

Employees of color from ICCS Employee Survey

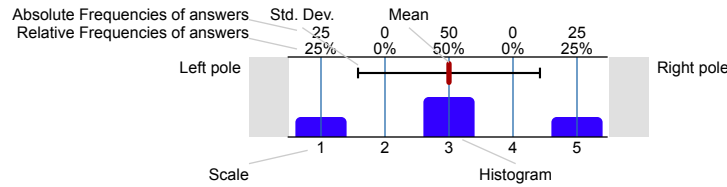
No. of responses = 89



Survey Results

Legend

Question text



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

2. Employee Info

2.1) Primary Employment Classification:

Classification	Percentage	n
Faculty, Full-Time Teaching	31.8%	88
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	9.1%	
Faculty, Adjunct Teaching	12.5%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	2.3%	
Classified, Full-Time Permanent	35.2%	
Classified, Part-Time Permanent	1.1%	
Supervisor	1.1%	
Administrator	6.8%	

2.2) Years worked at ARC (any location):

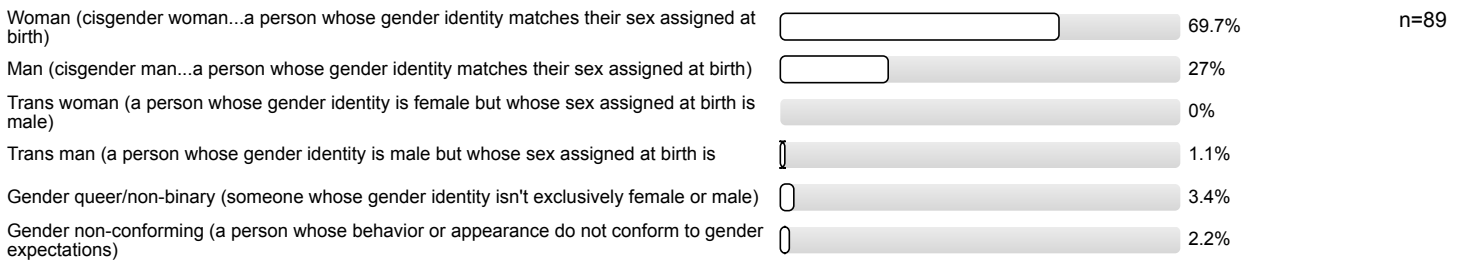
Years	Percentage	n
less than 1 year	7.9%	89
1 to 4 years	24.7%	
5 to 9 years	15.7%	
10 to 14 years	15.7%	
15 to 19 years	16.9%	
20 years or more	19.1%	

2.3) Primary work location at ARC:

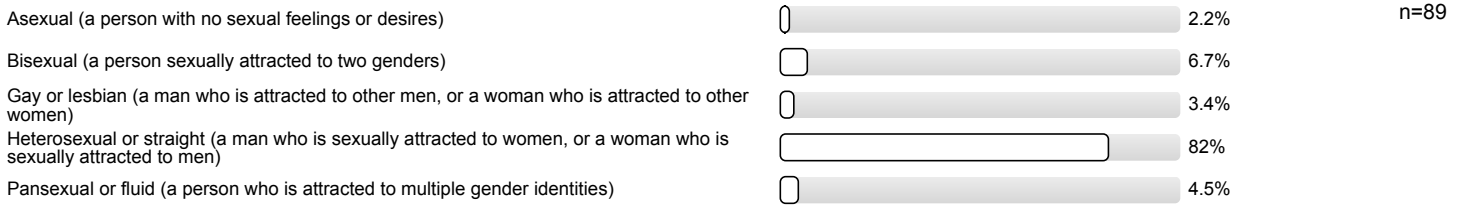
Location	Percentage	n
ARC Main Campus	92.1%	89
Natomas Center	6.7%	
McClellan Center	1.1%	
Mather Center	0%	

3. Demographics

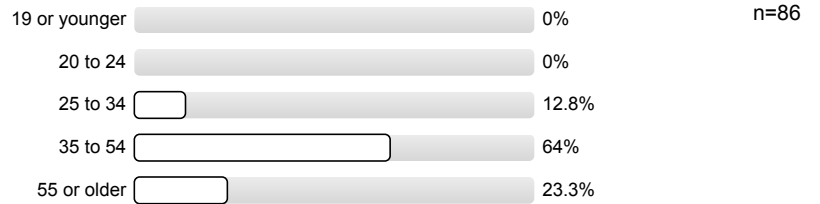
3.1) What is your gender identity? (MARK ALL THAT APPLY)



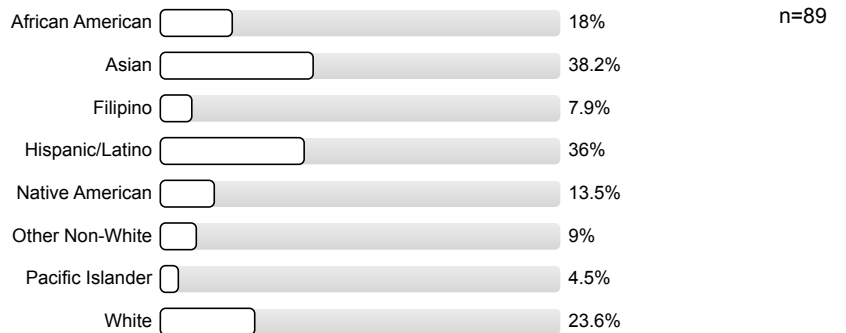
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



3.5) What is your age (in years)?

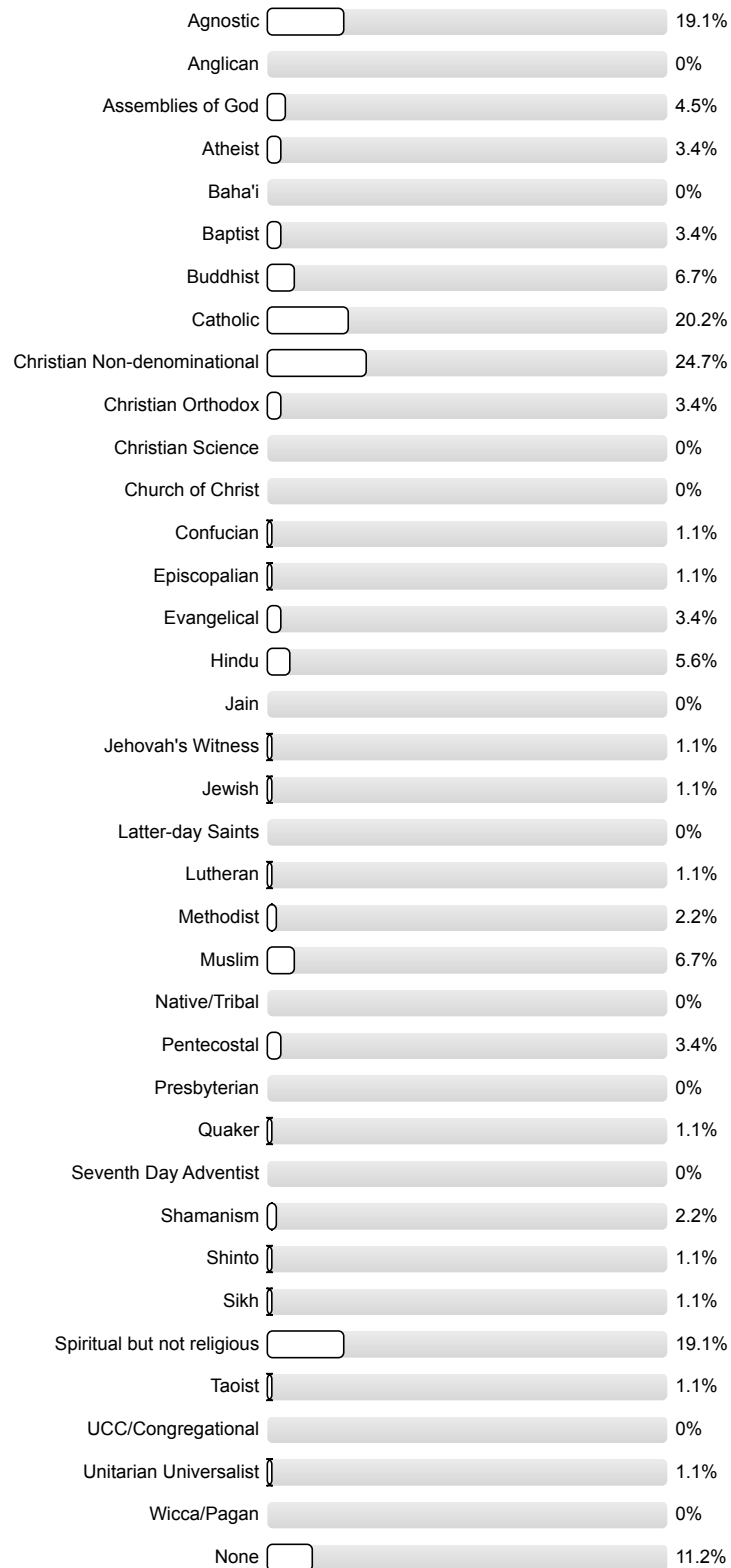


3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)

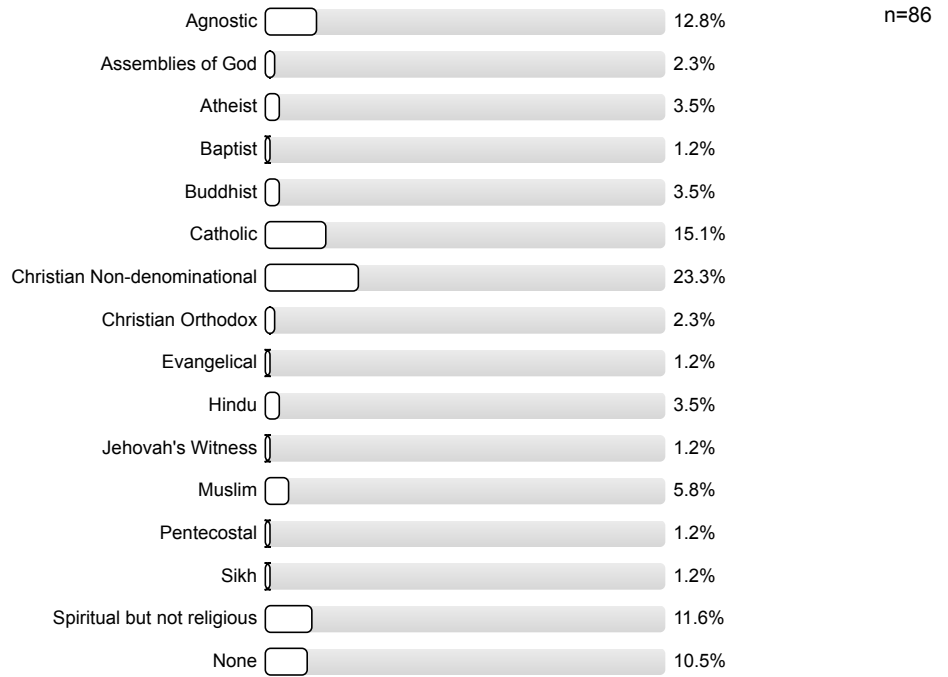


3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

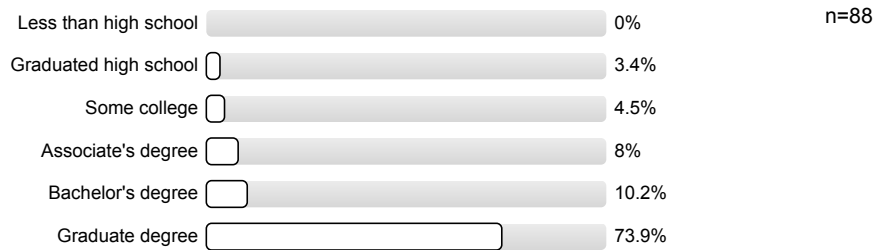
n=89



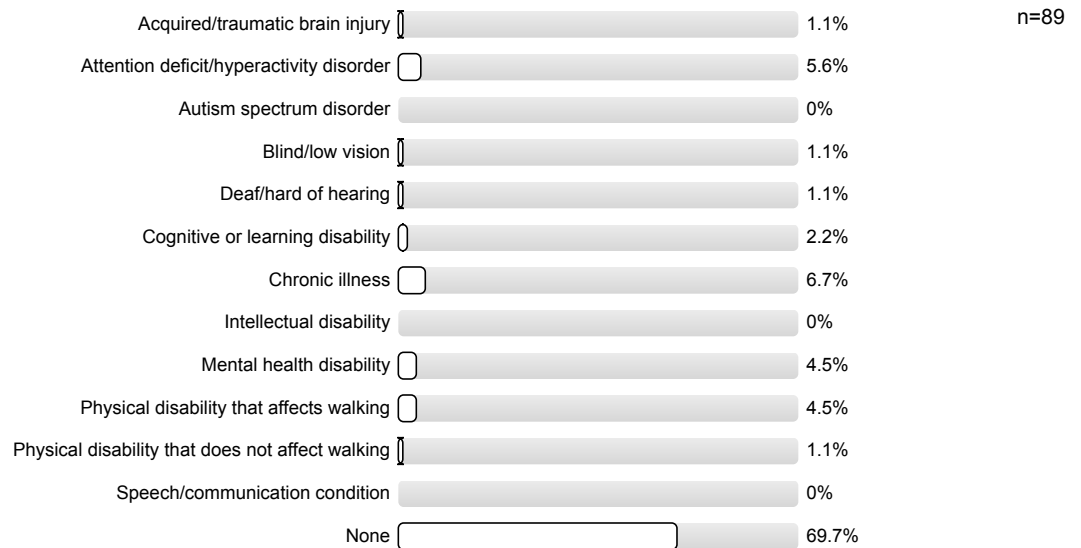
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)



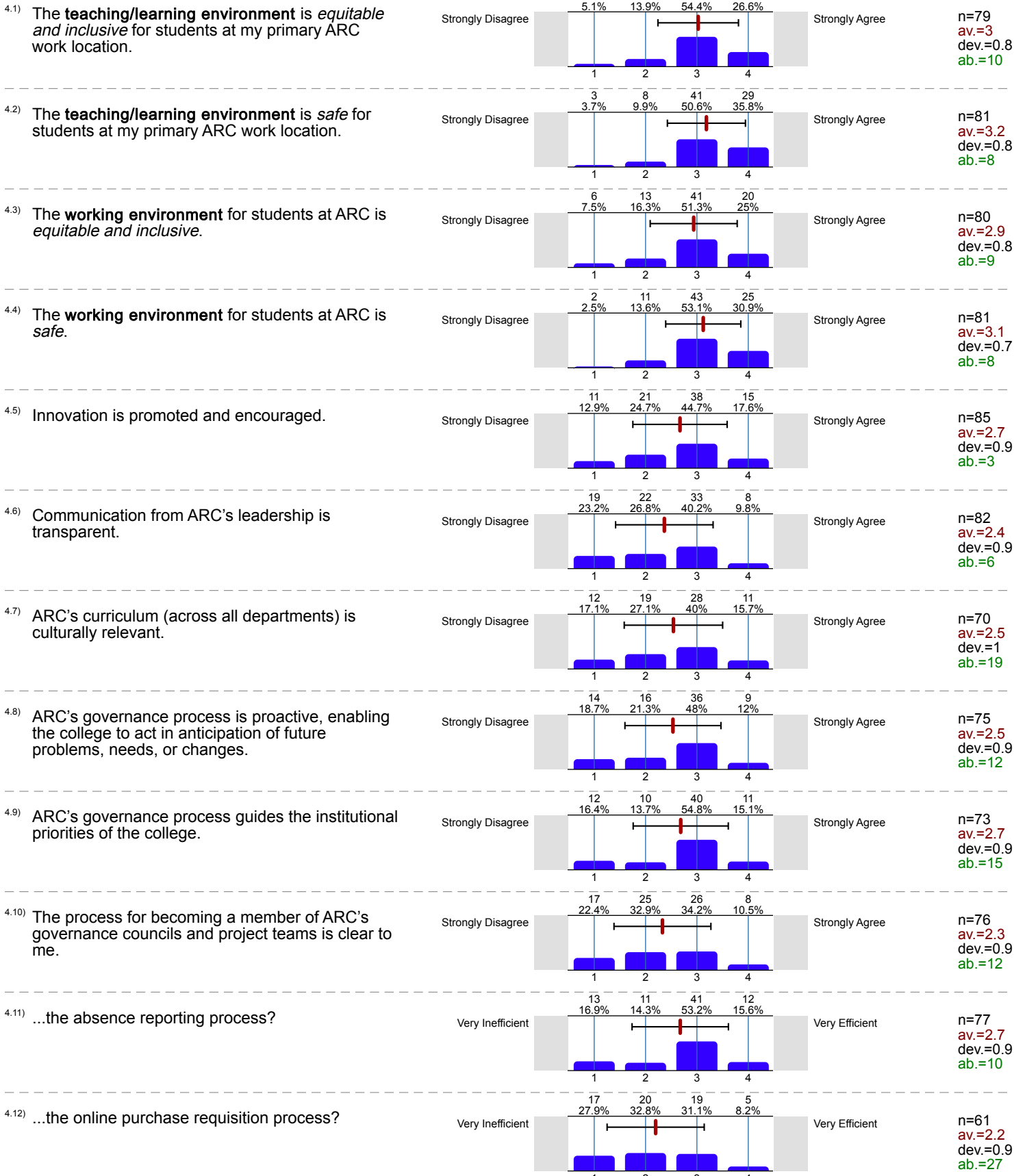
3.12) What is your highest level of education?

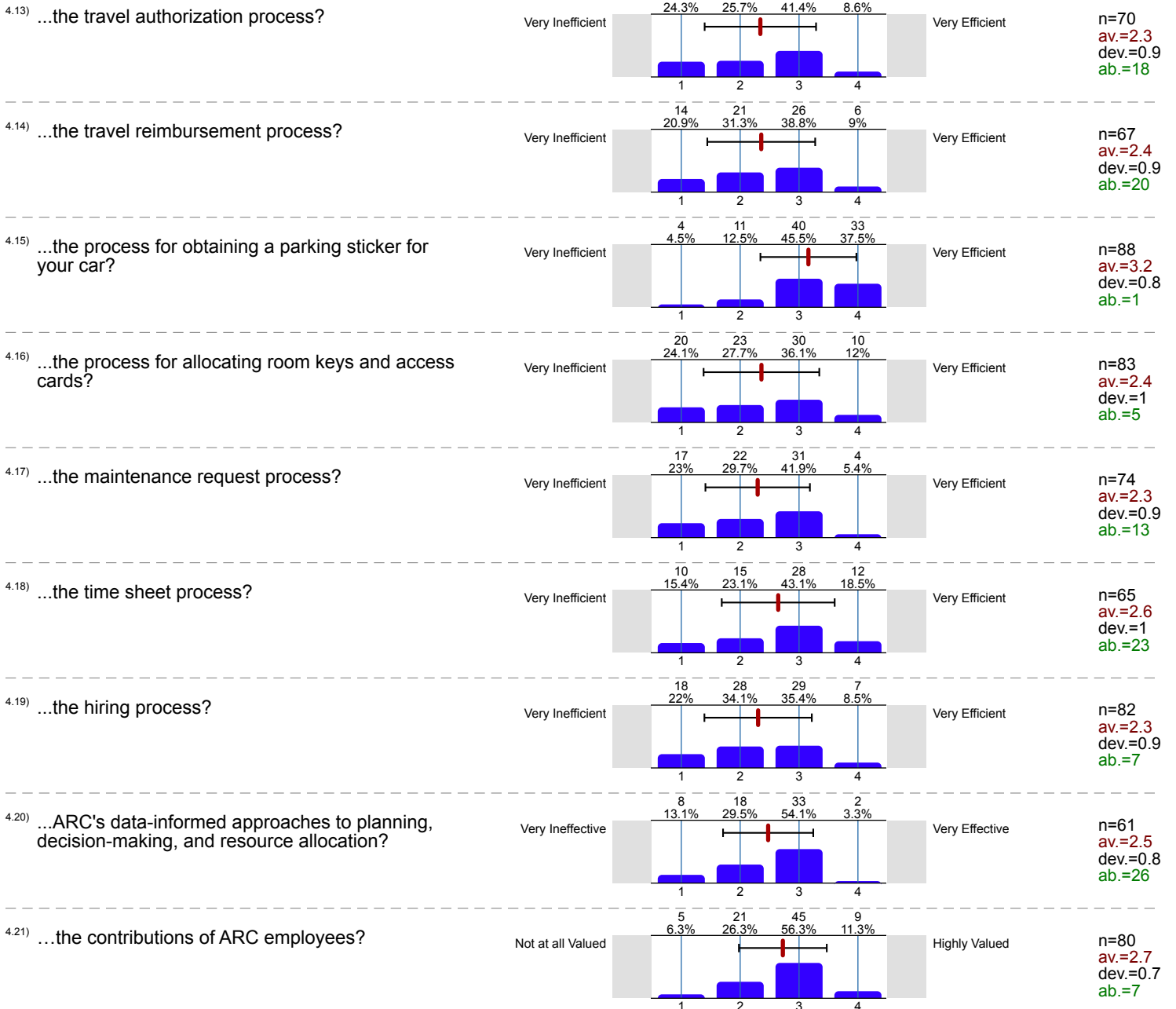


3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)

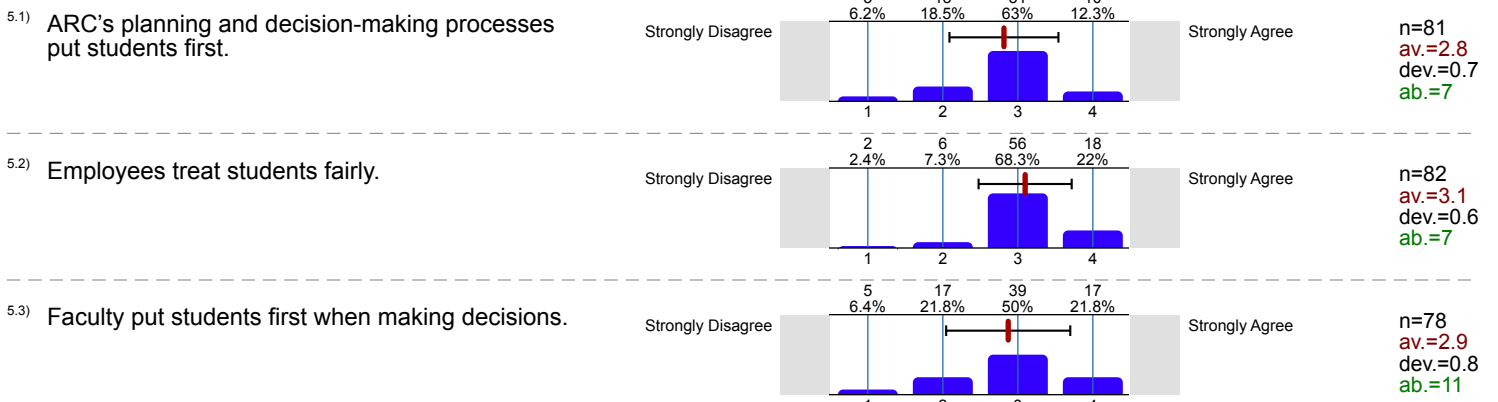


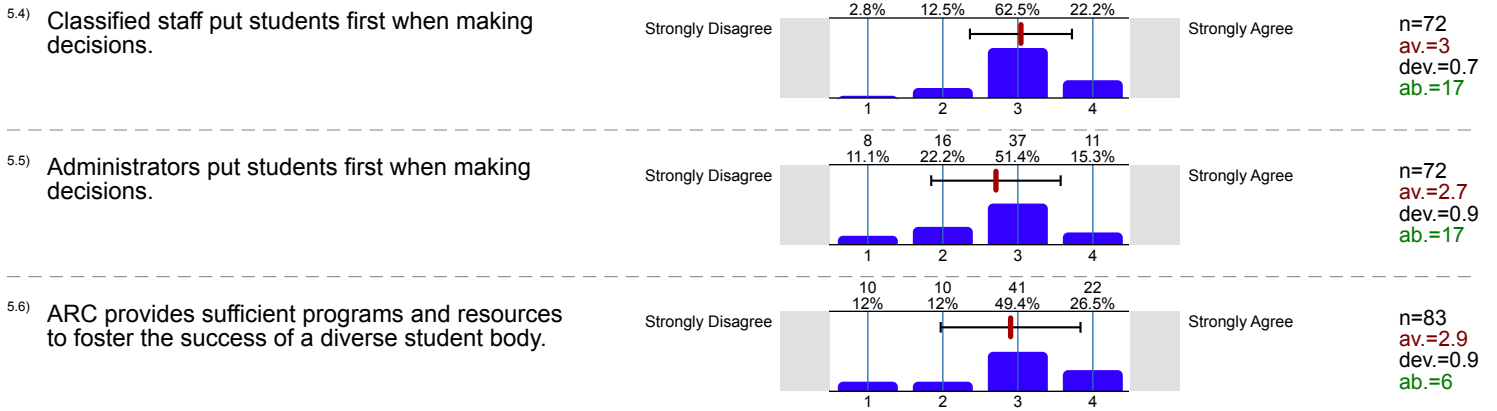
4. Institutional Effectiveness



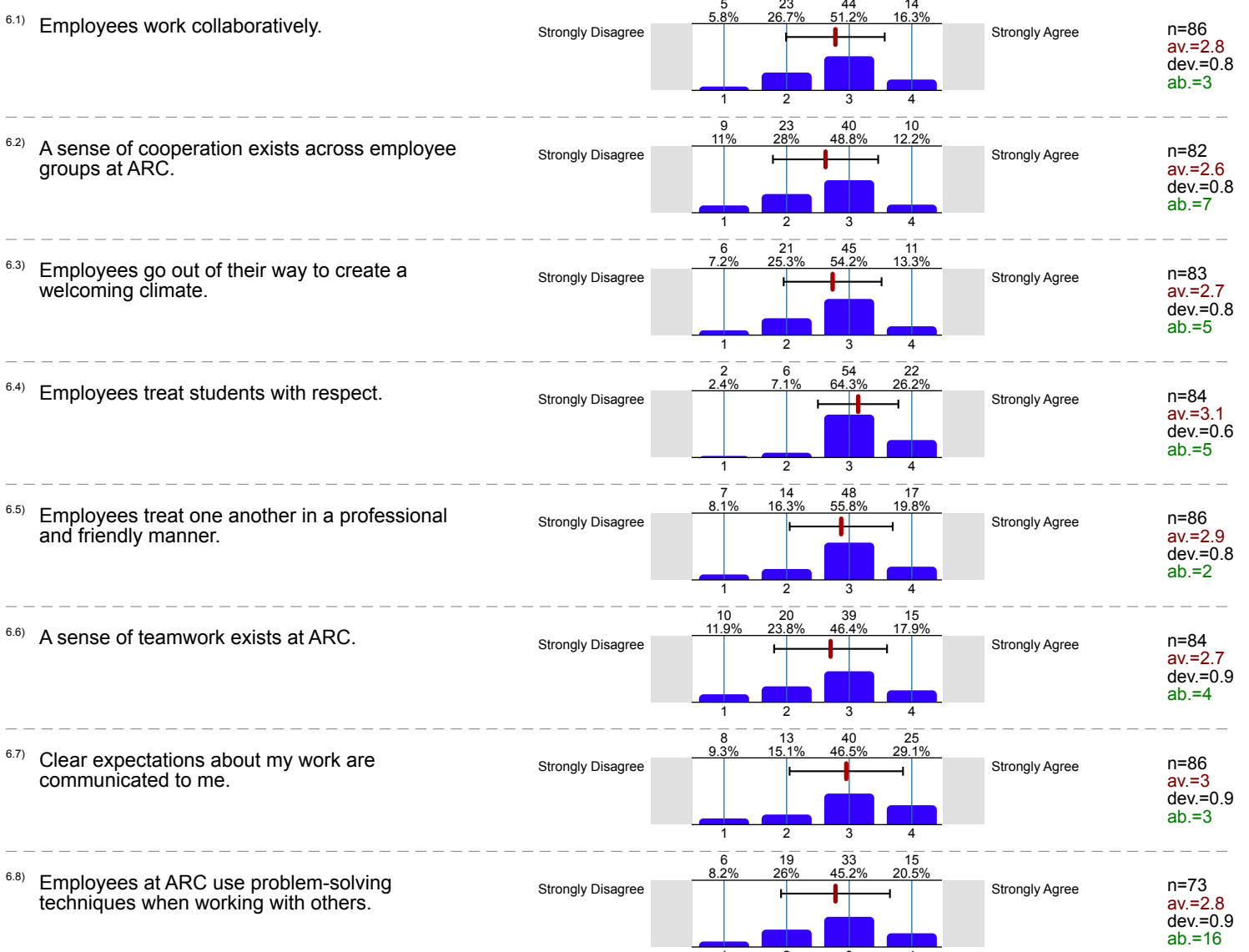


5. Student-Focus

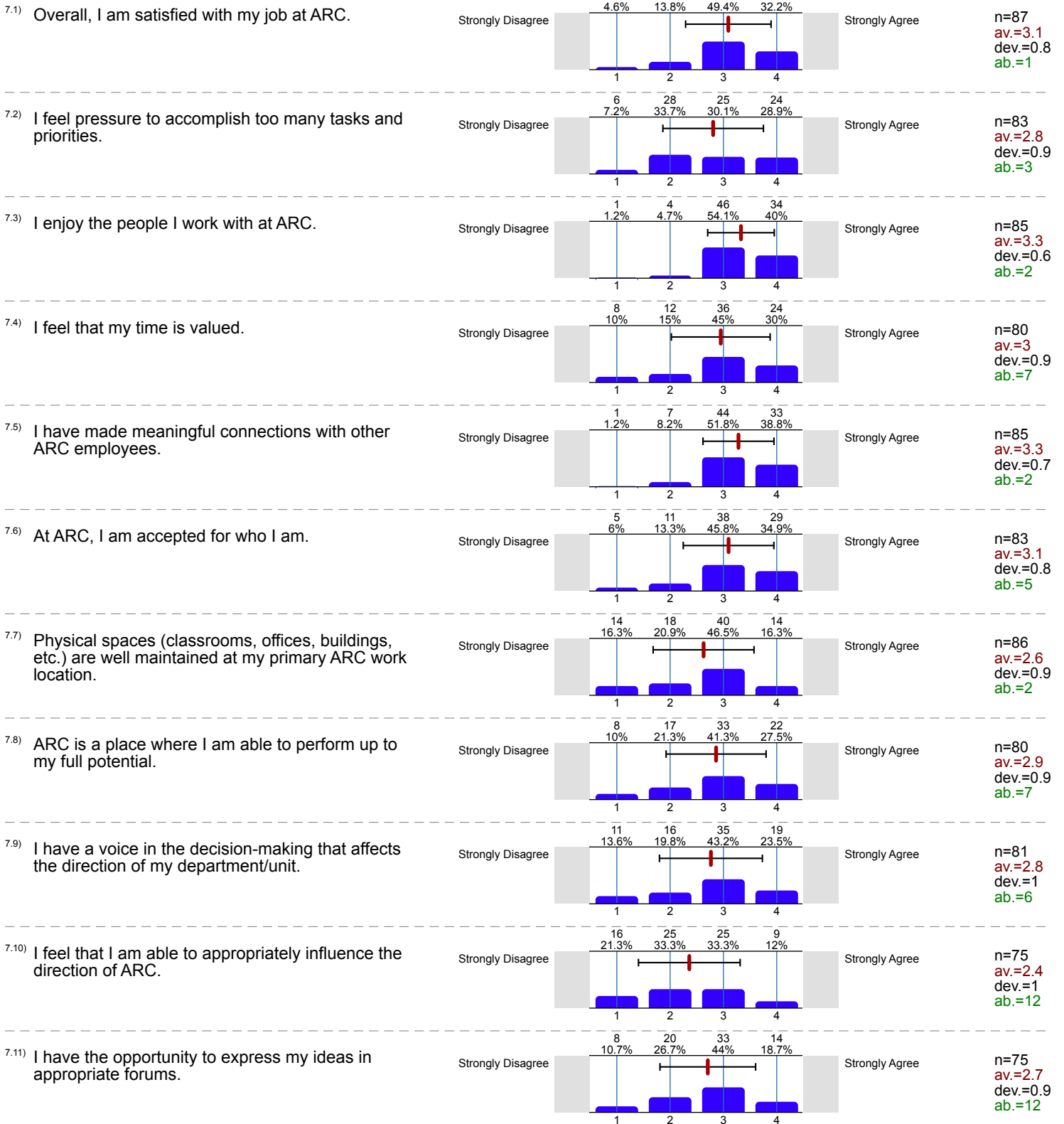




6. Teamwork

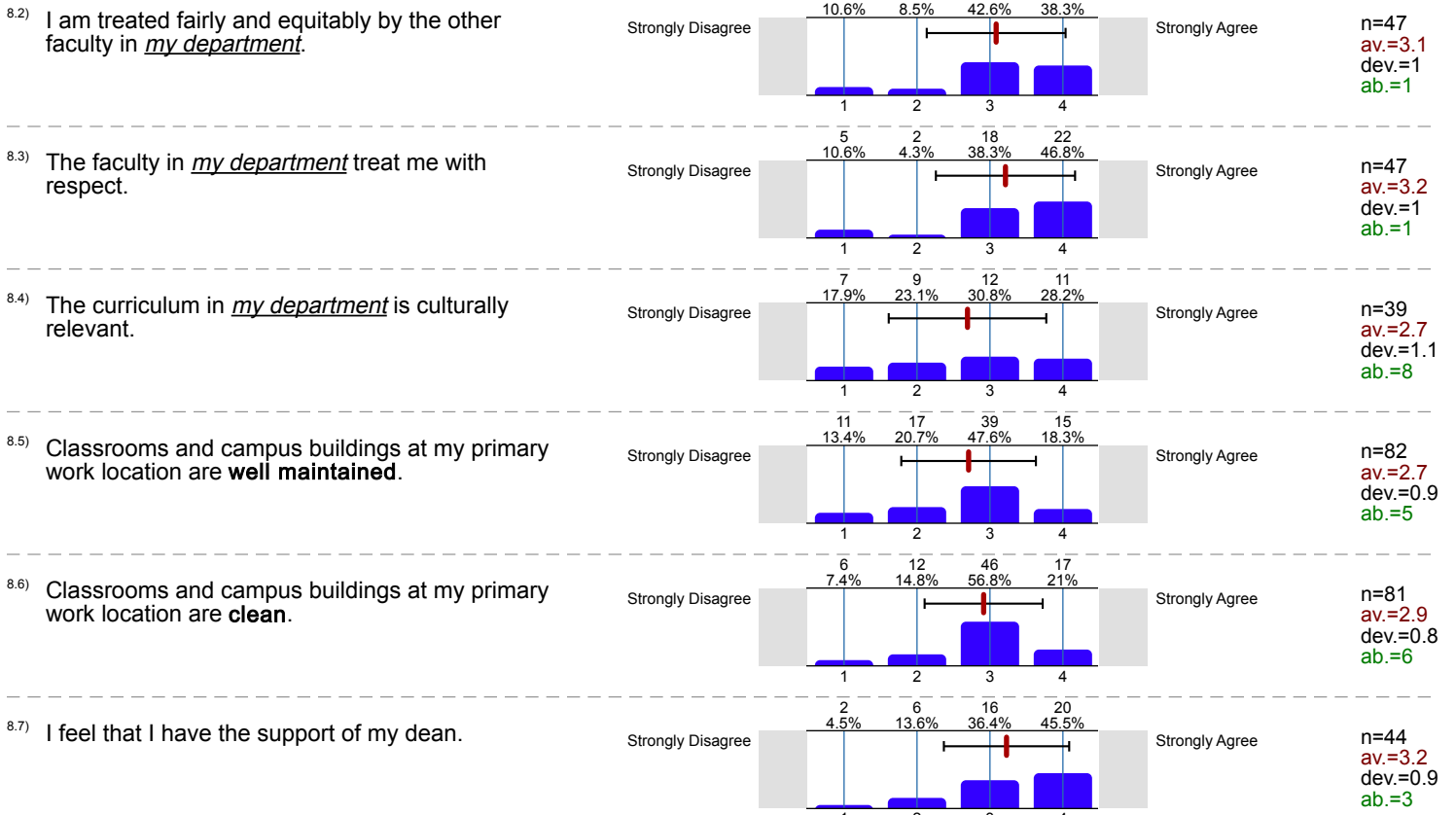


7. Job Satisfaction

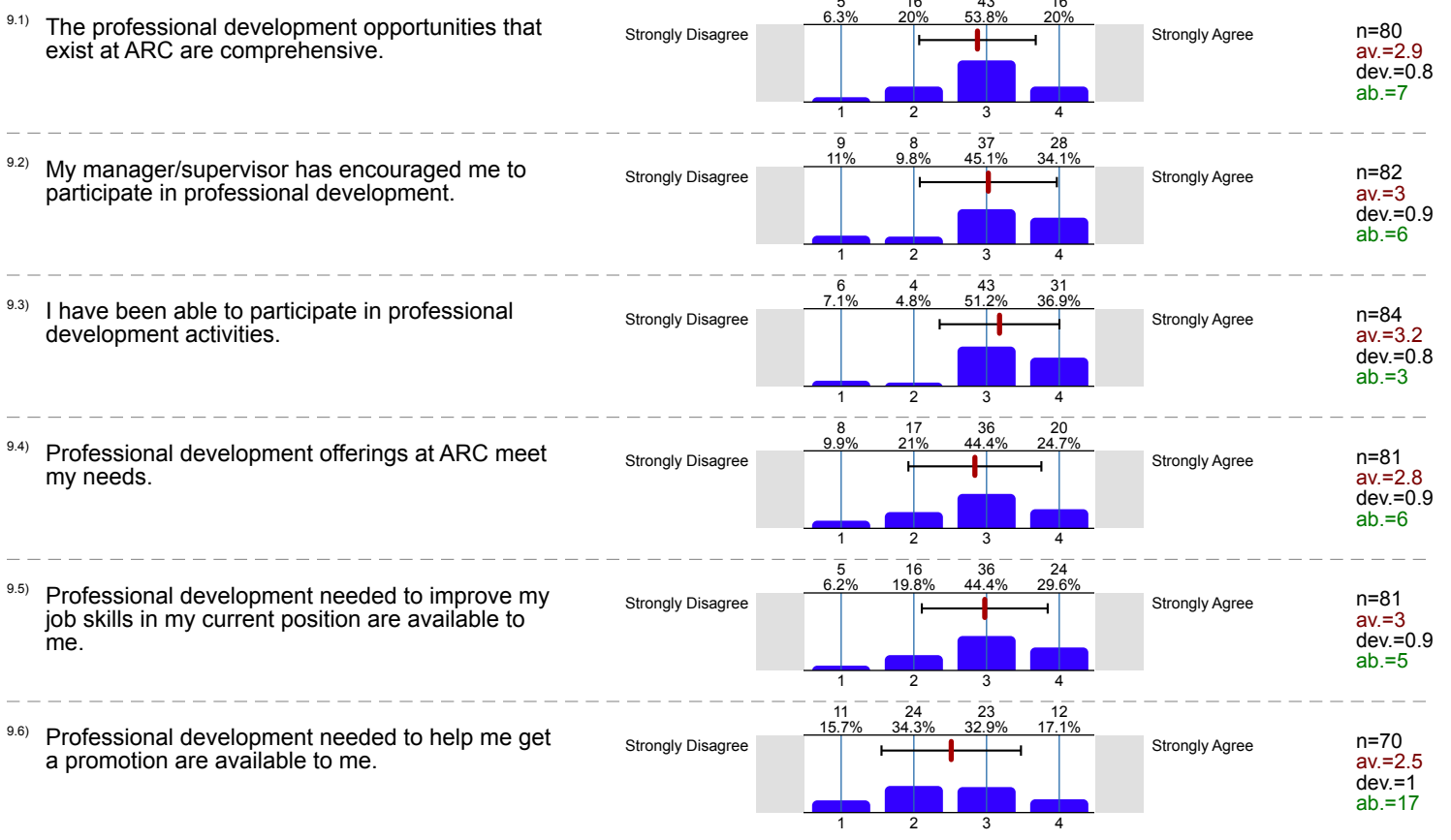


8. Faculty Specific Questions

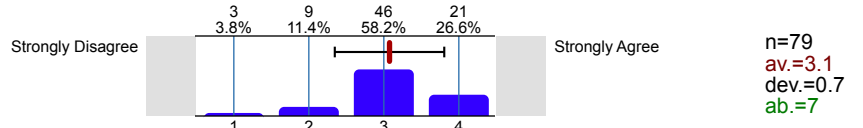




9. Professional Development

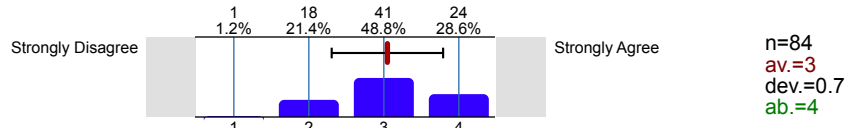


9.7) My experiences at ARC have had a positive influence on my professional growth.

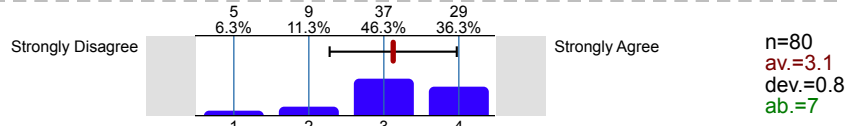


10. Equity, Inclusion, Social Justice Focus

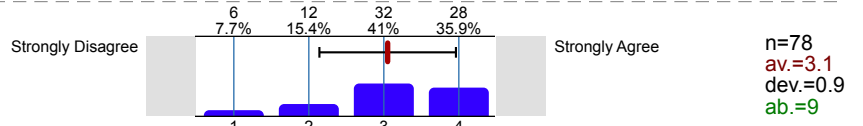
10.1) ARC is an inclusive learning environment for students.



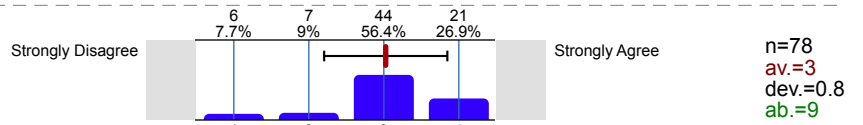
10.2) There exists a strong commitment to **equity and inclusion** at ARC.



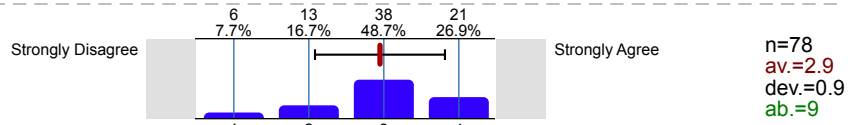
10.3) There exists a strong commitment to **social justice** at ARC.



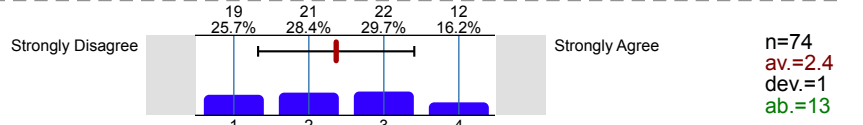
10.4) Students that need more resources and support are able to get them at my primary ARC work location.



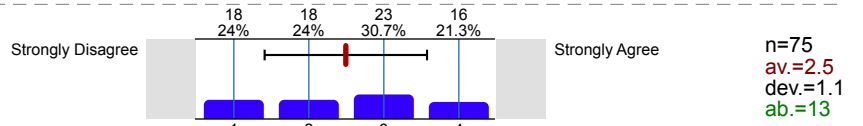
10.5) ARC is responsive to the needs of the demographics (e.g., gender, identity, race, ethnicity, worldview) of its students.



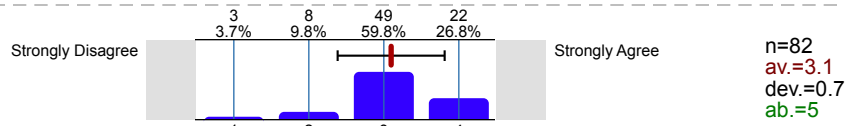
10.6) ARC employees make judgments about **students'** abilities based on their race/ethnicity.



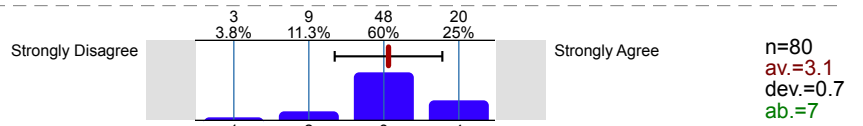
10.7) ARC employees make judgments about **other employees'** abilities based on their race/ethnicity.



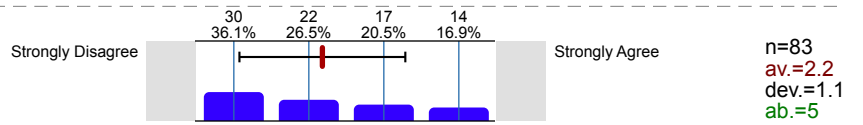
10.8) I am treated (in general) fairly and equitably by other employees.



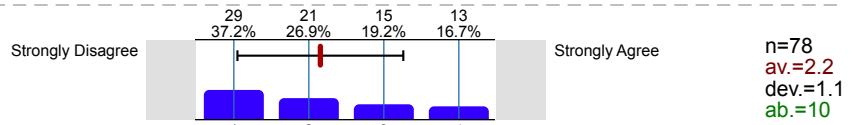
10.9) Other employees value my opinions.

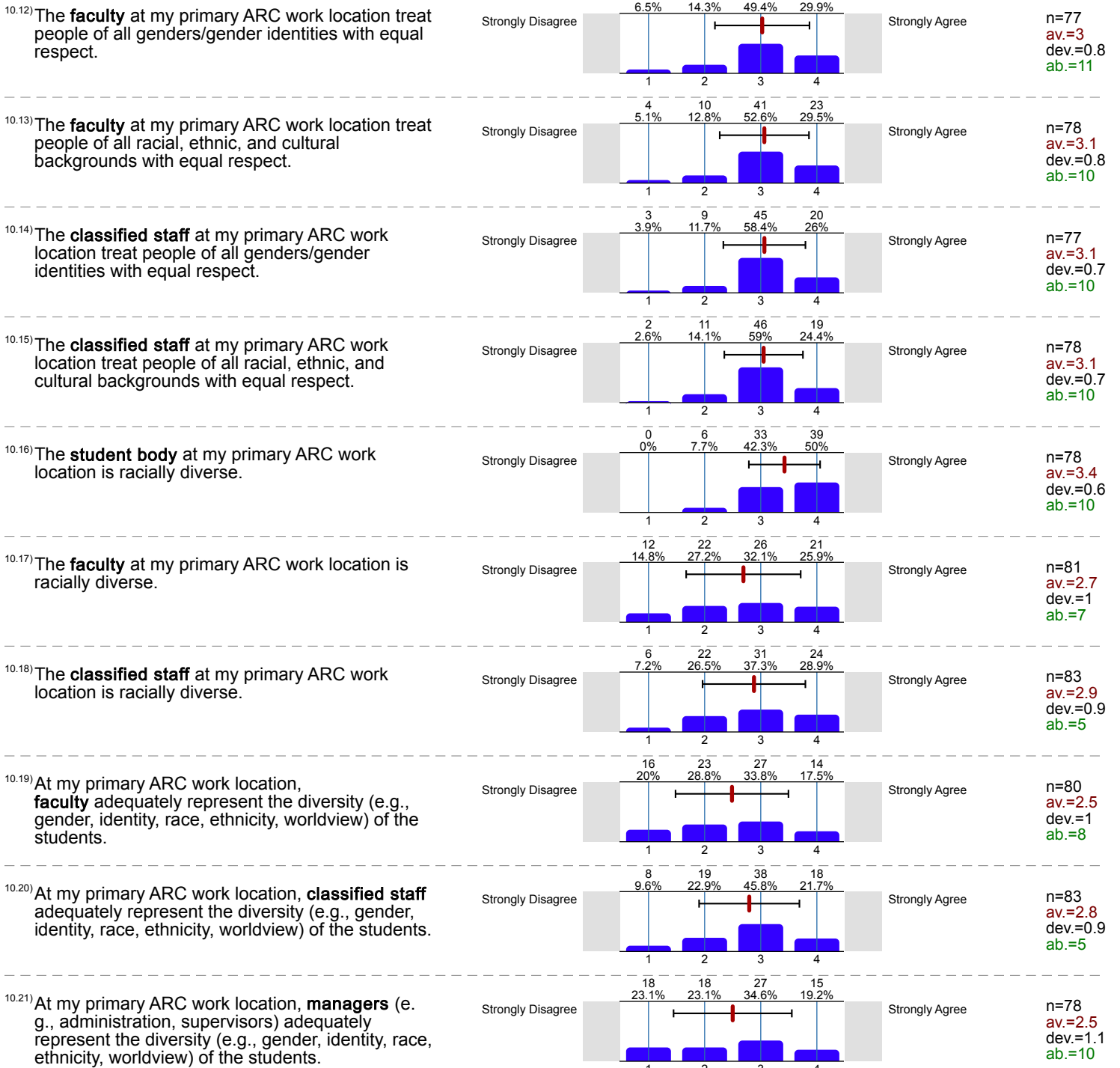


10.10) There is too much emphasis put on issues of **diversity, equity, and inclusion** at ARC.

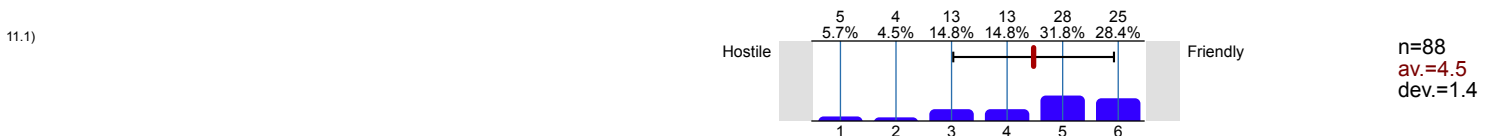


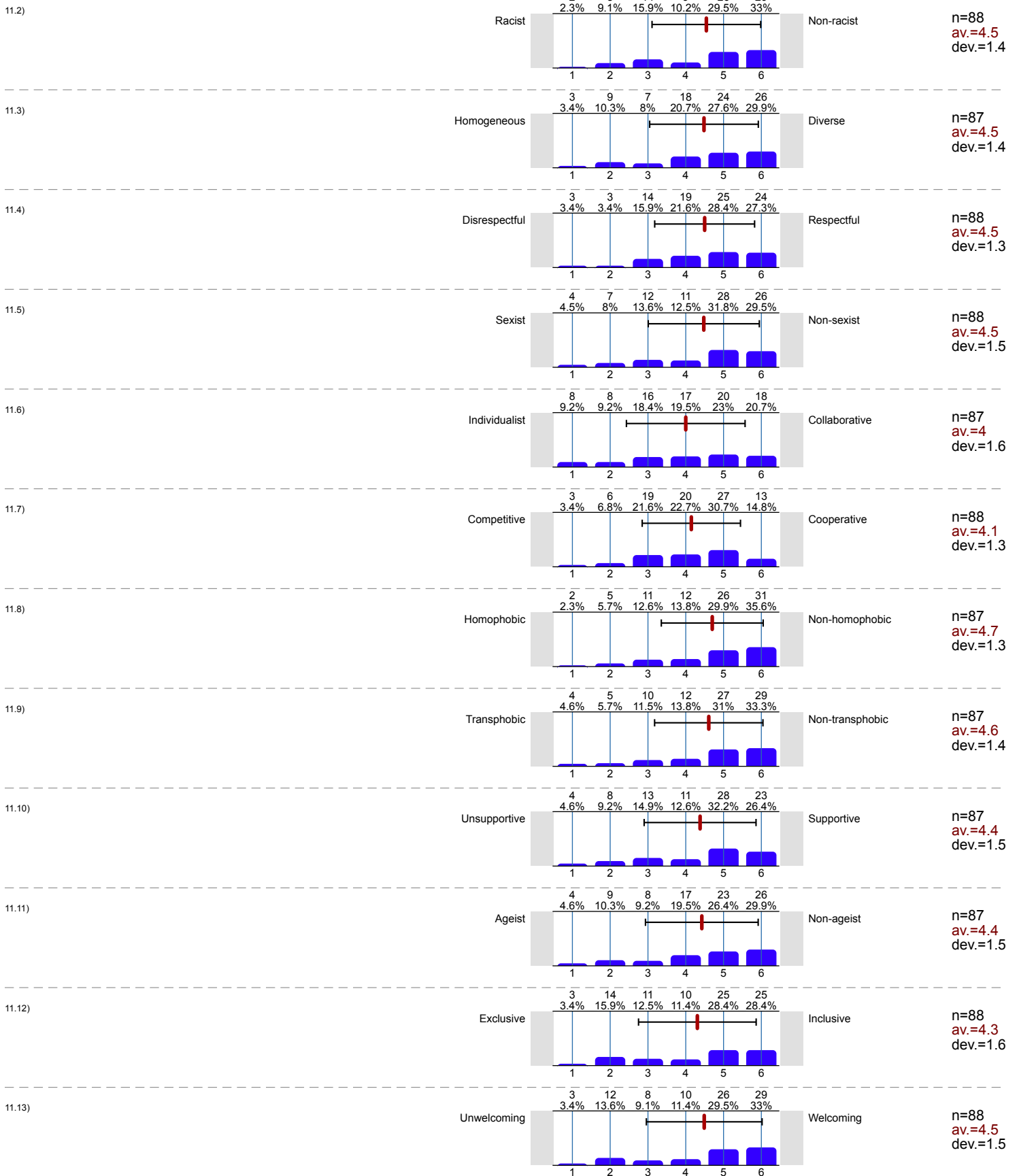
10.11) There is too much emphasis put on issues of **social justice** at ARC.



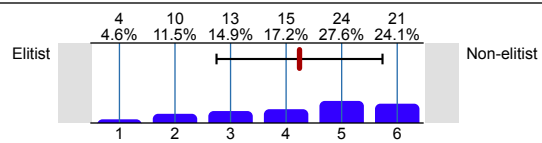


11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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





11.14)



n=87
av.=4.2
dev.=1.5

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.

Yes, in a class setting	<input type="checkbox"/>	7.9%	n=89
Yes, outside of class	<input type="checkbox"/>	13.5%	
No, not at my primary ARC work location	<input type="checkbox"/>	80.9%	

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	<input type="checkbox"/>	3.4%	n=89
Yes, outside of class	<input type="checkbox"/>	12.4%	
No, not at my primary ARC work location	<input type="checkbox"/>	87.6%	

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

Yes, in a class setting	<input type="checkbox"/>	3.4%	n=89
Yes, outside of class	<input type="checkbox"/>	15.7%	
No, not at my primary ARC work location	<input type="checkbox"/>	79.8%	

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	<input type="checkbox"/>	5.6%	n=89
Yes, outside of class	<input type="checkbox"/>	12.4%	
No, not at my primary ARC work location	<input type="checkbox"/>	80.9%	

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

Yes, in a class setting	<input type="checkbox"/>	5.6%	n=89
Yes, outside of class	<input type="checkbox"/>	25.8%	
No, not at my primary ARC work location	<input type="checkbox"/>	68.5%	

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

Yes, in a class setting	<input type="checkbox"/>	6.7%	n=89
Yes, outside of class	<input type="checkbox"/>	21.3%	
No, not at my primary ARC work location	<input type="checkbox"/>	75.3%	

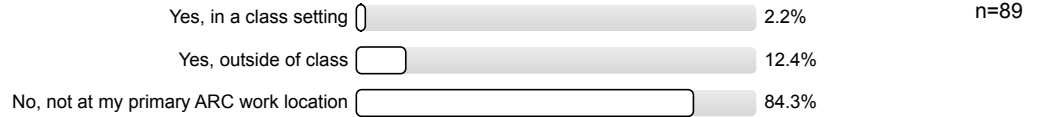
12.7) ...make sexist remarks or jokes about men.

Yes, in a class setting	<input type="checkbox"/>	6.7%	n=89
Yes, outside of class	<input type="checkbox"/>	14.6%	
No, not at my primary ARC work location	<input type="checkbox"/>	79.8%	

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

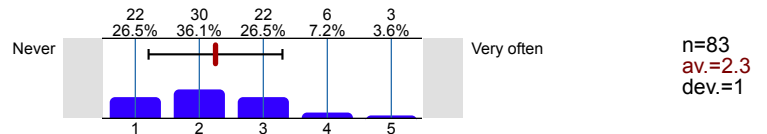


12.9) ...make negative remarks or jokes about trans men.

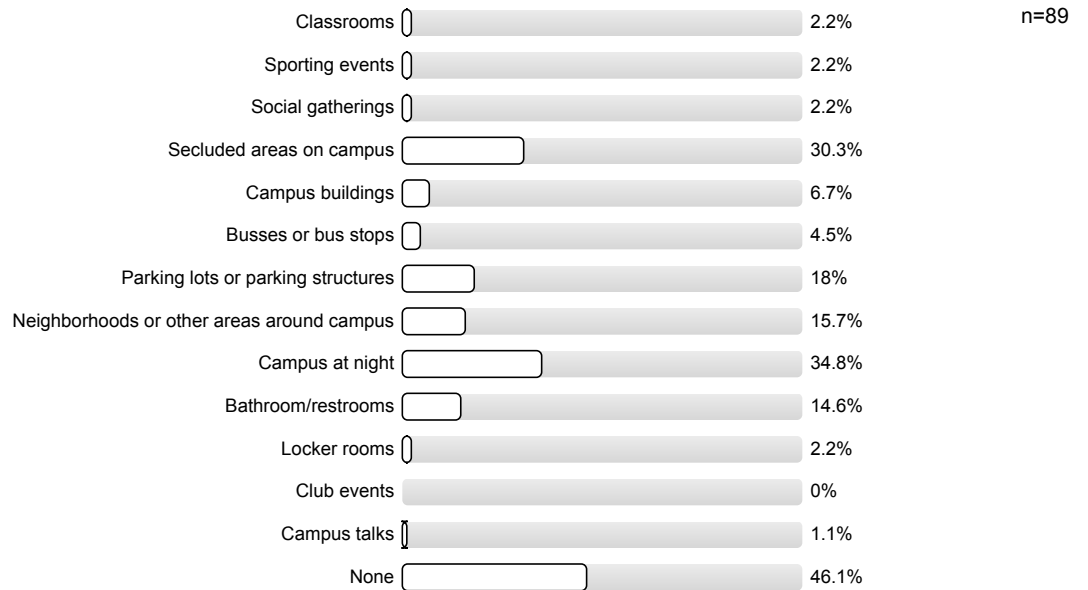


13. Regarding your personal **physical safety**:

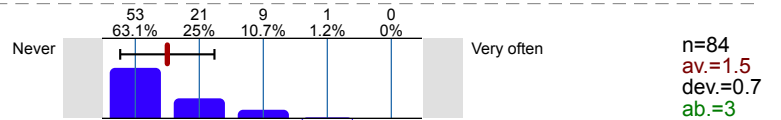
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



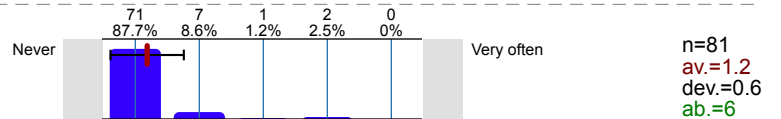
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



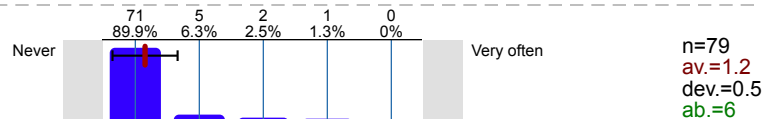
13.4) Other students



13.5) Instructors

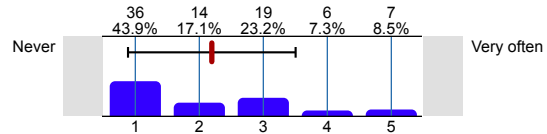


13.6) Staff



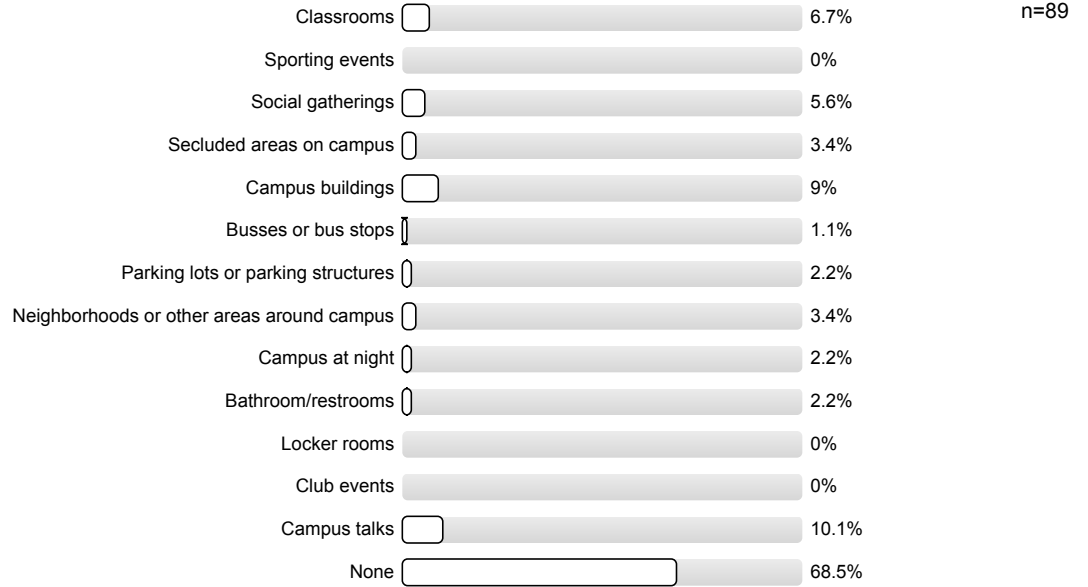
14. Regarding your **emotional safety**:

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

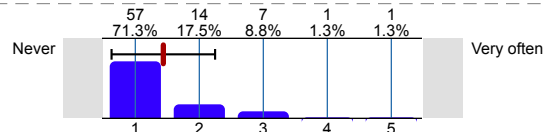


n=82
av.=2.2
dev.=1.3

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)

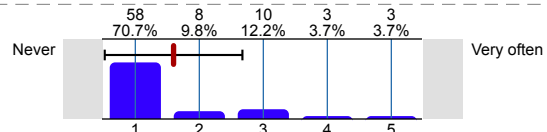


14.4) Other students



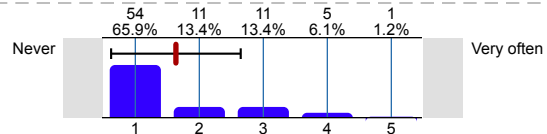
n=80
av.=1.4
dev.=0.8
ab.=5

14.5) Instructors



n=82
av.=1.6
dev.=1.1
ab.=5

14.6) Staff



n=82
av.=1.6
dev.=1
ab.=5

15. Regarding your primary ARC work location:

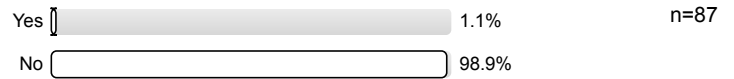
15.1) Discrimination



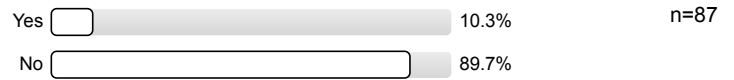
15.2) Threats of physical violence



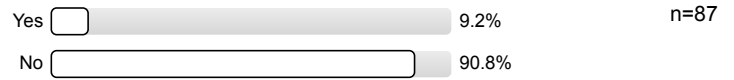
15.3) Physical violence



15.4) Threats of emotional violence



15.5) Emotional violence



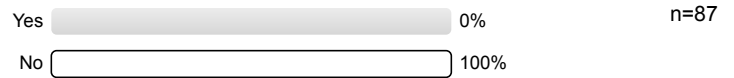
15.6) Sexual harassment



15.7) Other harassment



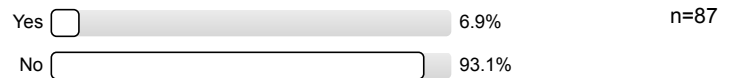
15.8) Sexual assault



15.9) Unwanted sexual advances



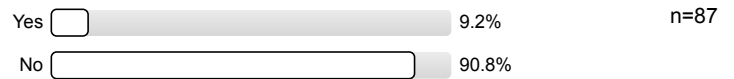
15.10) Verbal threats



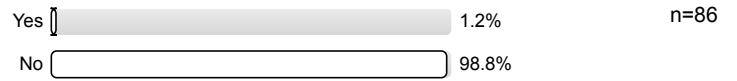
15.11) Discrimination



15.12) Threats of physical violence

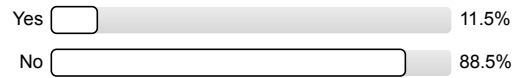


15.13) Physical violence



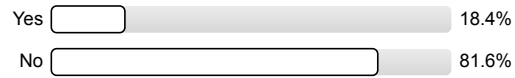
n=86

15.14) Threats of emotional violence



n=87

15.15) Emotional violence



n=87

15.16) Sexual harassment



n=87

15.17) Other harassment



n=87

15.18) Sexual assault



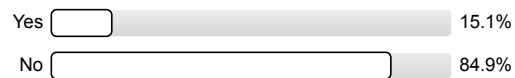
n=86

15.19) Unwanted sexual advances



n=87

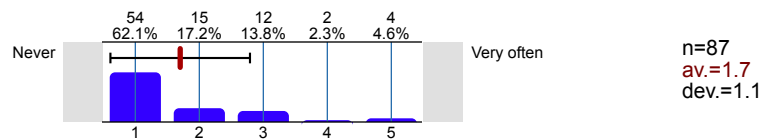
15.20) Verbal threats



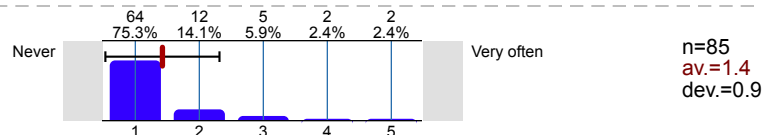
n=86

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

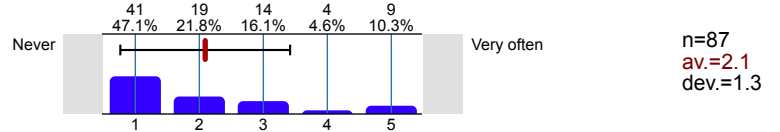
16.1) ...gender/gender identity



16.2) ...sexual orientation

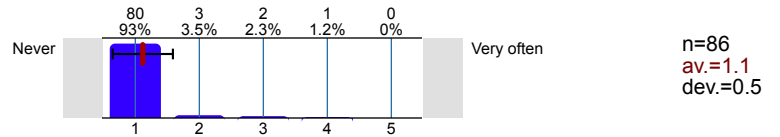


16.3) ...racial, ethnic, or cultural identity

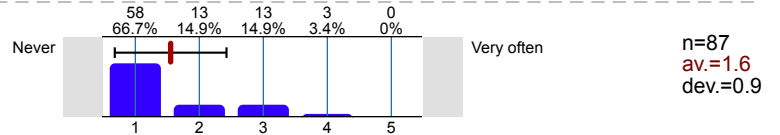


17. During the past 12 months, do you feel YOU have been mistreated *by students* at your primary ARC work location because of your:

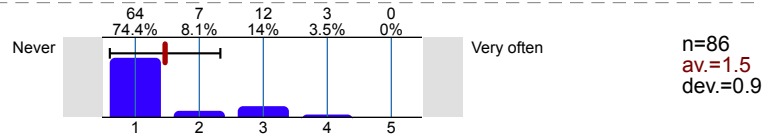
17.1) Ability or disability status



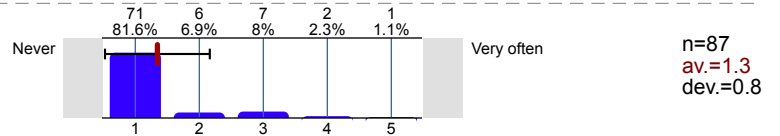
17.2) Racial or ethnic identity



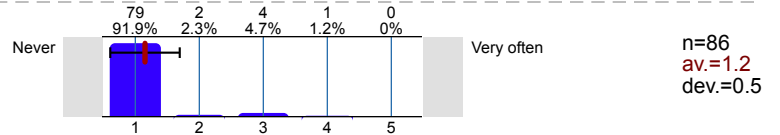
17.3) Culture or cultural identity



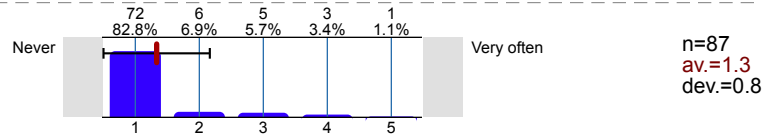
17.4) Sex



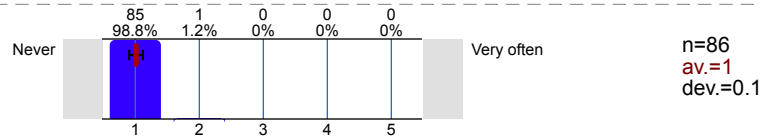
17.5) Sexual orientation



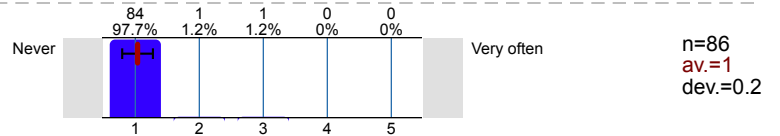
17.6) Gender/gender identity



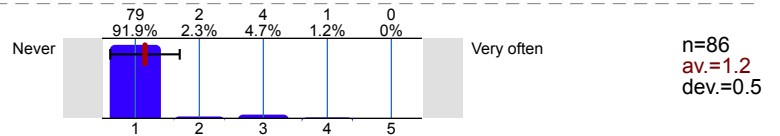
17.7) Veteran status



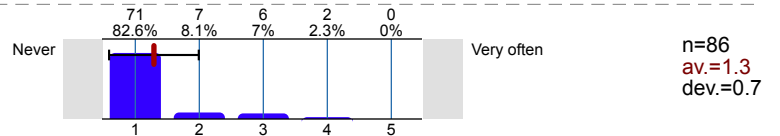
17.8) Marital status



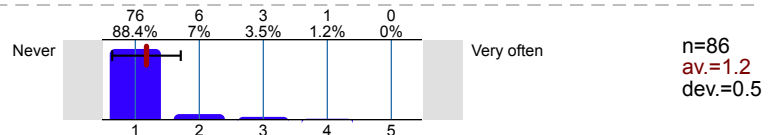
17.9) Country of origin



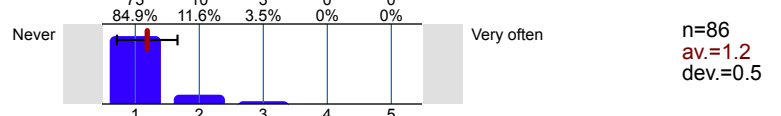
17.10) Age



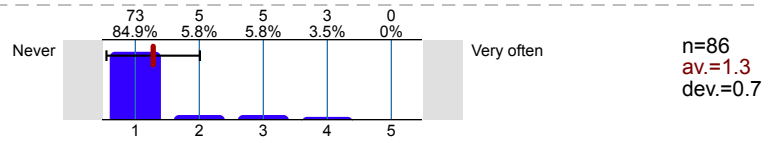
17.11) Religion, worldview, or spirituality



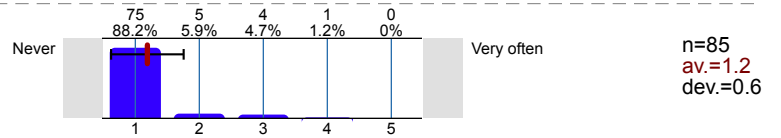
17.12) Height, weight, or body type



17.13) Political orientation

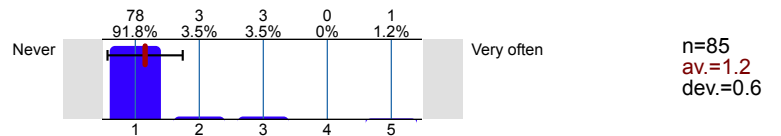


17.14) Social class

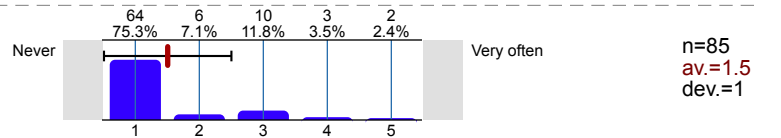


18. During the past 12 months, do you feel **YOU have** been mistreated *by faculty* at your primary ARC work location because of your:

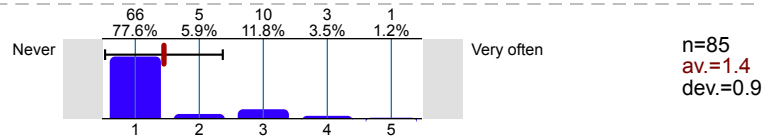
18.1) Ability or disability status



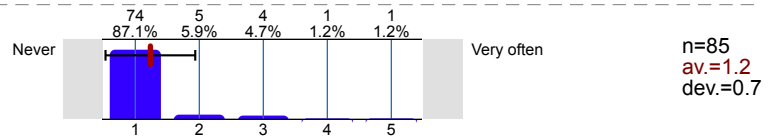
18.2) Racial or ethnic identity



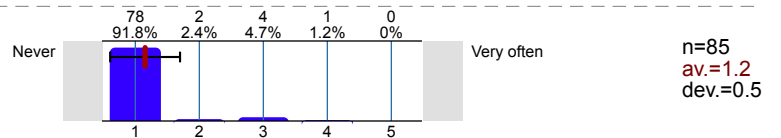
18.3) Culture or cultural identity



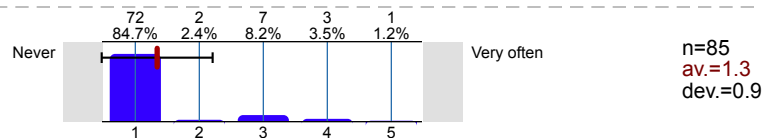
18.4) Sex



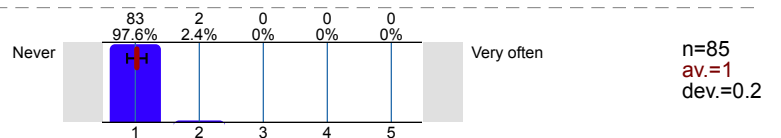
18.5) Sexual orientation



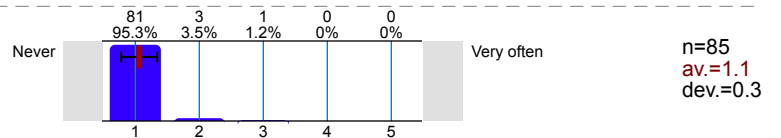
18.6) Gender/gender identity



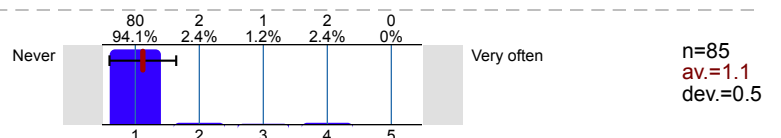
18.7) Veteran status

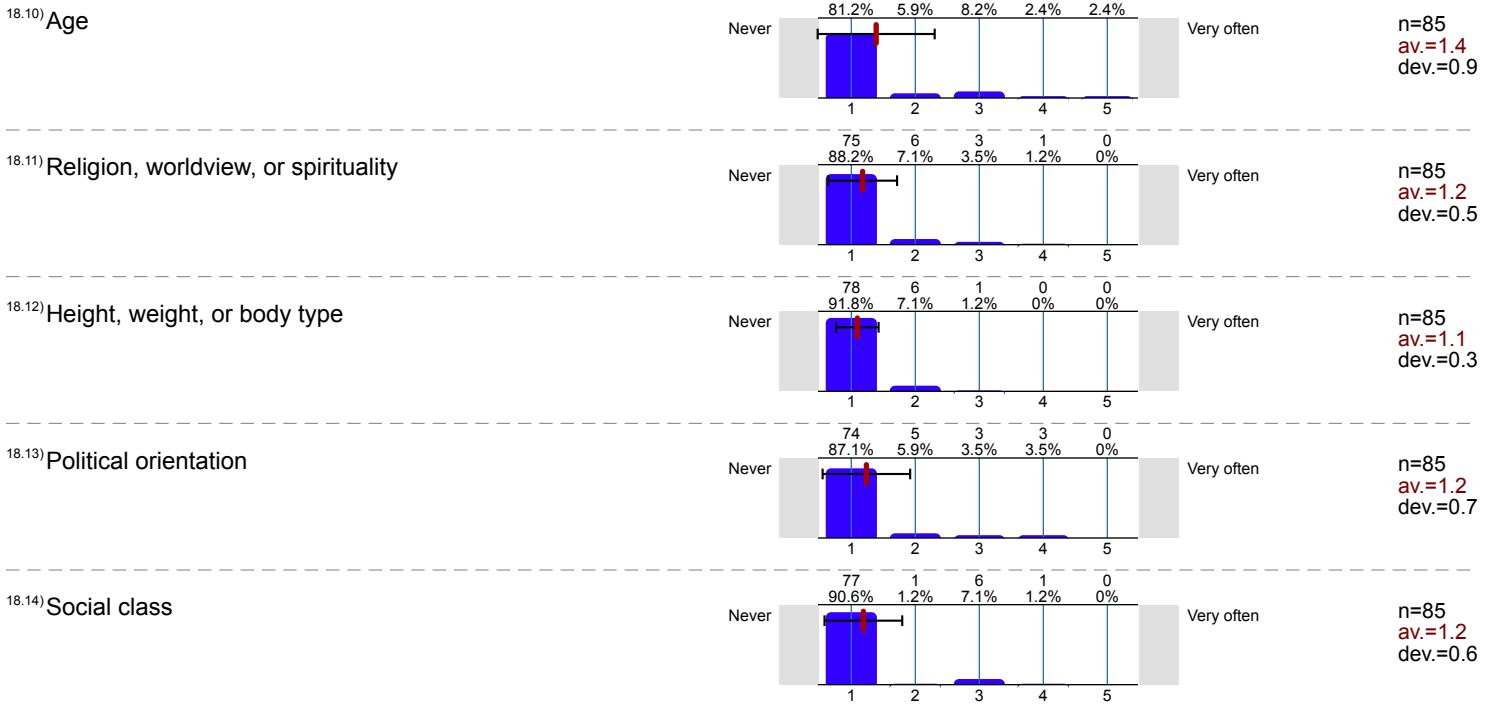


18.8) Marital status

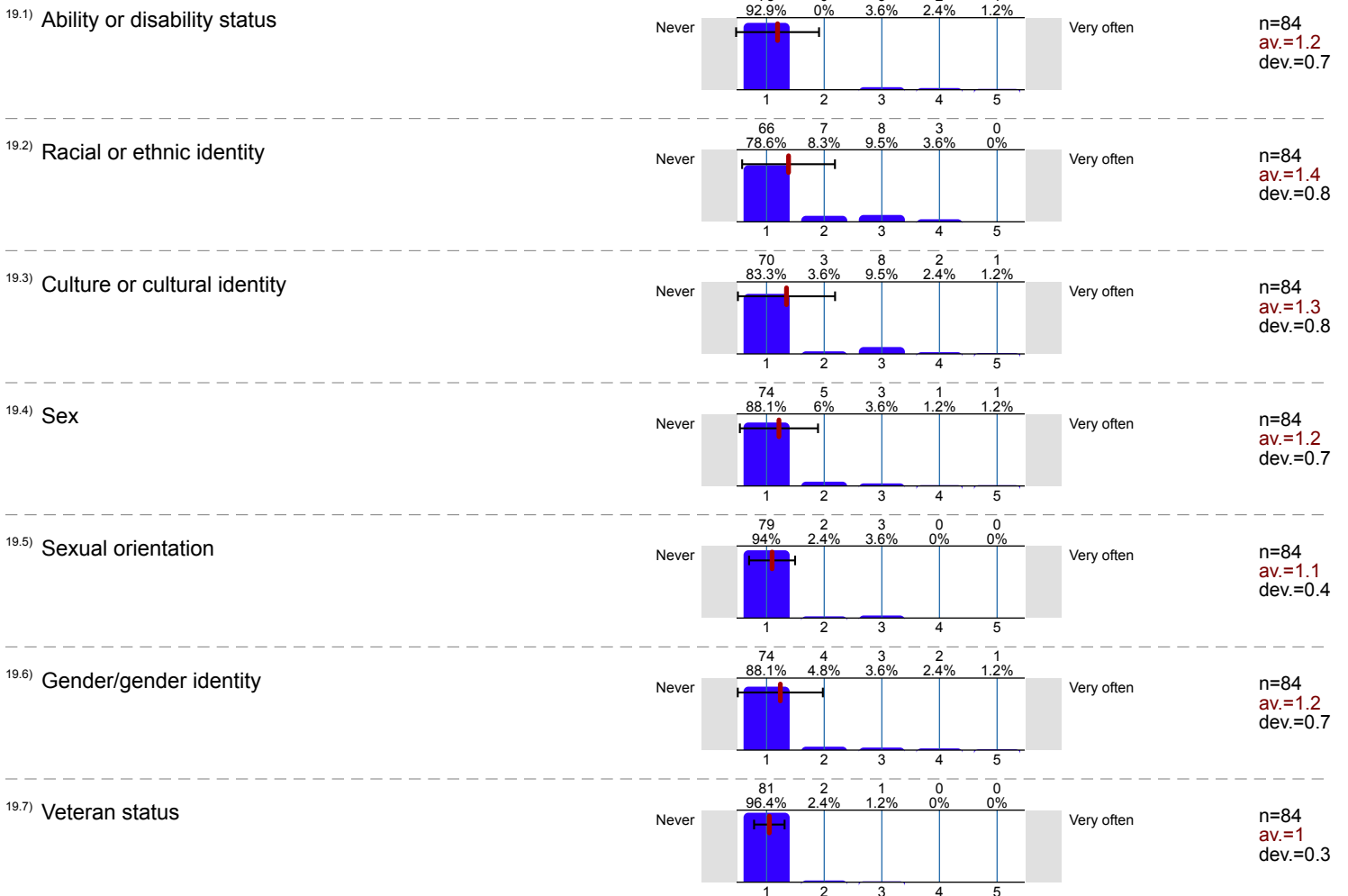


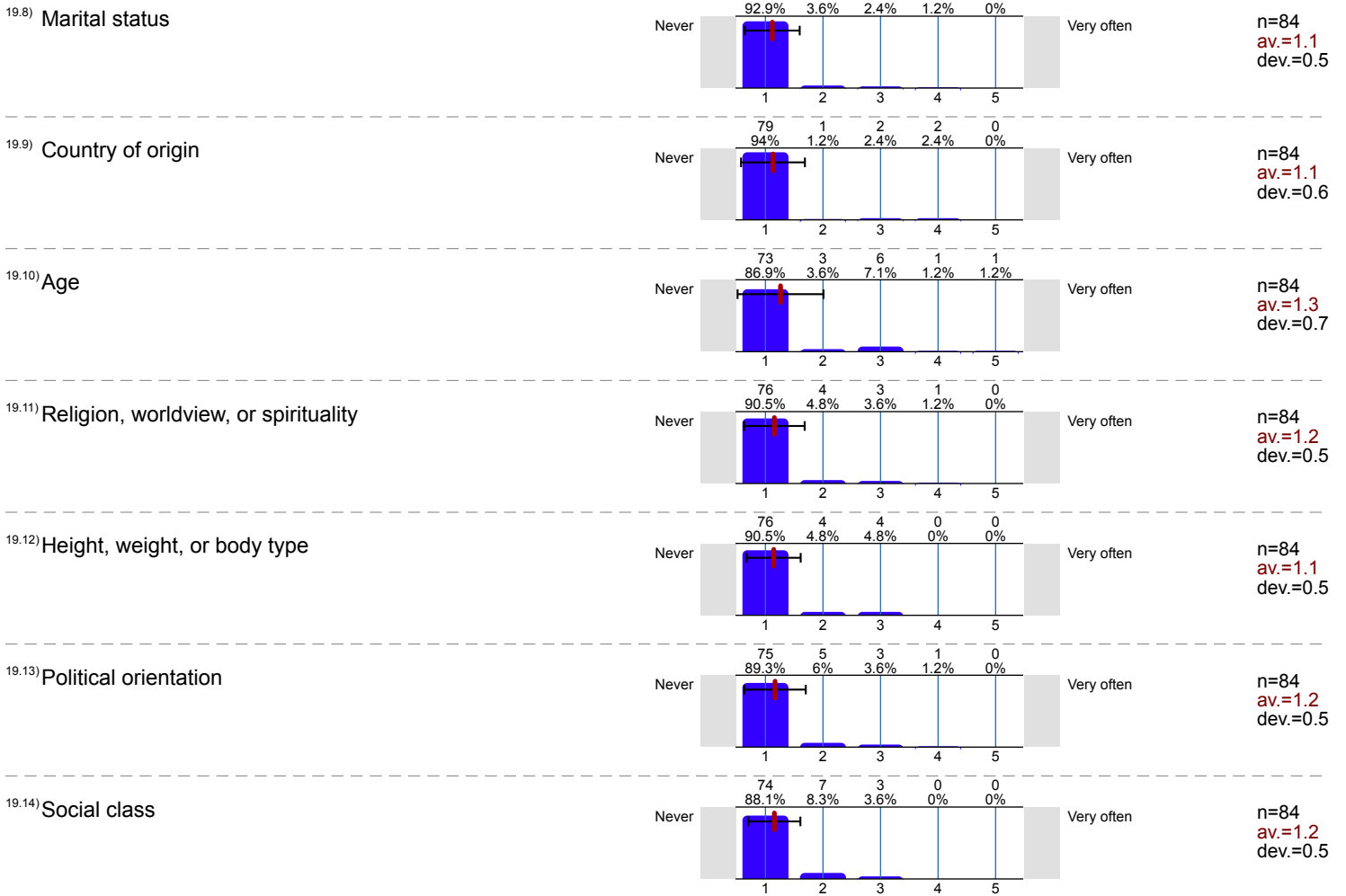
18.9) Country of origin



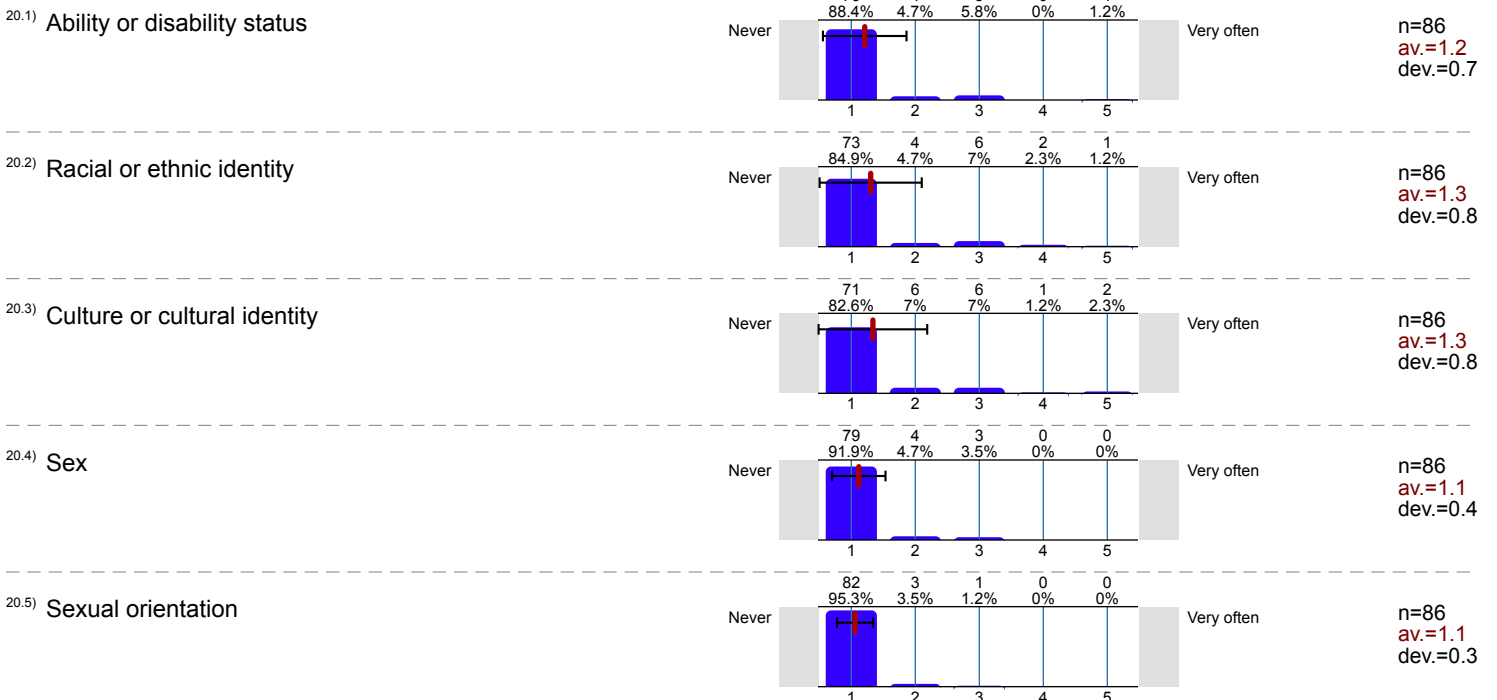


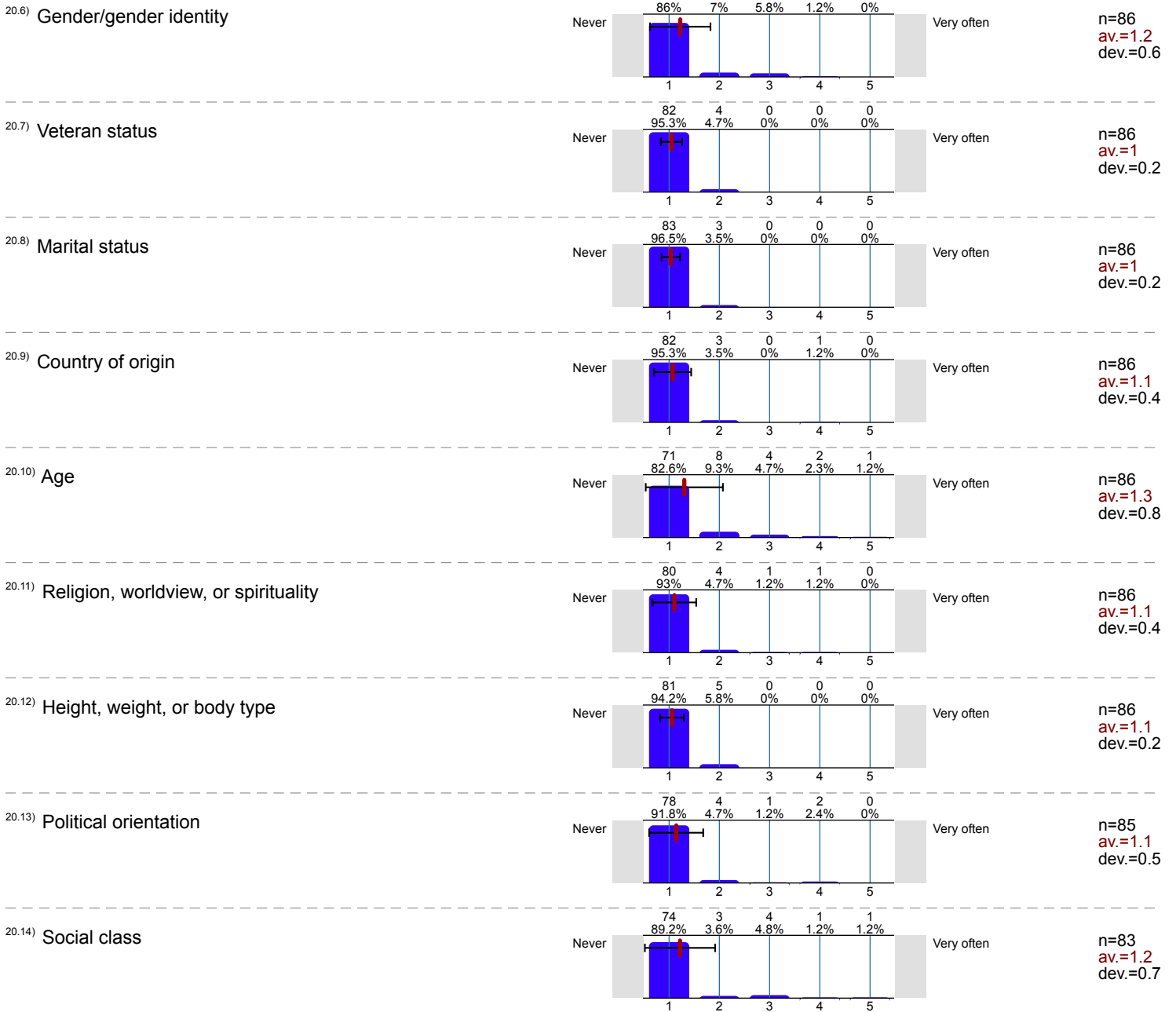
19. During the past 12 months, do you feel **YOU have** been mistreated *by classified staff* at your primary ARC work location because of your:



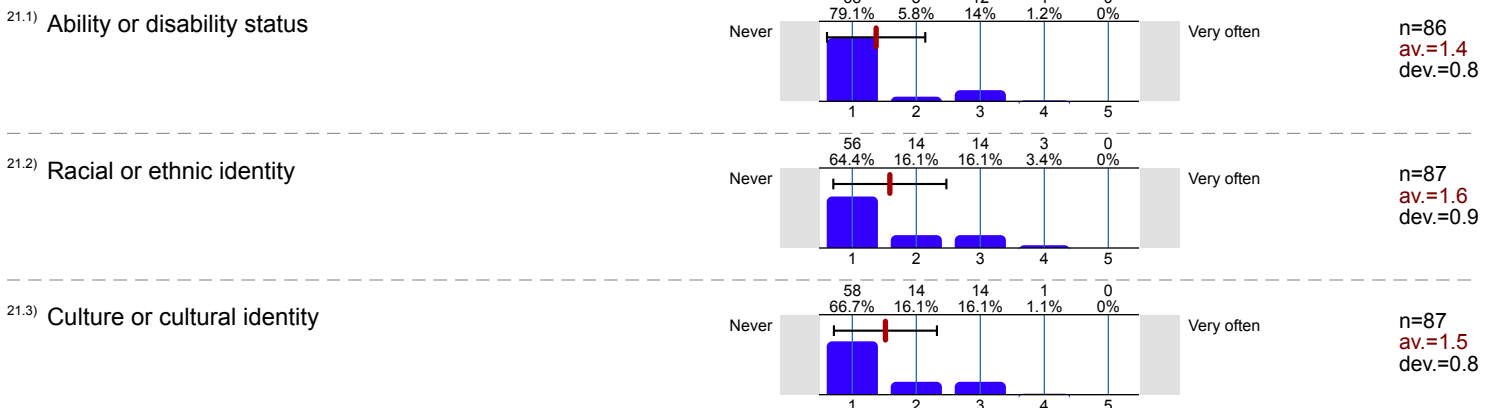


20. During the past 12 months, do you feel **YOU** have been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:





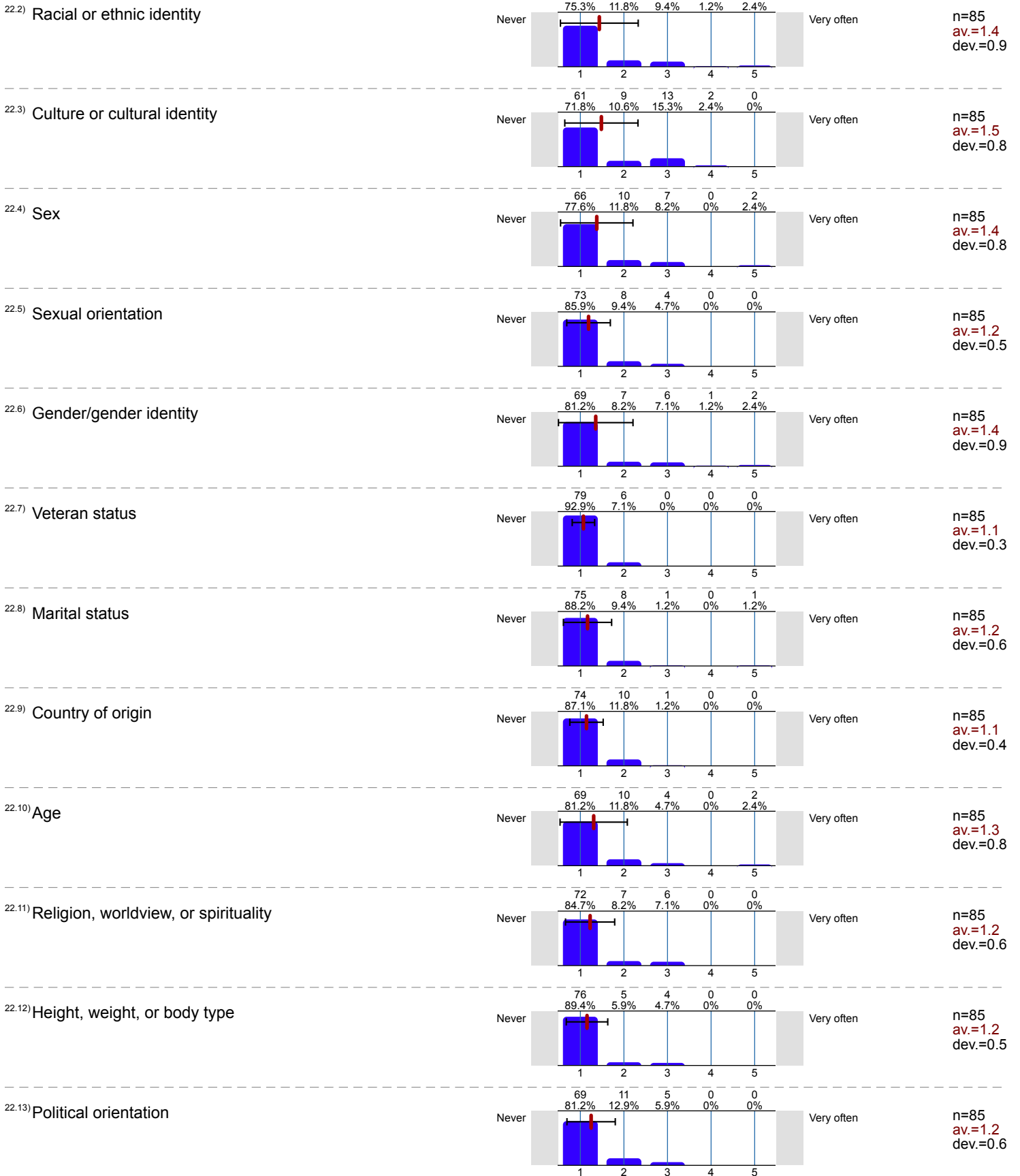
21. During the past 12 months, have you seen faculty, classified staff, or managers mistreat *students* at your primary ARC work location because of their:



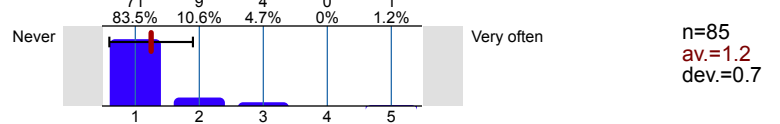


22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:



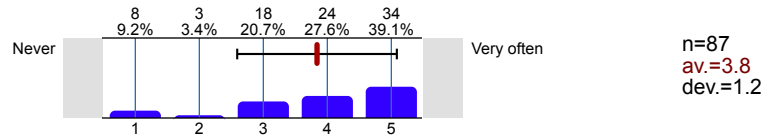


22.14) Social class

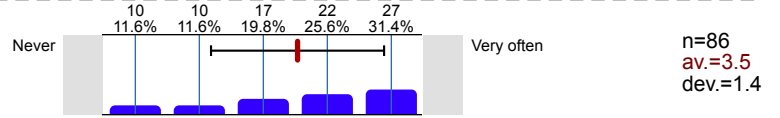


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...

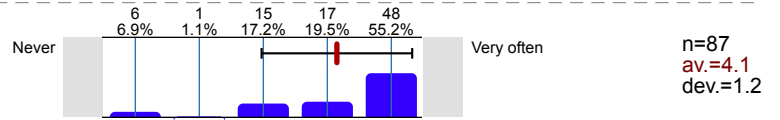
23.1) ...whose religious or spiritual beliefs or worldviews are different than your own.



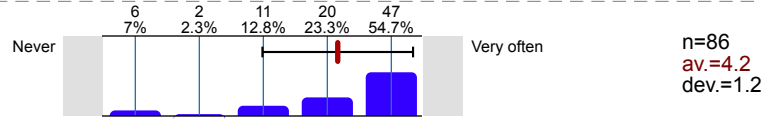
23.2) ...whose political opinions are different from your own.



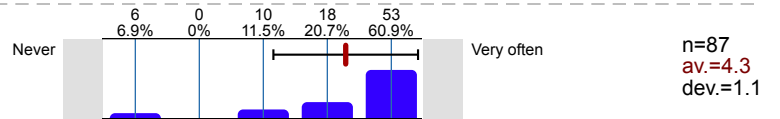
23.3) ...who are immigrants.



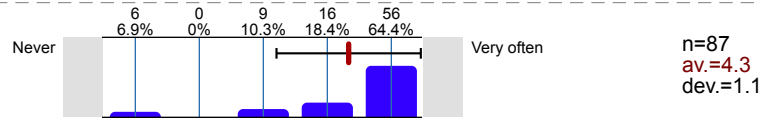
23.4) ...who are from an immigrant family.



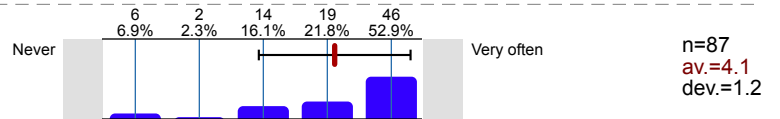
23.5) ...who are a different nationality than your own.



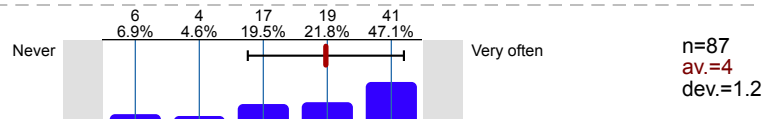
23.6) ...who are of a different race or ethnicity than your own.



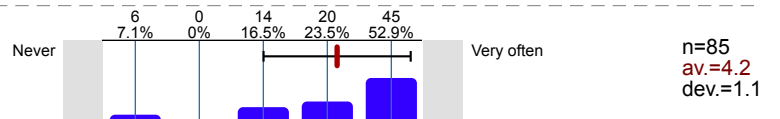
23.7) ...whose gender identity is different than your own.



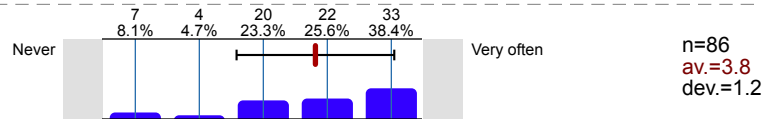
23.8) ...whose sexual orientation is different than your own.



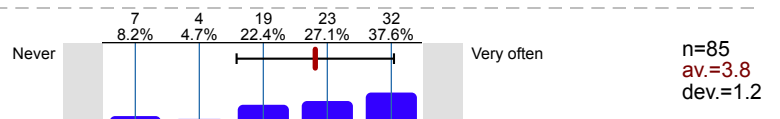
23.9) ...who are from a different social class.



23.10) ...who have physical or other observable disabilities.

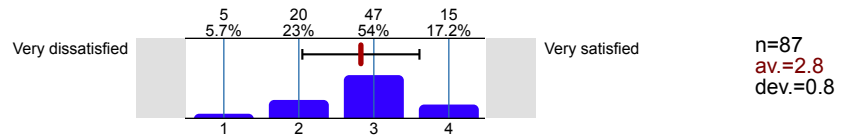


23.11) ...who have learning, psychological, or other disabilities that are not readily apparent.



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
- None.
- n/a

3.4) Other sexual orientation:

- None
- 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 born of Mexican heritage parents; my father was an Immigrant in the 1940's and became a naturalized citizen, my mother was born an American.
- American, Korean, and Chinese
- Arabic
- Asian Indian
- Asian Indian.
- Cherokee
- Chicano
- Chinese (2 Counts)
- Choctaw Native American
- Colombian (with an "o").
- East Indian (2 Counts)
- Euro-Asian, German Chinese
- Guatemalan, Mexican, Xicanx
- Hawaiian;Portuguese;Native american (blackfoot)
- Hebrew, Israelite
- I HATE the term Hispanic. Also, many folks use Latinx instead of or in addition to Latina or Latino.
- Irish
- Japanese, Caucasian
- Korean

- Korean American and European American
- Mexican (4 Counts)
- Mexican & Spanish
- Mexican-American, strongly American
- Middle Eastern
- Punjabi
- Sioux, Arabic, Armenian, Latino, Asian, Pacific Islander, African American, Irish
- Somali
- Somalia
- Taiwanese American
- Vietnamese
- Vietnamese American

3.9) Other religions, worldviews, or spiritual backgrounds:

- Born as a Catholic, much later I now am a Christian, following bible-study principles of Christianity.
- Hebrew
- LDS, Unity
- None
- Sufism
- What about Decline to State?
- gnosticism

3.11) Other religion, worldview, or spiritual background:

- Catholic
- Hebrew
- None
- Sufism
- Unity

3.14) Other disabilities:

- None.
- PTSD
- 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.
- I don't like venturing out of my secure lab environment at all if I can help it. The school shooting thing has put me completely on edge.
- I make sure to walk outside with other's at night. The construction makes it difficult to easily access parking lots at night.
- My office if I have an irate student.
- No additional areas. But, to clarify, I've wanted to avoid some of these areas, I can't. I work at night.
- None.
- The area I work in has very little lighting in the evenings. It is not only unsafe but it makes it difficult for students to find their classrooms with such little lighting. When one of the few lights goes out in the evening, the area is extremely dark. In general, I find that the lighting at night is not sufficient for the number of night classes and students at ARC. This has been a problem since I arrived 15 years ago and the one improvement that was made in my area was minimal.
- The trails by the creek.
- The walkway from upper parking area to lower parking area. I avoid it because there is overgrowth from bushes and the walk gets muddy. Also, it's wide enough for only one person at a time.
- 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.
- certain areas at night due to lack of light, etc
- n/a
- raef hall women's bathrooms are set up in a way that makes them feel unsafe inside.

13.7) Other:

- Natomas Library Supervisor was murdered in the parking lot. This has caused concern for staff.
- None.
- Strangers on campus
- outside people coming onto campus
- 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:

- Areas of my office building
- Department meetings
- Department office.
- During work at my primary work location.
- In department meetings
- Meetings
- N/A
- Staff meetings
- Work space

■ 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.
- Administrators
- Counselor colleagues
- Dean
- Dean of Natomas Center
- I am presently being harassed by a faculty member of my department...anonymous, typed, letters regarding the "right" pedagogy on a variety of topics in my teaching assignments are the subject. They are filled with insult and disdain. The fact that these are anomalously placed in my mailbox tells all this is not done for the good of student success, but rather to simply harass me emotionally.
- Visitors on Campus
- a couple times I had very bad, inappropriate conversation with one of FM staff
- 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:

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.)

- Appearing as a white woman, I feel that I am required to be super sensitive and need to be extra careful in everything I do or say; so that others do not perceive that I am racist or in some way insensitive because they think I am so privileged. However it has become acceptable for others to make comments and show in their actions and choices a disregard and borderline hatred towards people that look white. There is such a push to be inclusive of people of color and gender respect that just being kind to each other and treating others in general with courtesy and appreciation is lost. It seems like everyone is either on the side of protecting their rights or the side of being privileged and trying to overact the part of inclusion. The beginning of all of this made sense and was needed but now it has become overdone. We shouldn't marginalize a whole group of white students, staff, faculty and managers to make other groups feel better about themselves. We need to be a team and work together on beneficial things for us all and hold everyone accountable for how we treat one another. I don't think we need to microscopically focus on just one group. Special snowflakes should be over and onto things that impact us all. We need to quit wasting time, effort and money on something that is not the bigger issue but a symptom of societies illness. The time has come that we move on and start working together rather than continuing this divide disguised as diversity and inclusion.
- As a conservative, I constantly feel I'm on the outside. I remember years ago we had an inservice where they brought people on stage to represent diversity. They literally had someone "represent conservatives", but this person laughingly made it clear he was merely "playing the part". This was years ago, but it has stayed with me, because the attitude has not changed, in many ways it's gotten more virulently ant-conservative.
- Classified staff are not respected. Classified staff are the foundation of the college and without the classifieds, there would be no college.
- 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
- 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.
- I am repeating this statement: I am presently being harassed by a faculty member of my department...anonymous, typed, letters regarding the "right" pedagogy on a variety of topics in my teaching assignments are the subject. They are filled with insult and disdain. The fact that these are anomalously placed in my mailbox, tells all this is not done for the good of student success, but rather to simply harass and mistreat me personally. I now work in a stressful environment...I am dreading going to future department meetings, or to move about the division/faculty office building or even our classrooms because of this individuals actions.
- I am the only person to run three times contested as department chair and first to identify as Latinx, also the youngest. Senior faculty

members tried to thwart my third election by asking other colleagues not to vote for me. Once I became chair, it has been an almost constant state of resistance to anything I suggest, including continuing to meet with others regarding department business behind my back and then lying about it. Another marginalized faculty member and I have complained to our dean multiple times and also met with the new Equity Officer Nick Daily who has been helpful. I was told by my dean that if I have ideas I should get someone else to bring them to the table because if it comes from me it will not be respected. When I attempt to stick up for myself or simply try and do my job I called "offensive". It is a never ending cycle that all of our younger faculty have experienced. One resigned. I have applied to City College in the past. Our newest tenured faculty member has complained as well.

- I did have one student, one (isolated incident) only, tell me I need to "go back where I came from." The rest of the class bashed him.
- I have never been mistreated by others on campus but understand the privileges I hold contribute those feelings of safety.
- I was asked by an ESL instructor how my students felt about me teaching in English since I have an accent when I speak in English. I gave a student a score of 0 for cheating on an assignment, and was asked by the dean to change the grade. I will never refer a student to this particular dean for plagiarism or cheating. I requested that an unknown subject who was harassing me in front of my classroom every time I opened the classroom door, be removed. The dean notified me that she had invited him to her office and listened to his concerns and he was very "happy" to have his concerns heard. I will never ask for support again from this particular dean. I was asked by another instructor of the same gender, if I had any time for sex since I seemed to be very busy.
- Ignored, being addressed as "Man" versus my first name or Dr., being addresses in a patronizing tonne.
- Judged. Not listened to. Ignored. Retaliation.
- 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.
- Students threatening to complain to administration because they don't like a policy or grading and then advisors aligning with students without understanding the complete picture of the class structure.
- decisions are made without consultant people affected by the area