	Asexual Employees No. of responses = 5		ARC
	Survey Results		
Legend Question text	Left pole	0 25 25% Right pole 4 5 ogram	n=No. of respons av.=Mean dev.=Std. Dev. ab.=Abstention
2. Employee Info			
^{2.1)} Primary Employment Clas	sification:		
	Faculty, Full-Time Teaching	20%	n=5
Fa	culty, Full-Time Non-Teaching (Counselors, Librarians)	0%	
	Faculty, Adjunct Teaching	0%	
ł	Faculty, Adjunct Non-Teaching (Counselors, Librarians)	0%	
	Classified, Full-Time Permanent	80%	
	Supervisor	0%	
	Administrator	0%	
^{2.2)} Years worked at ARC (any	/ location):		
	less than 1 year	0%	n=5
	1 to 4 years	20%	
	5 to 9 years	20%	
	10 to 14 years	20%	
	15 to 19 years	20%	
	20 years or more	20%	
^{2.3)} Primary work location at A	RC:		
	ARC Main Campus	100%	n=5
	Natomas Center	0%	
	McClellan Center	0%	
	Mather Center	0%	

Woman (cisgender womana person whose gender identity matches their sex assigned at birth)	1	00% n=5
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)	2	20%
Gender non-conforming (a person whose behavior or appearance do not conform to gender expectations)	0	9%
^{3.3)} What is your sexual orientation? (MARK ALL THAT APPLY)		
Asexual (a person with no sexual feelings or desires)	1	00% n=5
Bisexual (a person sexually attracted to two genders)	4	0%
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other women)	0	9%
Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)	2	20%
Pansexual or fluid (a person who is attracted to multiple gender identities)	0	9%
^{3.5)} What is your age (in years)?		
19 or younger	0)% n=5
20 to 24	0)%
25 to 34	2	20%
35 to 54	6	60%
55 or older	2	20%
^{3.6)} What is your race/ethnicity? (MARK ALL THAT APPLY)		
African American	2	20% n=5
Asian	0)%
Filipino	0)%
Hispanic/Latino	2	20%
Native American	0)%
Other Non-White	0)%
Pacific Islander	0)%
White	6	60%

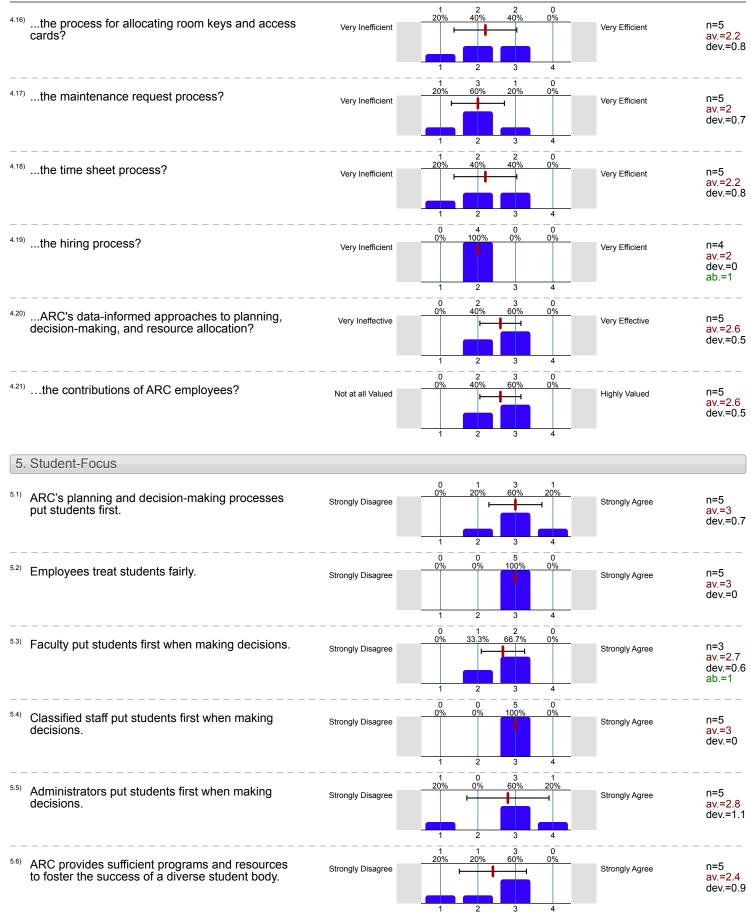
 $^{\scriptstyle 3.1)}$ What is your gender identity? (MARK ALL THAT APPLY)

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

Agnostic	60%	n=t
Anglican	0%	
Assemblies of God	0%	
Atheist	0%	
Baha'i	0%	
Baptist	0%	
Buddhist	20%	
Catholic	20%	
Christian Non-denominational	0%	
Christian Orthodox	0%	
Christian Science	0%	
Church of Christ	0%	
Confucian	0%	
Episcopalian	0%	
Evangelical	0%	
Hindu	0%	
Jain	0%	
Jehovah's Witness	0%	
Jewish	0%	
Latter-day Saints	0%	
Lutheran	0%	
Methodist	0%	
Muslim	20%	
Native/Tribal	0%	
Pentecostal	0%	
Presbyterian	0%	
Quaker	0%	
Seventh Day Adventist	0%	
Shamanism	0%	
Shinto	0%	
Sikh	0%	
Spiritual but not religious	0%	
Taoist	0%	
UCC/Congregational	0%	
Unitarian Universalist	0%	
Wicca/Pagan	0%	
None	0%	

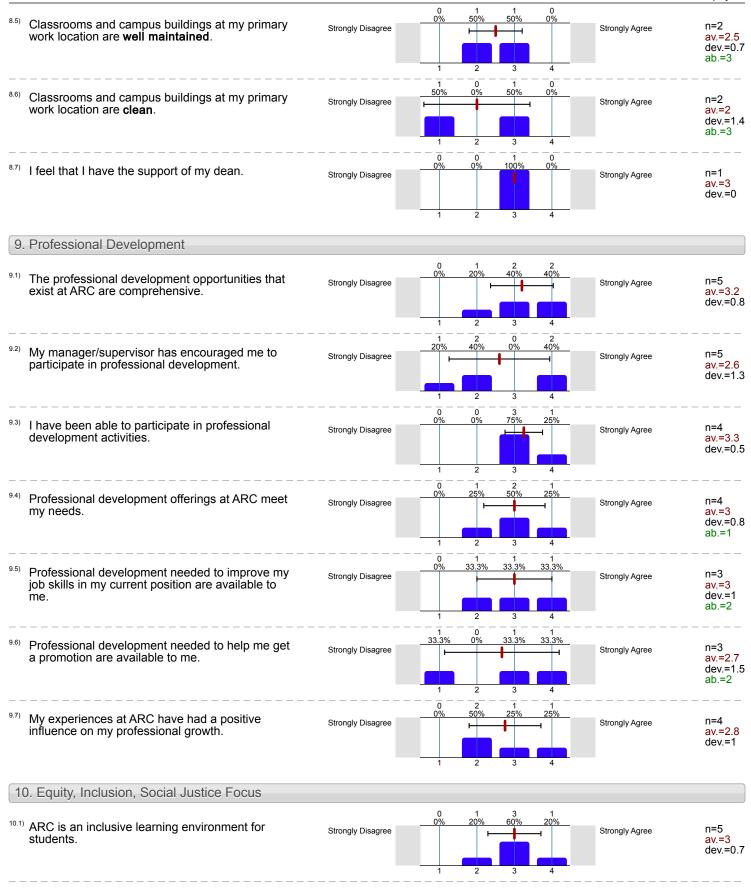
^{3.10)} With which one religion, worldview or spiritual background do you mo	ost strongly identify? (MARK ONLY O	<u>NE</u>)	
Agnostic		60%	n=5
Catholic		20%	
Muslim		20%	
^{3.12)} What is your highest level of education?			
Less than high school		0%	n=5
Graduated high school		0%	
Some college		20%	
Associate's degree		40%	
Bachelor's degree		20%	
Graduate degree		20%	
^{3.13)} Do you have any of the following types of disabilities? (MARK ALL Th	HAT APPLY)		
Acquired/traumatic brain injury		0%	n=5
Attention deficit/hyperactivity disorder		0%	
Autism spectrum disorder		0%	
Blind/low vision		0%	
Deaf/hard of hearing		0%	
Cognitive or learning disability		0%	
Chronic illness		20%	
Intellectual disability		0%	
Mental health disability		20%	
Physical disability that affects walking		20%	
Physical disability that does not affect walking		0%	
Speech/communication condition		0%	
None		60%	
4. Institutional Effectiveness			
^{4.1)} The teaching/learning environment is <i>equitable</i> <i>and inclusive</i> for students at my primary ARC work location.		Strongly Agree	n=4 av.=3 dev.=0 ab.=1
 ^{4.2)} The teaching/learning environment is safe for students at my primary ARC work location. 		Strongly Agree	n=4 av.=3 dev.=0 ab.=1
^{4.3)} The working environment for students at ARC is _{Strongly Disagree} equitable and inclusive.		Strongly Agree	n=4 av.=3 dev.=0 ab.=1
	1 2 3 4		

						,	exual Employees
The working environment for students at ARC is <i>safe</i> .	Strongly Disagree	1 25% 1	0 0%	3 75%	0 0% 1 4	Strongly Agree	n=4 av.=2.5 dev.=1 ab.=1
Innovation is promoted and encouraged.	Strongly Disagree	1 25%	1 25%	1 25%		Strongly Agree	n=4 av.=2.5 dev.=1.3 ab.=1
Communication from ARC's leadership is transparent.	Strongly Disagree	1 20%	20%	3 60%	0 0% 4	Strongly Agree	n=5 av.=2.4 dev.=0.9
ARC's curriculum (across all departments) is culturally relevant.	Strongly Disagree	1 25% — —	2 50%	1 25% 	0 	Strongly Agree	n=4 av.=2 dev.=0.8 ab.=1
ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes.	Strongly Disagree	1 33.3%	0 0% 2	2 66.7%	0 0% H	Strongly Agree	n=3 av.=2.3 dev.=1.2 ab.=2
ARC's governance process guides the institutional priorities of the college.	Strongly Disagree		0 0% 2	1 33.3%	1 33.3%	Strongly Agree	n=3 av.=2.7 dev.=1.5 ab.=2
The process for becoming a member of ARC's governance councils and project teams is clear to me.	Strongly Disagree		25%	1 25%		Strongly Agree	n=4 av.=2.5 dev.=1.3 ab.=1
the absence reporting process?	Very Inefficient		2 40%	2 40%	 0% 4	Very Efficient	n=5 av.=2.2 dev.=0.8
the online purchase requisition process?	Very Inefficient	0 0%		2 40%	 0%	Very Efficient	n=5 av.=2.4 dev.=0.5
the travel authorization process?	Very Inefficient	0%	2 40%	2 40%		Very Efficient	n=5 av.=2.8 dev.=0.8
the travel reimbursement process?	Very Inefficient		2 	0%	4 50%	Very Efficient	n=4 av.=3 dev.=1.2 ab.=1
the process for obtaining a parking sticker for your car?	Very Inefficient	 	3 60%	0%	2 40%	Very Efficient	n=5 av.=2.8 dev.=1.1
	Innovation is promoted and encouraged. Communication from ARC's leadership is transparent. ARC's curriculum (across all departments) is culturally relevant. ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes. ARC's governance process guides the institutional priorities of the college. The process for becoming a member of ARC's governance councils and project teams is clear to me. the absence reporting process? the online purchase requisition process? the travel authorization process? the travel reimbursement process?	safe. Innovation is promoted and encouraged. Strongly Disagree Communication from ARC's leadership is transparent. Strongly Disagree ARC's curriculum (across all departments) is culturally relevant. Strongly Disagree ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes. Strongly Disagree ARC's governance process guides the institutional priorities of the college. Strongly Disagree Inte process for becoming a member of ARC's governance councils and project teams is clear to me. Strongly Disagree the absence reporting process? Very Inefficient the online purchase requisition process? Very Inefficient the travel authorization process? Very Inefficient the travel reimbursement process? Very Inefficient the travel reimbursement process? Very Inefficient the process for obtaining a parking sticker for Very Inefficient	The working environment for students at ARC is stongly Disagree safe. 25% Innovation is promoted and encouraged. Strongly Disagree Communication from ARC's leadership is transparent. Strongly Disagree ARC's curriculum (across all departments) is culturally relevant. Strongly Disagree ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes. strongly Disagree ARC's governance process guides the institutional priorities of the college. strongly Disagree The process for becoming a member of ARC's governance councils and project teams is clear to me. strongly Disagree the absence reporting process? Very Inefficient the travel authorization process? Very Inefficient the travel reimbursement process? Very Inefficient the travel reimbursement process? Very Inefficient the process for obtaining a parking sticker for 0%	The working environment for students at ARC is strongly Disagree 20% 0% strongly Disagree 20% 20% Innovation is promoted and encouraged. Strongly Disagree 20% Communication from ARC's leadership is transparent. Strongly Disagree 20% ARC's curriculum (across all departments) is culturally relevant. Strongly Disagree 20% ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes. Strongly Disagree 33% 0% ARC's governance process guides the institutional priorities of the college. Strongly Disagree 33% 0% The process for becoming a member of ARC's governance councils and project teams is clear to me. Strongly Disagree 20% </td <td>The process for becoming a member of ARC's governance process guides the institutional priorities of the college. The process for becoming a member of ARC's governance councils and project teams is clear to me. The absence reporting process? Wery inefficient the travel authorization process? Wery inefficient the travel reimbursement process? Wery inefficient the travel reimbursement process? Wery inefficient the travel reimbursement process? Wery inefficient the process for obtaining a parking sticker for the process for obtaining a parking sticker for</td> <td>The working environment for students at ARC is strongly Disagree 1 2 3 4 Innovation is promoted and encouraged. Strongly Disagree 2 2 2 2 2 4 2 4 2 4 2 4 4 4 4 4 4 4 4 4</td> <td>The working environment for students at ARC is safe. Surrey Disagree 21, 00, 22, 00, 22, 00, 12,</td>	The process for becoming a member of ARC's governance process guides the institutional priorities of the college. The process for becoming a member of ARC's governance councils and project teams is clear to me. The absence reporting process? Wery inefficient the travel authorization process? Wery inefficient the travel reimbursement process? Wery inefficient the travel reimbursement process? Wery inefficient the travel reimbursement process? Wery inefficient the process for obtaining a parking sticker for the process for obtaining a parking sticker for	The working environment for students at ARC is strongly Disagree 1 2 3 4 Innovation is promoted and encouraged. Strongly Disagree 2 2 2 2 2 4 2 4 2 4 2 4 4 4 4 4 4 4 4 4	The working environment for students at ARC is safe. Surrey Disagree 21, 00, 22, 00, 22, 00, 12,

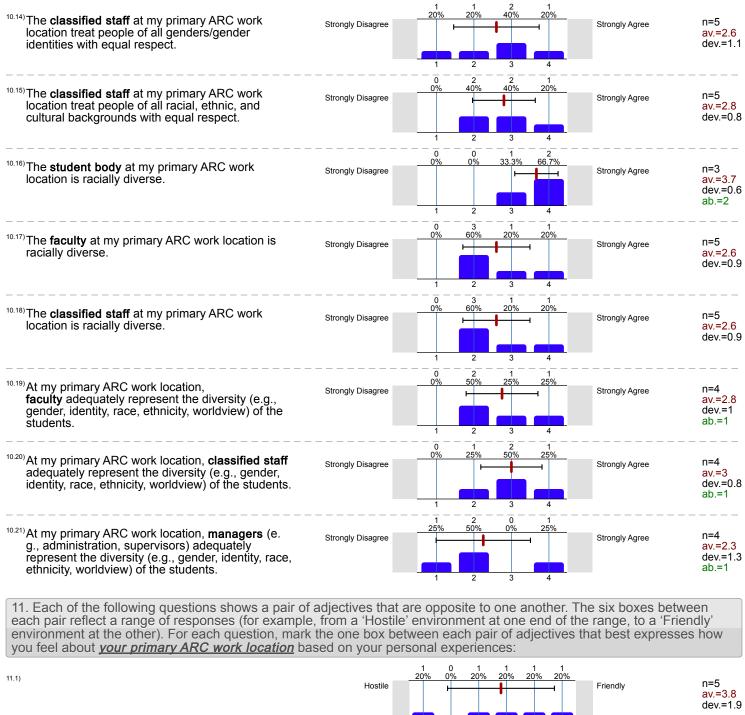


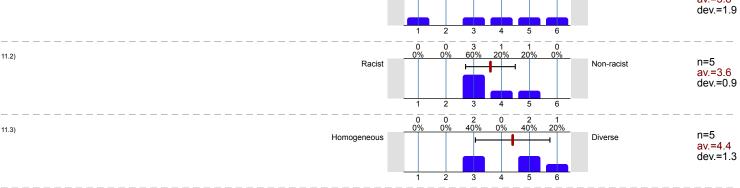
6. Teamwork				
^{6.1)} Employees work collaboratively.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=2.8 dev.=1.1
^{6.2)} A sense of cooperation exists across employee groups at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=2.6 dev.=1.1
^{6.3)} Employees go out of their way to create a welcoming climate.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=2.6 dev.=1.1
^{6.4)} Employees treat students with respect.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=3 dev.=0.7
^{6.5)} Employees treat one another in a professional and friendly manner.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=3 dev.=0.7
^{6.6)} A sense of teamwork exists at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=3 dev.=0.7
^{6.7)} Clear expectations about my work are communicated to me.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=3 dev.=0.7
^{6.8)} Employees at ARC use problem-solving techniques when working with others.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=3 av.=3 dev.=1 ab.=2
7. Job Satisfaction				
^{7.1)} Overall, I am satisfied with my job at ARC.	Strongly Disagree	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=3.4 dev.=0.5
 ^{7.2)} I feel pressure to accomplish too many tasks and priorities. 	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=2.8 dev.=0.8
^{7.3)} I enjoy the people I work with at ARC.	Strongly Disagree	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Strongly Agree	n=5 av.=2.8 dev.=1.1

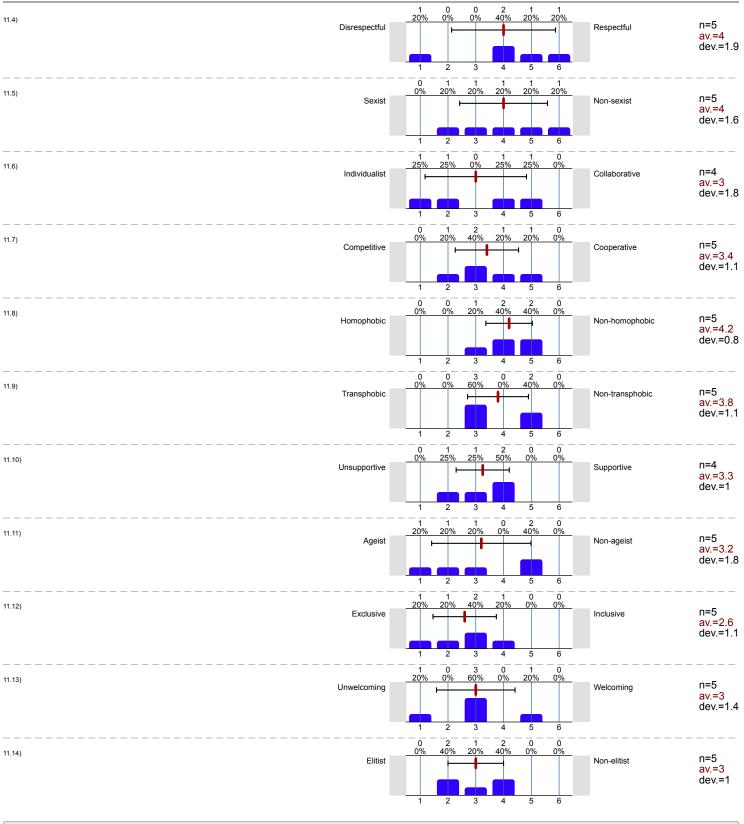
							Ase	xual Employees
7.4)	I feel that my time is valued.	Strongly Disagree	0 0%	0 0%	4 80%	1 20% 	Strongly Agree	n=5 av.=3.2 dev.=0.4
7.5)	I have made meaningful connections with other ARC employees.	Strongly Disagree	0%	1 20% 2	1 20%	3 60%	Strongly Agree	n=5 av.=3.4 dev.=0.9
7.6)	At ARC, I am accepted for who I am.	Strongly Disagree	1 20%	 0 0% 2	3 60%		Strongly Agree	n=5 av.=2.8 dev.=1.1
7.7)	Physical spaces (classrooms, offices, buildings, etc.) are well maintained at my primary ARC work location.	Strongly Disagree	1 20%	20%	40%		Strongly Agree	n=5 av.=2.6 dev.=1.1
7.8)	ARC is a place where I am able to perform up to my full potential.	Strongly Disagree	0%	1 20%	2 40%	2 40%	Strongly Agree	n=5 av.=3.2 dev.=0.8
7.9)	I have a voice in the decision-making that affects the direction of my department/unit.	Strongly Disagree	0%	1 25% F	2 50%	1 25% 	Strongly Agree	n=4 av.=3 dev.=0.8 ab.=1
7.10)	I feel that I am able to appropriately influence the direction of ARC.	Strongly Disagree		2 50%	1 25%	1 25% 	Strongly Agree	n=4 av.=2.8 dev.=1 ab.=1
7.11)	I have the opportunity to express my ideas in appropriate forums.	Strongly Disagree	0%	25%	2 50%	1 25% 	Strongly Agree	n=4 av.=3 dev.=0.8 ab.=1
8.	Faculty Specific Questions							
8.1)	There are fair and equitable expectations regarding my service to the college.	Strongly Disagree	0%	00%	1 100%	00%	Strongly Agree	n=1 av.=3 dev.=0
	I am treated fairly and equitably by the other faculty in <i>my department</i> .	Strongly Disagree	0%	 0 0% 2	1 100%	0 0% 4	Strongly Agree	n=1 av.=3 dev.=0
 8.3)	The faculty in <i>my department</i> treat me with respect.	Strongly Disagree		2 0 0%	3		Strongly Agree	n=1 av.=3 dev.=0
8.4)	The curriculum in <u>my department</u> is culturally relevant.	Strongly Disagree	0%	 0%	100%	 	Strongly Agree	n=1 av.=3 dev.=0



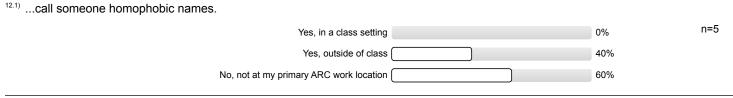
					7 10 1	exual Employees
Strongly Disagree	0 0%	2 40%	0 0%	3 60%	Strongly Agree	n=5 av.=3.2 dev.=1.1
Strongly Disagree	0%	2 40%	0% 0%		Strongly Agree	n=5 av.=3.2 dev.=1.1
Strongly Disagree	1 20%	 0% H	240%		Strongly Agree	n=5 av.=3 dev.=1.2
Strongly Disagree	1 20%	 0% 	240%		Strongly Agree	n=5 av.=3 dev.=1.2
Strongly Disagree		2 66.7% ►			Strongly Agree	n=3 av.=2.7 dev.=1.2 ab.=2
Strongly Disagree	0%	1 33.3%	1 33.3%	1 33.3%	Strongly Agree	n=3 av.=3 dev.=1 ab.=2
Strongly Disagree	0%	 F	2 40%		Strongly Agree	n=5 av.=3.2 dev.=0.8
Strongly Disagree	0%	1 33.3%	1 33.3%		Strongly Agree	n=3 av.=3 dev.=1 ab.=2
Strongly Disagree	1 20%	0 0%	3 60%		Strongly Agree	n=5 av.=2.8 dev.=1.1
Strongly Disagree	1 20%		240%	1 1 1	Strongly Agree	n=5 av.=2.6 dev.=1.1
Strongly Disagree	1 25%	2 0% 	3	4 2 50%	Strongly Agree	n=4 av.=3 dev.=1.4 ab.=1
Strongly Disagree	0%	 	2 40%	2 40%	Strongly Agree	n=5 av.=3.2 dev.=0.8
	Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree	Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree Strongly Disagree	Strongly Disagree 0% 40% 1 2 1 2 1 2 3 Strongly Disagree 1 3 Strongly Disagree 2 3 Strongly Disagree 3 4 0% 0% 4 0% 0% 4	Strongly Disagree Strongly Disa	Strongly Disagree Strongly Disa	Strongly Disagree 0 2 0% 30%







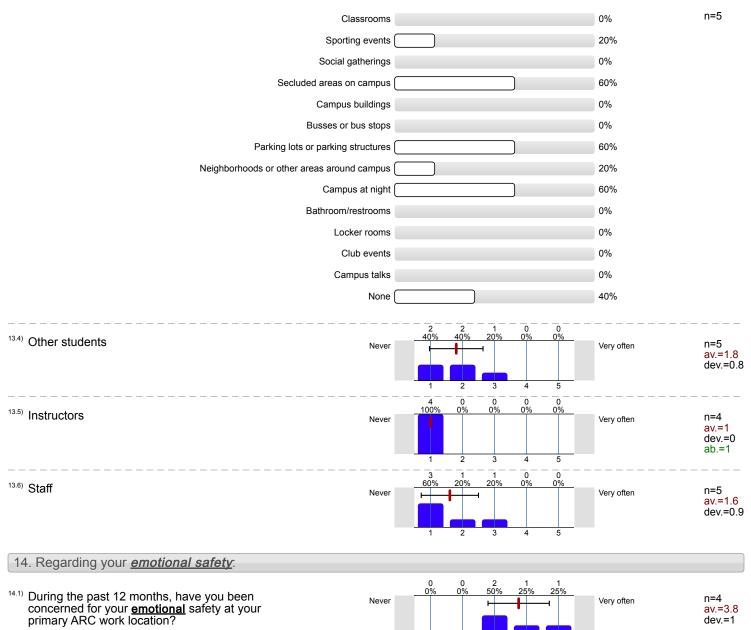
12. During the past 12 months at *your primary ARC work location*, have you heard anyone... (MARK ALL THAT APPLY)



$^{\scriptscriptstyle 12.2)}$ say sexual things to you or try to talk about sexual matters when yo	ou didn't want to.		
Yes, in a class setting		0%	n=5
Yes, outside of class		20%	
No, not at my primary ARC work location		80%	
^{12.3)} make crude or offensive remarks or jokes about people who identif	y as LGBTQ+ (lesbian, gay, bisexual,	trans, queer, +).	
Yes, in a class setting		0%	n=5
Yes, outside of class		40%	
No, not at my primary ARC work location		60%	
^{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=5
Yes, outside of class		20%	
No, not at my primary ARC work location		80%	
^{12.5)} make inappropriate comments about your or someone else's body,	appearance. or looks.		
Yes, in a class setting		0%	n=5
Yes, outside of class		40%	
No, not at my primary ARC work location		60%	
^{12.6)} make sexist remarks or jokes about women.			
Yes, in a class setting		0%	n=5
Yes, outside of class		40%	
No, not at my primary ARC work location		60%	
^{12.7)} make sexist remarks or jokes about men.			
Yes, in a class setting		0%	n=5
Yes, outside of class		40%	
No, not at my primary ARC work location		60%	
^{12.8)} make negative remarks or jokes about trans women.			
Yes, in a class setting		0%	n=5
Yes, outside of class		40%	
No, not at my primary ARC work location		60%	
^{12.9)} make negative remarks or jokes about trans men.			
Yes, in a class setting		0%	n=5
Yes, outside of class		20%	
No, not at my primary ARC work location		80%	

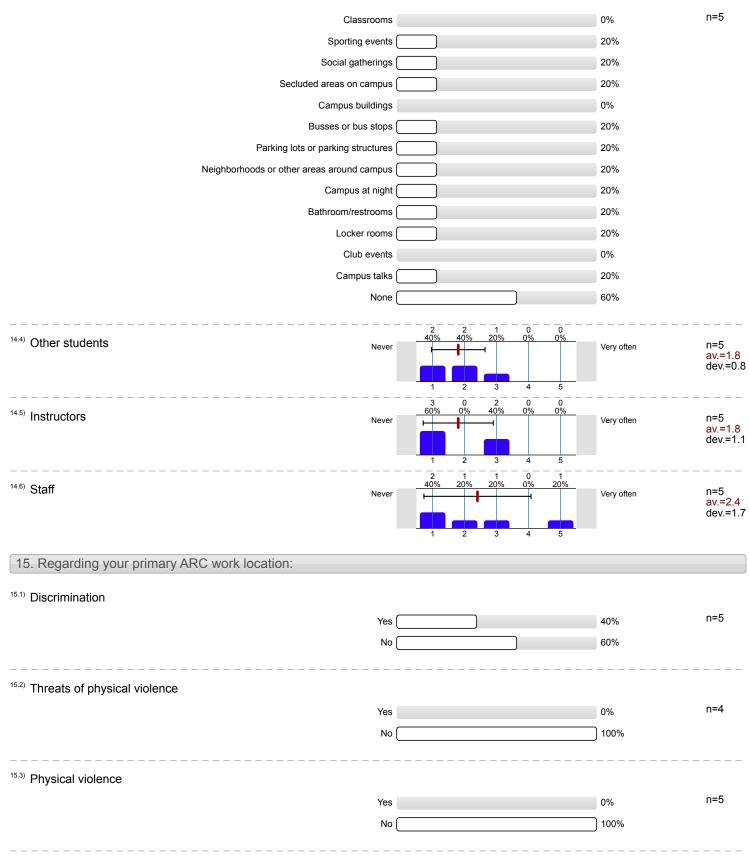
13. Regarding your personal *physical safety*: ^{13.1)} During the past 12 months, have you been concerned for your <u>physical safety at your primary ARC work location?</u> Never Never 1 2 3 4 5 Very often n=3 av.=2.3 dev.=1.2

^{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)?



5

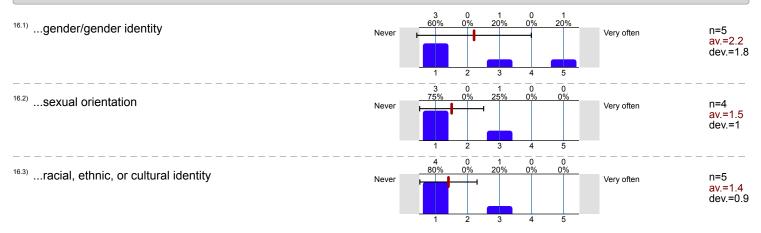
^{14.2)} During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your <u>emotional</u> safety? (mark all that apply)

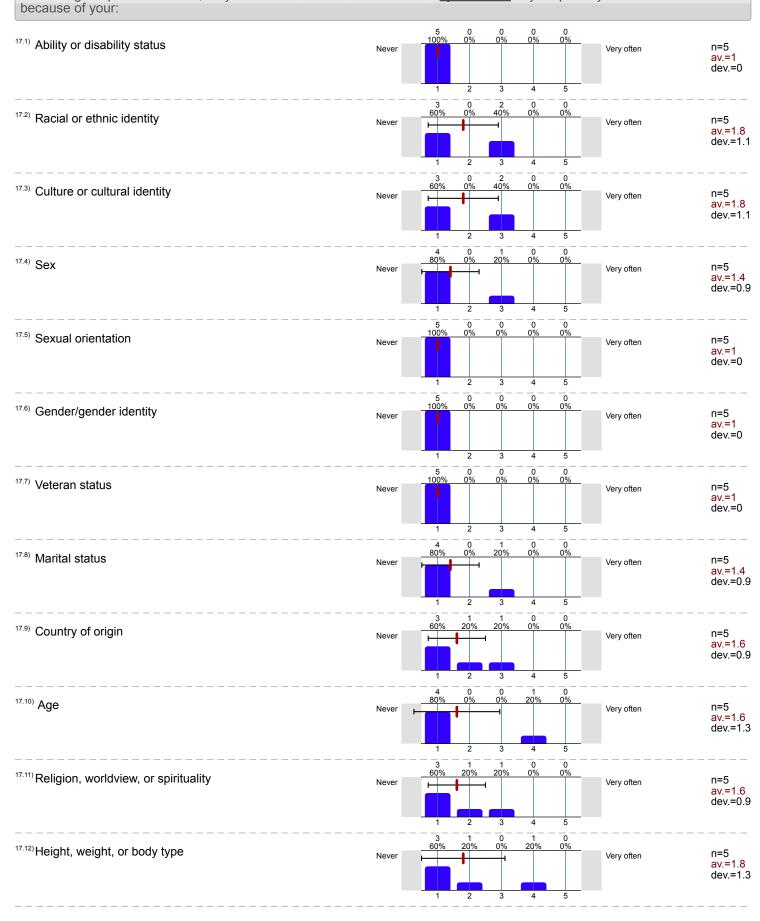


^{15.4)} Threats of emotional violence			
	Yes	40%	n=5
	No	60%	
^{15.5)} Emotional violence		 	
	Yes	20%	n=5
	No	80%	
^{15.6)} Sexual harassment			
	Yes	20%	n=5
	No	80%	
^{15.7)} Other harassment			
	Yes	0%	n=5
	No	100%	
^{15.8)} Sexual assault			
	Yes	0%	n=5
	No	100%	
^{15.9)} Unwanted sexual advances			
	Yes	20%	n=5
	No	80%	
^{15.10)} Verbal threats			
	Yes	20%	n=5
	No	80%	
^{15.11)} Discrimination			
	Yes	60%	n=5
	No	40%	
^{15.12)} Threats of physical violence			_
	Yes	40%	n=5
	No	60%	
^{15.13)} Physical violence			
	Yes	0%	n=5
	No	100%	

^{15.14)} Threats of emotional violence			
	Yes	0%	n=5
	No	100%	
^{15.15)} Emotional violence			
	Yes	40%	n=5
	No	60%	
^{15.16)} Sexual harassment			
	Yes	20%	n=5
	No	80%	
^{15.17)} Other harassment			
	Yes	20%	n=5
	No ()	80%	
^{15.18)} Sexual assault			
	Yes	0%	n=5
	No	100%	
^{15.19)} Unwanted sexual advances			
	Yes	20%	n=5
	No	80%	
^{15.20)} Verbal threats			
	Yes	40%	n=5
	Νο	60%	

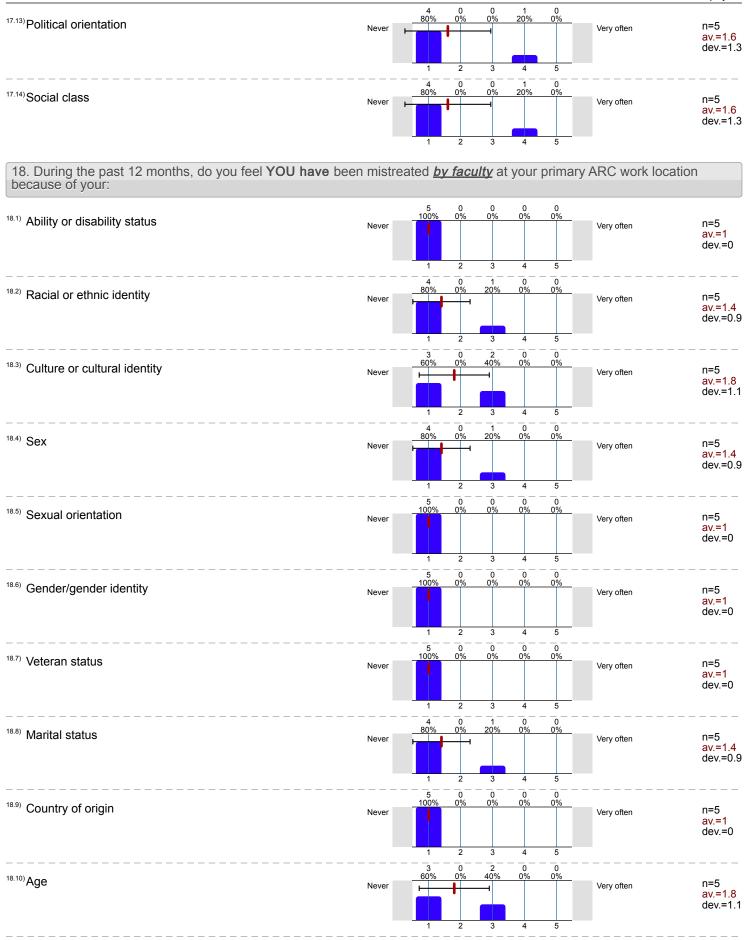
16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

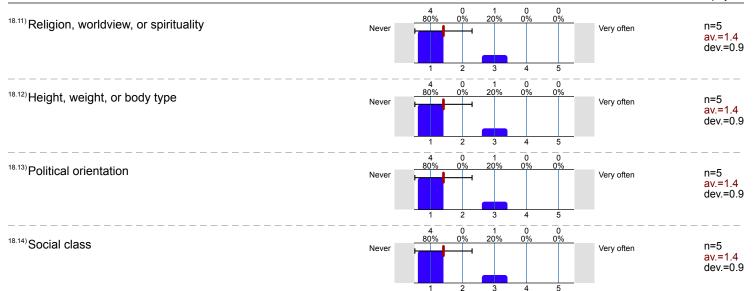




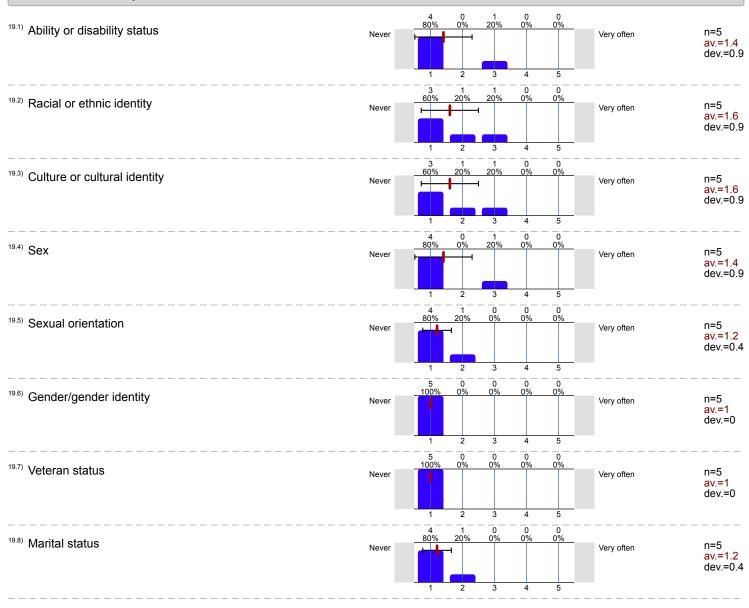
17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location

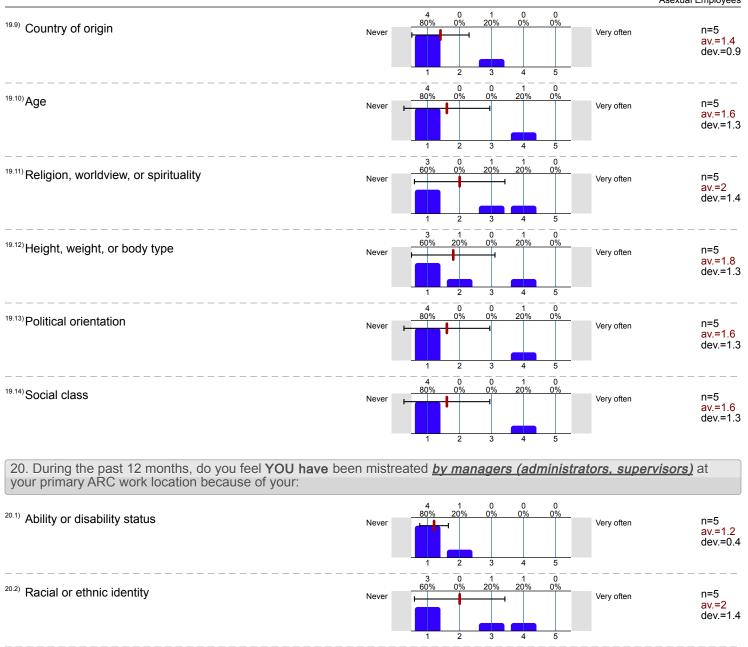
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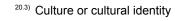


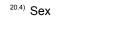


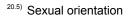
19. During the past 12 months, do you feel **YOU have** been mistreated <u>by classified staff</u> at your primary ARC work location because of your:





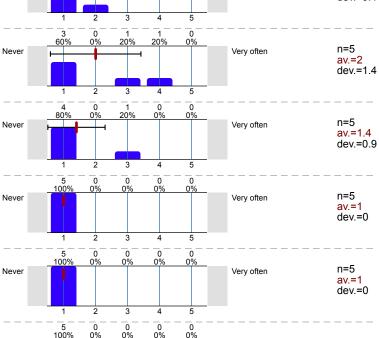








^{20.6)} Gender/gender identity



Very often

2

1

3

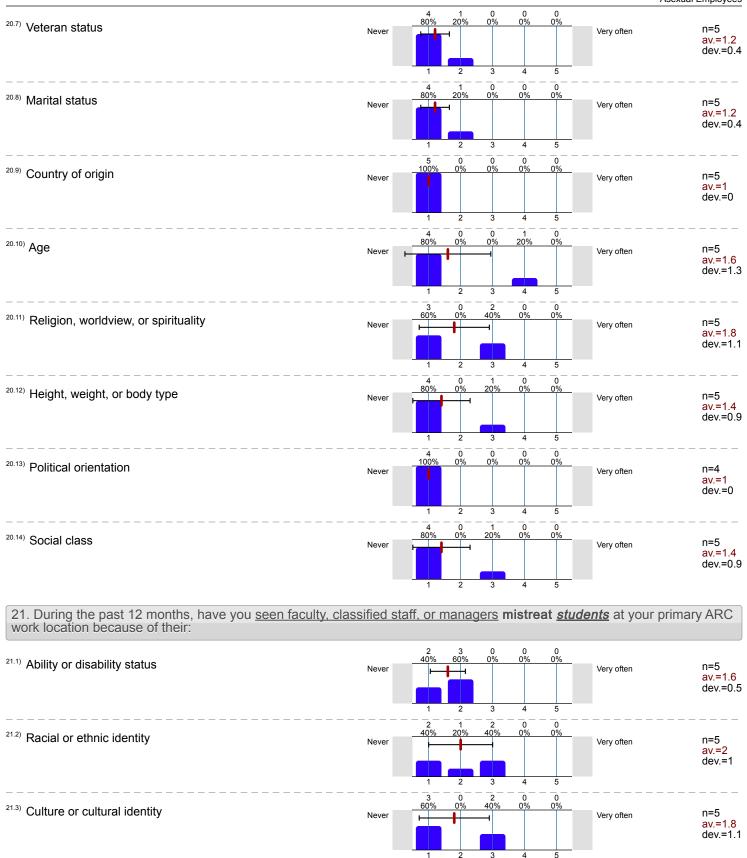
4

5

Never

n=5

av.=1 dev.=0





12/18/2020

Class Climate Evaluation

Never

0

0%

2

20%

3

80%

0

0%

4

0

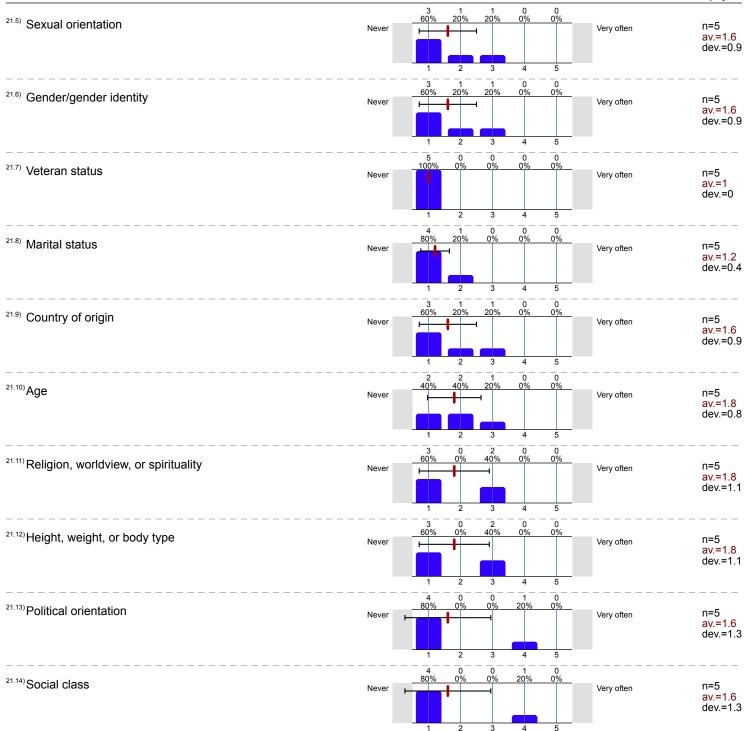
0%

5

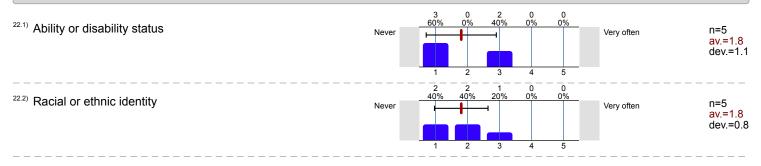
Very often

n=5

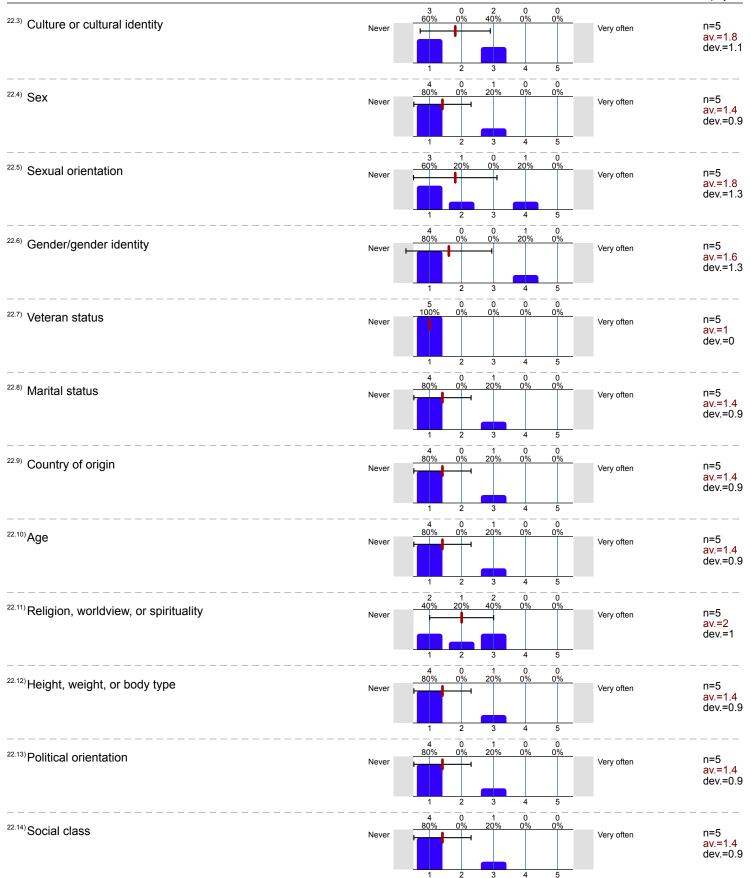
av.=1.4 dev.=0.9



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:



12/18/2020



23.1) ...whose religious or spiritual beliefs or worldviews 0% n=4 Never Very often are different than your own. av.=3.5 dev.=1.7 2 3 4 5 0 0 25% 0% 25% 50% 0% 23.2) ...whose political opinions are different from your n=4 Never Very often av.=3 own. dev.=1.4 0 0 0% 25<u>%</u> 50% ^{23.3)} ...who are immigrants. n=4 Never Very often av.=3.5 dev.=1.9 2 3 4 5 0 1 0 2 0 0 50% ^{23.4)} ...who are from an immigrant family. n=4 Very often Never av.=3.5 dev.=1.9 3 2 4 5 0 0 $^{\scriptscriptstyle 23.5)}$...who are a different nationality than your own. 25% 0% 0% 25% 50% Very often n=4 Never av.=3.8 dev.=1.9 3 5 2 Δ 0 0 25% 0% 0% 25% 50% 23.6) ...who are of a different race or ethnicity than your n=4 Never Very often н own. av.=3.8 dev.=1.9 2 3 4 5 1 0 0 0% ^{23.7)} ...whose gender identity is different than your own. 25% 0% 25% 50% n=4 Never Very often av.=3.8 dev.=1.9 3 2 5 0 0 0% 0% 50% 25% 25% 23.8) ...whose sexual orientation is different than your n=4 Never Very often av.=3.8 own. dev.=1.9 5 4 0 1 1 2<u>5%</u> 25% 0% 25% 25% ^{23.9)} ...who are from a different social class. n=4 Never Very often av.=3.3 dev.=1.7 5 2 3 0 0 ^{23.10)}...who have physical or other observable 09 50% n=4 Verv often Never disabilities. av.=3.5 dev.=1.9 3 5 2 4 0 23.11) 0% ...who have learning, psychological, or other Never Very often n=4 disabilities that are not readily apparent. av.=3.3 dev.=1.7 3 4 5

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:
- 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.
- ^{3.7)} 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).
- Somalia
- immigrant
- ^{3.14)} Other disabilities:
- Epilepsy

14. Regarding your *emotional safety*:

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

Area meetings, Committee meetings, corridor and mailroom interactions

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.)
- immigrant status