

White employees from ICCS Employee Survey

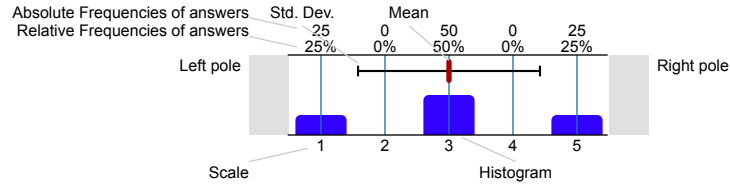
No. of responses = 190



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="checkbox"/>	45.5%	n=189
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	<input type="checkbox"/>	3.7%	
Faculty, Adjunct Teaching	<input type="checkbox"/>	15.3%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	<input type="checkbox"/>	1.1%	
Classified, Full-Time Permanent	<input type="checkbox"/>	20.1%	
Classified, Part-Time Permanent	<input type="checkbox"/>	3.7%	
Supervisor	<input type="checkbox"/>	3.2%	
Administrator	<input type="checkbox"/>	7.4%	

2.2) Years worked at ARC (any location):

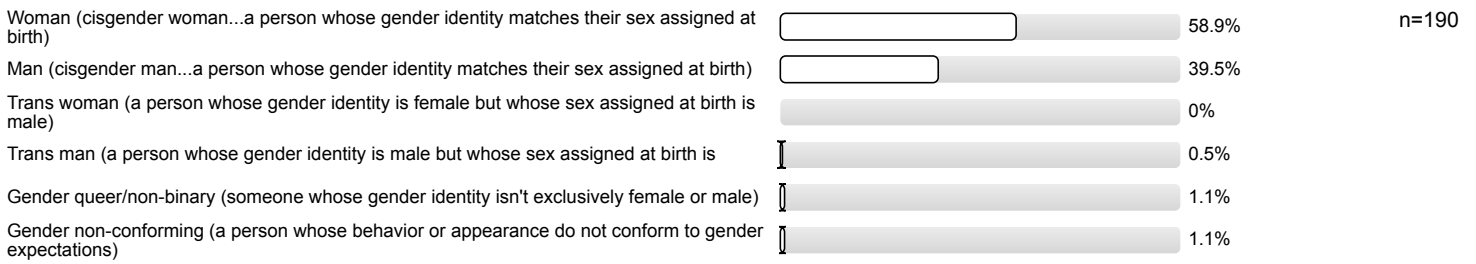
less than 1 year	<input type="checkbox"/>	5.9%	n=188
1 to 4 years	<input type="checkbox"/>	14.9%	
5 to 9 years	<input type="checkbox"/>	17.6%	
10 to 14 years	<input type="checkbox"/>	17%	
15 to 19 years	<input type="checkbox"/>	23.9%	
20 years or more	<input type="checkbox"/>	20.7%	

2.3) Primary work location at ARC:

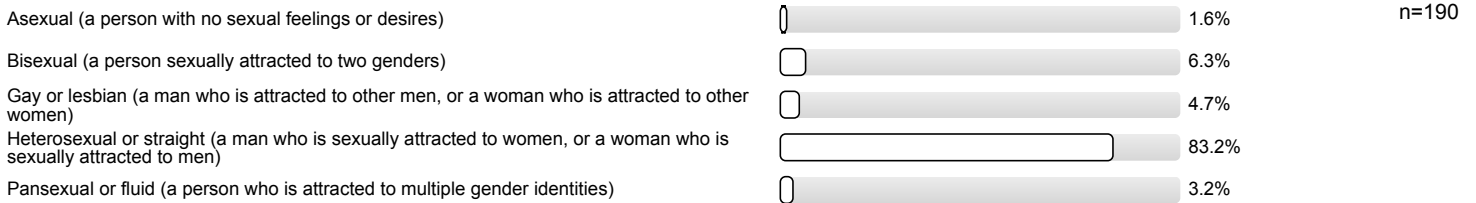
ARC Main Campus	<input type="checkbox"/>	92.6%	n=188
Natomas Center	<input type="checkbox"/>	5.9%	
McClellan Center	<input type="checkbox"/>	1.6%	
Mather Center	<input type="checkbox"/>	0%	

3. Demographics

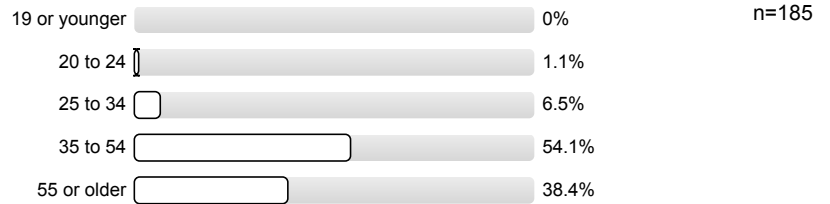
3.1) What is your gender identity? (MARK ALL THAT APPLY)



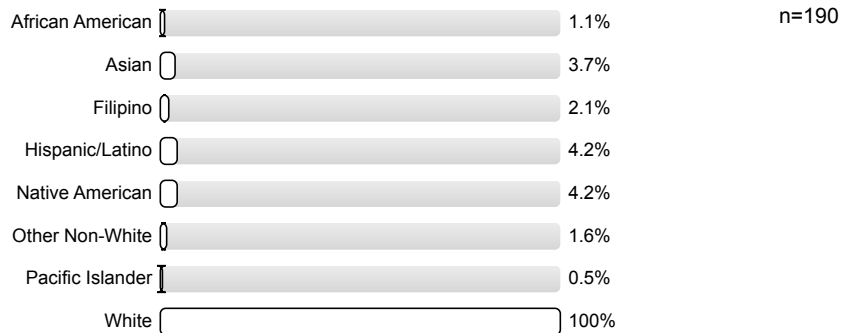
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



3.5) What is your age (in years)?

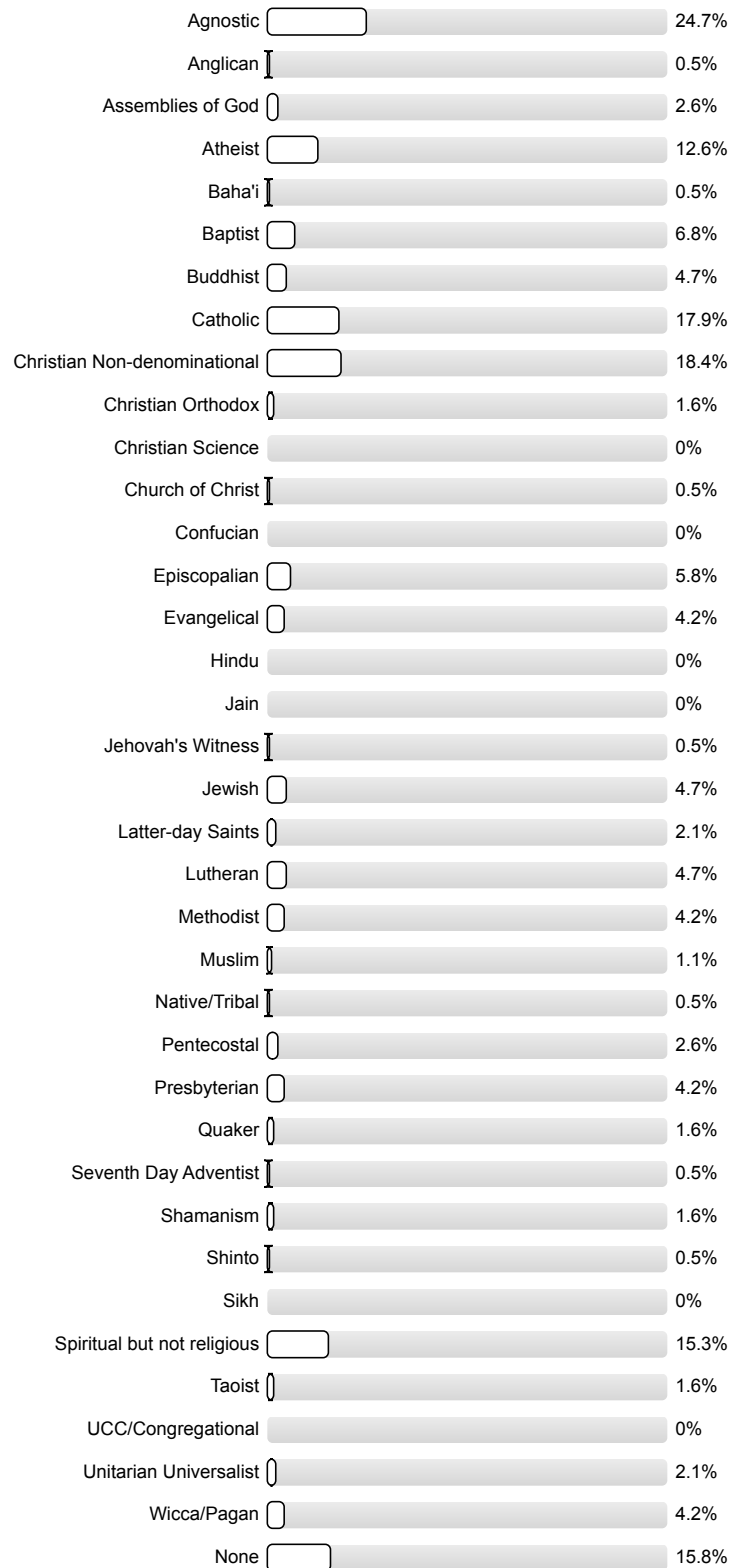


3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)

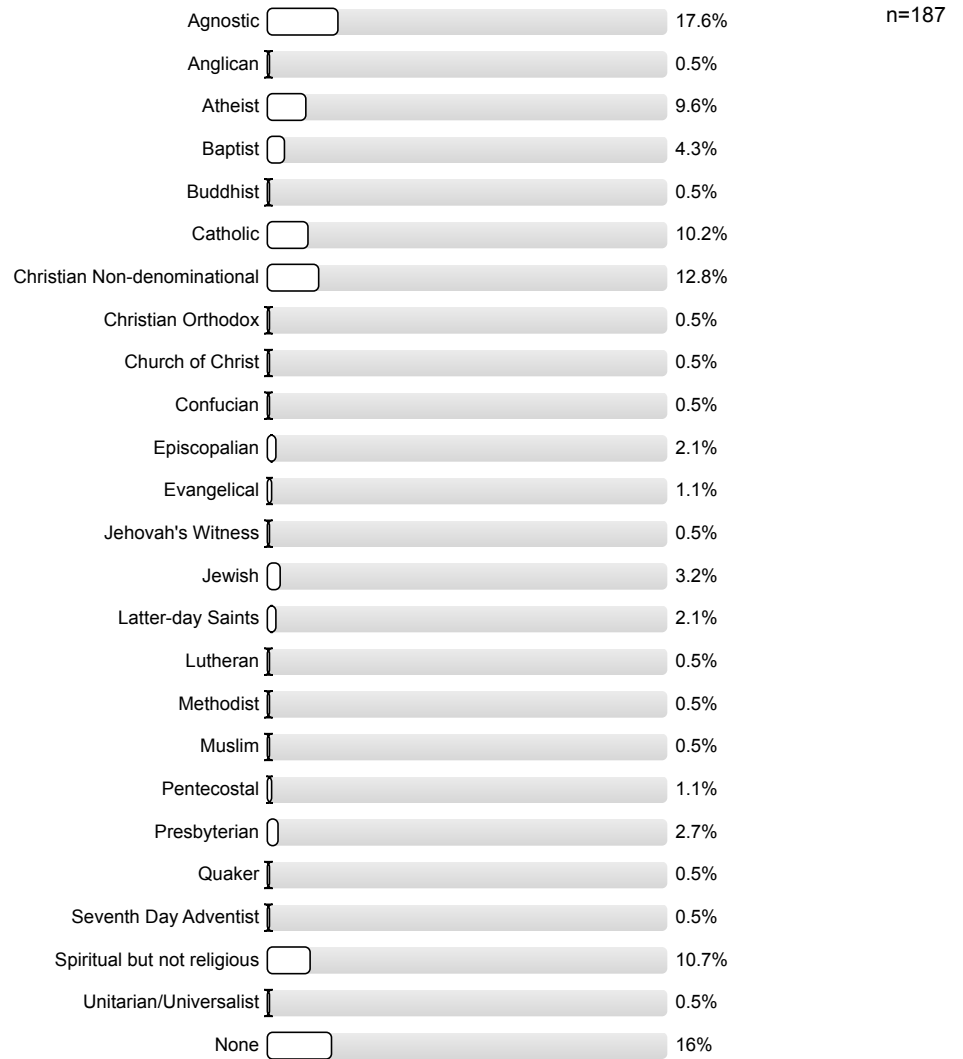


3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

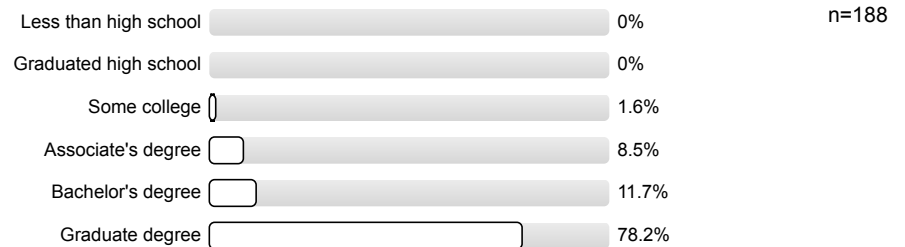
n=190



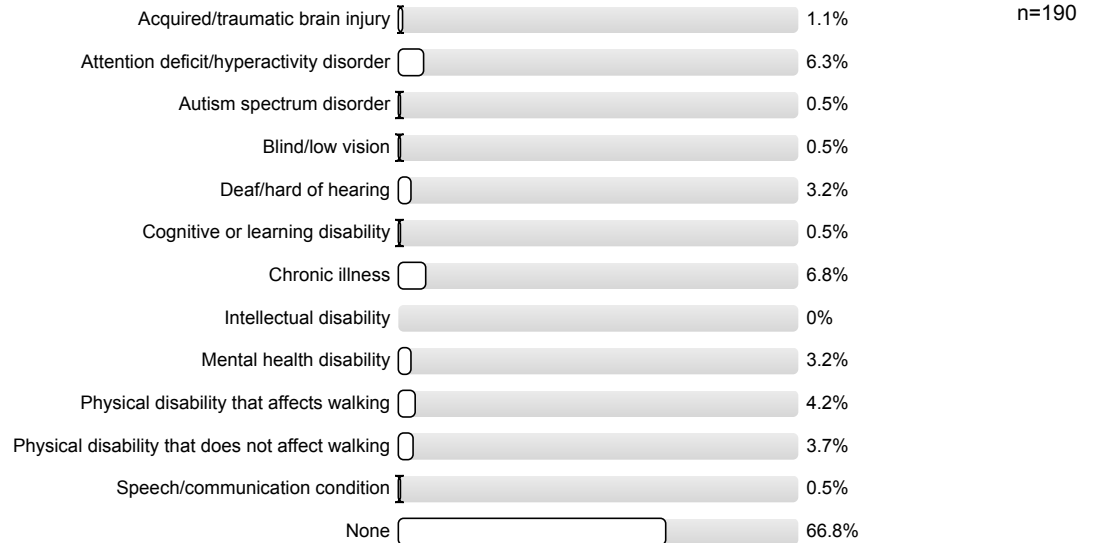
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)



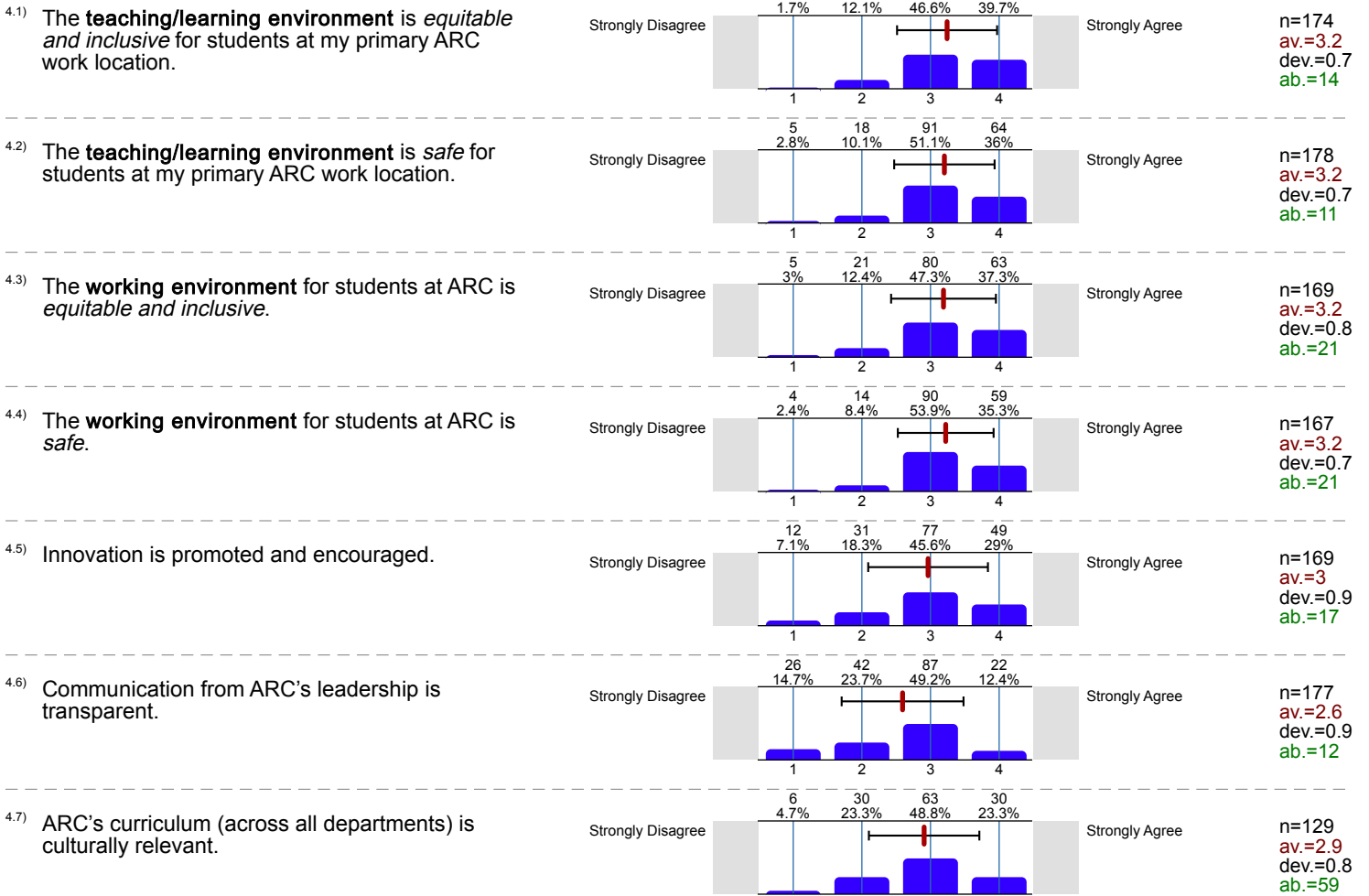
3.12) What is your highest level of education?

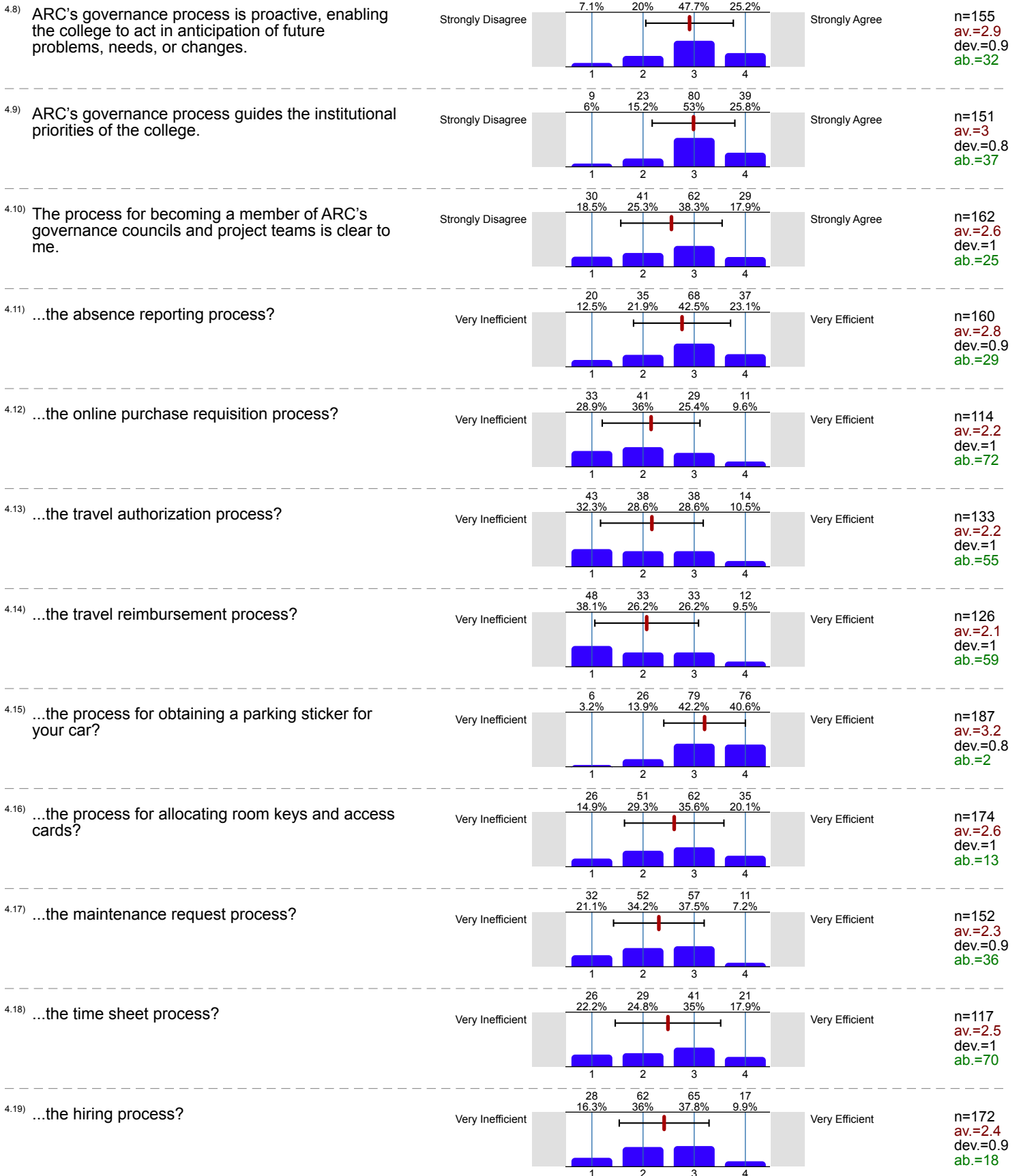


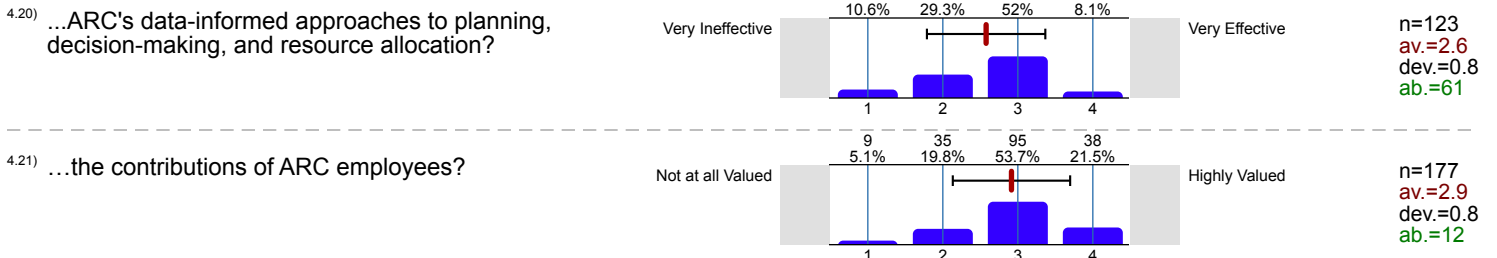
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)



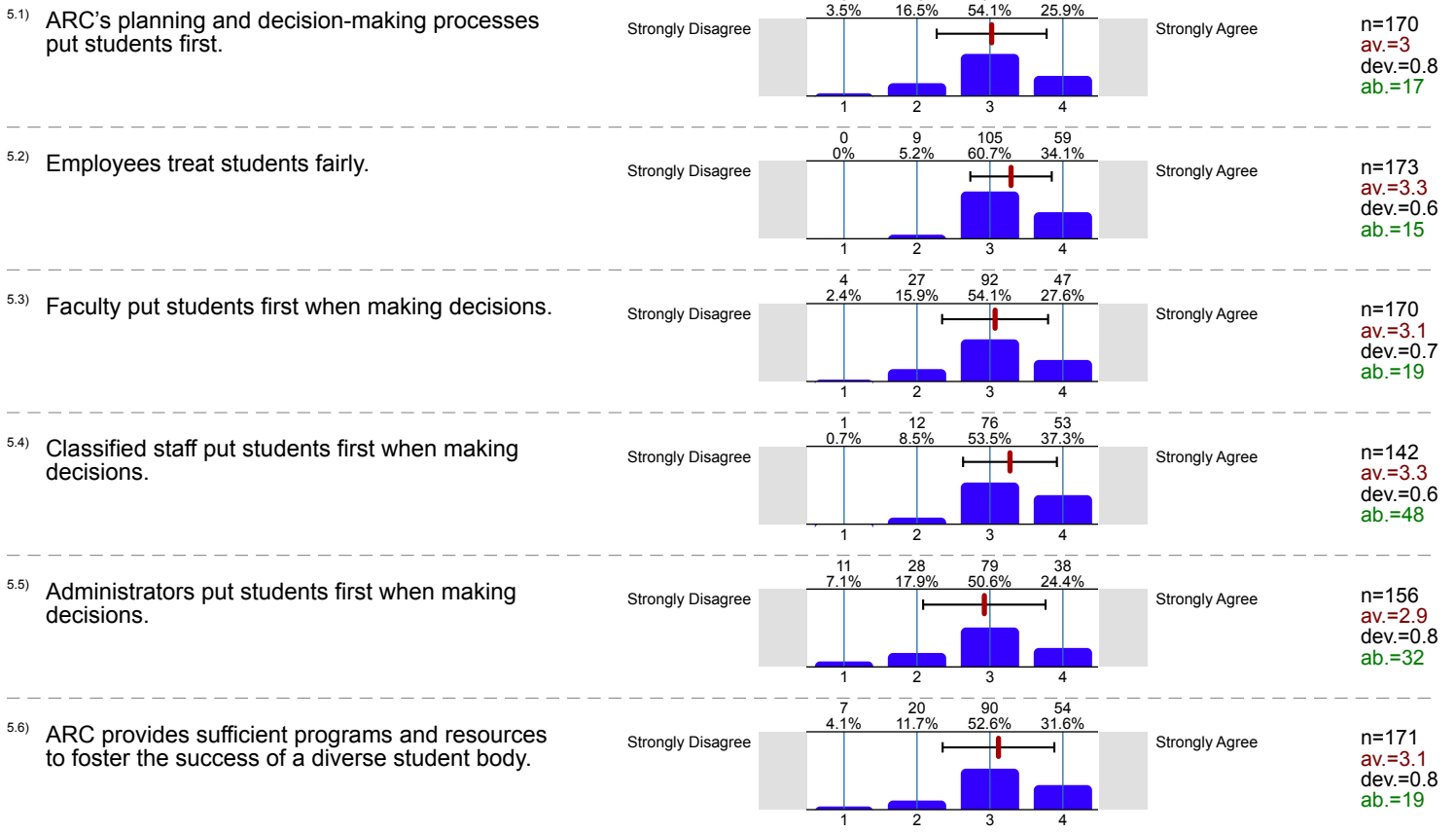
4. Institutional Effectiveness



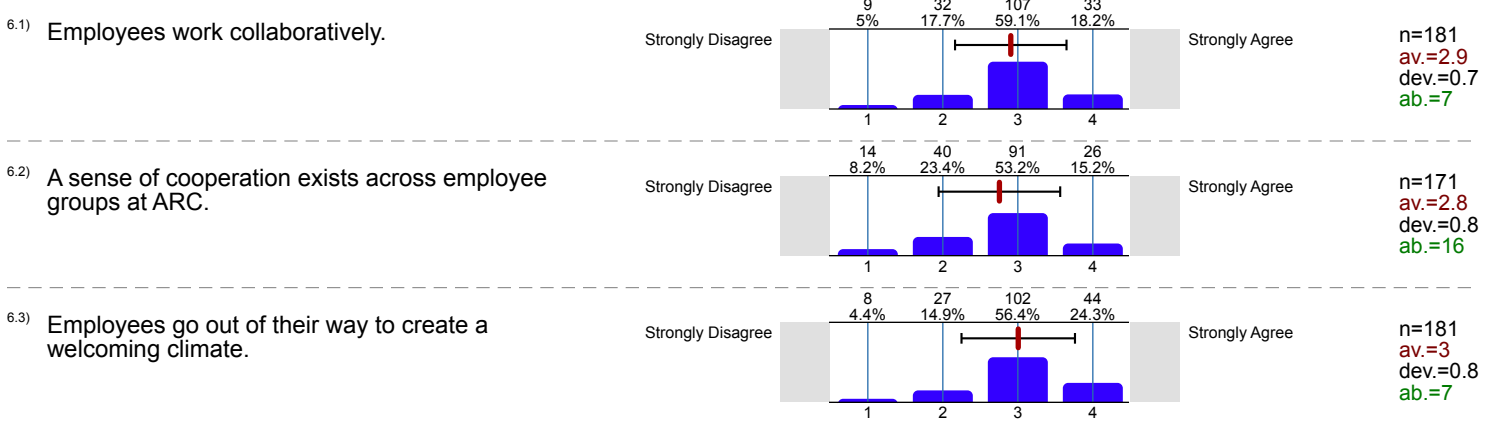


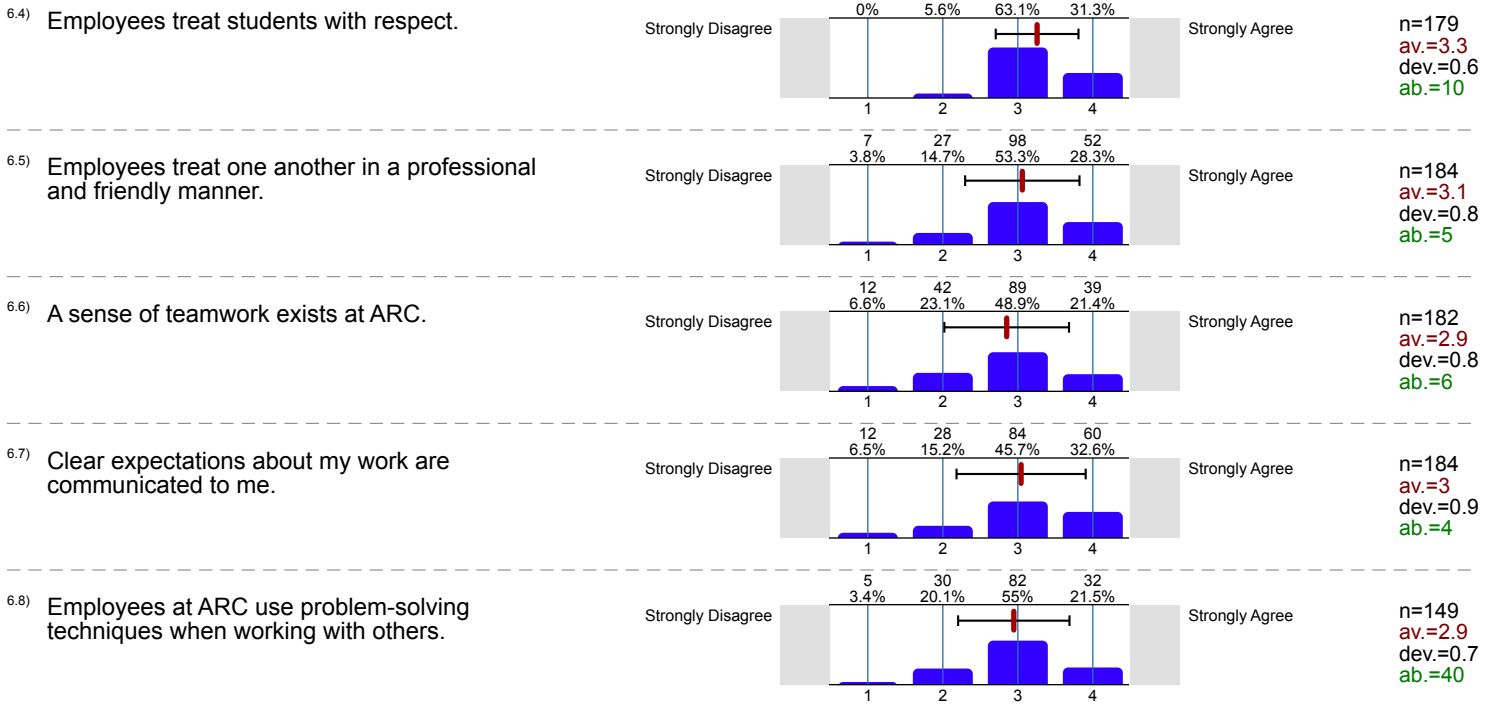


5. Student-Focus

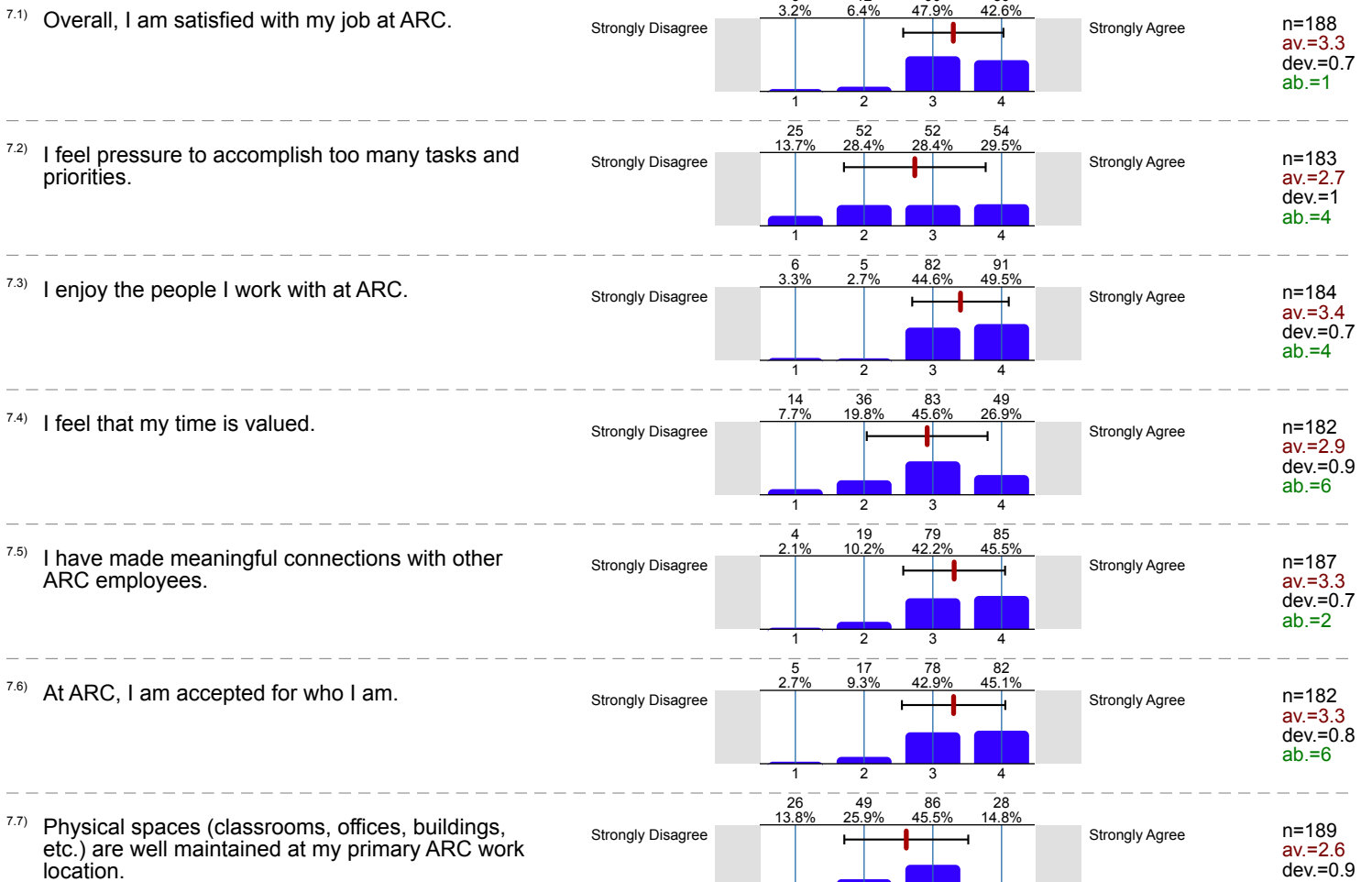


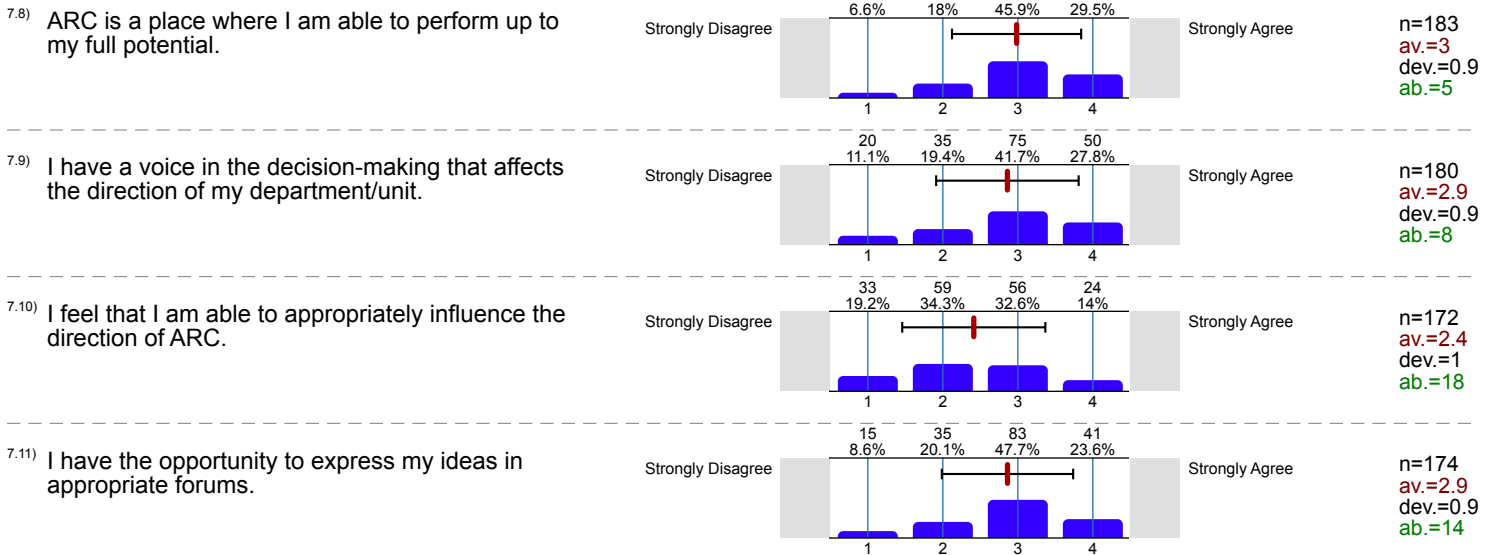
6. Teamwork



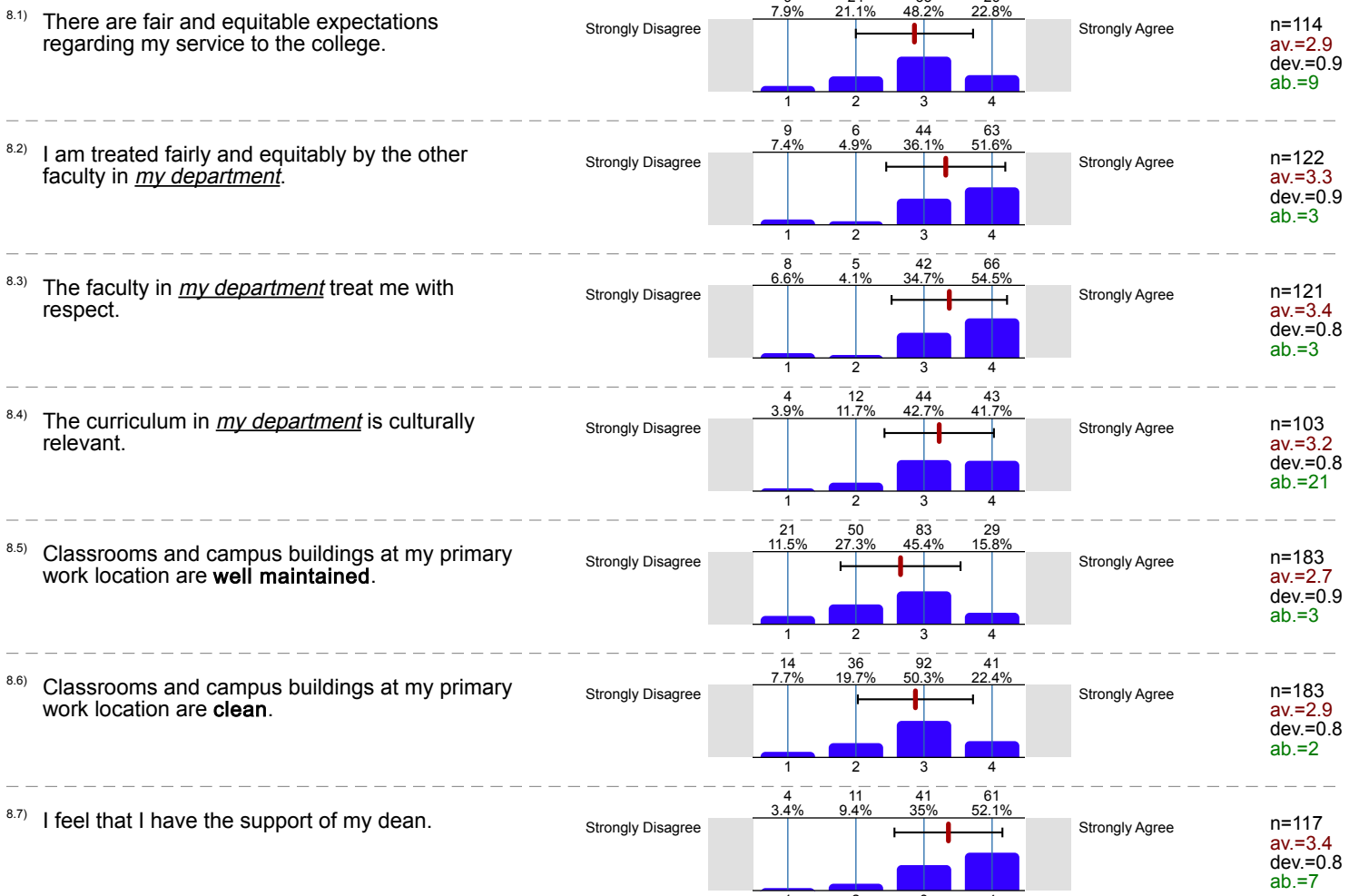


7. Job Satisfaction

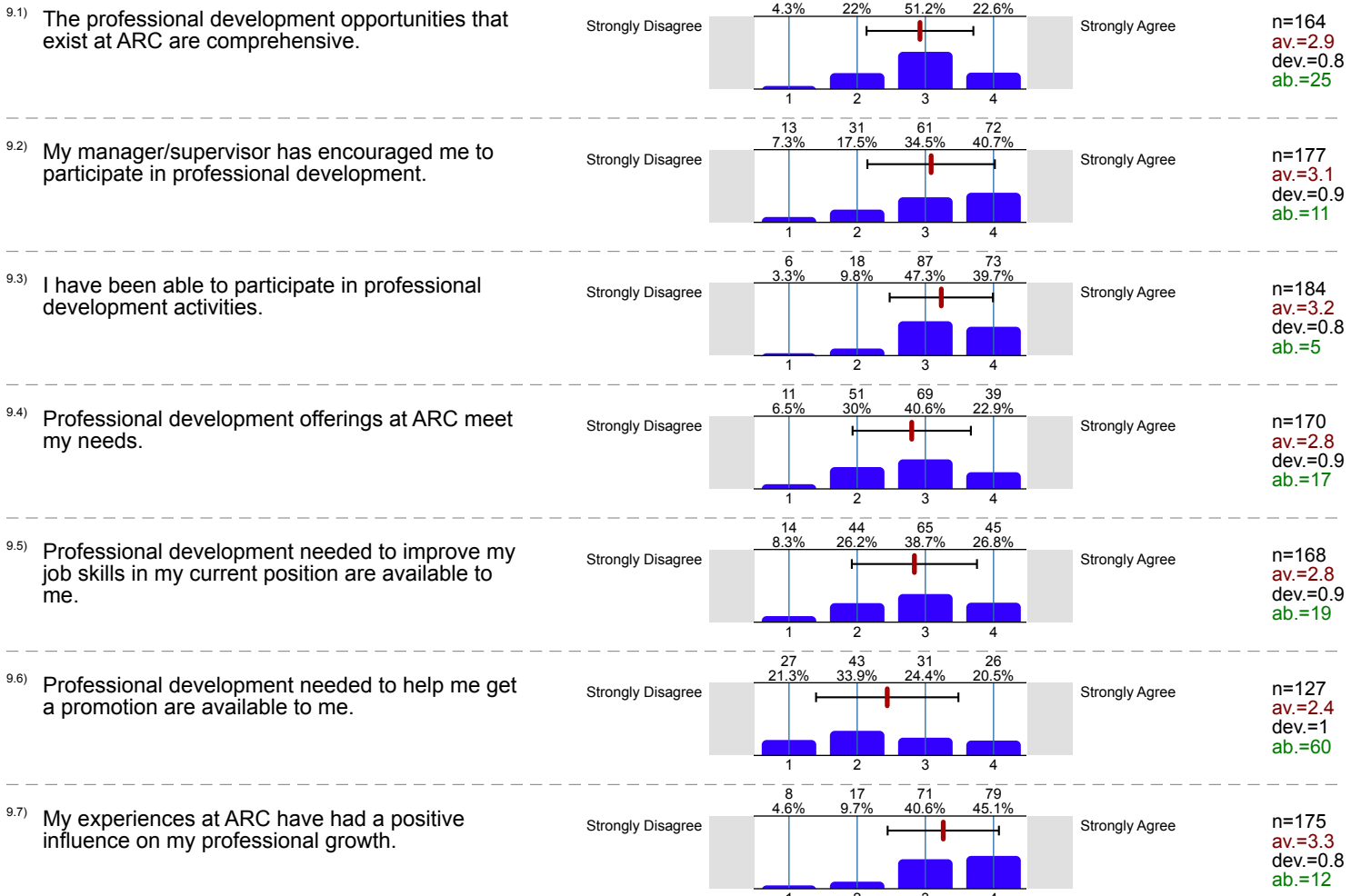




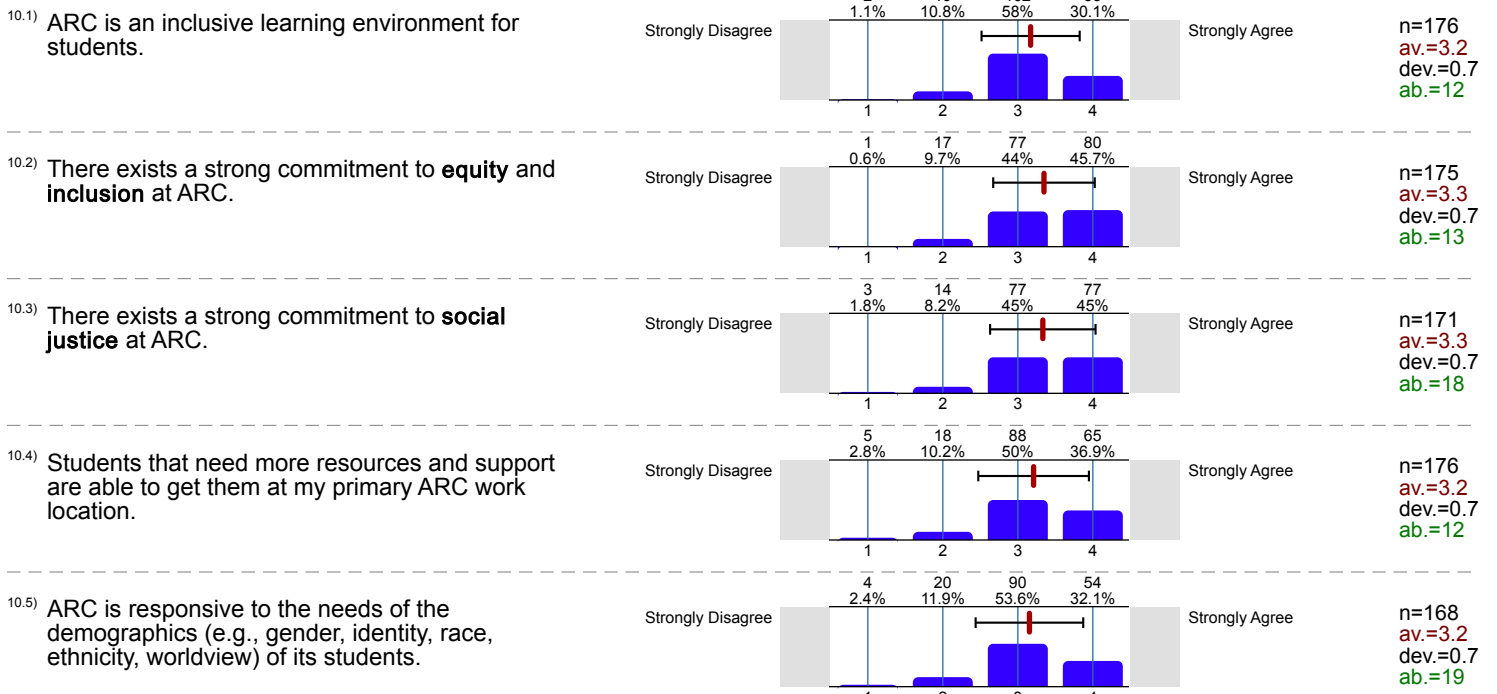
8. Faculty Specific Questions

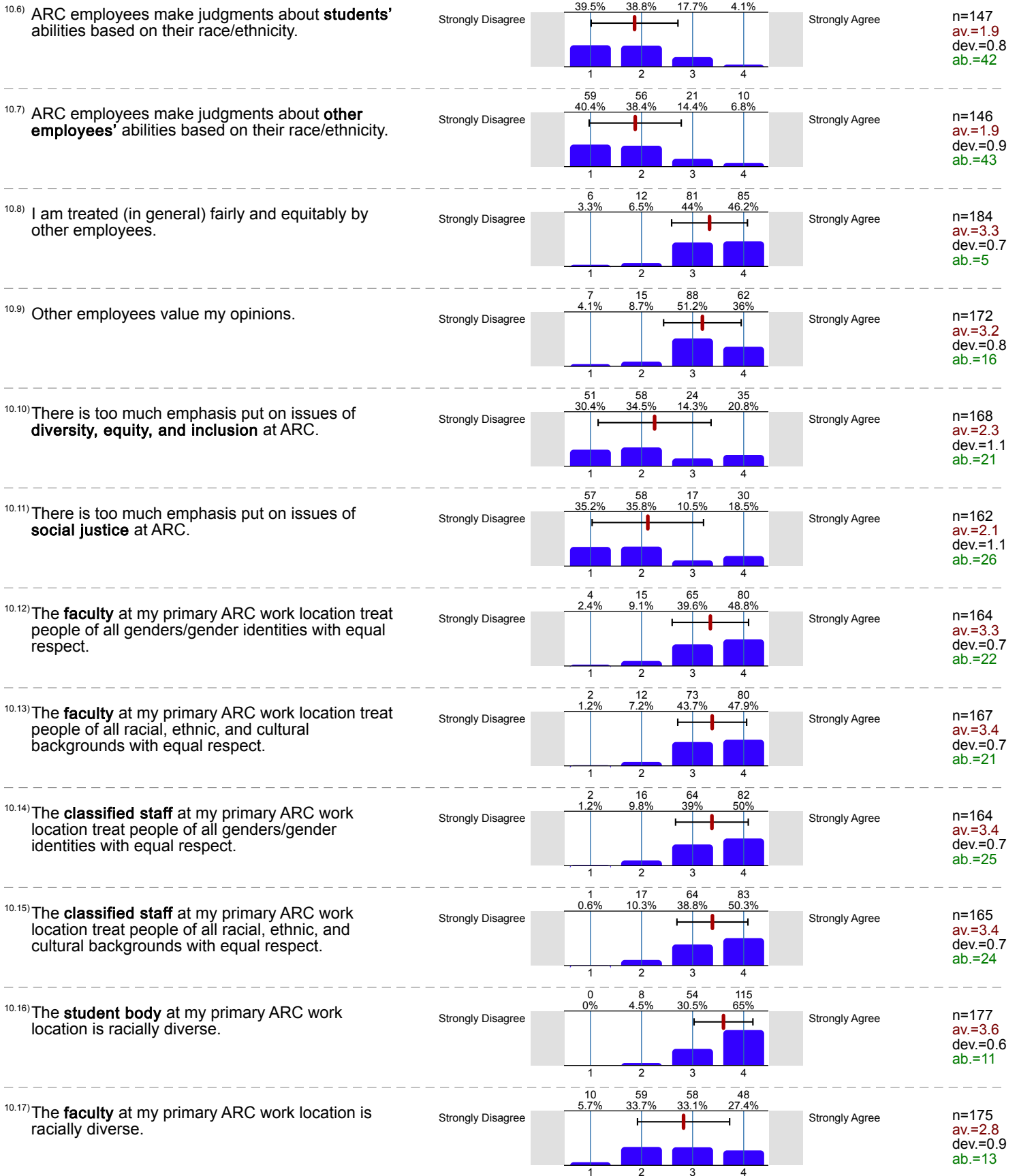


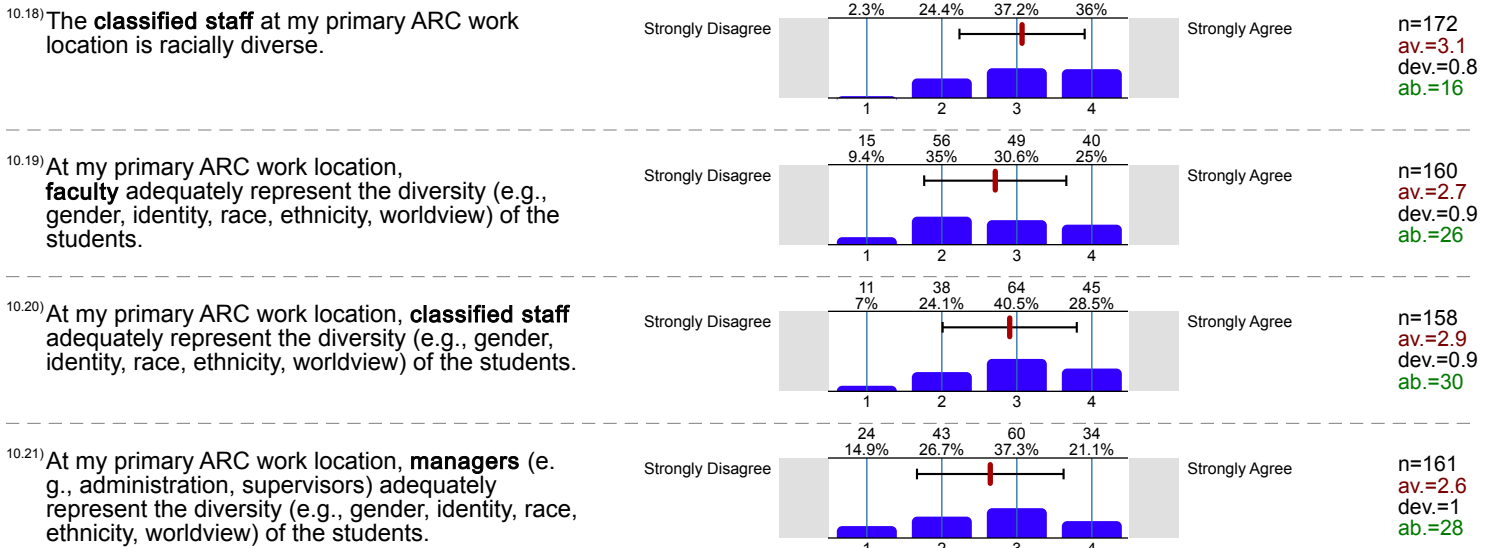
9. Professional Development



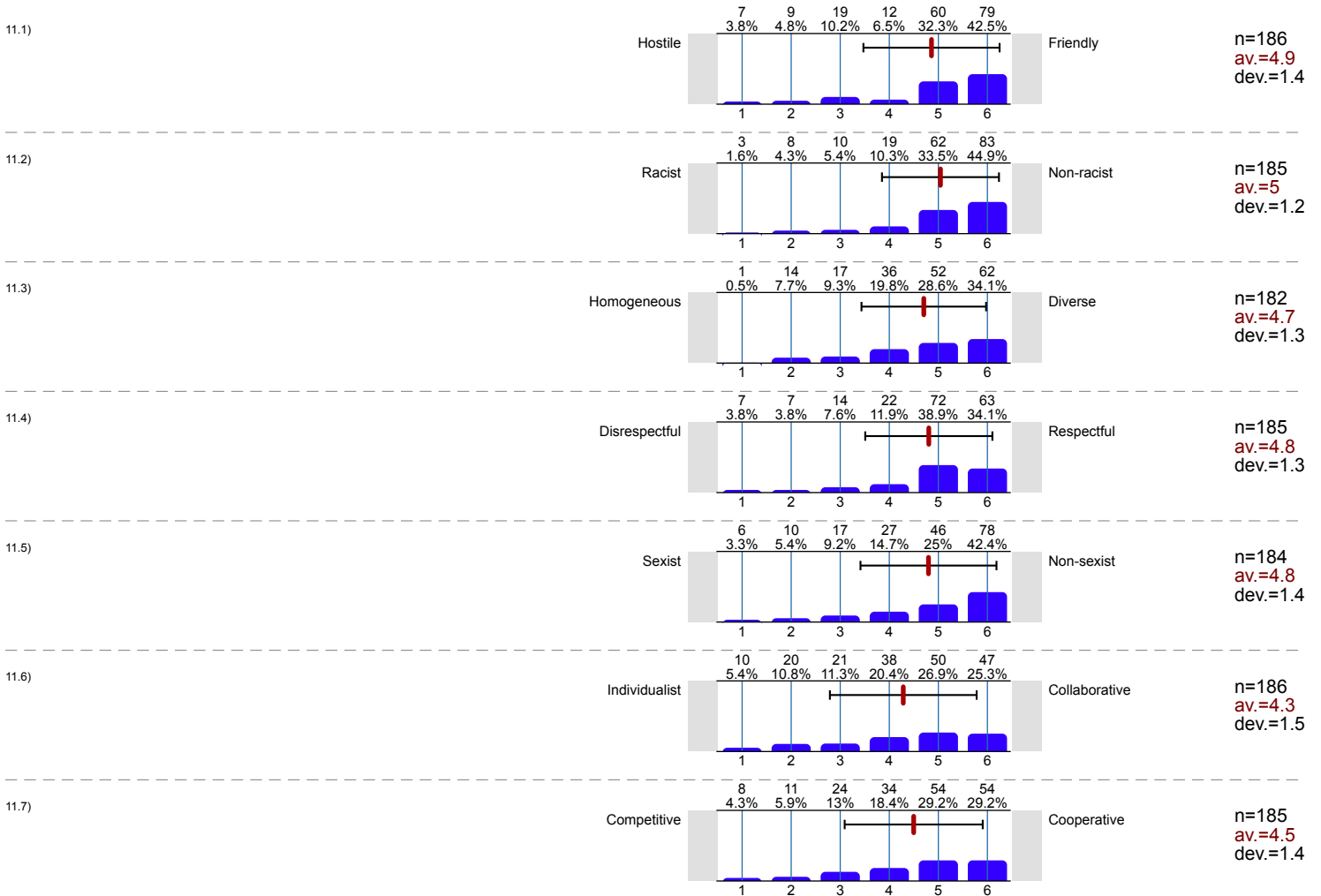
10. Equity, Inclusion, Social Justice Focus

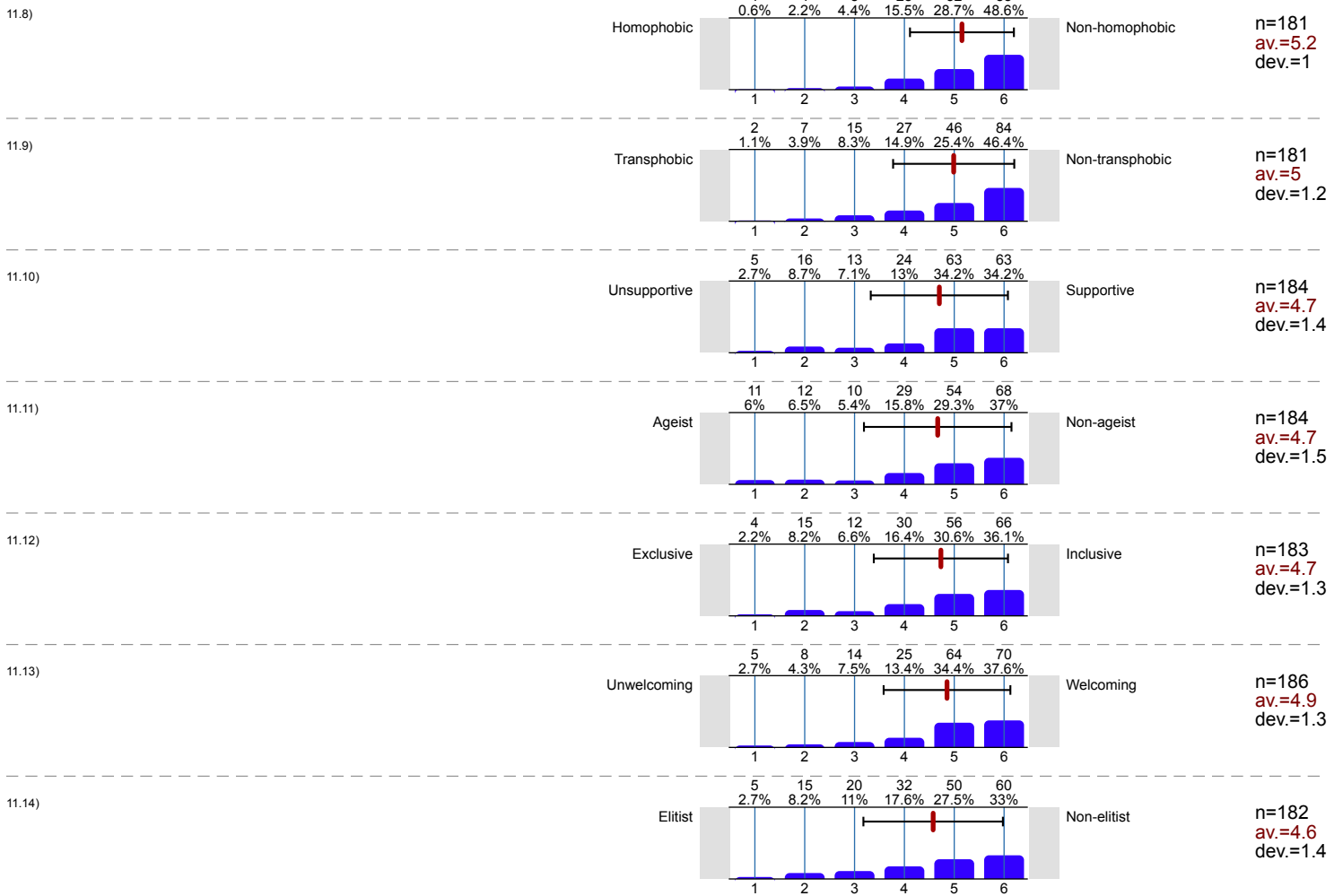






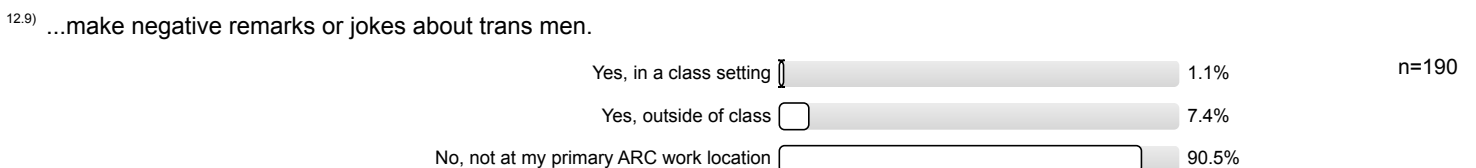
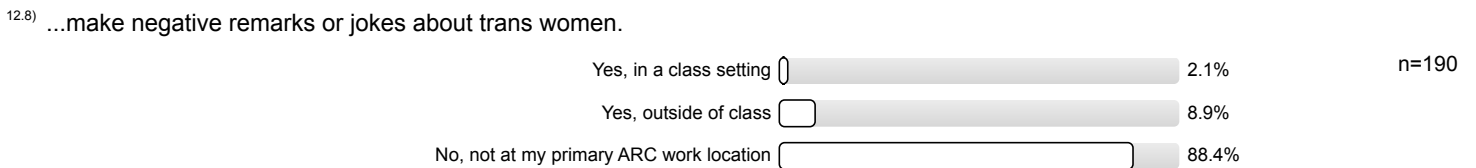
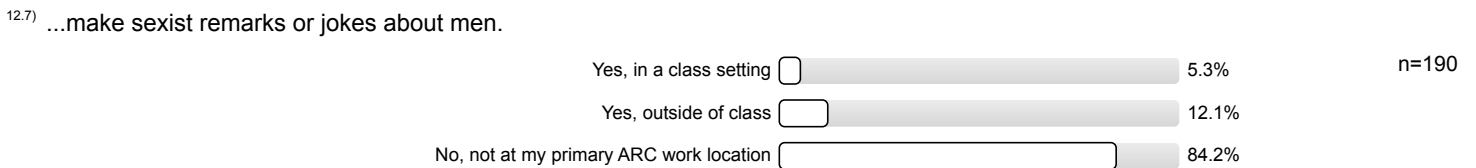
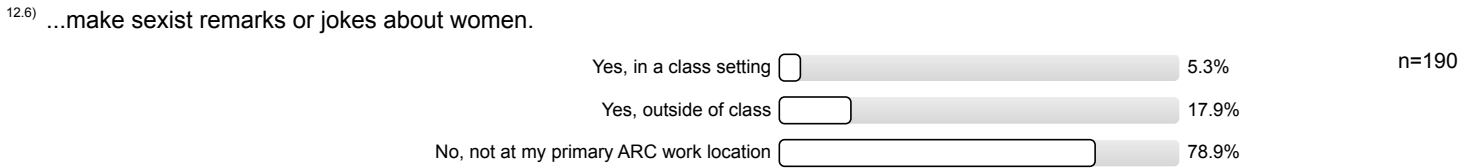
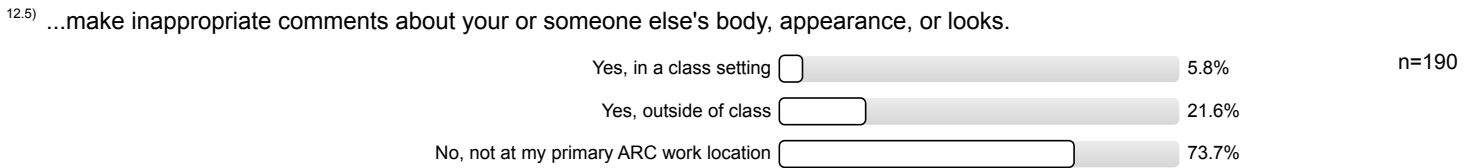
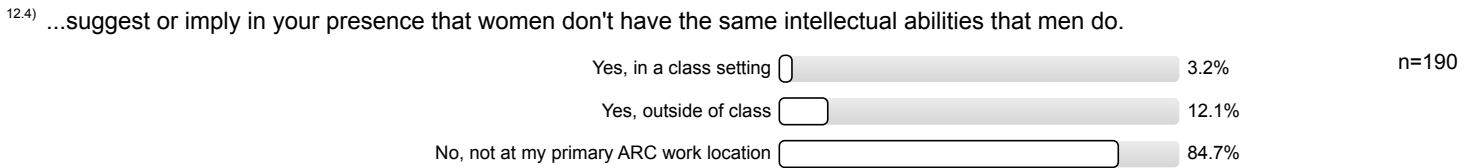
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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





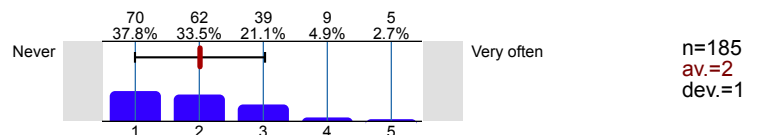
12. During the past 12 months at your primary ARC work location, have you heard anyone... (MARK ALL THAT APPLY)

- 12.1) ...call someone homophobic names.
- Yes, in a class setting 2.1% n=190
- Yes, outside of class 10%
- No, not at my primary ARC work location 87.9%
-
- 12.2) ...say sexual things to you or try to talk about sexual matters when you didn't want to.
- Yes, in a class setting 1.6% n=190
- Yes, outside of class 8.9%
- No, not at my primary ARC work location 88.4%
-
- 12.3) ...make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexual, trans, queer, +).
- Yes, in a class setting 3.2% n=190
- Yes, outside of class 13.7%
- No, not at my primary ARC work location 83.7%

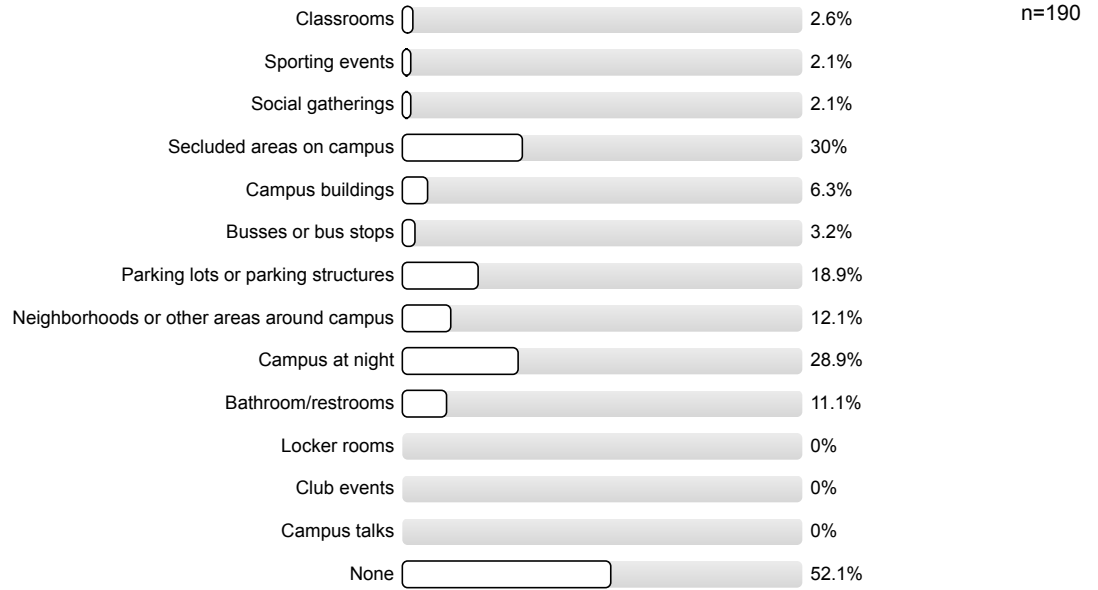


13. Regarding your personal **physical safety**:

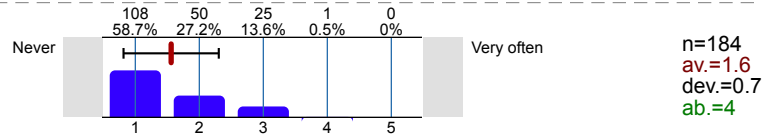
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



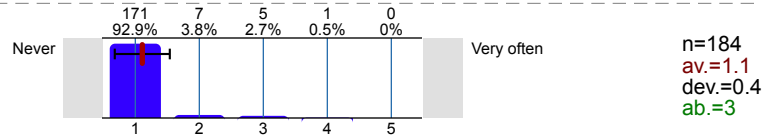
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



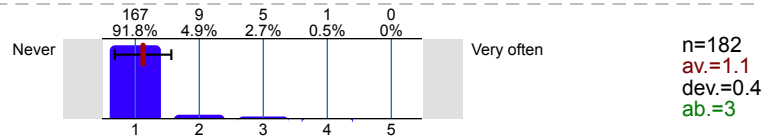
13.4) Other students



13.5) Instructors

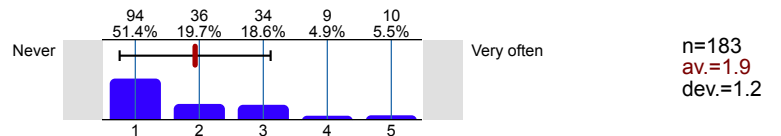


13.6) Staff

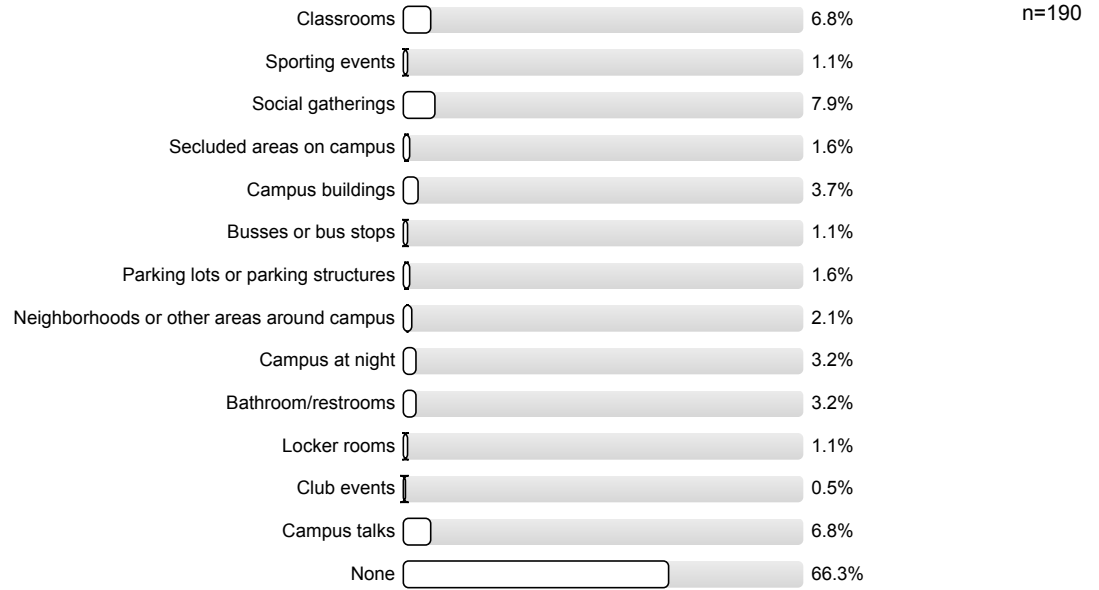


14. Regarding your **emotional safety**.

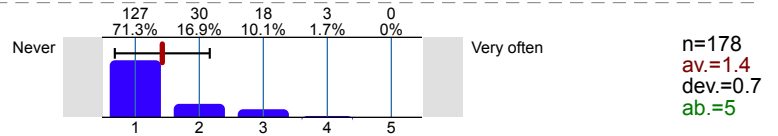
14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



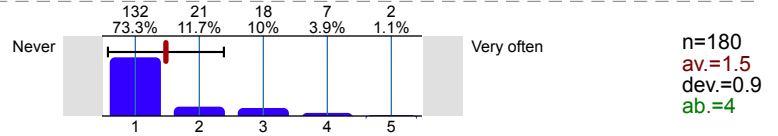
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)



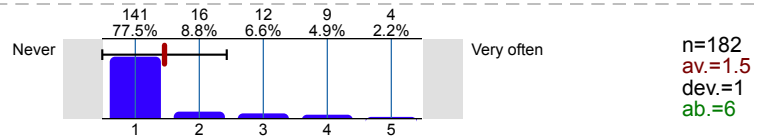
14.4) Other students



14.5) Instructors



14.6) Staff



15. Regarding your primary ARC work location:

15.1) Discrimination



15.2) Threats of physical violence



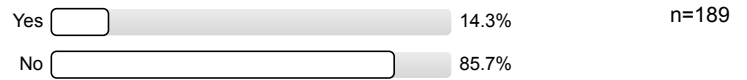
15.3) Physical violence



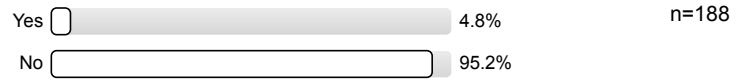
15.4) Threats of emotional violence



15.5) Emotional violence



15.6) Sexual harassment



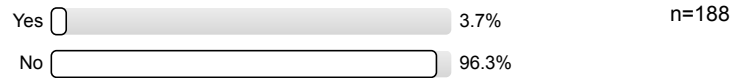
15.7) Other harassment



15.8) Sexual assault



15.9) Unwanted sexual advances



15.10) Verbal threats



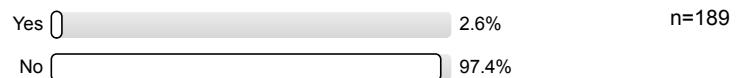
15.11) Discrimination



15.12) Threats of physical violence



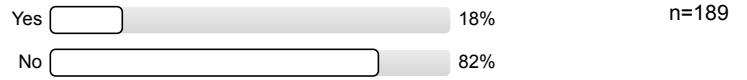
15.13) Physical violence



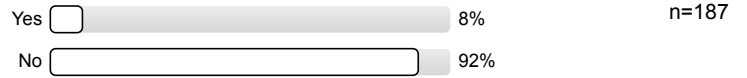
15.14) Threats of emotional violence



15.15) Emotional violence



15.16) Sexual harassment



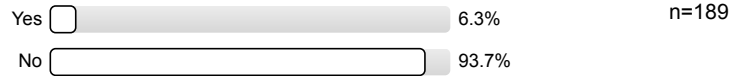
15.17) Other harassment



15.18) Sexual assault



15.19) Unwanted sexual advances

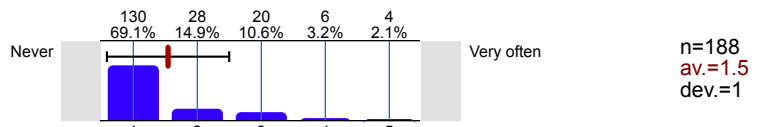


15.20) Verbal threats

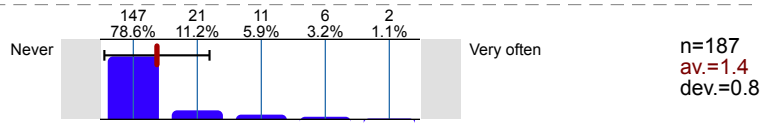


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

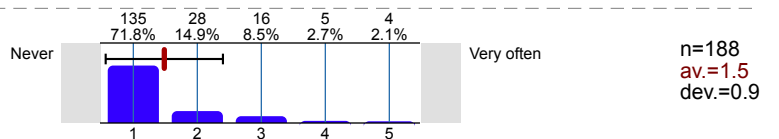
16.1) ...gender/gender identity



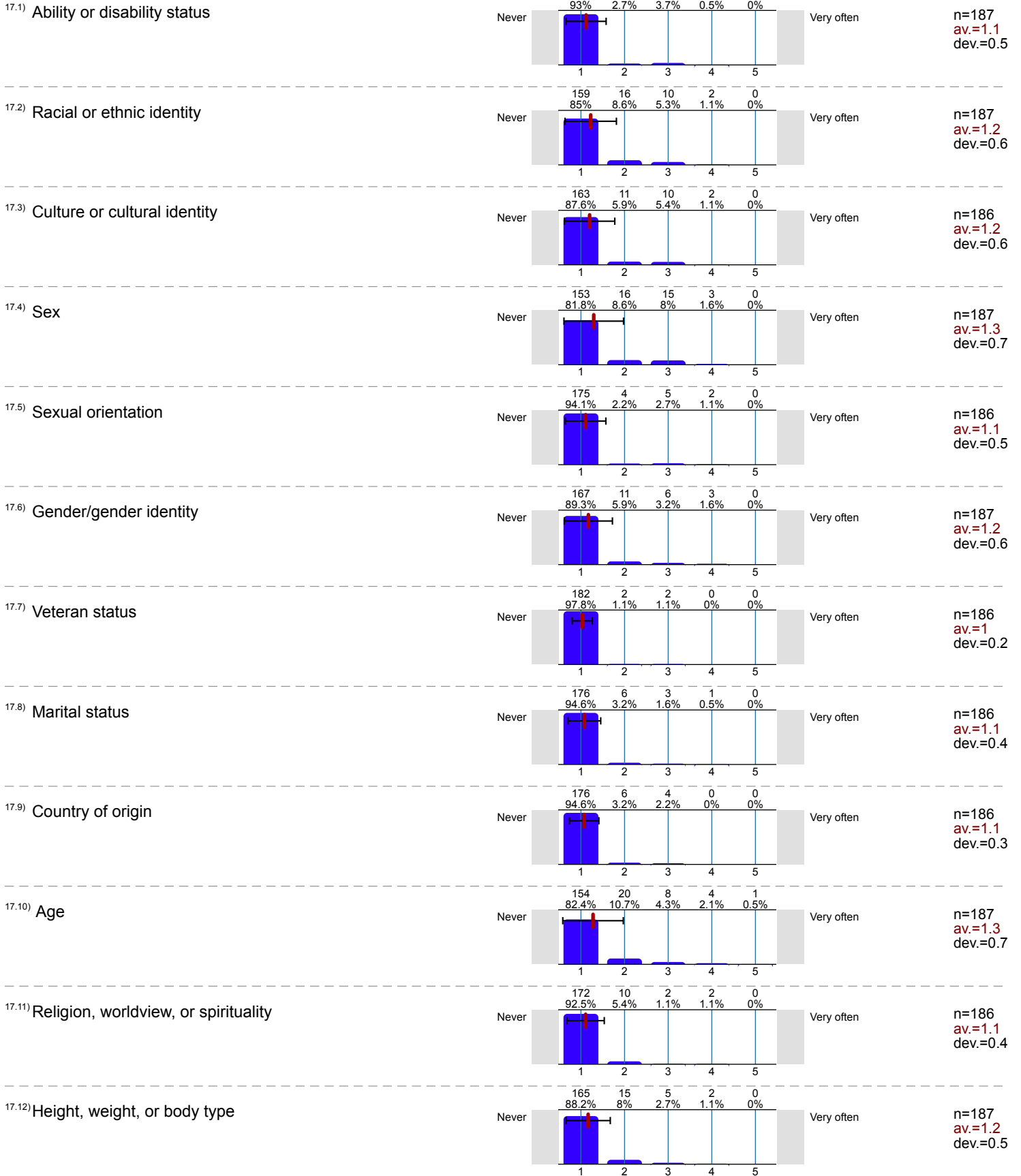
16.2) ...sexual orientation



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



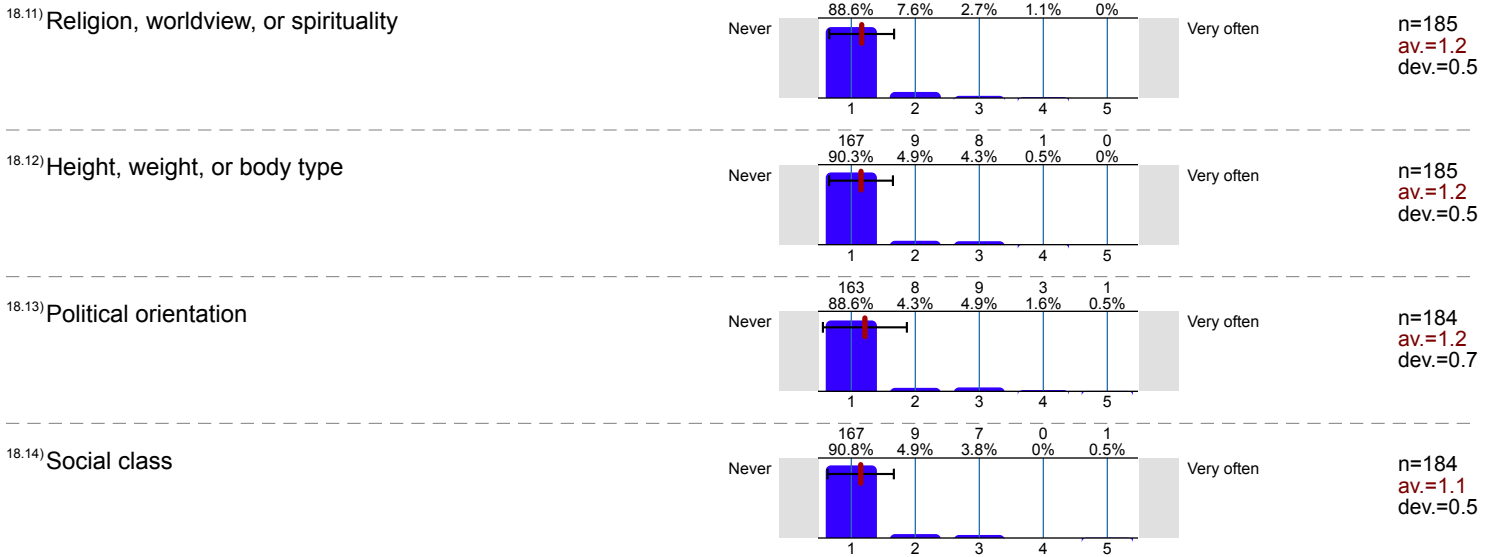
17. During the past 12 months, do you feel YOU have been mistreated *by students* at your primary ARC work location because of your:



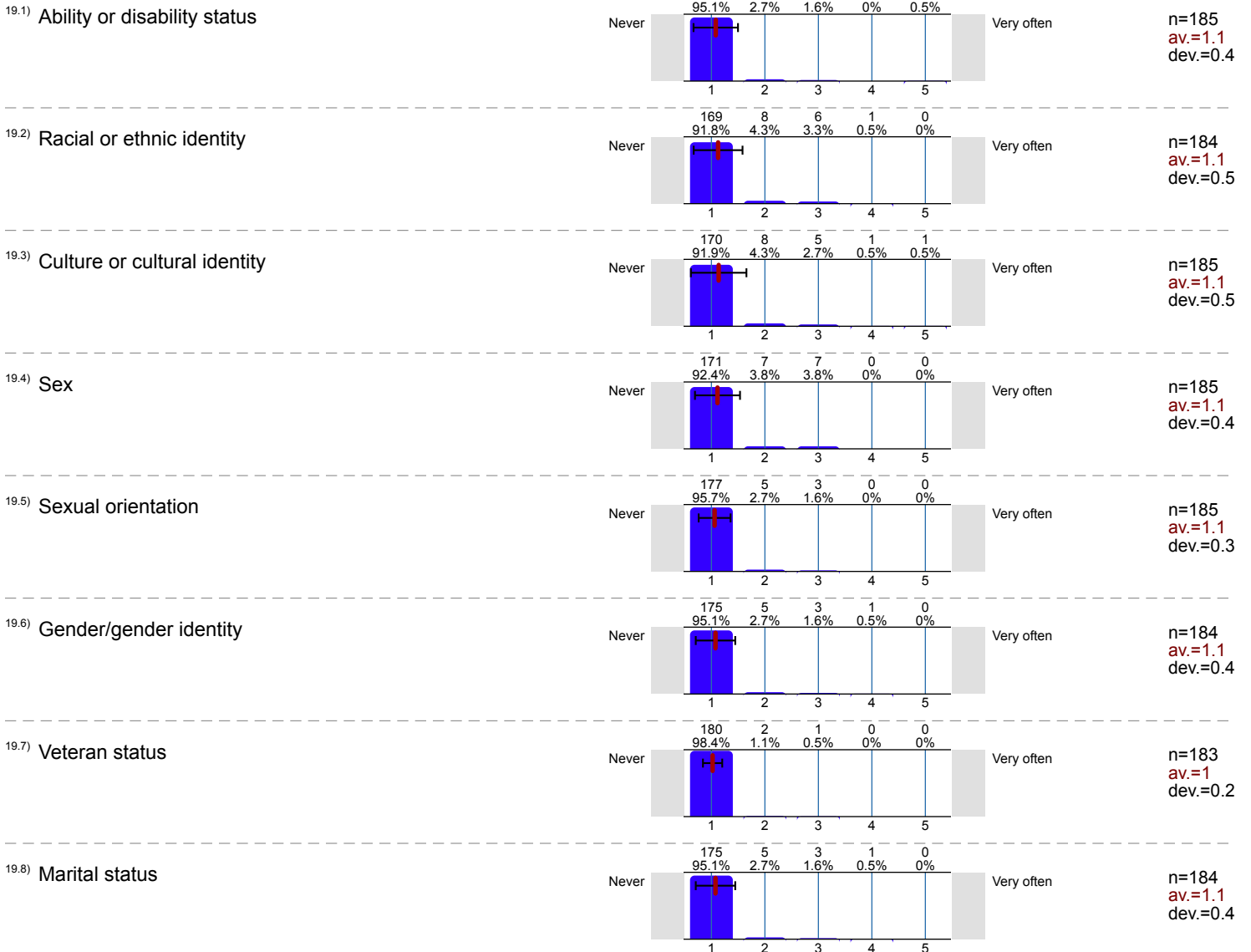


18. During the past 12 months, do you feel **YOU have** been mistreated *by faculty* at your primary ARC work location because of your:





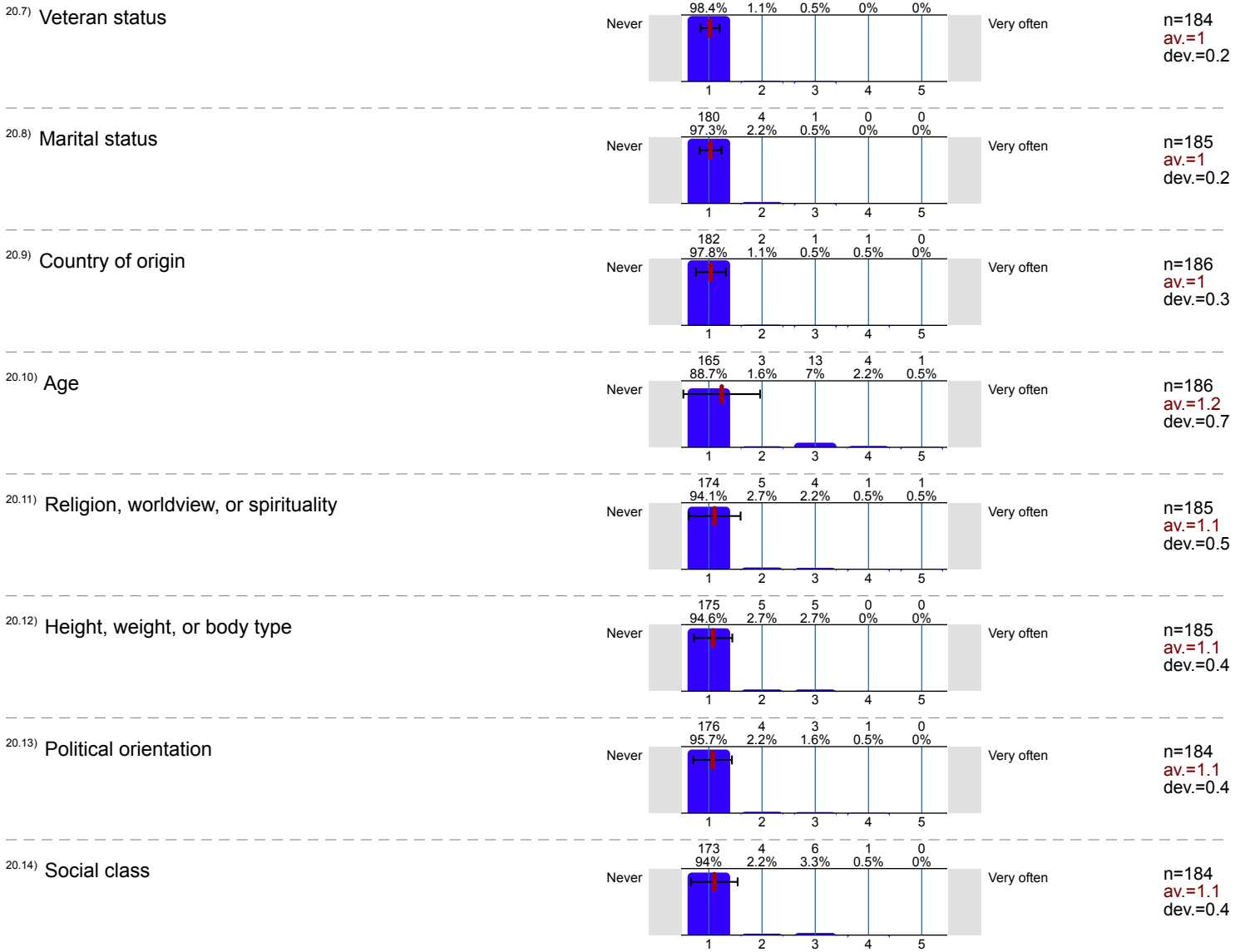
19. During the past 12 months, do you feel **YOU have** been mistreated *by classified staff* at your primary ARC work location because of your:



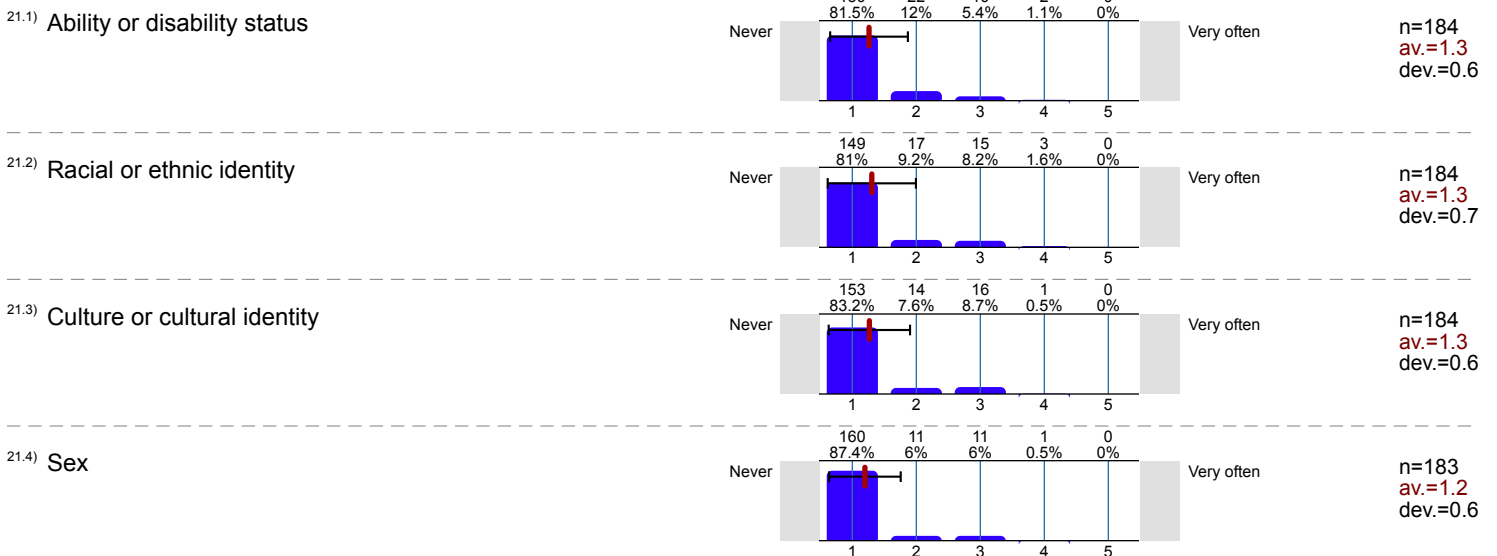


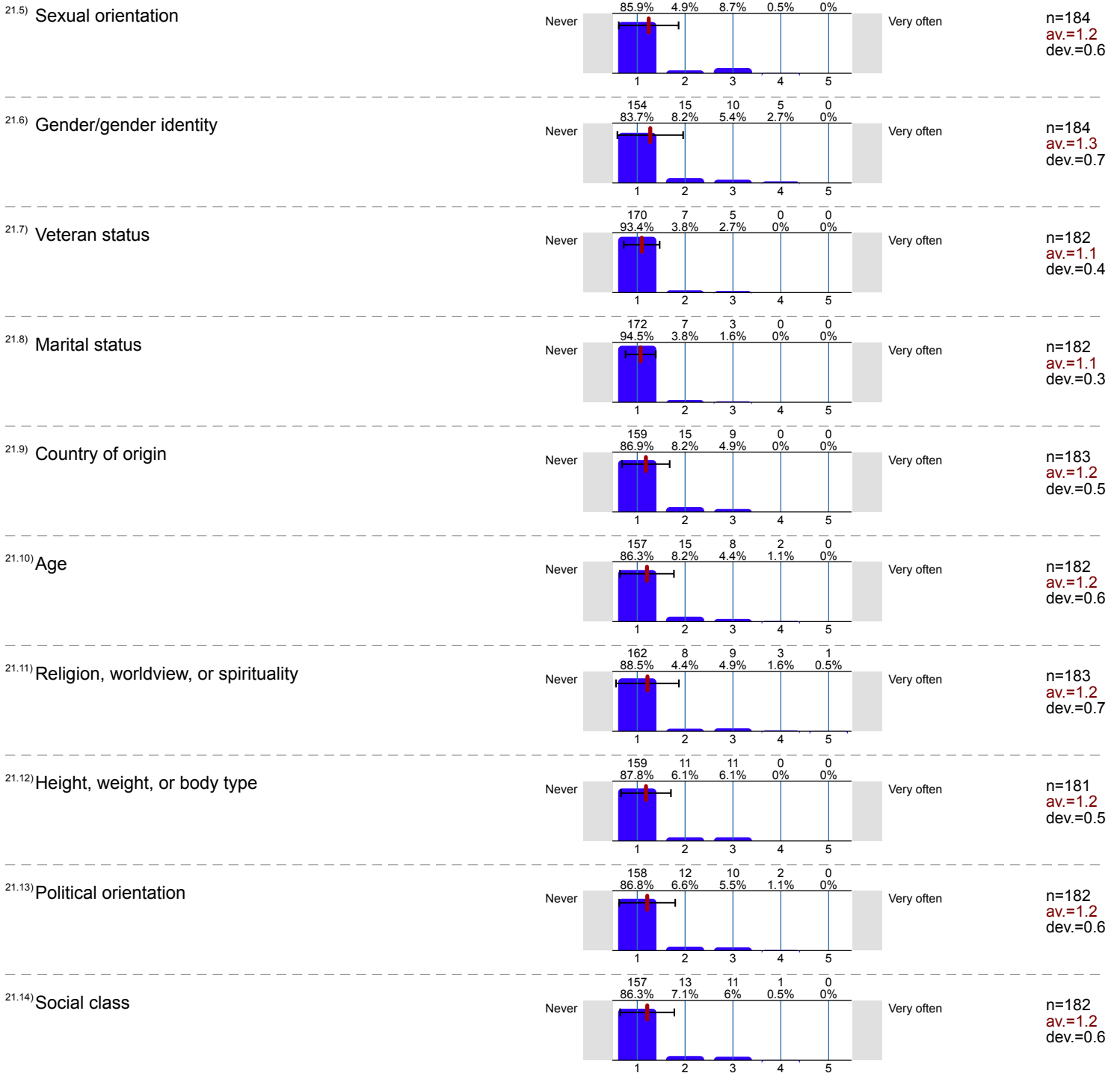
20. During the past 12 months, do you feel **YOU have** been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:



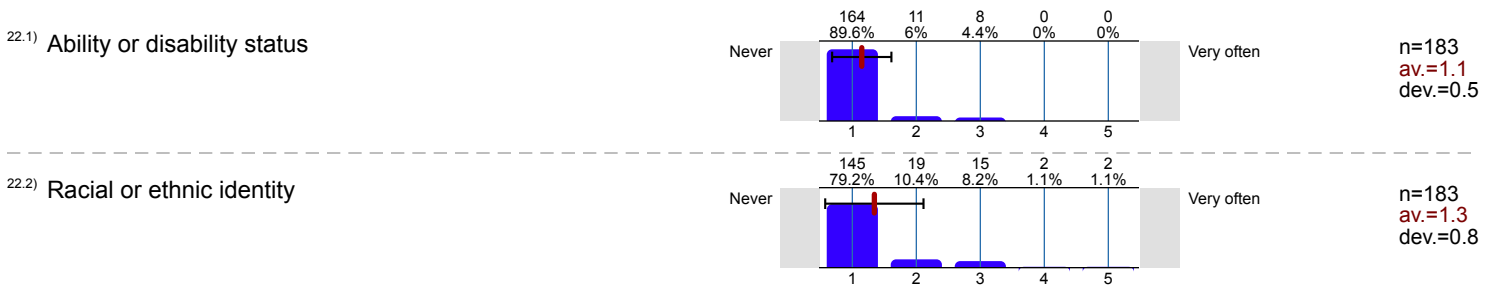


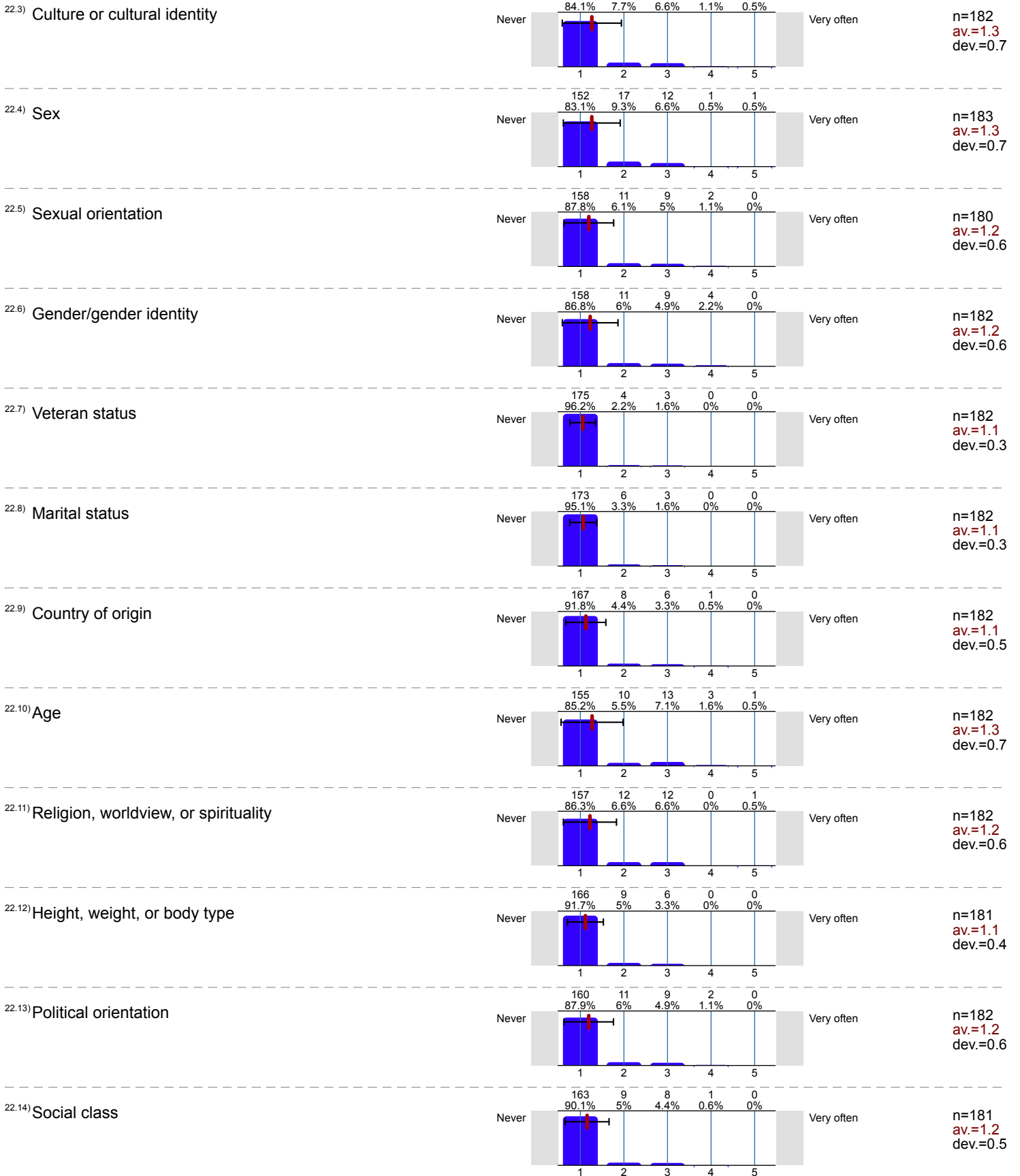
21. During the past 12 months, have you seen faculty, classified staff, or managers mistreat students at your primary ARC work location because of their:



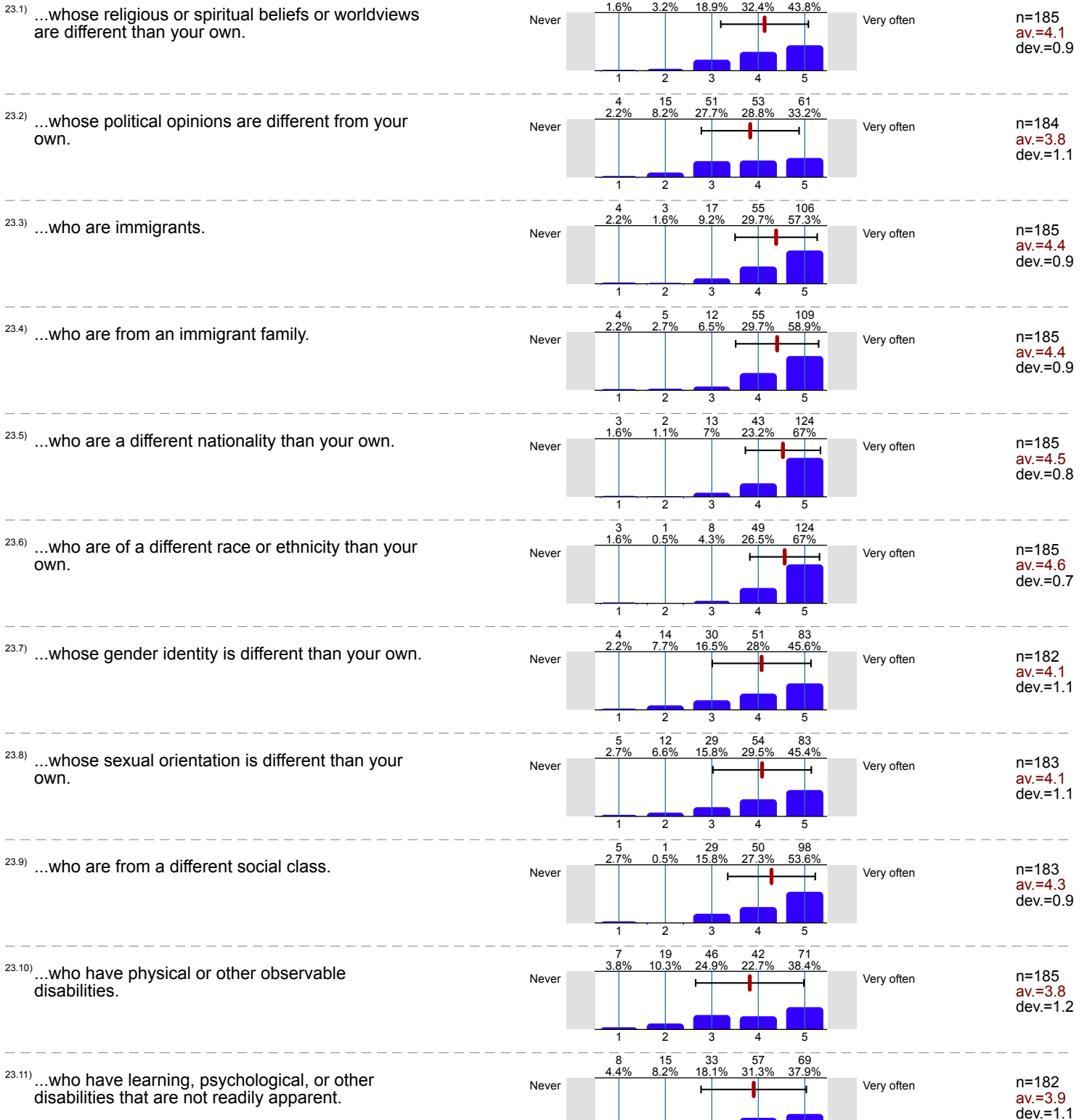


22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:



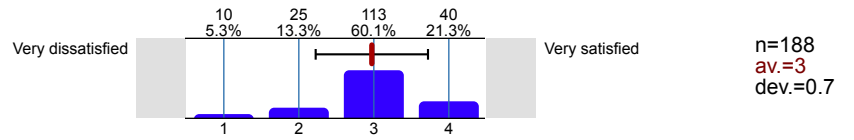


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



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:

- Gender fluid
- I'm not entirely confident about my gender identity - I mostly identify as a cisgender woman because that is what I was assigned at birth and spent my whole life being called, but I'm not sure what being a certain gender is supposed to "feel" like, or why gender is something that people emphasize. I also enjoy dressing as a stereotypical cisgendered man at times, so I'm not sure if I am nonbinary, gender fluid, or just cisgendered and confused.
- N/A (2 Counts)
- None.
- Unicorn
- n/a

3.4) Other sexual orientation:

- I prefer to keep it to myself
- N/A (2 Counts)
- None
- Queer
- inanimate objects
- no response
- totally none of your business

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).

- American (2 Counts)
- Cherokee
- Choctaw Native American
- Colombian (with an "o").
- Eastern European
- England
- Euro-Asian, German Chinese
- German, Jewish, French, Irish, American
- Hebrew
- I am Jewish and it is a greater part of my identity than being white.
- I believe you need to subdivide the white group. I do not think you are getting accurate data when you lump European cultures into the white group.
- Irish
- Irish American

- Irish Scottish
- Irish and German
- Irish, Polynesian
- It's offensive to list blacks as "African American" but whites as "whites" and not "Caucasian." If you're so concerned about equity, then be equitable.
- Italian (3 Counts)
- Italian American
- Italian, Irish, English, Welsh
- Italian, Irish, German
- Japanese, Caucasian
- Jewish
- Korean American and European American
- Middle Eastern
- Mixed race skin color pale
- N/A
- Pacific Islander
Creole
- Polish
- Polish, Irish
- Portuguese
- Russian, Ukrainian
- Scandinavian
- Sioux, Arabic, Armenian, Latino, Asian, Pacific Islander, African American, Irish
- Slavic/Eastern European
- Third culture community
- Ukrainian (2 Counts)
- White Anglo-Saxon protestant heterosexual Midwesterner from the south.
- all of the above
- immigrant
- q

3.9) Other religions, worldviews, or spiritual backgrounds:

- Agnostic theist
- Christian (2 Counts)
- Christian Babtist
- Druid
- I grew up Catholic.
- Ignostic

- LDS, Unity
- Meditation
- N/A (2 Counts)
- None
- Pastafarian
- Raised attending the Ethical Culture Society
- Secular Humanism
- Spirituality is not only linked to belonging to an organized religion.
- Sufism
- gnosticism
- humanist
- q

3.11) Other religion, worldview, or spiritual background:

- Christian
- Druid
- Jesus Christ is my savior!
- N/A (2 Counts)
- None
- Raised attending the Ethical Culture Society
- Secular Humanism
- Sufism
- Unity
- ignostic
- q

3.14) Other disabilities:

- Could you ask the same to students about disabilities?
- Epilepsy
- Fibromyalgia
- None.
- PTSD
- PTSD Post Traumatic Stress
- Pain in wrist and elbow due working on computers
- Software Engineer
- q

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:

- Any place at night if I'm alone
- At the Mather campus. ZERO police presence, virtually no lighting at night. Much of the student population are on parole. No cameras. If something would happen, nobody would know.
- Construction sites and zones
- Elevators
- I am scared to walk on Orange Grove street and surrounding area by the Art department when it gets dark. The reason why I feel that way because of the past incident in that area.
- I cannot avoid areas, so I just push on and do my job, but it is very stressful.
- 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.
- I have hesitated to move around much between classrooms and my office in the evening due to safety concerns. I feel vulnerable in many areas of campus, especially at night.
- I haven't avoided any but I am certainly very wary when walking across a mostly dark campus, or through the parking lots, or in the parking garage, particularly at night.
- In counseling the area nearest the classified employees has one way in and one way out - IF they lock the door to where the call center is located. Also, in the early - mornings to counseling the access inside is locked and employees must use the back entrance, which is not ADA accessible. It would help if all employees that start at 7:30am had key access through Admissions and Records office.
- It not so much areas I avoid as precautions I take to mitigate concerns about my physical safety.
- Lab areas with poor ventilation
- My office if I have an irate student.
- N/A (3 Counts)
- NA
- None
- None.
- Poorly lit areas at night
- The Walking Path along Arcade Creek that is Campus property. Walking is Healthy. That should be a safe path.
- Walkways in the ARC Science
- certain areas at night due to lack of light, etc
- night and lonely parking lots
- none (2 Counts)

^{13.7)} Other:

- Mold in office
- N/A (3 Counts)
- NA
- Non-students randomly appearing in the LRC
- None.
- People who wander thru campus at night

- Random smokers at the bus stop, even though smoking is banned both on campus and at bus stops.
- Random strangers between weeks of instruction
- Some random dude (probably homeless) walked into my classroom two days ago, threatened my class with violence, called me a dirty name, and left. After calling the police, I haven't heard anything and don't know if it's safe to be in the classroom anymore...
- Sometimes I am no sure who the person is; may be none of the above, just someone walking through.
- a non student walking into classroom and then following student to bathroom
- community members coming on campus
- none
- people other than staff or faculty although I am not sure if they were students.

14. Regarding your emotional safety:

^{14.3)} Other areas you have avoided at your primary ARC work location due to concern for your emotional safety:

- Area meetings, Committee meetings, corridor and mailroom interactions
- Areas of my office building
- Campus gatherings by outside groups
- Department office.
- Dept. meetings
- During work at my primary work location.
- Everywhere... the last year has been the most emotionally abusive and draining years of my life, primarily due to the work environment at this college.
- Just stress/anxiety due to outside factors, not necessarily ARC
- Lack of communication and clear expectations as well as follow through leads to a lot of anxiety and stress in the workplace for me.
- Meetings
- N/A (3 Counts)
- NA
- None (2 Counts)
- Professional Development Workshops
- department meetings (2 Counts)
- hallways and breakroom spaces
- my supervisor's office
- none
- office buildings

^{14.7)} Other:

- Administrators
- Campus gatherings by outside groups.
- Coordinators
- Dean

- Dean of Natomas Center
- District employees
- N/A (3 Counts)
- NA
- Supervisor

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.)

- In my own experience students, faculty, staff and managers have all been friendly and I have not experienced any mistreatment. That said, I have not had opportunity for extensive interaction with staff, faculty and managers beyond my own department.
- 1) Several semesters ago, I was threatened with "professional consequences" over my continued work on the development of a certificate program at another district.
- 2) Three semesters ago, I encountered a conflict with a F/T colleague who insisted on leaving equipment set up in a shared lab facility - This resulted in the cancellation of a practical portion of a final exam. When I requested that the space be shared, I was reminded of my P/T status.
- 3) Beginning of last semester (Fall 2019): I was informed that a F/T colleague (and supervisor) had identified me as "an idiot" with a new P/T colleague that had not yet met me.
- 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 society's 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: Derogatory comments made about my (perceived) income/social class, (perceived) cost of my clothes and vehicle, and that I wear make-up
Faculty: Prefacing whether or not to engage me/anyone in conversation if political affiliation or identity politics is not shared/Inquiry of my marital status/when it may/will change
Managers: Comments about my gender and whether or no my behavior/presentation conforms to stereotypical gender behavior
- I feel that because the department is trying to be so diverse, they pass up certain ethnicities (i.e. White).
- I feel that my opinion is often diminished in settings that are male dominated. Specifically, I find that when interacting with men in technical areas such as math or the IT department (both on campus and especially from the district office) they do not listen to a woman's voice.
- I have not felt mistreated due to my gender or other identities, but I have felt very mistreated by an atmosphere of top down decision making where administrators make decisions about faculty without any faculty involvement. This has truly effected my experience of working at ARC for I feel devalued and not respected. It has saddened me and lowered my moral. I feel that numbers are driving decisions about scheduling without faculty involvement. I believe relying on Ad Astra is misguided. Administrators are overwhelmed with too many roles and their burnout affects faculty which affects students. Putting home bases in Davies Hall is an example. Decisions made by a small group of people without input from faculty affect their morale immensely. This is just an example of the top down mentality of decisions at our wonderful college. This needs to change
- I think job title influences how much respect and value people give other's opinions.
- 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.
- Identifying the particular reasons why people treat me the way they do is difficult. Could be anything.

- Judged. Not listened to. Ignored. Retaliation.
- Lack of transparency. The college has been dismantled such that committees no longer have faculty representation across all divisions. Faculty are being ripped out of their offices and offered offices in other buildings than their divisions. Collegial consultation will be severely limited. The dismay and discontentment is irreparable. How can the administration even envision a fair, equitable, safe, and comfortable environment? The permanent portable buildings can be cold, hot, stuffy, stinky and sometimes a combination of all; configured such that students cannot have full view of whiteboards; dirty and unsafe, white board ledges have fallen off, there are wires on the floor for instructors to trip over. There is limited, if any, way that students can comfortably form groups. In sum, faculty and students are not valued in this institution.
- Little respect for those who have been here for years
- N/A (2 Counts)
- NA
- Not me, personally, however, some memes were found on a shared drive that were put there by a classified person in our area, which fall under discrimination based on race, ethnicity, gender and political party that were disturbing. I was told that it was free speech, and that the only thing the person could be confronted about was their use of district assets to search and store the offensive memes.
- One particular individual has mistreated me by calling me a "juvenile" and a "jackass", saying that my position is what I get for starting in the industry at an early age, and saying things about me dying by getting hit by a bus. This individual threatens my feeling of emotional and physical safety often.
- Students comment on my perceived young age or perceived high social status, claiming I can't identify with their struggles. Male faculty and administrators have (I believe unintentionally) not taken my input until it has been repeated by a male colleague. This has happened three times in the last six months.

When I complained to a female friend, she pointed out there's a word for that--"hepeating." It's a good one! I recommend looking it up. :)
- The dean has made it explicit that he considers his primary responsibility is to create a positive environment for the younger, newer faculty, not the older, more experienced faculty
- Two students threatened to give me bad evaluations if I didn't make the exams easier, and they followed through. They took another one of my classes the following year and again repeatedly threatened to say bad things about me if I didn't make the class easier, and they followed through again. I don't think they would have done this if I was a man or a more dominant woman.
- White employees have no opportunity for advancement because there is an assumption that our voices don't matter since there are already a lot of other white employees; therefore, we all have the same ideas and make the same contributions.
- immigrant status
- none