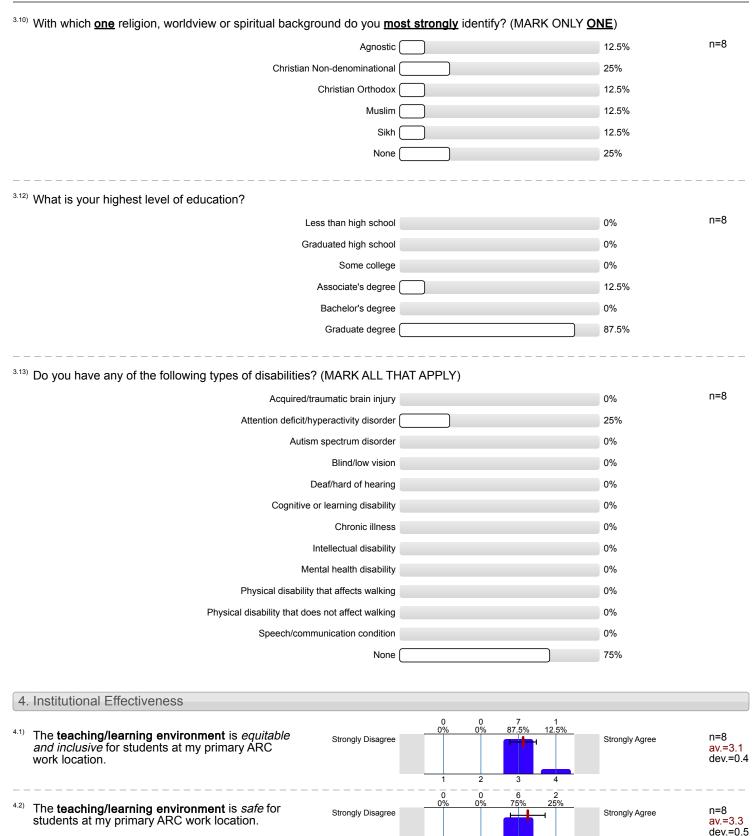
	Other Non-White Employees No. of responses = 8		ARC
	Survey Results		
Legend Question text	Absolute Frequencies of answers Relative Frequencies of answers Left pole Scale	Right pole	n=No. of response av.=Mean dev.=Std. Dev. ab.=Abstention
2. Employee Info			
<sup>2.1)</sup> Primary Employment C	Classification:		
	Faculty, Full-Time Teaching	37.5%	n=8
	Faculty, Full-Time Non-Teaching (Counselors, Librarians)	12.5%	
	Faculty, Adjunct Teaching	0%	
	Faculty, Adjunct Non-Teaching (Counselors, Librarians)	0%	
	Classified, Full-Time Permanent	37.5%	
	Classified, Part-Time Permanent	0%	
	Supervisor	0%	
	Administrator	12.5%	
<sup>2.2)</sup> Years worked at ARC (	any location):		
	less than 1 year	12.5%	n=8
	1 to 4 years	12.5%	
	5 to 9 years	0%	
	10 to 14 years	12.5%	
	15 to 19 years	37.5%	
	20 years or more	25%	
<sup>2.3)</sup> Primary work location a	at ARC:		
	ARC Main Campus	75%	n=8
	Natomas Center	25%	
	McClellan Center	0%	
	Mather Center	0%	

<sup>3.1)</sup> What is your gender identity? (MARK ALL THAT APPLY)			
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)		62.5%	n=8
Man (cisgender mana person whose gender identity matches their sex assigned at birth)		25%	
Trans woman (a person whose gender identity is female but whose sex assigned at birth is male)		0%	
Trans man (a person whose gender identity is male but whose sex assigned at birth is		0%	
Gender queer/non-binary (someone whose gender identity isn't exclusively female or male)		0%	
Gender non-conforming (a person whose behavior or appearance do not conform to gender expectations)		12.5%	
<sup>3.3)</sup> What is your sexual orientation? (MARK ALL THAT APPLY)			
Asexual (a person with no sexual feelings or desires)		0%	n=8
Bisexual (a person sexually attracted to two genders)		0%	
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other women)		0%	
Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)		75%	
Pansexual or fluid (a person who is attracted to multiple gender identities)		0%	
<sup>3.5)</sup> What is your age (in years)?			
19 or younge		0%	n=7
20 to 2	4	0%	
25 to 3	4	0%	
35 to 5	4	85.7%	
55 or olde		14.3%	
<sup>3.6)</sup> What is your race/ethnicity? (MARK ALL THAT APPLY)			
African America	n	12.5%	n=8
Asia	n	25%	
Filipin	o	12.5%	
Hispanic/Latin	0	37.5%	
Native America	n	25%	
Other Non-Whit	e (	100%	
Pacific Islande	er 🦳	12.5%	
Whit	e	37.5%	

Agnostic	25% n=8
Anglican	0%
Assemblies of God	25%
Atheist	12.5%
Baha'i	0%
Baptist	12.5%
Buddhist	0%
Catholic	12.5%
Christian Non-denominational	25%
Christian Orthodox	25%
Christian Science	0%
Church of Christ	0%
Confucian	0%
Episcopalian	12.5%
Evangelical	12.5%
Hindu	12.5%
Jain	0%
Jehovah's Witness	0%
Jewish	0%
Latter-day Saints	0%
Lutheran	12.5%
Methodist	12.5%
Muslim	12.5%
Native/Tribal	0%
Pentecostal	0%
Presbyterian	0%
Quaker	0%
Seventh Day Adventist	0%
Shamanism	12.5%
Shinto	0%
Sikh	12.5%
Spiritual but not religious	12.5%
Taoist	0%
UCC/Congregational	0%
Unitarian Universalist	12.5%
Wicca/Pagan	0%
None	12.5%

### <sup>3.8)</sup> With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)



<sup>4.3)</sup> The **working environment** for students at ARC is *equitable and inclusive.* 

Strongly Disagree

2

2

12

0

3

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3

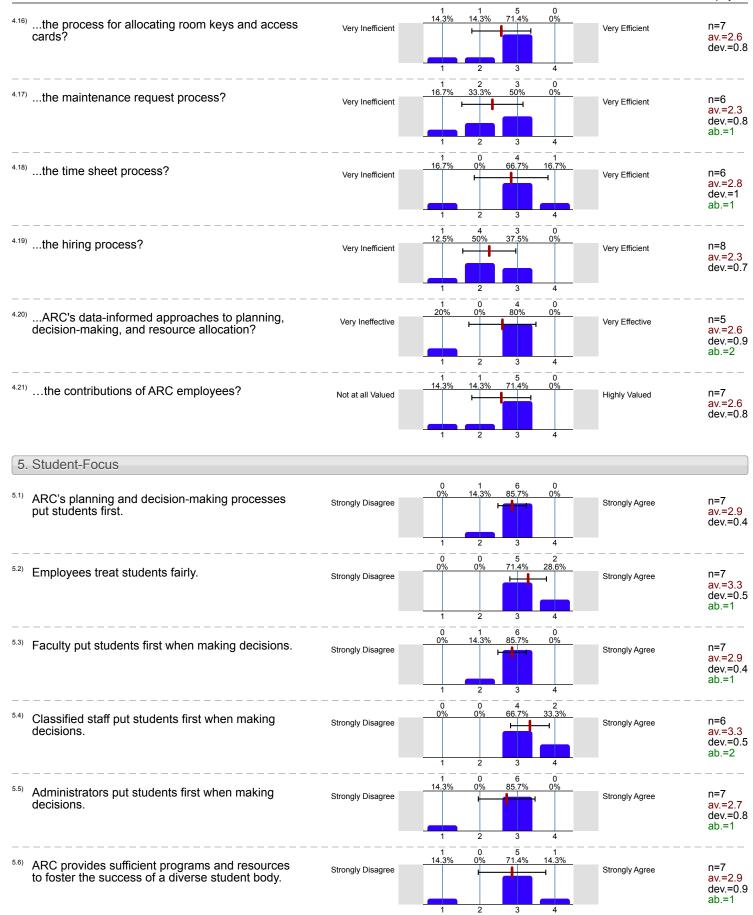
4

n=8

av.=3.1 dev.=0.6

Strongly Agree

							Other Non-V	vnite Employees
4.4)	The <b>working environment</b> for students at ARC is <i>safe</i> .	Strongly Disagree	0%	0%	6 75%	2 25%	Strongly Agree	n=8 av.=3.3 dev.=0.5
4.5)	Innovation is promoted and encouraged.	Strongly Disagree	28.6%	1 14.3%	3 42.9%		Strongly Agree	n=7 av.=2.4 dev.=1.1
4.6)	Communication from ARC's leadership is transparent.	Strongly Disagree	1 12.5%	3 37.5%	4 50% 1 3	 0% 4	Strongly Agree	n=8 av.=2.4 dev.=0.7
4.7)	ARC's curriculum (across all departments) is culturally relevant.	Strongly Disagree	1 16.7%	2 33.3%	3 50% 1 3	 0% 4	Strongly Agree	n=6 av.=2.3 dev.=0.8 ab.=2
— — 4.8)	ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes.	Strongly Disagree	1 16.7%	 0 0%  0%  0 0%  0 0%  0 0% 	5 83.3%		Strongly Agree	n=6 av.=2.7 dev.=0.8 ab.=1
4.9)	ARC's governance process guides the institutional priorities of the college.	Strongly Disagree	1 16.7%	0 0% 	4 66.7%	16.7%	Strongly Agree	n=6 av.=2.8 dev.=1 ab.=1
— — 4.10)	The process for becoming a member of ARC's governance councils and project teams is clear to me.	Strongly Disagree	1 16.7%	1 16.7%	3 50%	16.7%	Strongly Agree	n=6 av.=2.7 dev.=1 ab.=1
— – 4.11)	the absence reporting process?	Very Inefficient	1 16.7%	 0 0% +	3 50%	2 33.3%	Very Efficient	n=6 av.=3 dev.=1.1 ab.=1
— – 4.12)	the online purchase requisition process?	Very Inefficient	1 20%		3 60%	 0% 4	Very Efficient	n=5 av.=2.4 dev.=0.9 ab.=2
4.13)	the travel authorization process?	Very Inefficient	14.3%	28.6%	3 42.9%		Very Efficient	n=7 av.=2.6 dev.=1
4.14)	the travel reimbursement process?	Very Inefficient	1 16.7%	3 50%	1 16.7%	1 16.7%	Very Efficient	n=6 av.=2.3 dev.=1 ab.=1
4.15)	the process for obtaining a parking sticker for your car?	Very Inefficient	0%	2 25% F	4 50%		Very Efficient	n=8 av.=3 dev.=0.8



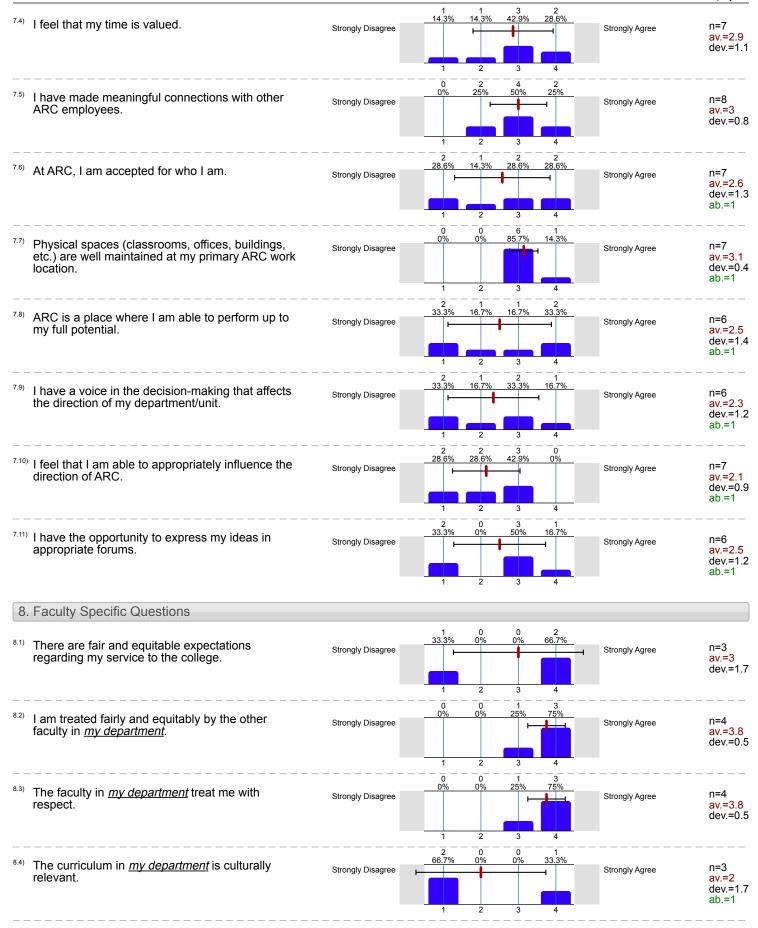
6. Teamwork				
<sup>6.1)</sup> Employees work collaboratively.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=8 av.=2.8 dev.=0.9
<sup>6.2)</sup> A sense of cooperation exists across employee groups at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=2.4 dev.=0.8 ab.=1
<sup>6.3)</sup> Employees go out of their way to create a welcoming climate.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=3 dev.=0.6
<sup>6.4)</sup> Employees treat students with respect.	Strongly Disagree		Strongly Agree	n=8 av.=3.3 dev.=0.5
<sup>6.5)</sup> Employees treat one another in a professional and friendly manner.	Strongly Disagree	2 0 4 1 28.6% 0% 57.1% 14.3% 1 2 3 4	Strongly Agree	n=7 av.=2.6 dev.=1.1 ab.=1
<sup>6.6)</sup> A sense of teamwork exists at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=2.4 dev.=0.8
<sup>6.7)</sup> Clear expectations about my work are communicated to me.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=8 av.=2.9 dev.=1.2
<sup>6.8)</sup> Employees at ARC use problem-solving techniques when working with others.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=8 av.=2.8 dev.=0.7
7. Job Satisfaction				
<sup>7.1)</sup> Overall, I am satisfied with my job at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=8 av.=2.9 dev.=1
<ul> <li><sup>7.2)</sup> I feel pressure to accomplish too many tasks and priorities.</li> </ul>	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=7 av.=2.6 dev.=1.3
<sup>7.3)</sup> I enjoy the people I work with at ARC.	Strongly Disagree		Strongly Agree	n=7 av.=3.4 dev.=0.5

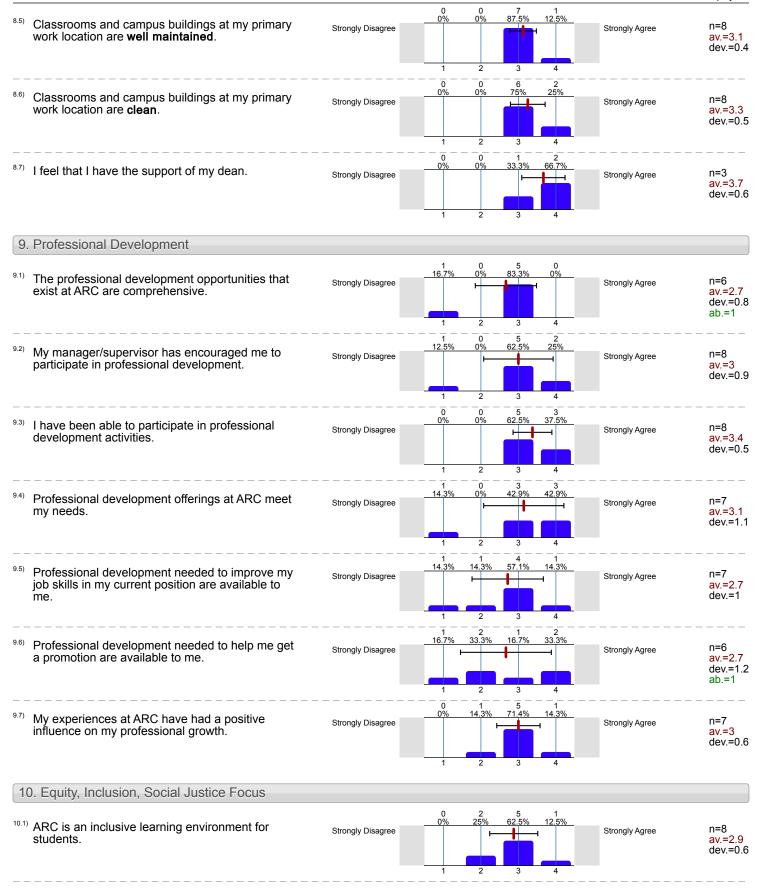
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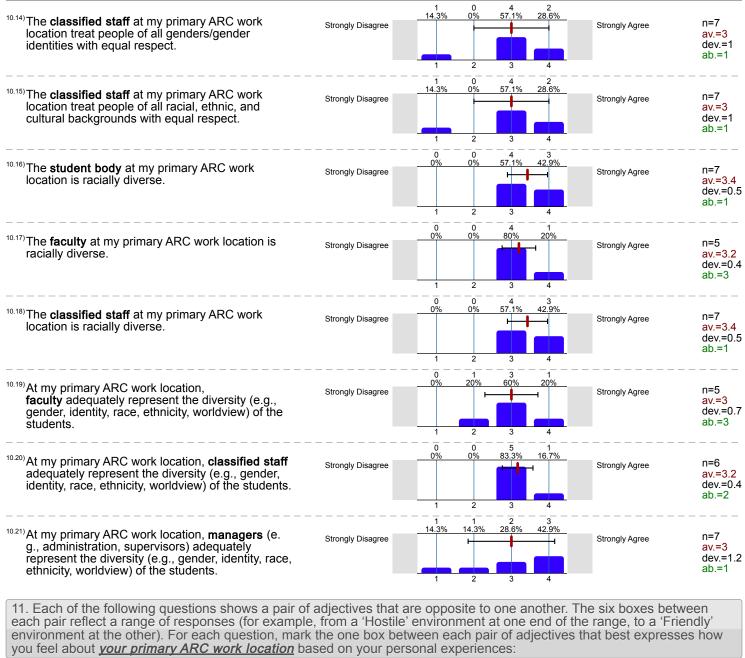
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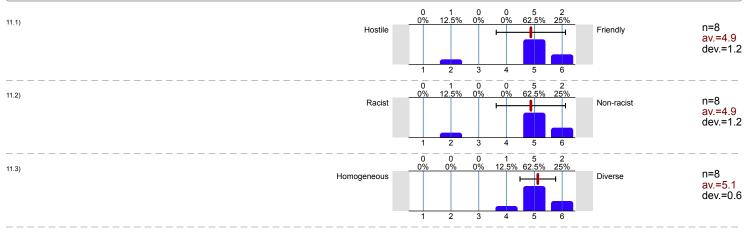
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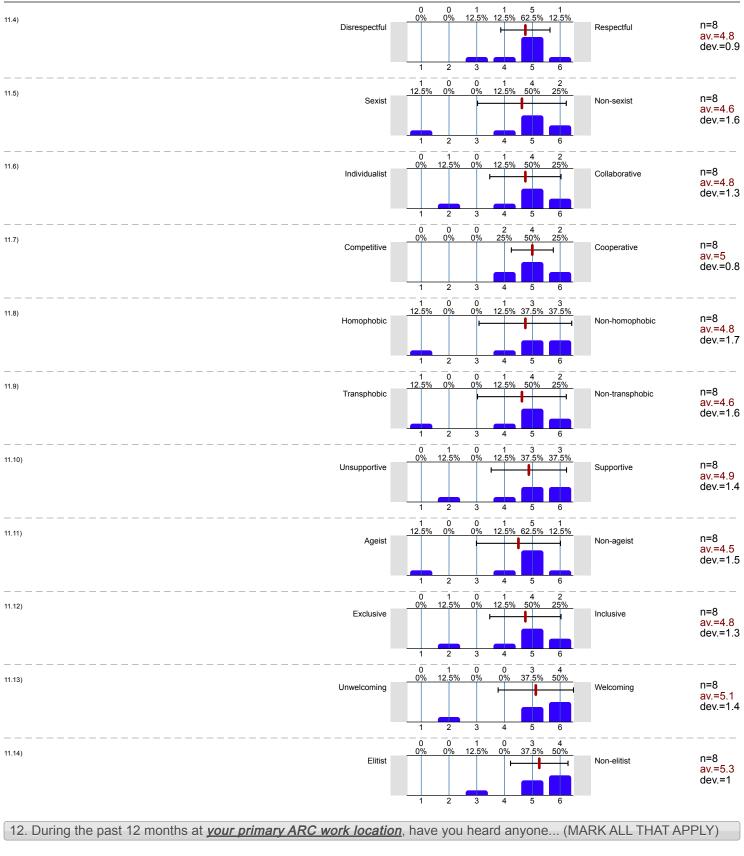


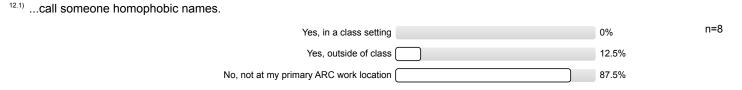


								mile Employees
10.2) ·	There exists a strong commitment to <b>equity</b> and <b>nclusion</b> at ARC.	Strongly Disagree	0%	1 14.3%	5 71.4%	1 14.3% H	Strongly Agree	n=7 av.=3 dev.=0.6 ab.=1
— — 10.3) -	There exists a strong commitment to <b>social</b> iustice at ARC.	Strongly Disagree	1 14.3%	2	4 57.1%	2 28.6%	Strongly Agree	n=7 av.=3 dev.=1 ab.=1
i	Students that need more resources and support are able to get them at my primary ARC work ocation.	Strongly Disagree	0%	1 14.3%	4 57.1%	2 28.6%	Strongly Agree	n=7 av.=3.1 dev.=0.7 ab.=1
(	ARC is responsive to the needs of the demographics (e.g., gender, identity, race, ethnicity, worldview) of its students.	Strongly Disagree	1 14.3%	1 14.3%	4 57.1%	-1 14.3% -1 -4	Strongly Agree	n=7 av.=2.7 dev.=1 ab.=1
10.6)	ARC employees make judgments about <b>students'</b> abilities based on their race/ethnicity.	Strongly Disagree	40%	20%	1 20% 3	1 20% 1 4	Strongly Agree	n=5 av.=2.2 dev.=1.3 ab.=3
10.7)	ARC employees make judgments about <b>other</b> employees' abilities based on their race/ethnicity.	Strongly Disagree	40%	2	0% 0% 3	2 40%	Strongly Agree	n=5 av.=2.4 dev.=1.5 ab.=3
10.8)	am treated (in general) fairly and equitably by other employees.	Strongly Disagree	0%	1 12.5%	5 62.5%	2 25% 	Strongly Agree	n=8 av.=3.1 dev.=0.6
10.9)	Other employees value my opinions.	Strongly Disagree	0%	2	8 100%	0 0% 4	Strongly Agree	n=8 av.=3 dev.=0
	There is too much emphasis put on issues of diversity, equity, and inclusion at ARC.	Strongly Disagree	42.9%	1 14.3%	28.6%	1 14.3%	Strongly Agree	n=7 av.=2.1 dev.=1.2 ab.=1
	There is too much emphasis put on issues of <b>social justice</b> at ARC.	Strongly Disagree	3 50%	1 16.7%	0% 0% 3	2 33.3% 	Strongly Agree	n=6 av.=2.2 dev.=1.5 ab.=2
	The <b>faculty</b> at my primary ARC work location treat people of all genders/gender identities with equal respect.	Strongly Disagree	14.3%	1 14.3%	3 42.9%	2 28.6%	Strongly Agree	n=7 av.=2.9 dev.=1.1 ab.=1
1	The <b>faculty</b> at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.	Strongly Disagree	14.3%	1 14.3%	3 42.9%	2 28.6%	Strongly Agree	n=7 av.=2.9 dev.=1.1 ab.=1





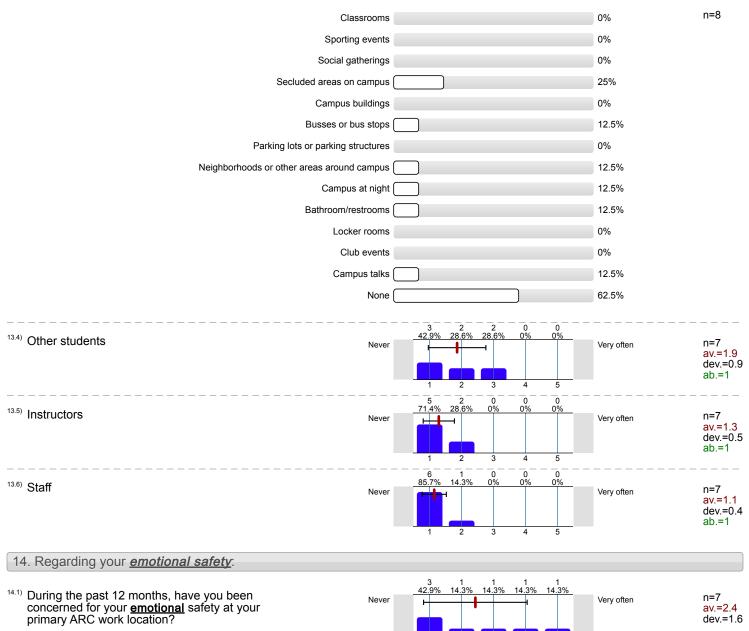




$^{\scriptscriptstyle 12.2)}$ say sexual things to you or try to talk about sexual matters when y	ou didn't want to.		
Yes, in a class setting		0%	n=8
Yes, outside of class		12.5%	
No, not at my primary ARC work location		87.5%	
<sup>12.3)</sup> make crude or offensive remarks or jokes about people who identi	fy as LGBTQ+ (lesbian, gay, bisexua	I, trans, queer, +).	
Yes, in a class setting	1	0%	n=8
Yes, outside of class		12.5%	
No, not at my primary ARC work location		87.5%	
<sup>12.4)</sup> suggest or imply in your presence that women don't have the same	e intellectual abilities that men do.		
Yes, in a class setting		0%	n=8
Yes, outside of class		12.5%	
No, not at my primary ARC work location		87.5%	
<sup>12.5)</sup> make inappropriate comments about your or someone else's body	annearance or looks		
Yes, in a class setting		0%	n=8
Yes, outside of class		25%	
No, not at my primary ARC work location		75%	
<sup>12.6)</sup> make sexist remarks or jokes about women.			
Yes, in a class setting		0%	n=8
Yes, outside of class		12.5%	
No, not at my primary ARC work location		87.5%	
<sup>12.7</sup> )make sexist remarks or jokes about men.			
Yes, in a class setting		0%	n=8
Yes, outside of class		0%	
No, not at my primary ARC work location		100%	
<sup>12.8)</sup> make negative remarks or jokes about trans women.			
Yes, in a class setting		0%	n=8
Yes, outside of class		12.5%	
No, not at my primary ARC work location		87.5%	
<sup>12.9)</sup> make negative remarks or jokes about trans men.			-
Yes, in a class setting		0%	n=8
Yes, outside of class		12.5%	
No, not at my primary ARC work location		87.5%	

# 13. Regarding your personal *physical safety*. <sup>13.1)</sup> During the past 12 months, have you been concerned for your *physical* safety at your primary ARC work location?

<sup>13.2)</sup> 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)?



5

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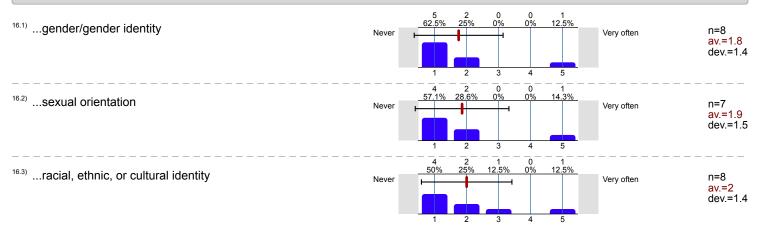


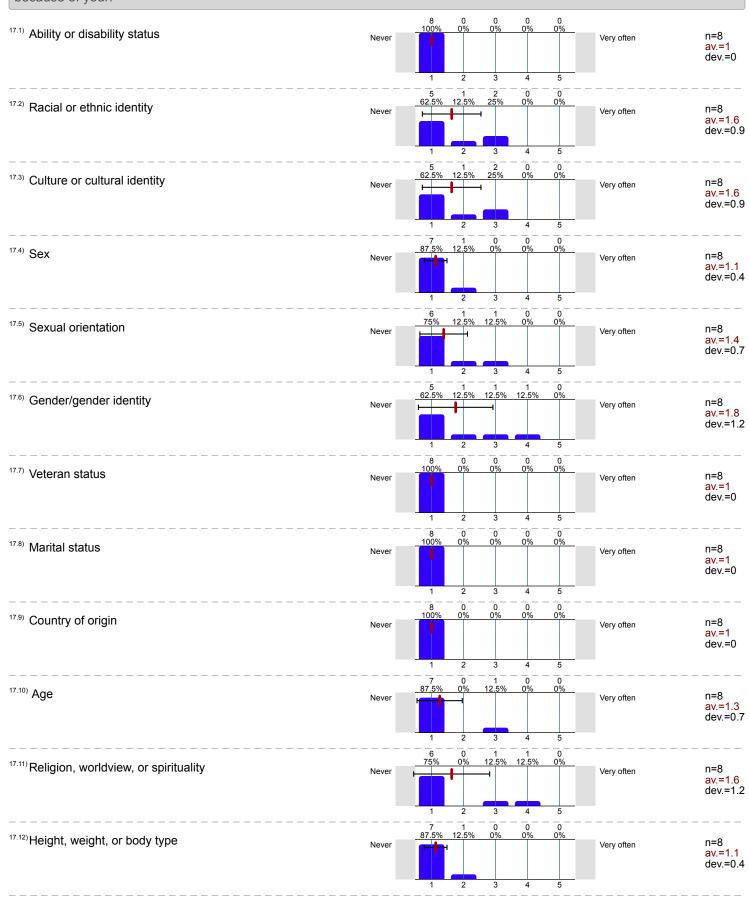
# <sup>14.2)</sup> During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your <u>emotional</u> safety? (mark all that apply)

<sup>15.4)</sup> Threats of emotional violence			
	Yes	12.5%	n=8
	No	87.5%	
<sup>15.5)</sup> Emotional violence			
	Yes	12.5%	n=8
	No	87.5%	
<sup>15.6)</sup> Sexual harassment			
	Yes	0%	n=8
	No	] 100%	
<sup>15.7)</sup> Other harassment		 	
	Yes	0%	n=8
	No	) 100%	
		 J	
<sup>15.8)</sup> Sexual assault		 	
Sexual assault	Vee	00/	n=8
	Yes	0%	11 0
	No	 ) 100%	
15.9)		 	
<sup>15.9)</sup> Unwanted sexual advances			n-7
	Yes	0%	n=7
	No	) 100%	
<sup>15.10)</sup> Verbal threats			
	Yes	0%	n=8
	No	) 100%	
<sup>15.11)</sup> Discrimination			
	Yes	12.5%	n=8
	No	87.5%	
<sup>15.12)</sup> Threats of physical violence			
	Yes	25%	n=8
	No	75%	
<sup>15.13)</sup> Physical violence			
	Yes	0%	n=8
	No	) 100%	

<sup>15.14)</sup> Threats of emotional violence			
	Yes	12.5%	n=8
	No	87.5%	
<sup>15.15)</sup> Emotional violence			
	Yes	12.5%	n=8
	No	87.5%	
<sup>15.16)</sup> Sexual harassment			
	Yes	0%	n=8
	No	100%	
<sup>15.17)</sup> Other harassment			
	Yes	12.5%	n=8
	No	87.5%	
		·	
<sup>15.18)</sup> Sexual assault			
	Yes	0%	n=8
	No	100%	
<sup>15.19)</sup> Unwanted sexual advances			
	Yes	0%	n=8
	No	100%	
		·	
<sup>15.20)</sup> Verbal threats			
	Yes	0%	n=8
	No	100%	

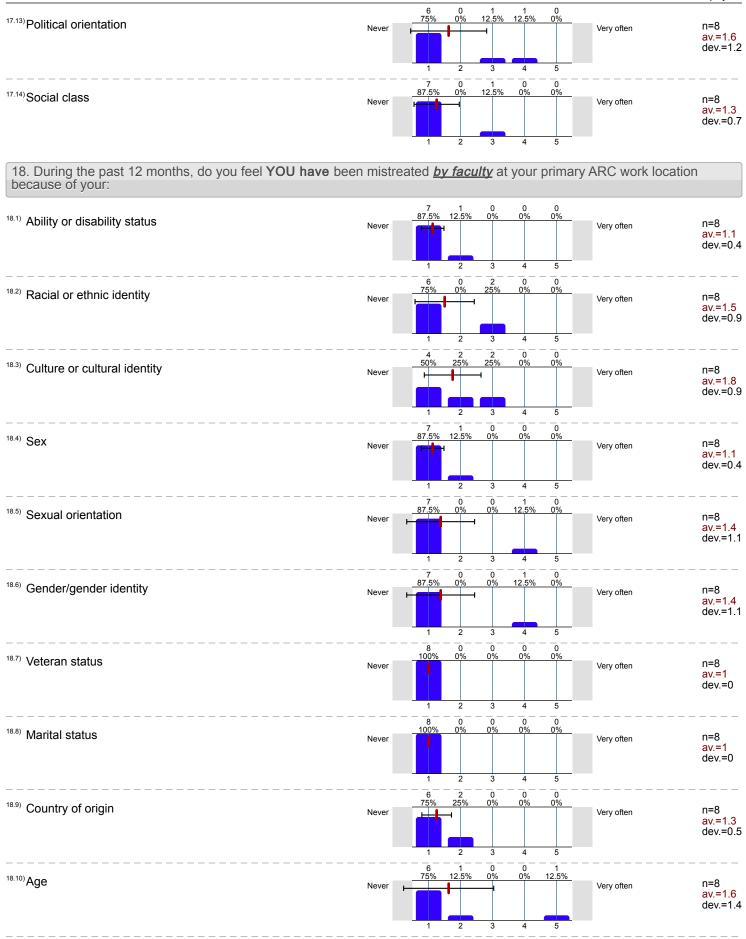
16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

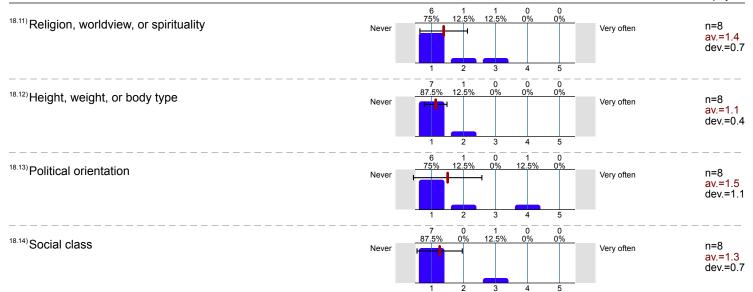




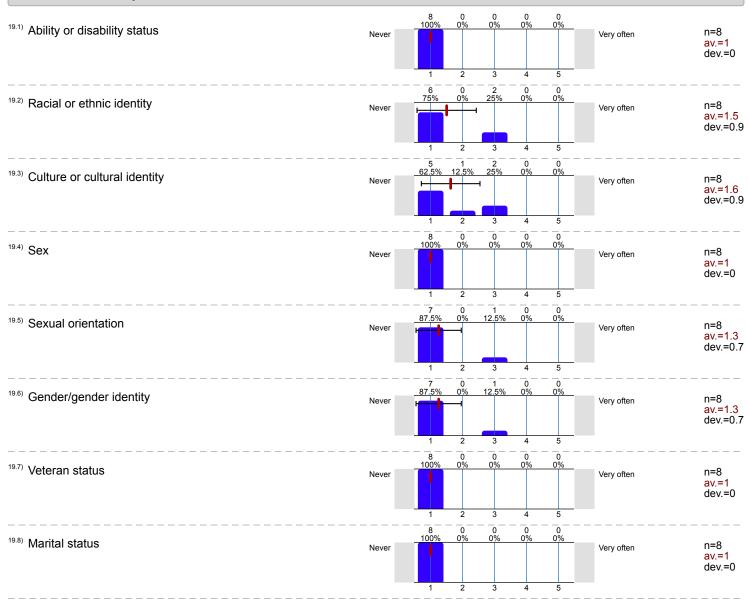
17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location because of your:

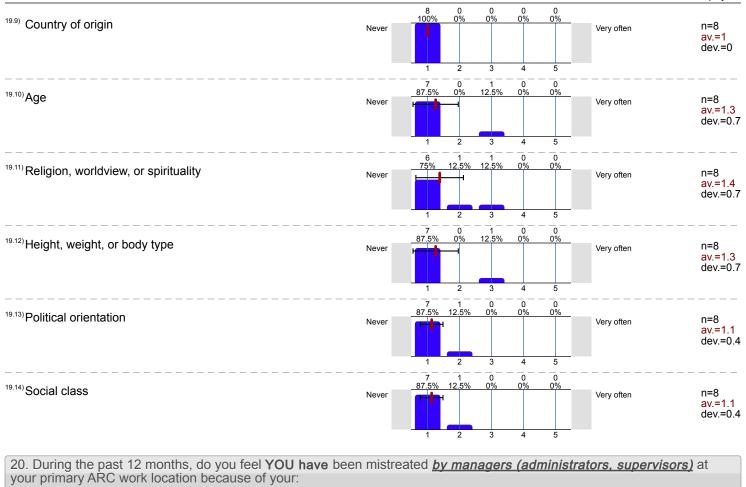
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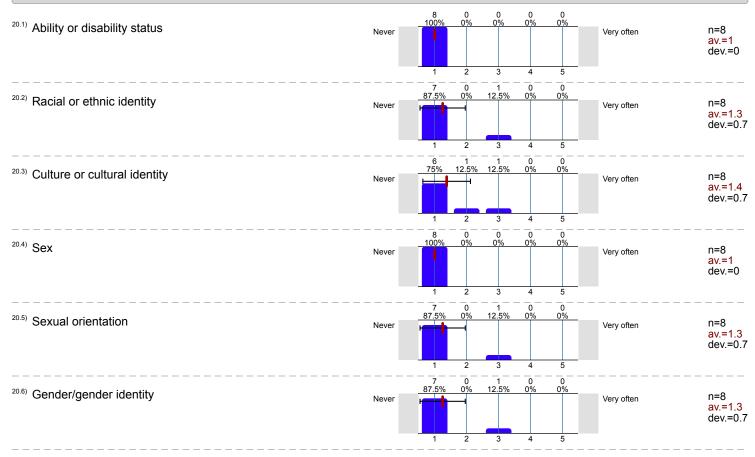




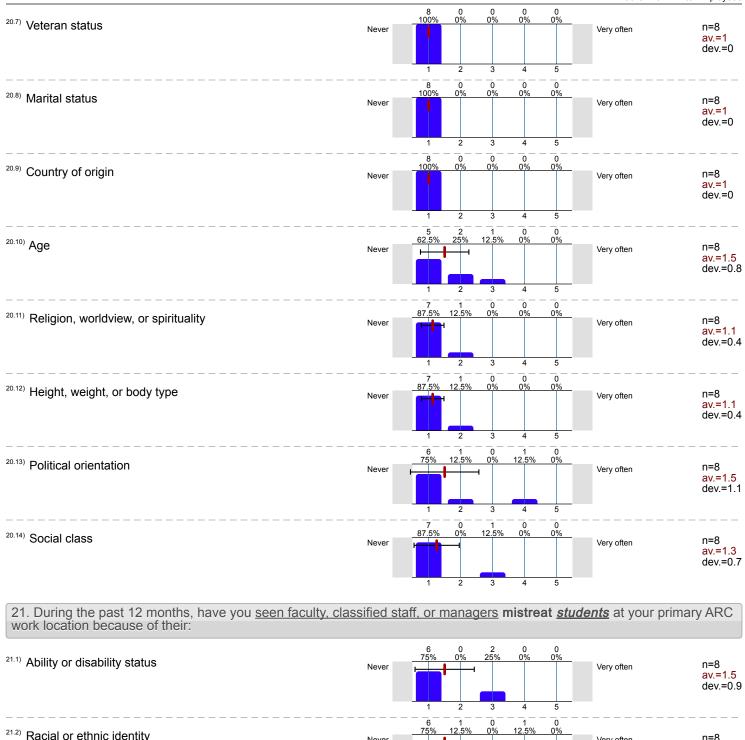
19. During the past 12 months, do you feel **YOU have** been mistreated <u>by classified staff</u> at your primary ARC work location because of your:

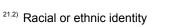


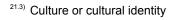


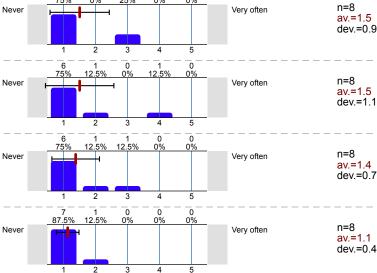


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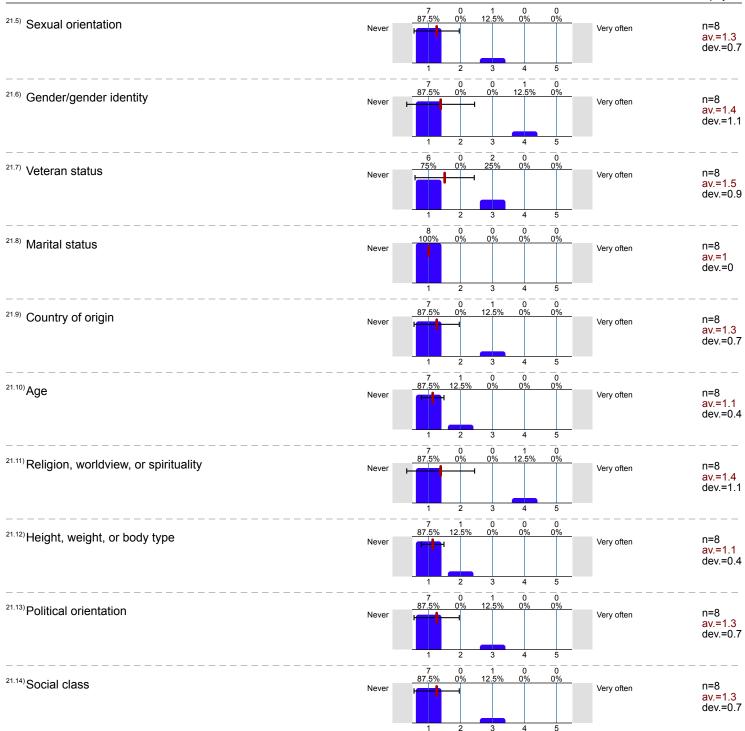




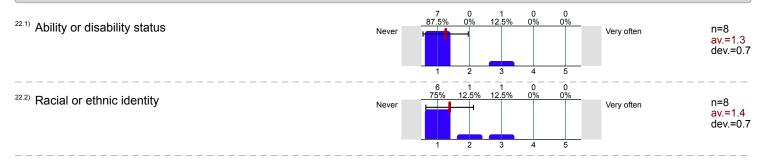


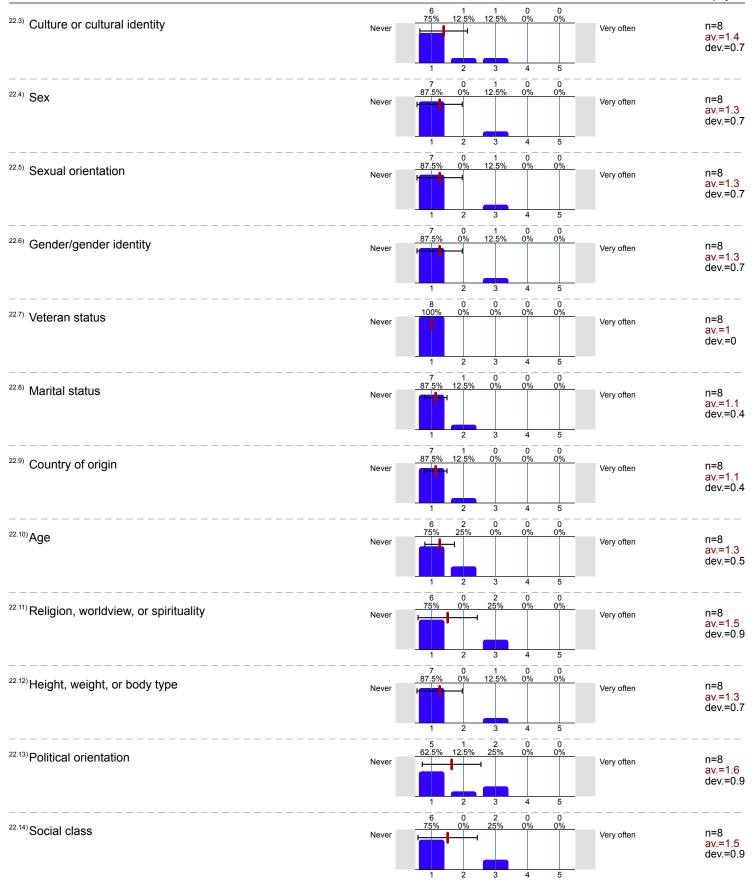


<sup>21.4)</sup> Sex



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:





23.1) ...whose religious or spiritual beliefs or worldviews 0% n=8 Never Very often are different than your own. av.=3.8 dev.=1 2 3 5 0 2 37.5% 12.5% 37.5% 12.5% 23.2) ...whose political opinions are different from your n=8 Never Very often av.=3.1 own. dev.=1.6 5 2 0 0 3 0 37.5% 12 50% <sup>23.3)</sup> ...who are immigrants. n=8 Never Very often av.=4.1 dev.=1 2 3 5 0 0 3 4 0% 09 37.5% 12 50% <sup>23.4)</sup> ...who are from an immigrant family. n=8 Never Very often av.=4.1 dev.=1 1 2 3 5 0 0  $^{\scriptscriptstyle 23.5)}$  ...who are a different nationality than your own. 0% 0% 50% n=8 Very often Never av.=4.3 dev.=0.9 3 2 0 0 0% 0% 25% 12.5% 62.5% 23.6) ...who are of a different race or ethnicity than your n=8 Never Very often own. av.=4.4 dev.=0.9 2 3 5 1 0 12.5% 37 37.5% <sup>23.7)</sup> ...whose gender identity is different than your own. 0% 12.5% .5% n=8 Never Very often av.=4 dev.=1.1 2 3 5 0 12 12.5% 37.5% 37.5% 0% 23.8) ...whose sexual orientation is different than your n=8 Never Very often own. av.=4 dev.=1.1 2 3 2 2 0 0 4 0% 25% 25 50% <sup>23.9)</sup> ...who are from a different social class. n=8 Never Very often av.=4.3 dev.=0.9 2 0 <sup>23.10)</sup>...who have physical or other observable 0% 12 12 5% n=8 Verv often Never disabilities. av.=3.9 dev.=1 2 3 4 5 0 0 23.11) 0% 0% 12.5% 50% 37.5% ...who have learning, psychological, or other n=8 Never Very often disabilities that are not readily apparent. av.=4.3 dev.=0.7

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: <sup>24.1)</sup> During the past 12 months, how satisfied or climate/environment that you have experienced at your primary ARC work location? Very dissatisfied 1 2 3 4 Very satisfied 1 2 3 4

## **Comments Report**

3. Demographics

- <sup>3.2)</sup> Other gender identity:
- Gender fluid
- <sup>3.4)</sup> Other sexual orientation:

Queer

- <sup>3.7)</sup> Aside from how you responded above, please list in the text box below <u>all of the specific races, ethnicities, tribes and cultures with</u> <u>which you **strongly** identify</u> (for example, Jamaican, Columbian, Punjabi, Cherokee, Armenian).
- Arabic
- East Indian
- Korean American and European American
- <sup>3.9)</sup> Other religions, worldviews, or spiritual backgrounds:
- gnosticism
- <sup>3.11)</sup> Other religion, worldview, or spiritual background:
- Catholic

13. Regarding your personal *physical safety*:

13.7) Other:

Natomas Library Supervisor was murdered in the parking lot. This has caused concern for staff.

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:

Meetings

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 <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.)

As a conservative, I constantly feel I'm on the outside. I remember years ago we had an inservice where they brought people on stage to represent diversity. They literally had someone "represent conservatives", but this person laughingly made it clear he was merely "playing the part". This was years ago, but it has stayed with me, because the attitude has not changed, in many ways it's gotten more virulently ant-conservative.