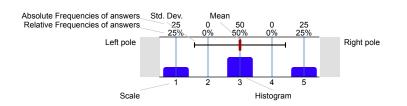
Native American Employees No. of responses = 12



Survey Results

Legend

Question text



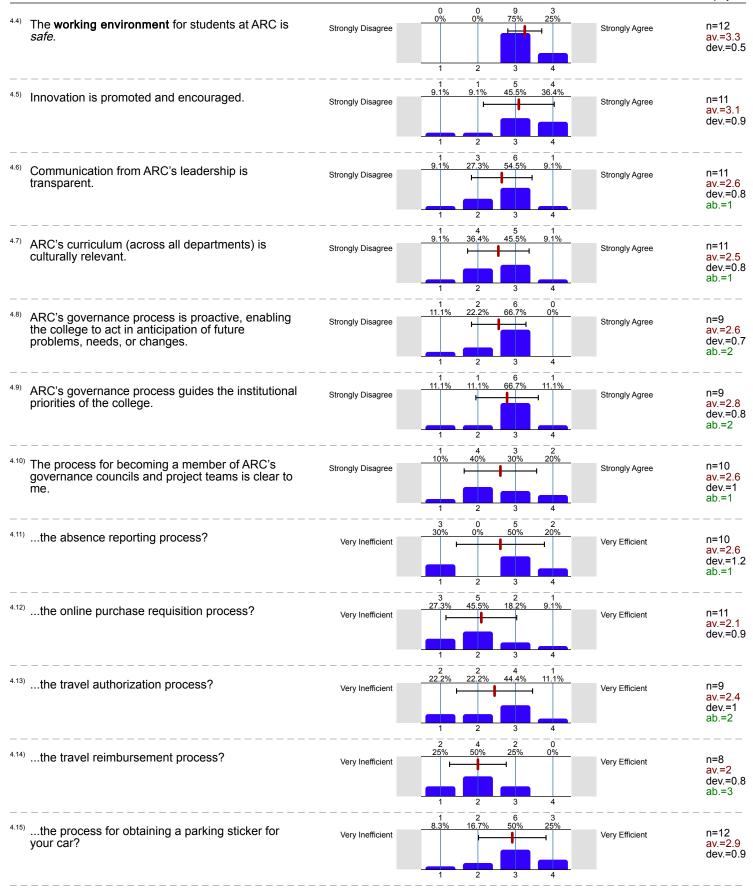
n=No. of responses av.=Mean dev.=Std. Dev. ab.=Abstention

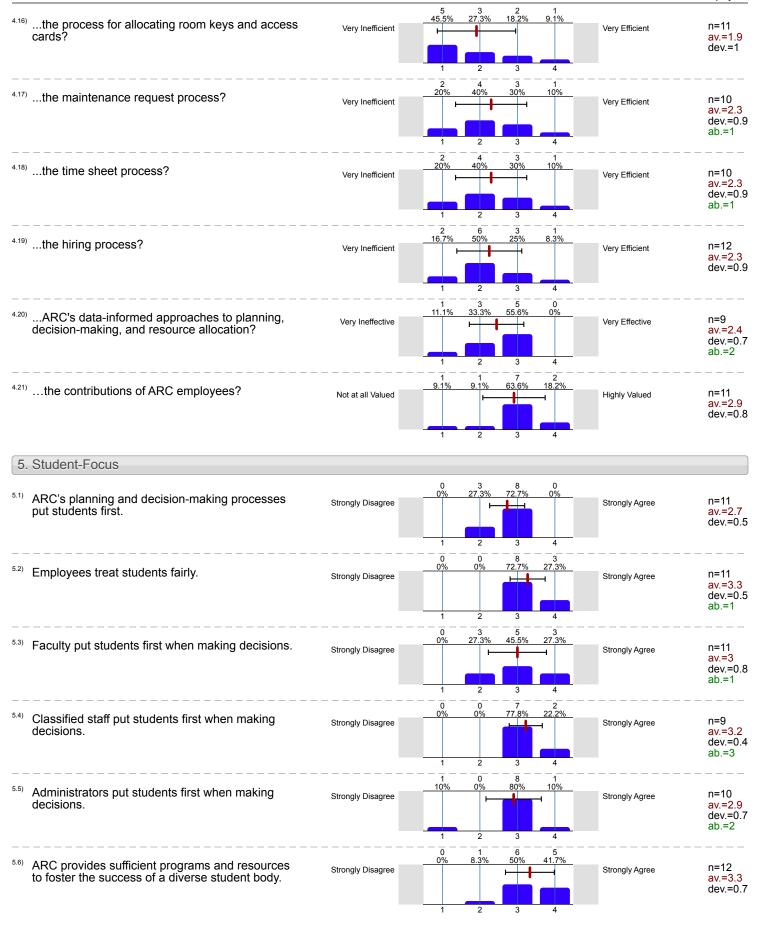
2	2. Employee Info					
_	. Employee mile					
2.1)	Primary Employment Classification:					
	Faculty, Full-Time Teaching	27.3%	n=11			
	Faculty, Full-Time Non-Teaching (Counselors, Librarians)	9.1%				
	Faculty, Adjunct Teaching	9.1%				
	Faculty, Adjunct Non-Teaching (Counselors, Librarians)	0%				
	Classified, Full-Time Permanent	36.4%				
	Classified, Part-Time Permanent	0%				
	Supervisor	0%				
	Administrator	18.2%				
2.2)	Years worked at ARC (any location):					
	less than 1 year	0%	n=12			
	1 to 4 years	16.7%				
	5 to 9 years	25%				
	10 to 14 years	8.3%				
	15 to 19 years	16.7%				
	20 years or more	33.3%				
2.3)	Primary work location at ARC:					
	ARC Main Campus	83.3%	n=12			
	Natomas Center National Nation	16.7%				
	McClellan Center	0%				
	Mather Center	0%				
	made. Control					
ာ	Demographics					
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)		66.7%	n=12
Man (cisgender mana person whose gender identity matches their sex assigned at birth)		16.7%	
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		8.3%	
Gender queer/non-binary (someone whose gender identity isn't exclusively female or male)		8.3%	
Gender non-conforming (a person whose behavior or appearance do not conform to gender expectations)		8.3%	
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)			
Asexual (a person with no sexual feelings or desires)		0%	n=12
Bisexual (a person sexually attracted to two genders)		16.7%	
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other women)		8.3%	
Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)		58.3%	
Pansexual or fluid (a person who is attracted to multiple gender identities)		16.7%	
3.5) What is your age (in years)?			
19 or younge	r	0%	n=10
20 to 2 ²	1	0%	
25 to 34	1	0%	
35 to 54	4	70%	
55 or olde	r	30%	
3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)			
African American	n (16.7%	n=12
Asiar	1	8.3%	
Filipino	\Box	8.3%	
Hispanic/Latino		41.7%	
Native America	1	100%	
Other Non-White		16.7%	
Pacific Islande		16.7%	
White		66.7%	

^{3.8)} With which religions, worldviews, or spiritual backgrounds do you identify	fy? (MARK ALL THAT APPLY)	
Agnostic		33.3% n=12
Anglican		0%
Assemblies of God		8.3%
Atheist		8.3%
Baha'i		0%
Baptist		8.3%
Buddhist		0%
Catholic		8.3%
Christian Non-denominational		33.3%
Christian Orthodox)	8.3%
Christian Science		0%
Church of Christ		0%
Confucian		0%
Episcopalian)	8.3%
Evangelical		0%
Hindu		0%
Jain		0%
Jehovah's Witness		0%
Jewish (8.3%
Latter-day Saints		0%
Lutheran		8.3%
Methodist		0%
Muslim		8.3%
Native/Tribal		0%
Pentecostal		8.3%
Presbyterian		0%
Quaker		0%
Seventh Day Adventist		0%
Shamanism		8.3%
Shinto		0%
Sikh		0%
Spiritual but not religious		41.7%
Taoist		0%
UCC/Congregational		0%
Unitarian Universalist		8.3%
Wicca/Pagan		0%
None		16.7%

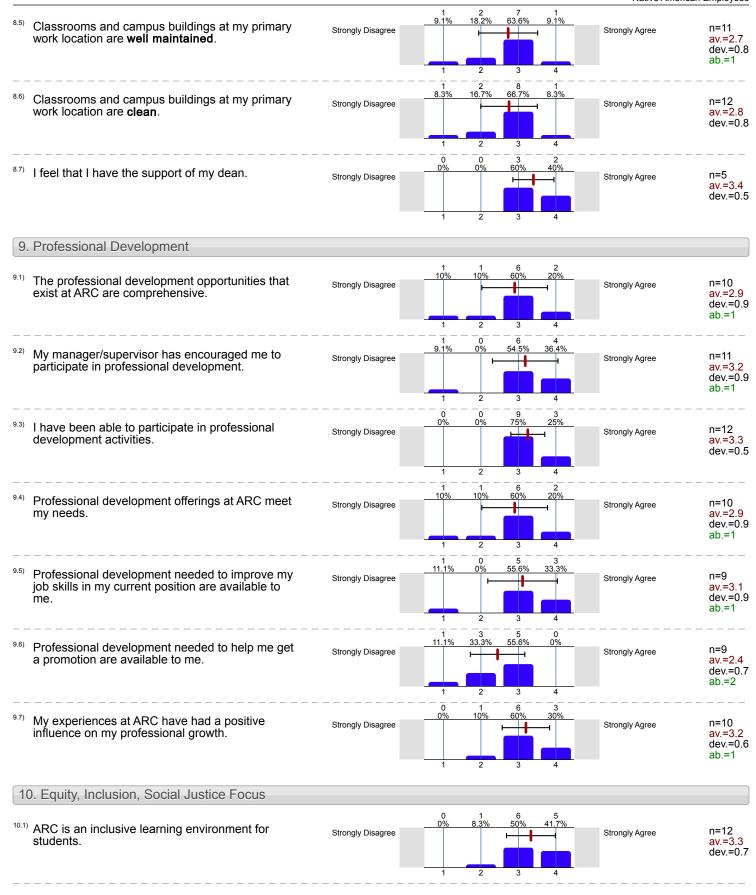
Agnostic	n=12
Muslim 8.3% Spiritual but not religious 16.7% None 25% 3.12) What is your highest level of education? Less than high school 0% Graduated high school 0% Some college 0% Associate's degree 8.3% Bachelor's degree 25% Graduate degree 66.7%	n=12
Spiritual but not religious 16.7% None 25% 3.12) What is your highest level of education? Less than high school 0% Graduated high school 0% Some college 0% Associate's degree 8.3% Bachelor's degree 25% Graduate degree 66.7%	n=12
None 25% 3.12) What is your highest level of education? Less than high school 0% Graduated high school 0% Some college 0% Associate's degree 8.3% Bachelor's degree 25% Graduate degree 66.7%	n=12
3.12) What is your highest level of education? Less than high school 0% Graduated high school 0% Some college 0% Associate's degree 8.3% Bachelor's degree 25% Graduate degree 66.7%	n=12
Less than high school Graduated high school Some college Associate's degree Bachelor's degree Graduate degree Graduate degree 66.7%	n=12
Less than high school Graduated high school Some college Associate's degree Bachelor's degree Graduate degree Graduate degree 66.7%	n=12
Some college 0% Associate's degree 8.3% Bachelor's degree 25% Graduate degree 66.7%	
Some college 0% Associate's degree 8.3% Bachelor's degree 25% Graduate degree 66.7%	
Bachelor's degree	
Bachelor's degree	
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)	
bo you have any or the following types of disabilities: (IVI/IIII/IIII/IIIII)	
Acquired/traumatic brain injury 0%	n=12
Attention deficit/hyperactivity disorder 25%	
Autism spectrum disorder 0%	
Blind/low vision 0%	
Deaf/hard of hearing 0%	
Cognitive or learning disability 0%	
Chronic illness 8.3%	
Intellectual disability 0%	
Mental health disability 8.3%	
Physical disability that affects walking 8.3%	
Physical disability that does not affect walking 0%	
Speech/communication condition 0%	
None 58.3%	
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 1 2 3 4	n=12 av.=3.4 dev.=0.5
4.2) The teaching/learning environment is <i>safe</i> for students at my primary ARC work location. Strongly Disagree	n=12 av.=3.3 dev.=0.5
The working environment for students at ARC is equitable and inclusive. Strongly Disagree	n=10 av.=3.4 dev.=0.5 ab.=2

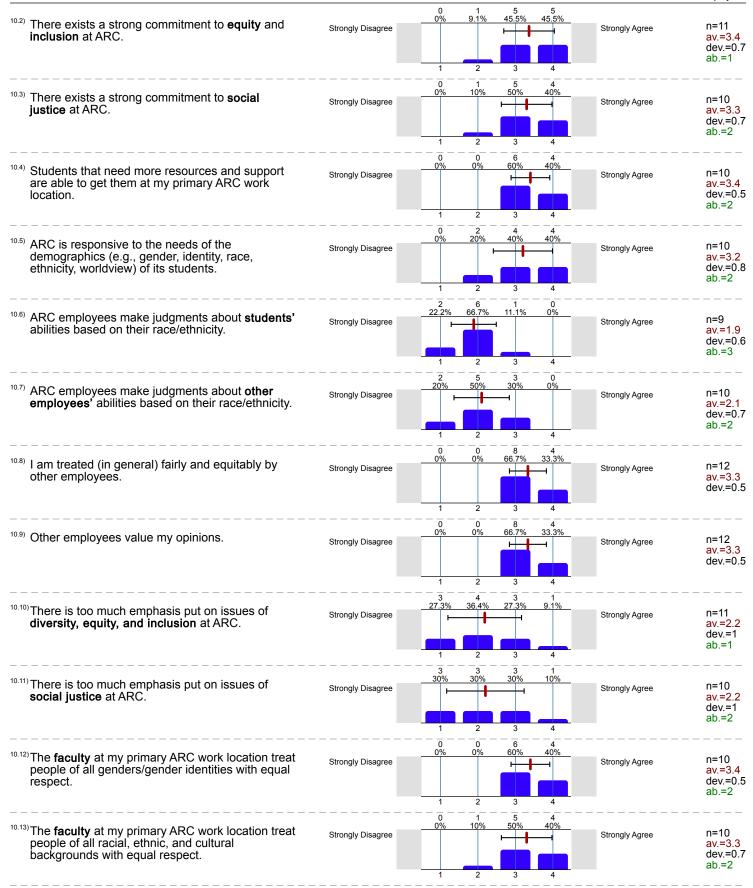


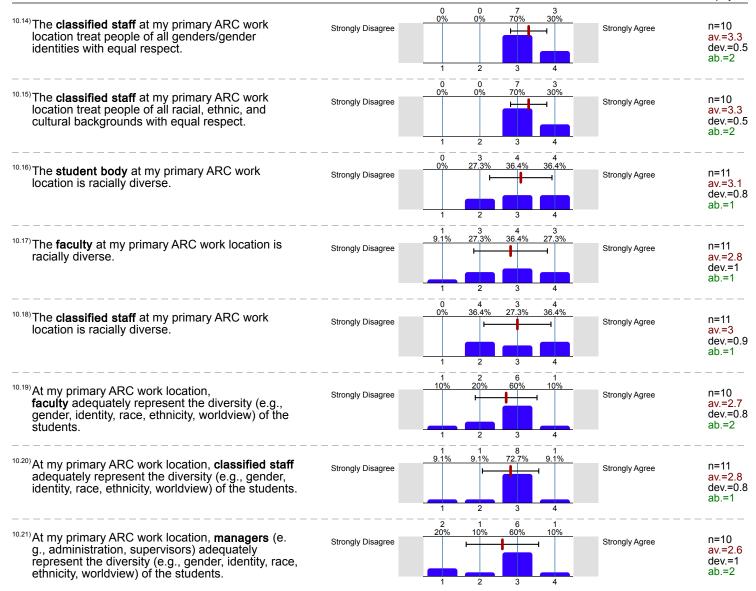




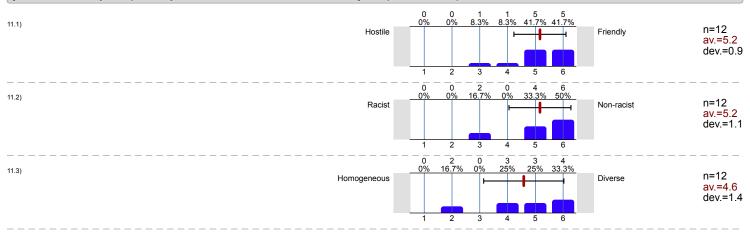


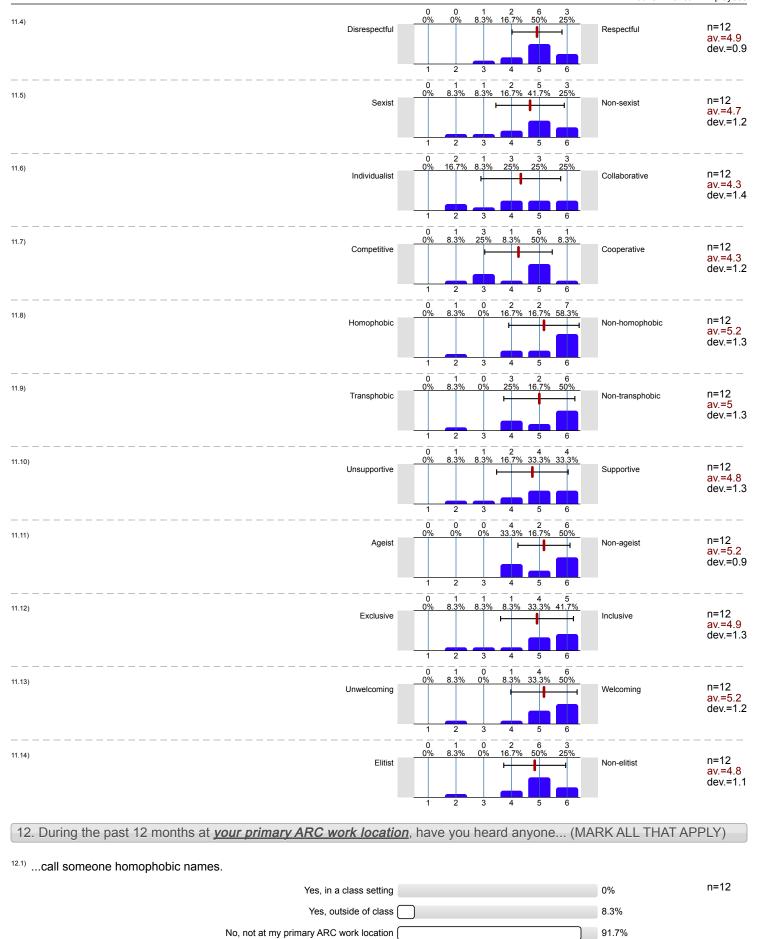






11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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

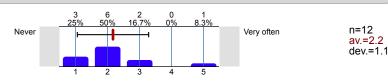




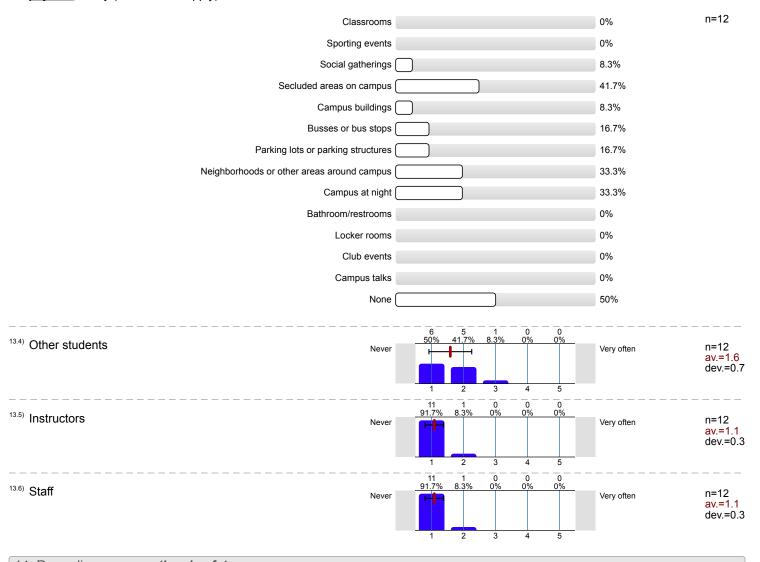
		Native Ar	merican Employees
say sexual things to you or try to talk about sexual matters when you	ou didn't want to.		
Yes, in a class setting		0%	n=12
Yes, outside of class		8.3%	
No, not at my primary ARC work location		91.7%	
	fy as LGBTQ+ (lesbian, gay, bisex	cual, trans, queer,	+).
Yes, in a class setting		0%	n=12
Yes, outside of class		8.3%	
No, not at my primary ARC work location		91.7%	
	e intellectual abilities that men do.		
Yes, in a class setting		0%	n=12
Yes, outside of class		8.3%	
No, not at my primary ARC work location		91.7%	
	, appearance, or looks.		
Yes, in a class setting		0%	n=12
Yes, outside of class		25%	
No, not at my primary ARC work location		75%	
Yes, in a class setting		0%	n=12
Yes, outside of class		25%	
No, not at my primary ARC work location		75%	
Yes, in a class setting		8.3%	n=12
Yes, outside of class		16.7%	
No, not at my primary ARC work location		83.3%	
			- – – – – –
Yes, in a class setting		0%	n=12
Yes, outside of class		8.3%	
No, not at my primary ARC work location		91.7%	
			- – – – – –
Yes, in a class setting		0%	n=12
Yes, outside of class		0%	
No, not at my primary ARC work location		100%	

13. Regarding your personal *physical safety*:

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

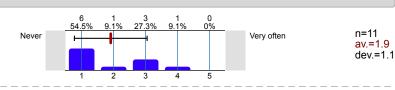


During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your physical safety (mark all that apply)?



14. Regarding your *emotional safety*:

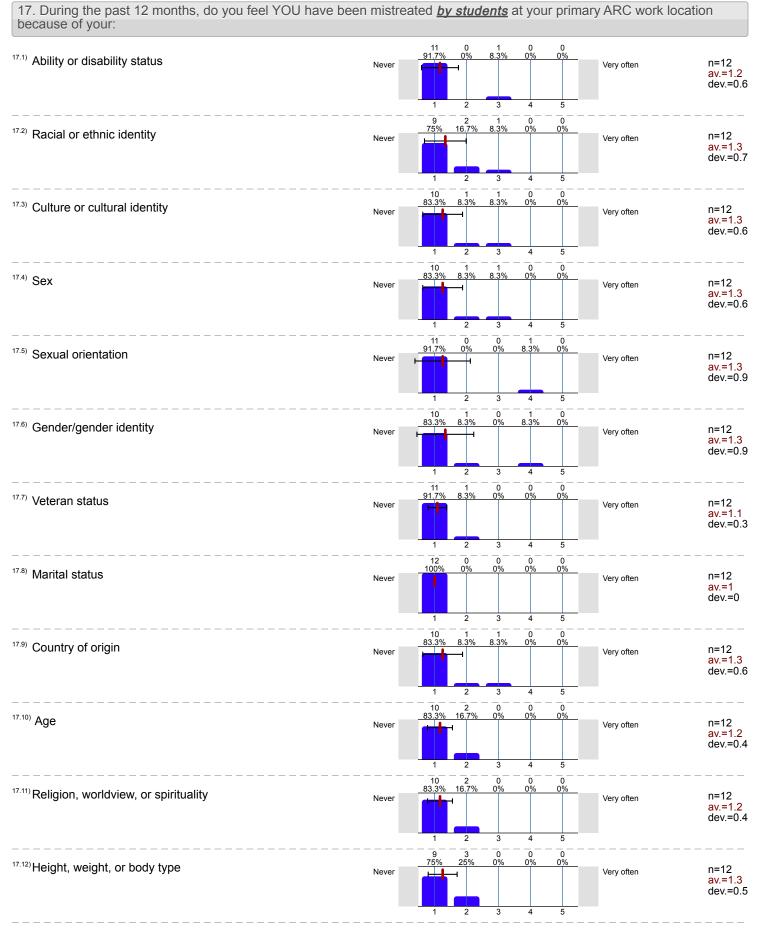
14.1) During the past 12 months, have you been concerned for your <u>emotional</u> safety at your primary ARC work location?

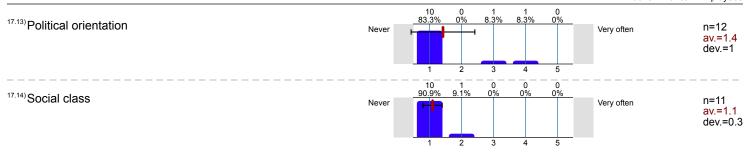


During the past 12 months, have you avoided any of temotional safety? (mark all that apply)	he following areas	at your pr	imary AR	C worl	< locatio	on due to conce	rns for your
	Classrooms					16.7%	n=12
	Sporting events					0%	
	Social gatherings					0%	
Seclude	d areas on campus					8.3%	
	Campus buildings					8.3%	
В	Busses or bus stops					8.3%	
Parking lots o	r parking structures					8.3%	
Neighborhoods or other are	eas around campus					16.7%	
	Campus at night)				8.3%	
В	Bathroom/restrooms					0%	
	Locker rooms					0%	
	Club events					0%	
	Campus talks)				8.3%	
	None					58.3%	
14.4) Other students	Never		2 2 7% 16.7%	00%	0 0%	Very often	n=12 av.=1.5 dev.=0.8
14.5) Instructors	Never	58.3% 33.	4 1 3% 8.3% H	0 0%	5	Very often	n=12 av.=1.5 dev.=0.7
^{14.6)} Staff	Never		2 2 7% 16.7%	8.3%	0 0%	Very often	n=12 av.=1.8 dev.=1.1
15. Regarding your primary ARC work location:							
15.1) Discrimination							
	Yes					33.3%	n=12
	No _					66.7%	
15.2) Threats of physical violence							
Till date of physical violence	Yes					0%	n=12
	No					100%	
^{15.3)} Physical violence							
	Yes					0%	n=12
	No _					100%	

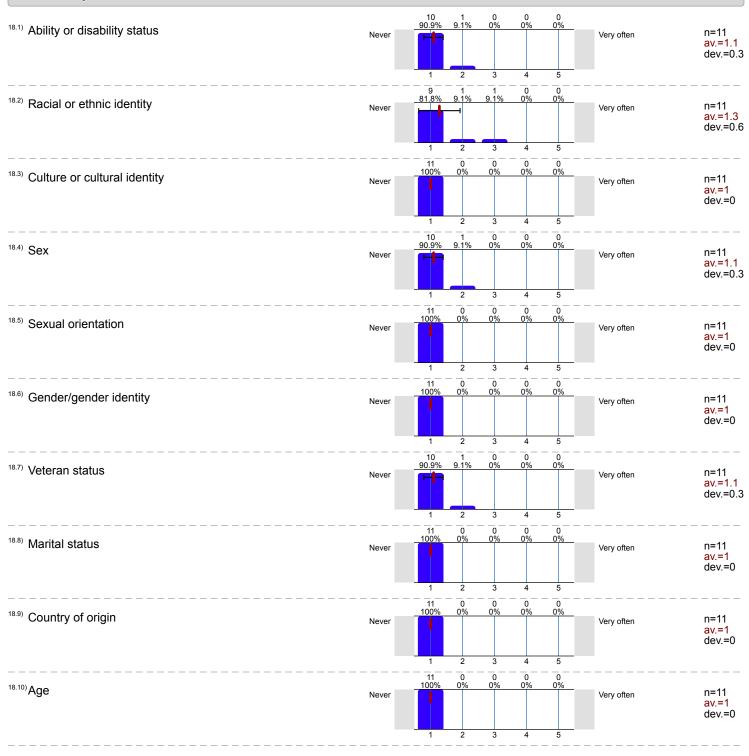
15.4) Threats of emotional violence			
	Yes	0%	n=12
	No	100%	
^{15.5)} Emotional violence			
	Yes	16.7%	n=12
	No	83.3%	
15.6) Sexual harassment			
	Yes	8.3%	n=12
	No [91.7%	
15.7) Other harassment			
	Yes 🗍	8.3%	n=12
	No (91.7%	
		J 01.1 70	
15.8) Sexual assault			
Gexual assault	Von	0%	n=12
	Yes		
	No [100%	
15.9) I la vigata di sovi al advances			
^{15.9)} Unwanted sexual advances			n=12
	Yes	8.3%	11-12
	No (91.7%	
^{15.10)} Verbal threats	_		
	Yes	8.3%	n=12
	No	91.7%	
^{15.11)} Discrimination			
	Yes	41.7%	n=12
	No	58.3%	
^{15.12)} Threats of physical violence			
	Yes	25%	n=12
	No	75%	
^{15.13)} Physical violence			
	Yes	0%	n=12
	No	100%	

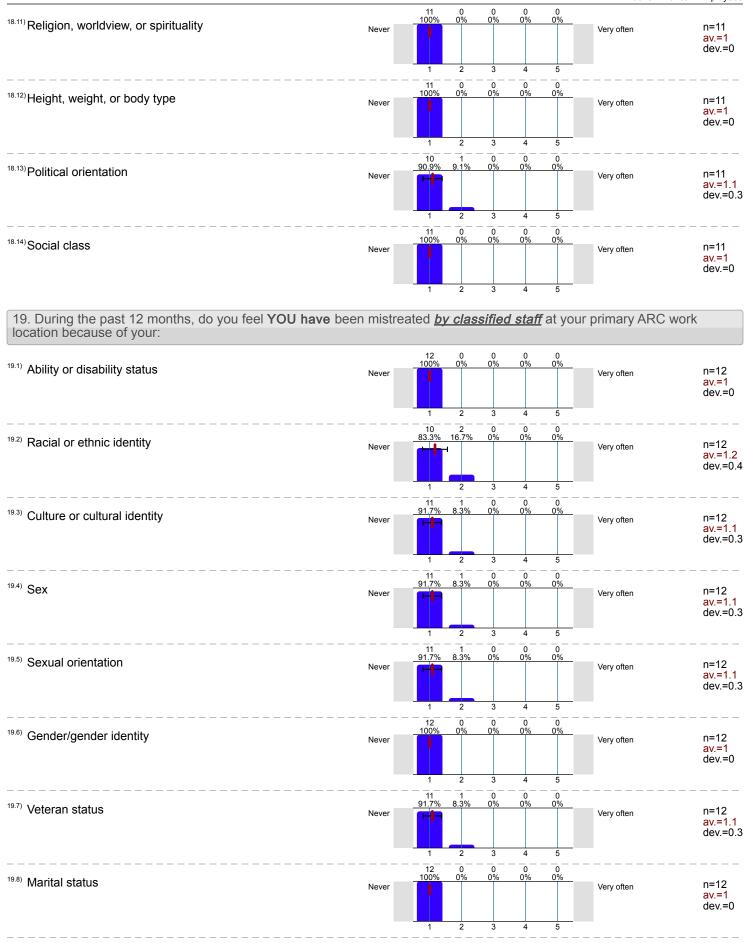
^{15.14)} Threats of emotional violence				
	Yes		8.3%	n=12
	No 🗌		91.7%	
15.15) Emotional violence				
	Yes		16.7%	n=12
	No [83.3%	
Octual Harassmont	Y22 C		16 70/	n=12
	Yes _		16.7%	
	No		83.3%	
45.47)				
^{15.17)} Other harassment	_			
	Yes		16.7%	n=12
	No 🗌		83.3%	
^{15.18)} Sexual assault				
	Yes		0%	n=12
	No 🗌		100%	
15.19) Unwanted sexual advances				
	Yes		8.3%	n=12
	No [91.7%	
			J /:	
Verbai tilleats				n=11
	Yes _		27.3%	11-11
	No		72.7%	
16. During the past 12 months, have you experienced <u>m</u> your	icroaggres	ssions at your primary ARC w	ork location with	regard to
you		7 4 0 0 1		
16.1)gender/gender identity	Never	7 4 0 0 1 58.3% 33.3% 0% 0% 8.3%	Very often	n=12
			100, 500	n=12 av.=1.7 dev.=1.2
		1 2 3 4 5		
		8 3 0 0 1 66.7% 25% 0% 0% 8.3%		
16.2)sexual orientation	Never		Very often	n=12 av.=1.6 dev.=1.2
				dev.=1.2
		1 2 3 4 5		
16.3)racial, ethnic, or cultural identity	Never	5 4 1 1 1 41.7% 33.3% 8.3% 8.3% 8.3%	Very often	n=12
·	12.2.		. ,	av.=2.1 dev.=1.3
		1 2 3 4 5		

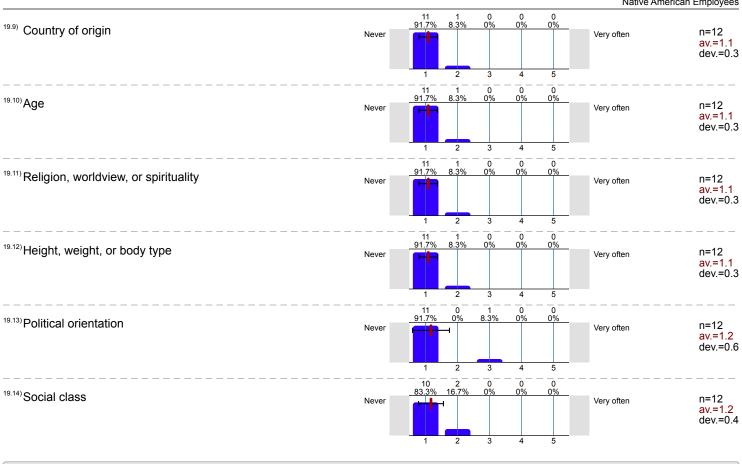




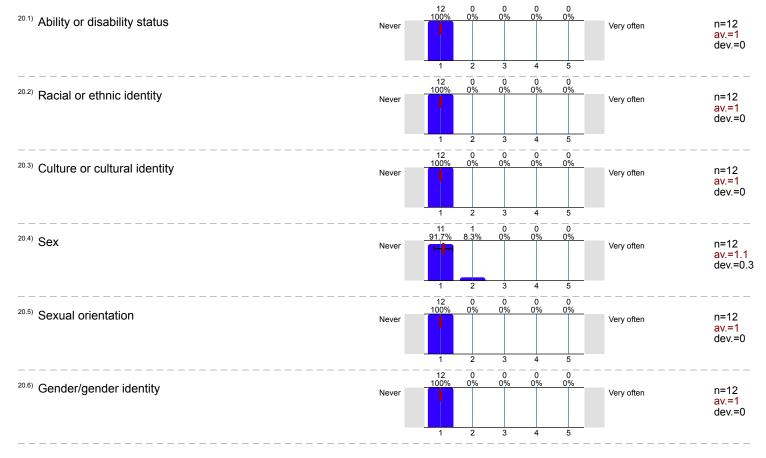
18. During the past 12 months, do you feel **YOU have** been mistreated <u>by faculty</u> at your primary ARC work location because of your:

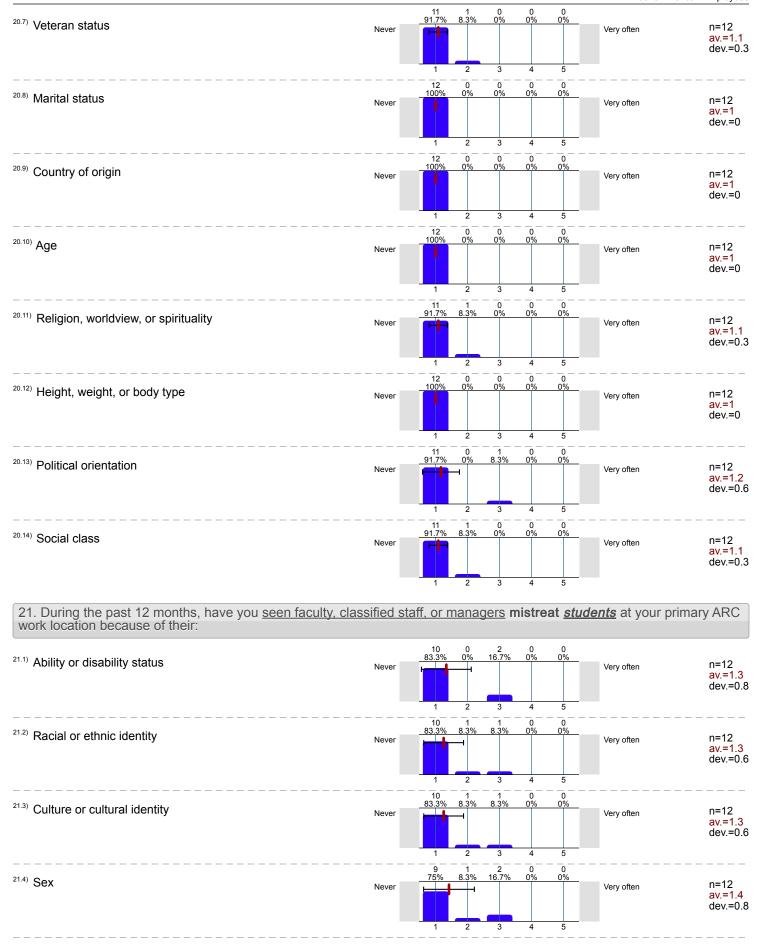


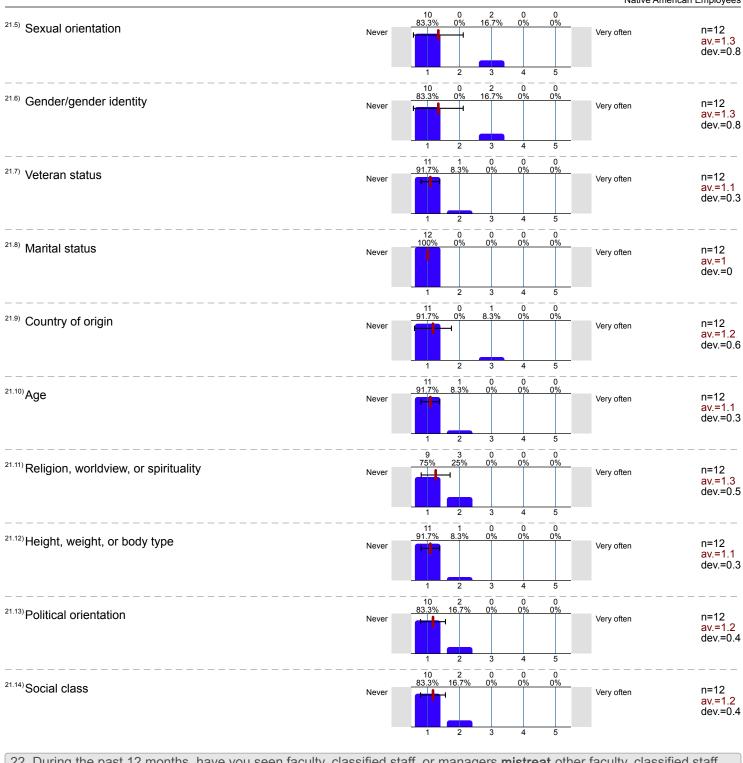




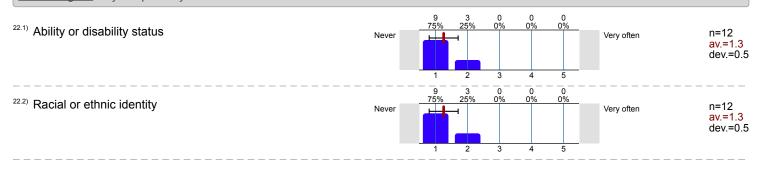
20. During the past 12 months, do you feel YOU have been mistreated by managers (administrators, supervisors) at your primary ARC work location because of your:

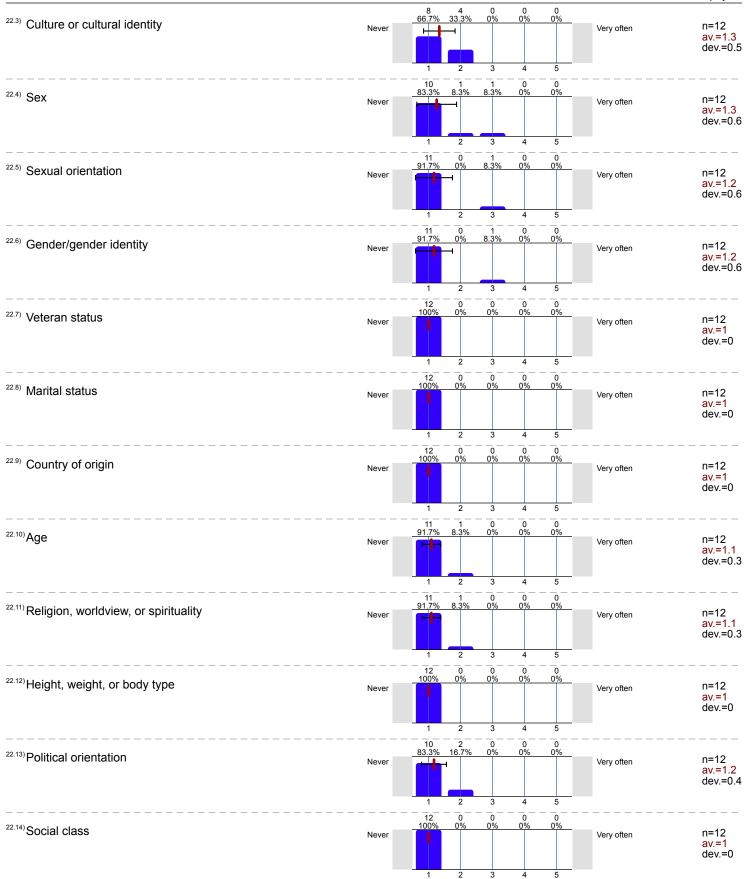




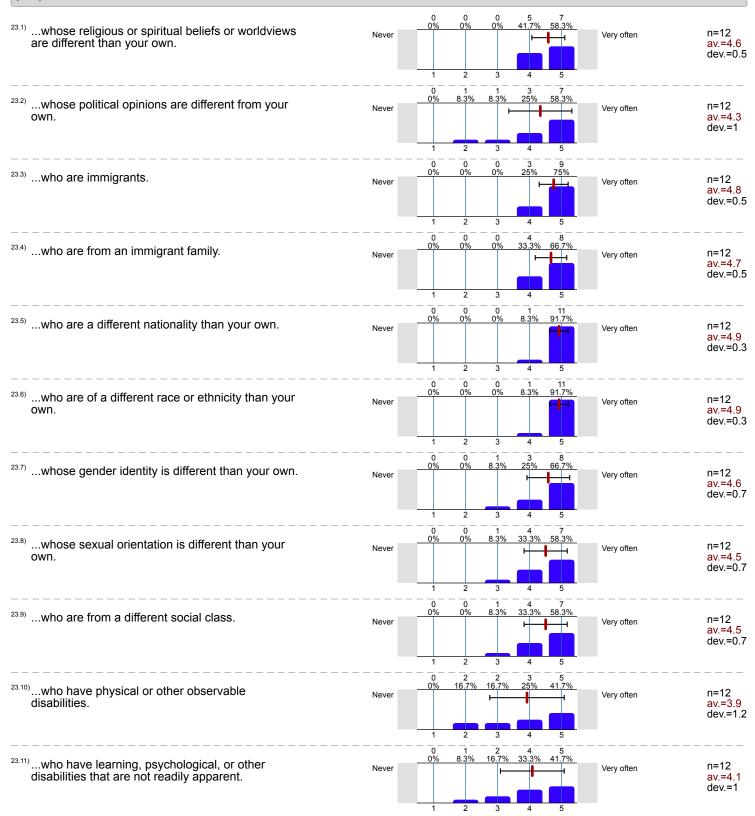


22. During the past 12 months, have you <u>seen faculty, classified staff, or managers</u> <u>mistreat other faculty, classified staff, or managers</u> at your primary ARC work location because of their:



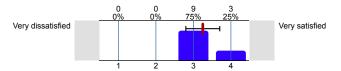


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



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=12 av.=3.3 dev.=0.5

Comments Report

3. Demographics

- 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>
- 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 <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.