

^{3.1)} What is your gender identity? (MARK ALL THAT APPLY)			
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)		64.7%	n=34
Man (cisgender mana person whose gender identity matches their sex assigned at birth)		35.3%	
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	2.9%	
^{3.3)} What is your sexual orientation? (MARK ALL THAT APPLY)			
Asexual (a person with no sexual feelings or desires)		0%	n=34
Bisexual (a person sexually attracted to two genders)		8.8%	
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)		88.2%	
Pansexual or fluid (a person who is attracted to multiple gender identities)	0	2.9%	
^{3.5)} What is your age (in years)?			
What is your age (in years):			
19 or younge	r	0%	n=33
		0% 0%	n=33
19 or younge	4	-	n=33
19 or younge 20 to 24	4	0%	n=33
19 or younge 20 to 2 25 to 3	4 4 4 4	0% 15.2%	n=33
19 or younge 20 to 2 25 to 3 35 to 5	4 4 4 4	0% 15.2% 66.7%	n=33
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde	4	0% 15.2% 66.7%	n=33
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY)	44 4 •r	0% 15.2% 66.7% 18.2%	
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY) African American	4	0% 15.2% 66.7% 18.2% 5.9%	
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY) African American Asian	44 4 • •	0% 15.2% 66.7% 18.2% 5.9% 100%	
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY) African American Asian Filipin	4	0% 15.2% 66.7% 18.2% 5.9% 100% 11.8%	
19 or younge 20 to 2- 25 to 3- 35 to 5- 55 or olde ^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY) African American Asian Filipino Hispanic/Latino	44 4 4	0% 15.2% 66.7% 18.2% 5.9% 100% 11.8% 8.8%	
19 or younge 20 to 2 25 to 3 35 to 5 55 or olde 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY) 3.6) African American Asian Filipin Hispanic/Latin Native American	4	0% 15.2% 66.7% 18.2% 5.9% 100% 11.8% 8.8% 2.9%	

Agnostic	23.5% n=34
Anglican	0%
Assemblies of God []	2.9%
Atheist 🗌	5.9%
Baha'i	0%
Baptist	0%
Buddhist	17.6%
Catholic	20.6%
Christian Non-denominational	14.7%
Christian Orthodox ()	2.9%
Christian Science	0%
Church of Christ	0%
Confucian []	2.9%
Episcopalian ()	2.9%
Evangelical ()	2.9%
Hindu	11.8%
Jain	0%
Jehovah's Witness []	2.9%
Jewish	0%
Latter-day Saints	0%
Lutheran ()	2.9%
Methodist ()	2.9%
Muslim 🗌	5.9%
Native/Tribal	0%
Pentecostal	0%
Presbyterian	0%
Quaker	2.9%
Seventh Day Adventist	0%
Shamanism	5.9%
Shinto ()	2.9%
Sikh	0%
Spiritual but not religious	11.8%
Taoist ()	2.9%
UCC/Congregational	0%
Unitarian Universalist ()	2.9%
Wicca/Pagan	0%
None	14.7%

^{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	<u>ONE</u>)	
Agnostic	9.1%	n=33
Assemblies of God ()	3%	
Atheist	9.1%	
Buddhist	9.1%	
Catholic	18.2%	
Christian Non-denominational	12.1%	
Hindu	9.1%	
Jehovah's Witness ()	3%	
Muslim	3%	
Spiritual but not religious	9.1%	
None	15.2%	
^{3.12)} What is your highest level of education?		
Less than high school	0%	n=34
Graduated high school ()	2.9%	
Some college []	2.9%	
Associate's degree []	2.9%	
Bachelor's degree	5.9%	
Graduate degree	85.3%	
^{3.13)} Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)		
Acquired/traumatic brain injury	2.9%	n=34
Attention deficit/hyperactivity disorder	0%	
Autism spectrum disorder	0%	
Blind/low vision ()	2.9%	
Deaf/hard of hearing	0%	
Cognitive or learning disability	0%	
Chronic illness ()	2.9%	
Intellectual disability	0%	
Mental health disability []	2.9%	
Physical disability that affects walking	5.9%	
Physical disability that does not affect walking	2.9%	
Speech/communication condition	0%	
None	73.5%	
4. Institutional Effectiveness		
4.1) The teaching decrement is $aggittable = \frac{2}{7.4\%} \frac{3}{11.1\%} \frac{13}{48.1\%} \frac{9}{33.3\%}$. 07
^{4.1)} The teaching/learning environment is <i>equitable</i> and <i>inclusive</i> for students at my primary ARC work location.	Strongly Agree	n=27 av.=3.1 dev.=0.9 ab.=7

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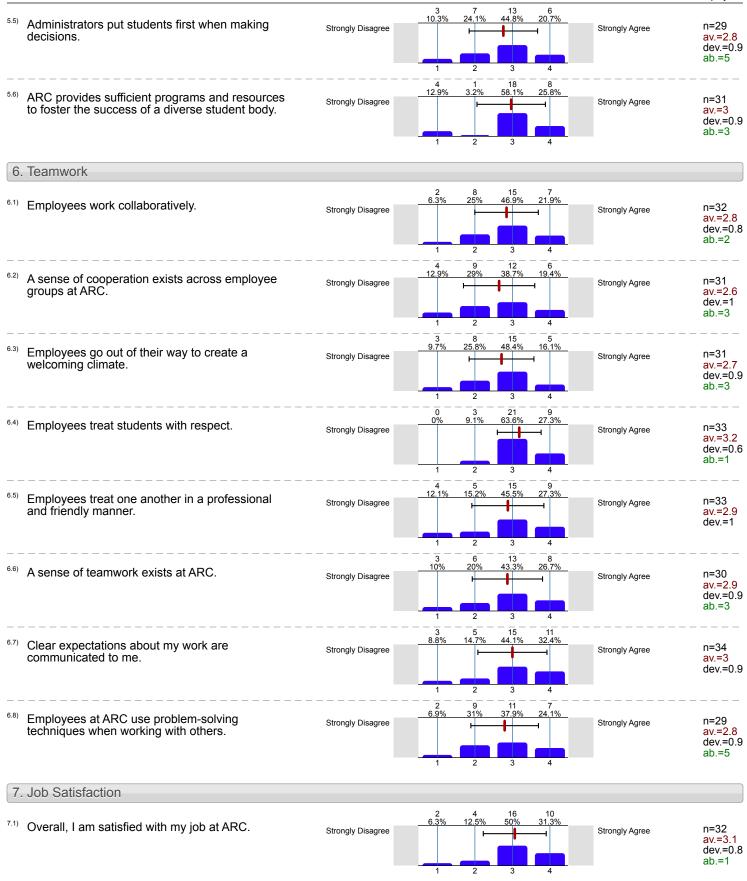
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4.2)	The teaching/learning environment is <i>safe</i> for students at my primary ARC work location.	Strongly Disagree	2 6.9%	1 3.4%	12 41.4%	14 48.3%	Strongly Agree	n=29 av.=3.3 dev.=0.8 ab.=5
4.3)	The working environment for students at ARC is equitable and inclusive.	Strongly Disagree	1 3.4%	24.1%	13 44.8%	8 27.6% 	Strongly Agree	n=29 av.=3 dev.=0.8 ab.=5
4.4)	The working environment for students at ARC is <i>safe</i> .	Strongly Disagree	0%	2 7.1%	14 50%	12 42.9%	Strongly Agree	n=28 av.=3.4 dev.=0.6 ab.=6
4.5)	Innovation is promoted and encouraged.	Strongly Disagree	5 15.2%	9 27.3%	14 42.4%	5 15.2% H	Strongly Agree	n=33 av.=2.6 dev.=0.9 ab.=1
4.6)	Communication from ARC's leadership is transparent.	Strongly Disagree	6 19.4%	25.8%	13 41.9%	4 12.9%	Strongly Agree	n=31 av.=2.5 dev.=1 ab.=2
4.7)	ARC's curriculum (across all departments) is culturally relevant.	Strongly Disagree	3 13%	6 26.1% ⊢ 2	10 43.5%	4 17.4% H	Strongly Agree	n=23 av.=2.7 dev.=0.9 ab.=11
 4.8)	ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes.	Strongly Disagree	4 13.8%	7 24.1% ⊢	14 48.3%	4 13.8% H	Strongly Agree	n=29 av.=2.6 dev.=0.9 ab.=4
— – 4.9)	ARC's governance process guides the institutional priorities of the college.	Strongly Disagree	4 14.3%	3 10.7%	15 53.6%	6 21.4%	Strongly Agree	n=28 av.=2.8 dev.=0.9 ab.=6
4.10)	The process for becoming a member of ARC's governance councils and project teams is clear to me.	Strongly Disagree	7 24.1%	24.1%		<u>3</u> 10.3% 4	Strongly Agree	n=29 av.=2.4 dev.=1 ab.=5
— – 4.11)	the absence reporting process?	Very Inefficient	6 20%	3 10%	16 53.3%		Very Efficient	n=30 av.=2.7 dev.=1 ab.=4
— – 4.12)	the online purchase requisition process?	Very Inefficient	9 37.5%	6 25%	5 20.8%	4 16.7% 4	Very Efficient	n=24 av.=2.2 dev.=1.1 ab.=10
4.13)	the travel authorization process?	Very Inefficient	7 28% F	6 24%	9 36%		Very Efficient	n=25 av.=2.3 dev.=1 ab.=9

			-	Asian Employees
^{4.14)} the travel reimbursement process?	Very Inefficient	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very Efficient	n=25 av.=2.4 dev.=1 ab.=8
^{4.15)} the process for obtaining a parking sticker for your car?	Very Inefficient	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Very Efficient	n=34 av.=3.3 dev.=0.8
^{4.16)} the process for allocating room keys and access cards?	Very Inefficient		Very Efficient	n=32 av.=2.4 dev.=1.1 ab.=2
^{4.17)} the maintenance request process?	Very Inefficient	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Very Efficient	n=27 av.=2.2 dev.=1 ab.=7
^{4.18)} the time sheet process?	Very Inefficient	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Very Efficient	n=23 av.=2.6 dev.=1.2 ab.=11
^{4.19)} the hiring process?	Very Inefficient	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Very Efficient	n=29 av.=2.3 dev.=1.1 ab.=5
^{4.20)} ARC's data-informed approaches to planning, decision-making, and resource allocation?	Very Ineffective	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Very Effective	n=25 av.=2.6 dev.=0.7 ab.=8
^{4.21)} the contributions of ARC employees?	Not at all Valued	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Highly Valued	n=30 av.=2.9 dev.=0.8 ab.=3
5. Student-Focus				
^{5.1)} ARC's planning and decision-making processes put students first.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=31 av.=2.9 dev.=0.7 ab.=3
^{5.2)} Employees treat students fairly.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=32 av.=3.2 dev.=0.5 ab.=2
^{5.3)} Faculty put students first when making decisions.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=31 av.=3 dev.=0.8 ab.=3
 ^{5.4)} Classified staff put students first when making decisions. 	Strongly Disagree	$1 \\ 4\% \\ 16\% \\ 44\% \\ 36\% \\ 1 \\ 2 \\ 36\% \\ 1 \\ 2 \\ 3 \\ 4$	Strongly Agree	n=25 av.=3.1 dev.=0.8 ab.=9



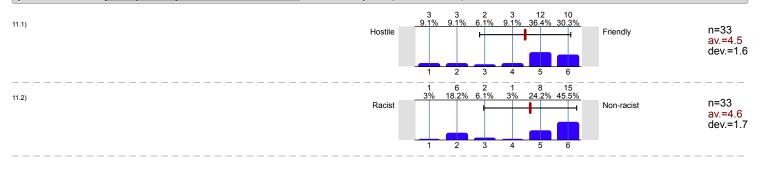
							,	Asian Employees
7.2)	I feel pressure to accomplish too many tasks and priorities.	Strongly Disagree	2 6.5%	9 29%	9 29%	11 35.5%	Strongly Agree	n=31 av.=2.9 dev.=1 ab.=1
7.3)	I enjoy the people I work with at ARC.	Strongly Disagree	1 3.2%	0 0% 2	 18 58.1%	12 38.7%	Strongly Agree	n=31 av.=3.3 dev.=0.7 ab.=2
7.4)	I feel that my time is valued.	Strongly Disagree	6.7%	4 13.3%	13 43.3%	11 36.7%	Strongly Agree	n=30 av.=3.1 dev.=0.9 ab.=3
7.5)	I have made meaningful connections with other ARC employees.	Strongly Disagree	1 3.2%	3 9.7%	18 58.1%	9 29% 	Strongly Agree	n=31 av.=3.1 dev.=0.7 ab.=2
7.6)	At ARC, I am accepted for who I am.	Strongly Disagree	2 6.5% 1	4 12.9%	15 48.4%	10 32.3%	Strongly Agree	n=31 av.=3.1 dev.=0.9 ab.=2
7.7)	Physical spaces (classrooms, offices, buildings, etc.) are well maintained at my primary ARC work location.	Strongly Disagree	5 15.2%	8 24.2%	14 42.4%	6 18.2% ⊣ 4	Strongly Agree	n=33 av.=2.6 dev.=1
7.8)	ARC is a place where I am able to perform up to my full potential.	Strongly Disagree	3 10.3%	7 24.1% H	11 37.9%	8 27.6% 	Strongly Agree	n=29 av.=2.8 dev.=1 ab.=4
7.9)	I have a voice in the decision-making that affects the direction of my department/unit.	Strongly Disagree	5 17.2%	1 3.4% H	18 62.1%	5 17.2% 4	Strongly Agree	n=29 av.=2.8 dev.=0.9 ab.=4
7.10)	I feel that I am able to appropriately influence the direction of ARC.	Strongly Disagree	5 19.2%	6 23.1%	11 42.3%	4 15.4% H	Strongly Agree	n=26 av.=2.5 dev.=1 ab.=7
7.11)	I have the opportunity to express my ideas in appropriate forums.	Strongly Disagree	3 12%	5 20%	11 44%		Strongly Agree	n=25 av.=2.8 dev.=1 ab.=8
8.	Faculty Specific Questions							
8.1)	There are fair and equitable expectations regarding my service to the college.	Strongly Disagree	2 11.1%	4 22.2% ⊢ 2	10 55.6%	2 11.1%	Strongly Agree	n=18 av.=2.7 dev.=0.8 ab.=2
8.2)	I am treated fairly and equitably by the other faculty in <i>my department</i> .	Strongly Disagree	2 10%	2 10%	8 40%		Strongly Agree	n=20 av.=3.1 dev.=1

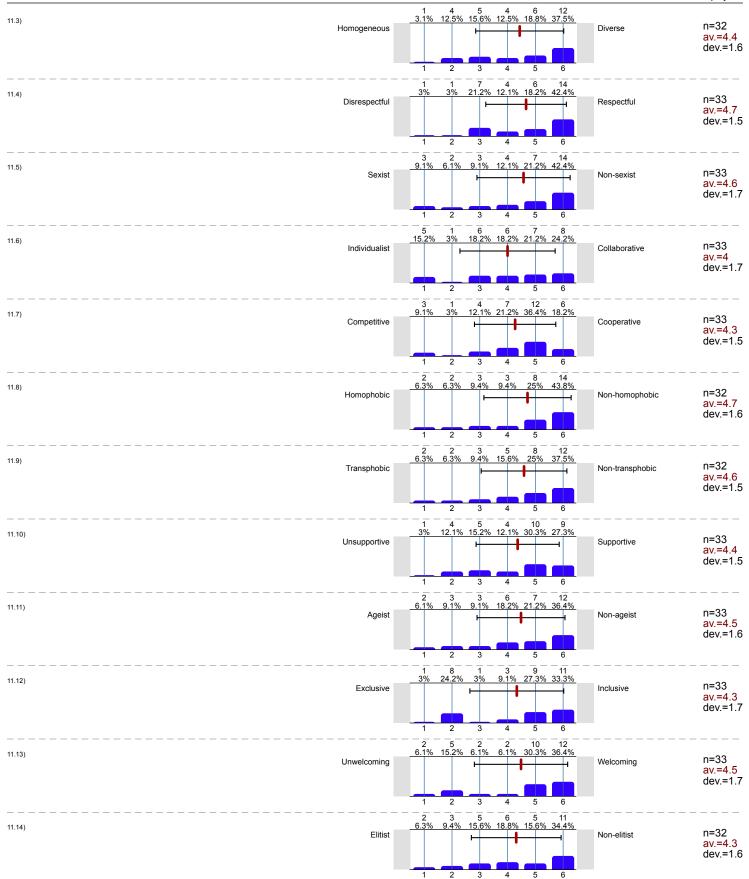
					A	sian Employees
8.3)	The faculty in <i>my department</i> treat me with respect.	Strongly Disagree		10 8 0% 40% 1 3 4	Strongly Agree	n=20 av.=3.2 dev.=0.9
— — 8.4)	The curriculum in <u>my department</u> is culturally relevant.	Strongly Disagree		7 5 .2% 29.4% 3 4	Strongly Agree	n=17 av.=2.9 dev.=1 ab.=2
8.5)	Classrooms and campus buildings at my primary work location are well maintained .	Strongly Disagree	6 7 18.8% 21.9% 40 1 2	13 6 0.6% 18.8% 18.8%	Strongly Agree	n=32 av.=2.6 dev.=1
8.6)	Classrooms and campus buildings at my primary work location are clean .	Strongly Disagree		18 7 .3% 21.9% 3 4	Strongly Agree	n=32 av.=2.9 dev.=0.9
8.7)	I feel that I have the support of my dean.	Strongly Disagree		5 9 .3% 47.4% 1 3 4	Strongly Agree	n=19 av.=3.2 dev.=1 ab.=1
9.	Professional Development					
9.1)	The professional development opportunities that exist at ARC are comprehensive.	Strongly Disagree		14 8 8.8% 25% 3 4	Strongly Agree	n=32 av.=2.9 dev.=0.9 ab.=1
9.2)	My manager/supervisor has encouraged me to participate in professional development.	Strongly Disagree		12 12 12 12 12 12 12 12 13 14 1 3 4	Strongly Agree	n=31 av.=3 dev.=1.1 ab.=2
9.3)	I have been able to participate in professional development activities.	Strongly Disagree		13 - 15 - 15 0.6% - 46.9% 1 - 1 3 - 4	Strongly Agree	n=32 av.=3.3 dev.=0.9 ab.=1
9.4)	Professional development offerings at ARC meet my needs.	Strongly Disagree	<u>3</u> 5 9.4% 15.6% 43 1 1 2	14 10 38% 31.3% 3 4	Strongly Agree	n=32 av.=3 dev.=0.9 ab.=1
9.5)	Professional development needed to improve my job skills in my current position are available to me.	Strongly Disagree		12 11 0% 36.7% 3 4	Strongly Agree	n=30 av.=3 dev.=1 ab.=3
9.6)	Professional development needed to help me get a promotion are available to me.	Strongly Disagree		9 5 19.2% 19.2% 3 4	Strongly Agree	n=26 av.=2.5 dev.=1 ab.=7
9.7)	My experiences at ARC have had a positive influence on my professional growth.	Strongly Disagree		16 9 3.3% <u>30%</u> 3.3% <u>30%</u>	Strongly Agree	n=30 av.=3.1 dev.=0.8 ab.=3

10. Equity, Inclusion, Social Justice Focus				
^{10.1)} ARC is an inclusive learning environment for students.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=30 av.=3.2 dev.=0.8 ab.=3
^{10.2)} There exists a strong commitment to equity and inclusion at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=29 av.=3.3 dev.=0.8 ab.=4
^{10.3)} There exists a strong commitment to social justice at ARC.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=29 av.=3.1 dev.=0.9 ab.=4
^{10.4)} 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=28 av.=3 dev.=0.9 ab.=5
^{10.5)} 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=30 av.=3 dev.=0.8 ab.=3
^{10.6)} ARC employees make judgments about students' abilities based on their race/ethnicity.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=28 av.=2.3 dev.=1.1 ab.=4
^{10.7)} ARC employees make judgments about other employees' abilities based on their race/ethnicity.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=29 av.=2.6 dev.=1.2 ab.=4
^{10.8)} I am treated (in general) fairly and equitably by other employees.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=30 av.=3.1 dev.=0.8 ab.=2
^{10.9)} Other employees value my opinions.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=30 av.=3.2 dev.=0.7 ab.=3
^{10.10)} There is too much emphasis put on issues of diversity, equity, and inclusion at ARC.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=31 av.=2.2 dev.=1.2 ab.=2
^{10.11)} There is too much emphasis put on issues of social justice at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=27 av.=2.1 dev.=1.2 ab.=6
^{10.12)} The faculty 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=29 av.=3.2 dev.=0.9 ab.=4

^{10.13)} The faculty at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.	Strongly Disagree	1 3.4%	4 13.8%	10 34.5%	14 48.3%	Strongly Agree	n=29 av.=3.3 dev.=0.8 ab.=4
^{10.14)} The classified staff at my primary ARC work location treat people of all genders/gender identities with equal respect.	Strongly Disagree	1 3.4%	4 13.8%	13 44.8%	11 37.9%	Strongly Agree	n=29 av.=3.2 dev.=0.8 ab.=4
^{10.15)} The classified staff at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.	Strongly Disagree	1 3.4%	5 17.2%	11 37.9%	12 41.4%	Strongly Agree	n=29 av.=3.2 dev.=0.8 ab.=4
^{10.16)} The student body at my primary ARC work location is racially diverse.	Strongly Disagree	0%	1 3.8%	8 30.8%	17 65.4%	Strongly Agree	n=26 av.=3.6 dev.=0.6 ab.=7
^{10.17)} The faculty at my primary ARC work location is racially diverse.	Strongly Disagree	6.7%	11 36.7%	10 33.3%	7 23.3% 	Strongly Agree	n=30 av.=2.7 dev.=0.9 ab.=3
^{10.18)} The classified staff at my primary ARC work location is racially diverse.	Strongly Disagree	6.7%	10 33.3%	9 30%	9 30% 	Strongly Agree	n=30 av.=2.8 dev.=0.9 ab.=3
^{10.19)} At my primary ARC work location, faculty adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.	Strongly Disagree	3 10%	11 36.7%	7 23.3%	9 30%	Strongly Agree	n=30 av.=2.7 dev.=1 ab.=3
^{10.20)} At my primary ARC work location, classified staff adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.	Strongly Disagree	1 3.2%	11 35.5%	11 35.5%	8 25.8%	Strongly Agree	n=31 av.=2.8 dev.=0.9 ab.=2
^{10.21)} At my primary ARC work location, managers (e. g., administration, supervisors) adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.	Strongly Disagree	6 21.4%	5 17.9%	10 35.7%	7 25% 	Strongly Agree	n=28 av.=2.6 dev.=1.1 ab.=5

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)
^{12.1)} call someone homophobic names.		
Yes, in a class setting	5.9%	n=34
Yes, outside of class	11.8%	
No, not at my primary ARC work location	79.4%	
^{12.2)} say sexual things to you or try to talk about sexual matters when you didn't want to.		
Yes, in a class setting	5.9%	n=34
Yes, outside of class	14.7%	
No, not at my primary ARC work location	82.4%	
^{12.3)} make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexu	ual, trans, queer, +).	
Yes, in a class setting ()	2.9%	n=34
Yes, outside of class	17.6%	
No, not at my primary ARC work location	76.5%	
^{12.4)} suggest or imply in your presence that women don't have the same intellectual abilities that men do.		
Yes, in a class setting	8.8%	n=34
Yes, outside of class	20.6%	
No, not at my primary ARC work location	70.6%	
^{12.5)} make inappropriate comments about your or someone else's body, appearance, or looks.		
Yes, in a class setting	11.8%	n=34
Yes, outside of class	29.4%	
No, not at my primary ARC work location	58.8%	
^{12.6)} make sexist remarks or jokes about women		
make sexist remarks or jokes about women. Yes, in a class setting	8.8%	n=34
Yes, outside of class		
	17.6%	
No, not at my primary ARC work location	76.5%	
^{12.7)} make sexist remarks or jokes about men.		
Yes, in a class setting	8.8%	n=34
Yes, outside of class	8.8%	
No, not at my primary ARC work location	85.3%	
^{12.8)} make negative remarks or jokes about trans women.		
Yes, in a class setting	5.9%	n=34
Yes, outside of class	14.7%	
No, not at my primary ARC work location	79.4%	

^{12.9)} make negative remarks or jokes about trans men.							
Yes	, in a class setting []					2.9%	n=34
Ye	s, outside of class					14.7%	
No, not at my primary A	ARC work location					79.4%	
13. Regarding your personal <i>physical safety</i> :							
^{13.1)} During the past 12 months, have you been concerned for your <u>physical</u> safety at your primary ARC work location?	Never			2 6.5% 1 4	2 6.5% 5	Very often	n=31 av.=2.3 dev.=1.1
^{13.2)} During the past 12 months, have you avoided any of the physical safety (mark all that apply)?	e following areas	at your pr	imary AF	RC wor	k locatio	on due to concer	ns for your
	Classrooms					5.9%	n=34
	Sporting events					5.9%	
	Social gatherings					2.9%	
Secluded	areas on campus					29.4%	
	Campus buildings 🗌					5.9%	
Bu	isses or bus stops ()					2.9%	
Parking lots or	parking structures					26.5%	
Neighborhoods or other area	as around campus					20.6%	
	Campus at night					38.2%	
Ва	throom/restrooms					17.6%	
	Locker rooms					2.9%	
	Club events					0%	
	Campus talks					0%	
	None					38.2%	
^{13.4)} Other students	Never			0 	0 0% 5	Very often	n=31 av.=1.4 dev.=0.6 ab.=1
^{13.5)} Instructors	Never	$ \begin{array}{c} 28 \\ 93.3\% \\ 3.3 \\ 1 \\ 1 \\ 2 \end{array} $	3% 0%	1 3.3%	0 0% 5	Very often	n=30 av.=1.1 dev.=0.6 ab.=2
^{13.6)} Staff	Never	26 1 96.3% 3.7	0% 0%		0 0% 5	Very often	n=27 av.=1 dev.=0.2 ab.=3
14. Regarding your <u>emotional safety</u> .							
 ^{14.1)} During the past 12 months, have you been concerned for your <u>emotional</u> safety at your primary ARC work location? 	Never			2 6.3% 4	9.4% 5	Very often	n=32 av.=2 dev.=1.4

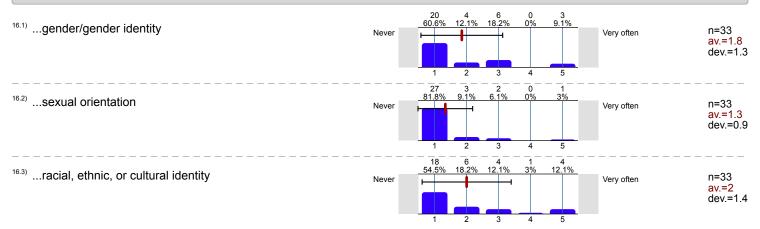
n=34 Classrooms 5.9% Sporting events 0% Social gatherings 2.9% Secluded areas on campus 2.9% Campus buildings 2.9% Busses or bus stops 0% Parking lots or parking structures 2.9% Neighborhoods or other areas around campus 2.9% Campus at night 2.9% Bathroom/restrooms 2.9% Locker rooms 0% 0% Club events Campus talks 8.8% None 73.5% 0 4 13.8% 0 13.8% ^{14.4)} Other students n=29 Never Very often av.=1.4 dev.=0.7 ab.=2 3 5 2 4 22 2 3 2 6.7% 73.3% 6 10% 3.3% ^{14.5)} Instructors n=30 Very often Never av.=1.6 dev.=1.2 ab.=2 З Δ 5 2 3 10% 3 10% 2 6.7% 3 3% 14.6) Staff 70% n=30 Very often Never av.=1.6 dev.=1.1 ab.=3 3 4 5 2 15. Regarding your primary ARC work location: ^{15.1)} Discrimination n=33 24.2% Yes No 75.8% ^{15.2)} Threats of physical violence n=33 Yes 0% 100% No ^{15.3)} Physical violence n=33 0% Yes No 100%

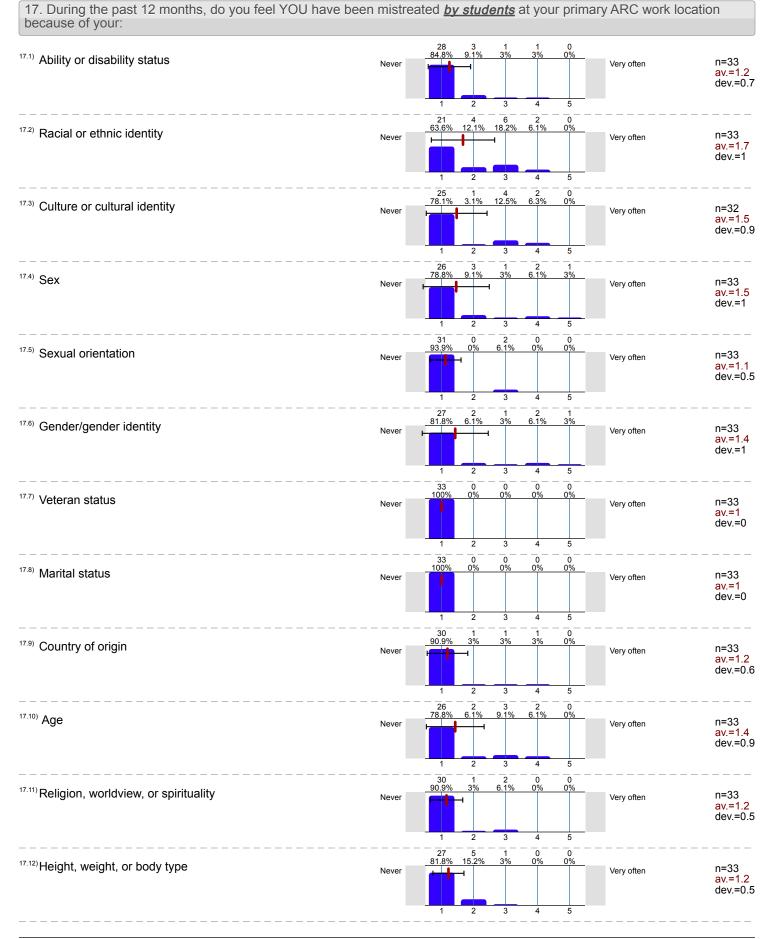
^{14.2)} During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your <u>emotional</u> safety? (mark all that apply)

^{15.4)} Threats of emotional violence			
	Yes	15.2%	n=33
	No	84.8%	
^{15.5)} Emotional violence			
	Yes	12.1%	n=33
	No	87.9%	
^{15.6)} Sexual harassment			
	Yes	3%	n=33
	No	97%	
^{15.7)} Other harassment			
	Yes	24.2%	n=33
	No	75.8%	
^{15.8)} Sexual assault			
	Yes	0%	n=33
	No	100%	
^{15.9} Unwanted sexual advances			
	Yes	3%	n=33
	No	97%	
		,,	
^{15.10} /Verbal threats			
	Yes 🗍	6.1%	n=33
	No	93.9%	
		00.070	
^{15.11}) Discrimination			
Dischmination	Yes	27.3%	n=33
	No	72.7%	
		12.170	
^{15.12)} Threats of physical violence			
Threats of physical violence	M. J.		n=33
	Yes	0%	11 00
	No (100%	
^{15.13)} Physical violence			n=32
	Yes	0%	11=32
	No	100%	

^{15.14)} Threats of emotional violence			
	Yes	18.2%	n=33
	No	81.8%	
^{15.15)} Emotional violence			
	Yes	15.2%	n=33
	No	84.8%	
^{15.16)} Sexual harassment			
	Yes	6.1%	n=33
	No	93.9%	
^{15.17)} Other harassment			
	Yes	24.2%	n=33
	No	75.8%	
^{15.18)} Sexual assault			
	Yes	0%	n=33
	No	100%	
^{15.19)} Unwanted sexual advances			
	Yes	12.1%	n=33
	No	87.9%	
^{15.20} /Verbal threats			
	Yes	18.2%	n=33
	No	81.8%	

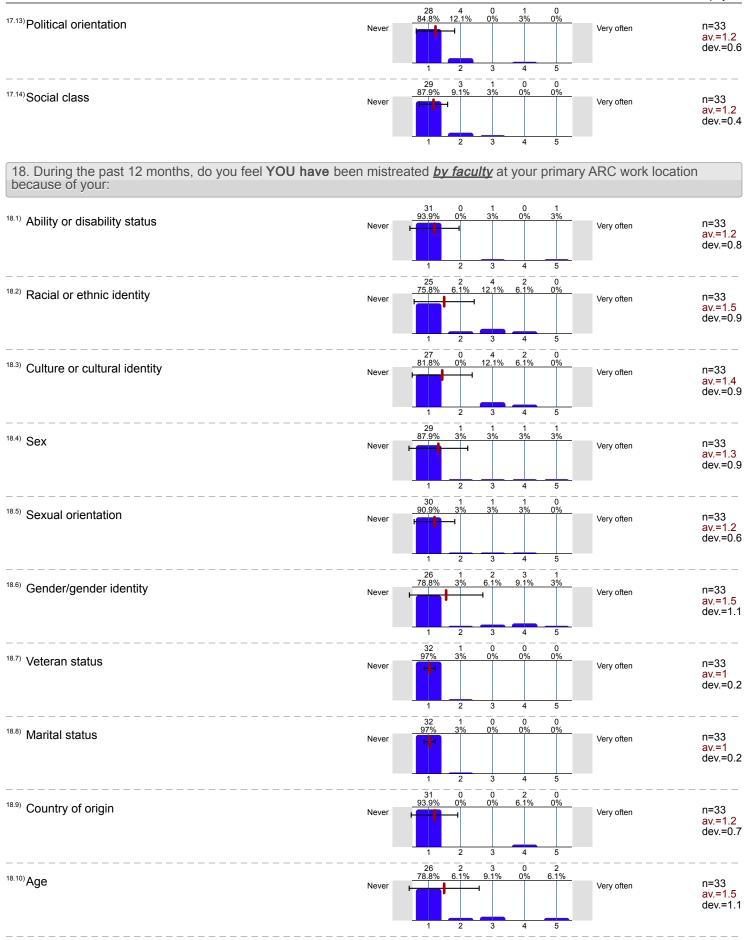
16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

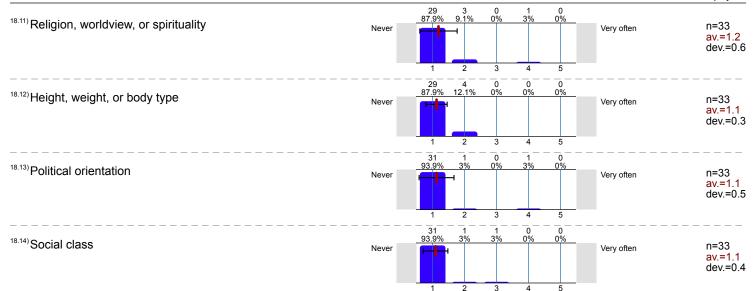




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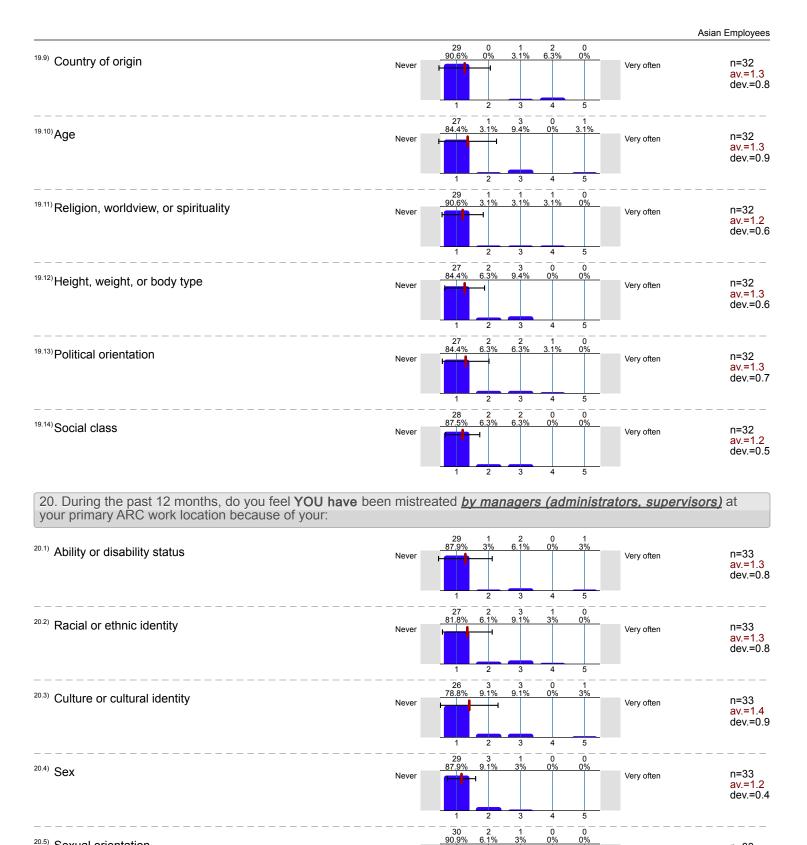
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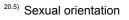




19. During the past 12 months, do you feel **YOU have** been mistreated <u>by classified staff</u> at your primary ARC work location because of your:

^{19.1)} Ability or disability status	Never	28 0 2 1 1 87.5% 0% 6.3% 3.1% 3.1% 1 2 3 4 5	Very often	n=32 av.=1.3 dev.=1
^{19.2)} Racial or ethnic identity	Never	25 1 3 3 0 78.1% 3.1% 9.4% 9.4% 0%	Very often	n=32 av.=1.5 dev.=1
^{19.3)} Culture or cultural identity	Never	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=32 av.=1.5 dev.=1.1
^{19.4)} Sex	Never	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Very often	n=32 av.=1.3 dev.=0.9
^{19.5)} Sexual orientation	Never	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Very often	n=32 av.=1.2 dev.=0.5
^{19.6)} Gender/gender identity	Never	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Very often	n=32 av.=1.5 dev.=1.1
^{19.7)} Veteran status	Never	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Very often	n=32 av.=1.1 dev.=0.4
^{19.8)} Marital status	Never	29 0 2 1 0 90.6% 0% 6.3% 3.1% 0%	Very often	n=32 av.=1.2 dev.=0.7





^{20.6)} Gender/gender identity

Never

Never

2

5

15.2%

2

26

78.8%

1

3

2

6.1%

3

4

0

0%

4

5

0

0%

5

n=33

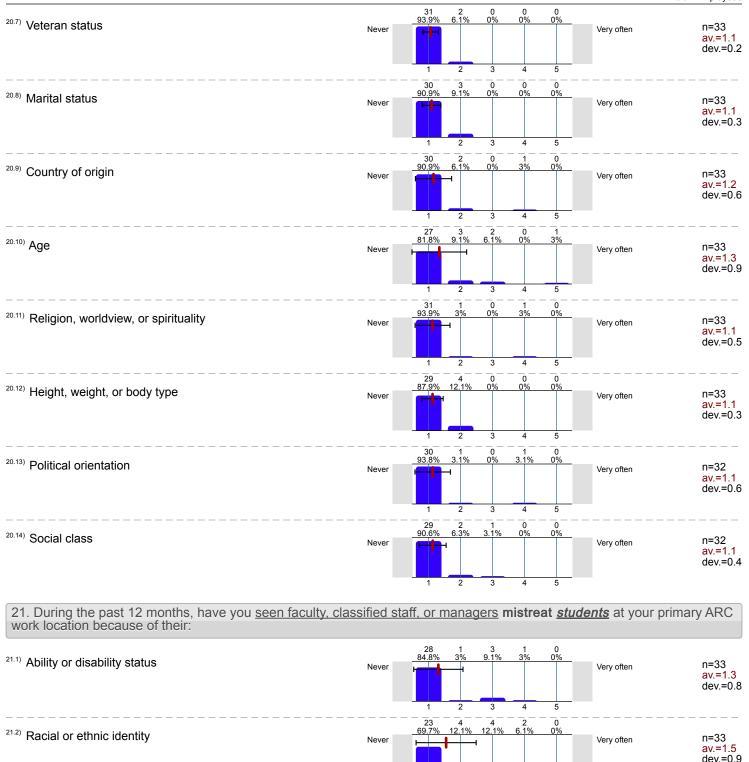
n=33

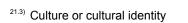
av.=1.3 dev.=0.6

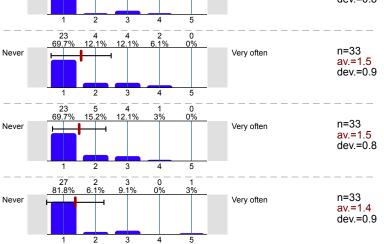
av.=1.1 dev.=0.4

Very often

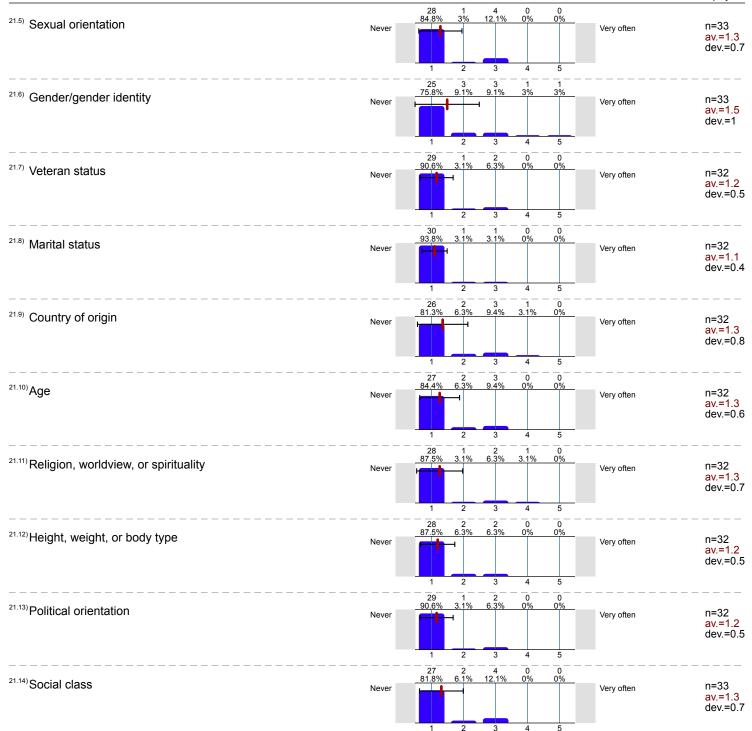
Very often



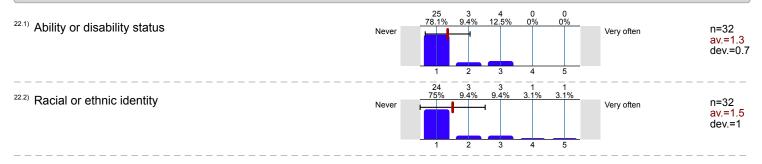


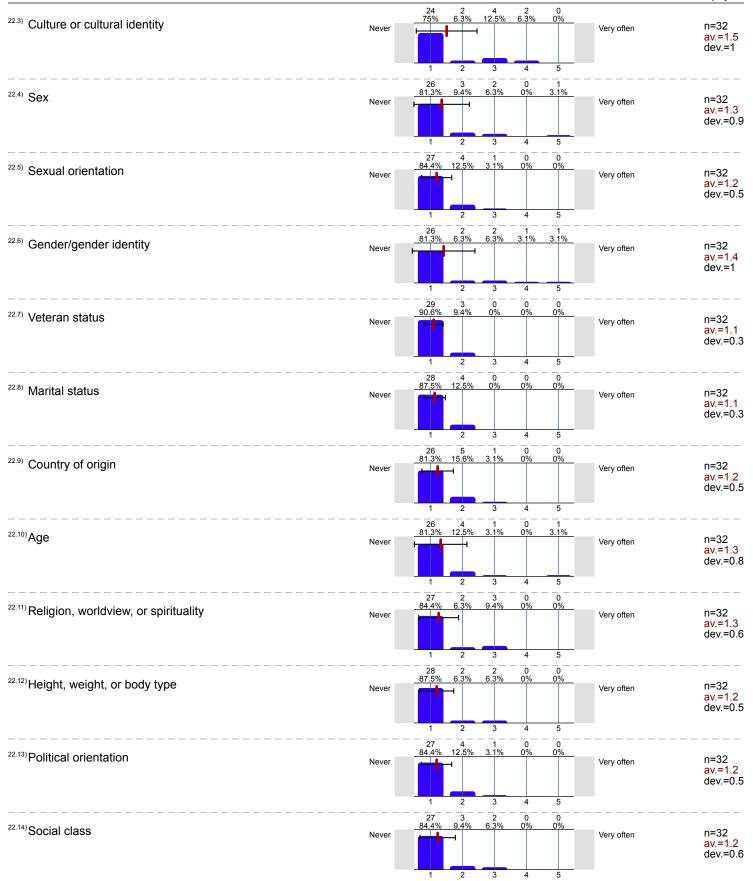


^{21.4)} Sex



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:





people				
^{23.1)} whose religious or spiritual beliefs or worldviews are different than your own.	Never	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=33 av.=3.6 dev.=1.4
 ^{23.2)}whose political opinions are different from your own. 	Never	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=33 av.=3.1 dev.=1.4
^{23.3)} who are immigrants.	Never	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Very often	n=33 av.=3.9 dev.=1.3
^{23.4)} who are from an immigrant family.	Never	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=32 av.=3.9 dev.=1.3
^{23.5)} who are a different nationality than your own.	Never	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=33 av.=4 dev.=1.3
 ^{23.6)}who are of a different race or ethnicity than your own. 	Never	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=33 av.=4.1 dev.=1.3
^{23.7)} whose gender identity is different than your own.	Never	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Very often	n=33 av.=3.8 dev.=1.3
^{23.8)} whose sexual orientation is different than your own.	Never	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=33 av.=3.7 dev.=1.4
^{23.9)} who are from a different social class.	Never	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=33 av.=4 dev.=1.3
^{23.10} who have physical or other observable disabilities.	Never	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=33 av.=3.5 dev.=1.4
^{23.11)} who have learning, psychological, or other disabilities that are not readily apparent.	Never	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Very often	n=33 av.=3.5 dev.=1.4

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

n=33 av.=2.9 dev.=0.8

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 <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
- 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 **<u>emotional</u>** 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 <u>by managers (administrators, supervisors)</u> 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.)

- 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.lgnored. Retaliation.