

# Native American Employees

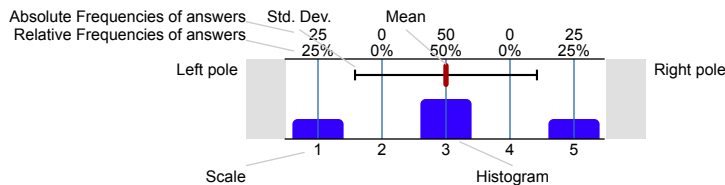
No. of responses = 12



## 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	<input type="text" value="11"/>	27.3%	n=11
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	<input type="text" value="1"/>	9.1%	
Faculty, Adjunct Teaching	<input type="text" value="1"/>	9.1%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	<input type="text" value="0"/>	0%	
Classified, Full-Time Permanent	<input type="text" value="4"/>	36.4%	
Classified, Part-Time Permanent	<input type="text" value="0"/>	0%	
Supervisor	<input type="text" value="0"/>	0%	
Administrator	<input type="text" value="1"/>	18.2%	

### 2.2) Years worked at ARC (any location):

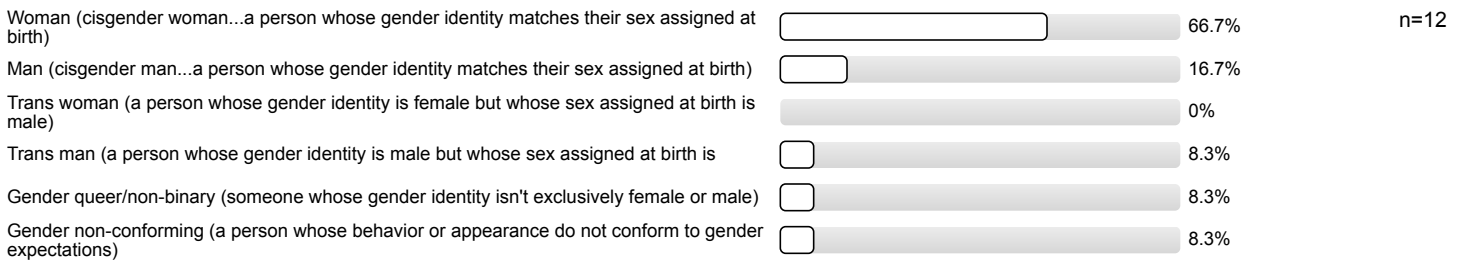
less than 1 year	<input type="text" value="0"/>	0%	n=12
1 to 4 years	<input type="text" value="2"/>	16.7%	
5 to 9 years	<input type="text" value="3"/>	25%	
10 to 14 years	<input type="text" value="1"/>	8.3%	
15 to 19 years	<input type="text" value="2"/>	16.7%	
20 years or more	<input type="text" value="4"/>	33.3%	

### 2.3) Primary work location at ARC:

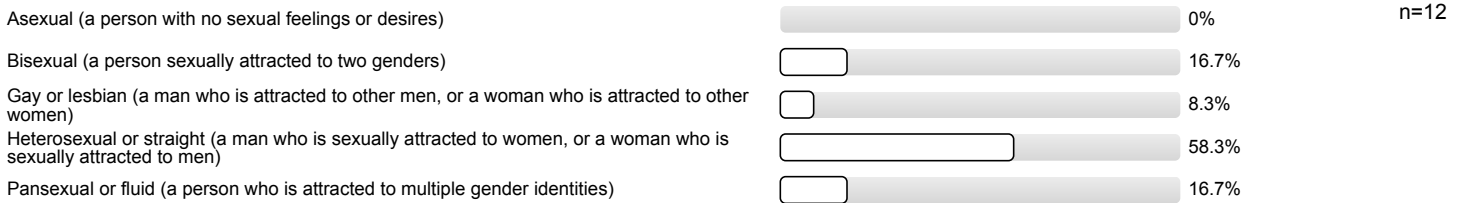
ARC Main Campus	<input type="text" value="10"/>	83.3%	n=12
Natomas Center	<input type="text" value="2"/>	16.7%	
McClellan Center	<input type="text" value="0"/>	0%	
Mather Center	<input type="text" value="0"/>	0%	

## 3. Demographics

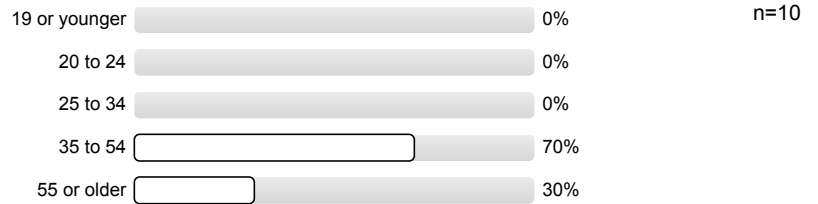
## 3.1) What is your gender identity? (MARK ALL THAT APPLY)



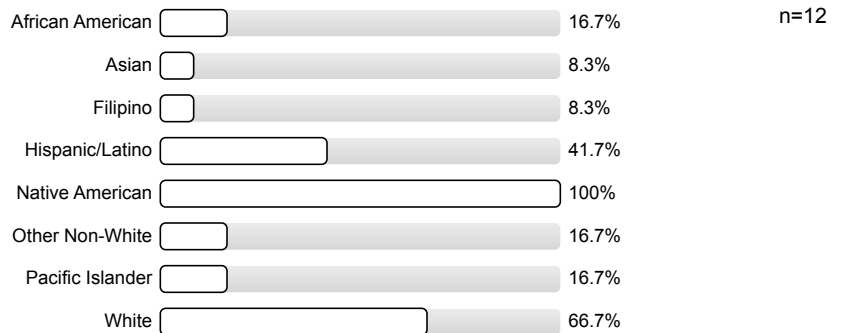
## 3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



## 3.5) What is your age (in years)?

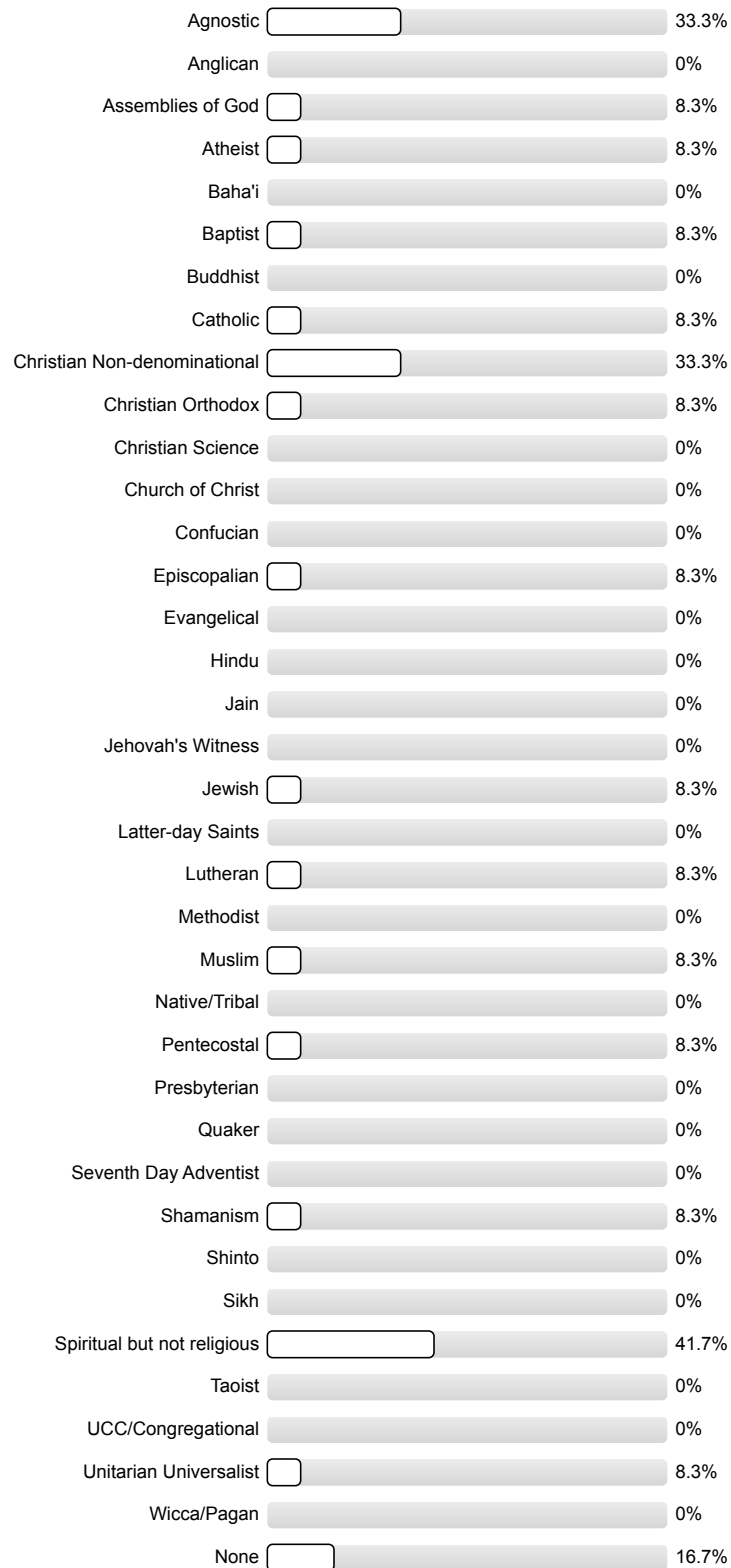


## 3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)



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

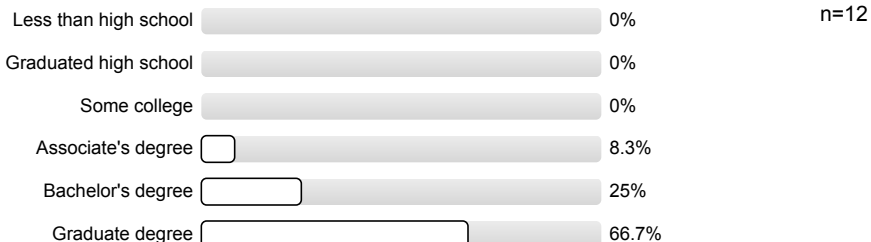
n=12



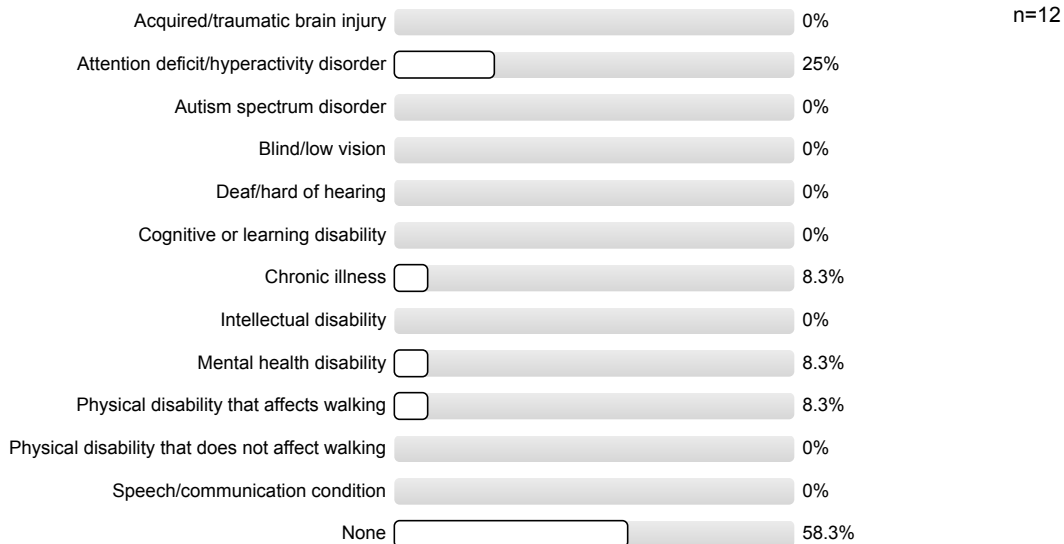
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)



3.12) What is your highest level of education?

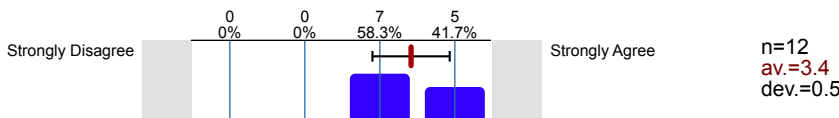


3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)

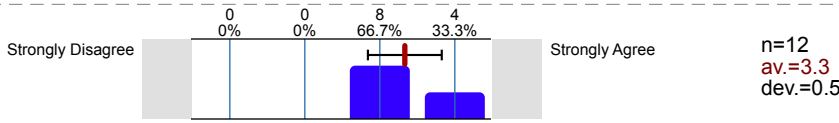


4. Institutional Effectiveness

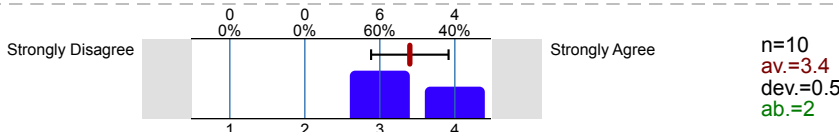
4.1) The **teaching/learning environment** is *equitable and inclusive* for students at my primary ARC work location.

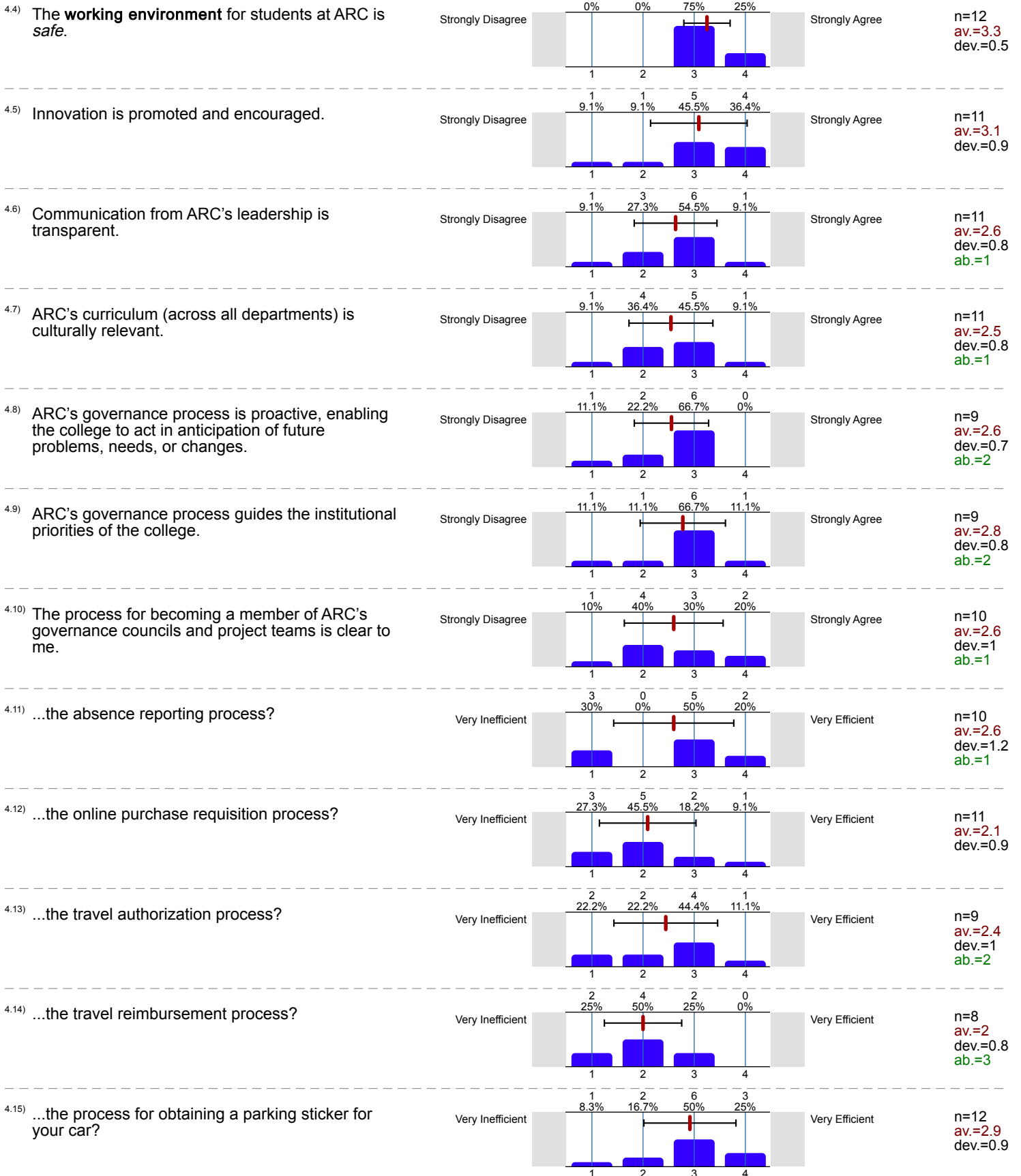


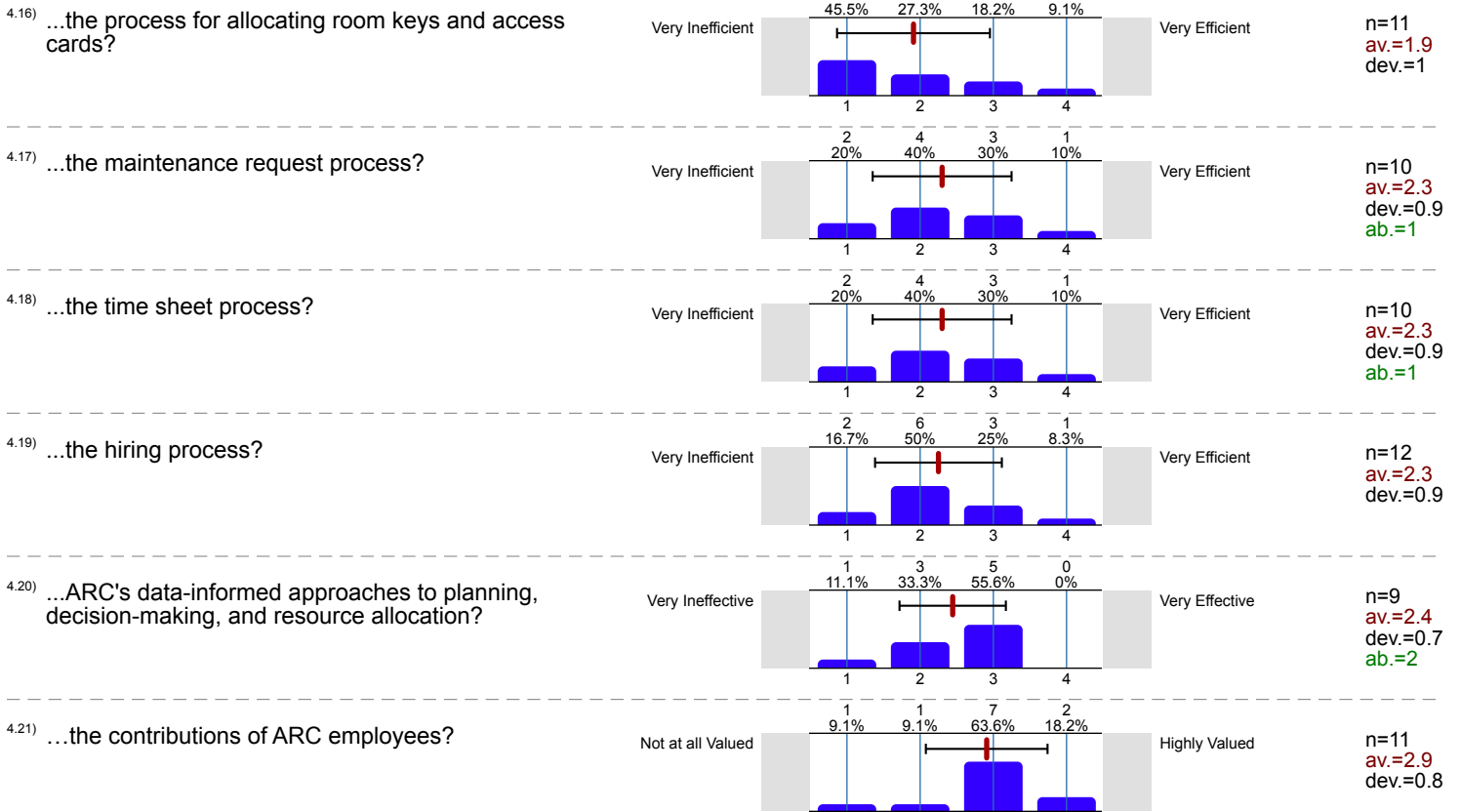
4.2) The **teaching/learning environment** is *safe* for students at my primary ARC work location.



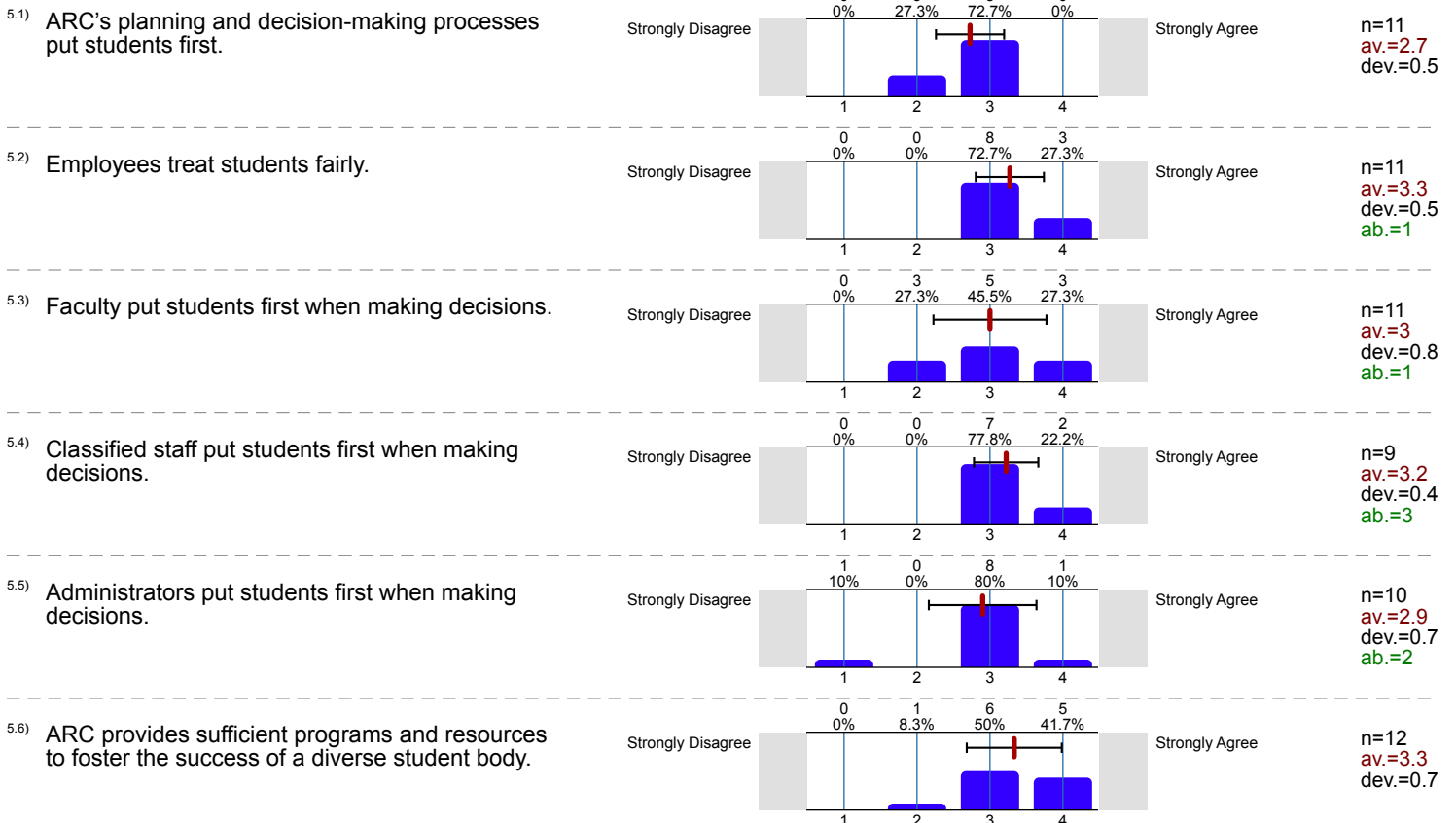
4.3) The **working environment** for students at ARC is *equitable and inclusive*.



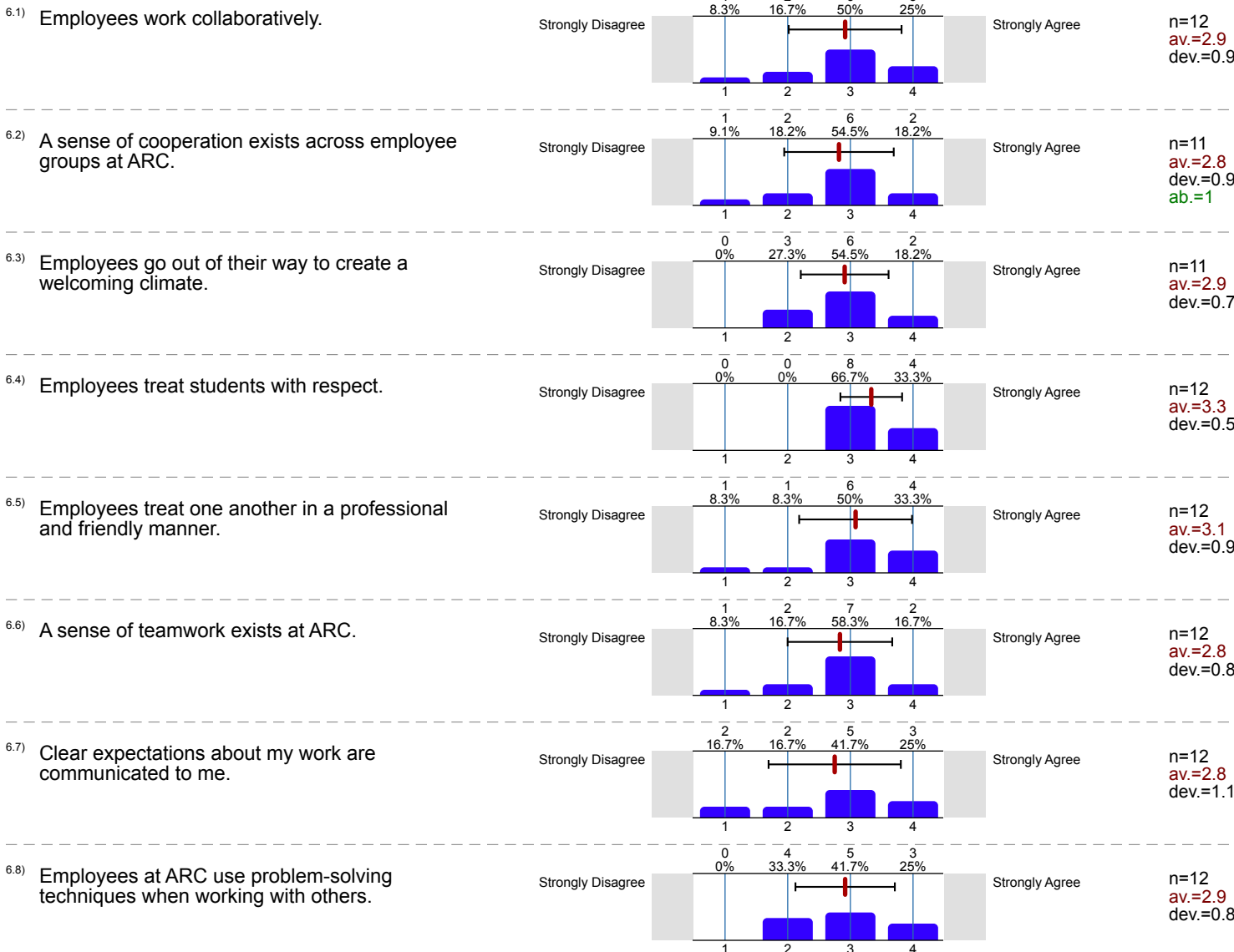




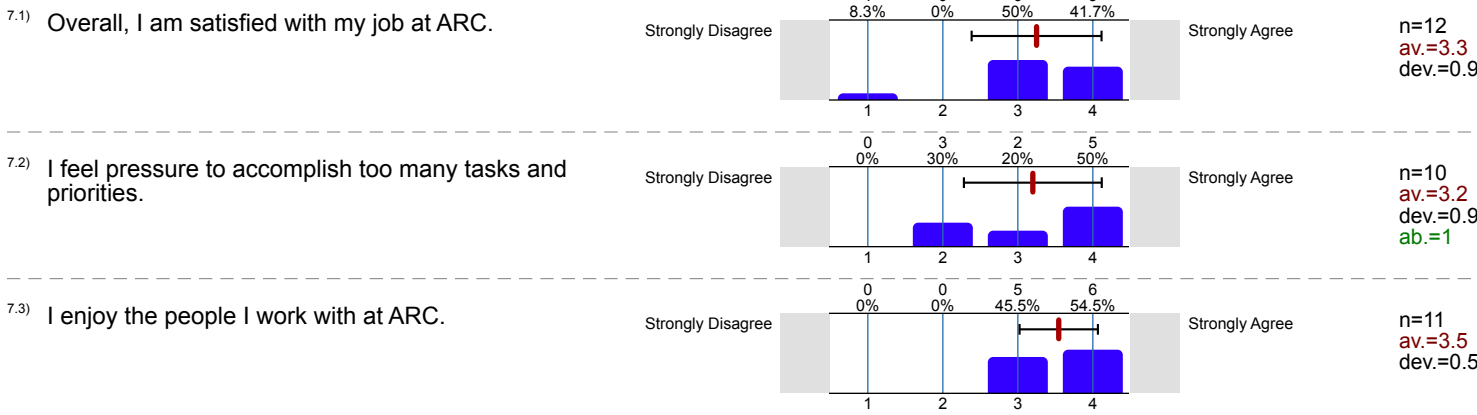
### 5. Student-Focus

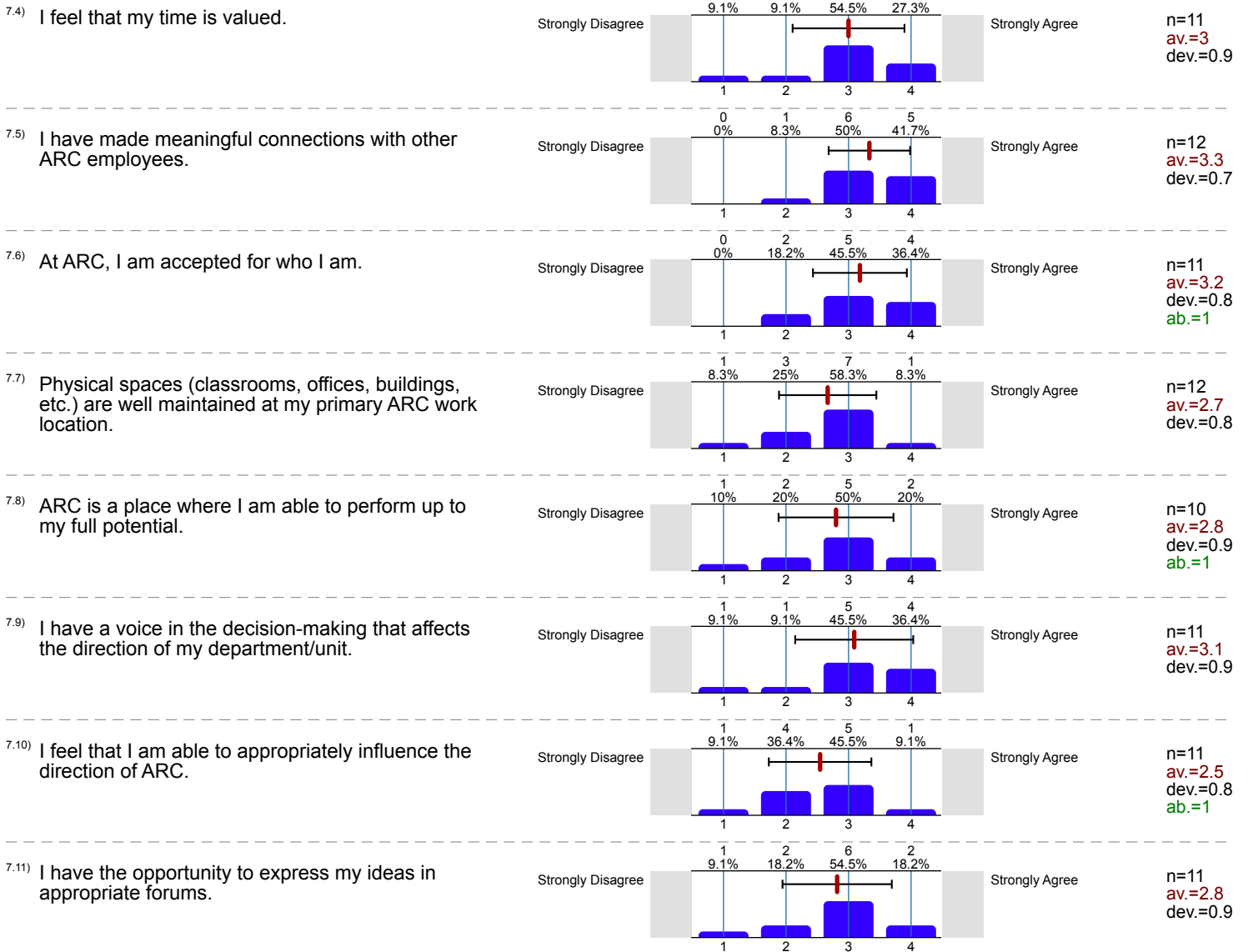


6. Teamwork

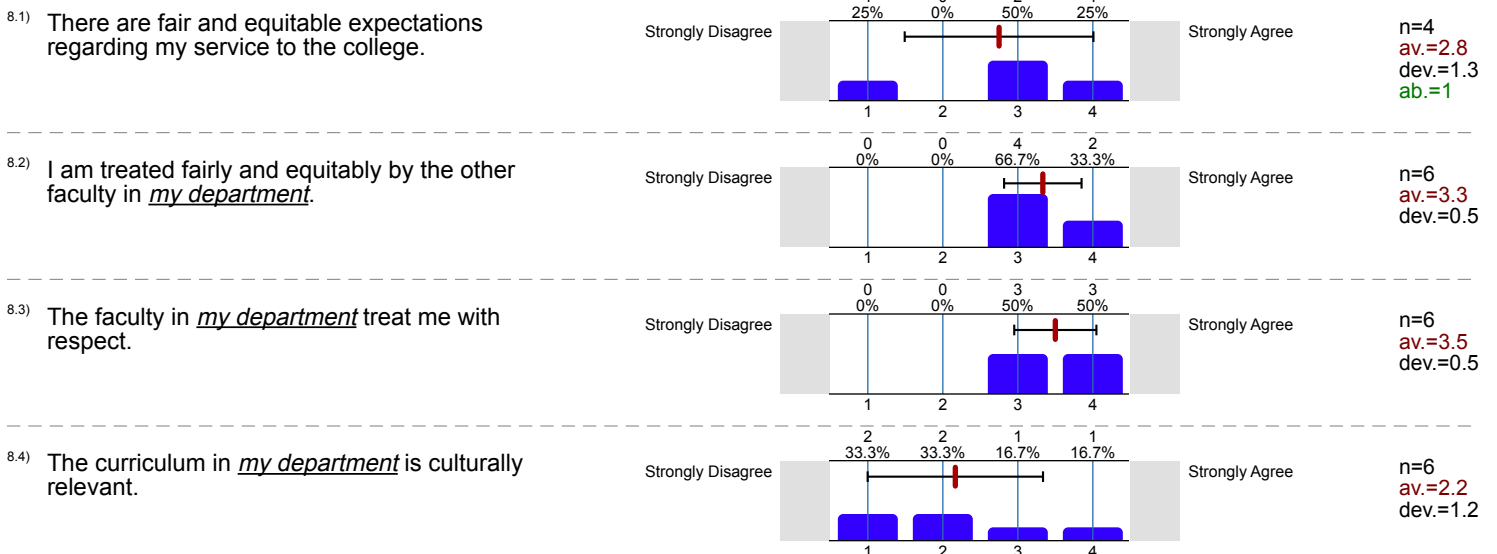


7. Job Satisfaction

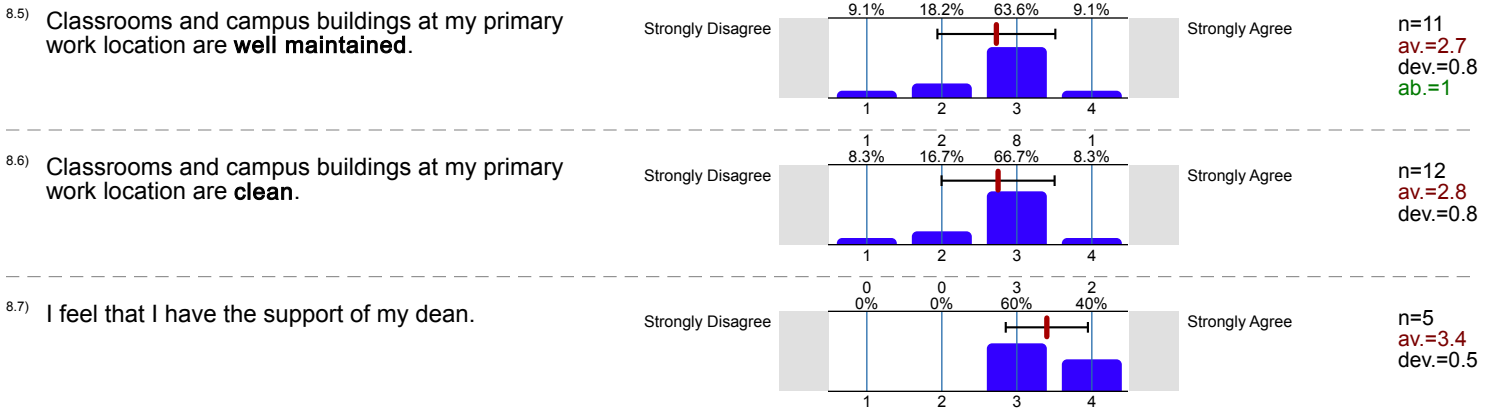




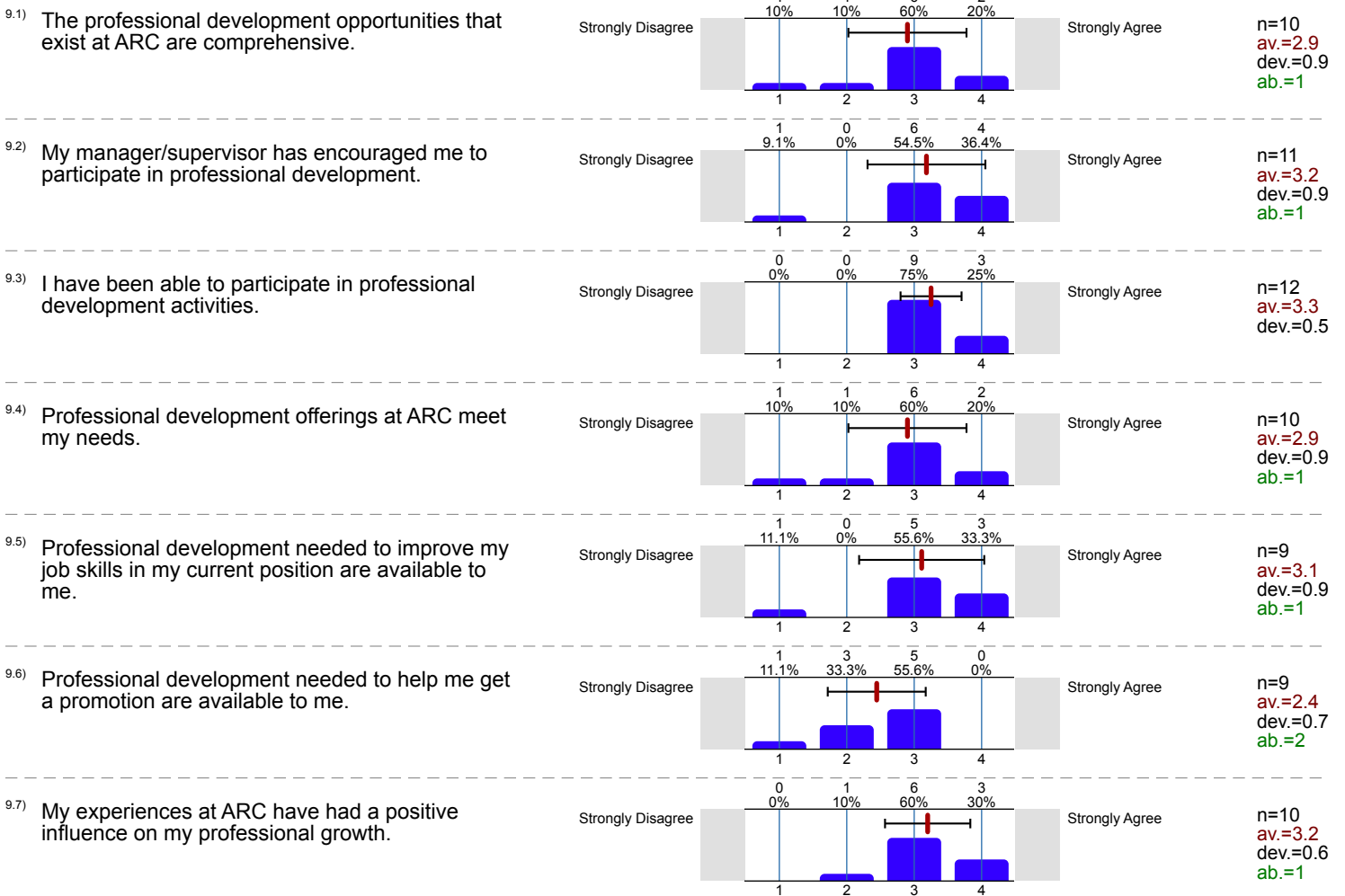
8. Faculty Specific Questions



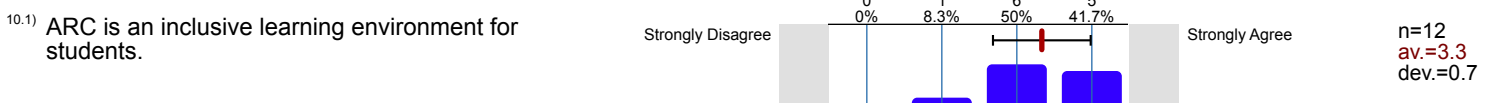




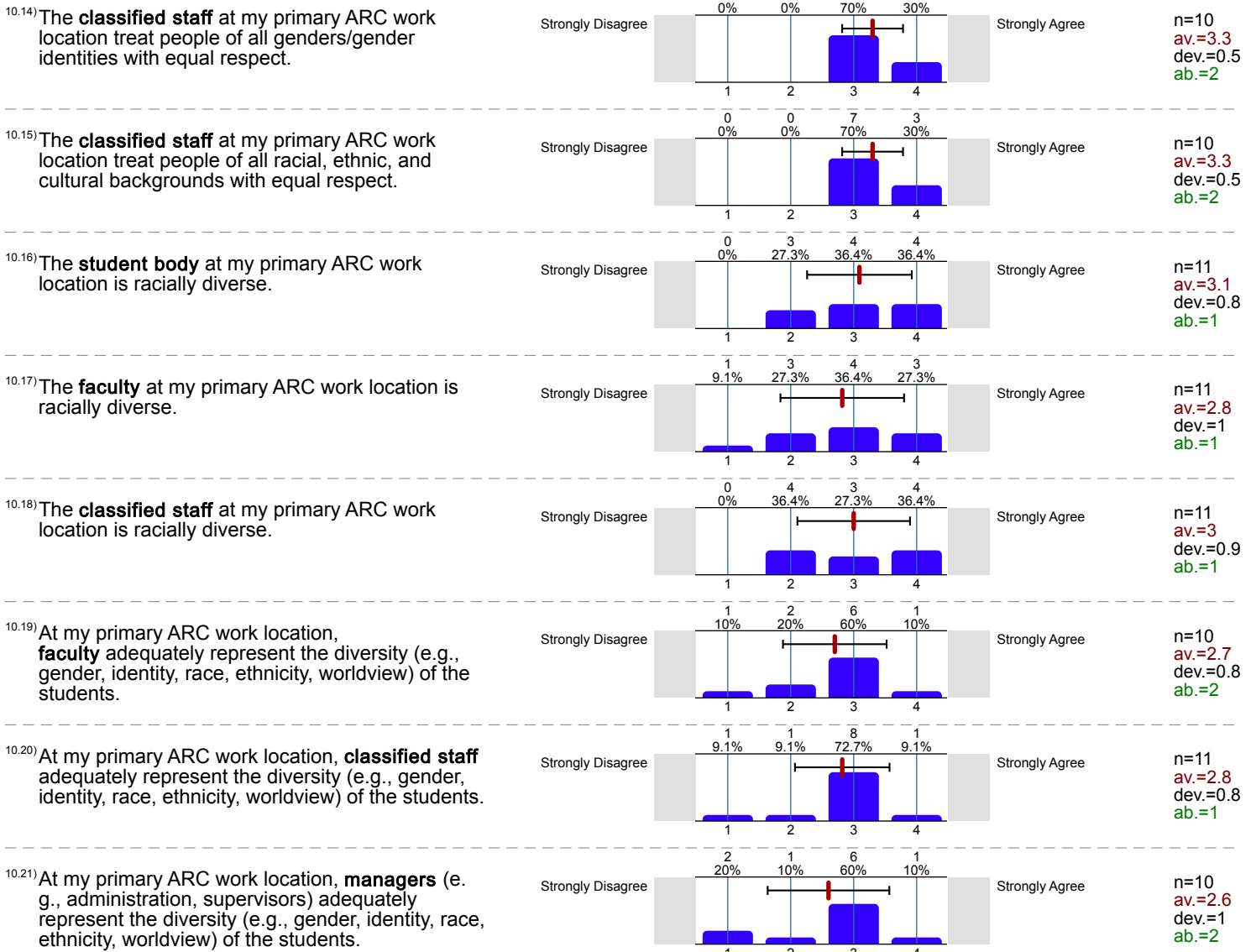
9. Professional Development



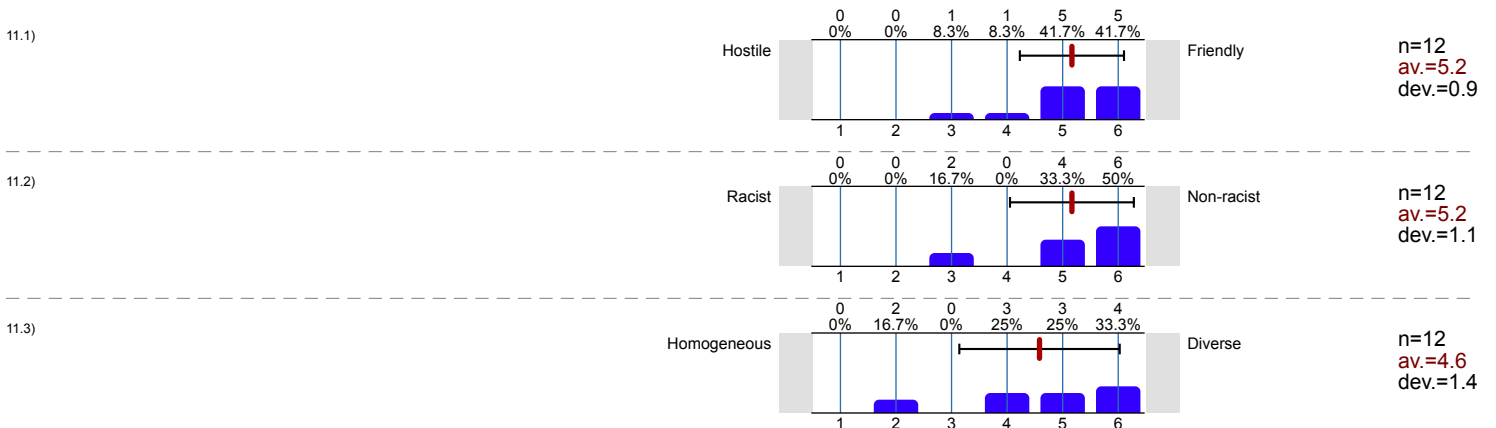
10. Equity, Inclusion, Social Justice Focus

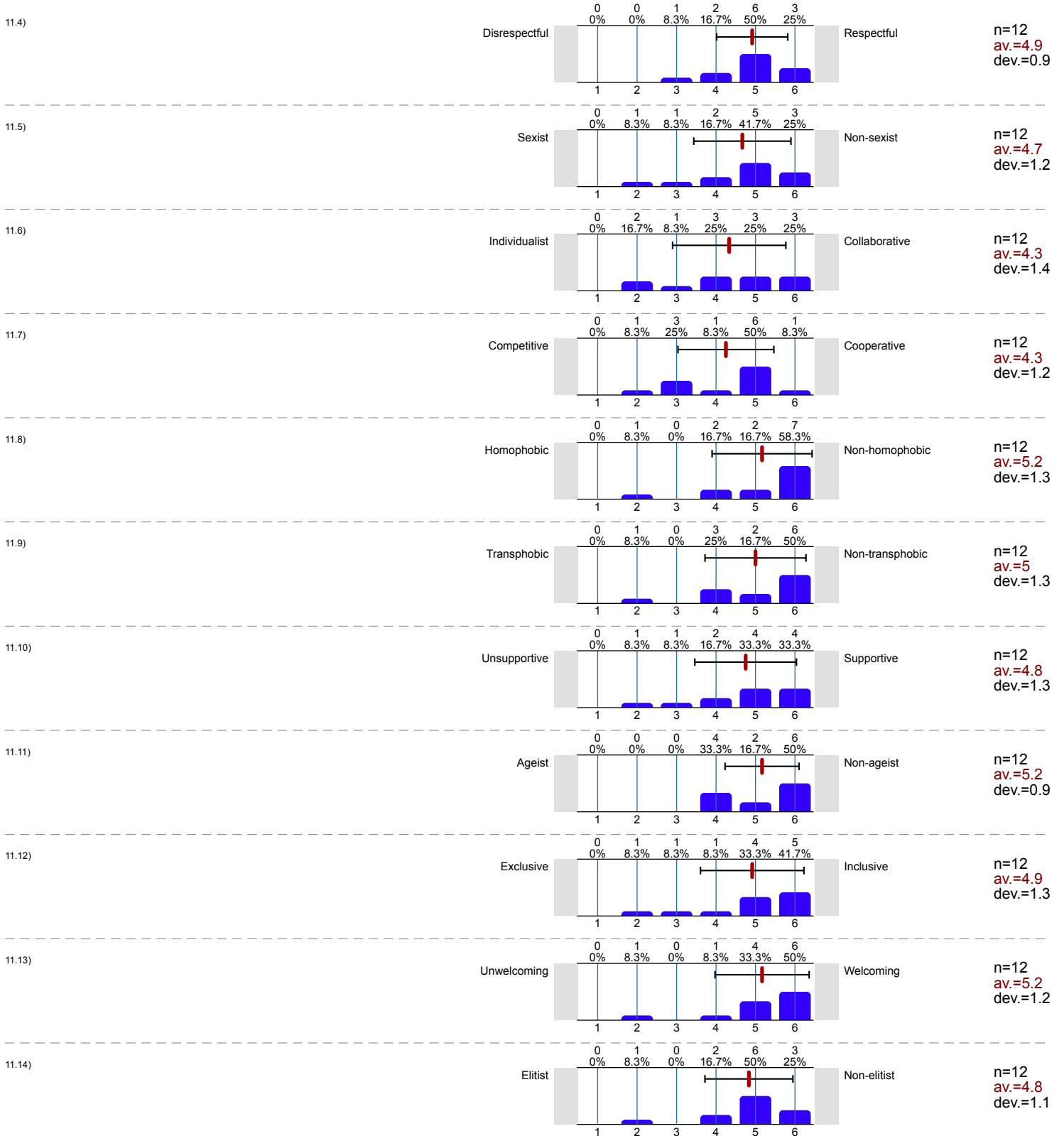






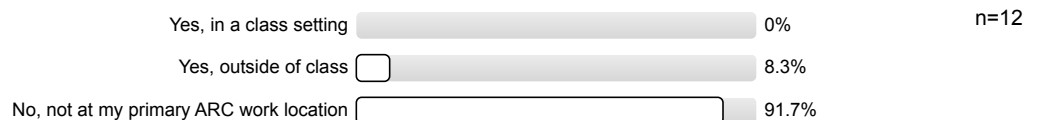
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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

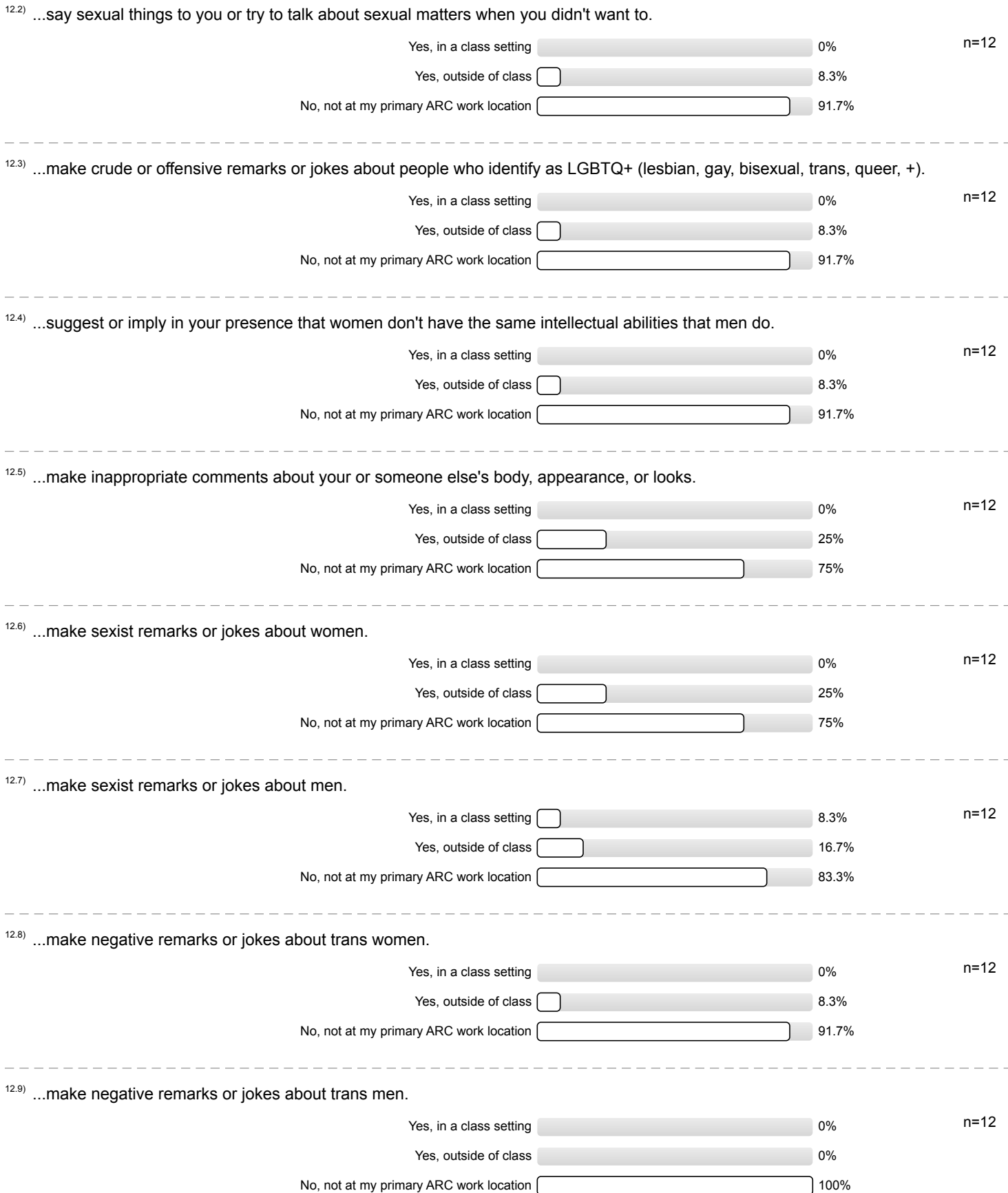




12. During the past 12 months at your primary ARC work location, have you heard anyone... (MARK ALL THAT APPLY)

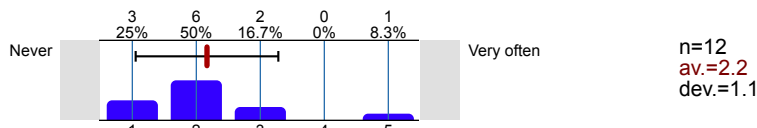
12.1) ...call someone homophobic names.



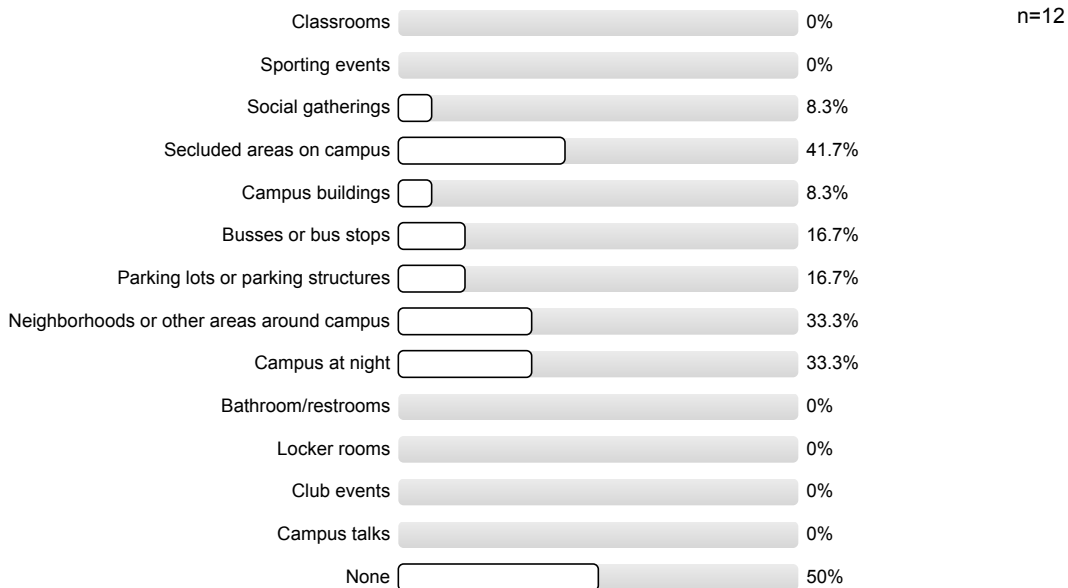


13. Regarding your **physical safety**:

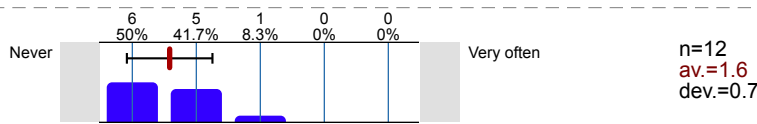
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



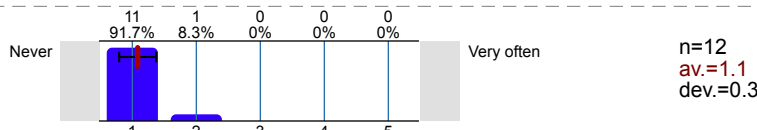
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



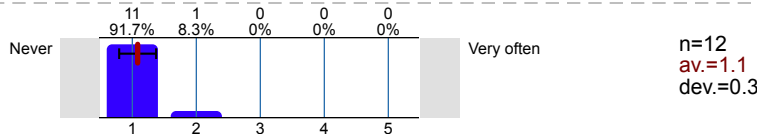
13.4) Other students



13.5) Instructors

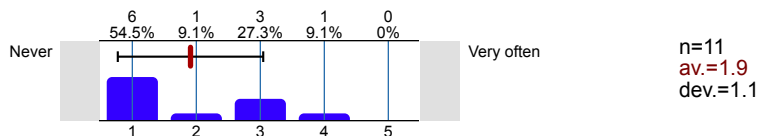


13.6) Staff

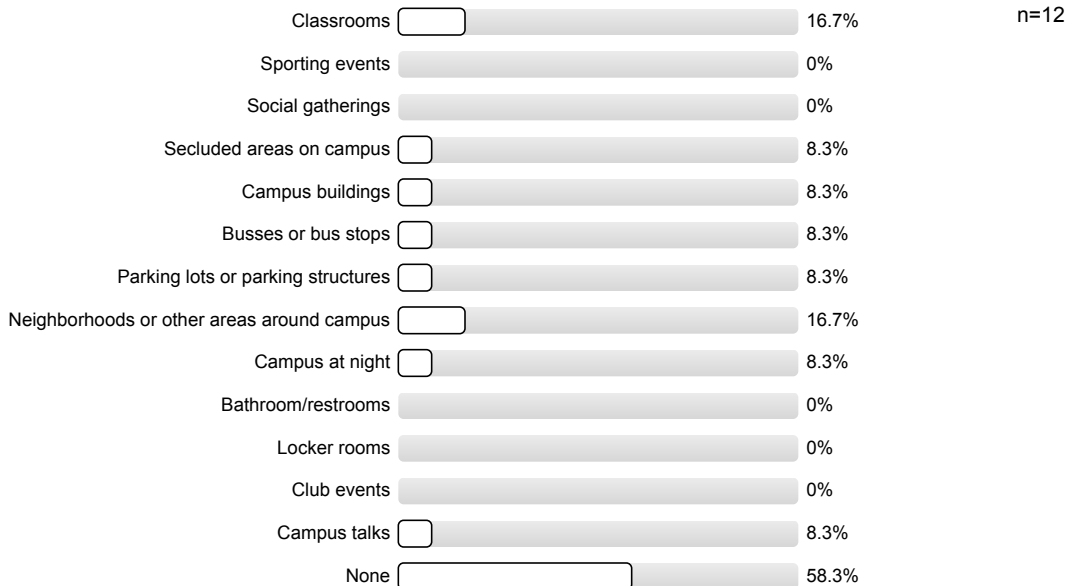


14. Regarding your **emotional safety**:

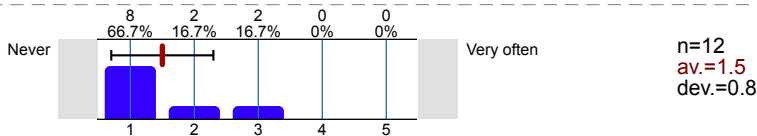
14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



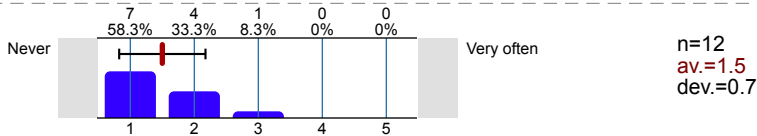
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)



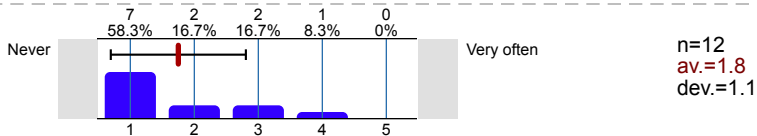
14.4) Other students



14.5) Instructors



14.6) Staff



15. Regarding your primary ARC work location:

15.1) Discrimination



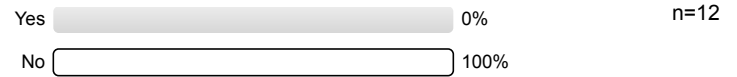
15.2) Threats of physical violence



15.3) Physical violence



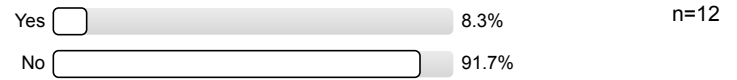
## 15.4) Threats of emotional violence



## 15.5) Emotional violence



## 15.6) Sexual harassment



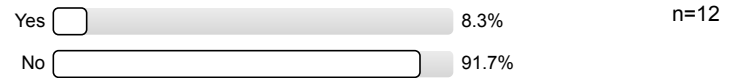
## 15.7) Other harassment



## 15.8) Sexual assault



## 15.9) Unwanted sexual advances



## 15.10) Verbal threats



## 15.11) Discrimination



## 15.12) Threats of physical violence

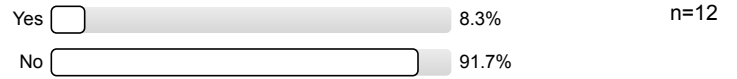


## 15.13) Physical violence

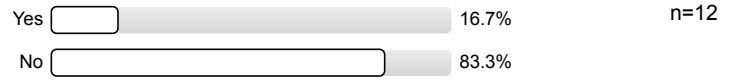




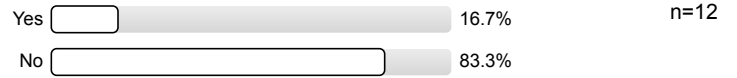
15.14) Threats of emotional violence



15.15) Emotional violence



15.16) Sexual harassment



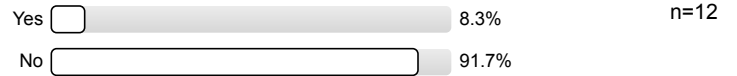
15.17) Other harassment



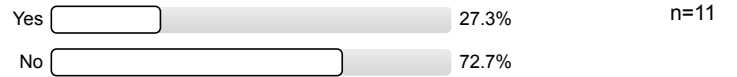
15.18) Sexual assault



15.19) Unwanted sexual advances

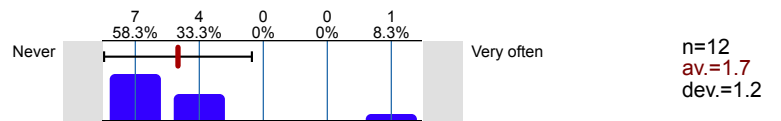


15.20) Verbal threats

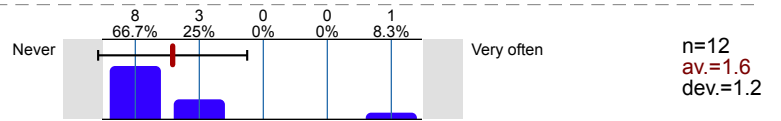


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

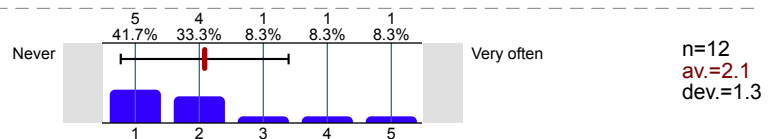
16.1) ...gender/gender identity



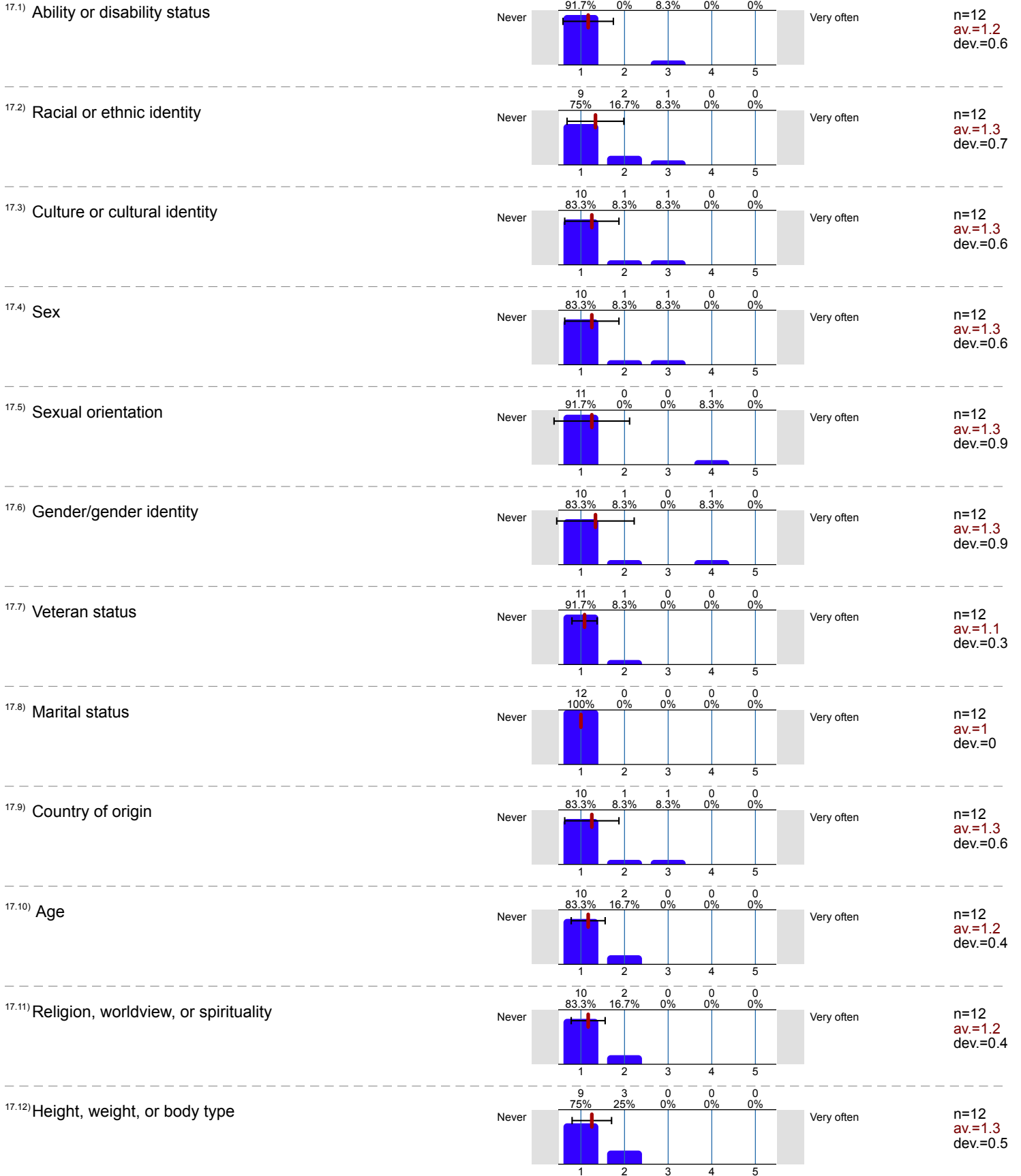
16.2) ...sexual orientation



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

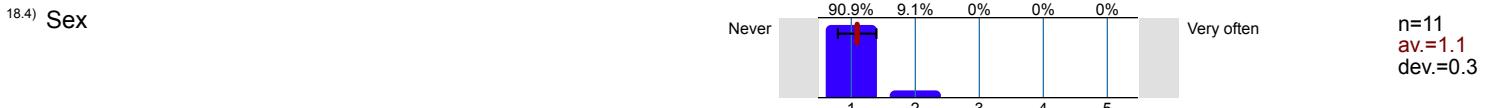


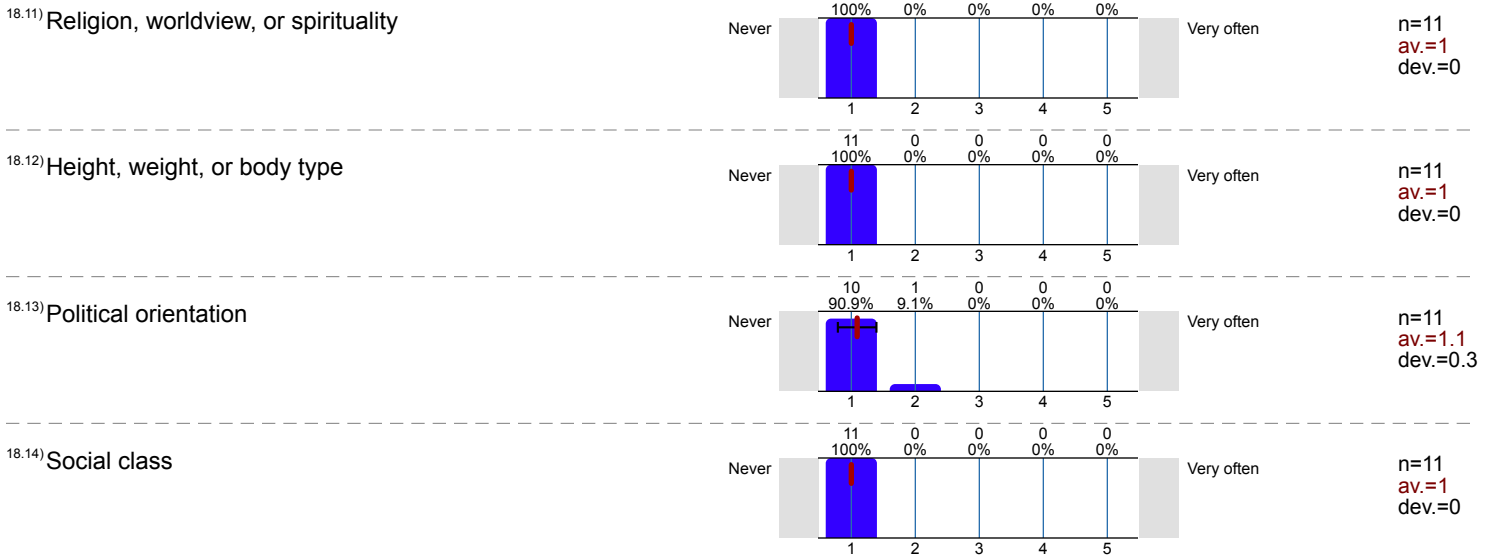
17. During the past 12 months, do you feel YOU have been mistreated *by students* at your primary ARC work location because of your:



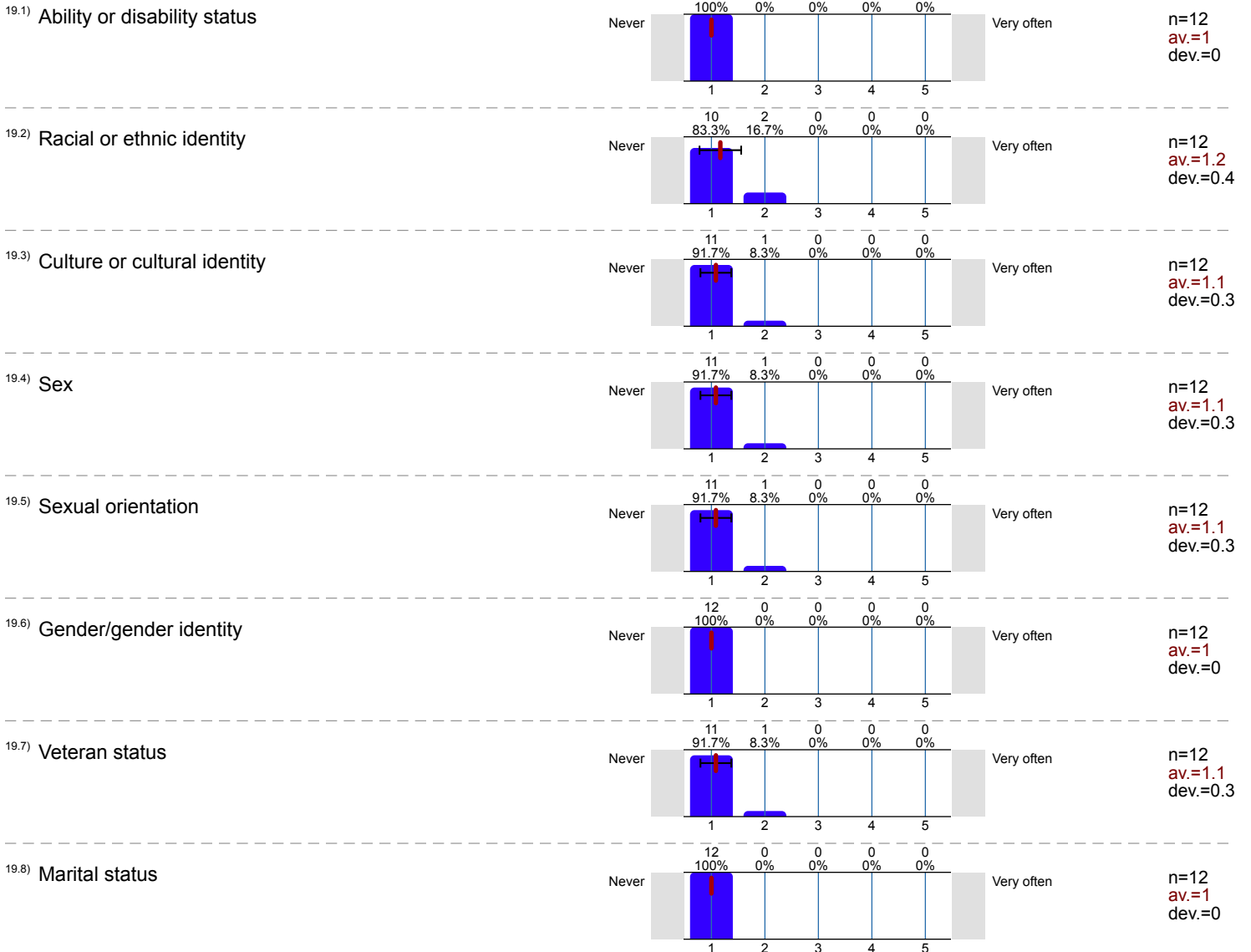


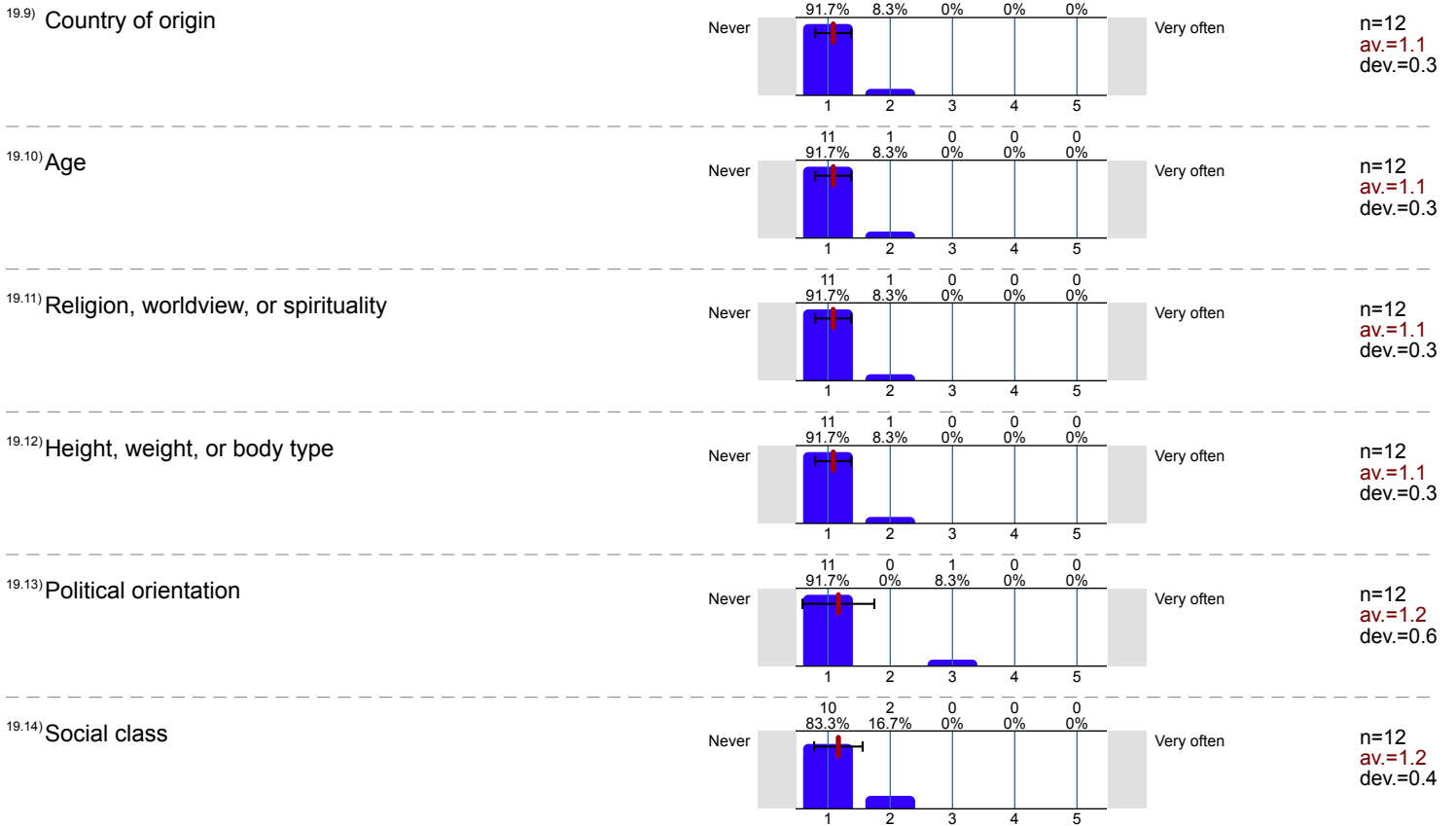
18. During the past 12 months, do you feel **YOU have** been mistreated *by faculty* at your primary ARC work location because of your:



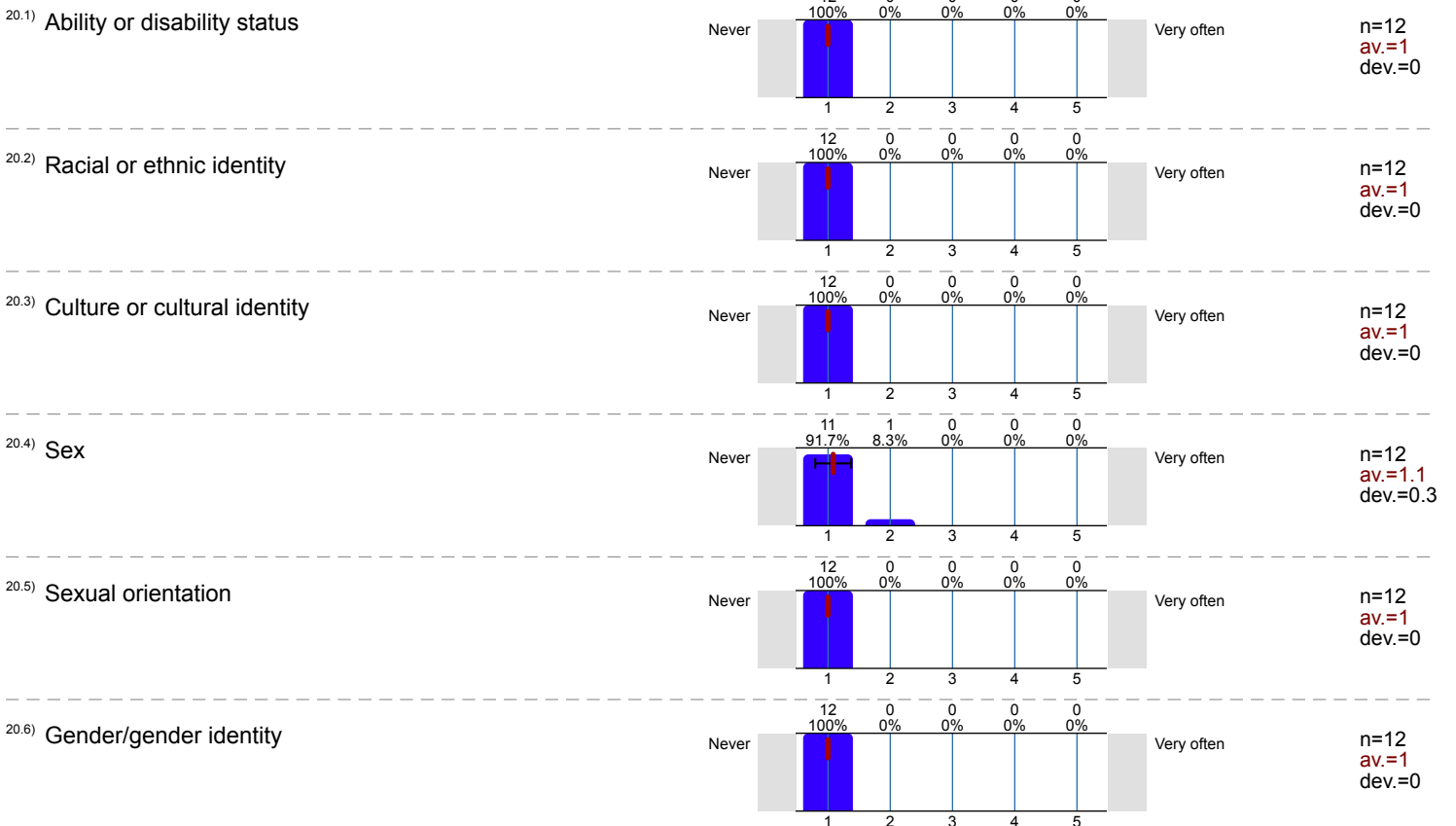


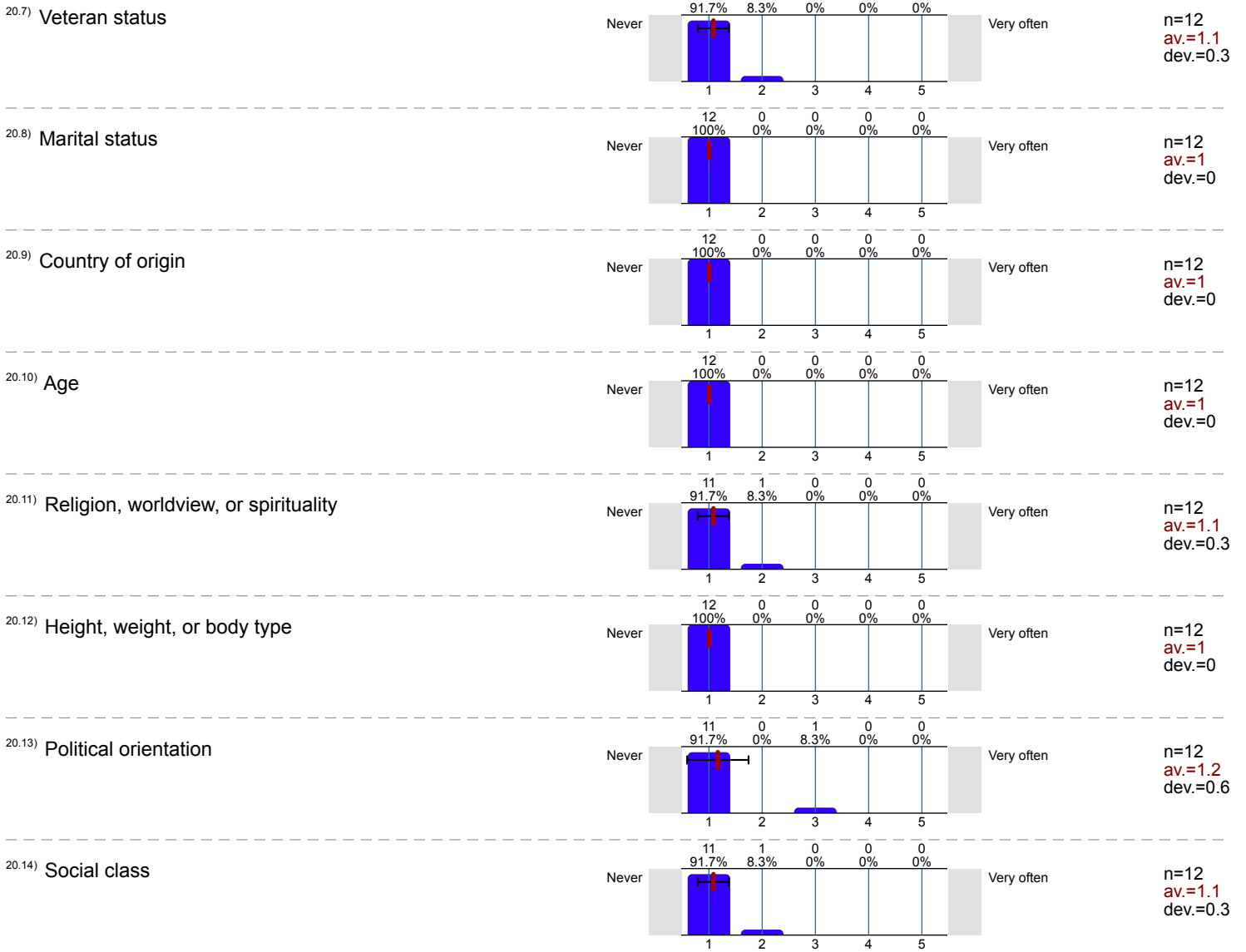
19. During the past 12 months, do you feel **YOU have** been mistreated *by classified staff* at your primary ARC work location because of your:



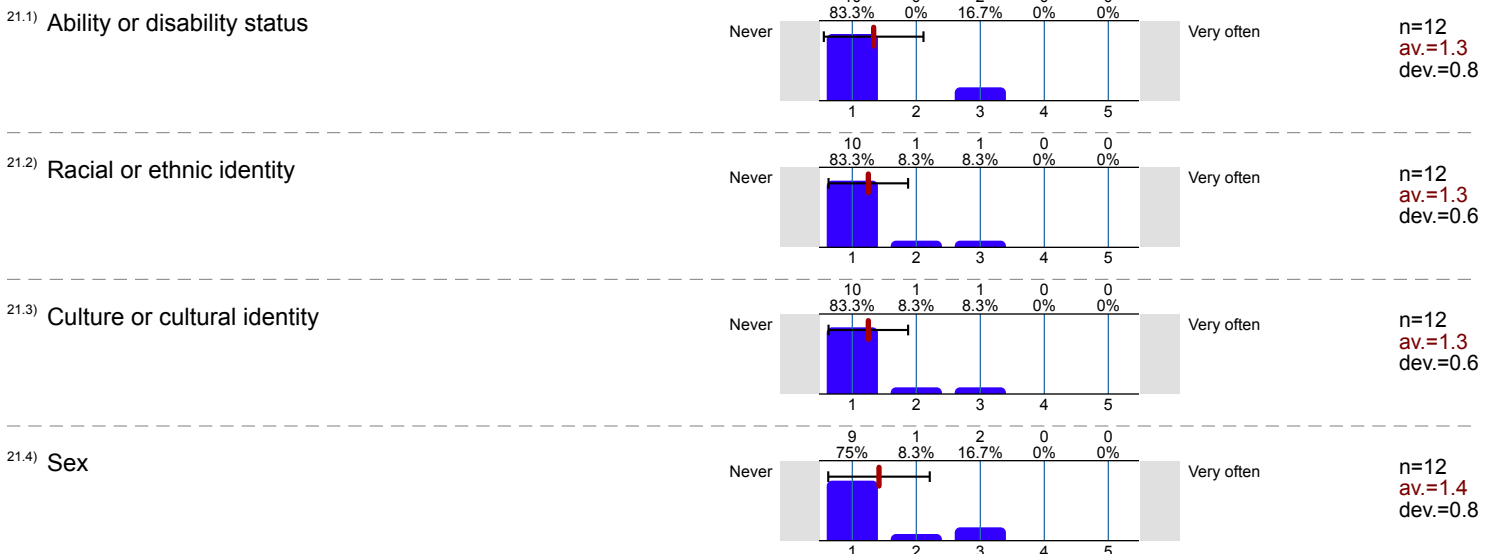


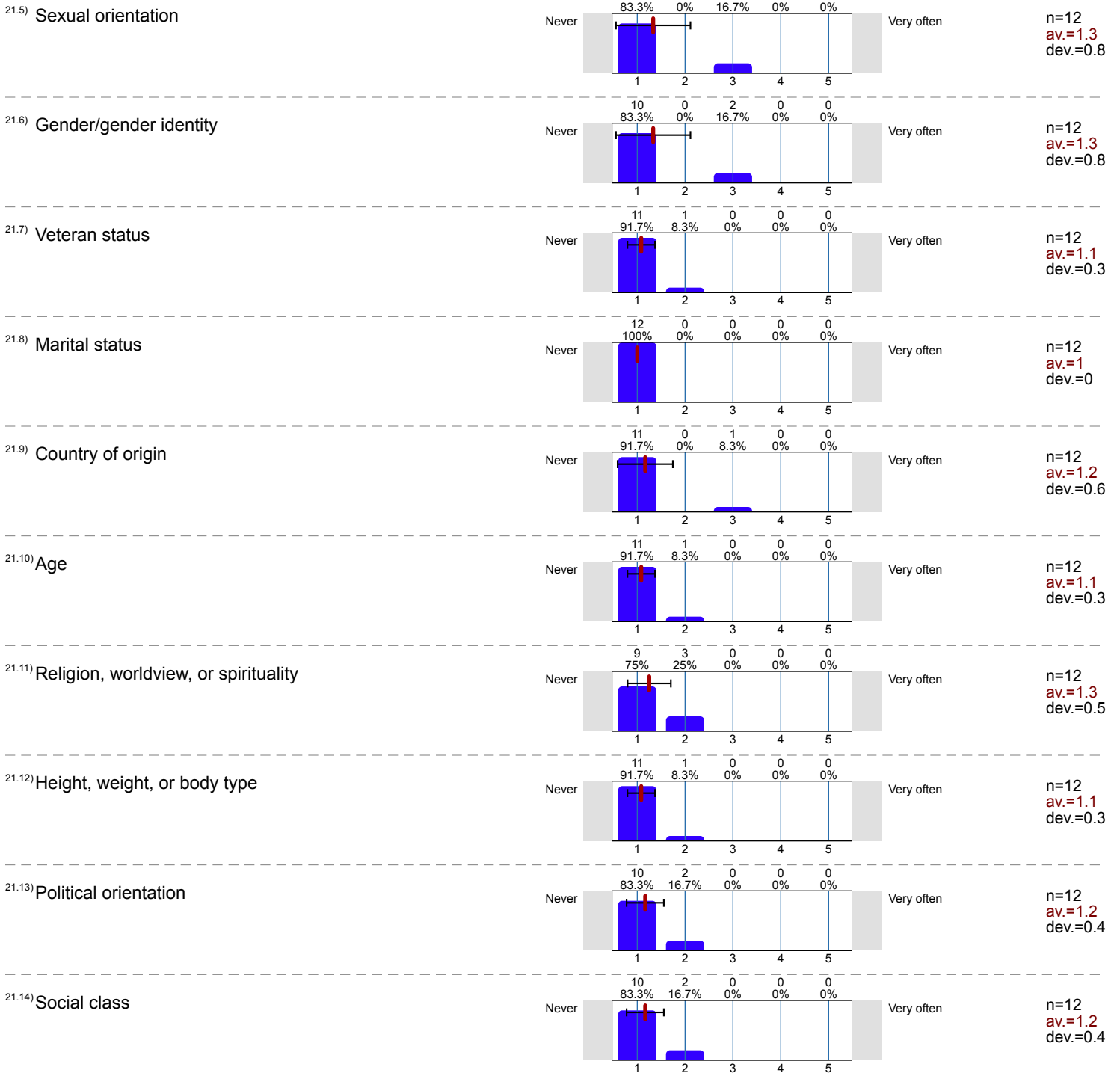
20. During the past 12 months, do you feel **YOU** have been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:



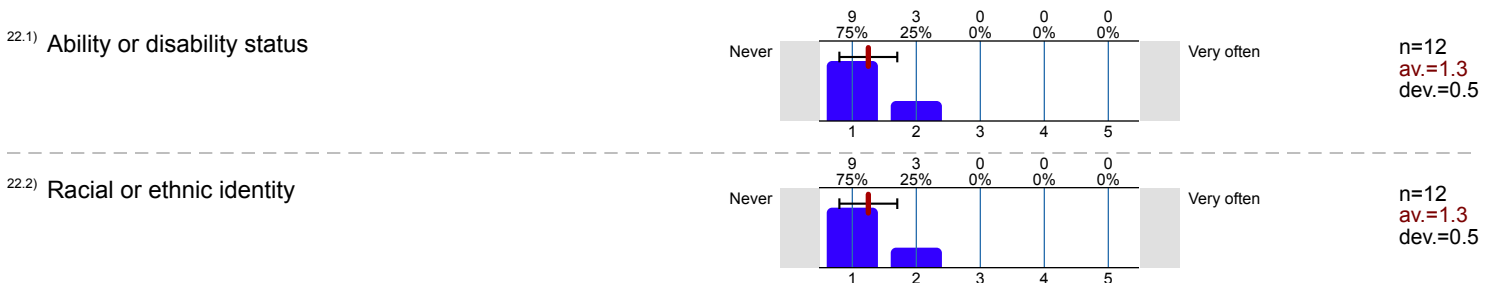


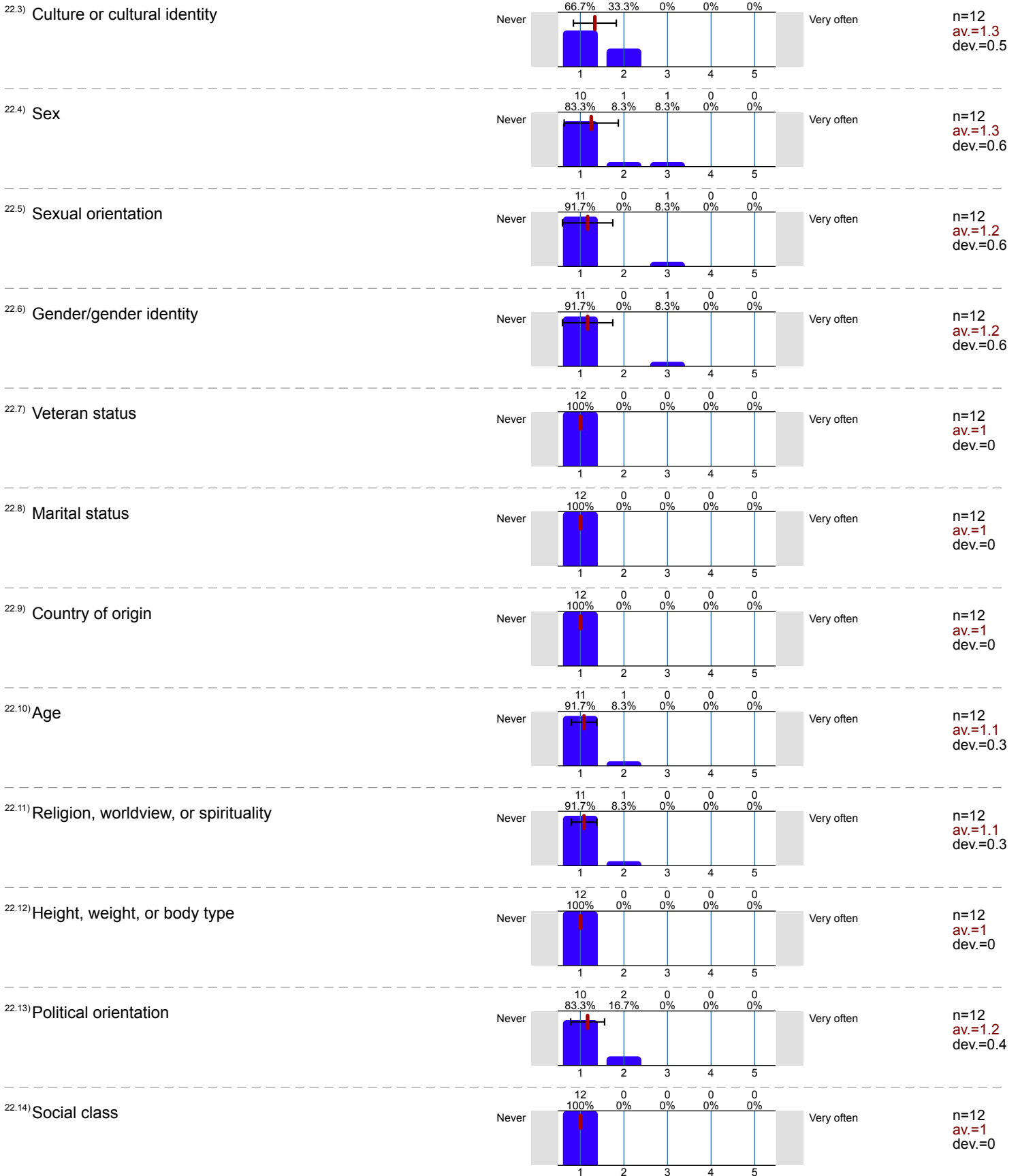
21. During the past 12 months, have you seen faculty, classified staff, or managers mistreat students at your primary ARC work location because of their:





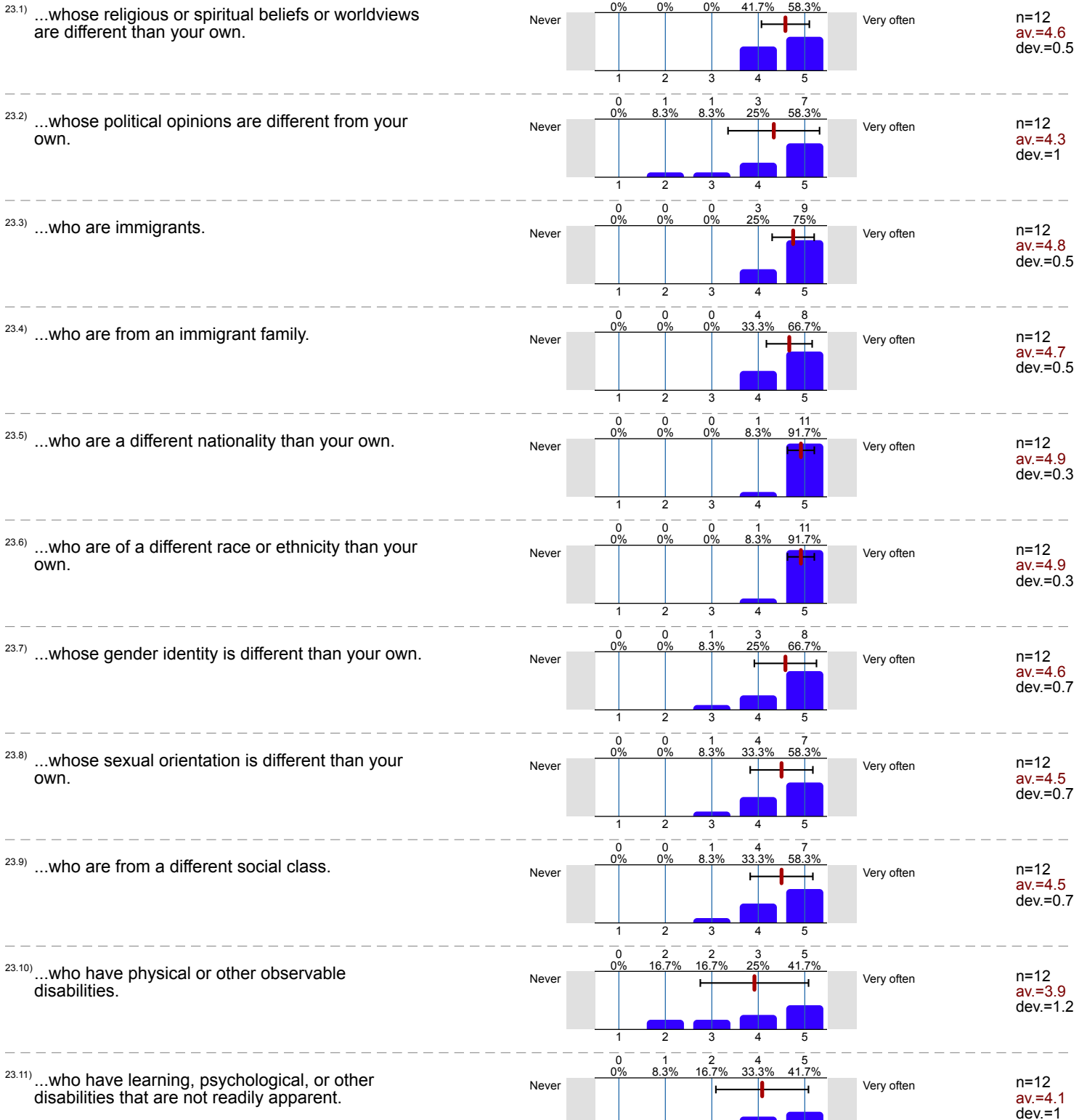
22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:





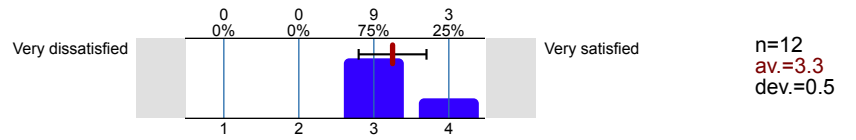


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



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

3.7) 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).

- Cherokee
- Choctaw Native American
- Hawaiian;Portuguese;Native american (blackfoot)
- Irish
- Sioux, Arabic, Armenian, Latino, Asian, Pacific Islander, African American, Irish

3.9) Other religions, worldviews, or spiritual backgrounds:

- LDS, Unity
- gnosticism

3.11) Other religion, worldview, or spiritual background:

- Unity

### 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:

- 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.
- My office if I have an irate student.
- certain areas at night due to lack of light, etc

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.