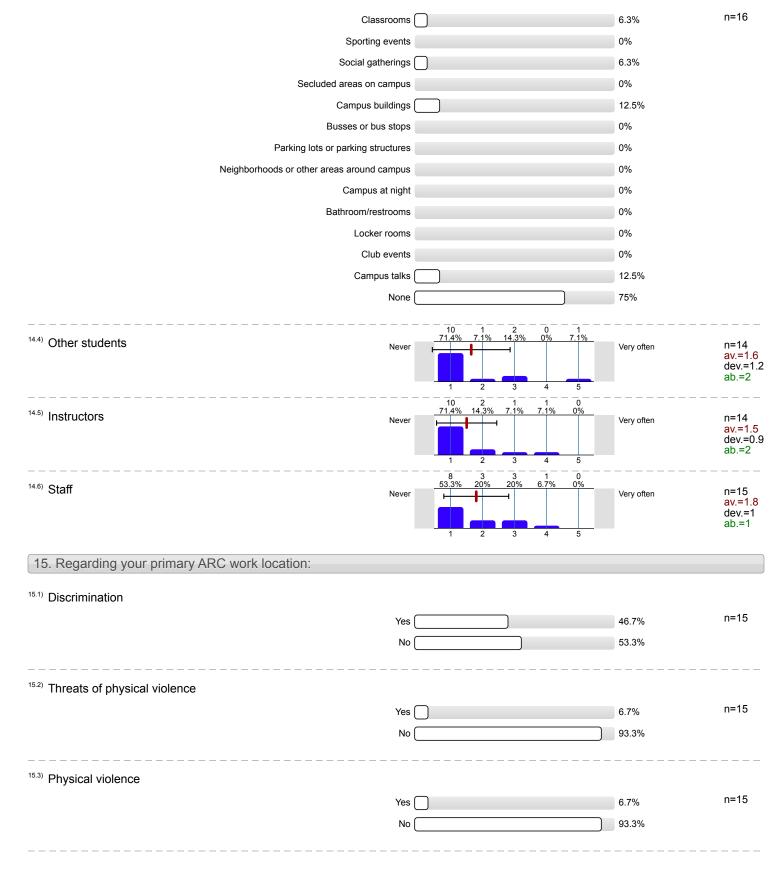
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one 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 <i>your primary ARC work location</i> , have you heard anyone (	MARK ALL THAT	APPLY)
<sup>12.1)</sup> call someone homophobic names.		
Yes, in a class setting	6.3%	n=16
Yes, outside of class	18.8%	
No, not at my primary ARC work location	81.3%	
<sup>12.2)</sup> say sexual things to you or try to talk about sexual matters when you didn't want to.		
Yes, in a class setting	6.3%	n=16
Yes, outside of class	18.8%	
No, not at my primary ARC work location	81.3%	
<sup>12.3)</sup> make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisex		
Yes, in a class setting	0%	n=16
Yes, outside of class	18.8%	
No, not at my primary ARC work location	81.3%	
<sup>12.4)</sup> suggest or imply in your presence that women don't have the same intellectual abilities that men do.		
Yes, in a class setting	0%	n=16
Yes, outside of class	12.5%	
No, not at my primary ARC work location	87.5%	
<sup>12.5</sup> /make inappropriate comments about your or someone else's body, appearance, or looks.		
Yes, in a class setting	0%	n=16
Yes, outside of class	43.8%	
No, not at my primary ARC work location	50%	
	50%	
<sup>12.6)</sup> make sexist remarks or jokes about women.		
Yes, in a class setting	0%	n=16
Yes, outside of class	31.3%	
No, not at my primary ARC work location	75%	
<sup>12.7)</sup> make sexist remarks or jokes about men.		
Yes, in a class setting	0%	n=16
Yes, outside of class	31.3%	
No, not at my primary ARC work location	62.5%	
<sup>12.8)</sup> make negative remarks or jokes about trans women.		10
Yes, in a class setting	0%	n=16
Yes, outside of class	25%	
No, not at my primary ARC work location	75%	



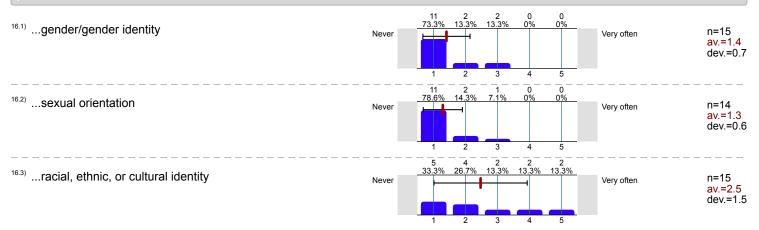


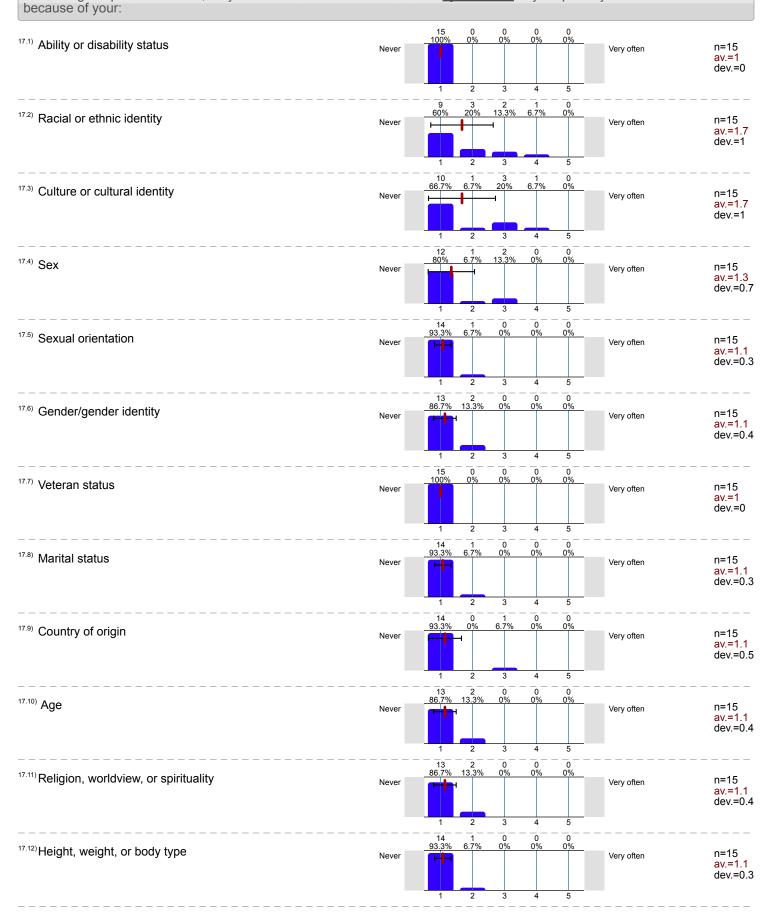
# <sup>14.2)</sup> During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your <u>emotional</u> safety? (mark all that apply)

<sup>15.4)</sup> Threats of emotional violence			
	Yes	20%	n=15
	No	80%	
		_	
<sup>15.5)</sup> Emotional violence			
	Yes	6.7%	n=15
	No ()	93.3%	
<sup>15.6)</sup> Sexual harassment			
	Yes	0%	n=15
	No	100%	
<sup>15.7)</sup> Other harassment			
	Yes	21.4%	n=14
	No	78.6%	
15.8) Council account			
<sup>15.8)</sup> Sexual assault			1 5
	Yes	0%	n=15
	No	100%	
<sup>15.9)</sup> Unwanted sexual advances			
	Yes	0%	n=14
	No	〕100%	
		_	
<sup>15.10</sup> ) Verbal threats			
	Yes	6.7%	n=15
	No ()	93.3%	
<sup>15.11)</sup> Discrimination			
	Yes	46.7%	n=15
	No	53.3%	
<sup>15.12)</sup> Threats of physical violence			
	Yes	6.7%	n=15
	No	93.3%	
		_	
<sup>15.13)</sup> Physical violence			
i nysical violence		201	n=15
	Yes	0%	11-15
	No (	] 100%	

<sup>15.14)</sup> Threats of emotional violence			
	Yes	6.7%	n=15
	No	93.3%	
<sup>15.15)</sup> Emotional violence			
	Yes	20%	n=15
	No	80%	
<sup>15.16)</sup> Sexual harassment			
	Yes	0%	n=15
	No	100%	
<sup>15.17)</sup> Other harassment			
	Yes	13.3%	n=15
	No	86.7%	
15 18)			
<sup>15.18)</sup> Sexual assault			
	Yes	0%	n=14
	No	100%	
<sup>15.19)</sup> Unwanted sexual advances			
Onwarted sexual advances			n=15
	Yes	0%	11-15
	No	100%	
<sup>15.20</sup> Verbal threats			
	Yes	13.3%	n=15
	No	86.7%	

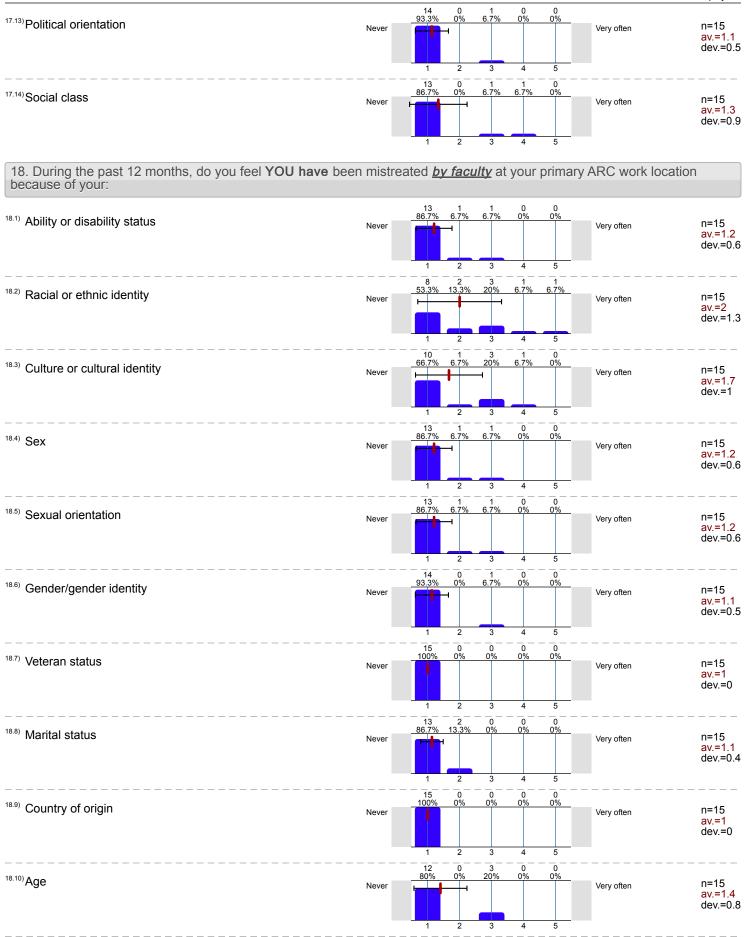
16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

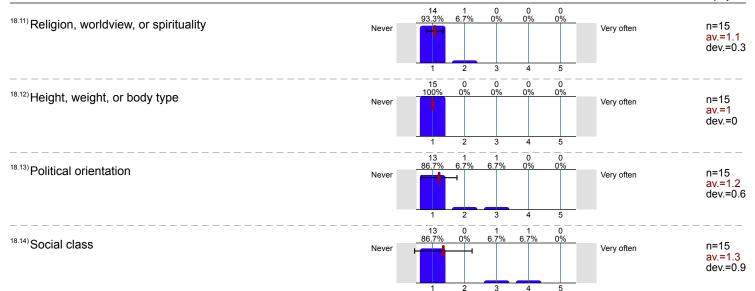




17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location

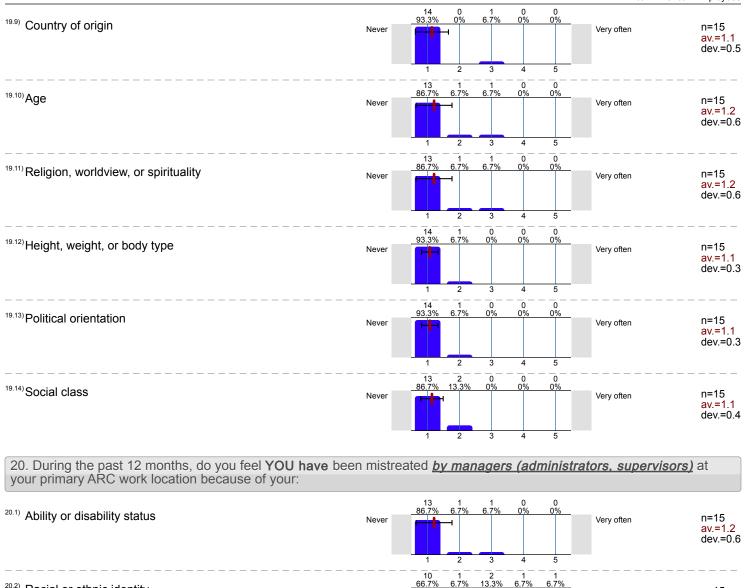
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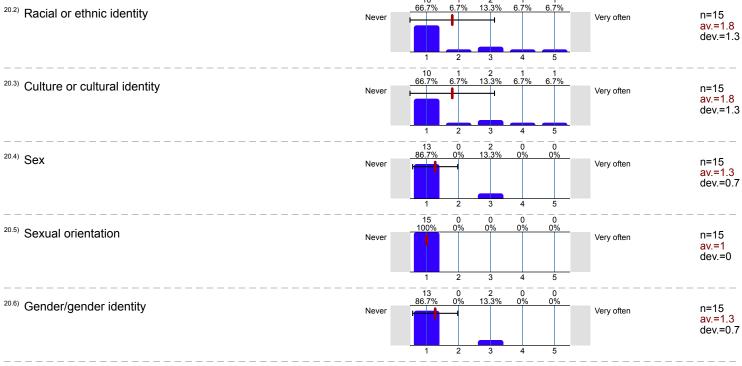


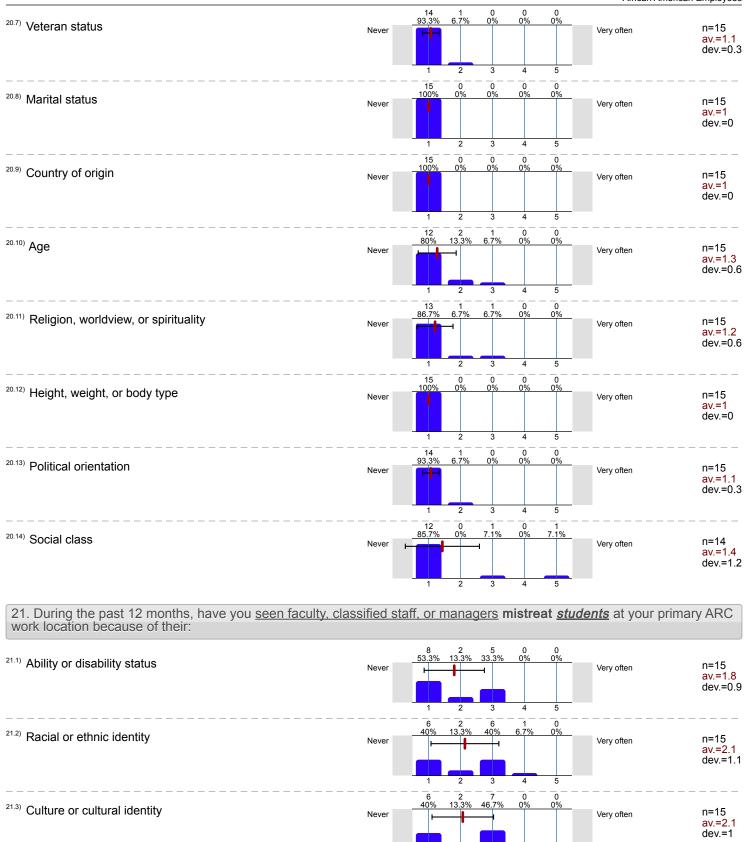


19. During the past 12 months, do you feel **YOU have** been mistreated <u>by classified staff</u> at your primary ARC work location because of your:

<sup>19.1)</sup> Ability or disability status	Never			0 0%	00%	Very often	n=15 av.=1.1 dev.=0.5
<sup>19.2)</sup> Racial or ethnic identity	Never			0%	0%	Very often	n=15 av.=1.7 dev.=0.8
<sup>19.3)</sup> Culture or cultural identity	Never	$ \begin{array}{c} 1 & 2 \\ \hline 12 & 0 \\ 80\% & 0\% \\ \hline 1 & 2 \end{array} $	3 <u>3</u> 4	4 0% 4	5 0 0% 5	Very often	n=15 av.=1.4 dev.=0.8
<sup>19,4)</sup> Sex	Never		2 6 13.3%	4	- <u>-</u>	Very often	n=15 av.=1.3 dev.=0.7
<sup>19.5)</sup> Sexual orientation	Never		0 %0%	4 0 0%		Very often	n=15 av.=1 dev.=0
<sup>19.6)</sup> Gender/gender identity	Never		0 0 %0 %0	 0 0%  4		Very often	n=15 av.=1.1 dev.=0.3
<sup>19.7)</sup> Veteran status	Never	15 0 100% 09	0 %0%	- <u>-</u> <u>-</u> <u>-</u> <u>-</u> <u>-</u> <u>0</u> <u>0%</u> <u>-</u>		Very often	n=15 av.=1 dev.=0
<sup>19.8)</sup> Marital status	Never	$ \begin{array}{c} 1 \\ -2 \\ -3 \\ -2 \\ -2 \\ -2 \\ -2 \\ -2 \\ -2 \\ -2 \\ -2$	 9% 0%	4	- <u>-</u>	Very often	n=15 av.=1.1 dev.=0.4







<sup>21.4)</sup> Sex

Never

3

3

20%

3

2

67%

2

10

66.7%

4

0

0%

4

5

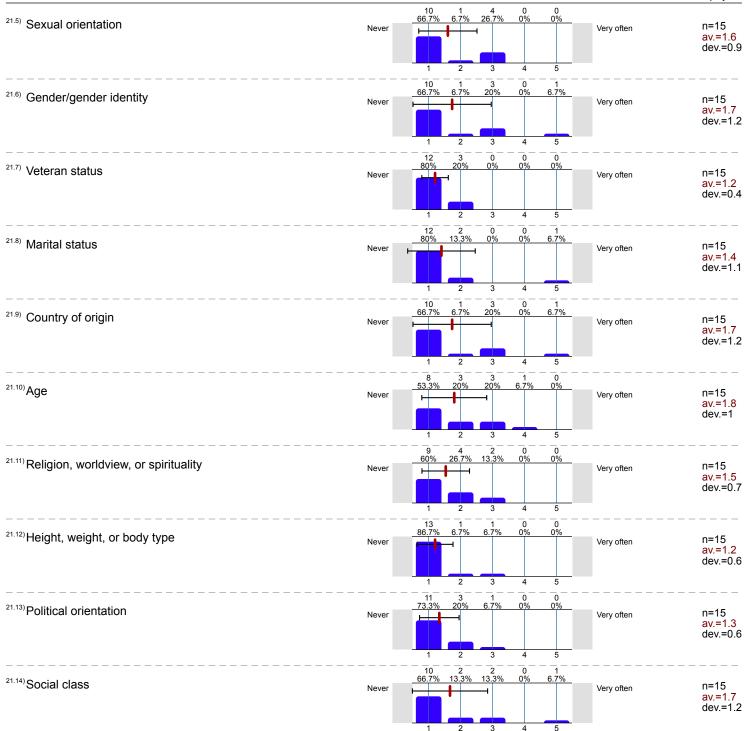
6.7%

5

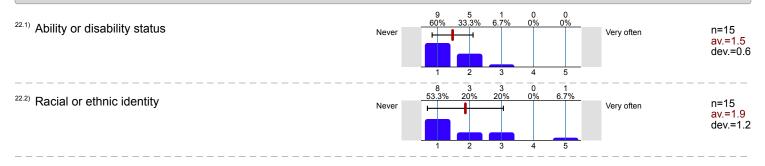
Very often

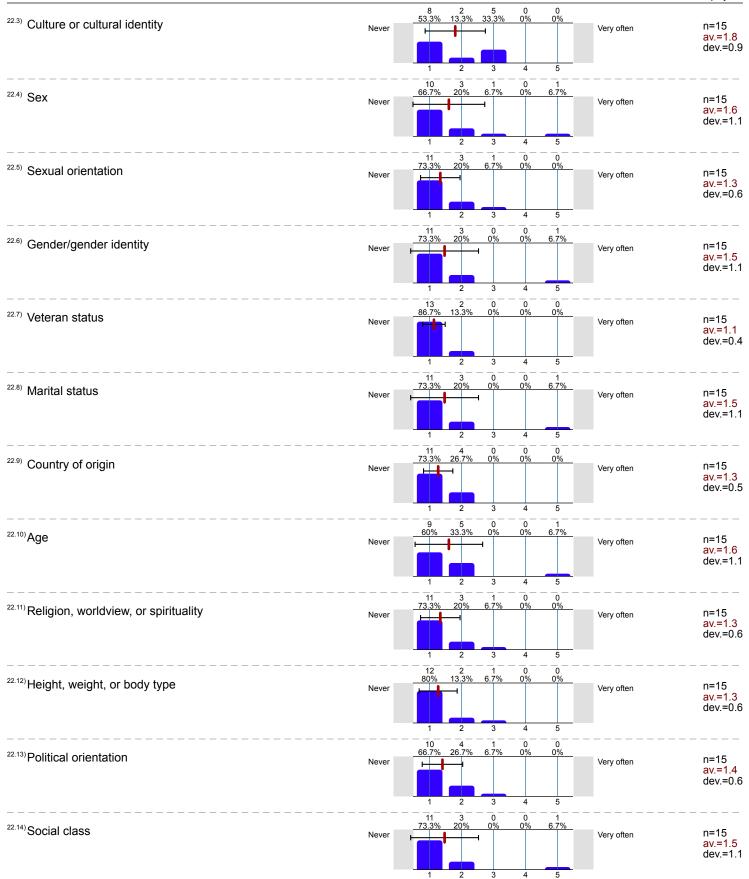
n=15

av.=1.7 dev.=1.2



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 5 33.3% 23.1) ...whose religious or spiritual beliefs or worldviews 0% 0 n=15 Never Very often are different than your own. av.=4 dev.=0.8 2 5 3 6.7% 6.7% 26.7% 20% 40% 23.2) ...whose political opinions are different from your n=15 Never Very often av.=3.6 own. dev.=1.3 2 0 0 3 0% 0 20% 40 409 <sup>23.3)</sup> ...who are immigrants. n=15 Never Very often av.=4.2 dev.=0.8 2 3 5 2 0 1 6 6 0% 6 7% 13 3% 40% 40% <sup>23.4)</sup> ...who are from an immigrant family. n=15 Very often Never av.=4.1 dev.=0.9 2 3 1 4 5 0 0 11  $^{\scriptscriptstyle 23.5)}$  ...who are a different nationality than your own. 0% 0% 13.3% 13.3% 73.3% Very often n=15 Never av.=4.6 dev.=0.7 2 3 4 5 0 0 11 0% 0% 13.3% 13.3% 73.3% 23.6) ...who are of a different race or ethnicity than your n=15 Never Very often own. av.=4.6 dev.=0.7 1 2 3 5 0 0 4 26.7% <sup>23.7)</sup> ...whose gender identity is different than your own. 0% 0% 20% 53.3% n=15 Never Very often av.=4.3 dev.=0.9 2 1 3 5 0 0 26.7% 0% 20% 53.3% 23.8) ...whose sexual orientation is different than your n=15 Never Very often av.=4.3 own. dev.=0.9 5 3 3 0 0 7 5 0% 20% 46.7% 33.3% <sup>23.9)</sup> ...who are from a different social class. n=15 Never Very often av.=4.1 dev.=0.7 2 3 5 0 5 5 <sup>23.10)</sup>...who have physical or other observable 0% 6 33.3% 26. . 7% 33.3% n=15 Verv often Never disabilities. av.=3.9 dev.=1 2 3 5 0 0 5 5 33.3% 0% 0% 33.3% 33.3% 23.11) ...who have learning, psychological, or other disabilities that are not readily apparent. Never Very often n=15 av.=4 dev.=0.8

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

5

#### 24. Overall campus climate at your primary ARC work location: <sup>24.1)</sup> 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 1 2 3 4

# **Comments Report**

## 3. Demographics

- <sup>3.7)</sup> 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).
- African American, Mexican, Japanese
- Hebrew, Israelite
- Somali
- Somalia
- <sup>3.9)</sup> Other religions, worldviews, or spiritual backgrounds:
- Hebrew
- <sup>3.11)</sup> Other religion, worldview, or spiritual background:
- Hebrew

13. Regarding your personal physical safety:

- <sup>13.3)</sup> Other areas you have avoided at your primary ARC work location due to concerns for your physical safety:
- I make sure to walk outside with other's at night. The construction makes it difficult to easily access parking lots at night.
- ∎ n/a
- raef hall women's bathrooms are set up in a way that makes them feel unsafe inside.

## 14. Regarding your emotional safety:

- <sup>14.3)</sup> Other areas you have avoided at your primary ARC work location due to concern for your **emotional** safety:
- Work space
- n/a
- 14.7) Other:
- Administrators
- administrators
- ∎ n/a

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:

<sup>20.15)</sup>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 am often mistaken for several other african american female employees on campus. I am often told that I do not look anything like I sound.
- Not me, personally, however, some memes were found on a shared drive that were put there by a classified person in our area, which fall under discrimination based on race, ethnicity, gender and political party that were disturbing. I was told that it was free speech, and that

the only thing the person could be confronted about was their use of district assets to search and store the offensive memes.