

Asian Employees

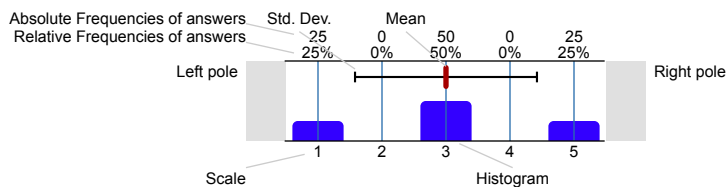
No. of responses = 34



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	38.2%	34
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	5.9%	
Faculty, Adjunct Teaching	20.6%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	0%	
Classified, Full-Time Permanent	20.6%	
Classified, Part-Time Permanent	2.9%	
Supervisor	2.9%	
Administrator	8.8%	

2.2) Years worked at ARC (any location):

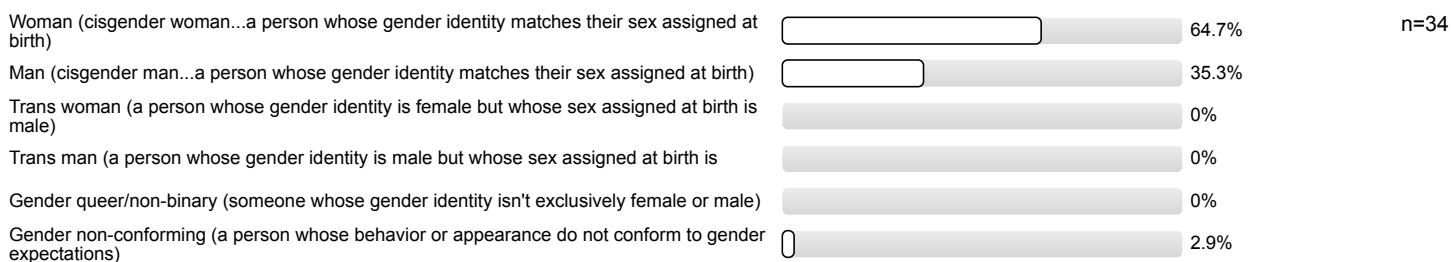
Years worked	Percentage	n
less than 1 year	5.9%	34
1 to 4 years	38.2%	
5 to 9 years	11.8%	
10 to 14 years	11.8%	
15 to 19 years	17.6%	
20 years or more	14.7%	

2.3) Primary work location at ARC:

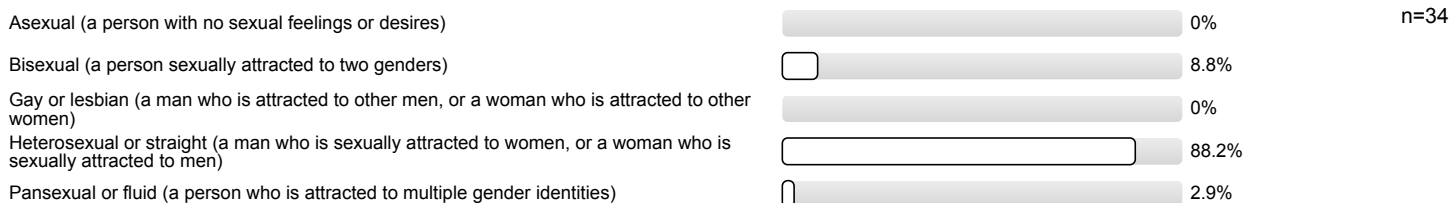
Work Location	Percentage	n
ARC Main Campus	88.2%	34
Natomas Center	8.8%	
McClellan Center	2.9%	
Mather Center	0%	

3. Demographics

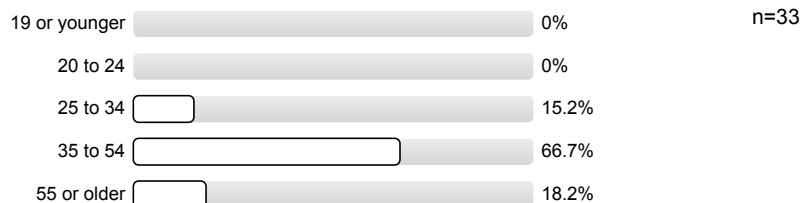
3.1) What is your gender identity? (MARK ALL THAT APPLY)



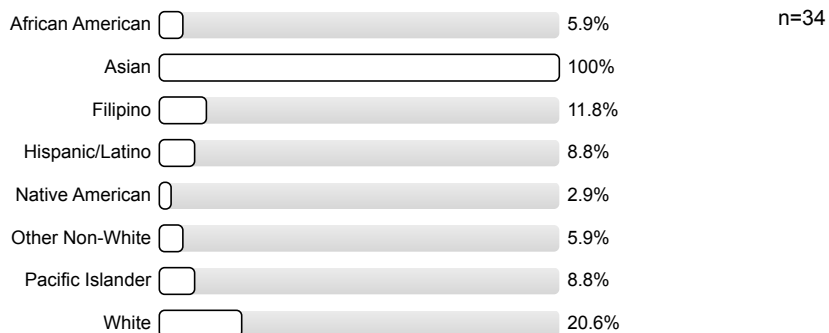
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



3.5) What is your age (in years)?

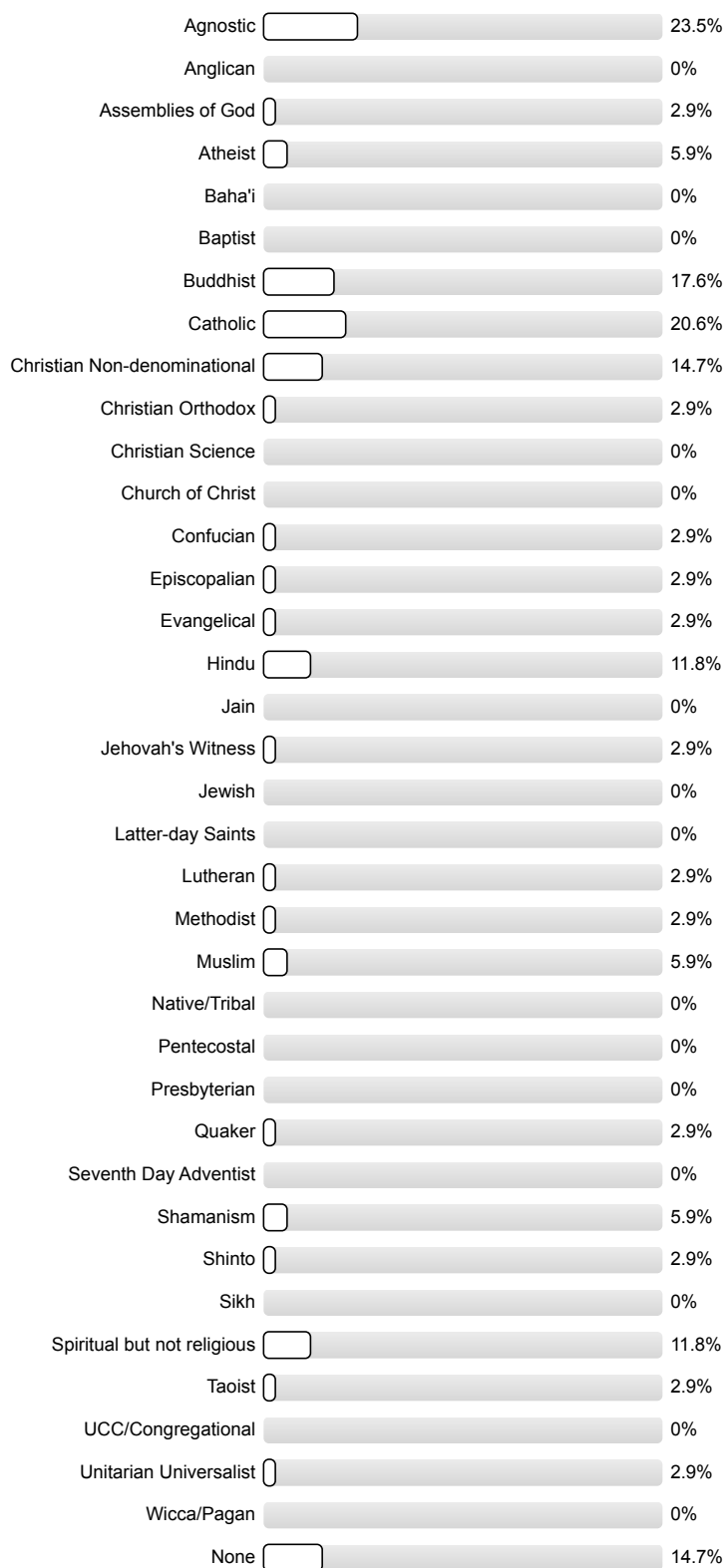


3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)

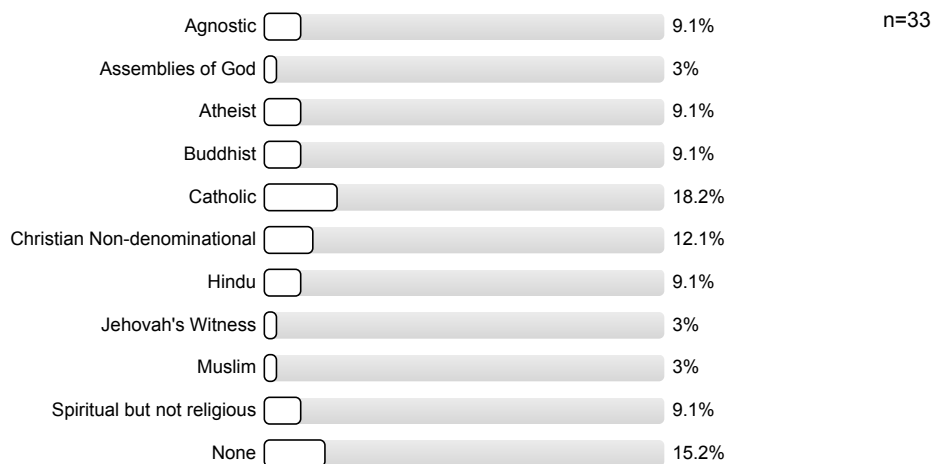


3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

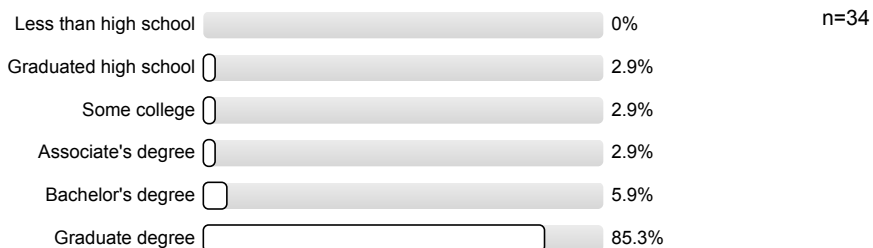
n=34



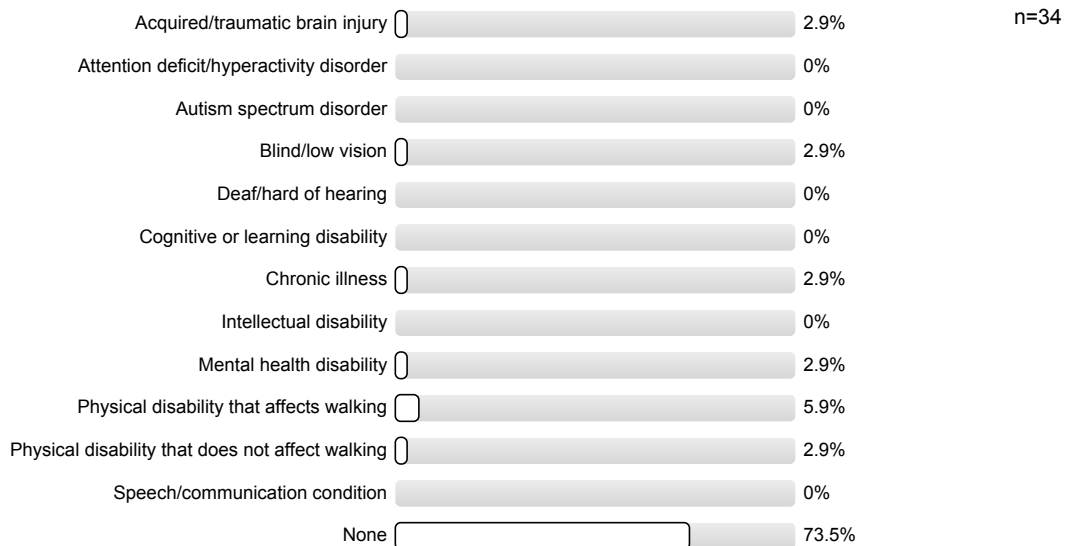
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)



3.12) What is your highest level of education?

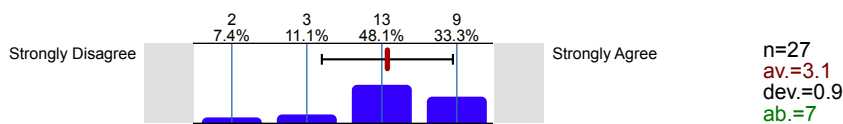


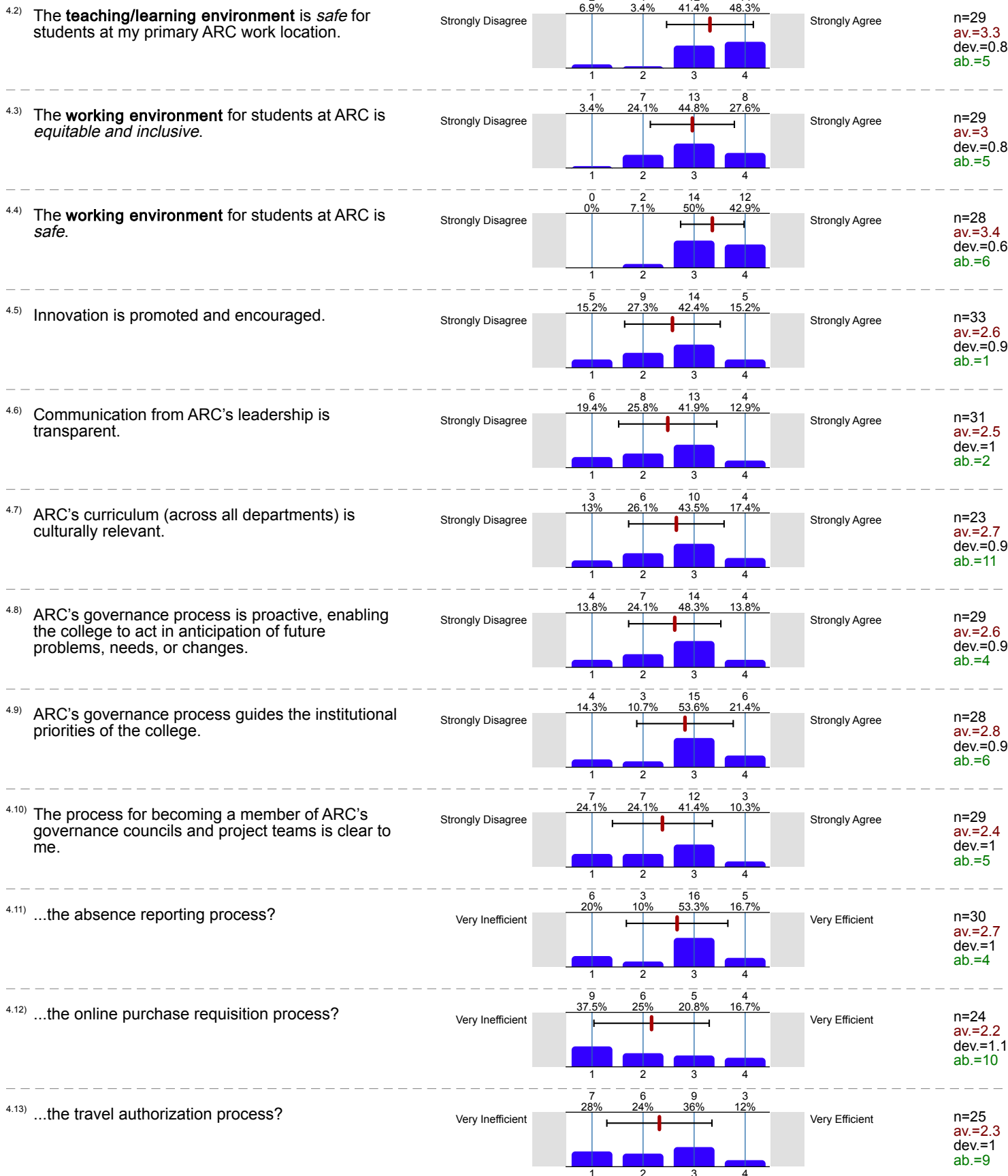
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)

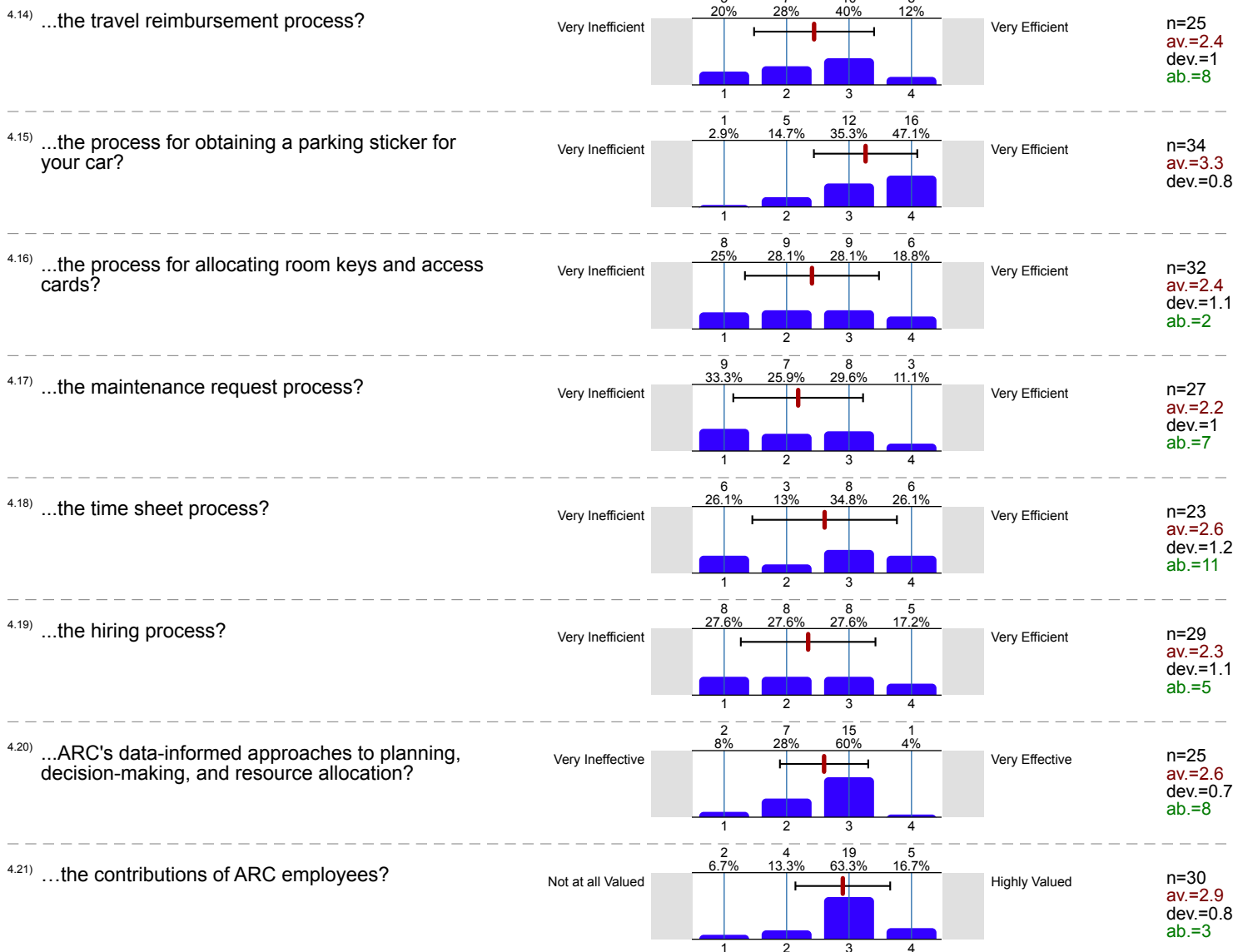


4. Institutional Effectiveness

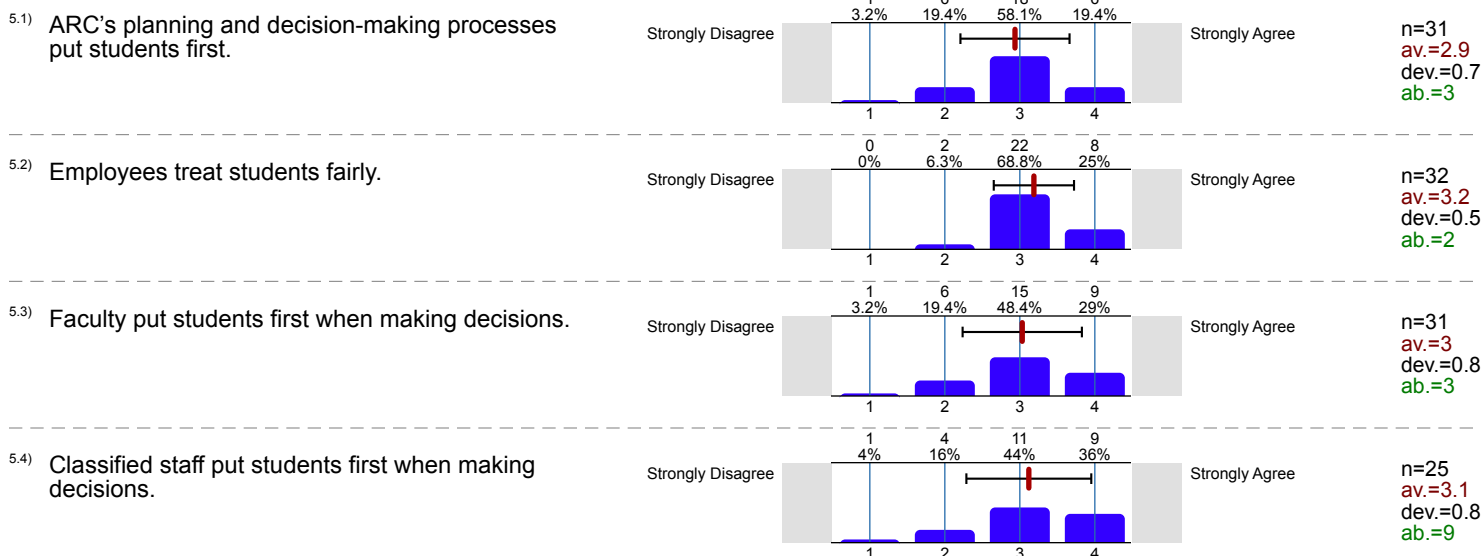
4.1) The **teaching/learning environment** is *equitable and inclusive* for students at my primary ARC work location.







5. Student-Focus





6. Teamwork

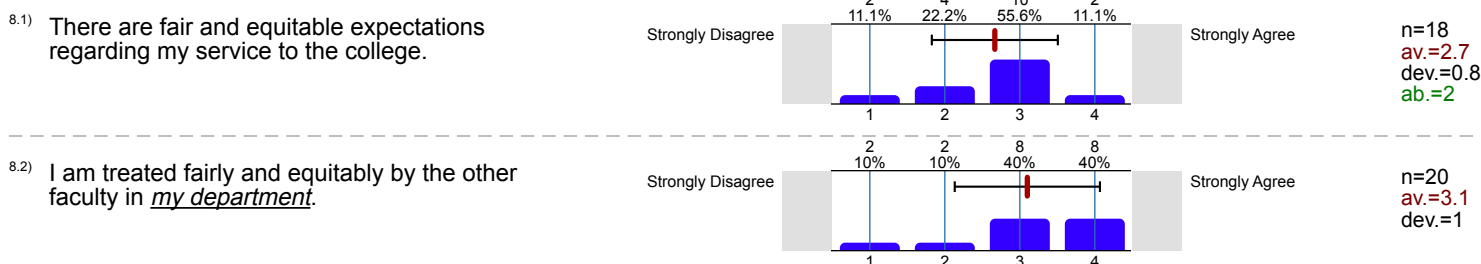


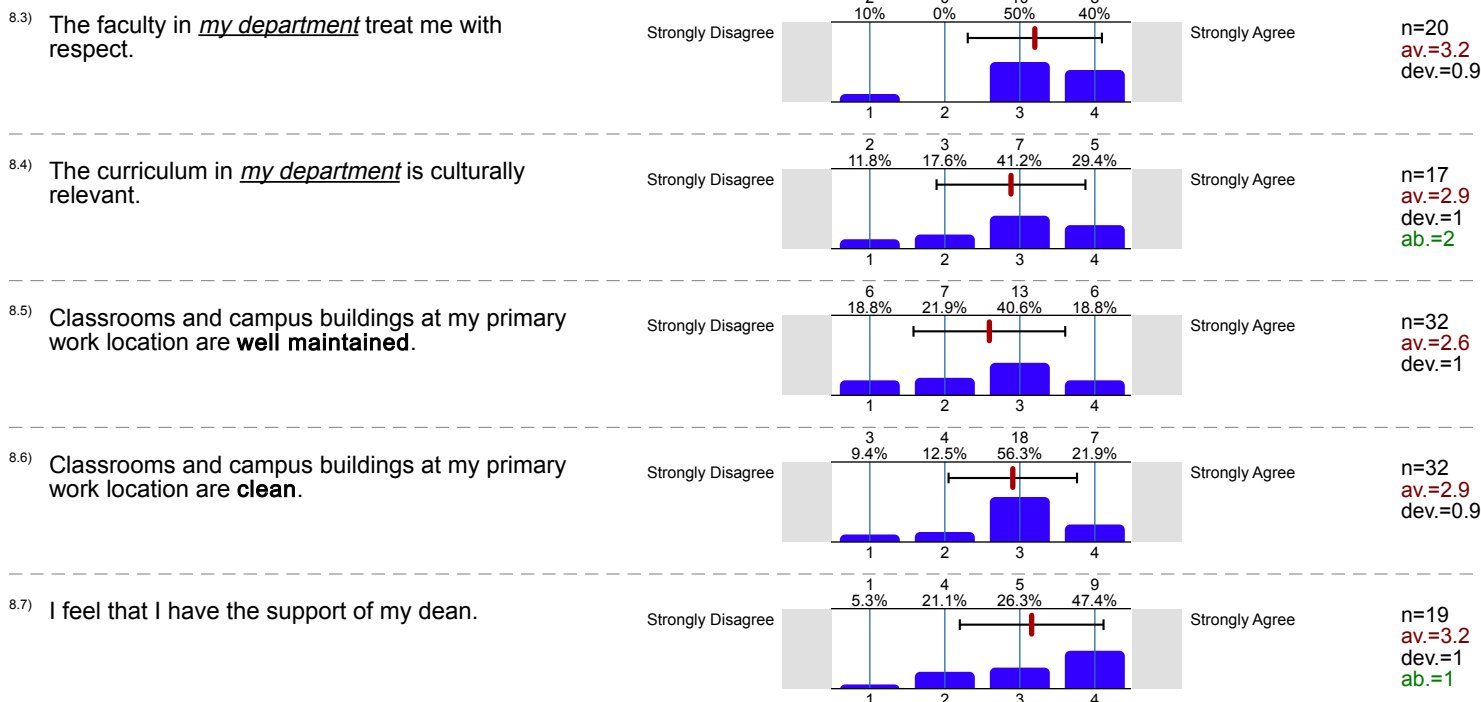
7. Job Satisfaction



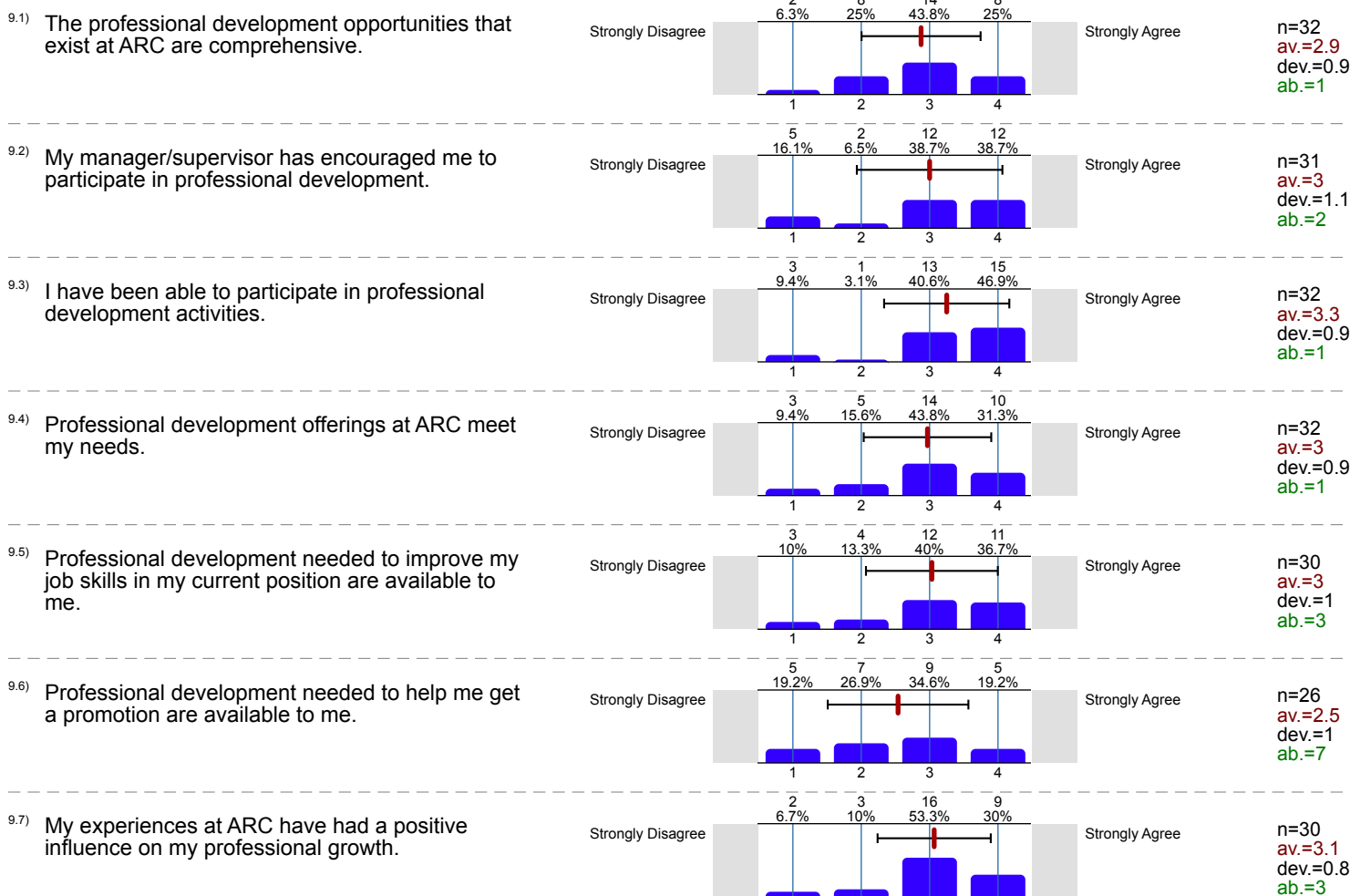


8. Faculty Specific Questions

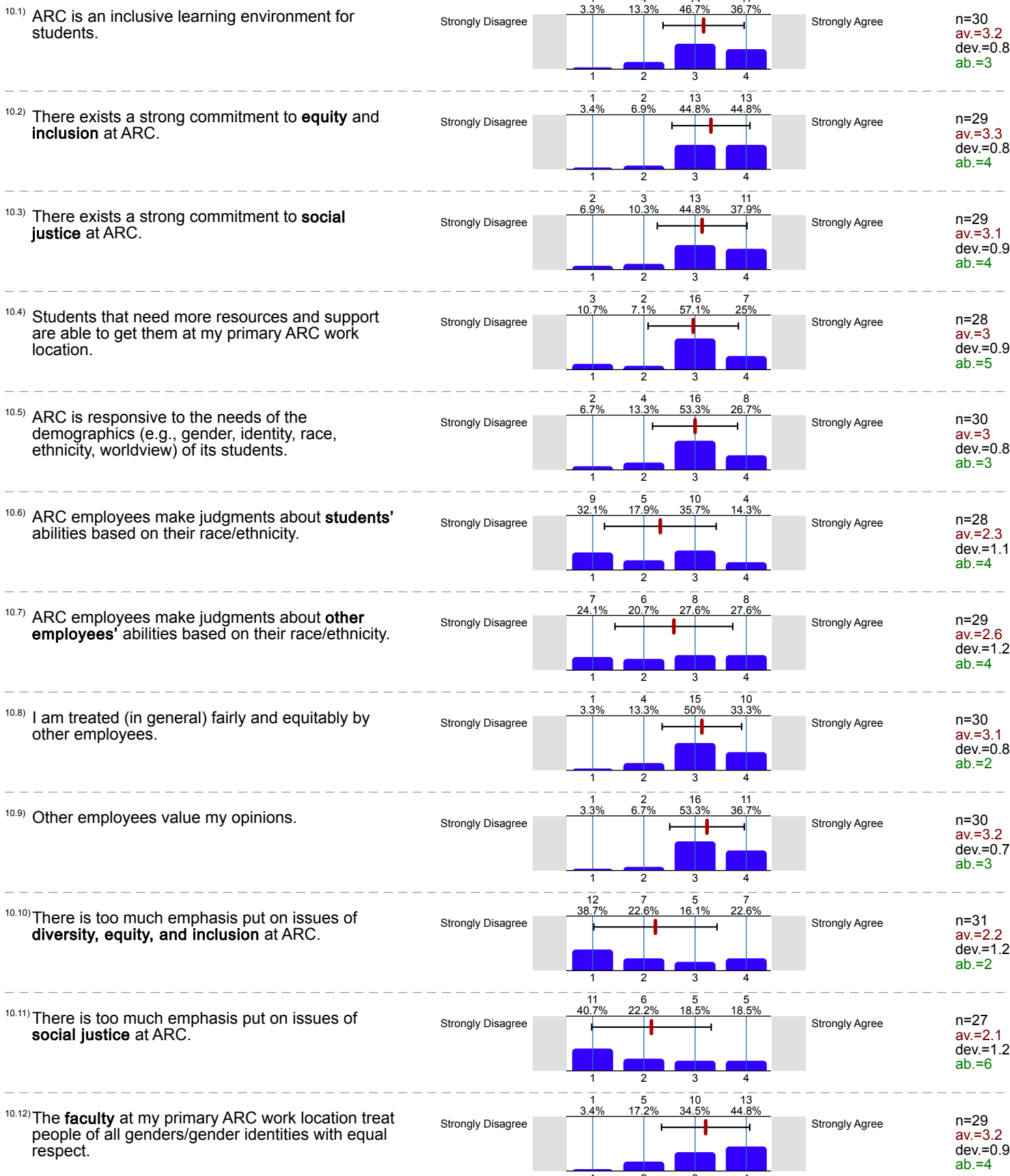




9. Professional Development

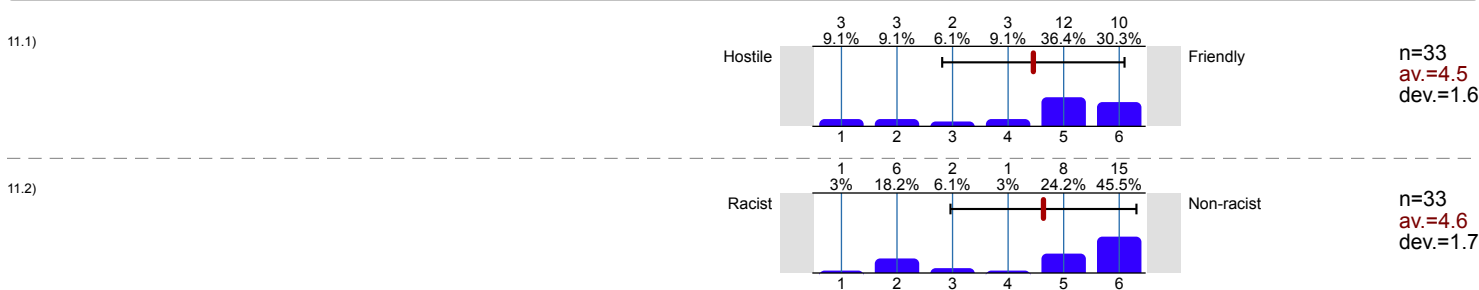


10. Equity, Inclusion, Social Justice Focus





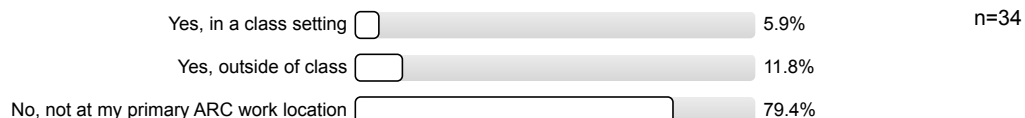
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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



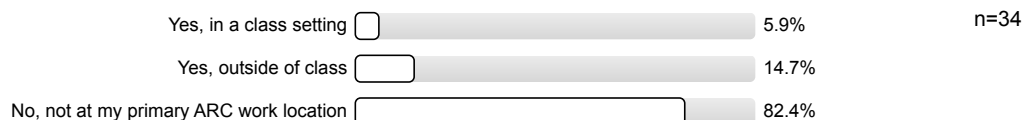


12. During the past 12 months at ***your primary ARC work location***, have you heard anyone... (MARK ALL THAT APPLY)

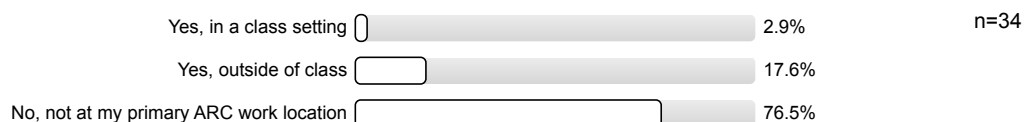
12.1) ...call someone homophobic names.



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



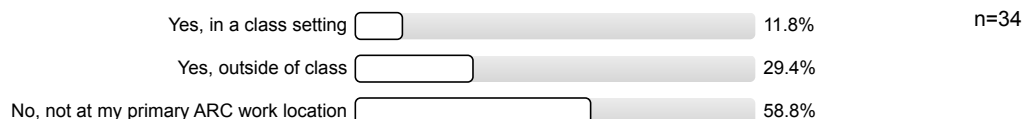
12.3) ...make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexual, trans, queer, +).



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



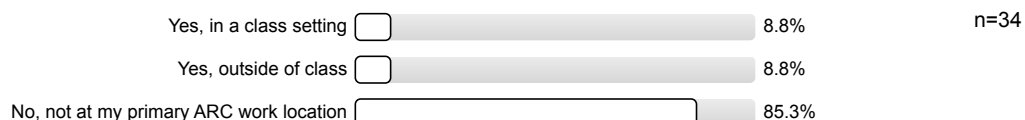
12.5) ...make inappropriate comments about your or someone else's body, appearance, or looks.



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.

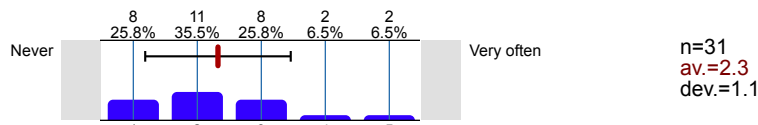


12.9) ...make negative remarks or jokes about trans men.

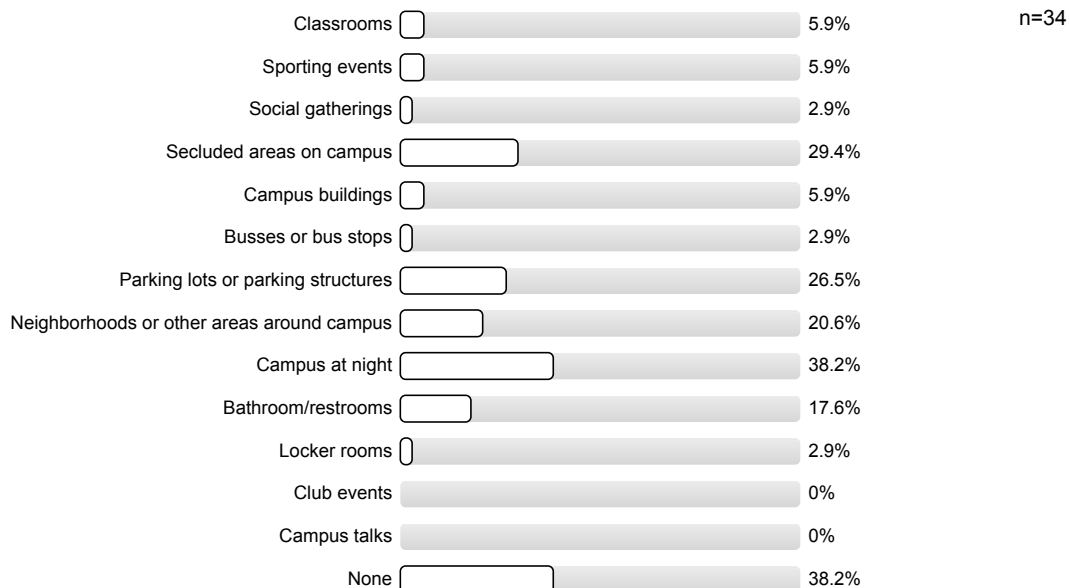


13. Regarding your personal **physical safety**:

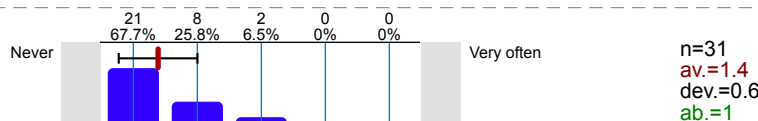
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



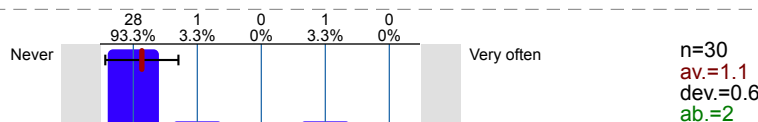
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



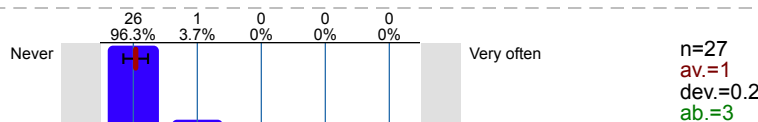
13.4) Other students



13.5) Instructors

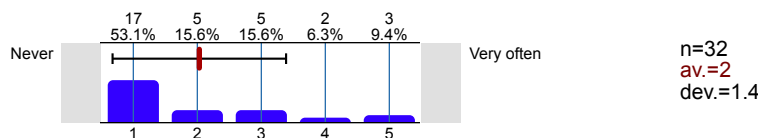


13.6) Staff

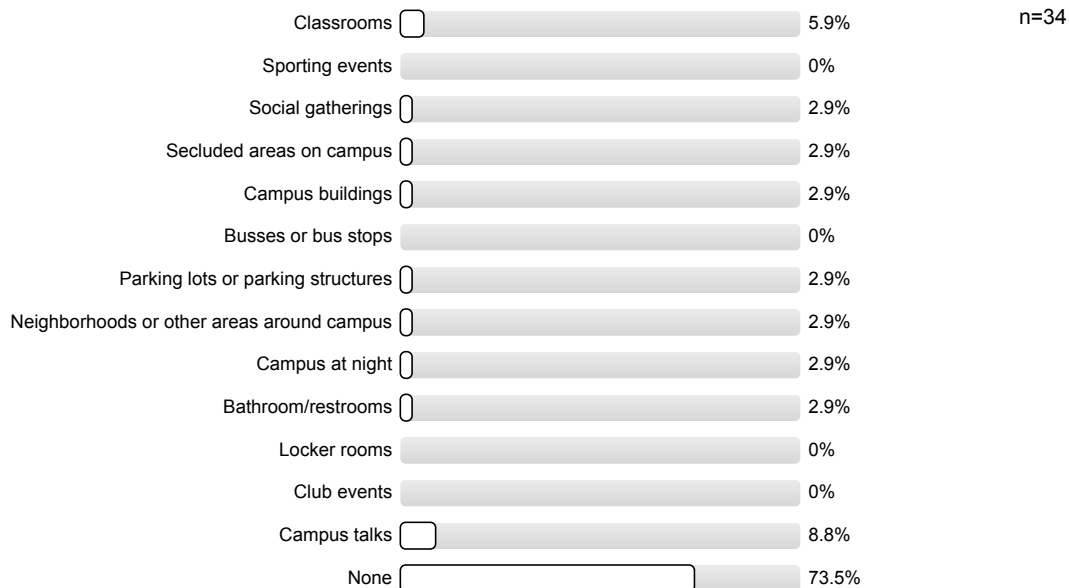


14. Regarding your **emotional safety**:

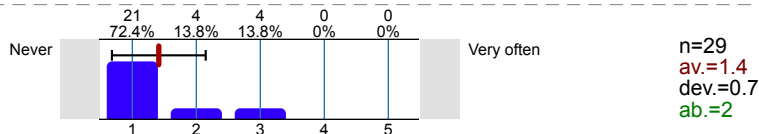
14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



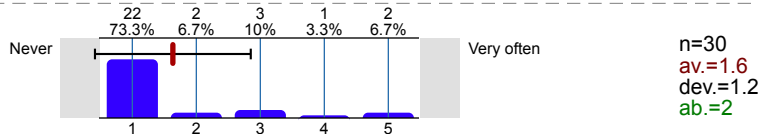
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)



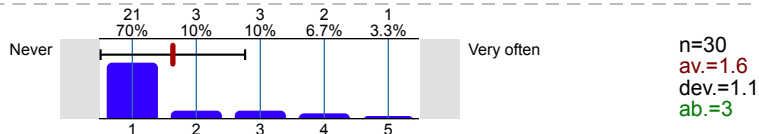
14.4) Other students



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



15.5) Emotional violence



15.6) Sexual harassment



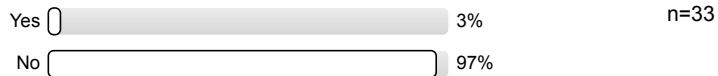
15.7) Other harassment



15.8) Sexual assault



15.9) Unwanted sexual advances



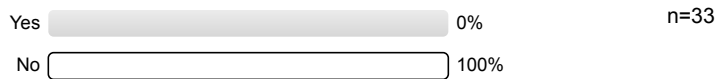
15.10) Verbal threats



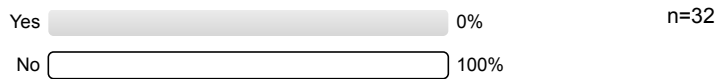
15.11) Discrimination



15.12) Threats of physical violence



15.13) Physical violence



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

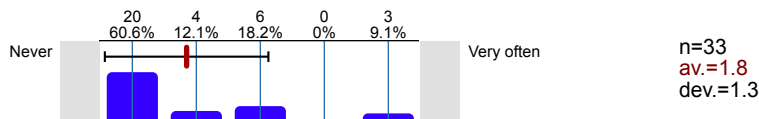


15.20) Verbal threats

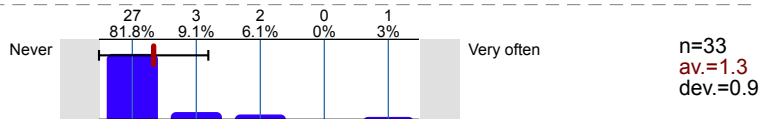


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

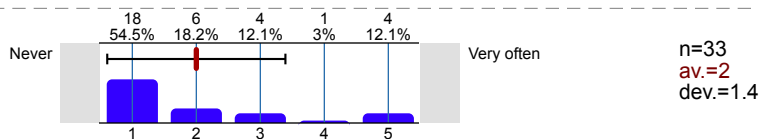
16.1) ...gender/gender identity



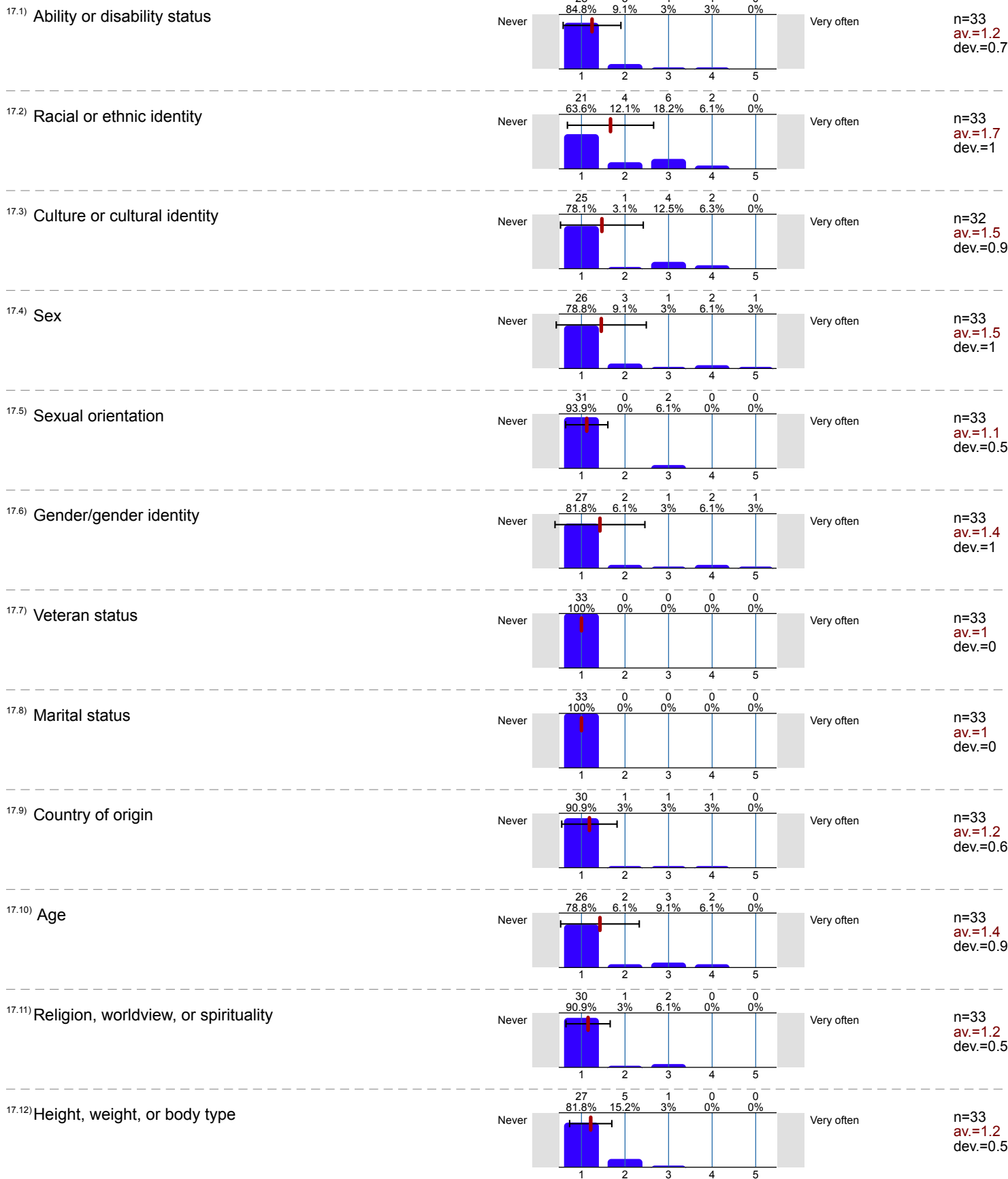
16.2) ...sexual orientation



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:





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





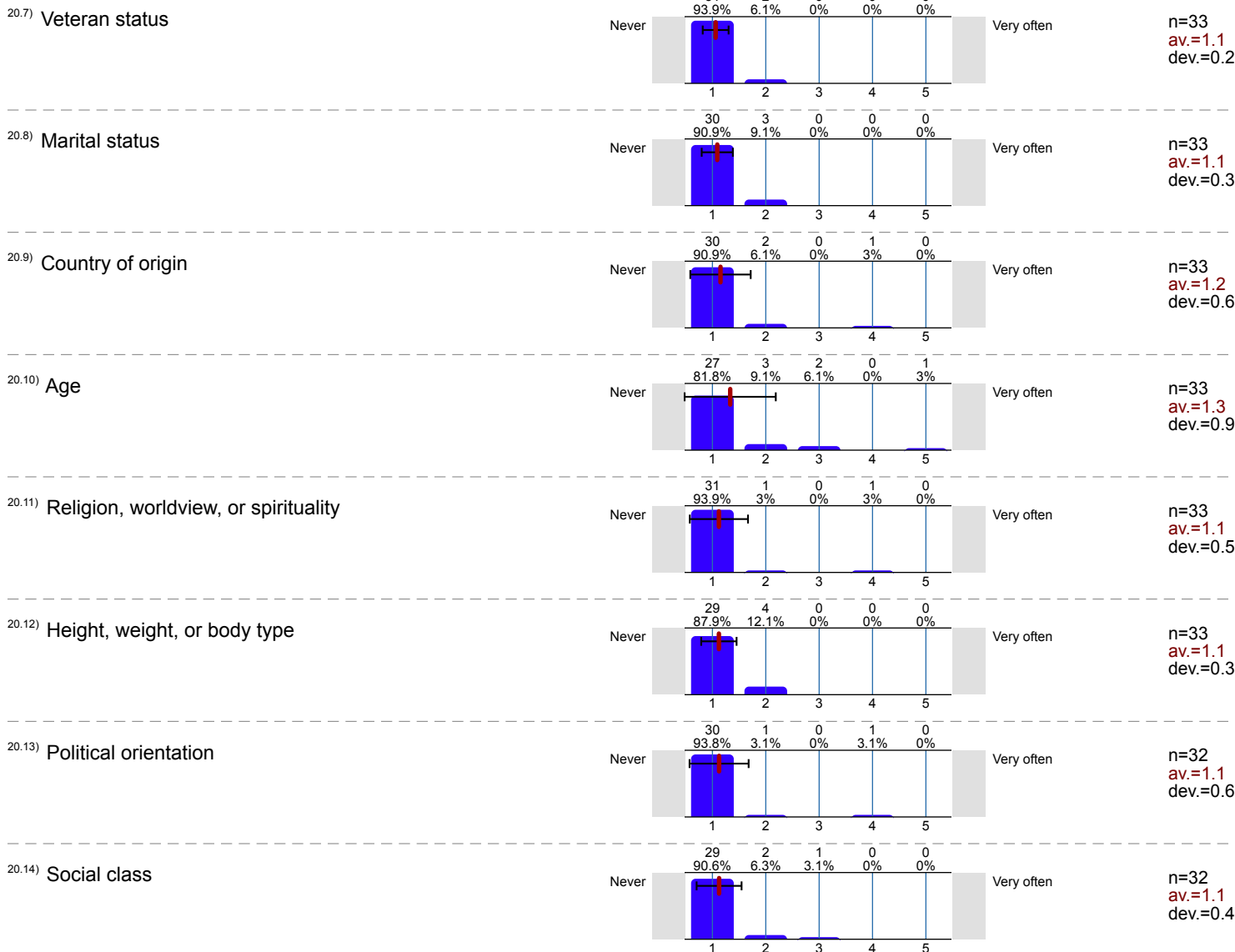
19. During the past 12 months, do you feel **YOU have** been mistreated *by classified staff* at your primary ARC work location because of your:



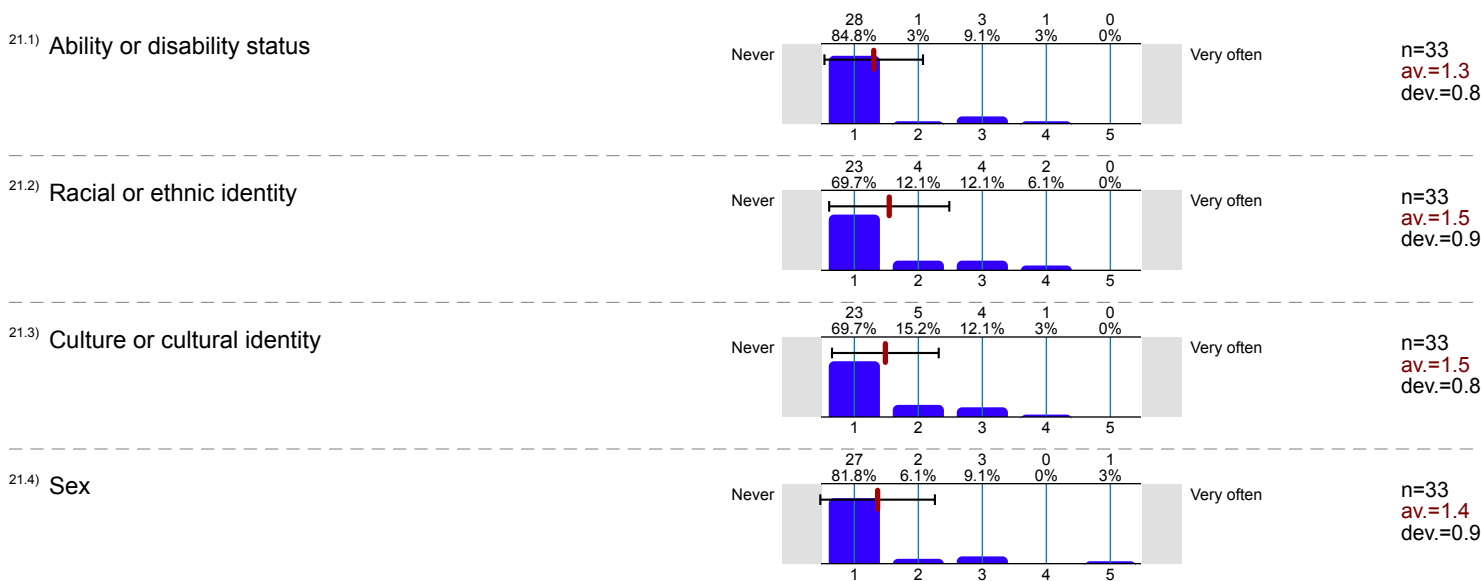


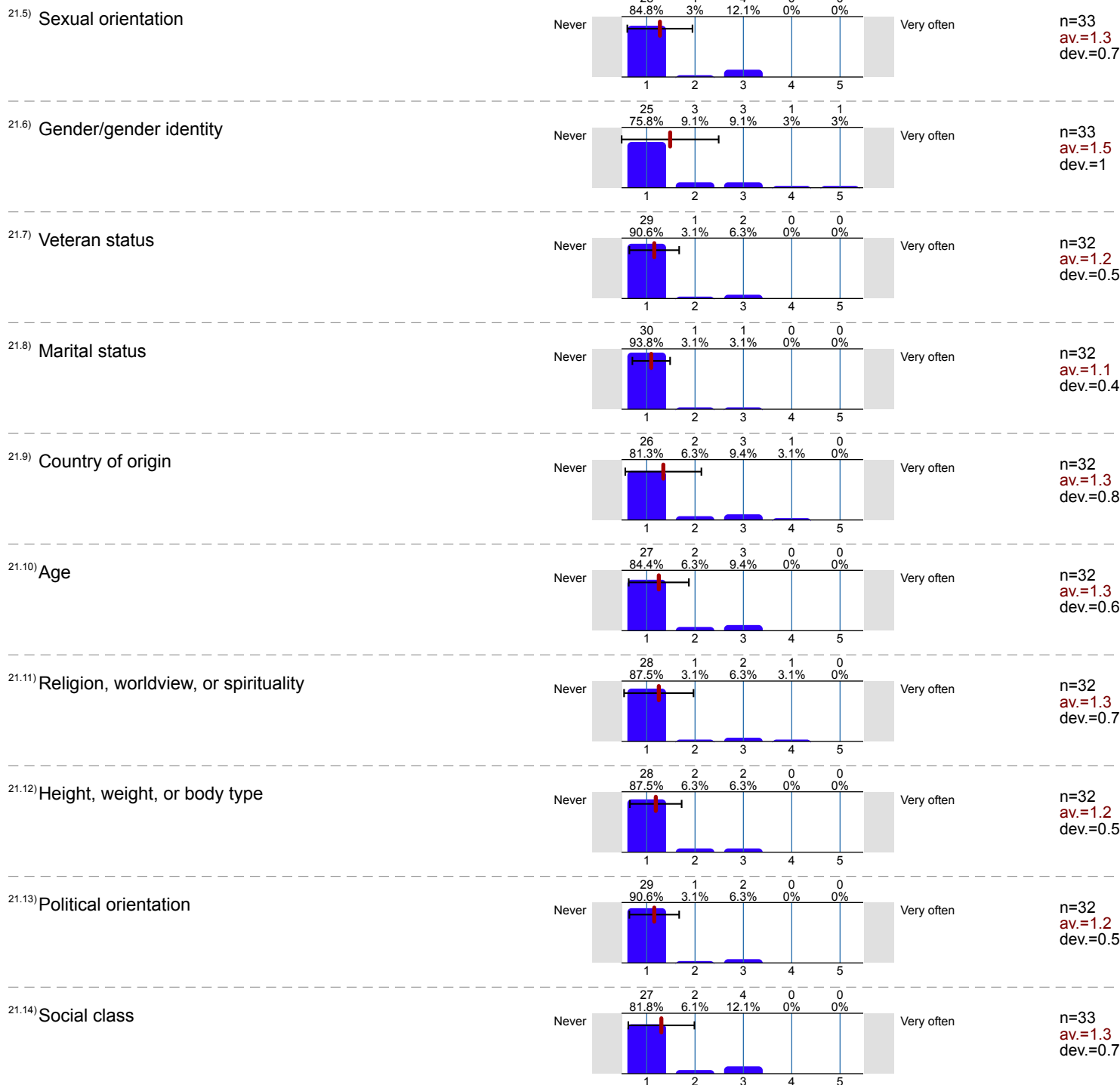
20. During the past 12 months, do you feel **YOU** have been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:



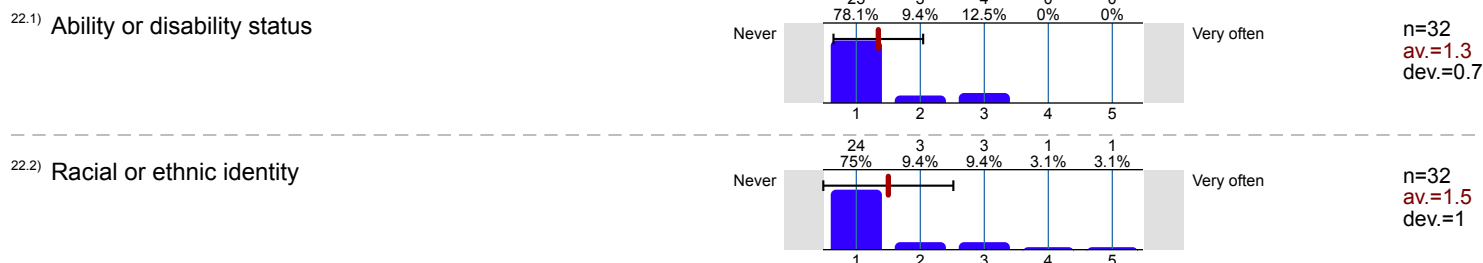


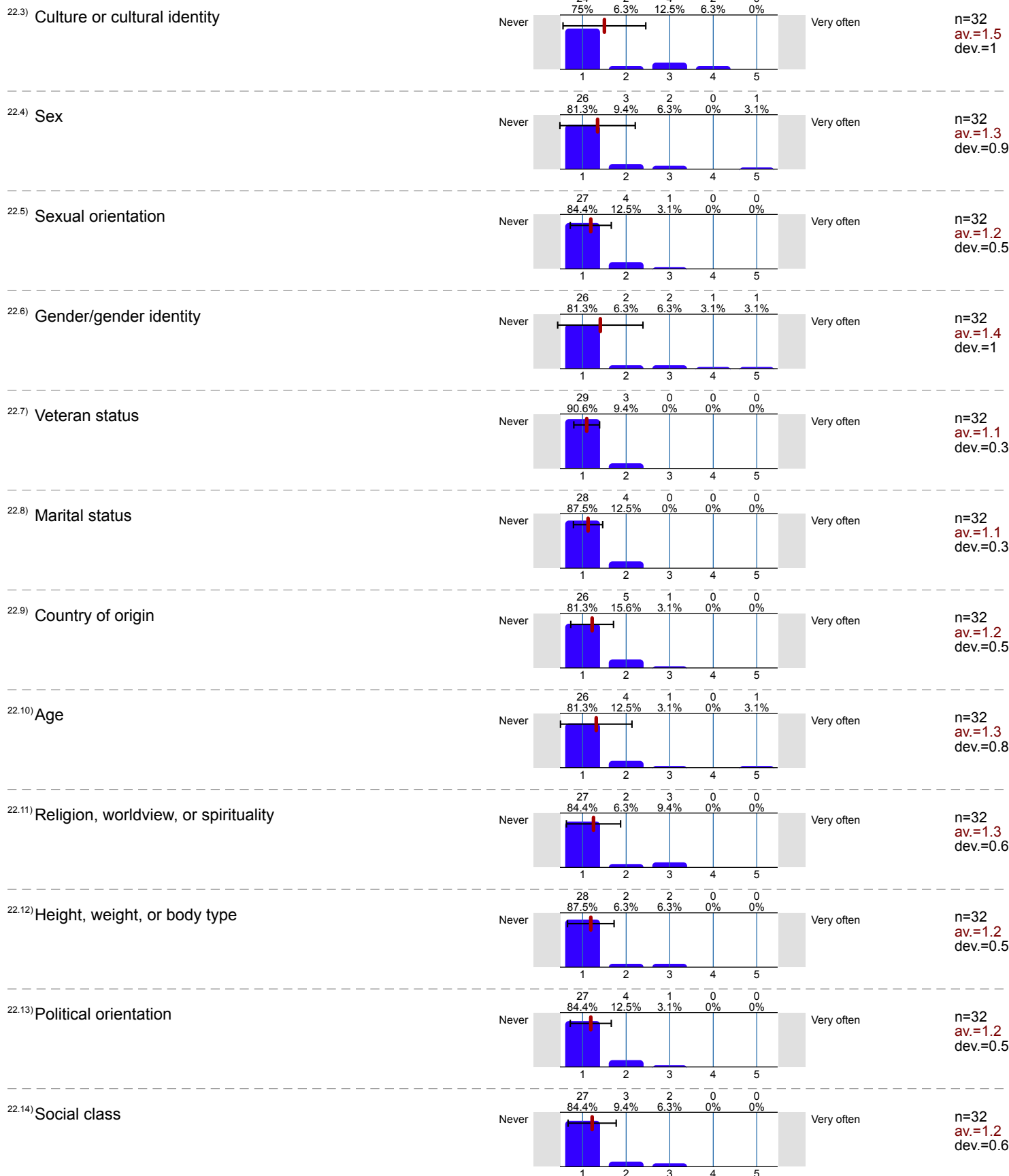
21. During the past 12 months, have you seen faculty, classified staff, or managers mistreat *students* at your primary ARC work location because of their:



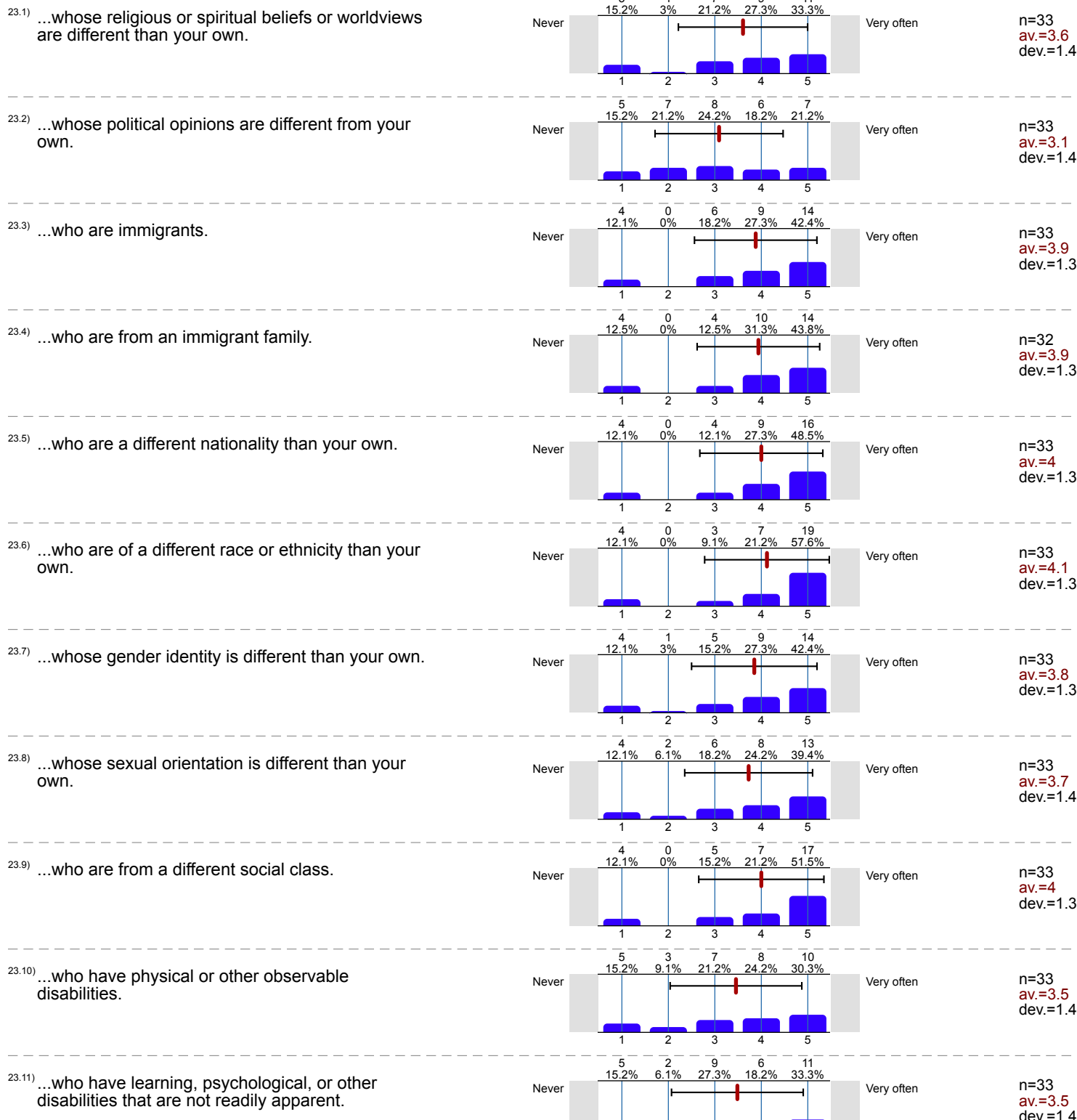


22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:



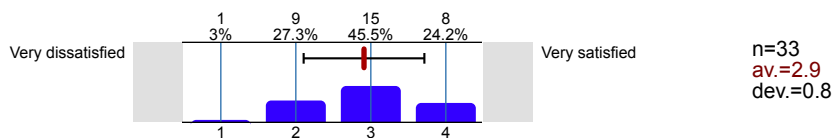


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



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

3.2) Other gender identity:

- Gender fluid
- NA
- n/a

3.4) Other sexual orientation:

- Queer

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).

- African American, Mexican, Japanese
- African American, White and Hispanic/Latino
- American, Korean, and Chinese
- Asian Indian
- Asian Indian.

- Chinese
- East Indian
- Euro-Asian, German Chinese
- Japanese, Caucasian
- Korean
- Korean American and European American
- Middle Eastern
- Punjabi
- Taiwanese American
- Vietnamese
- Vietnamese American

3.9) Other religions, worldviews, or spiritual backgrounds:

- Sufism

3.11) Other religion, worldview, or spiritual background:

- Sufism

3.14) Other disabilities:

- PTSD Post Traumatic Stress

- Pain in wrist and elbow due working on computers
- Somewhat affects walking. It does affect going up and down the stairs.

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:

- Behind the Child Care Center next to Tech Ed and the open area behind the pool and football field.
- 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:

- random people on campus

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.
- In department meetings
- Meetings
- N/A

^{14.7)} Other:

- A homeless person standing near by and asking me if he can ride with me to were ever I was going. I said, no and was persistent. This happen during the Friday, convocation when the officers were off campus for flex or training. There should be an officer on campus at all times. This is a safety issue.
- Dean of Natomas Center
- a couple times I had very bad, inappropriate conversation with one of FM staff

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.)

- Classified staff: Derogatory comments made about my (perceived) income/social class, (perceived) cost of my clothes and vehicle, and that I wear make-up
Faculty: Prefacing whether or not to engage me/anyone in conversation if political affiliation or identity politics is not shared/Inquiry of my marital status/when it may/will change
Managers: Comments about my gender and whether or no my behavior/presentation conforms to stereotypical gender behavior
- Having children
- Judged. Not listened to. Ignored. Retaliation.