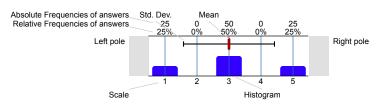
# Pacific Islander Employees No. of responses = 4



## Survey Results

# Legend

Question text



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

2. Employee Info			
Primary Employment Classification:			
Faculty, Fu	II-Time Teaching	25%	n=4
Faculty, Full-Time Non-Teaching (Counse	elors, Librarians)	25%	
Faculty, A	Adjunct Teaching	0%	
Faculty, Adjunct Non-Teaching (Counse	elors, Librarians)	0%	
Classified, Full-	Time Permanent	50%	
Classified, Part-	Time Permanent	0%	
	Supervisor	0%	
	Administrator	0%	
	less than 1 year  1 to 4 years  5 to 9 years  10 to 14 years  15 to 19 years  20 years or more	0% 50% 0% 0% 25%	n=4
Primary work location at ARC:			
AR	C Main Campus	75%	n=4
	Natomas Center	25%	
M	AcClellan Center	0%	
	Mather Center	0%	

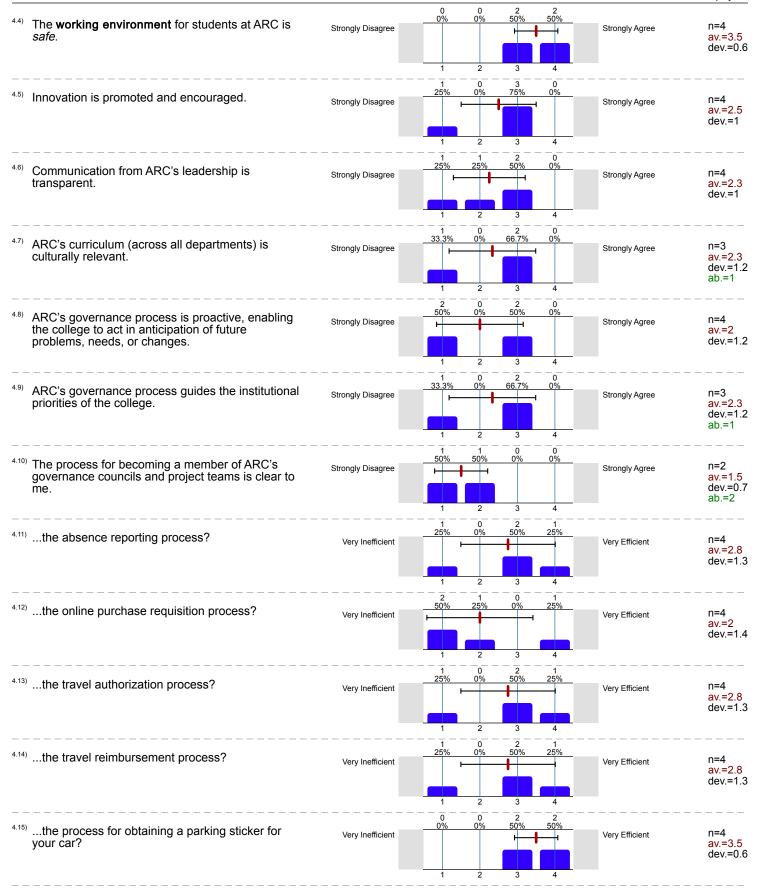
3.1) What is your gender identity? (MARK ALL THAT APPLY)		
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)	100%	n=4
Man (cisgender mana person whose gender identity matches their sex assigned at birth)	0%	
Trans woman (a person whose gender identity is female 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)	0%	
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)		
Asexual (a person with no sexual feelings or desires)	0%	n=4
Bisexual (a person sexually attracted to two genders)	25%	
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%	
3.5) What is your age (in years)?	 	
19 or younger	0%	n=3
20 to 24	0%	
25 to 34	0%	
35 to 54 (	100%	
55 or older	0%	
3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)	 	
African American	25%	n=4
Asian	75%	
Filipino (	75%	
· · · · · · · · · · · · · · · · · · ·		
·		
·	,	
White (	25%	
Hispanic/Latino ( Native American ( Other Non-White ( Pacific Islander ( White (	25% 50% 25% 100% 25%	

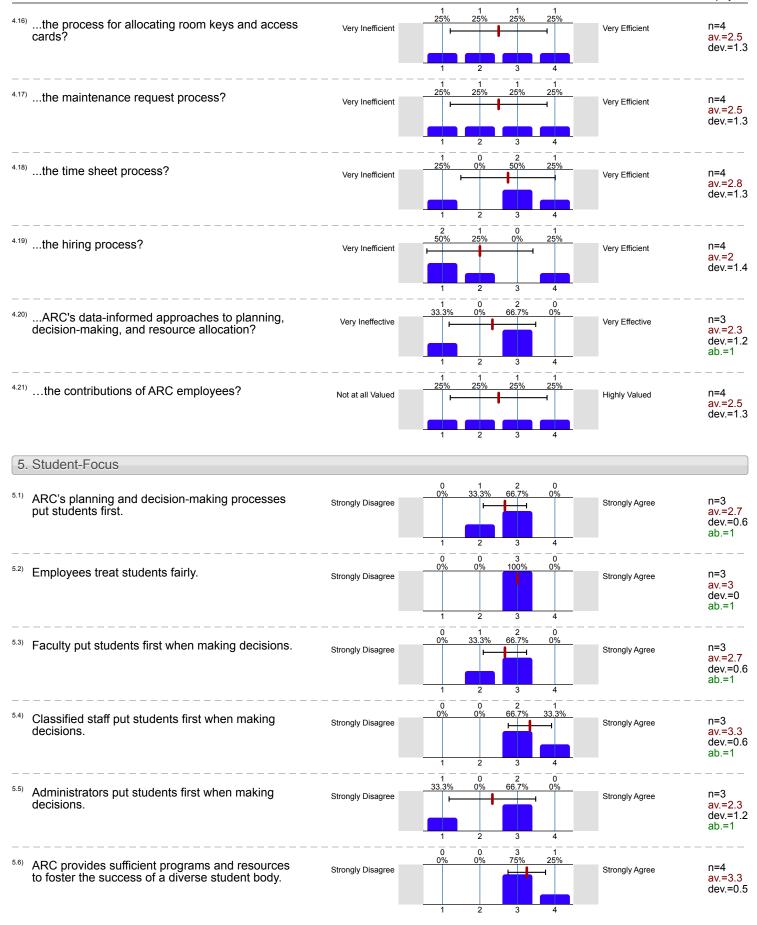
Agnostic	0% n=4
Anglican	0%
Assemblies of God (	25%
Atheist	0%
Baha'i	0%
Baptist	0%
Buddhist	0%
Catholic	25%
Christian Non-denominational	25%
Christian Orthodox	25%
Christian Science	0%
Church of Christ	0%
Confucian	0%
Episcopalian	25%
Evangelical	0%
Hindu	0%
Jain	0%
Jehovah's Witness	0%
Jewish	0%
Latter-day Saints	0%
Lutheran	25%
Methodist	0%
Muslim	0%
Native/Tribal	0%
Pentecostal	25%
Presbyterian	0%
Quaker	0%
Seventh Day Adventist	0%
Shamanism	25%
Shinto	0%
Sikh	0%
Spiritual but not religious	25%
Taoist	0%
UCC/Congregational	0%
Unitarian Universalist	25%
Wicca/Pagan	0%

None

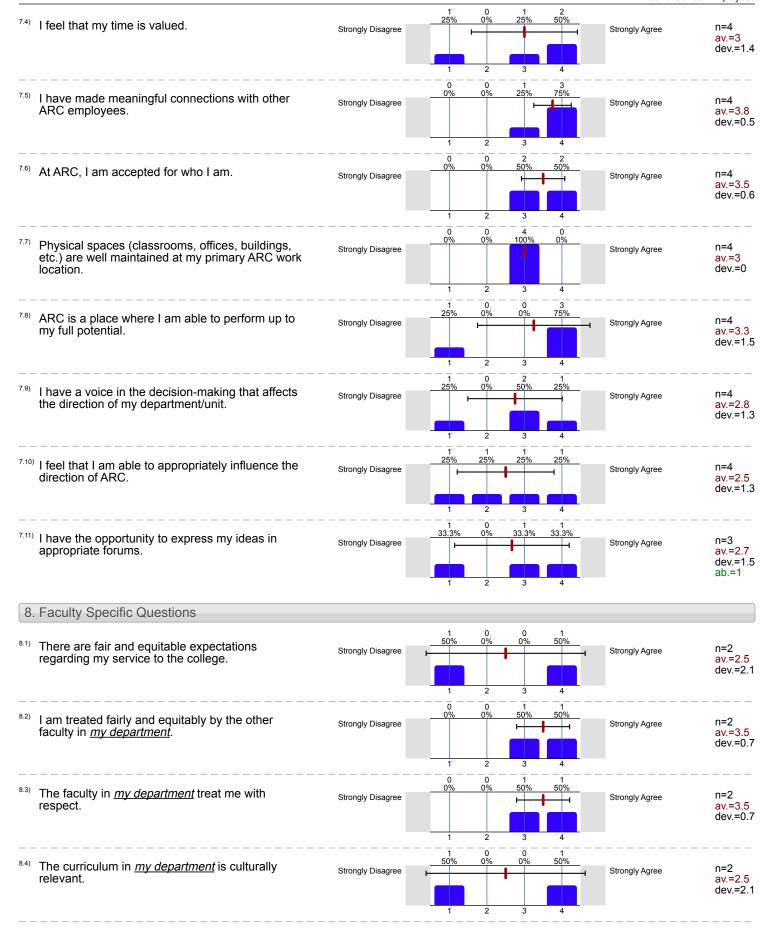
0%

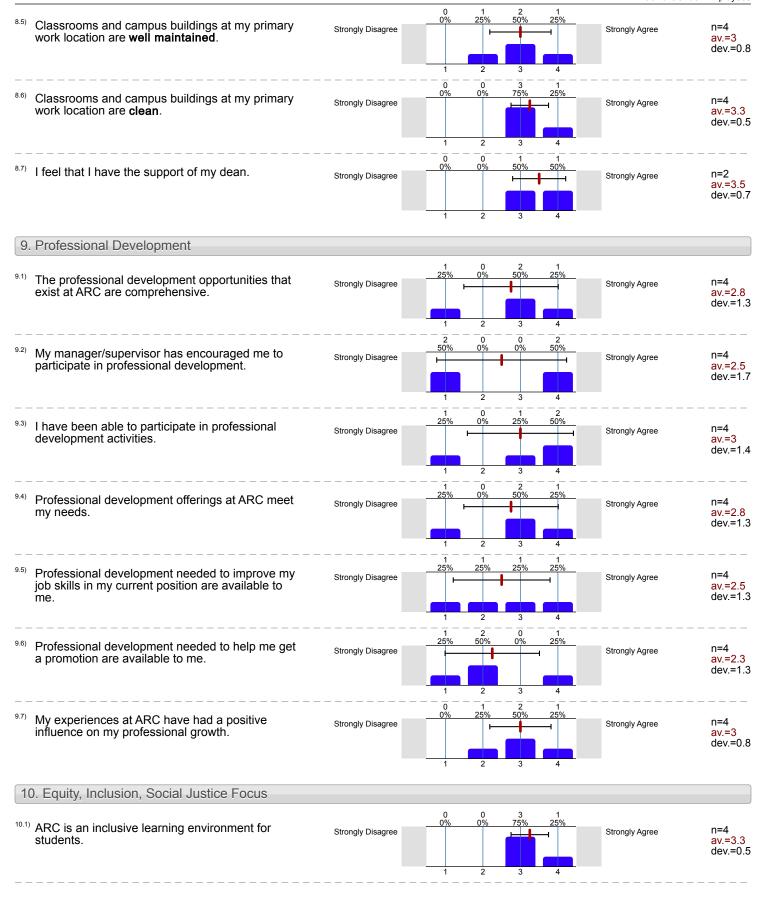
$^{\scriptscriptstyle{3.10)}}$ With which $\underline{\text{one}}$ religion, worldview or spiritual background do you $\underline{\text{m}}$	ost strongly identify? (MARK ONL	Y <u>ONE</u> )	
Catholic	c	33.3%	n=3
Christian Non-denominationa	al	33.3%	
None	9	33.3%	
3.12) What is your highest level of education?			
Less than high schoo	le	0%	n=4
Graduated high schoo	le	0%	
Some college	е	0%	
Associate's degree	e	25%	
Bachelor's degree	е	25%	
Graduate degree	9	50%	
<sup>3.13)</sup> Do you have any of the following types of disabilities? (MARK ALL T	· ·HAT APPLY)		
Acquired/traumatic brain injury	у	0%	n=4
Attention deficit/hyperactivity disorder	ır	0%	
Autism spectrum disorder	ur (	0%	
Blind/low vision	0%		
Deaf/hard of hearing	g	0%	
Cognitive or learning disability	0%		
Chronic illness			
Intellectual disability	у	0%	
Mental health disability	у	0%	
Physical disability that affects walking	g	25%	
Physical disability that does not affect walking	g	0%	
Speech/communication condition	n	0%	
None	9	75%	
4. Institutional Effectiveness			
	0 0 3 0 0% 0% 100% 0%		,
4.1) The <b>teaching/learning environment</b> is <i>equitable</i> and inclusive for students at my primary ARC work location.  Strongly Disagree		Strongly Agree	n=3 av.=3 dev.=0 ab.=1
4.2) The <b>teaching/learning environment</b> is <i>safe</i> for students at my primary ARC work location.  Strongly Disagree	e 0 0 0 3 1 2 5% 25% 1 2 3 4	Strongly Agree	n=4 av.=3.3 dev.=0.5
4.3) The <b>working environment</b> for students at ARC is equitable and inclusive.  Strongly Disagree	e 0 0 4 0 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	Strongly Agree	n=4 av.=3 dev.=0

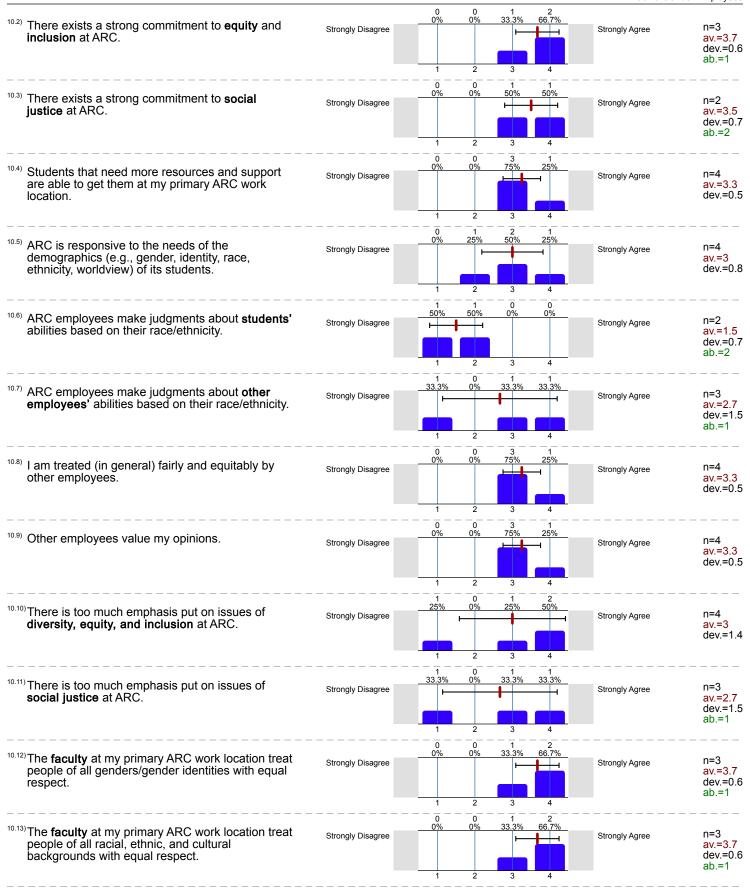


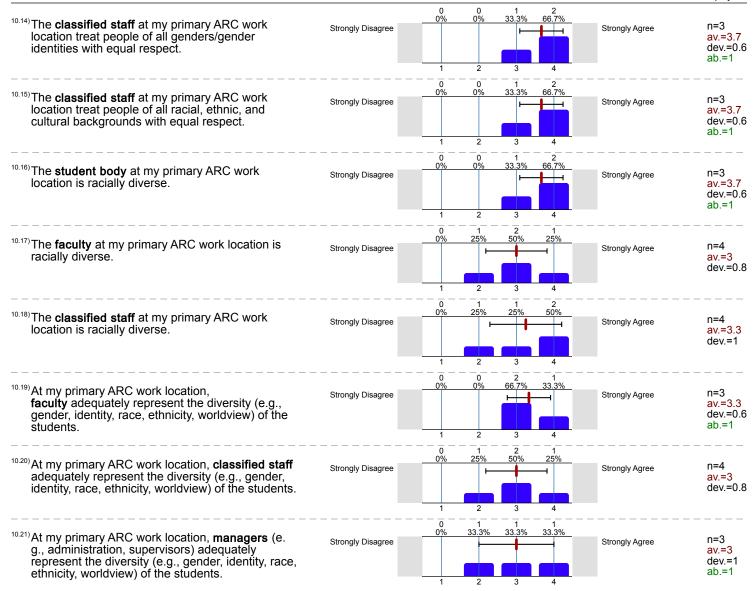




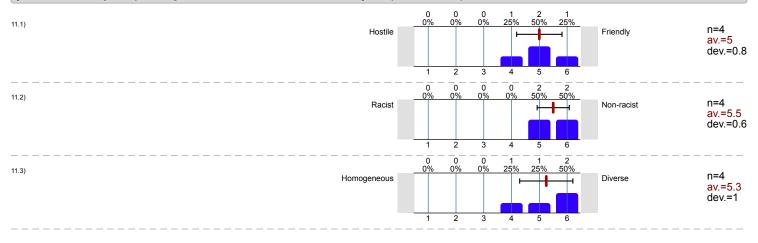








11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one 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.

Yes, in a class setting 0% n=4

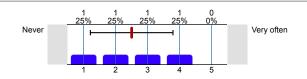
Yes, outside of class 0%

No, not at my primary ARC work location 100%

		Pacific Isla	nder Employee
Yes, in a class setting	a didire want to.	0%	n=4
Yes, outside of class		25%	
No, not at my primary ARC work location		75%	
12.3)make crude or offensive remarks or jokes about people who identify	y as LGBTQ+ (lesbian, gay, bisexual	, trans, queer, +).	
Yes, in a class setting		0%	n=4
Yes, outside of class		0%	
No, not at my primary ARC work location		100%	
12.4)suggest or imply in your presence that women don't have the same	intellectual abilities that men do.		
Yes, in a class setting		0%	n=4
Yes, outside of class		25%	
No, not at my primary ARC work location		75%	
make inappropriate comments about your or someone else's body,	appearance, or looks.		
Yes, in a class setting		0%	n=4
Yes, outside of class		50%	
No, not at my primary ARC work location		50%	
Yes, in a class setting		0%	n=4
Yes, outside of class		0%	
No, not at my primary ARC work location		100%	
12.7)make sexist remarks or jokes about men.			
Yes, in a class setting		0%	n=4
Yes, outside of class		0%	
No, not at my primary ARC work location		100%	
Yes, in a class setting		0%	n=4
Yes, outside of class		0%	
No, not at my primary ARC work location		100%	
Yes, in a class setting		0%	n=4
Yes, outside of class		0%	
No, not at my primary ARC work location			

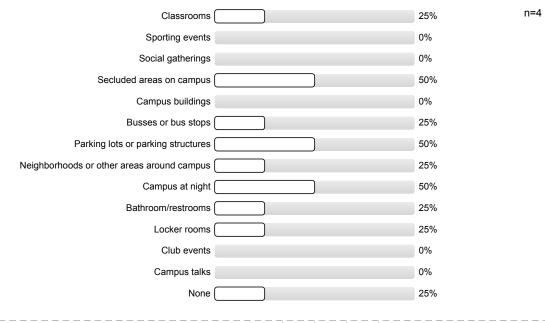
## 13. Regarding your personal physical safety:

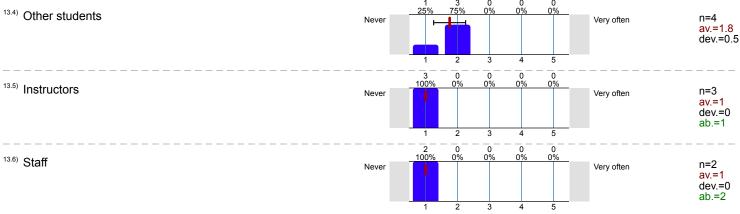
During the past 12 months, have you been concerned for your <u>physical</u> safety at your primary ARC work location?



n=4 av.=2.5 dev.=1.3

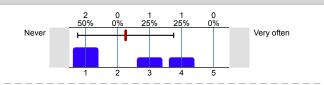
During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your <a href="mailto:physical">physical</a> safety (mark all that apply)?





### 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?



n=4 av.=2.3 dev.=1.5

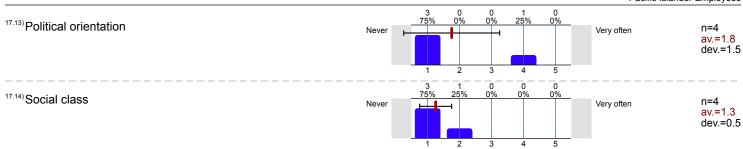
During the past 12 months, have you avoided any of the following are <a href="mailto:emotional">emotional</a> safety? (mark all that apply)	eas at your primar	y ARC work loc	ation due to conce	rns for your
Classrooms			25%	n=4
Sporting events			0%	
Social gatherings			0%	
Secluded areas on campus			0%	
Campus buildings			0%	
Busses or bus stops			0%	
Parking lots or parking structures			0%	
Neighborhoods or other areas around campus			0%	
Campus at night			0%	
Bathroom/restrooms			0%	
Locker rooms			0%	
Club events			0%	
Campus talks			0%	
None			75%	
14.4) Other students Never	66.7% 0% 3	1 0 0 33.3% 0% 0% 1 3 4 5	Very often	n=3 av.=1.7 dev.=1.2 ab.=1
14.5) Instructors Never		0 0 0 0% 0% 0% 3 4 5	Very often	n=3 av.=1.3 dev.=0.6 ab.=1
14.6) Staff Never		3 4 5	Very often	n=3 av.=1.7 dev.=1.2 ab.=1
15. Regarding your primary ARC work location:				
<sup>15.1)</sup> Discrimination				
Yes			25%	n=4
No			75%	
15.2) Threats of physical violence				
Yes			0%	n=4
No			100%	
15.3) Physical violence				
Yes			0%	n=4
No			100%	

15.4) Threats of emotional violence			
	Yes	0%	n=4
	No	100%	
15.5) Emotional violence			
	Yes	0%	n=4
	No	100%	
15.6) Sexual harassment			
	Yes	0%	n=4
	No	100%	
15.7) Other harassment			
	Yes	25%	n=4
	No (	75%	
15.8) Sexual assault		 	
ocxual assault	Yes	0%	n=4
	No [	100%	
15.9) University of control of the c		 	
<sup>15.9)</sup> Unwanted sexual advances			n=4
	Yes	0%	n=4
	No (	100%	
<sup>15.10)</sup> Verbal threats			
	Yes	25%	n=4
	No	75%	
<sup>15.11)</sup> Discrimination			
	Yes	25%	n=4
	No	75%	
<sup>15.12)</sup> Threats of physical violence			
	Yes	0%	n=4
	No	100%	
15.13) Physical violence			
	Yes	0%	n=4
	No (	100%	
		 <b>-</b> 	

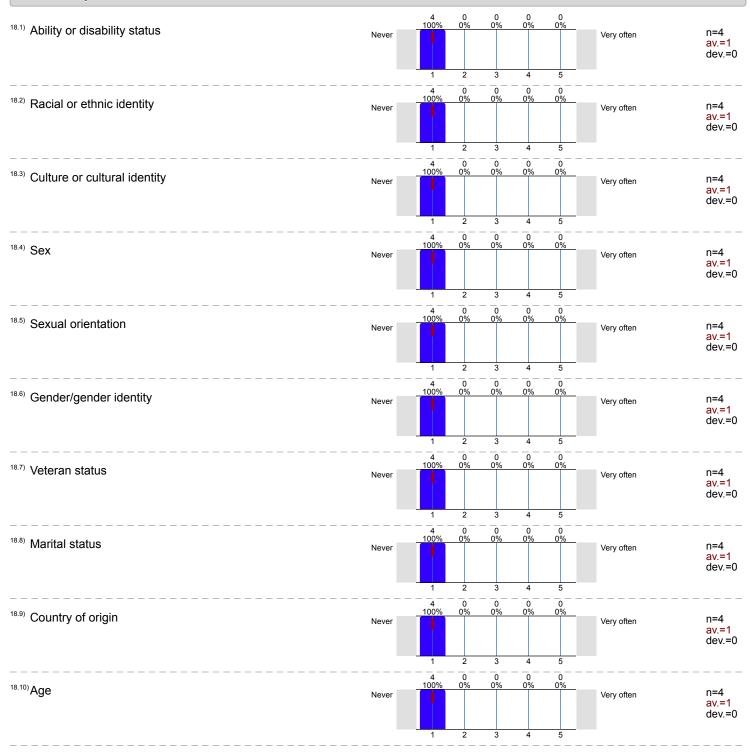
<sup>15.14)</sup> Threats of emotional violence								
	Yes						0%	n=4
	No 🗌						100%	
<sup>15.15)</sup> Emotional violence								
	Yes						0%	n=4
	No 🗌						100%	
<sup>15,16)</sup> Sexual harassment								
	Yes						0%	n=4
	No 🗌						100%	
<sup>15.17)</sup> Other harassment								
	Yes						0%	n=4
	No 🗌						100%	
<sup>15,18)</sup> Sexual assault								
	Yes						0%	n=4
	No 🗌						100%	
<sup>15.19)</sup> Unwanted sexual advances								
	Yes						0%	n=4
	No 🗌						100%	
<sup>15,20)</sup> Verbal threats								
	Yes						0%	n=4
	No 🗌						100%	
16. During the past 12 months, have you experienced	l <u>microaggres</u>	sions at	your	prima	ary AF	RC woi	rk location with	regard to
your								
16.1)gender/gender identity	Never	3 75%	1 25%	0 0%	0 0%	0	Very often	n=4
	Never		'				very often	n=4 av.=1.3 dev.=0.5
		1	2	3	4	5		
		3 75%	 1 25%	0 0%	 0 0%	0 0%		
Sexual orientation	Never		ı				Very often	n=4 av.=1.3 dev.=0.5
		1	2	3	4	5		uev0.5
			_ _ 1 25%			0 0 0%		
16.3)racial, ethnic, or cultural identity	Never	15%	1 ZU%	U 70	U 70	U-70	Very often	n=4 av.=1.3
								av.=1.3 dev.=0.5
		1	2	3	4	5		

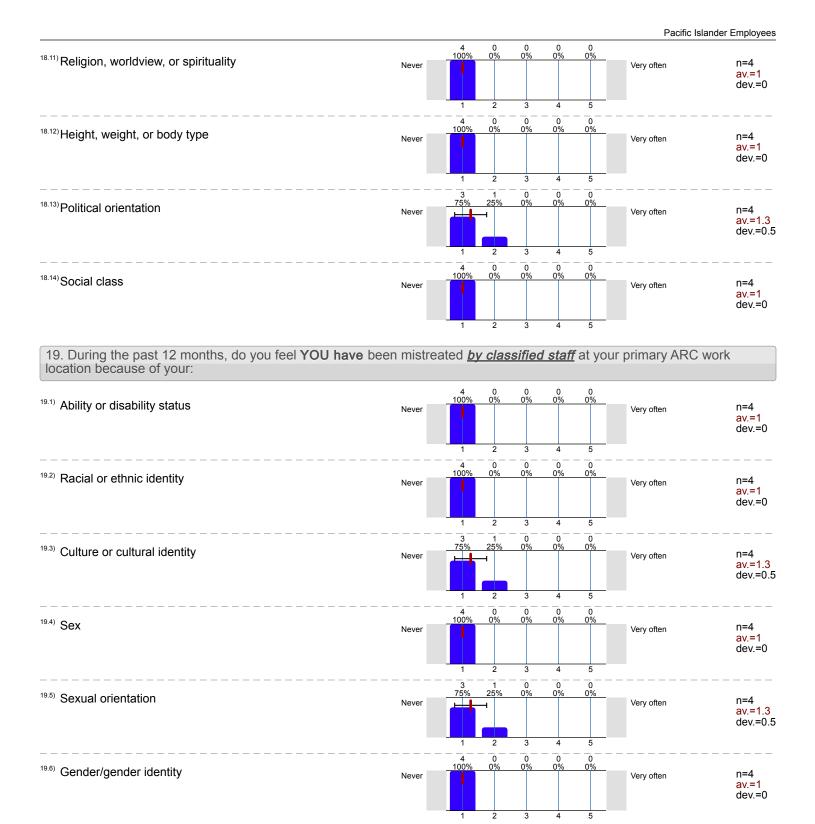
#### because of your: 17.1) Ability or disability status n=4 Never Very often av.=1.3 dev.=0.5 17.2) Racial or ethnic identity Never Very often av.=1.3 dev.=0.5 17.3) Culture or cultural identity Very often Never av.=1.3 dev.=0.5 0 0 0% 0 0% <sup>17.4)</sup> Sex 100% n=4 Very often Never av.=1 dev.=0 100% 17.5) Sexual orientation n=4 Very often Never av.=1 dev.=0 17.6) Gender/gender identity n=4 av.=1.3 Never Very often dev.=0.5 5 100% 17.7) Veteran status n=4 Very often av.=1 dev.=0 17.8) Marital status n=4 Never Very often av.=1 dev.=0 0 0 0% 0% 17.9) Country of origin Never Very often av.=1.3 dev.=0.5 0 <sup>17.10)</sup> Age n=4 Very often Never av.=1.3 dev.=0.5 <sup>17.11)</sup> Religion, worldview, or spirituality n=4 Never Very often av.=1.3 dev.=0.5 <sup>17.12)</sup>Height, weight, or body type Very often n=4 Never av.=1.3 dev.=0.5

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:





19.7) Veteran status

19.8) Marital status

Never

Never

100%

100%

n=4

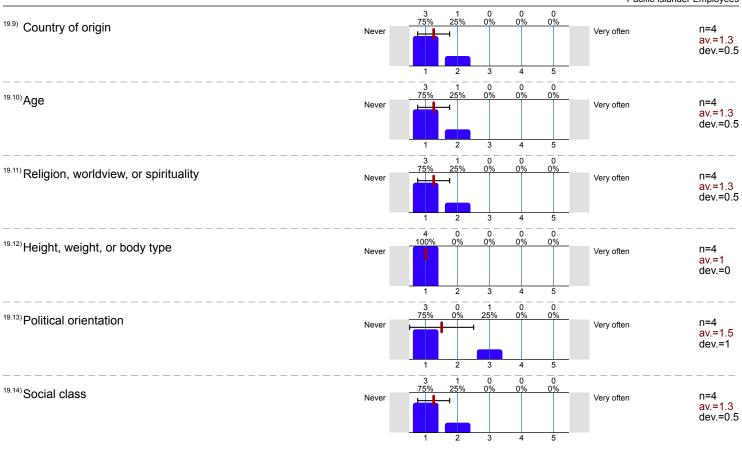
n=4

av.=1 dev.=0

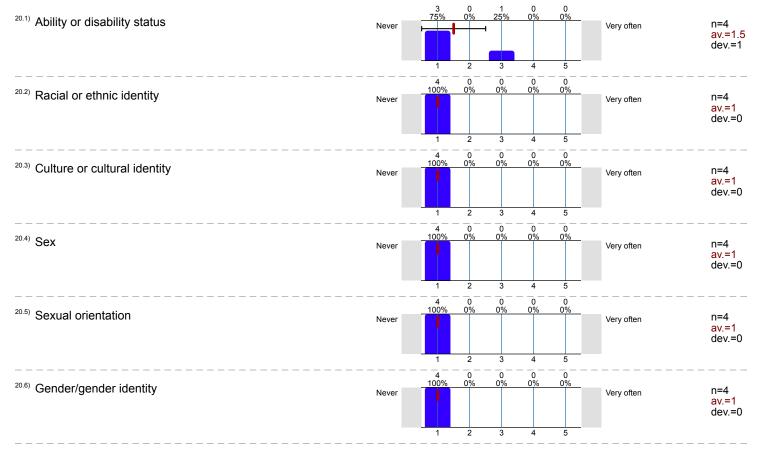
av.=1 dev.=0

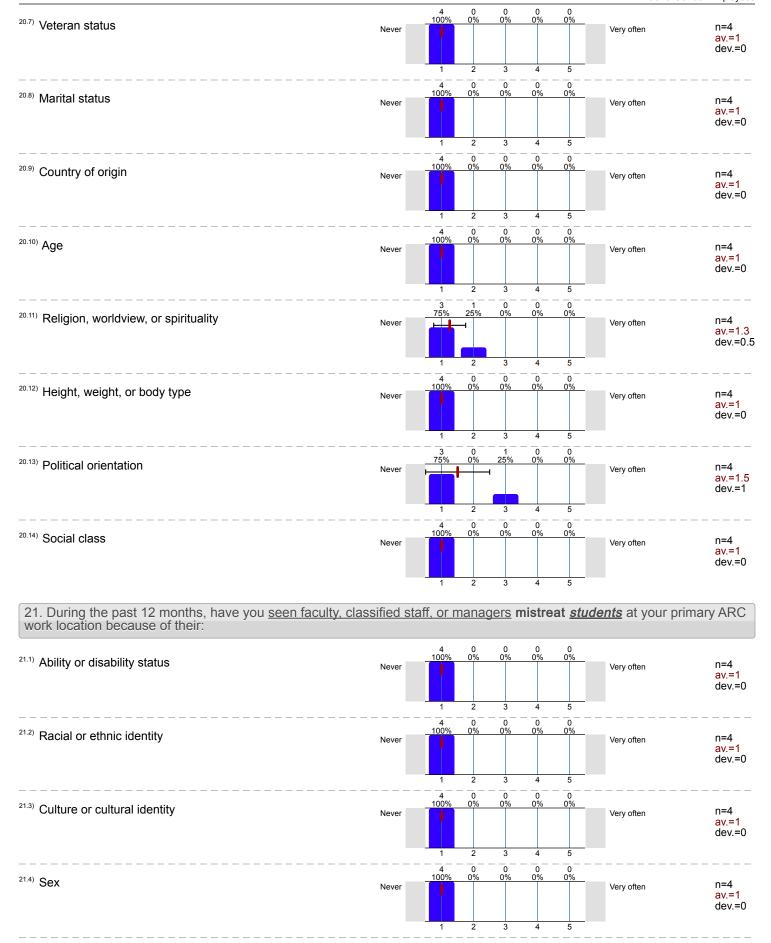
Very often

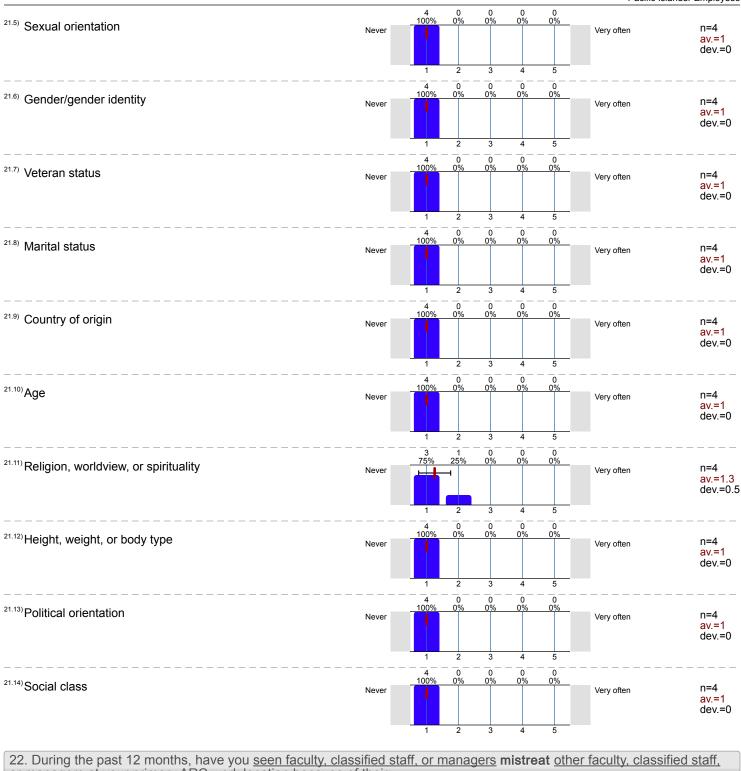
Very often



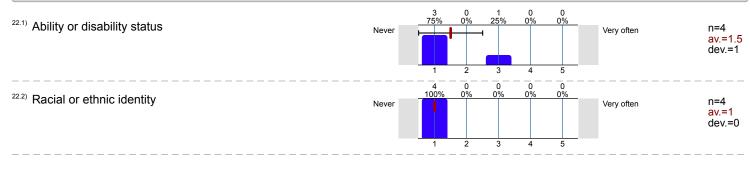
# 20. During the past 12 months, do you feel **YOU have** been mistreated **by managers (administrators, supervisors)** at your primary ARC work location because of your:

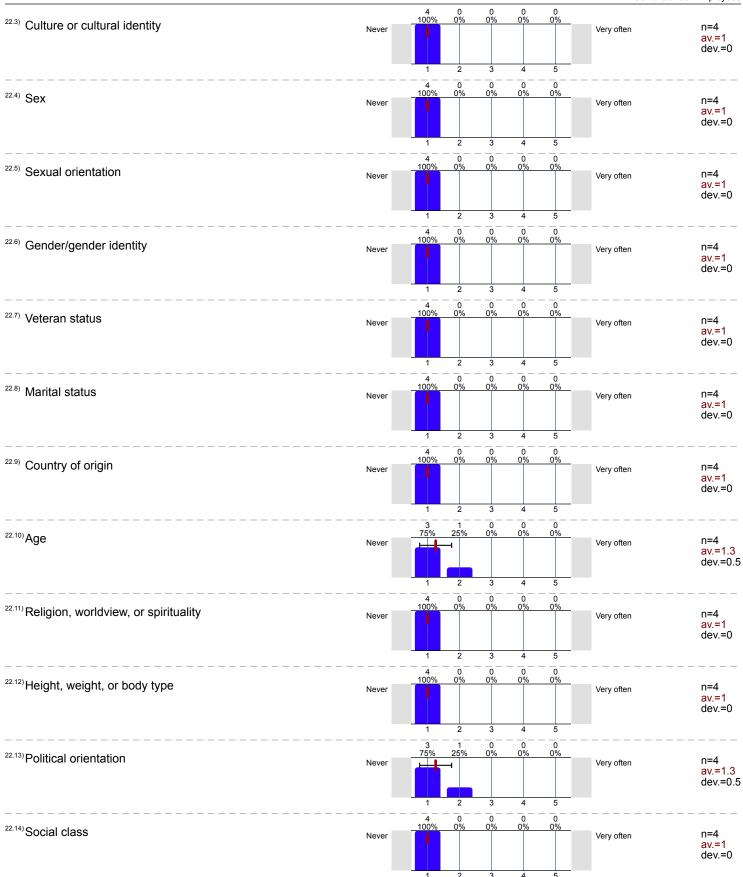




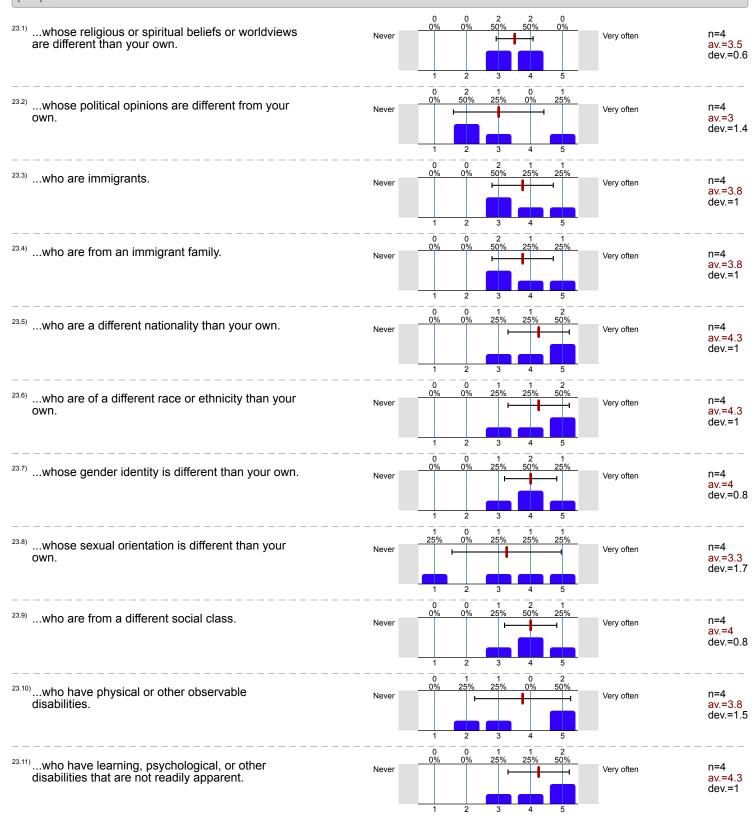


22. During the past 12 months, have you <u>seen faculty, classified staff, or managers</u> <u>mistreat other faculty, classified staff, or managers</u> at your primary ARC work location because of their:



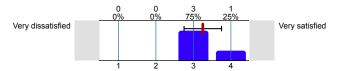


# 23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



## 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=4 av.=3.3 dev.=0.5

## Comments Report

#### 3. Demographics

- 3.2) Other gender identity:
- NA
- 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, White and Hispanic/Latino
- Hawaiian;Portuguese;Native american (blackfoot)
- 3.14) Other disabilities:
- Somewhat affects walking. It does affect going up and down the stairs.

### 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:
- Behind the Child Care Center next to Tech Ed and the open area behind the pool and football field.

### 14. Regarding your *emotional safety*.

14.7) Other:

A homeless person standing near by and asking me if he can ride with me to were ever I was going. I said, no and was persistent. This happen during the Friday, convocation when the officers were off campus for flex or training. There should be an officer on campus at all times. This is a safety issue.