	Filipino Empl No. of response			ARC
	Survey Resu	ılts		
Legend Question text	Absolute Frequencies of answers Std. Dev. M Relative Frequencies of answers 25 0 Left pole 1 2 Scale	ean 50 0 25 50% 0% 25% 3 4 5 Histogram	Right pole	n=No. of respons av.=Mean dev.=Std. Dev. ab.=Abstention
2. Employee Info				
^{2.1)} Primary Employment C	Classification:			
	Faculty, Full-Time Teaching		42.9%	n=7
	Faculty, Full-Time Non-Teaching (Counselors, Librarians)		28.6%	
	Faculty, Adjunct Teaching		0%	
	Faculty, Adjunct Non-Teaching (Counselors, Librarians)		0%	
	Classified, Full-Time Permanent		28.6%	
	Classified, Part-Time Permanent		0%	
	Supervisor		0%	
	Administrator		0%	
^{.2)} Years worked at ARC (any location):			
	less than 1 year 🤇		14.3%	n=7
	1 to 4 years		14.3%	
	5 to 9 years		0%	
	10 to 14 years		28.6%	
	15 to 19 years		14.3%	
	20 years or more		28.6%	
^{.3)} Primary work location	at ARC:			
	ARC Main Campus		71.4%	n=7
	Natomas Center		14.3%	
	McClellan Center		14.3%	
	_			

^{3.1)} What is your gender identity? (MARK ALL THAT APPLY)			
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)		85.7%	n=7
Man (cisgender mana person whose gender identity matches their sex assigned at birth)		14.3%	
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%	
^{3.3)} What is your sexual orientation? (MARK ALL THAT APPLY)			
Asexual (a person with no sexual feelings or desires)		0%	n=7
Bisexual (a person sexually attracted to two genders)		14.3%	
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other women)		0%	
Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)		85.7%	
Pansexual or fluid (a person who is attracted to multiple gender identities)		0%	
^{3.5)} What is your age (in years)?			
19 or younger		0%	n=6
20 to 24		0%	
25 to 34		0%	
35 to 54		66.7%	
55 or older		33.3%	
^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY)			
African American		14.3%	n=7
Asian		57.1%	
Filipino		100%	
Hispanic/Latino		14.3%	
Native American		14.3%	
Other Non-White		14.3%	
Pacific Islander	·	42.9%	
White		57.1%	

n=7 Agnostic 14.3% Anglican 0% Assemblies of God 14.3% Atheist 0% Baha'i 0% Baptist 0% 0% Buddhist Catholic 42.9% Christian Non-denominational 0% Christian Orthodox 14.3% **Christian Science** 0% Church of Christ 0% Confucian 0% Episcopalian 14.3% Evangelical 0% Hindu 0% Jain 0% Jehovah's Witness 0% Jewish 0% Latter-day Saints 0% Lutheran 14.3% 0% Methodist Muslim 0% Native/Tribal 0% Pentecostal 0% Presbyterian 0% Quaker 0% Seventh Day Adventist 0% Shamanism 14.3% Shinto 0% Sikh 0% Spiritual but not religious 0% Taoist 0% UCC/Congregational 0% Unitarian Universalist 14.3% Wicca/Pagan 0% 0% None

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

^{3.10)} With which one religion, worldview or spiritual background do you most strongly identify? (MARK ONLY	<u>ONE</u>)	
Agnostic	16.7%	n=6
Assemblies of God	16.7%	
	50%	
None	16.7%	
^{3.12)} What is your highest level of education?		
Less than high school	0%	n=7
Graduated high school	0%	
Some college	14.3%	
Associate's degree	14.3%	
Bachelor's degree	0%	
Graduate degree	71.4%	
^{3.13)} Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)		
Acquired/traumatic brain injury	0%	n=7
Attention deficit/hyperactivity disorder	0%	
Autism spectrum disorder	0%	
Blind/low vision	0%	
Deaf/hard of hearing	0%	
Cognitive or learning disability	0%	
Chronic illness	28.6%	
Intellectual disability	0%	
Mental health disability	0%	
Physical disability that affects walking	28.6%	
Physical disability that does not affect walking	0%	
Speech/communication condition	0%	
None	42.9%	
4. Institutional Effectiveness		
^{4.1)} The teaching/learning environment is <i>equitable</i> <i>and inclusive</i> for students at my primary ARC work location.	Strongly Agree	n=6 av.=3.3 dev.=0.8 ab.=1
^{4.2)} The teaching/learning environment is <i>safe</i> for students at my primary ARC work location.	Strongly Agree	n=7 av.=3.3 dev.=0.8

4.3)

The **working environment** for students at ARC is *equitable and inclusive*.

Strongly Disagree

0

00

16.79

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16

Strongly Agree

Page 4

n=6 av.=3 dev.=0.6 ab.=1

4.4)	The working environment for students at ARC is <i>safe</i> .	Strongly Disagree	00%	0 0% 2	4 66.7%	2 33.3%	Strongly Agree	n=6 av.=3.3 dev.=0.5 ab.=1
4.5)	Innovation is promoted and encouraged.	Strongly Disagree	28.6%	00%	4 57.1%	1 14.3%	Strongly Agree	n=7 av.=2.6 dev.=1.1
4.6)	Communication from ARC's leadership is transparent.	Strongly Disagree	28.6%	42.9%	28.6%	 0% 4	Strongly Agree	n=7 av.=2 dev.=0.8
4.7)	ARC's curriculum (across all departments) is culturally relevant.	Strongly Disagree	1 20%	 0 0% 2	3 60%		Strongly Agree	n=5 av.=2.8 dev.=1.1 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	28.6%	1 14.3%	3 42.9%	1 14.3% ⊢ 4	Strongly Agree	n=7 av.=2.4 dev.=1.1
 4.9)	ARC's governance process guides the institutional priorities of the college.	Strongly Disagree	2 33.3%	1 16.7%	2 33.3%	1 16.7%	Strongly Agree	n=6 av.=2.3 dev.=1.2 ab.=1
— — 4.10)	The process for becoming a member of ARC's governance councils and project teams is clear to me.	Strongly Disagree	1 20%		3 60%	0 0% 4	Strongly Agree	n=5 av.=2.4 dev.=0.9 ab.=2
— — 4.11)	the absence reporting process?	Very Inefficient	1 16.7%	1 16.7%	3 50%	1 16.7%	Very Efficient	n=6 av.=2.7 dev.=1 ab.=1
— — 4.12)	the online purchase requisition process?	Very Inefficient	2 40%	1 20%	1 20%	1 20% 1 4	Very Efficient	n=5 av.=2.2 dev.=1.3 ab.=2
— — 4.13)	the travel authorization process?	Very Inefficient	1 16.7%	1 16.7%	3 50%	1 16.7%	Very Efficient	n=6 av.=2.7 dev.=1 ab.=1
— — 4.14)	the travel reimbursement process?	Very Inefficient	1 16.7%	1 16.7%	3 50%	1 16.7%	Very Efficient	n=6 av.=2.7 dev.=1 ab.=1
4.15)	the process for obtaining a parking sticker for your car?	Very Inefficient	0 0%	1 14.3%	3 42.9%	42.9%	Very Efficient	n=7 av.=3.3 dev.=0.8



6. Teamwork				
^{6.1)} Employees work collaboratively.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=2.3 dev.=1.1
^{6.2)} A sense of cooperation exists across employee groups at ARC.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=6 av.=2.2 dev.=1.2 ab.=1
^{6.3)} Employees go out of their way to create a welcoming climate.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=6 av.=2.7 dev.=0.8 ab.=1
^{6.4)} Employees treat students with respect.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=3 dev.=0.6
 ^{6.5)} Employees treat one another in a professional and friendly manner. 	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=2.3 dev.=1.1
^{6.6)} A sense of teamwork exists at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=2.4 dev.=1.3
^{6.7)} Clear expectations about my work are communicated to me.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=3 dev.=1
^{6.8)} Employees at ARC use problem-solving techniques when working with others.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=6 av.=2.7 dev.=1.2 ab.=1
7. Job Satisfaction				
^{7.1)} Overall, I am satisfied with my job at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=6 av.=2.8 dev.=1.2 ab.=1
 ^{7.2)} I feel pressure to accomplish too many tasks ar priorities. 	nd Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=6 av.=2.7 dev.=0.8
^{7.3)} I enjoy the people I work with at ARC.	Strongly Disagree		Strongly Agree	n=7 av.=3.1 dev.=0.7

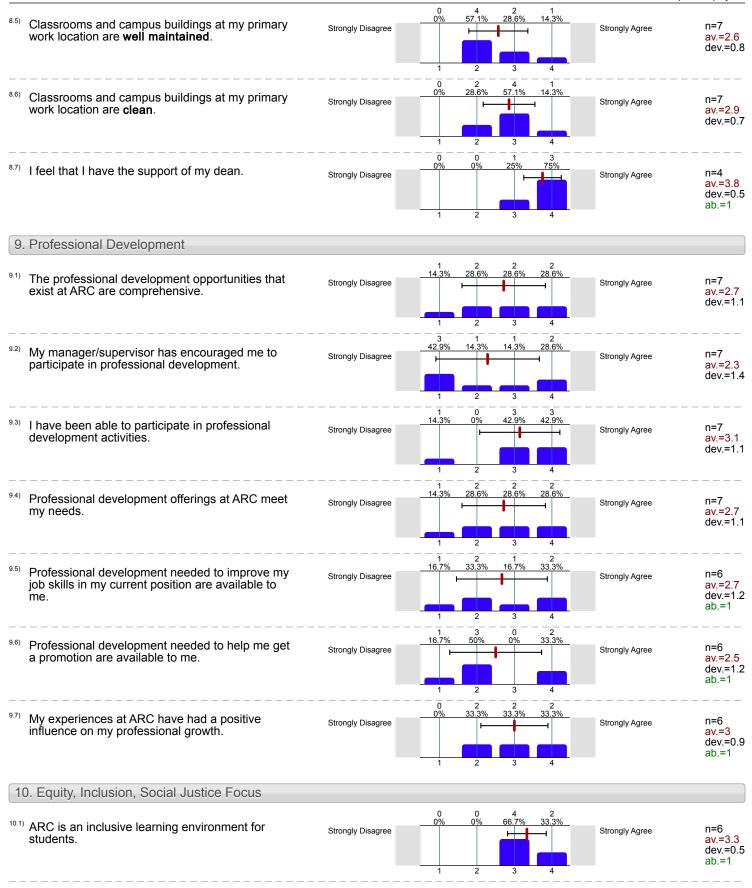
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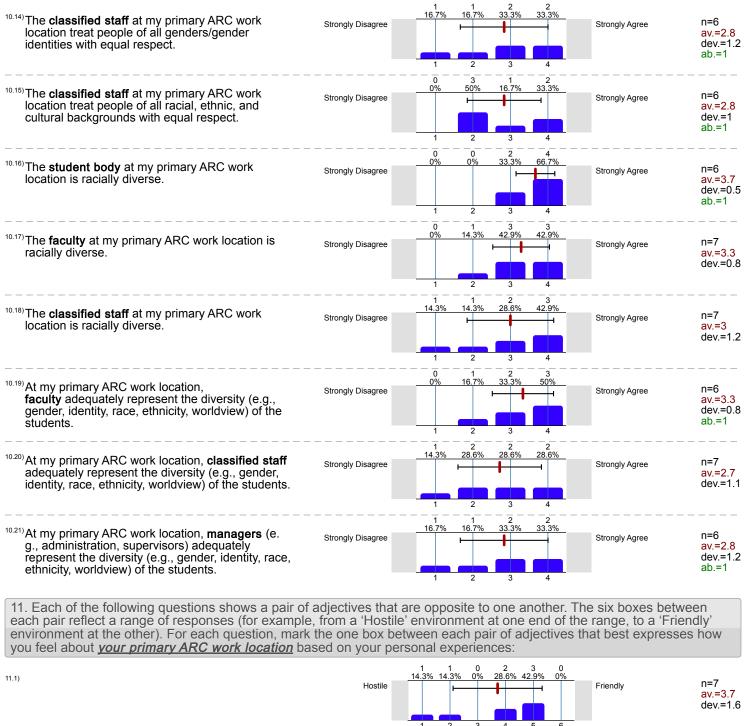
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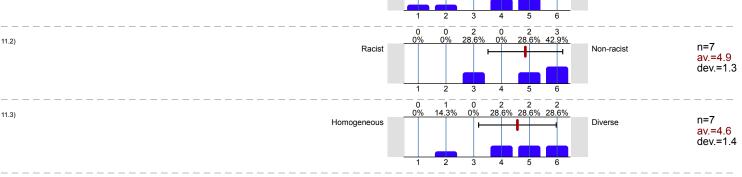
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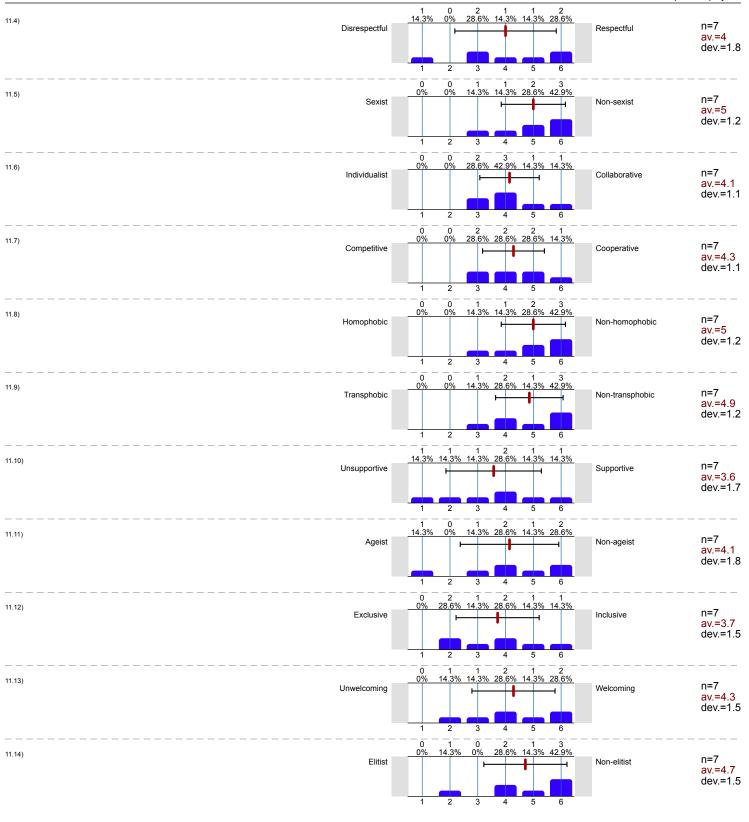
7.4)	I feel that my time is valued.	Strongly Disagree	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=6 av.=2.7 dev.=1.5 ab.=1
7.5)	I have made meaningful connections with other ARC employees.	Strongly Disagree		Strongly Agree	n=7 av.=3.4 dev.=0.5
7.6)	At ARC, I am accepted for who I am.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=6 av.=3.2 dev.=1 ab.=1
7.7)	Physical spaces (classrooms, offices, buildings, etc.) are well maintained at my primary ARC work location.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=2.1 dev.=1.1
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=7 av.=2.9 dev.=1.2
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=7 av.=2.4 dev.=1.1
7.10)	I feel that I am able to appropriately influence the direction of ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=2.6 dev.=1.5 ab.=2
7.11)	I have the opportunity to express my ideas in appropriate forums.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=4 av.=2.5 dev.=1.7 ab.=3
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=4 av.=3 dev.=1.4 ab.=1
8.2)	I am treated fairly and equitably by the other faculty in <i>my department</i> .	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=3 dev.=1.2
— — 8.3)	The faculty in <i>my department</i> treat me with respect.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=3 dev.=1.2
8.4)	The curriculum in <u>my department</u> is culturally relevant.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=4 av.=3 dev.=1.4 ab.=1



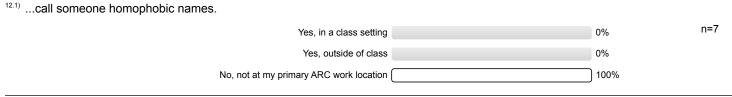
^{0.2)} There exists a strong commitment to equity and inclusion at ARC.	Strongly Disagree	0%	00%	2 40%	3 60% 4	Strongly Agree	n=5 av.=3.6 dev.=0.5 ab.=2
^{0.3)} There exists a strong commitment to social justice at ARC.	Strongly Disagree		1 20% 2		3 60%	Strongly Agree	n=5 av.=3.4 dev.=0.9 ab.=2
^{0.4)} Students that need more resources and support are able to get them at my primary ARC work location.	Strongly Disagree	16.7%	0 0% F	4 66.7%	1 16.7%	Strongly Agree	n=6 av.=2.8 dev.=1
^{0.5)} ARC is responsive to the needs of the demographics (e.g., gender, identity, race, ethnicity, worldview) of its students.	Strongly Disagree		1 16.7%	3 50%	2 33.3%	Strongly Agree	n=6 av.=3.2 dev.=0.8 ab.=1
^{0.6)} ARC employees make judgments about students' abilities based on their race/ethnicity.	Strongly Disagree	1 20% F			0 0% 4	Strongly Agree	n=5 av.=2 dev.=0.7 ab.=2
^{0.7)} ARC employees make judgments about other employees' abilities based on their race/ethnicity.	Strongly Disagree	1 16.7%	3 50%	1 16.7%	1 16.7%	Strongly Agree	n=6 av.=2.3 dev.=1 ab.=1
^{0.8)} I am treated (in general) fairly and equitably by other employees.	Strongly Disagree	1 16.7%	0 0% F 2	3 50%	2 33.3%	Strongly Agree	n=6 av.=3 dev.=1.1 ab.=1
^{0.9)} Other employees value my opinions.	Strongly Disagree	1 16.7%	1 16.7%	2 33.3%	2 33.3%	Strongly Agree	n=6 av.=2.8 dev.=1.2 ab.=1
^{0.10)} There is too much emphasis put on issues of diversity, equity, and inclusion at ARC.	Strongly Disagree	28.6%	28.6%	14.3%	2 <u>28.6%</u>	Strongly Agree	n=7 av.=2.4 dev.=1.3
^{0.11)} There is too much emphasis put on issues of social justice at ARC.	Strongly Disagree	33.3%	2 33.3%	1 16.7%	1 16.7%	Strongly Agree	n=6 av.=2.2 dev.=1.2 ab.=1
^{0.12)} The faculty at my primary ARC work location treat people of all genders/gender identities with equal respect.	Strongly Disagree	0% 0%	1 16.7%	3 50%	2 33.3%	Strongly Agree	n=6 av.=3.2 dev.=0.8 ab.=1
^{0.13)} The faculty at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.	Strongly Disagree	0	1 16.7%	3 50%	2 33.3%	Strongly Agree	n=6 av.=3.2 dev.=0.8







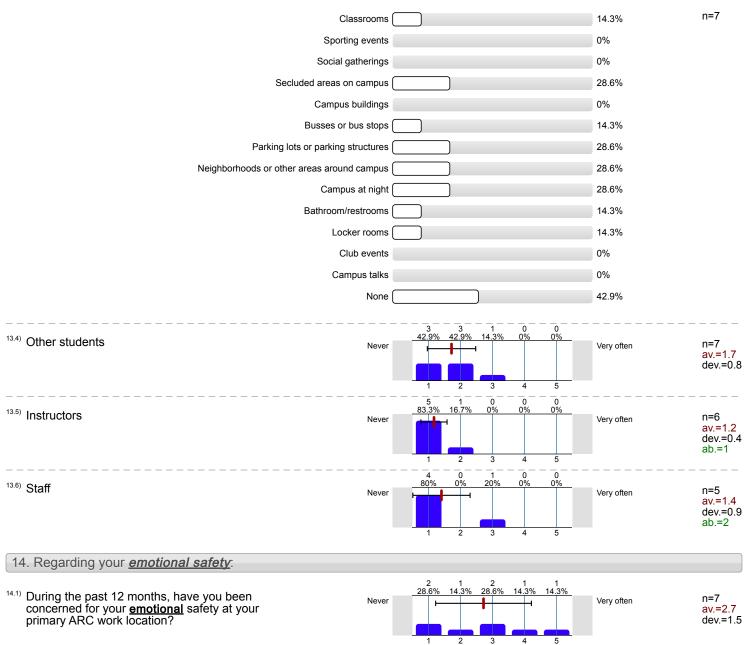
12. During the past 12 months at your primary ARC work location, have you heard anyone ... (MARK ALL THAT APPLY)



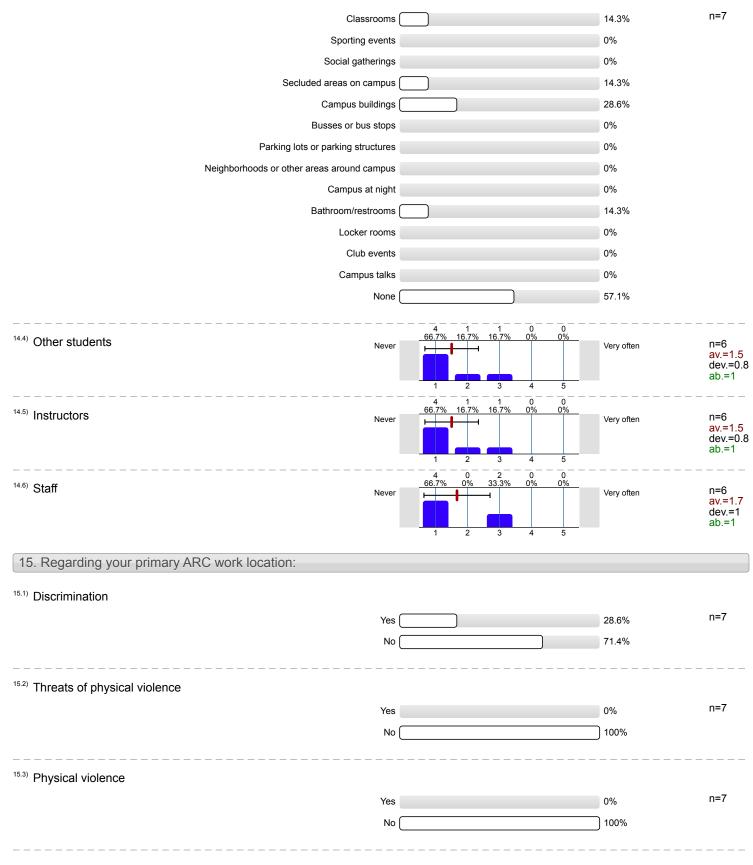
^{12.2)} say sexual things to you or try to talk about sexual matters when yo	ou didn't want to.		
Yes, in a class setting		0%	n=7
Yes, outside of class		14.3%	
No, not at my primary ARC work location		85.7%	
^{12.3)} make crude or offensive remarks or jokes about people who identif	y as LGBTQ+ (lesbian, gay, bisexual,	trans, queer, +).	
Yes, in a class setting		0%	n=7
Yes, outside of class		0%	
No, not at my primary ARC work location		〕100%	
^{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		0%	n=7
Yes, outside of class		28.6%	
No, not at my primary ARC work location		71.4%	
^{12.5)} make inappropriate comments about your or someone else's body,	appearance, or looks.		
Yes, in a class setting		0%	n=7
Yes, outside of class		42.9%	
No, not at my primary ARC work location		57.1%	
^{12.6)} make sexist remarks or jokes about women.			
Yes, in a class setting		0%	n=7
Yes, outside of class		14.3%	
No, not at my primary ARC work location		85.7%	
^{12.7})make sexist remarks or jokes about men.			
		0%	n=7
Yes, in a class setting			
Yes, outside of class		14.3%	
No, not at my primary ARC work location		85.7%	
^{12.8)} make negative remarks or jokes about trans women.			
Yes, in a class setting		0%	n=7
Yes, outside of class		0%	
No, not at my primary ARC work location		100%	
12.9)			
^{12.9)} make negative remarks or jokes about trans men.			n-7
Yes, in a class setting		0%	n=7
Yes, outside of class		14.3%	
No, not at my primary ARC work location		85.7%	

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)?



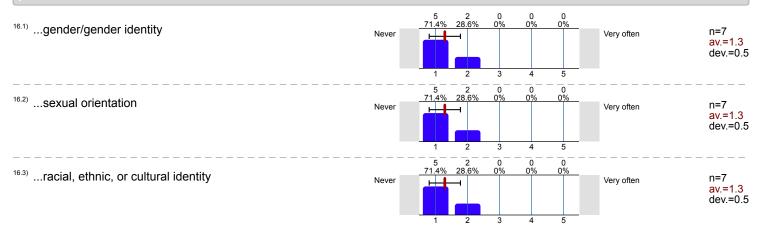
^{14.2)} During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your <u>emotional</u> safety? (mark all that apply)

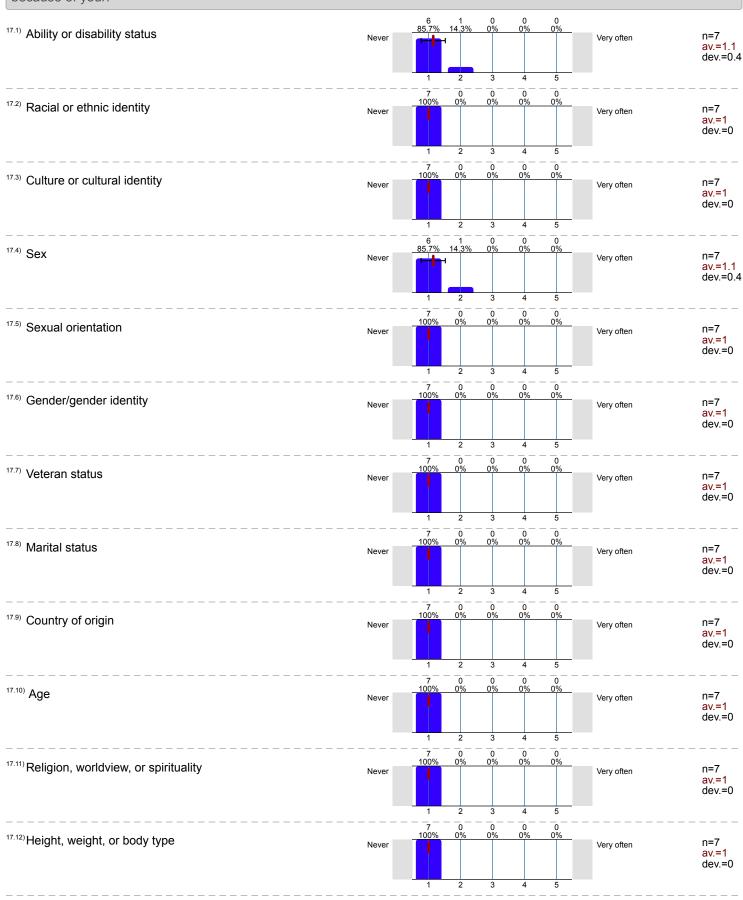


^{15.4)} Threats of emotional violence			
	Yes	0%	n=7
	No) 100%	
^{15.5)} Emotional violence			
	Yes	14.3%	n=7
	No	85.7%	
^{15.6)} Sexual harassment			
	Yes	0%	n=7
	No	〕100%	
^{15.7)} Other harassment			
	Yes	14.3%	n=7
	No	85.7%	
^{15.8)} Sexual assault			
	Yes	0%	n=7
	No	〕100%	
^{15.9)} Unwanted sexual advances			
	Yes	0%	n=7
	No	〕100%	
^{15.10)} Verbal threats			
	Yes	14.3%	n=7
	No	85.7%	
^{15.11)} Discrimination			
	Yes	14.3%	n=7
	No	85.7%	
^{15.12)} Threats of physical violence			
	Yes	0%	n=7
	No [100%	
^{15.13)} Physical violence			
	Yes	0%	n=7
	No [〕100%	

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

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

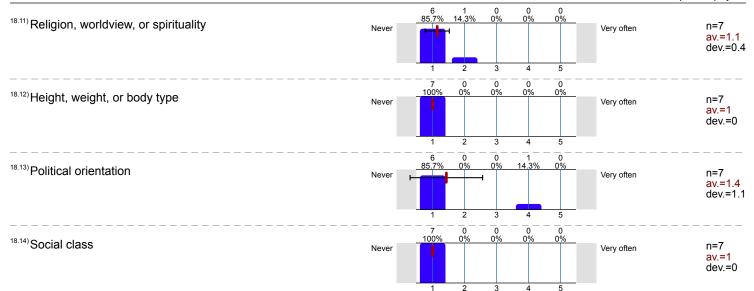




17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location because of your:

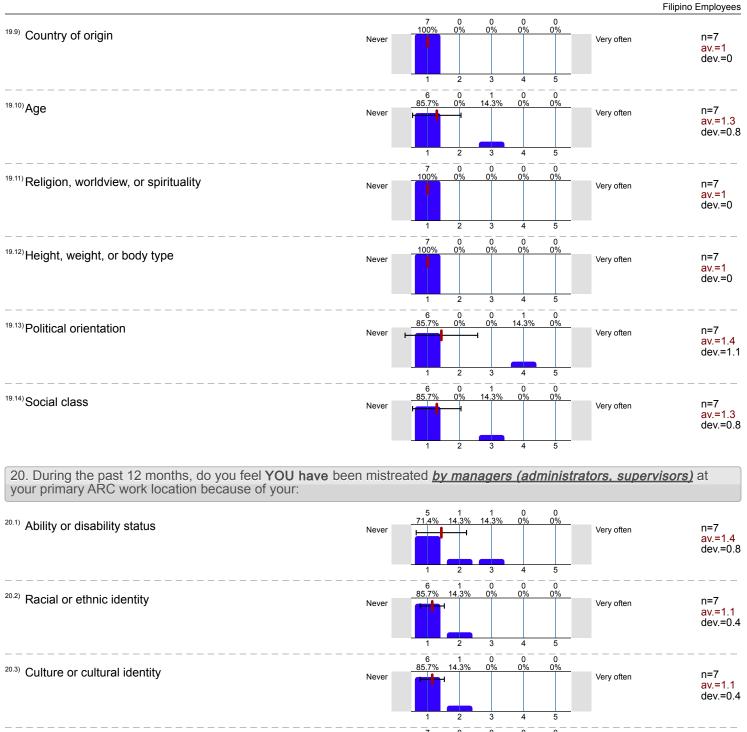
								ilipino Employees
^{77.13)} Political orientation	Never	7 100%	0 0%	0 0% 	00%	0 0% 5	Very often	n=7 av.=1 dev.=0
^{17.14)} Social class	Never	7 100%	0%	0%	0%	0	Very often	n=7 av.=1 dev.=0
18. During the past 12 months, do you feel YOU I because of your:	nave been mistre	1 ated <u>b</u> j	2 / facu	з I <u>Ity</u> at	4 your	5 primar	y ARC work loo	cation
^{18.1)} Ability or disability status	Never	6 85.7%	0 0% 	1 14.3%	0 0%	0 0% 5	Very often	n=7 av.=1.3 dev.=0.8
^{18.2)} Racial or ethnic identity	Never	6 85.7%			4	 0% 	Very often	n=7 av.=1.1 dev.=0.4
^{18.3)} Culture or cultural identity	Never	7 100%	2	3	4	0 0% 5	Very often	n=7 av.=1 dev.=0
^{18.4)} Sex	Never	7 100%	2		- <u>0</u> 0% 		Very often	n=7 av.=1 dev.=0
^{18.5)} Sexual orientation	Never	7 100%	2		0 	0 	Very often	n=7 av.=1 dev.=0
^{18.6)} Gender/gender identity	Never	7 100%	2		0 	0 0% 5	Very often	n=7 av.=1 dev.=0
^{8.7)} Veteran status	Never	7 100%	2	3	0 0 4	0 0% 5	Very often	n=7 av.=1 dev.=0
^{18.8)} Marital status	Never	7 100%	2 0 0%	3	4		Very often	n=7 av.=1 dev.=0
^{18.9)} Country of origin	Never	100%	2 0% 2	3	4	- 0 0% - 0 0%	Very often	n=7 av.=1 dev.=0
^{8.10)} Age	Never	6 85.7%			0 		Very often	n=7 av.=1.1 dev.=0.4

12/18/2020



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:

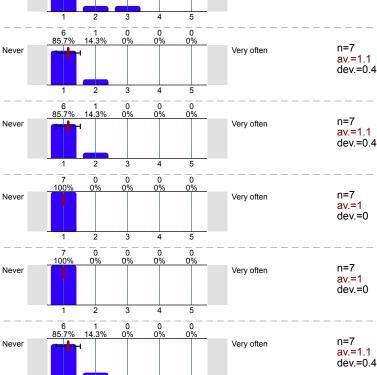
^{19.1)} Ability or disability status	Never	6 85.7%	0 0%	0 0% H 3	1 14.3%	00%	Very often	n=7 av.=1.4 dev.=1.7
^{19.2)} Racial or ethnic identity	Never	7 100%	2	0% 0% 3	 0% 4	0 0% 5	Very often	n=7 av.=1 dev.=0
^{19.3)} Culture or cultural identity	Never	100%	2		0 0 		Very often	n=7 av.=1 dev.=0
^{19.4)} Sex	Never	7 	2	3	4	5 0% 5	Very often	n=7 av.=1 dev.=0
^{19.5)} Sexual orientation	Never	7 100%	2	- <u>-</u> 0 0% 	0 	- <u>-</u>	Very often	n=7 av.=1 dev.=0
^{19.6)} Gender/gender identity	Never	7 100%	2		0 0 	 	Very often	n=7 av.=1 dev.=0
^{19.7)} Veteran status	Never	7 100%	2		0 	 0% 5	Very often	n=7 av.=1 dev.=0
^{19.8)} Marital status	Never	6 85.7%	0 0% 1 2	1 14.3%	0 0% 4	0 0% 5	Very often	n=7 av.=1.3 dev.=0.8





^{20.5)} Sexual orientation

^{20.6)} Gender/gender identity

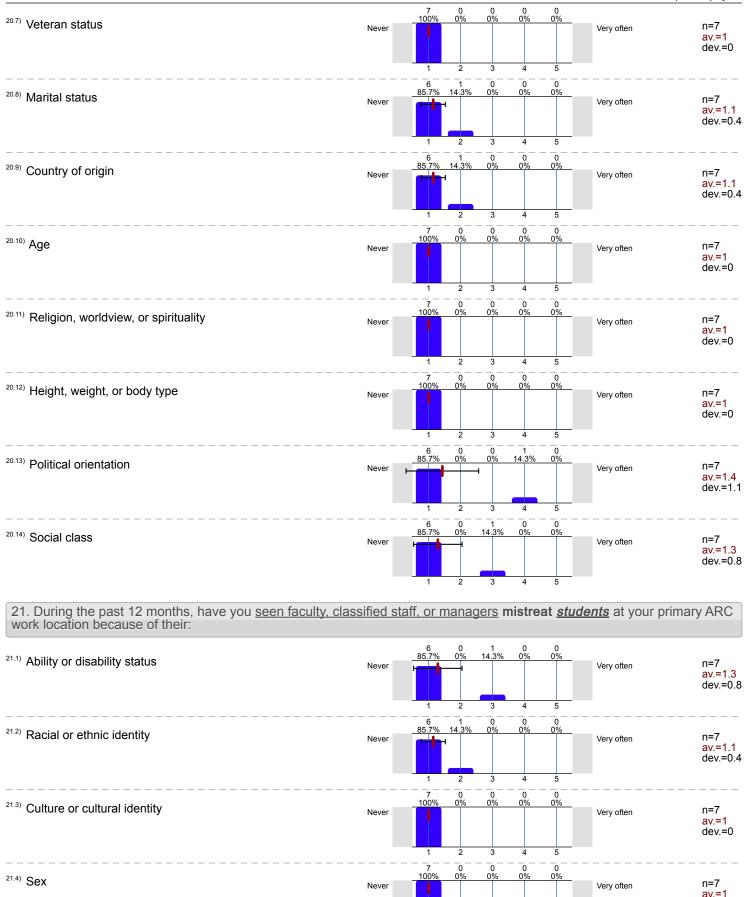


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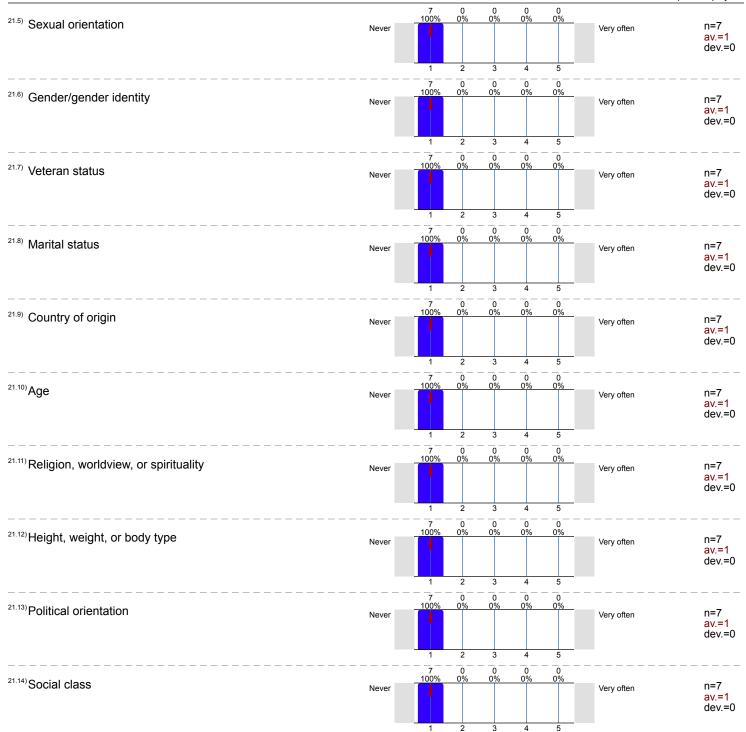
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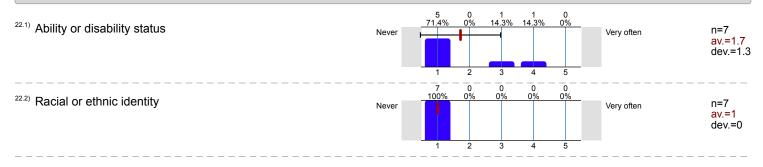
4

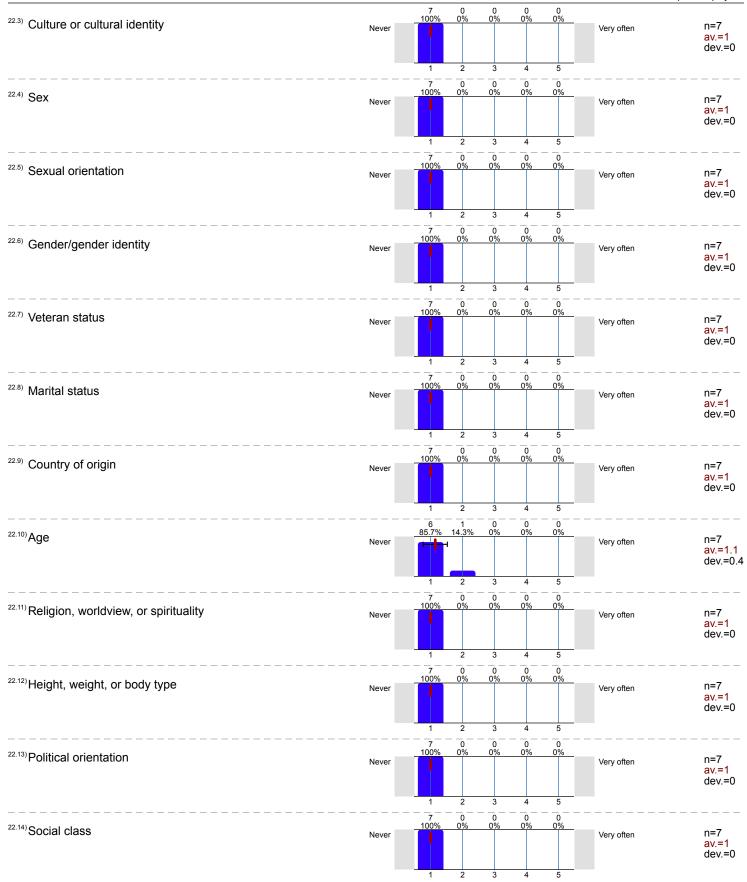
5

dev.=0



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:





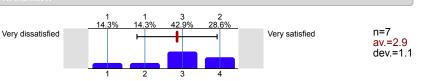
2 28.6% 28.6% 28.6% 23.1) ...whose religious or spiritual beliefs or worldviews 0% Never Very often n=7 are different than your own. av.=3.7 dev.=1.1 2 3 4 5 0 2 2 28.6% 28.6% 28.6% 14.3% 23.2) ...whose political opinions are different from your n=7 Never Very often av.=3 own. dev.=1.5 0 0 3 2 0 42.9% 28.6% 28.6% ^{23.3)} ...who are immigrants. n=7 Never Very often av.=3.9 dev.=0.9 2 3 5 0 0 3 2 2 0% 09 42.9% 28.6% 28.6% ^{23.4)} ...who are from an immigrant family. n=7 Very often Never av.=3.9 dev.=0.9 1 2 3 5 0 0 $^{\scriptscriptstyle 23.5)}$...who are a different nationality than your own. 0% 0% 28.6% 14.3% 57.1% Very often n=7 Never av.=4.3 dev.=1 3 2 0 2 0 0% 0% 28.6% 14.3% 57.1% 23.6) ...who are of a different race or ethnicity than your n=7 Never Very often own. av.=4.3 dev.=1 1 2 3 5 0 0 2 28.6% 28.6% ^{23.7)} ...whose gender identity is different than your own. 0% 0% 42.9% n=7 Never Very often av.=4.1 dev.=0.9 2 3 5 0 14.3% 0% 42.9% 14.3% 28.6% 23.8) ...whose sexual orientation is different than your n=7 Never Very often av.=3.4 own. dev.=1.4 5 3 3 0 0 2 2 0% 09 42.9% 28.6% 28.6% ^{23.9)} ...who are from a different social class. n=7 Never Very often av.=3.9 dev.=0.9 2 3 5 0 0 2 ^{23.10)}...who have physical or other observable 0% 14 3% 57.1% 0% 28.6% n=7 Verv often Never disabilities. av.=3.4 dev.=1.1 2 3 5 Δ 0 0 0 57.1% 0% 0% 0% 42.9% 23.11) ...who have learning, psychological, or other disabilities that are not readily apparent. Never Very often n=7 H av.=3.9 dev.=1.1

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:

^{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:

NA

^{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, White and Hispanic/Latino

^{3.14)} Other disabilities:

PSTD

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.

14. Regarding your *emotional safety*:

^{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.

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