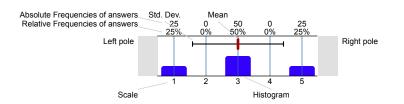
Hispanic/Latino Employees No. of responses = 32



Survey Results

Legend

Question text



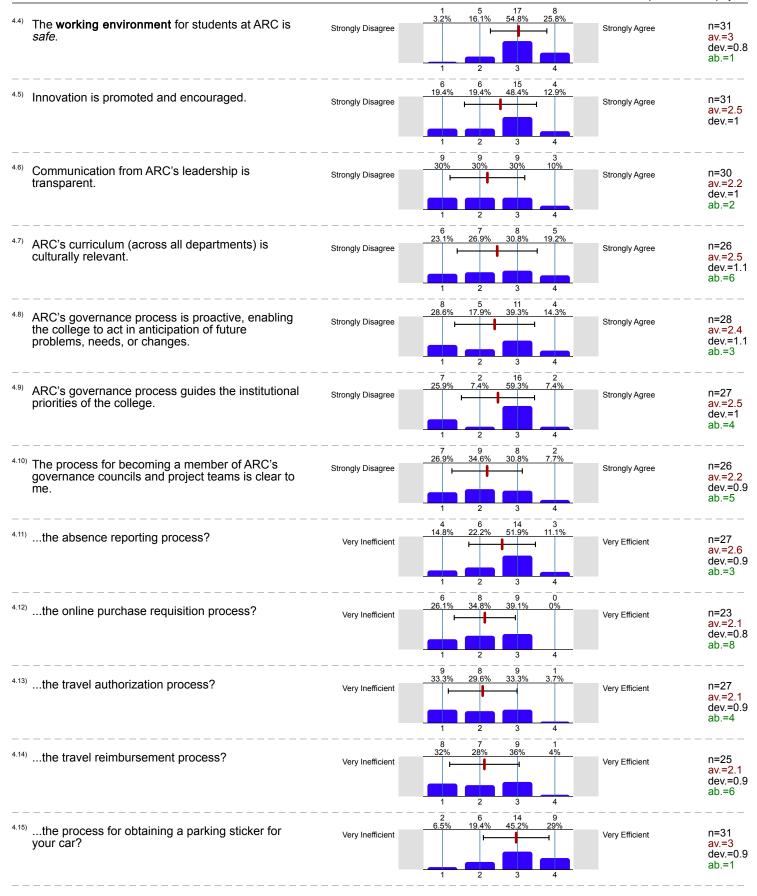
n=No. of responses av.=Mean dev.=Std. Dev. ab.=Abstention

2. Employee Info		
2.1) Primary Employment Classification:		
Faculty, Full-Time Teaching	40.6%	n=32
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	3.1%	
Faculty, Adjunct Teaching	9.4%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	3.1%	
Classified, Full-Time Permanent	43.8%	
Classified, Part-Time Permanent	0%	
Supervisor	0%	
Administrator	0%	
^{2.2)} Years worked at ARC (any location):		
less than 1 year ①	3.1%	n=32
1 to 4 years	25%	
5 to 9 years	12.5%	
10 to 14 years	18.8%	
15 to 19 years	25%	
20 years or more	15.6%	
^{2.3)} Primary work location at ARC:		
ARC Main Campus	93.8%	n=32
Natomas Center	6.3%	
McClellan Center	0%	
Mather Center	0%	
3. Demographics		

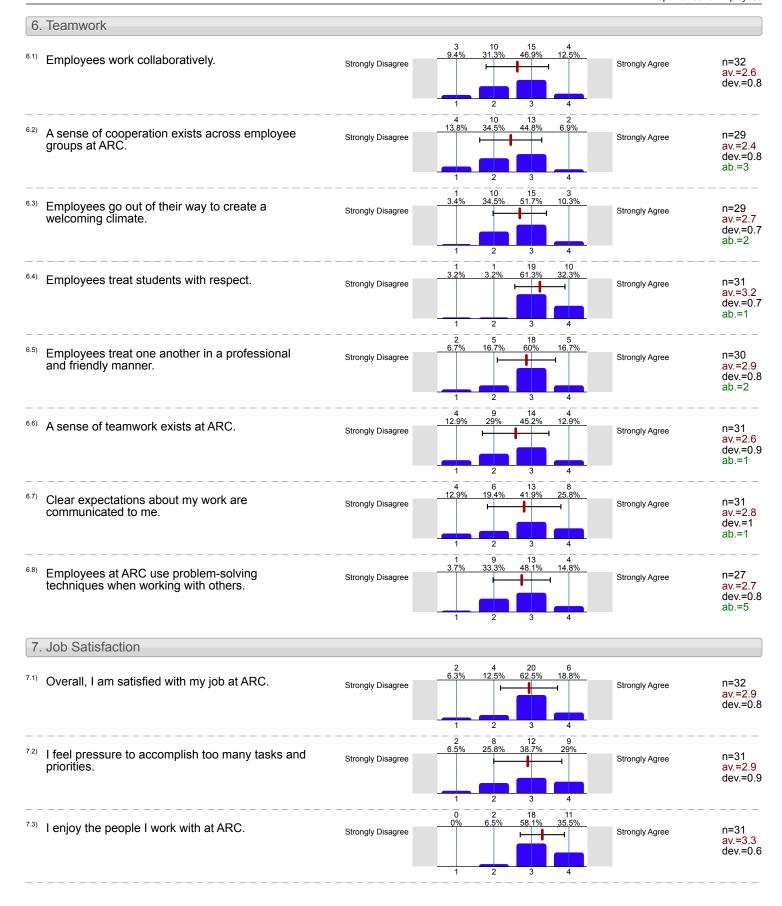
3.1) What is your gender identity? (MARK ALL THAT APPLY)			
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)		59.4%	n=32
Man (cisgender mana person whose gender identity matches their sex assigned at birth)		31.3%	
Trans woman (a person whose gender identity is 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	3.1%	
Gender queer/non-binary (someone whose gender identity isn't exclusively female or male)		9.4%	
Gender non-conforming (a person whose behavior or appearance do not conform to gender expectations)	0	3.1%	
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)			
Asexual (a person with no sexual feelings or desires)	0	3.1%	n=32
Bisexual (a person sexually attracted to two genders)		9.4%	
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other women)		6.3%	
Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)		71.9%	
Pansexual or fluid (a person who is attracted to multiple gender identities)		6.3%	
3.5) What is your age (in years)? 19 or younger	r	0%	n=31
20 to 24		0%	
25 to 34		16.1%	
35 to 54		67.7%	
55 or older		16.1%	
3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)			
African American	n 🖳	9.4%	n=32
Asiar		9.4%	
Filipino	\Box	3.1%	
Hispanic/Latino	9	100%	
Native American		15.6%	
Other Non-White		9.4%	
Pacific Islande		3.1%	
White	0	25%	

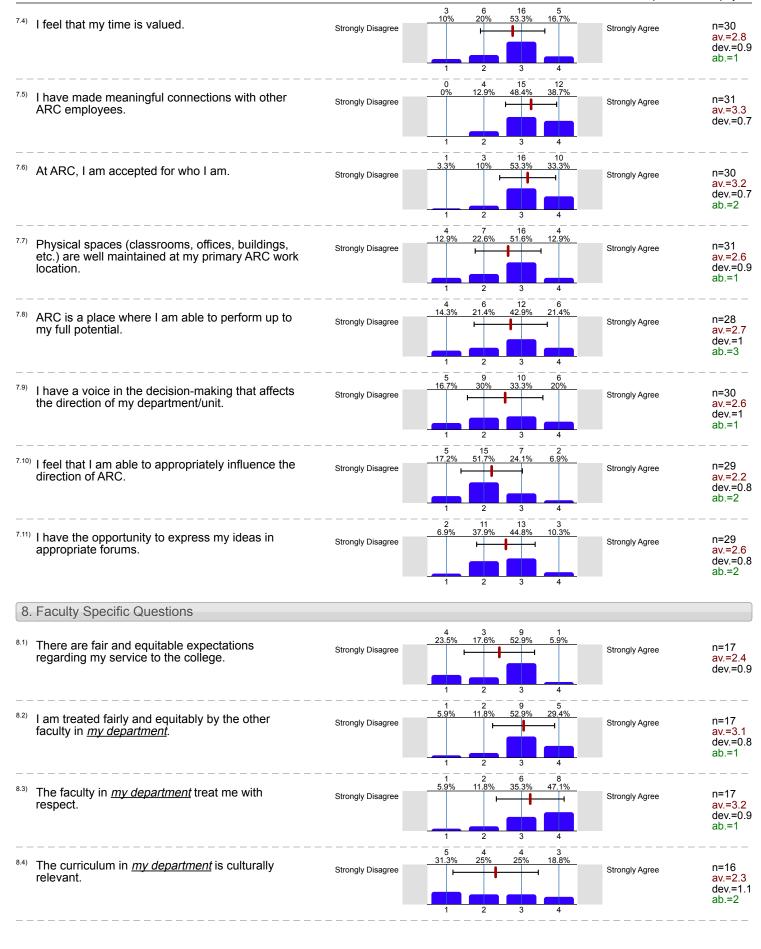
3.8)	With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)		
	Agnostic	12.5%	n=32
	Anglican	0%	
	Assemblies of God ()	3.1%	
	Atheist ()	3.1%	
	Baha'i	0%	
	Baptist	6.3%	
	Buddhist	0%	
	Catholic	34.4%	
	Christian Non-denominational	34.4%	
	Christian Orthodox ()	3.1%	
	Christian Science	0%	
	Church of Christ	0%	
	Confucian	0%	
	Episcopalian ()	3.1%	
	Evangelical	0%	
	Hindu	0%	
	Jain (0%	
	Jehovah's Witness	0%	
	Jewish	0%	
	Latter-day Saints	0%	
	Lutheran ()	3.1%	
	Methodist	0%	
	Muslim	0%	
	Native/Tribal	0%	
	Pentecostal	0%	
	Presbyterian	0%	
	Quaker	0%	
	Seventh Day Adventist	0%	
	Shamanism ()	3.1%	
	Shinto	0%	
	Sikh	0%	
	Spiritual but not religious	18.8%	
	Taoist	0%	
	UCC/Congregational	0%	
	Unitarian Universalist ()	3.1%	
	Wicca/Pagan	0%	
	None	15.6%	

Agnostic Catholic Catholic	10%	n=30	
Catholic			
	23.3%		
Christian Non-denominational	36.7%		
Christian Orthodox ①	3.3%		
Spiritual but not religious	10%		
None	16.7%		
3.12) What is your highest level of education?			
Less than high school	0%	n=32	
Graduated high school	6.3%		
Some college	6.3%		
Associate's degree	6.3%		
Bachelor's degree	15.6%		
Graduate degree	65.6%		
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)			
Acquired/traumatic brain injury	0%	n=32	
Attention deficit/hyperactivity disorder	9.4%		
Autism spectrum disorder	0%		
Blind/low vision	0%		
Deaf/hard of hearing	0%		
Cognitive or learning disability	3.1%		
Chronic illness	6.3%		
Intellectual disability	0%		
Mental health disability	9.4%		
Physical disability that affects walking	6.3%		
Physical disability that does not affect walking	0%		
Speech/communication condition	0%		
None None	65.6%		
4. Institutional Effectiveness			
4.1) The teaching/learning environment is <i>equitable</i> and <i>inclusive</i> for students at my primary ARC work location. Strongly Disagree	Strongly Agree	n=31 av.=3 dev.=0.6 ab.=1	
4.2) The teaching/learning environment is <i>safe</i> for students at my primary ARC work location. Strongly Disagree 1 2 3 4	Strongly Agree	n=31 av.=3.1 dev.=0.6 ab.=1	
4.3) The working environment for students at ARC is equitable and inclusive. Strongly Disagree	Strongly Agree	n=32 av.=3 dev.=0.8	

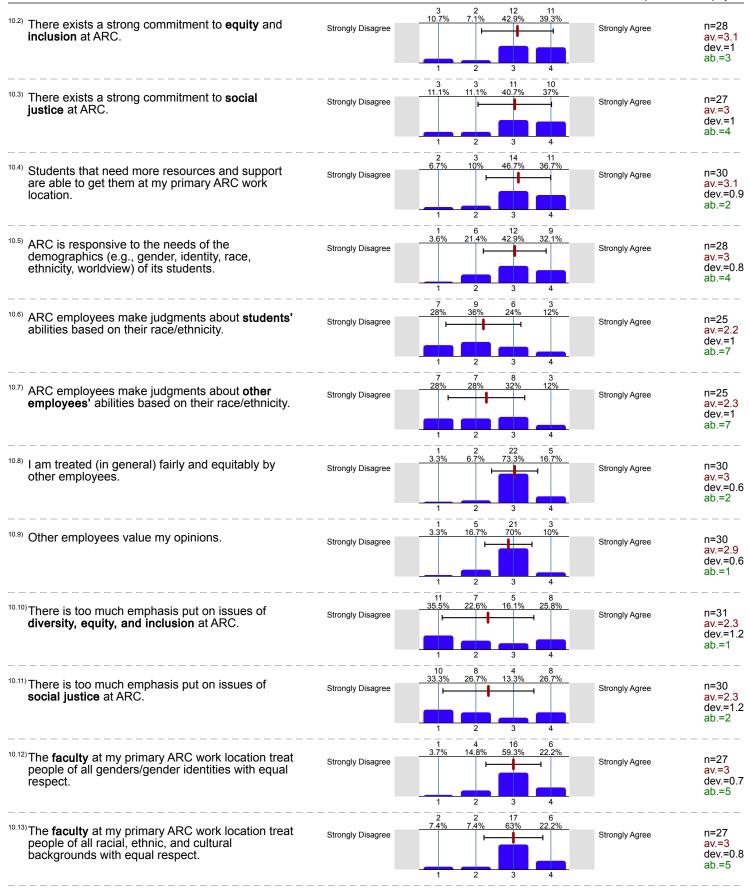


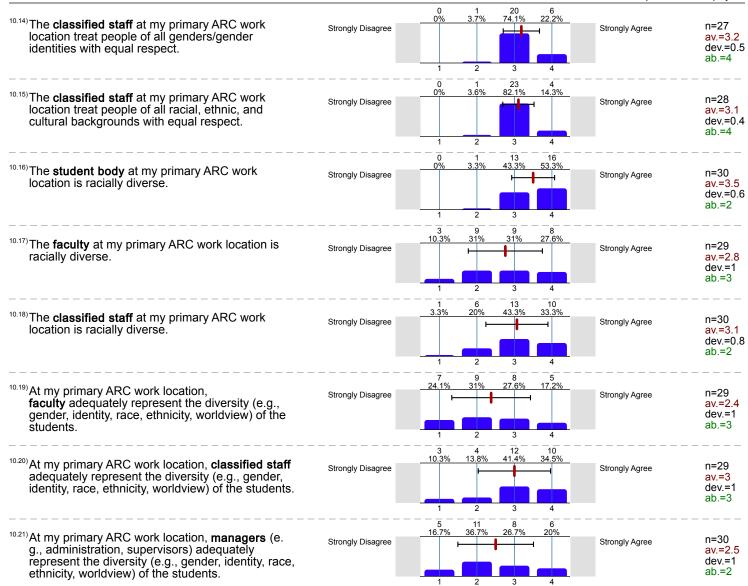




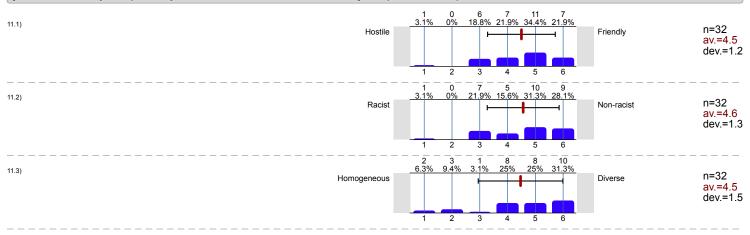


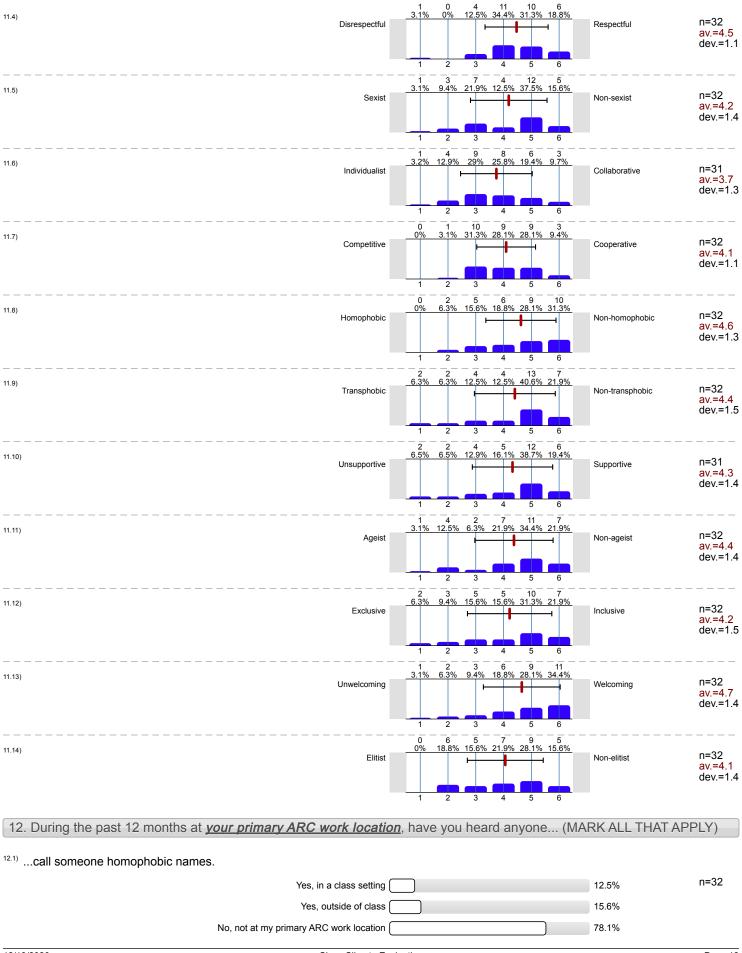






11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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





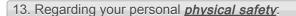
say sexual things to you or try to talk about sexual matters when you didn't want to.		
Yes, in a class setting	0%	n=32
Yes, outside of class	9.4%	
No, not at my primary ARC work location	93.8%	
make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay,	bisexual, trans, queer,	+).
Yes, in a class setting	6.3%	n=32
Yes, outside of class	15.6%	
No, not at my primary ARC work location	78.1%	
suggest or imply in your presence that women don't have the same intellectual abilities that me	 en do.	
Yes, in a class setting	6.3%	n=32
Yes, outside of class	6.3%	
No, not at my primary ARC work location	84.4%	
No, not at my primary Arco work location		
make inappropriate comments about your or someone else's body, appearance, or looks.		
Yes, in a class setting (3.1%	n=32
Yes, outside of class	25%	
No, not at my primary ARC work location	68.8%	
make sexist remarks or jokes about women.		
Yes, in a class setting	9.4%	n=32
Yes, outside of class	25%	
No, not at my primary ARC work location	68.8%	
make sexist remarks or jokes about men.		- — — — — -
Yes, in a class setting	9.4%	n=32
Yes, outside of class	15.6%	
No, not at my primary ARC work location	78.1%	
make negative remarks or jokes about trans women.		
Yes, in a class setting	6.3%	n=32
Yes, outside of class	12.5%	
No, not at my primary ARC work location	84.4%	
make negative remarks or jokes about trans men.		
Yes, in a class setting Yes, Yes,	3.1%	n=3
Yes, outside of class	6.3%	0.
No not at my primary ARC work location	93.8%	

Hispanic/Latino Employees

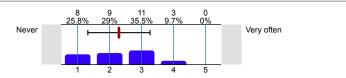
n=31

av.=2.3

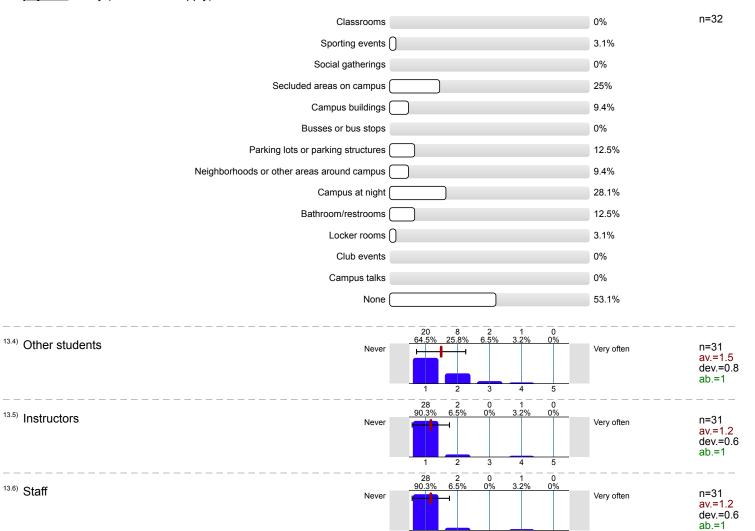
dev.=1



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

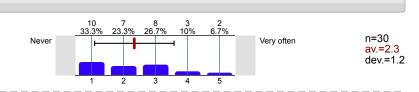


During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your physical safety (mark all that apply)?



14. Regarding your *emotional safety*:

During the past 12 months, have you been concerned for your <u>emotional</u> safety at your primary ARC work location?



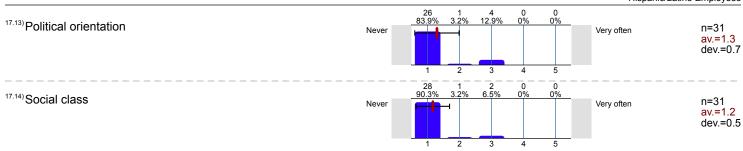
During the past 12 months, have you avoided any emotional safety? (mark all that apply)	of the following areas a	t your primary ARC w	ork location due to co	ncerns for your
	Classrooms		15.6%	n=32
	Sporting events		0%	
	Social gatherings		9.4%	
Sec	cluded areas on campus		0%	
	Campus buildings		6.3%	
	Busses or bus stops		0%	
Parking I	ots or parking structures		0%	
Neighborhoods or other	er areas around campus		0%	
	Campus at night		0%	
	Bathroom/restrooms		0%	
	Locker rooms		0%	
	Club events		0%	
	Campus talks		9.4%	
	None		62.5%	
14.4) Other students		20 7 2 1 66.7% 23.3% 6.7% 3.3		
Other students	Never	1 2 3 4	Very often	n=30 av.=1.5 dev.=0.8 ab.=1
14.5) Instructors	Never	21 4 4 4 1 67.7% 12.9% 12.9% 3.2	Very often	n=31 av.=1.6 dev.=1.1 ab.=1
	Never	19 4 6 1 1 63.3% 13.3% 20% 3.3	% 0% Very often	n=30 av.=1.6 dev.=0.9 ab.=1
15. Regarding your primary ARC work location:				
^{15.1)} Discrimination				
	Yes		37.5%	n=32
	No		62.5%	
15.2) Threats of physical violence				
	Yes		0%	n=32
	No (100%	
15.3) Physical violence				
	Yes		0%	n=32
	No		100%	

15.4) Threats of emotional violence			
	Yes	6.3%	n=32
	No	93.8%	
15.5) Emotional violence			
	Yes	9.4%	n=32
	No (90.6%	
15.6) Sexual harassment			
	Yes ()	3.1%	n=32
	No	96.9%	
Other harassment			
Other Harassment	·	070/	n=32
	Yes	25%	11-32
	No	75%	
45.9)			
^{15.8)} Sexual assault			22
	Yes	0%	n=32
	No	100%	
^{15.9)} Unwanted sexual advances			
	Yes []	3.2%	n=31
	No	96.8%	
^{15.10)} Verbal threats			
	Yes ()	3.1%	n=32
	No	96.9%	
15.11) Discrimination			
	Yes	28.1%	n=32
	No (71.9%	
15.12) Threats of physical violence			
	Yes	18.8%	n=32
	No No	81.3%	
	140	01.3%	
15.13) Dhysical violence			
^{15.13)} Physical violence	0		n=30
	Yes	3.1%	n=32
	No	96.9%	

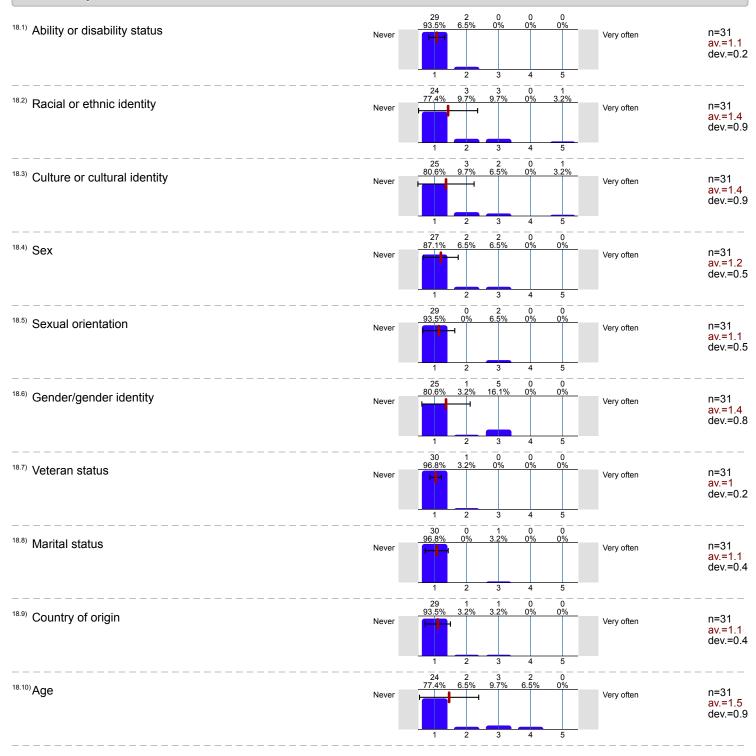
^{15.14)} Threats of emotional violence				
	Yes		9.4%	n=32
	No 🗌		90.6%	
15.15)				
^{15.15)} Emotional violence	_			n=22
	Yes _		21.9%	n=32
	No (78.1%	
15.16) Sexual harassment				
	Yes		12.5%	n=32
	No _		87.5%	
1517) 6.1				
^{15.17)} Other harassment	_			22
	Yes _		28.1%	n=32
	No [71.9%	
15.18) Sexual assault				
	Yes		0%	n=32
	No _		100%	
^{15.19)} Unwanted sexual advances				
	Yes _		6.3%	n=32
	No _		93.8%	
verbal tilleats	Yes		15.6%	n=32
	No [84.4%	
16. During the past 12 months, have you experience your	d microaggres	ssions at your primary	ARC work location with	regard to
, ou		19 5 5 2 59.4% 15.6% 15.6% 6.3	1	
16.1)gender/gender identity	Never	19 5 5 2 59.4% 15.6% 15.6% 6.3	% 3.1% Very often	n=32 av.=1.8
				dev.=1.1
		1 2 3 4 2 2 2 23 4 2 2 71.9% 12.5% 6.3% 6.3		
sexual orientation	Never	71.9% 12.5% 6.3% 6.3	% 3.1% Very often	n=32 av.=1.6
				av.=1.6 dev.=1.1
		1 2 3 4 - 12 9 7 1 37.5% 28.1% 21.9% 3.1		
racial, ethnic, or cultural identity	Never	37.5% 28.1% 21.9% 3.1	% 9.4% Very often	n=32 av.=2.2
				av.=2.2 dev.=1.3
		1 2 3 4	5	

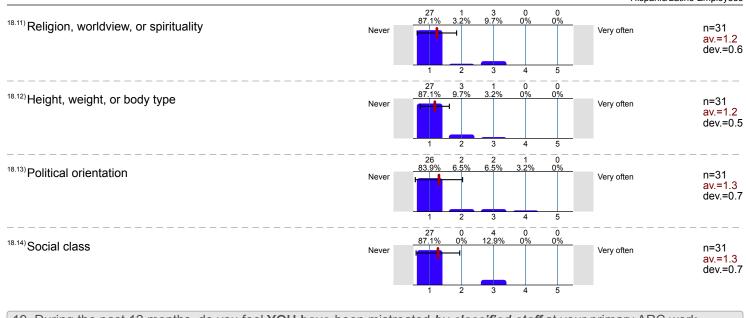
because of your: ^{17.1)} Ability or disability status n=31 Never Very often av.=1.1 dev.=0.4 22 68.8% 6 18.8% 17.2) Racial or ethnic identity Never Very often av.=1.4 dev.=0.7 17.3) Culture or cultural identity n=32 Very often Never av.=1.4 dev.=0.7 0 0% ^{17.4)} Sex 81.3% n=32 Never Very often av.=1.3 dev.=0.7 27 87.1% 6.5% 17.5) Sexual orientation n=31 Never Very often av.=1.3 dev.=0.7 84.4% 17.6) Gender/gender identity n=32 Never Very often av.=1.3 dev.=0.8 5 96.8% 17.7) Veteran status n=31 Very often av = 1dev.=0.2 17.8) Marital status n=31 Never Very often av.=1.1 dev.=0.4 0 0% 0% 0% 29 93.5% 17.9) Country of origin n=31 Never Very often av.=1.1 dev.=0.5 ^{17.10)} Age n=31 Very often Never av.=1.3 dev.=0.6 2 6.5% 90.3% ^{17.11)} Religion, worldview, or spirituality n=31 Never Very often av.=1.2 dev.=0.6 83.9% ^{17.12)}Height, weight, or body type n=31 Very often Never av.=1.2 dev.=0.6

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

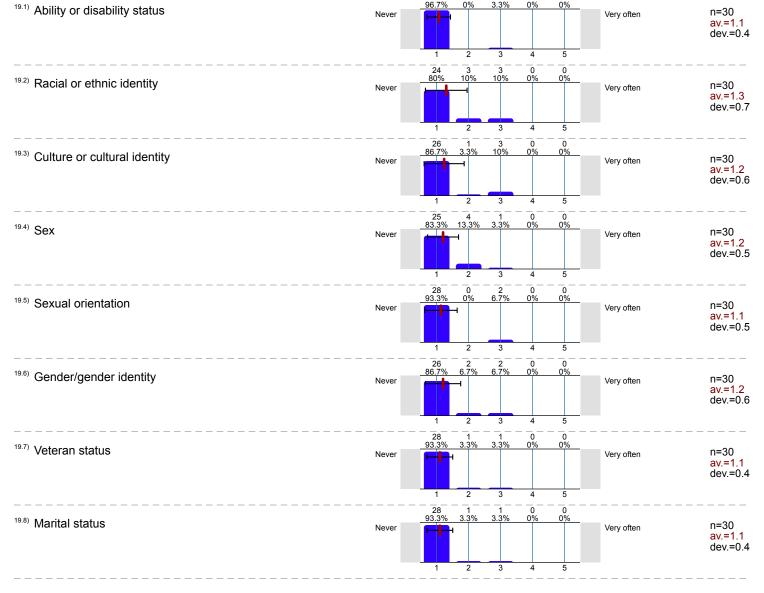


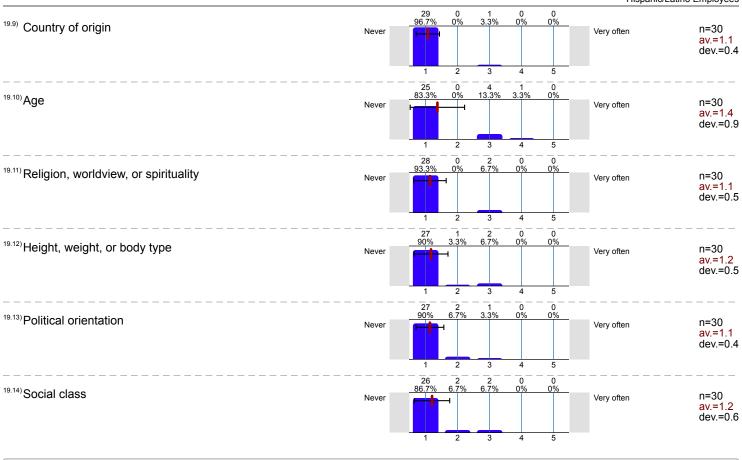
18. During the past 12 months, do you feel **YOU have** been mistreated <u>by faculty</u> at your primary ARC work location because of your:



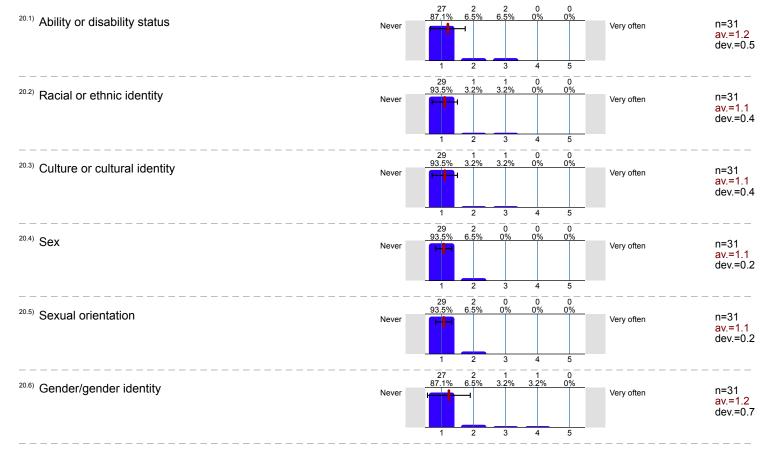


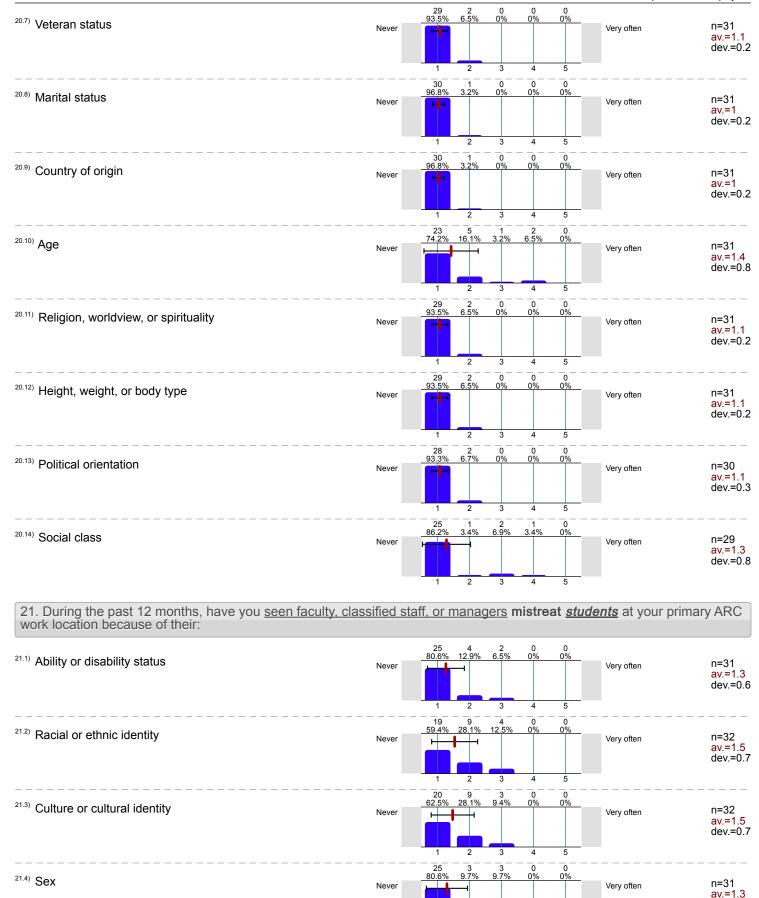
19. During the past 12 months, do you feel **YOU have** been mistreated **by classified staff** at your primary ARC work location because of your:



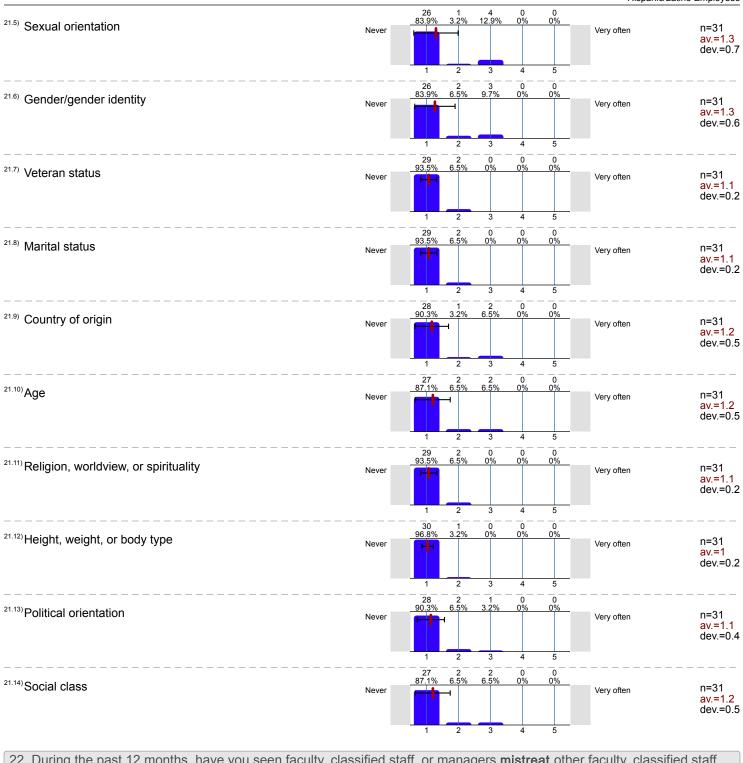


20. During the past 12 months, do you feel **YOU have** been mistreated **by managers (administrators, supervisors)** at your primary ARC work location because of your:

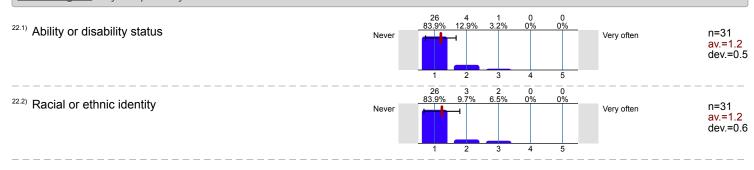


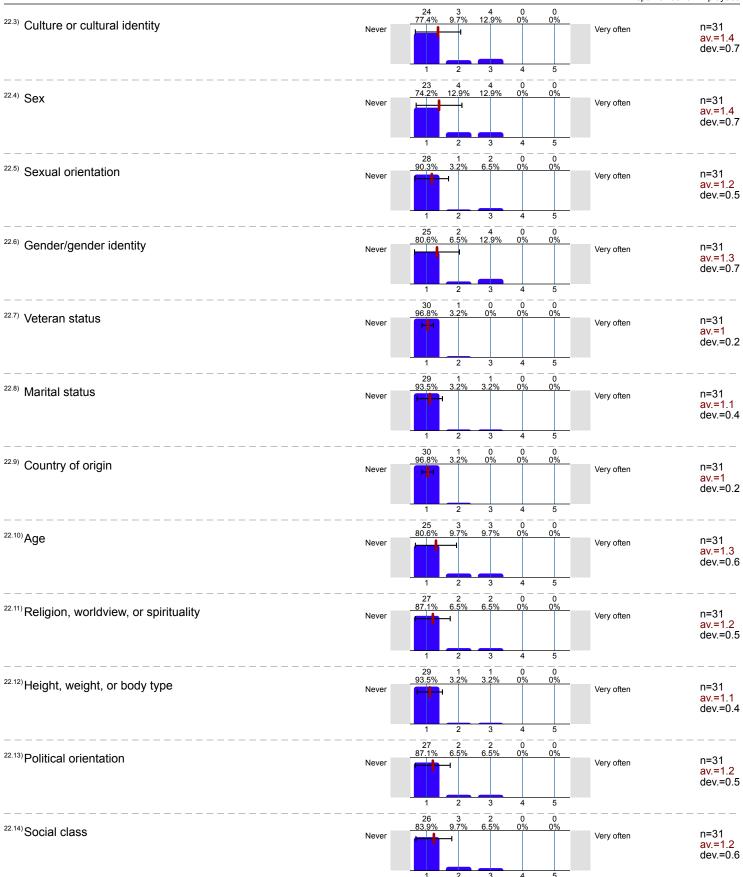


dev.=0.6

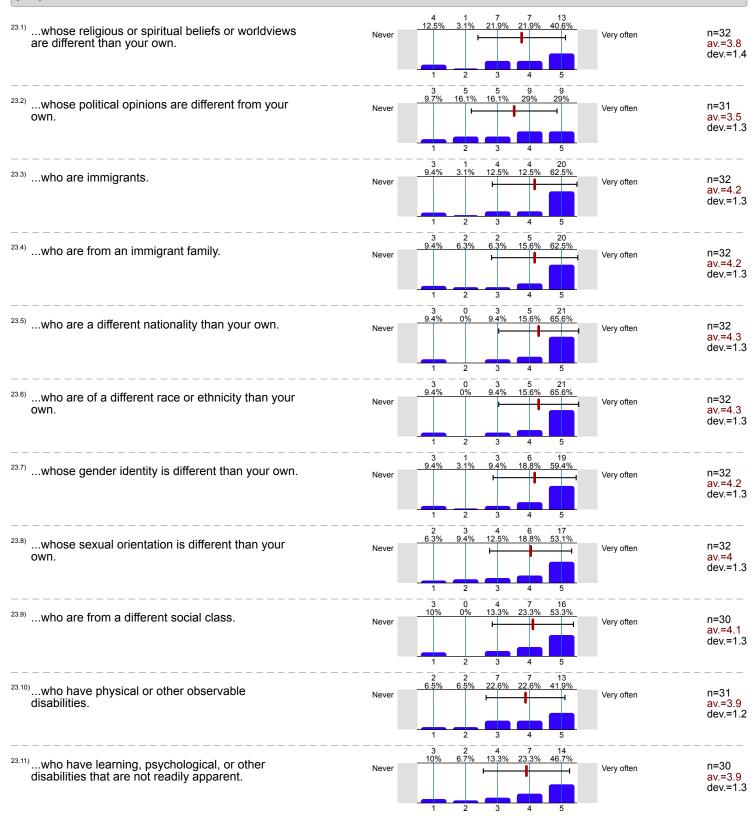


22. During the past 12 months, have you <u>seen faculty, classified staff, or managers</u> <u>mistreat other faculty, classified staff, or managers</u> at your primary ARC work location because of their:



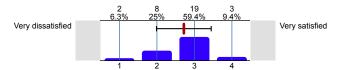


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



24. Overall campus climate at your primary ARC work location:

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?



n=32 av.=2.7 dev.=0.7

Comments Report

3. Demographics
3.2) Other gender identity:
■ None.
3.4) Other sexual orientation:
■ None
Aside from how you responded above, please list in the text box below <u>all of the specific races, ethnicities, tribes and cultures with which you strongly identify (for example, Jamaican, Columbian, Punjabi, Cherokee, Armenian).</u>
■ African American, Mexican, Japanese
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.
■ Chicano
■ Chinese
■ Colombian (with an "o").
■ Guatemalan, Mexican, Xicanx
■ Hebrew, Israelite
■ I HATE the term Hispanic. Also, many folks use Latinx instead of or in addition to Latina or Latino.
■ Irish
■ Mexican (4 Counts)
■ Mexican & Spanish
■ Mexican-American, strongly 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
■ None
■ What about Decline to State?
■ gnosticism
3.11) Other religion, worldview, or spiritual background:
■ Catholic
■ Hebrew
■ None
3.14) Other disabilities:
■ None.

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:
- 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.

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 camp us

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.
- Staff meetings

14.7) Other:

- Counselor colleagues
- Dean
- 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
- 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.)
- 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 priveldged. 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.

- Classified staff are not respected. Classified staff are the foundation of the college and without the classifieds, there would be no college.
- 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.
- 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