

# Hispanic/Latino Employees

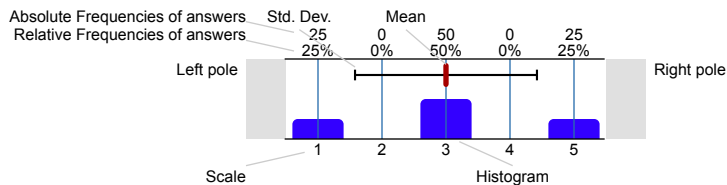
No. of responses = 32



## Survey Results

### Legend

Question text



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

## 2. Employee Info

### 2.1) Primary Employment Classification:

Employment Classification	Percentage	n
Faculty, Full-Time Teaching	40.6%	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):

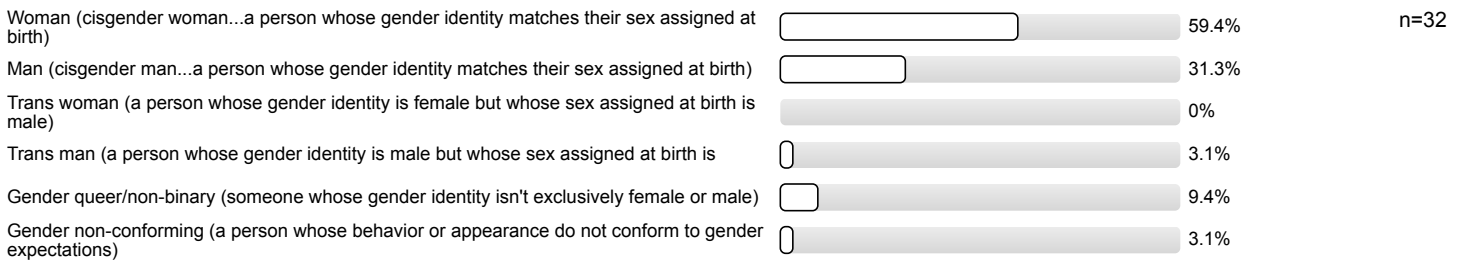
Years worked	Percentage	n
less than 1 year	3.1%	32
1 to 4 years	25%	
5 to 9 years	12.5%	
10 to 14 years	18.8%	
15 to 19 years	25%	
20 years or more	15.6%	

### 2.3) Primary work location at ARC:

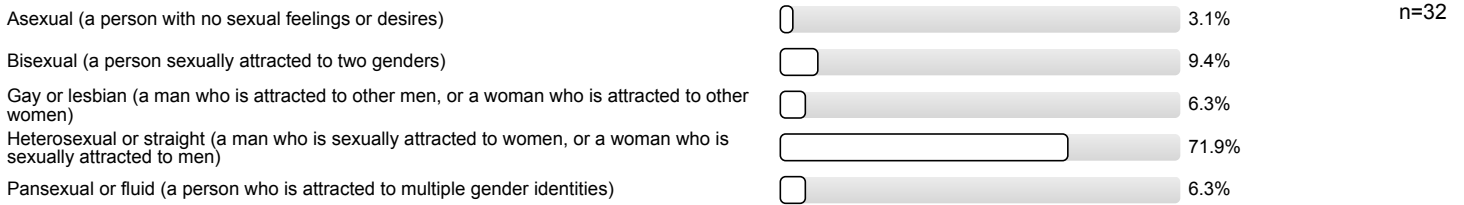
Work Location	Percentage	n
ARC Main Campus	93.8%	32
Natomas Center	6.3%	
McClellan Center	0%	
Mather Center	0%	

## 3. Demographics

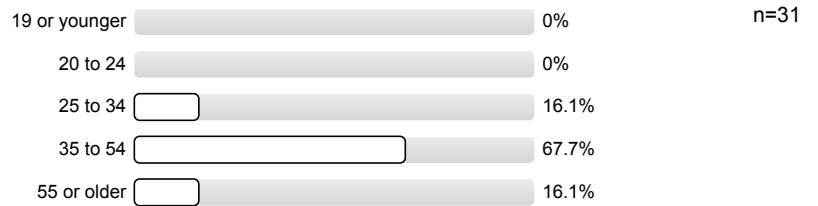
3.1) What is your gender identity? (MARK ALL THAT APPLY)



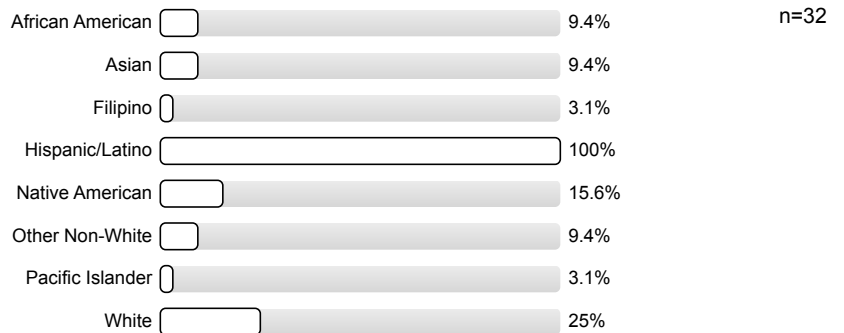
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



3.5) What is your age (in years)?

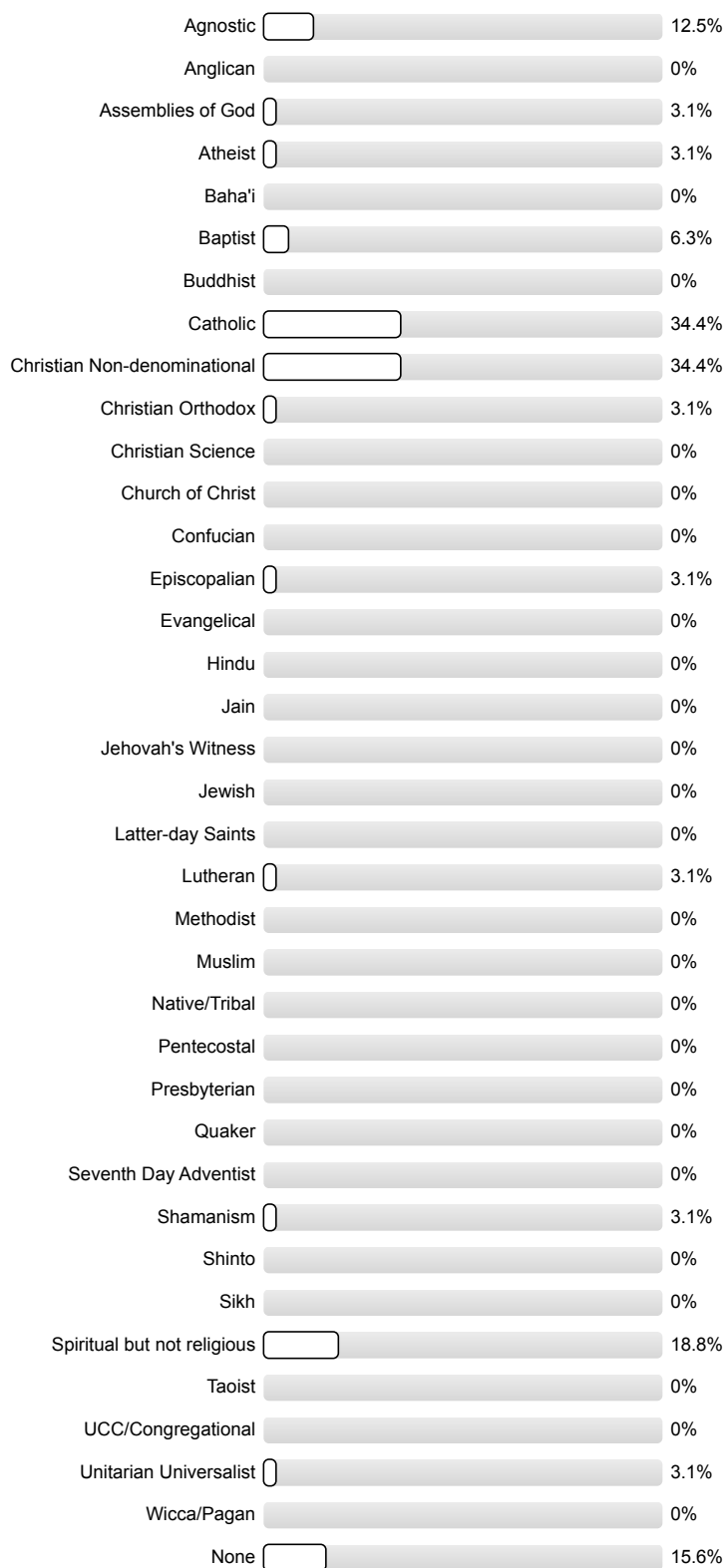


3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)

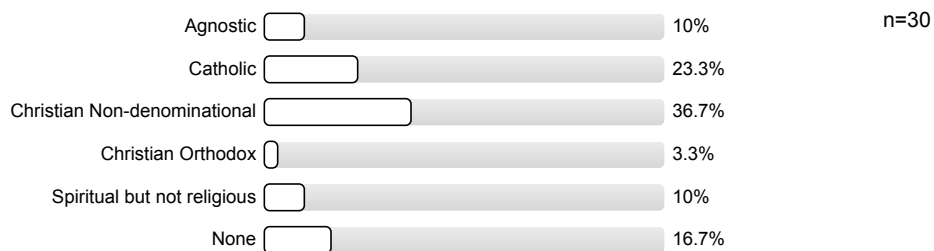


3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

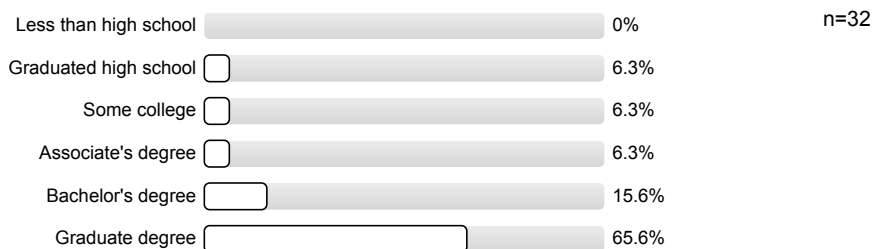
n=32



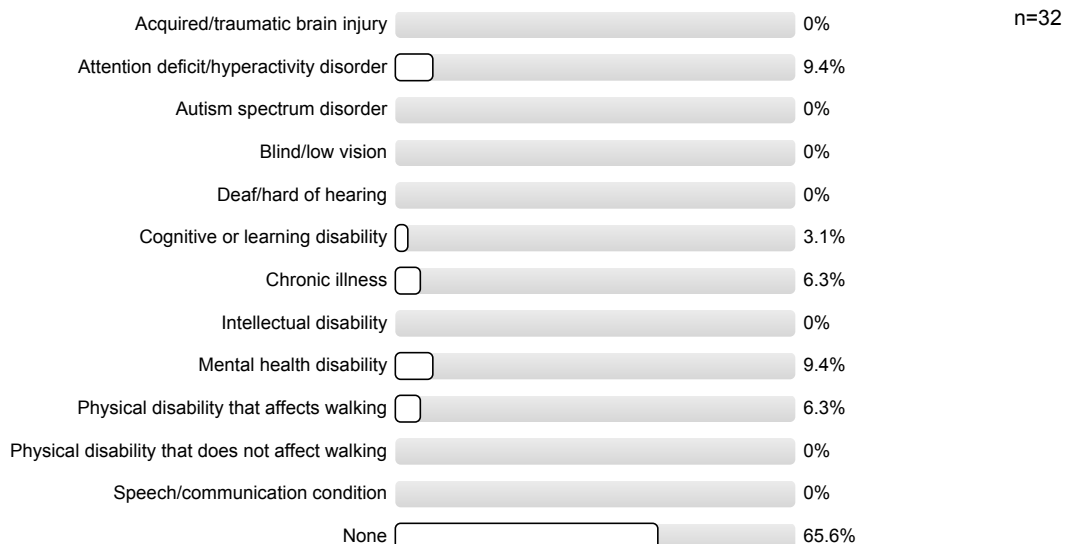
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)



3.12) What is your highest level of education?

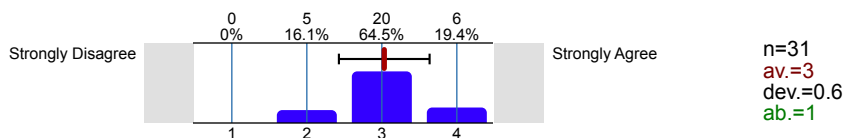


3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)

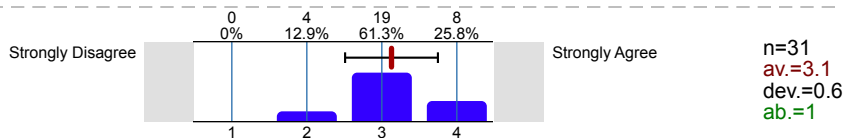


4. Institutional Effectiveness

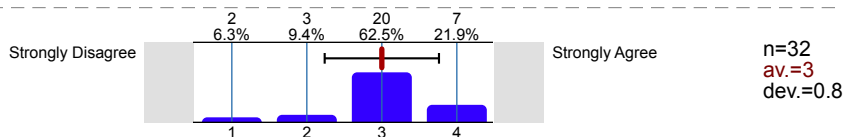
4.1) The **teaching/learning environment** is *equitable and inclusive* for students at my primary ARC work location.

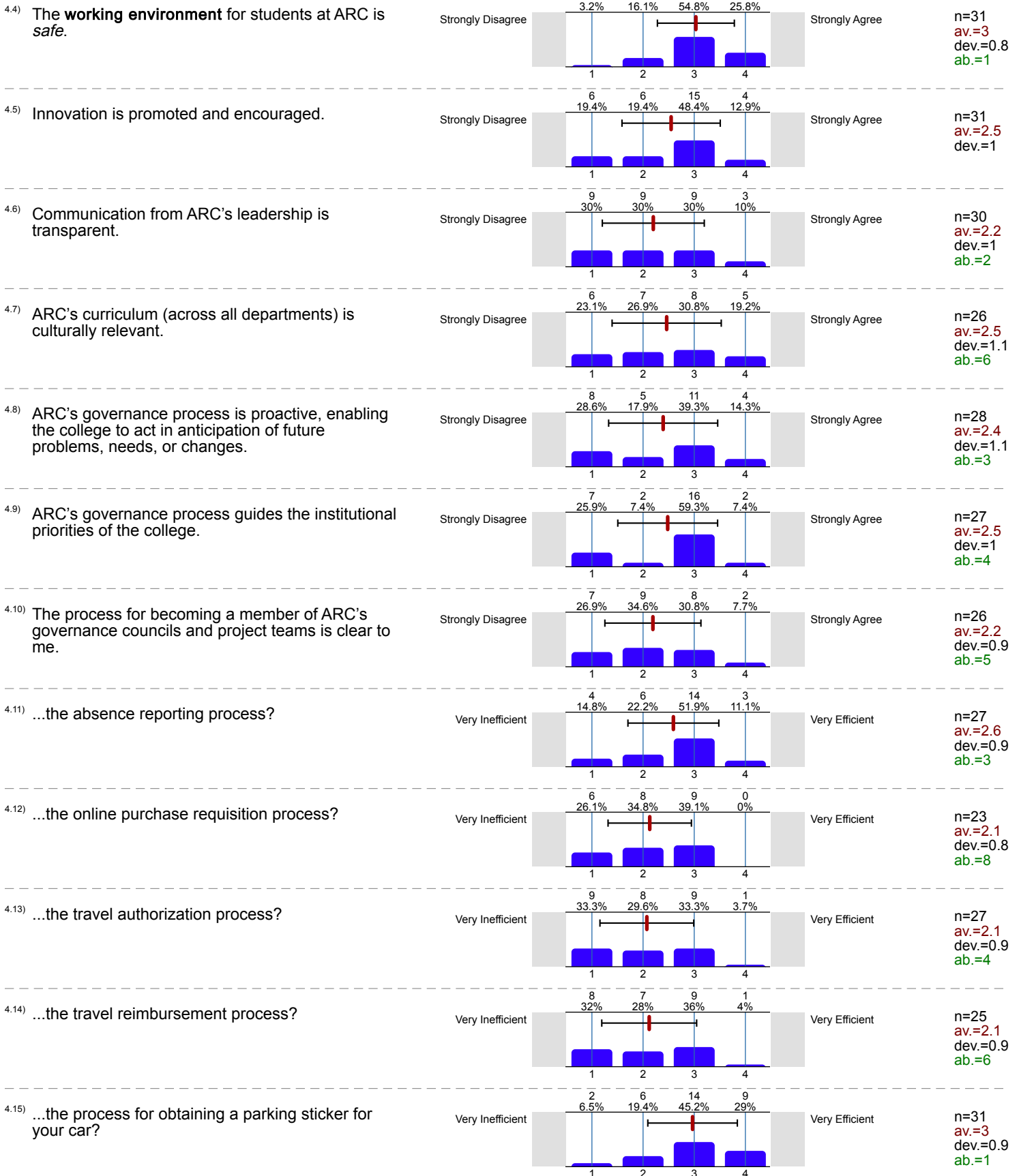


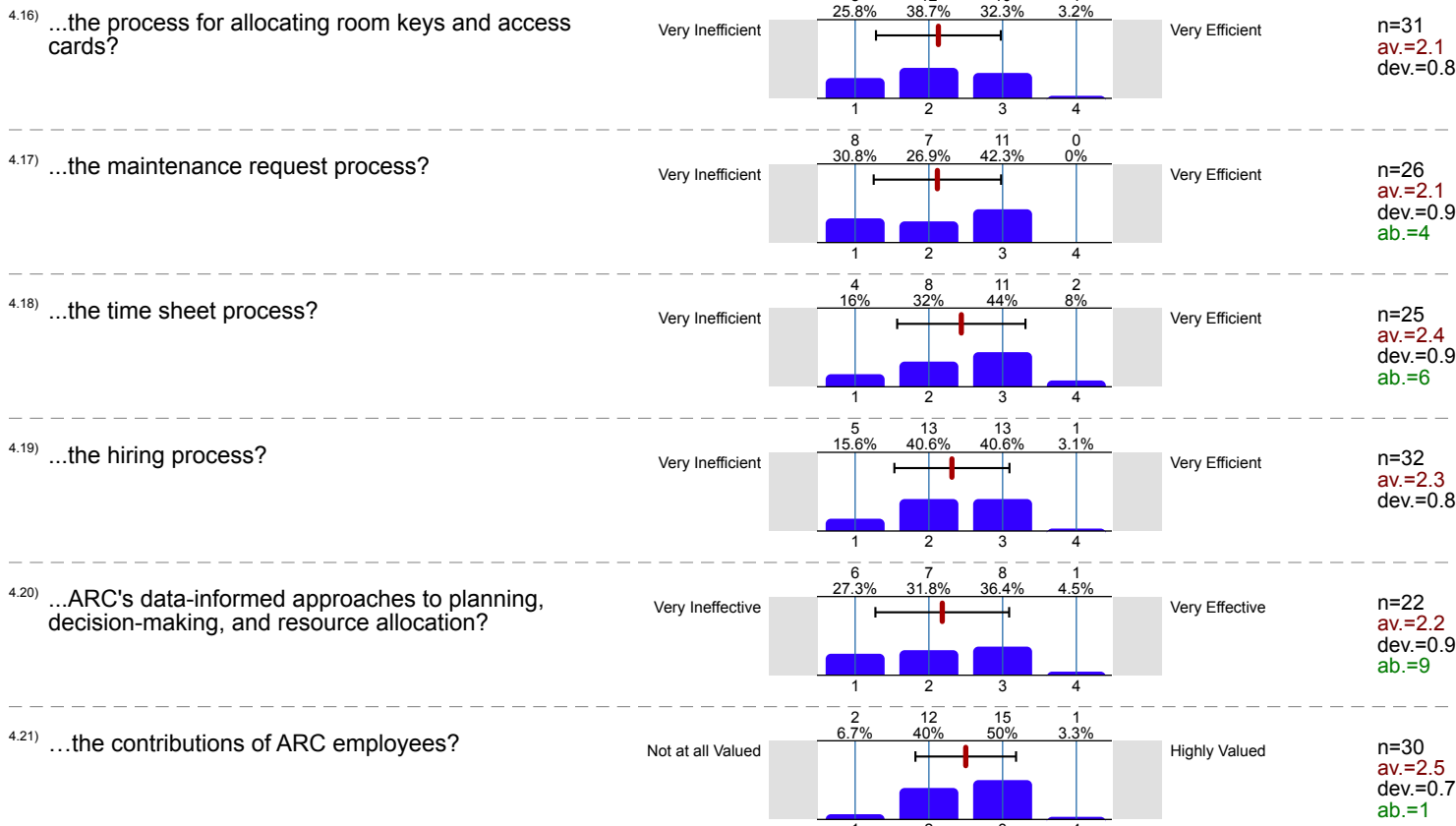
4.2) The **teaching/learning environment** is *safe* for students at my primary ARC work location.



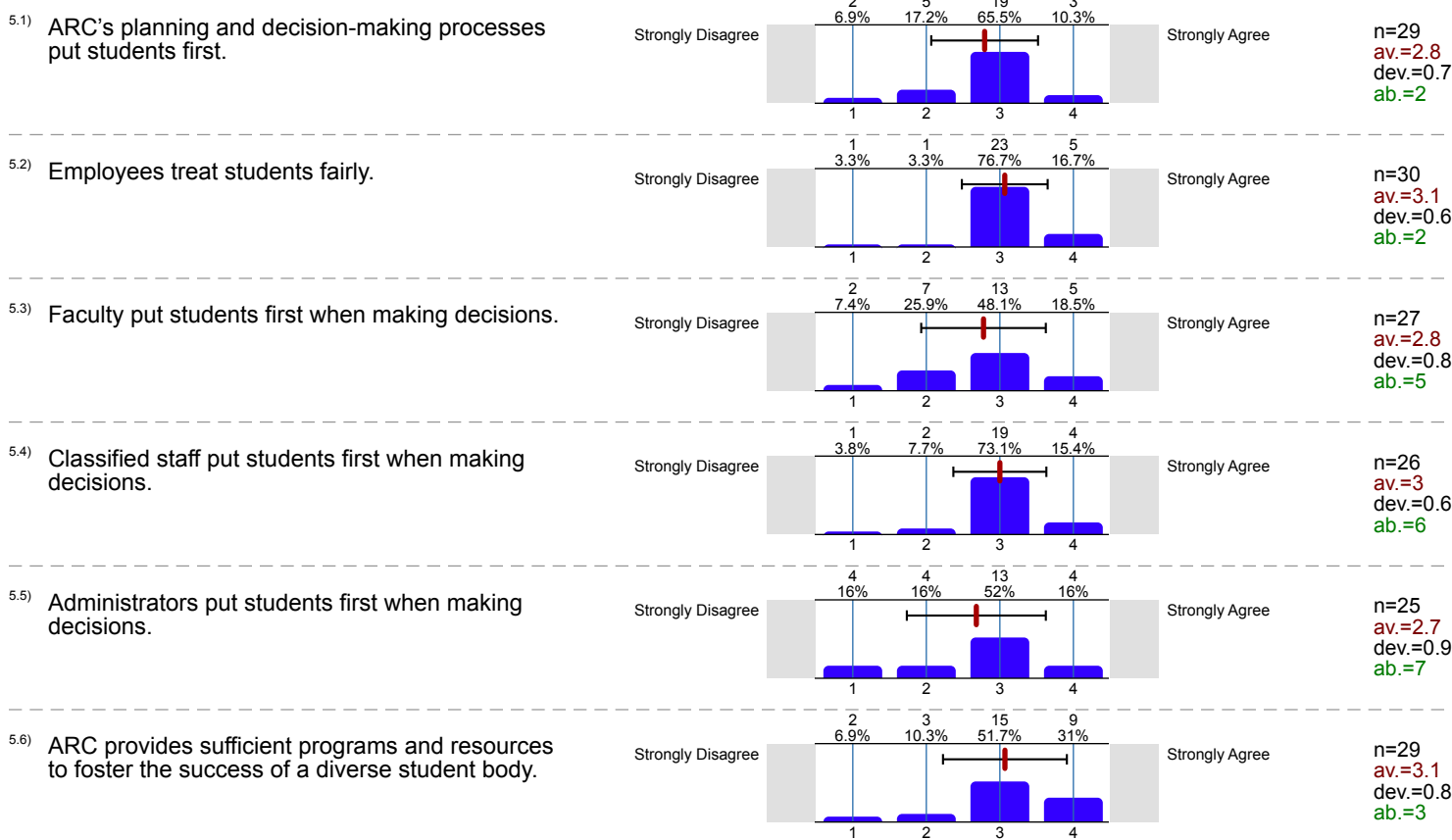
4.3) The **working environment** for students at ARC is *equitable and inclusive*.



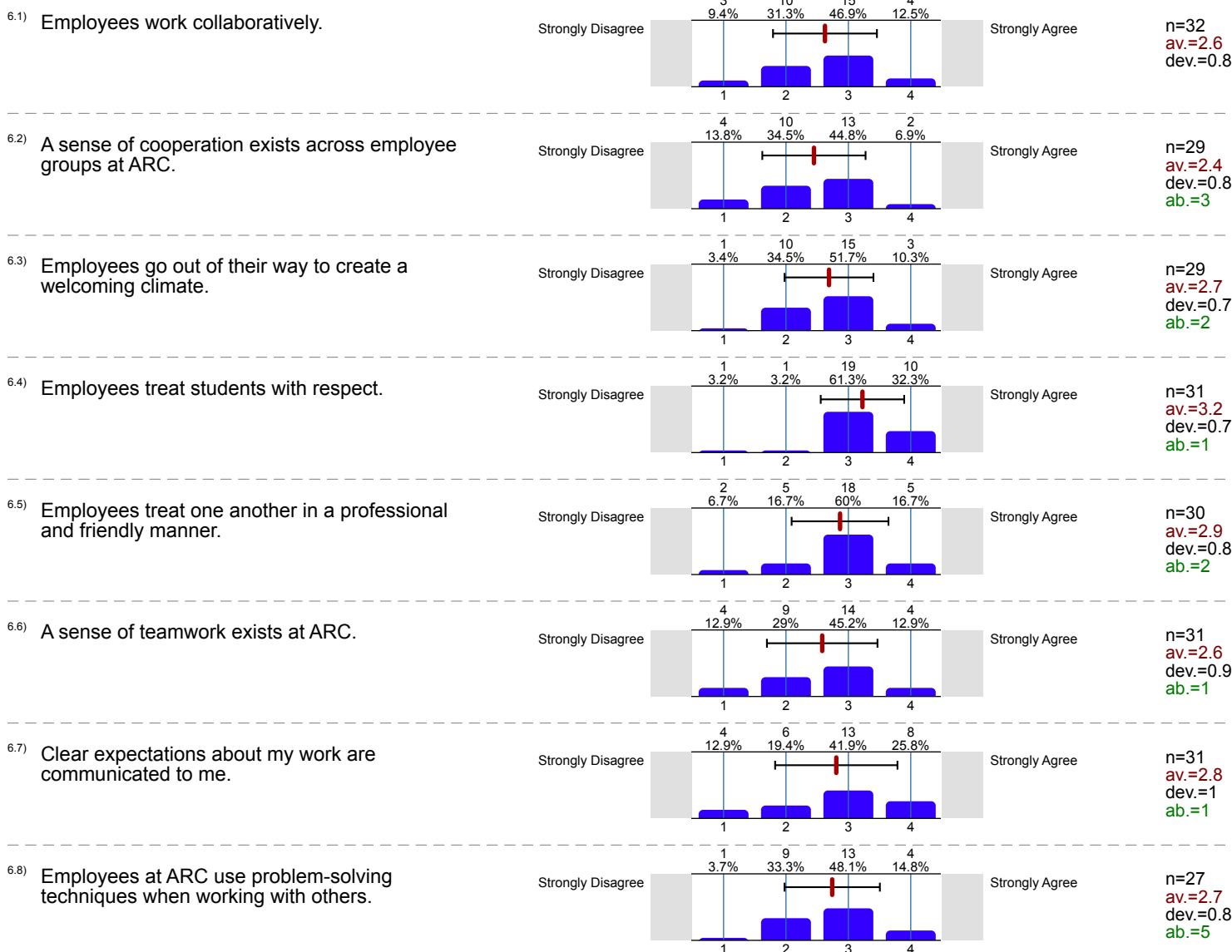




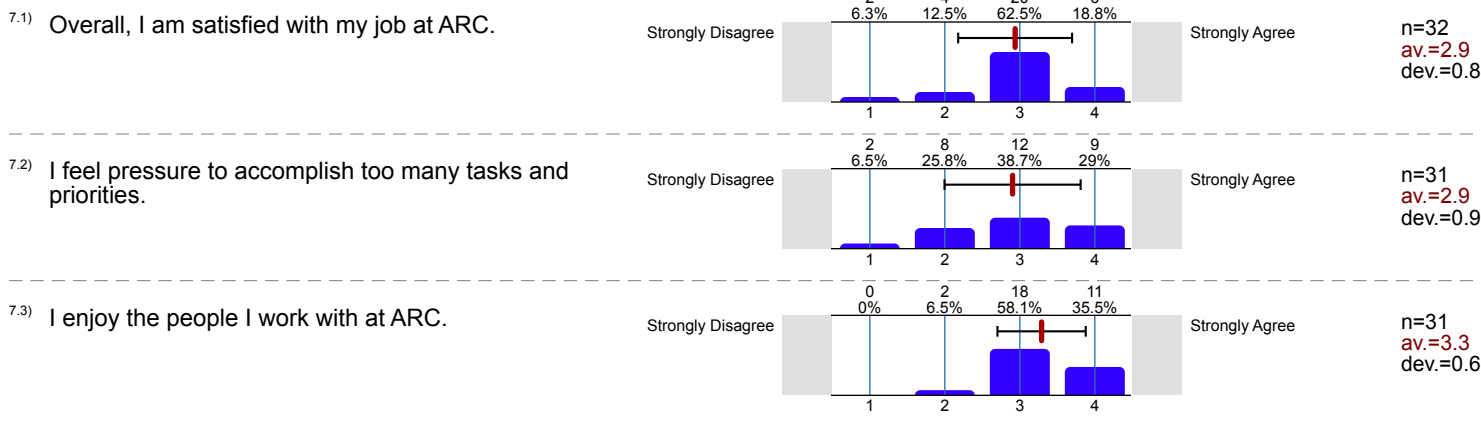
5. Student-Focus

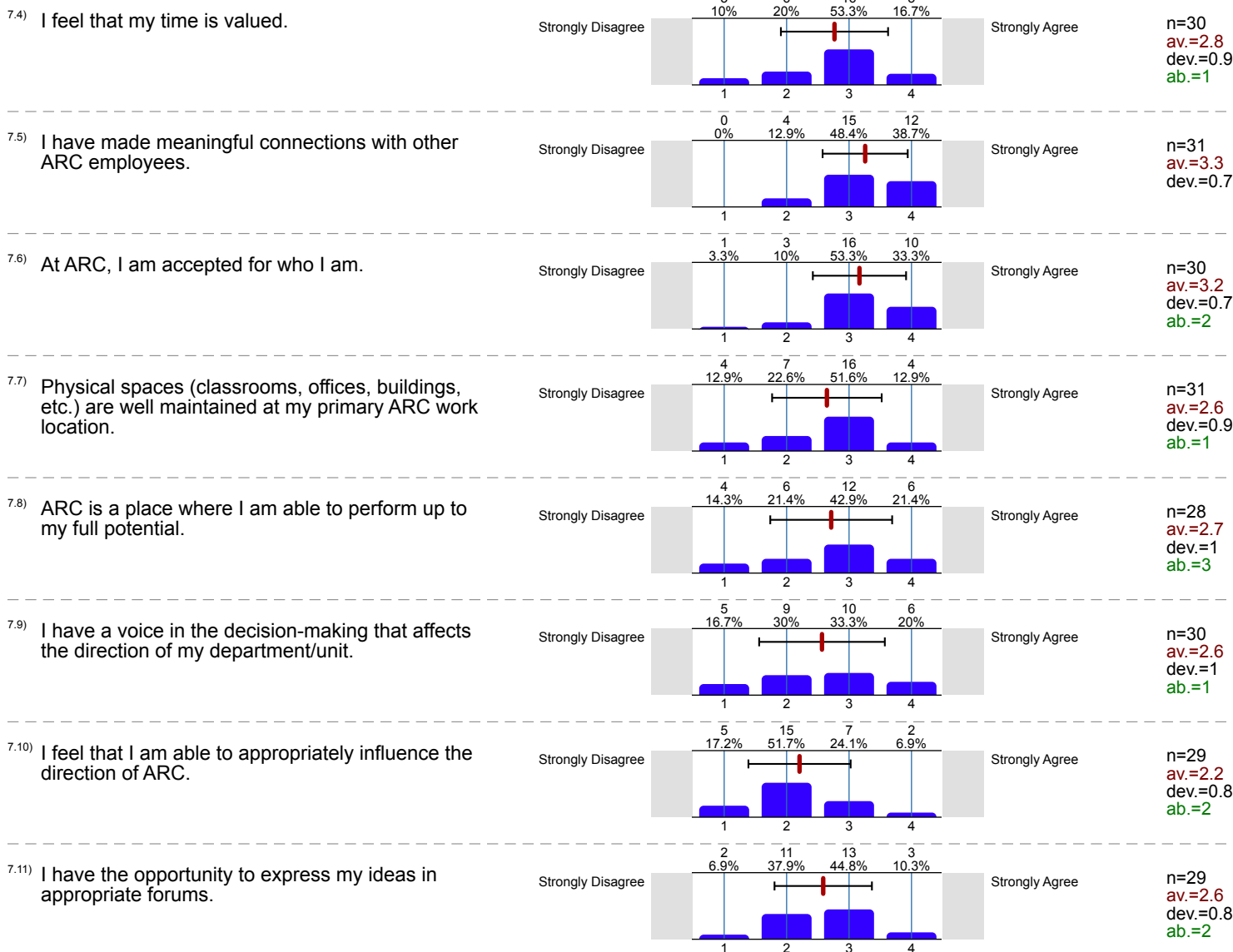


6. Teamwork

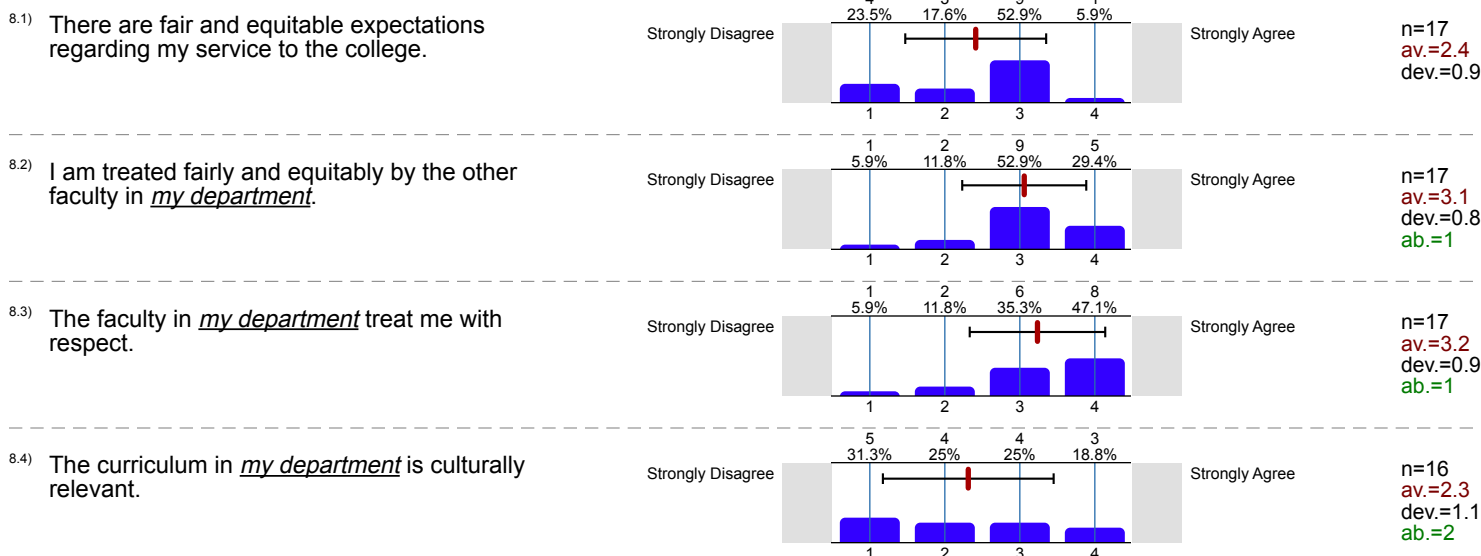


7. Job Satisfaction

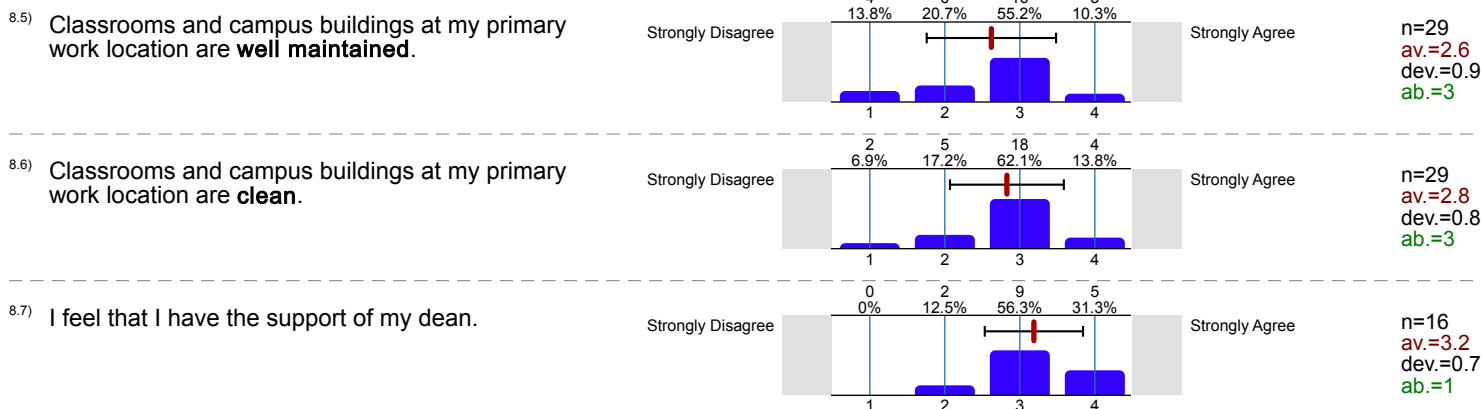




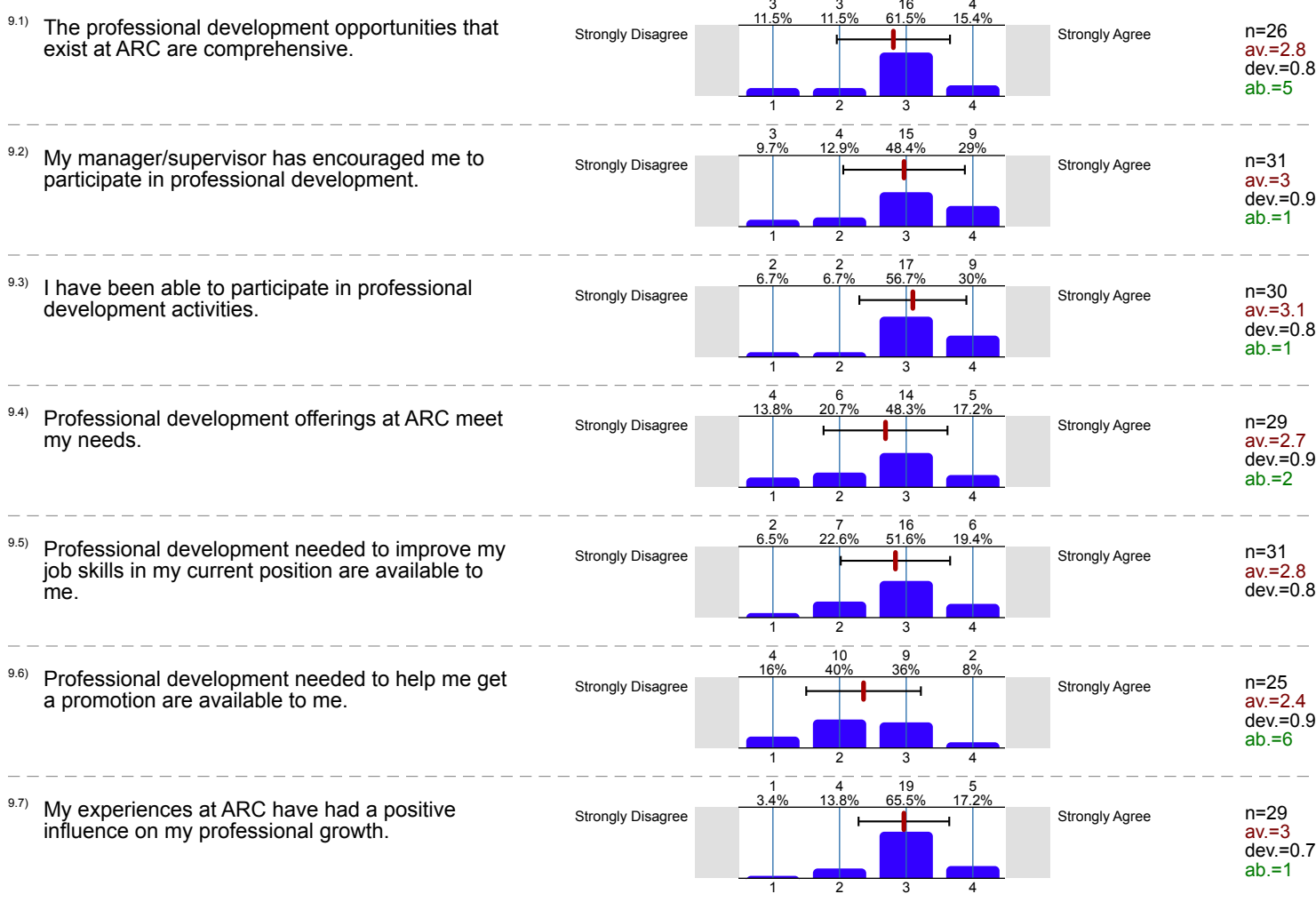
8. Faculty Specific Questions





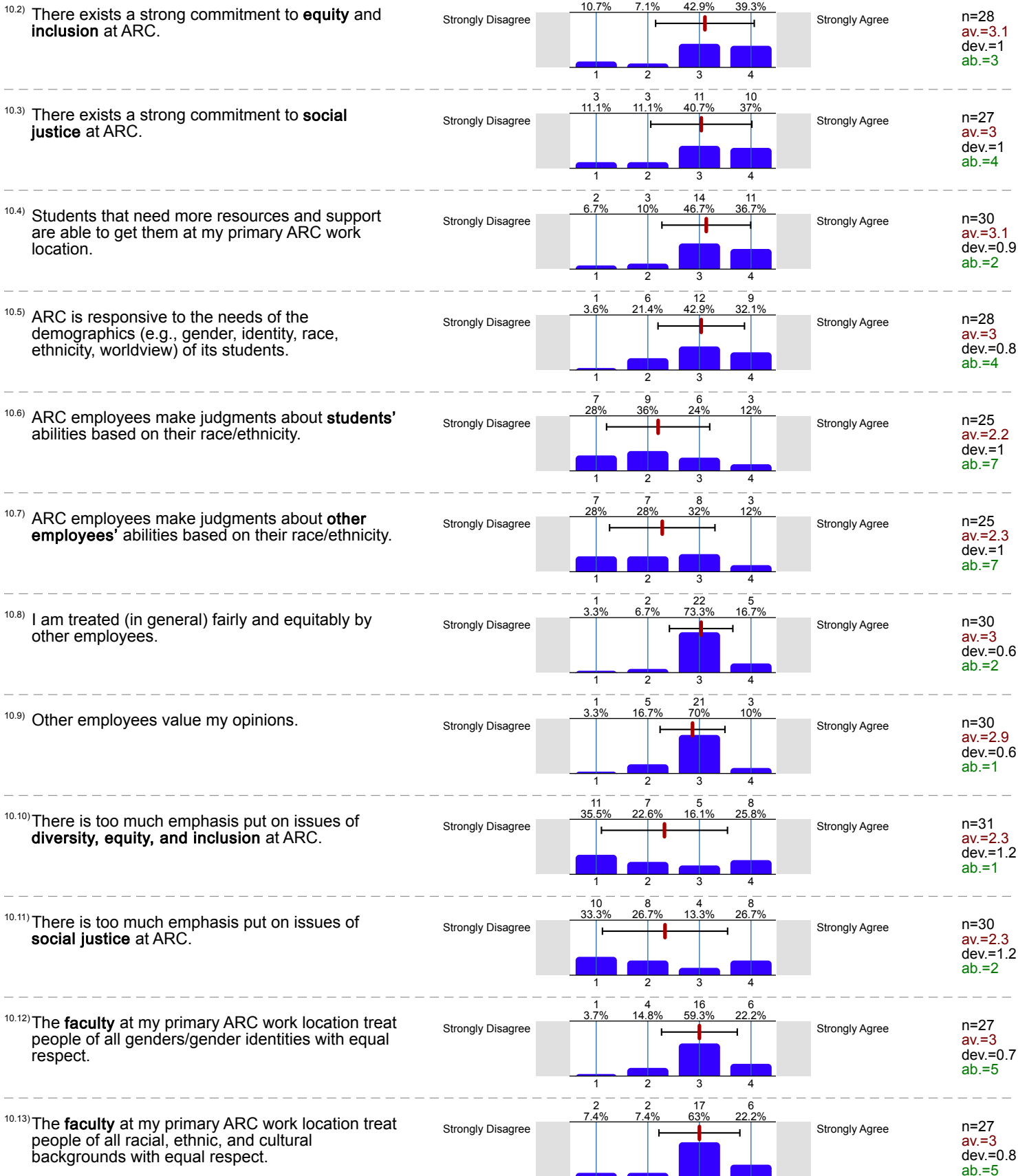


9. Professional Development

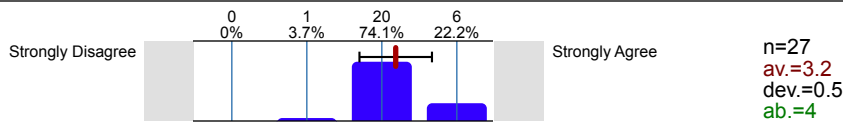


10. Equity, Inclusion, Social Justice Focus

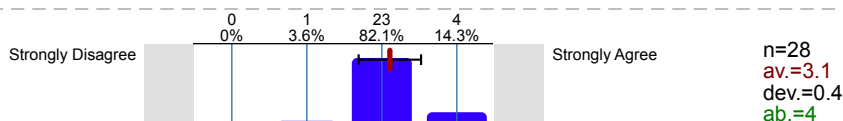




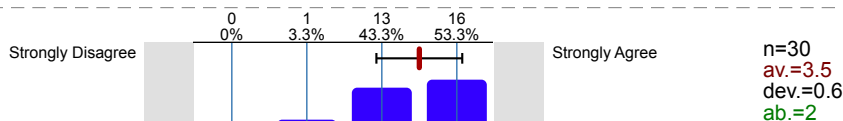
10.14) The **classified staff** at my primary ARC work location treat people of all genders/gender identities with equal respect.



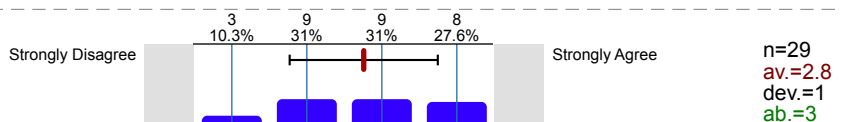
10.15) The **classified staff** at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.



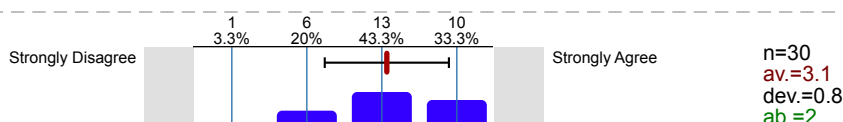
10.16) The **student body** at my primary ARC work location is racially diverse.



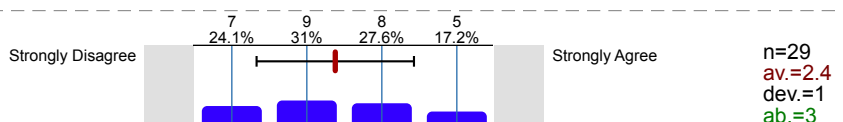
10.17) The **faculty** at my primary ARC work location is racially diverse.



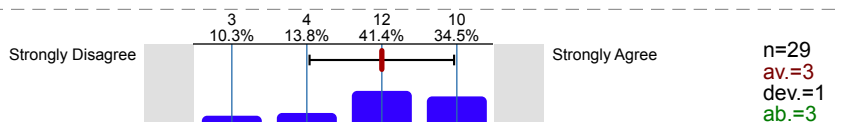
10.18) The **classified staff** at my primary ARC work location is racially diverse.



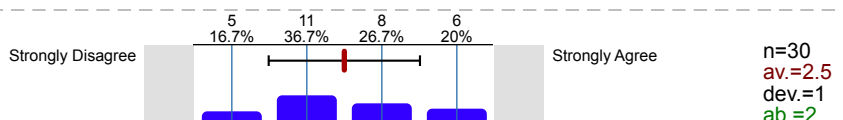
10.19) At my primary ARC work location, **faculty** adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.



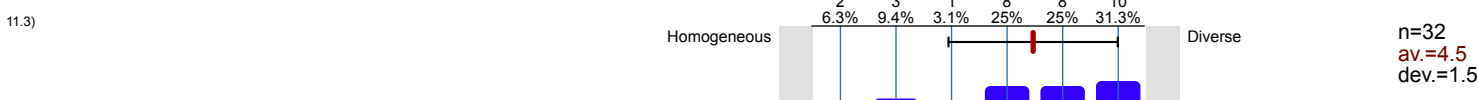
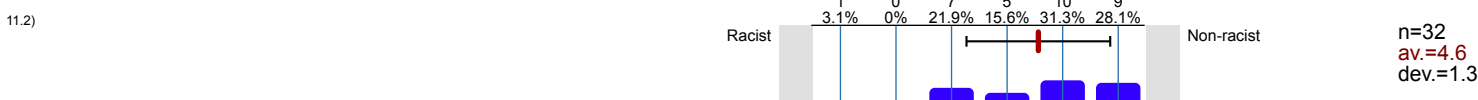
10.20) At my primary ARC work location, **classified staff** adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.

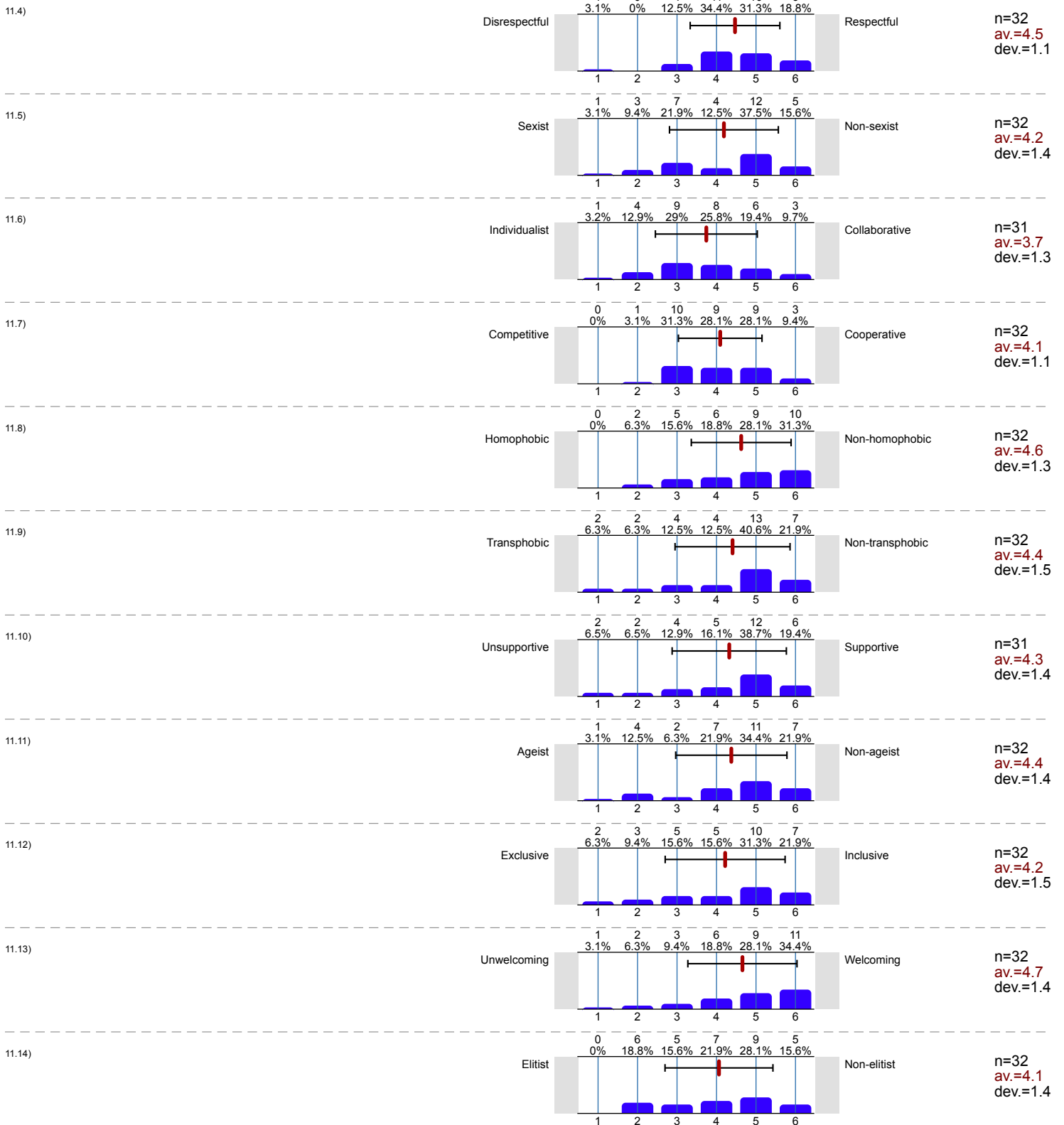


10.21) At my primary ARC work location, **managers** (e.g., administration, supervisors) adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.



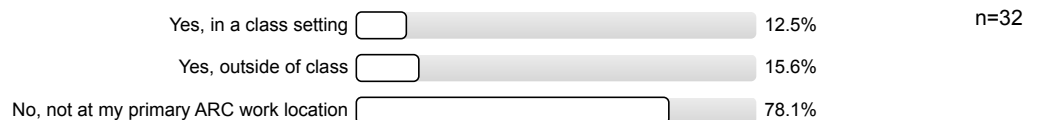
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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

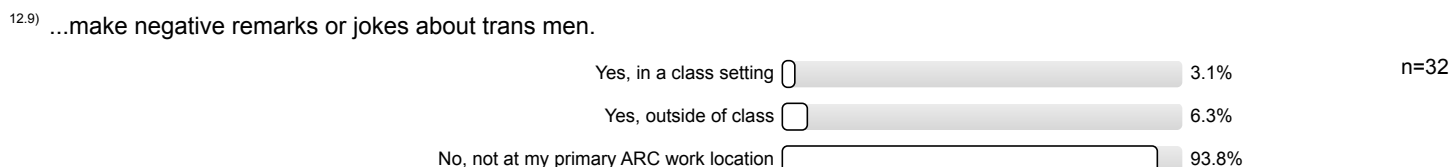
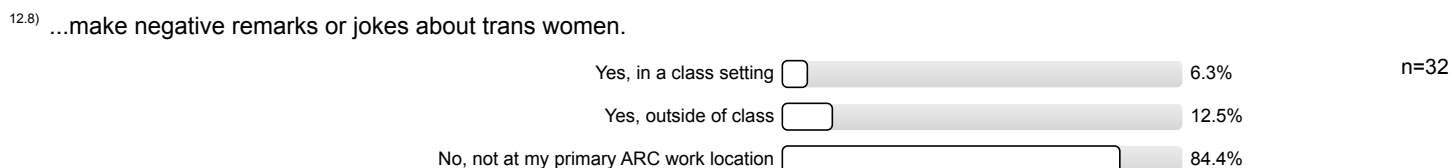
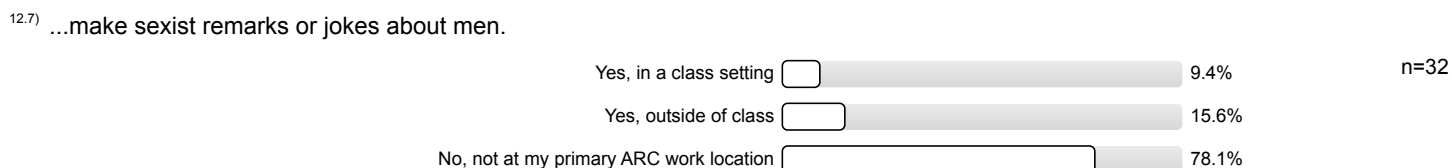
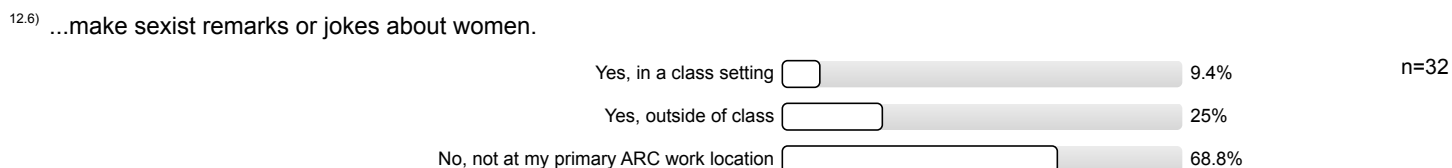
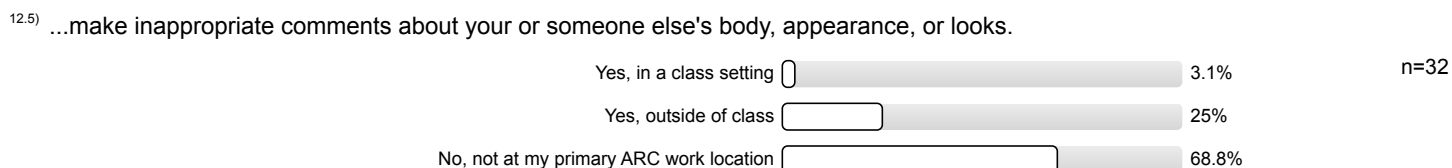
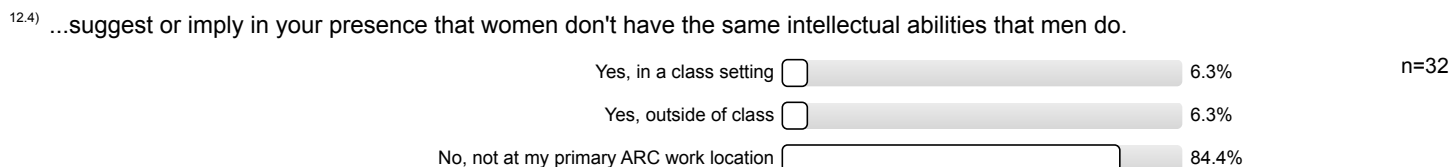
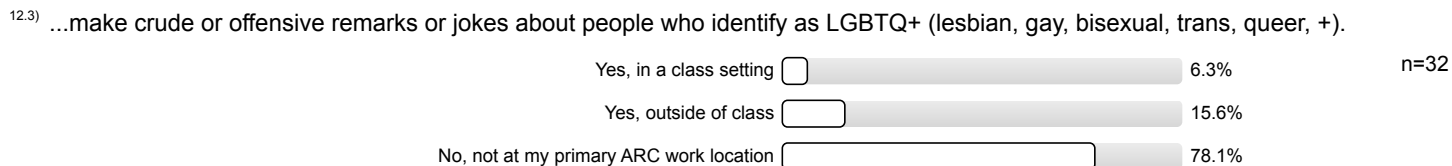
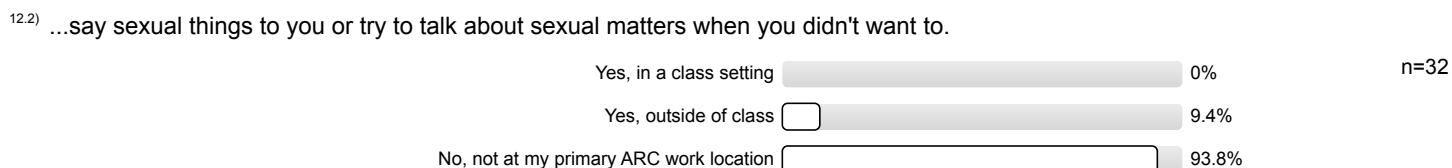




12. During the past 12 months at your primary ARC work location, have you heard anyone... (MARK ALL THAT APPLY)

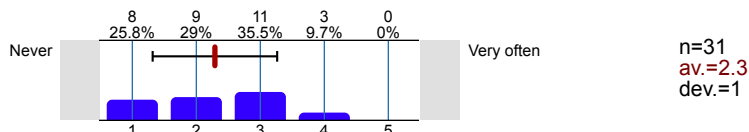
12.1) ...call someone homophobic names.



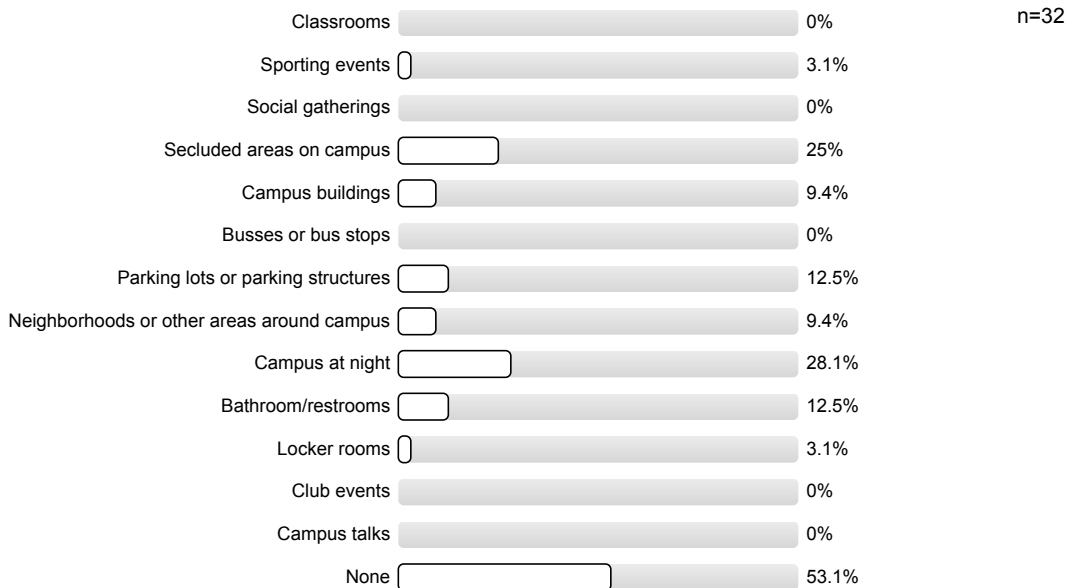


13. Regarding your **physical safety**:

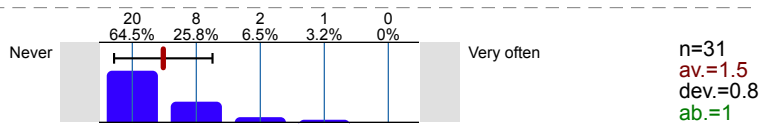
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



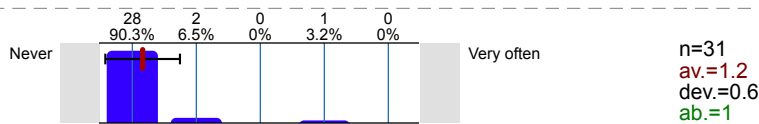
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



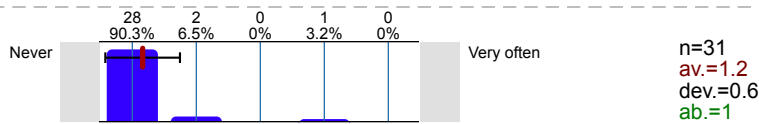
13.4) Other students



13.5) Instructors

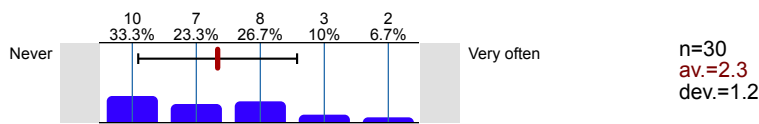


13.6) Staff

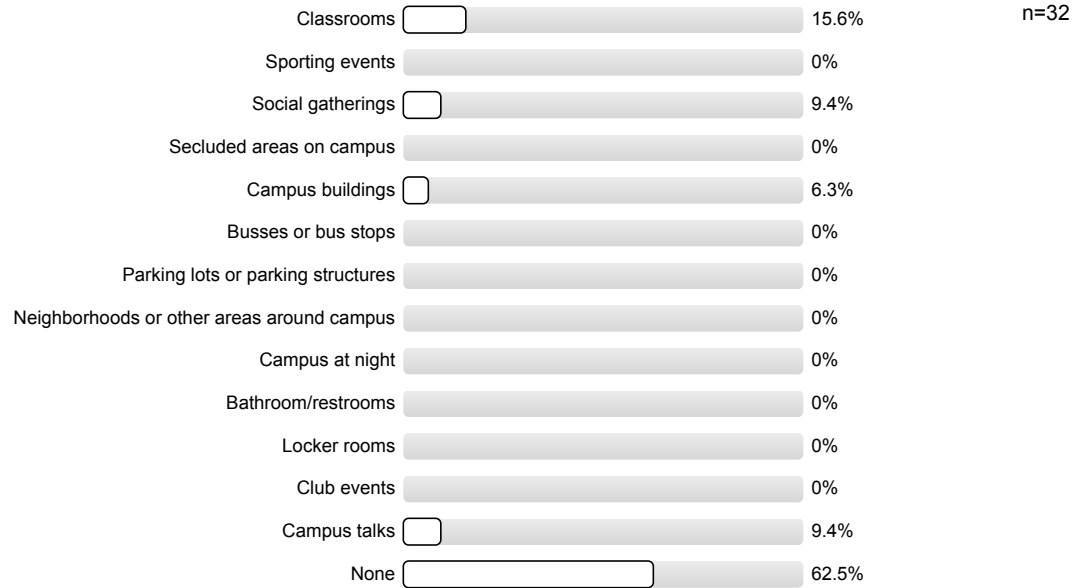


14. Regarding your **emotional safety**:

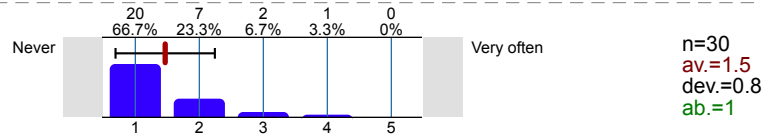
14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



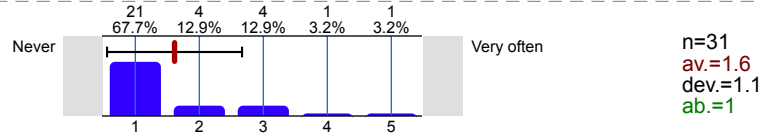
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)



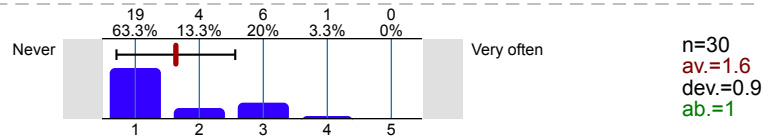
14.4) Other students



14.5) Instructors



14.6) Staff

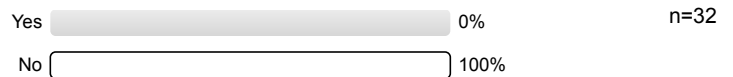


15. Regarding your primary ARC work location:

15.1) Discrimination



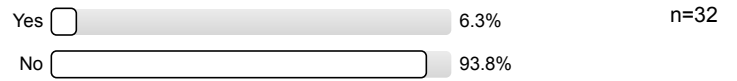
15.2) Threats of physical violence



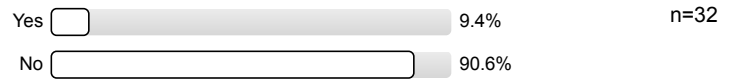
15.3) Physical violence



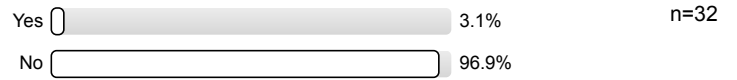
15.4) Threats of emotional violence



15.5) Emotional violence



15.6) Sexual harassment



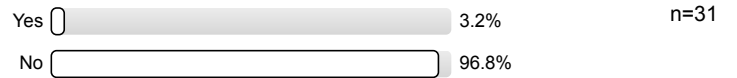
15.7) Other harassment



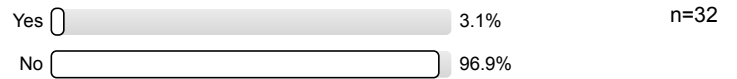
15.8) Sexual assault



15.9) Unwanted sexual advances



15.10) Verbal threats



15.11) Discrimination



15.12) Threats of physical violence

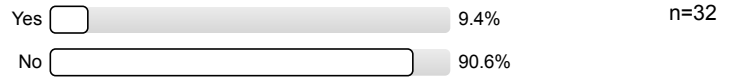


15.13) Physical violence

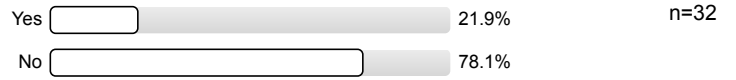




15.14) Threats of emotional violence



15.15) Emotional violence



15.16) Sexual harassment



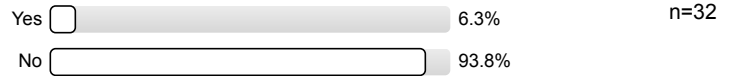
15.17) Other harassment



15.18) Sexual assault



15.19) Unwanted sexual advances

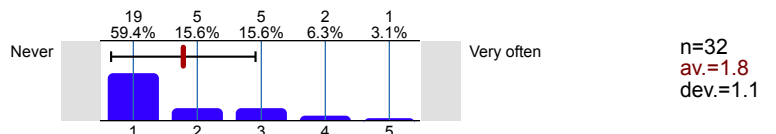


15.20) Verbal threats

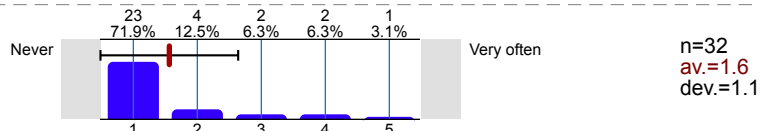


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

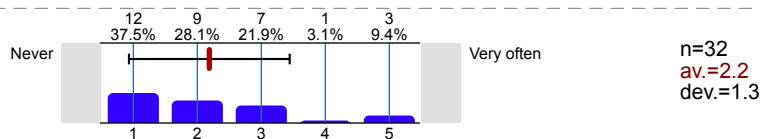
16.1) ...gender/gender identity



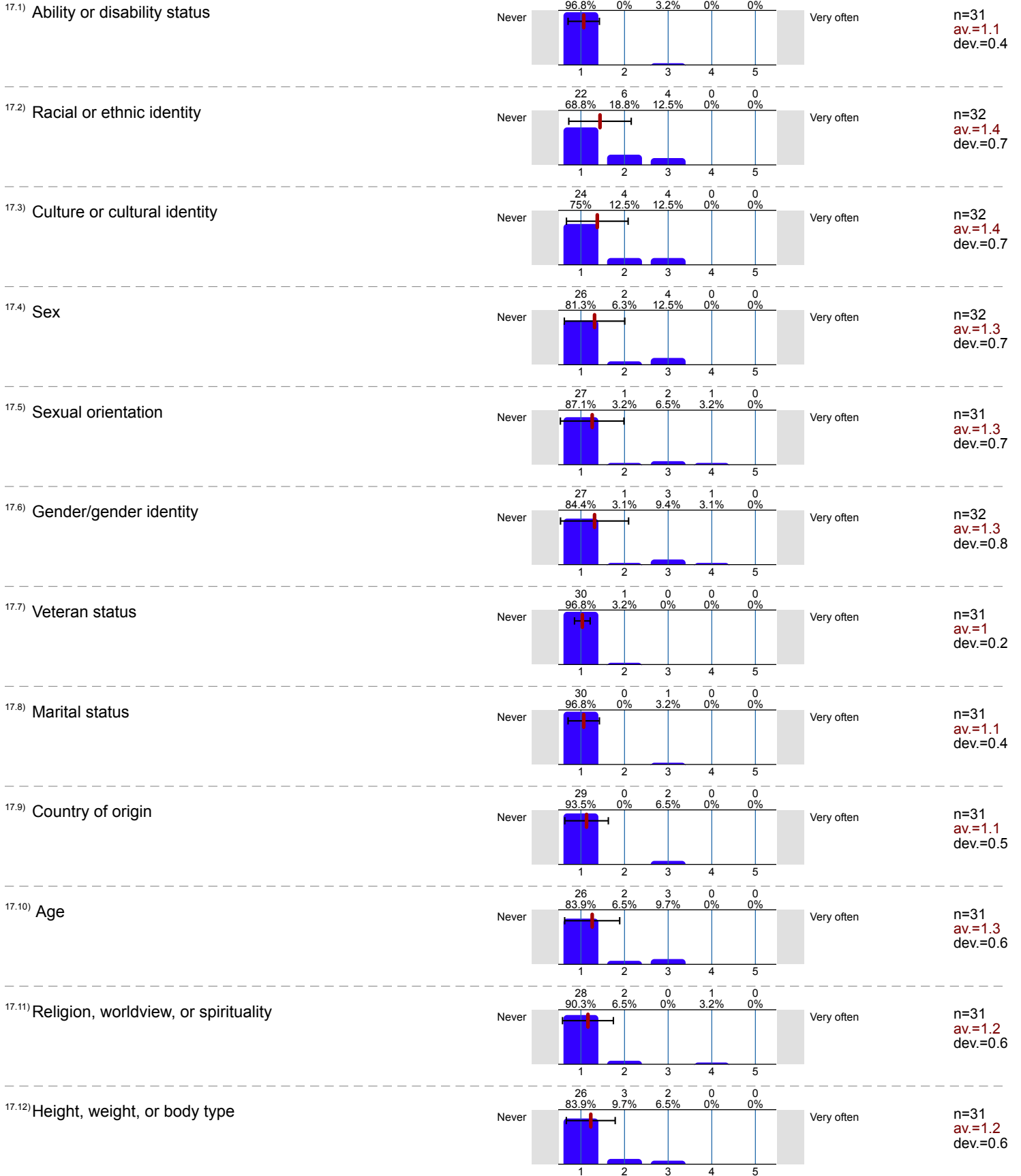
16.2) ...sexual orientation



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



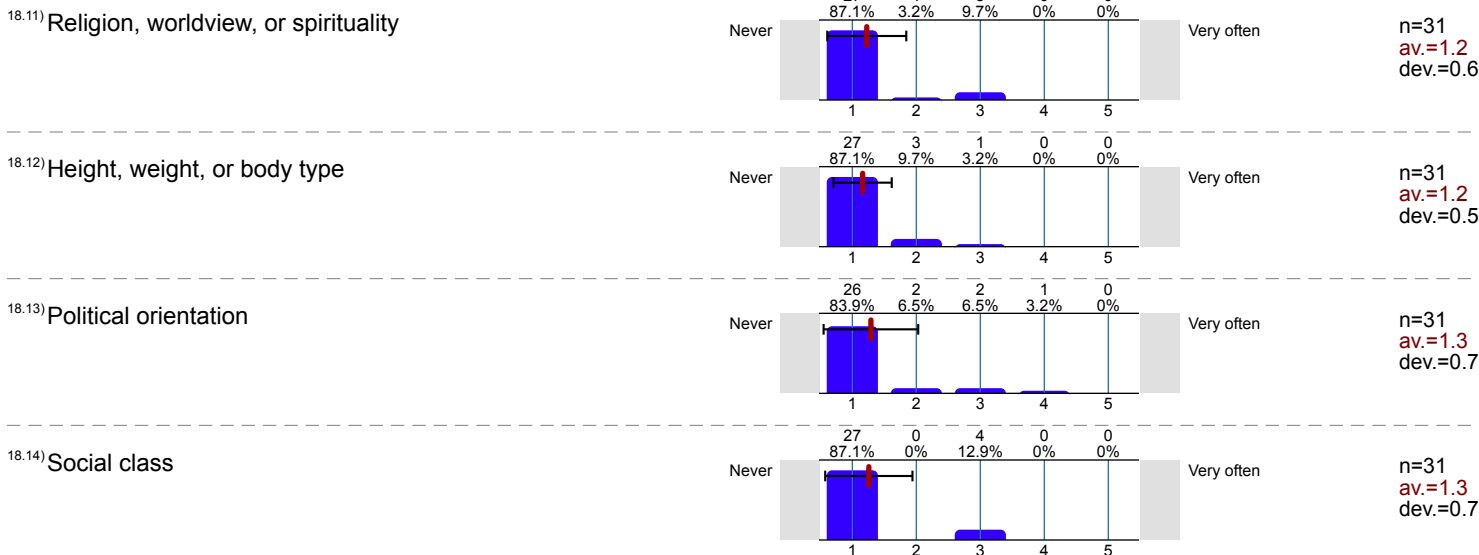
17. During the past 12 months, do you feel YOU have been mistreated *by students* at your primary ARC work location because of your:



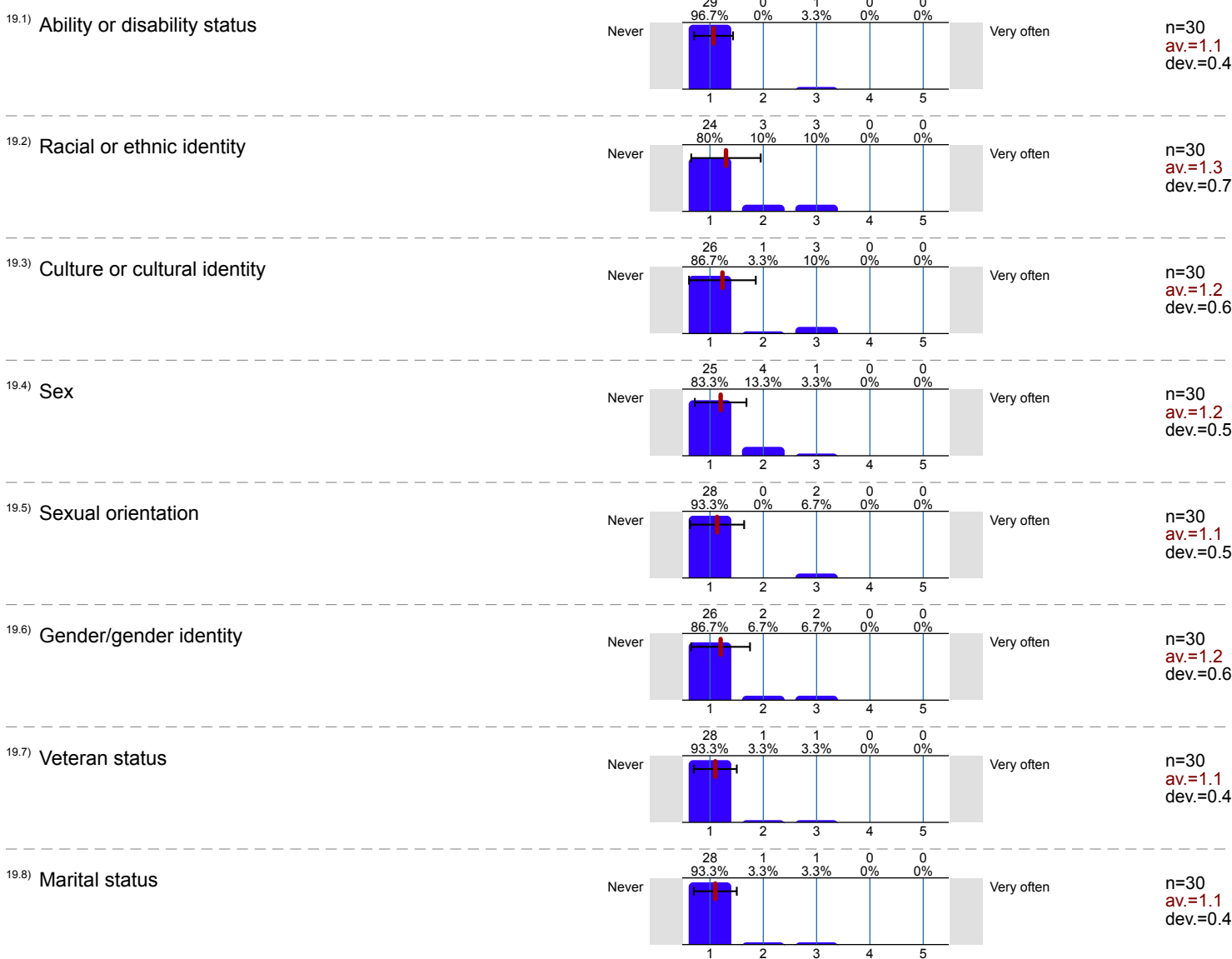


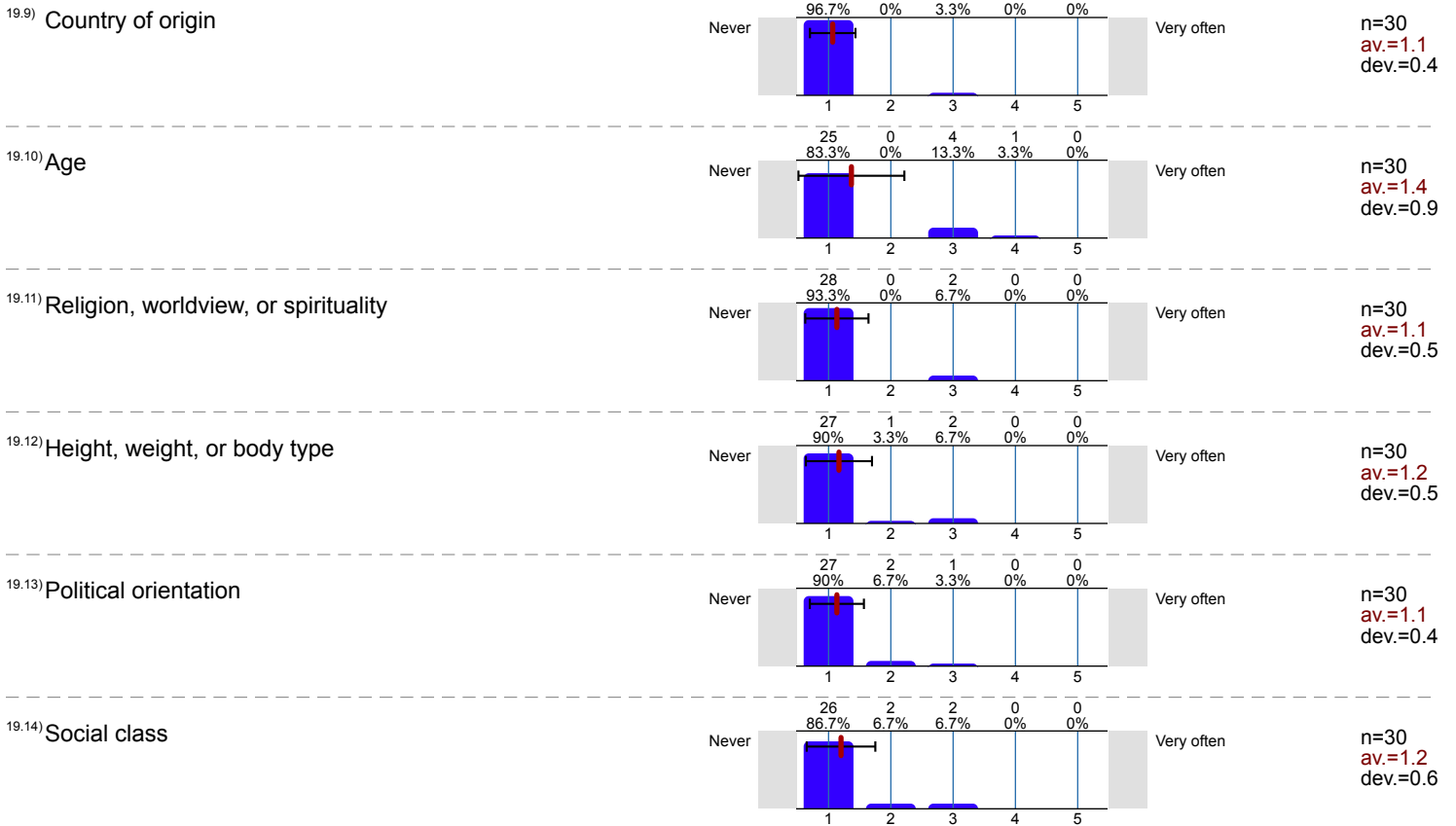
18. During the past 12 months, do you feel **YOU have** been mistreated *by faculty* at your primary ARC work location because of your:



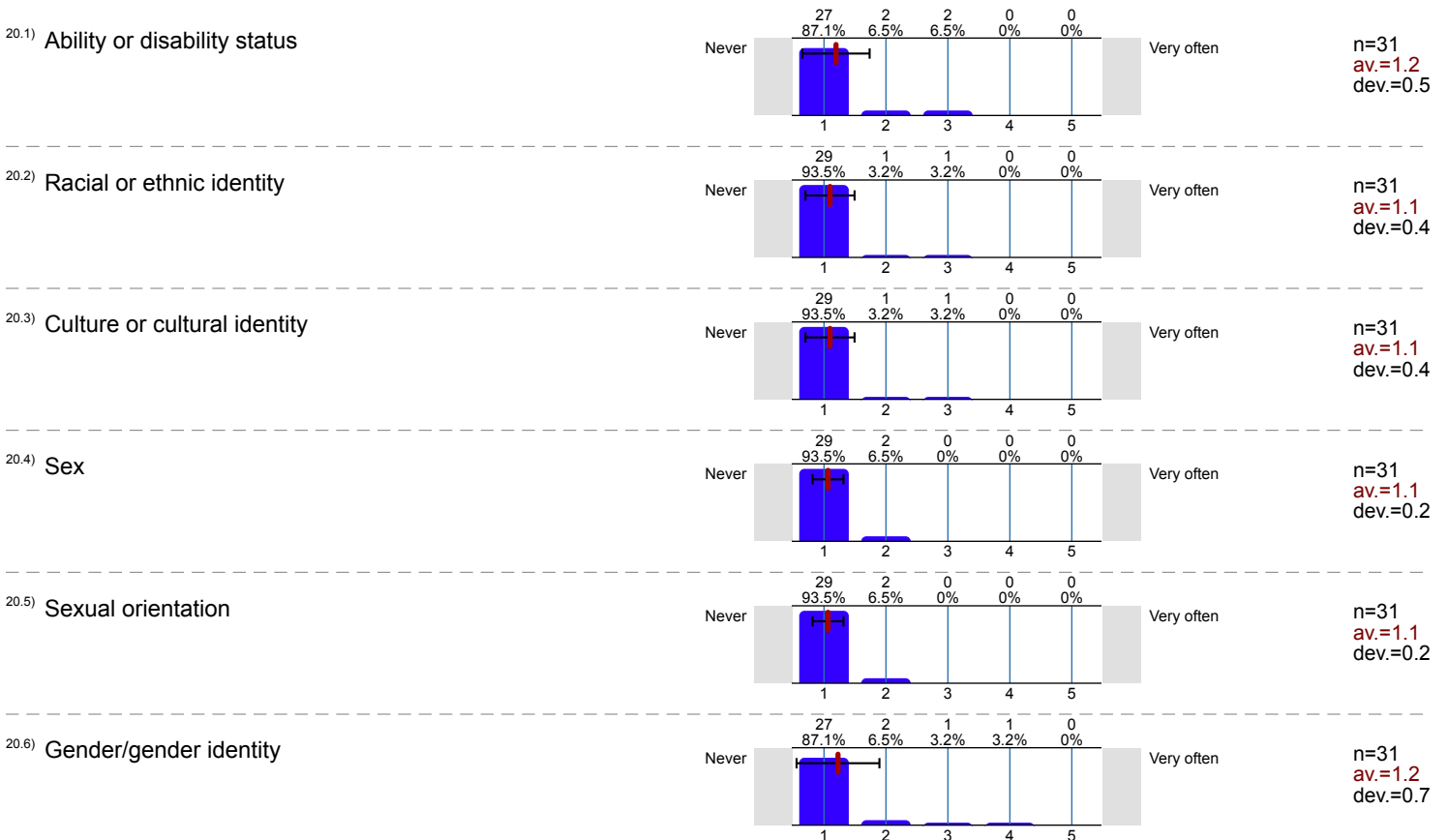


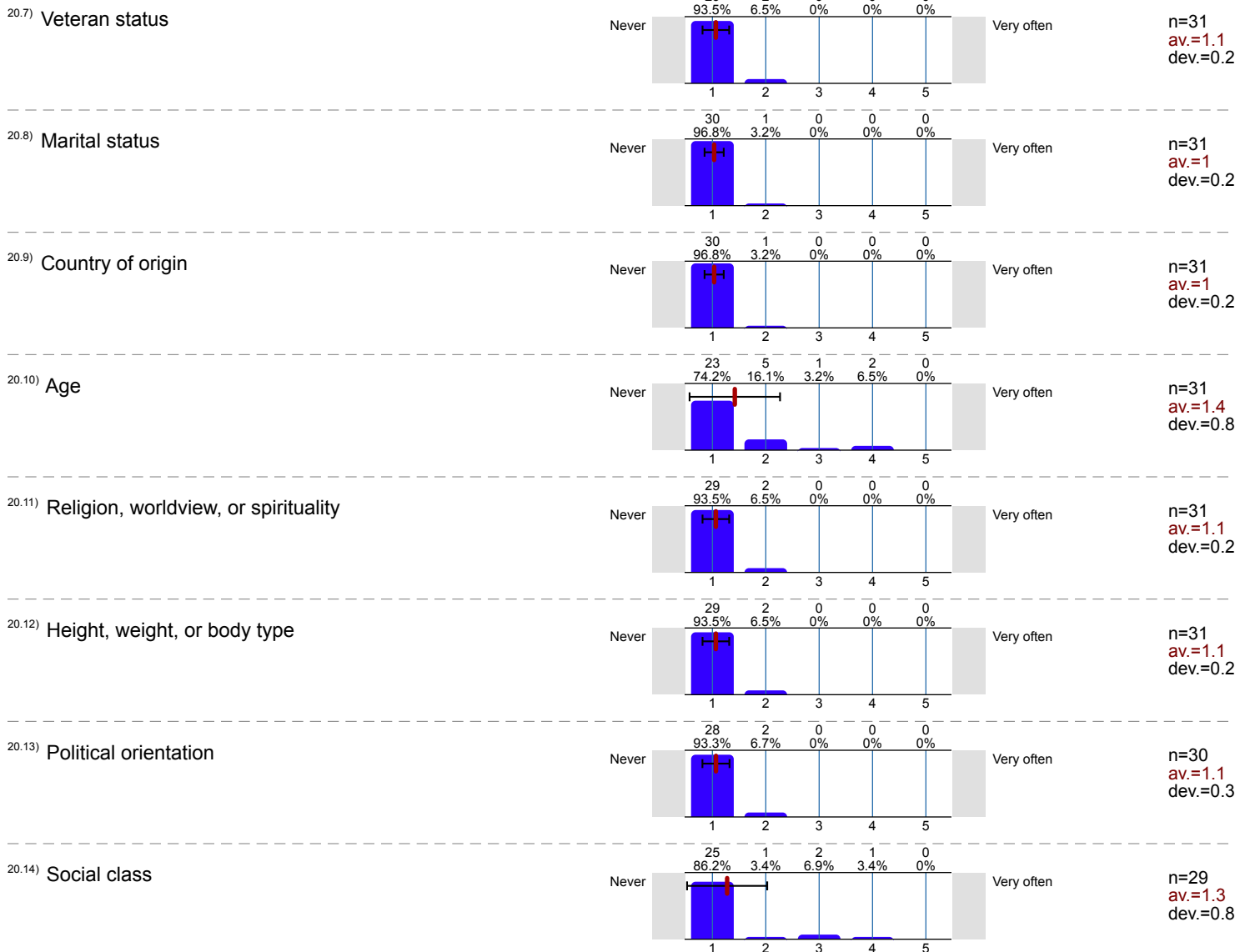
19. During the past 12 months, do you feel **YOU have** been mistreated *by classified staff* at your primary ARC work location because of your:



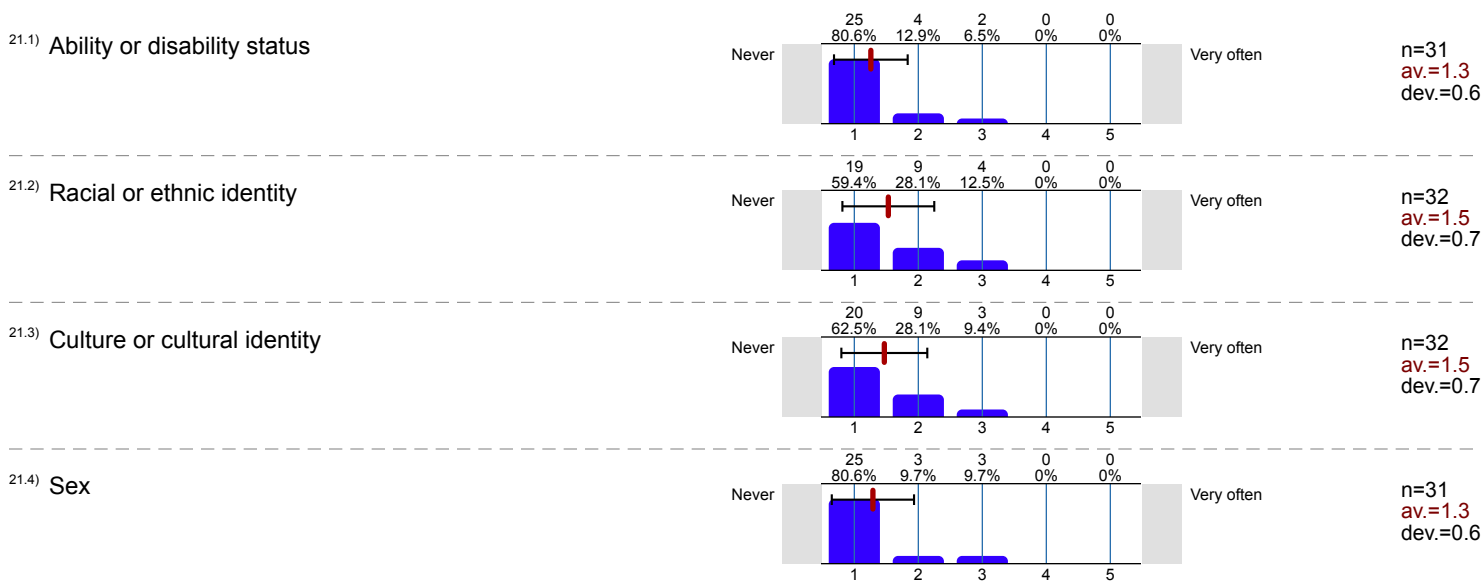


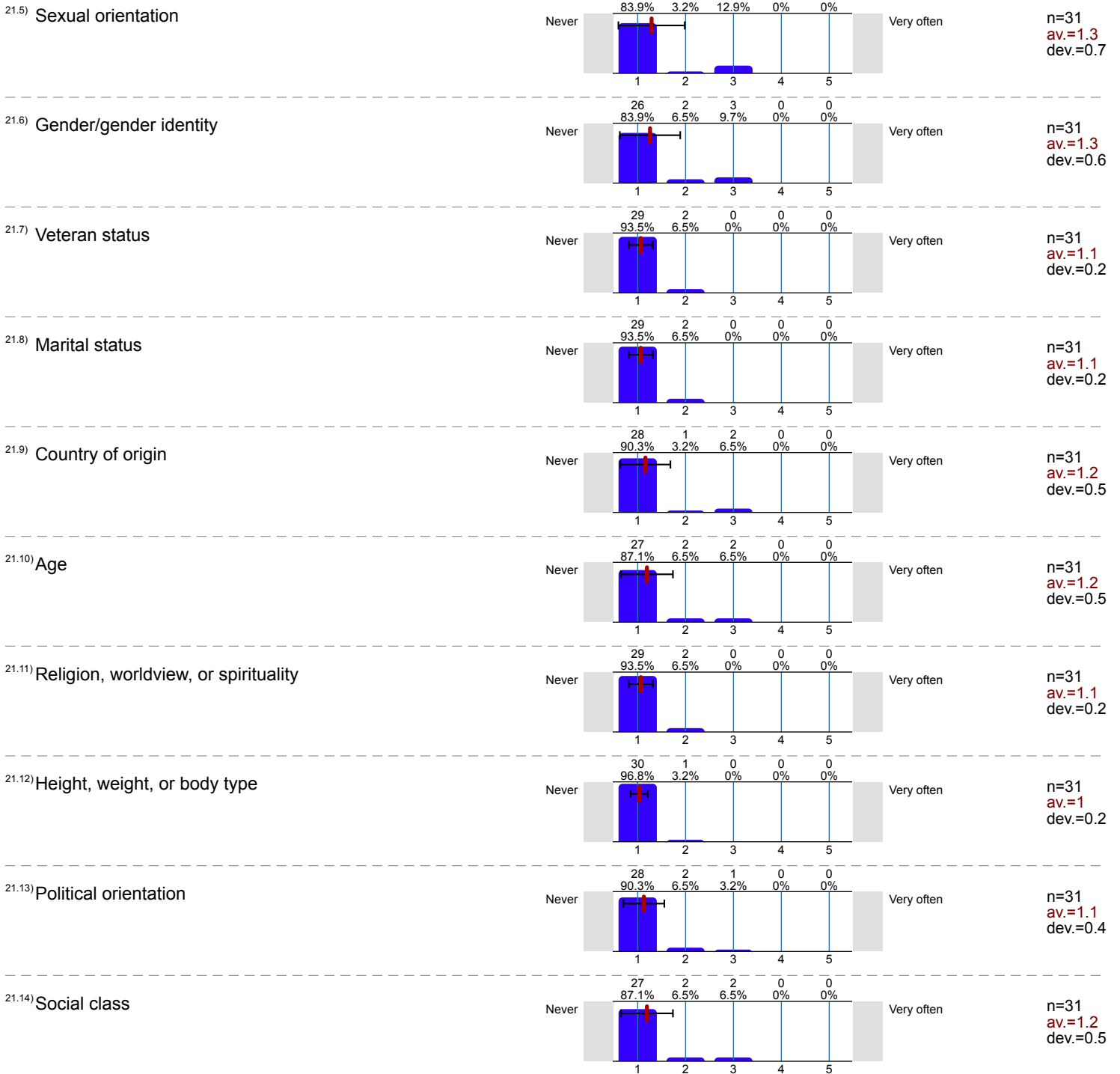
20. During the past 12 months, do you feel **YOU** have been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:



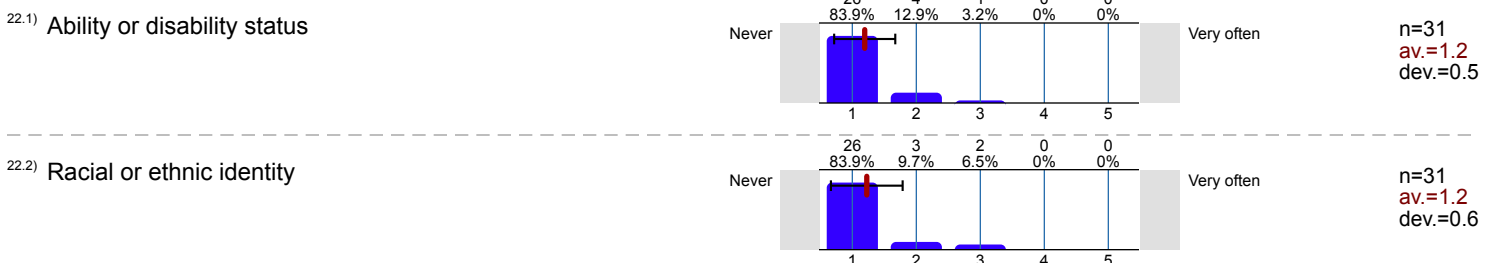


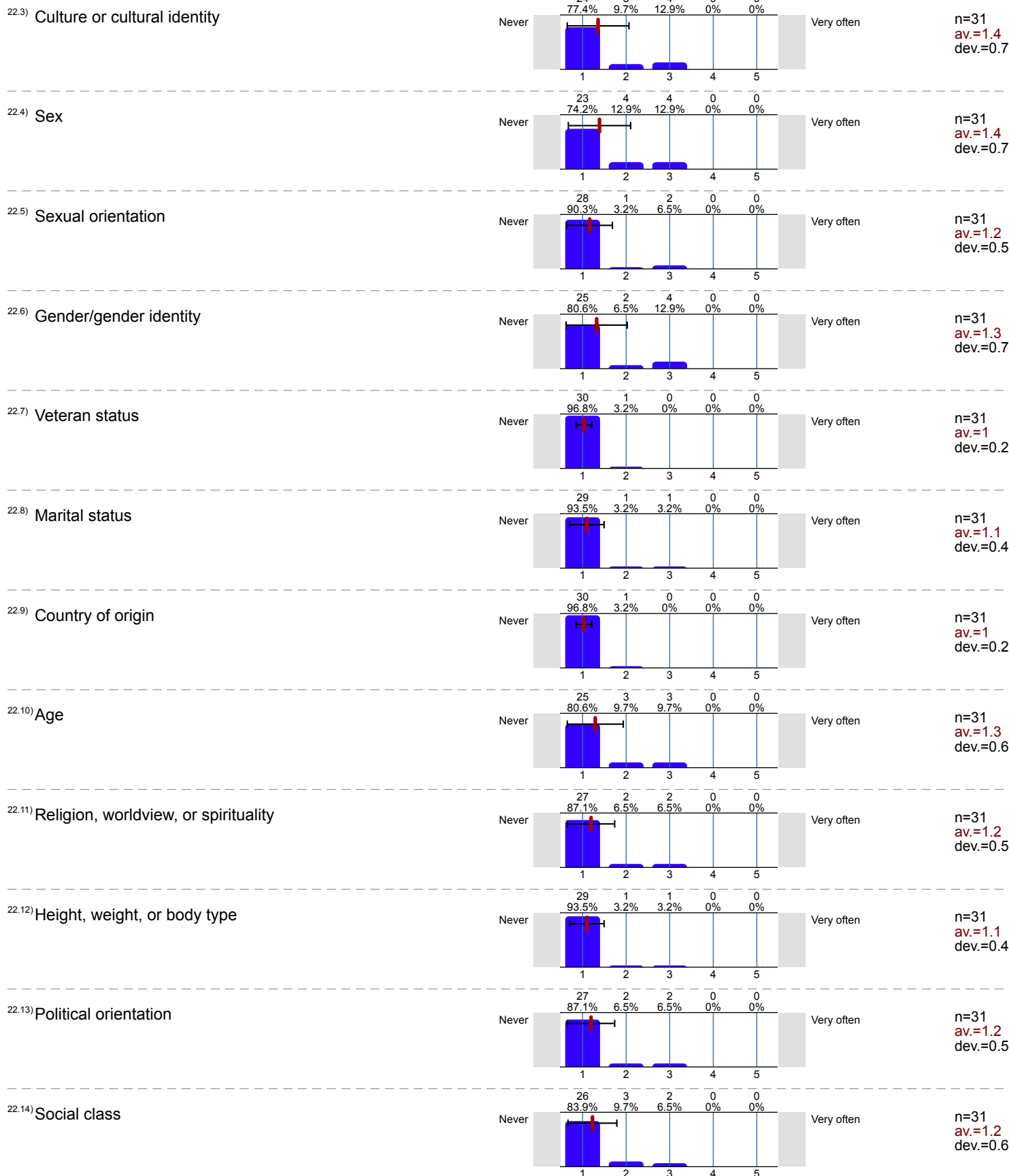
21. During the past 12 months, have you seen faculty, classified staff, or managers mistreat students at your primary ARC work location because of their:





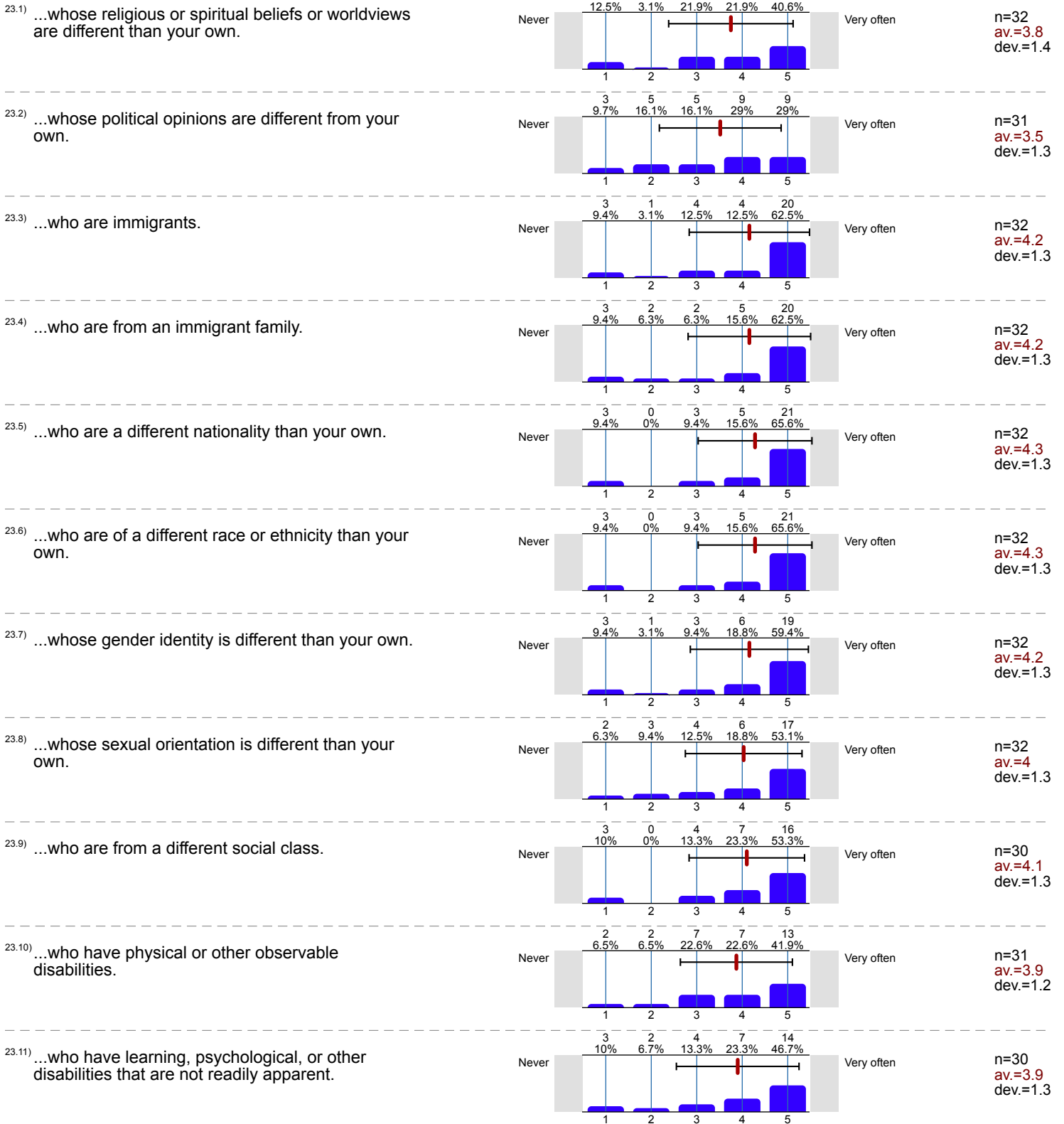
22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:





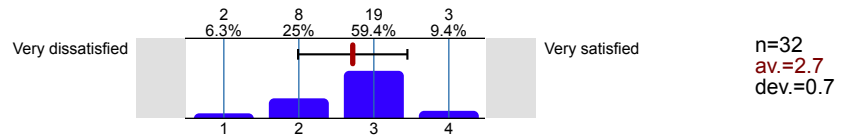


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



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

24.1) During the past 12 months, how satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at your primary ARC work location?



## Comments Report

### 3. Demographics

3.2) Other gender identity:

- None.

3.4) Other sexual orientation:

- None

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
- 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:

<sup>13.3)</sup> 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.

<sup>13.7)</sup> 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

14. Regarding your emotional safety:

<sup>14.3)</sup> 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

<sup>14.7)</sup> 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 by managers (administrators, supervisors) at your primary ARC work location because of your:

<sup>20.15)</sup> 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.

- 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