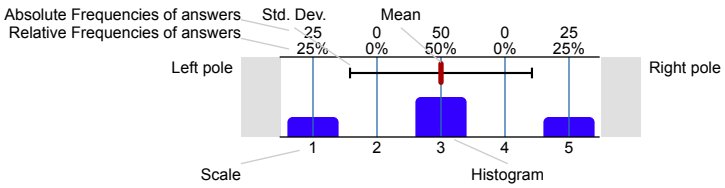
# Bisexual Employees

No. of responses = 14

## Survey Results

## Legend

Question text




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

## 2. Employee Info

2.1) Primary Employment Classification:

n=14

| | |
|---|---|
| Faculty, Full-Time Teaching | 42.9% |
| Faculty, Full-Time Non-Teaching (Counselors, Librarians) | 7.1% |
| Faculty, Adjunct Teaching | 0% |
| Faculty, Adjunct Non-Teaching (Counselors, Librarians) | 0% |
| Classified, Full-Time Permanent | 35.7% |
| Classified, Part-Time Permanent | 7.1% |
| Supervisor | 0% |
| Administrator | 7.1% |

2.2) Years worked at ARC (any location):

n=14

| | |
|---|---|
| less than 1 year | 14.3% |
| 1 to 4 years | 21.4% |
| 5 to 9 years | 14.3% |
| 10 to 14 years | 14.3% |
| 15 to 19 years | 28.6% |
| 20 years or more | 7.1% |

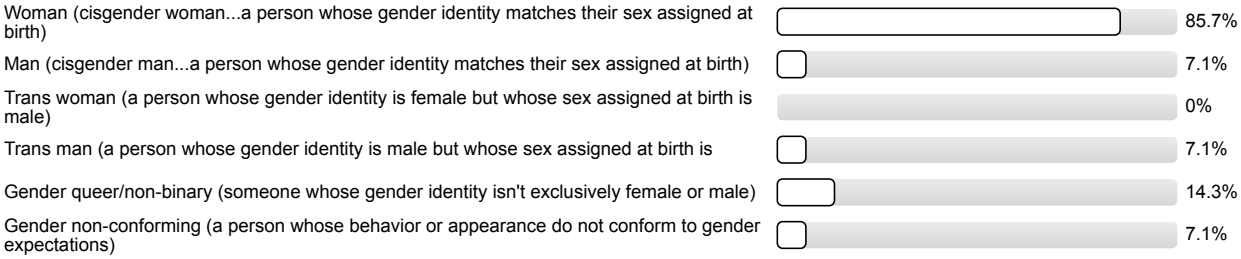
2.3) Primary work location at ARC:

n=14

| | |
|---|---|
| ARC Main Campus | 92.9% |
| Natomas Center | 7.1% |
| McClellan Center | 0% |
| Mather Center | 0% |

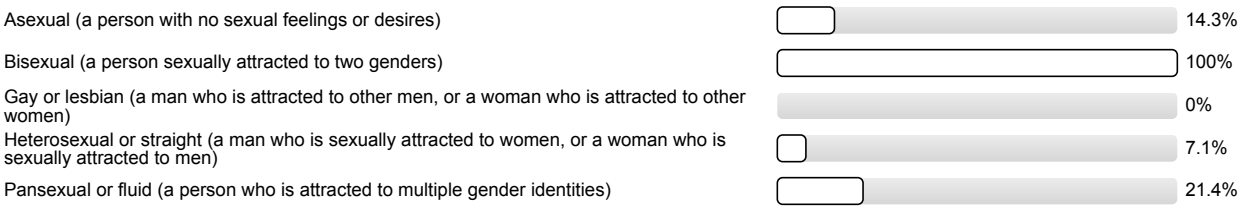
## 3. Demographics

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



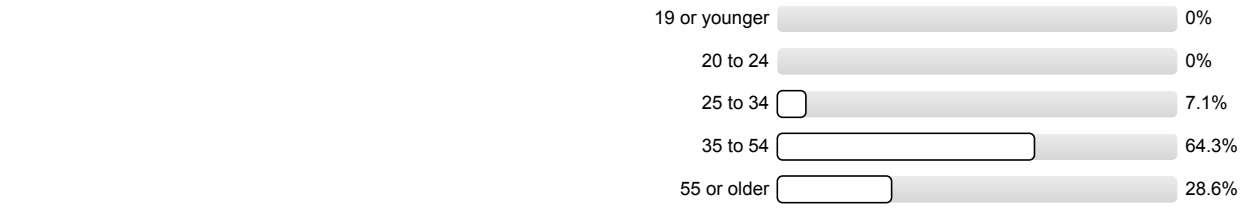

n=14

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




n=14

3.5) What is your age (in years)?



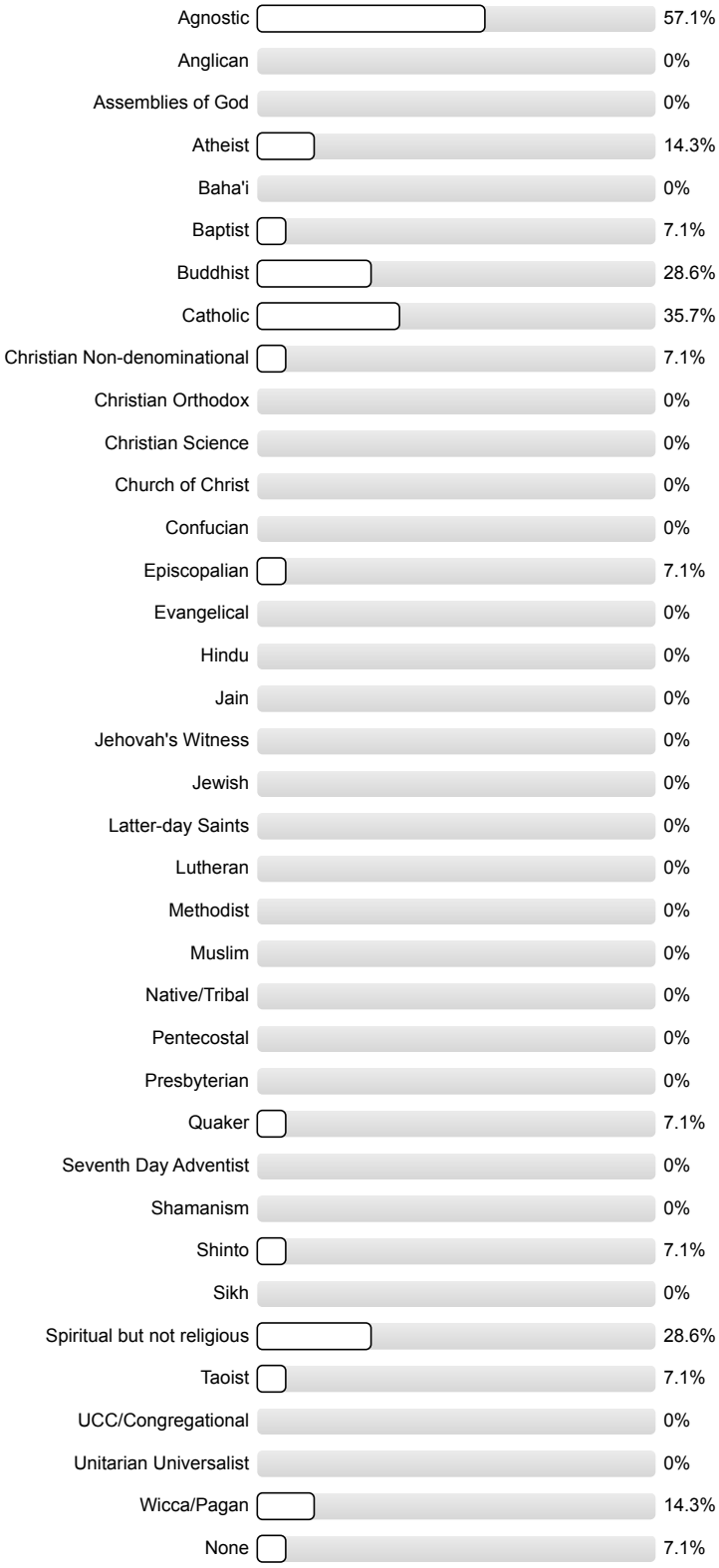

n=14

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

n=14

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

n=14



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

n=13

| | |
|---|---|
| Agnostic | 38.5% |
| Atheist | 7.7% |
| Buddhist | 7.7% |
| Catholic | 15.4% |
| Christian Non-denominational | 7.7% |
| Spiritual but not religious | 23.1% |

3.12) What is your highest level of education?

n=14

| | |
|---|---|
| Less than high school | 0% |
| Graduated high school | 0% |
| Some college | 7.1% |
| Associate's degree | 7.1% |
| Bachelor's degree | 21.4% |
| Graduate degree | 64.3% |

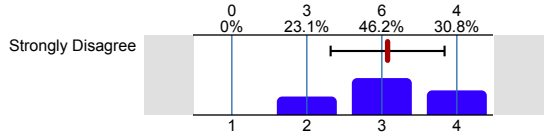
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)

n=14

| | |
|---|---|
| Acquired/traumatic brain injury | 7.1% |
| Attention deficit/hyperactivity disorder | 14.3% |
| Autism spectrum disorder | 0% |
| Blind/low vision | 0% |
| Deaf/hard of hearing | 0% |
| Cognitive or learning disability | 7.1% |
| Chronic illness | 14.3% |
| Intellectual disability | 0% |
| Mental health disability | 28.6% |
| Physical disability that affects walking | 21.4% |
| Physical disability that does not affect walking | 0% |
| Speech/communication condition | 0% |
| None | 35.7% |

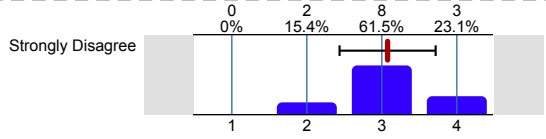
## 4. Institutional Effectiveness

4.1) The **teaching/learning environment** is *equitable and inclusive* for students at my primary ARC work location.



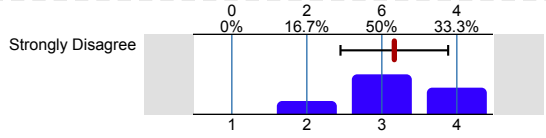

n=13
av.=3.1
dev.=0.8
ab.=1

4.2) The **teaching/learning environment** is *safe* for students at my primary ARC work location.



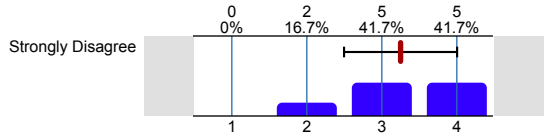

n=13
av.=3.1
dev.=0.6
ab.=1

4.3) The **working environment** for students at ARC is *equitable and inclusive*.



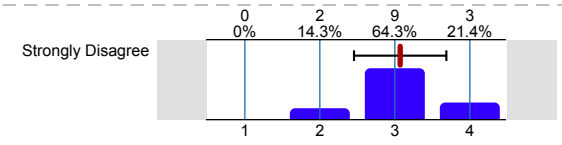

n=12
av.=3.2
dev.=0.7
ab.=2

4.4) The **working environment** for students at ARC is *safe*.



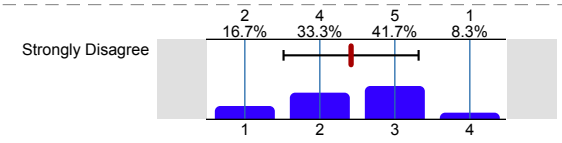

n=12
av.=3.3
dev.=0.8
ab.=2

4.5) Innovation is promoted and encouraged.



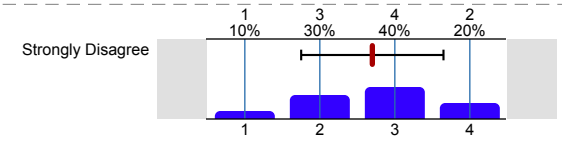

n=14
av.=3.1
dev.=0.6

4.6) Communication from ARC's leadership is transparent.



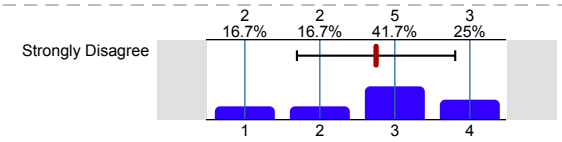

n=12
av.=2.4
dev.=0.9
ab.=2

4.7) ARC's curriculum (across all departments) is culturally relevant.



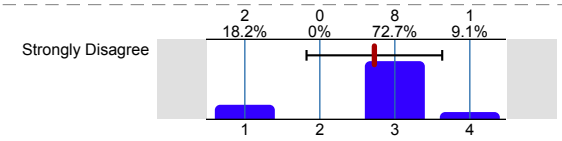

n=10
av.=2.7
dev.=0.9
ab.=4

4.8) ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes.



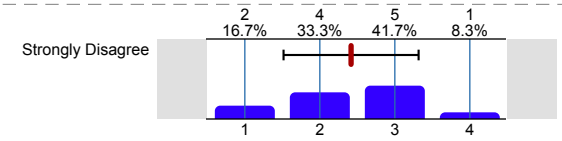

n=12
av.=2.8
dev.=1.1
ab.=2

4.9) ARC's governance process guides the institutional priorities of the college.



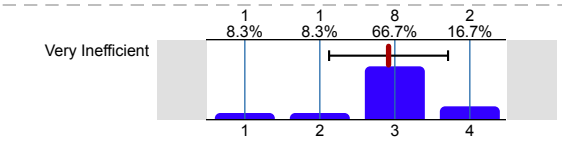

n=11
av.=2.7
dev.=0.9
ab.=3

4.10) The process for becoming a member of ARC's governance councils and project teams is clear to me.



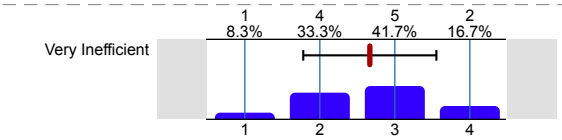

n=12
av.=2.4
dev.=0.9
ab.=2

4.11) ...the absence reporting process?



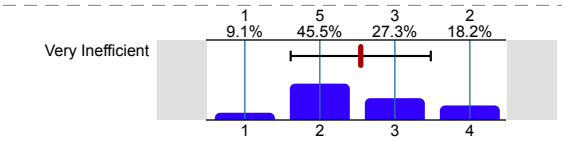

n=12
av.=2.9
dev.=0.8
ab.=2

4.12) ...the online purchase requisition process?



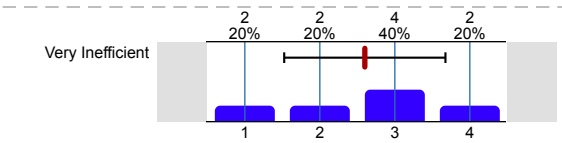

n=12
av.=2.7
dev.=0.9
ab.=2

4.13) ...the travel authorization process?



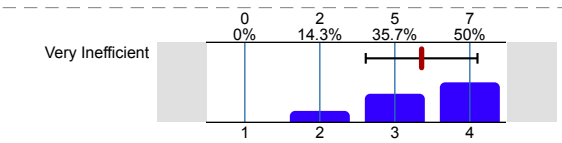

n=11
av.=2.5
dev.=0.9
ab.=3

4.14) ...the travel reimbursement process?



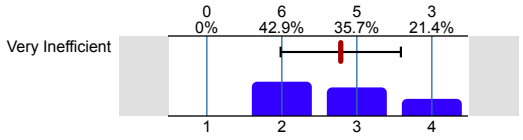

n=10
av.=2.6
dev.=1.1
ab.=4

4.15) ...the process for obtaining a parking sticker for your car?



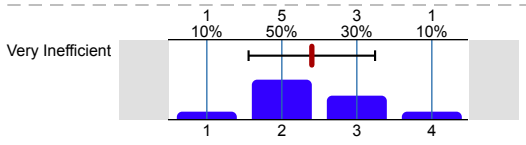

n=14
av.=3.4
dev.=0.7

4.16) ...the process for allocating room keys and access cards?



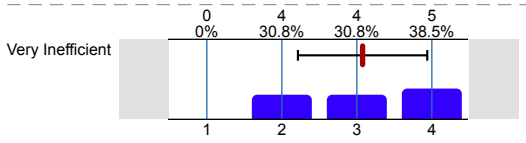

n=14
av.=2.8
dev.=0.8

4.17) ...the maintenance request process?



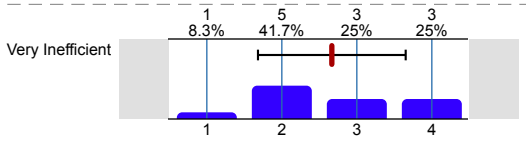

n=10
av.=2.4
dev.=0.8
ab.=4

4.18) ...the time sheet process?



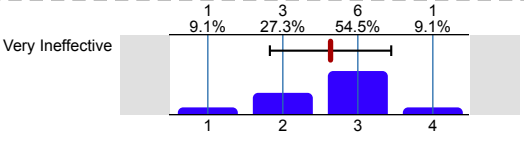

n=13
av.=3.1
dev.=0.9
ab.=1

4.19) ...the hiring process?



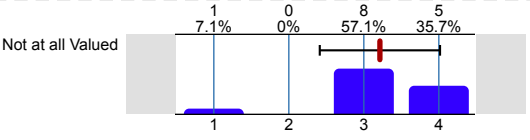

n=12
av.=2.7
dev.=1
ab.=2

4.20) ...ARC's data-informed approaches to planning, decision-making, and resource allocation?




n=11
av.=2.6
dev.=0.8
ab.=3

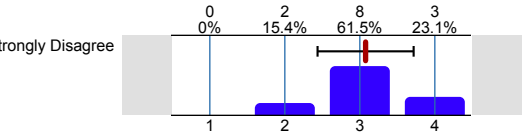
4.21) …the contributions of ARC employees?




n=14
av.=3.2
dev.=0.8

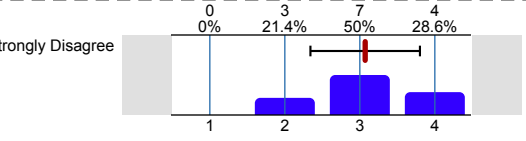
## 5. Student-Focus

5.1) ARC's planning and decision-making processes put students first.



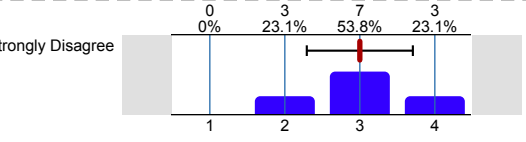

n=13
av.=3.1
dev.=0.6
ab.=1

5.2) Employees treat students fairly.



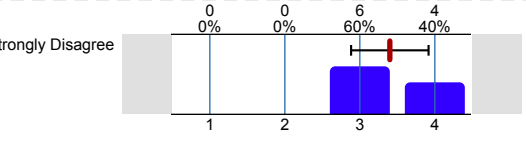

n=14
av.=3.1
dev.=0.7

5.3) Faculty put students first when making decisions.



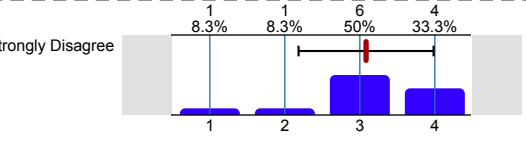

n=13
av.=3
dev.=0.7

5.4) Classified staff put students first when making decisions.



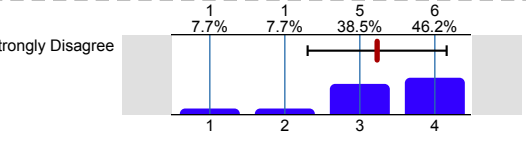

n=10
av.=3.4
dev.=0.5
ab.=4

5.5) Administrators put students first when making decisions.




n=12
av.=3.1
dev.=0.9
ab.=2

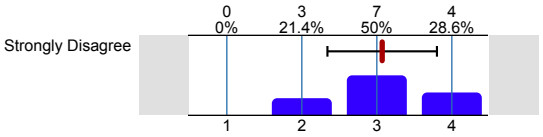
5.6) ARC provides sufficient programs and resources to foster the success of a diverse student body.




n=13
av.=3.2
dev.=0.9
ab.=1

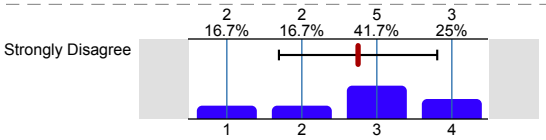
## 6. Teamwork

6.1) Employees work collaboratively.



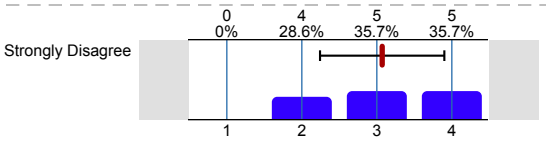

n=14
av.=3.1
dev.=0.7

6.2) A sense of cooperation exists across employee groups at ARC.



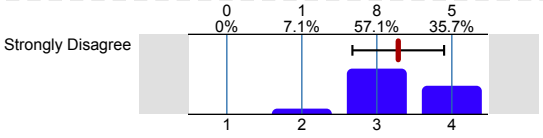

n=12
av.=2.8
dev.=1.1
ab.=2

6.3) Employees go out of their way to create a welcoming climate.



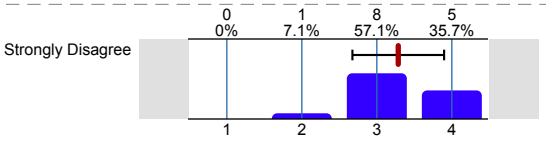

n=14
av.=3.1
dev.=0.8

6.4) Employees treat students with respect.



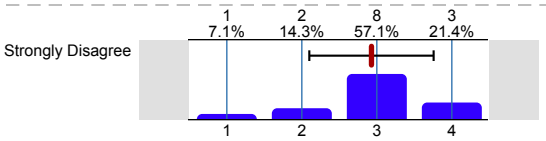

n=14
av.=3.3
dev.=0.6

6.5) Employees treat one another in a professional and friendly manner.



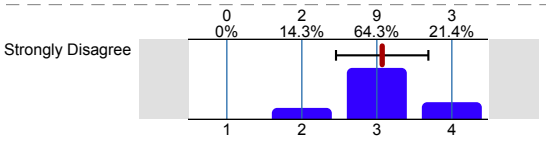

n=14
av.=3.3
dev.=0.6

6.6) A sense of teamwork exists at ARC.



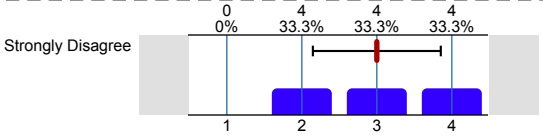

n=14
av.=2.9
dev.=0.8

6.7) Clear expectations about my work are communicated to me.




n=14
av.=3.1
dev.=0.6

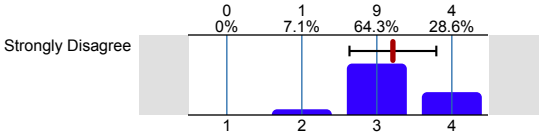
6.8) Employees at ARC use problem-solving techniques when working with others.




n=12
av.=3
dev.=0.9
ab.=2

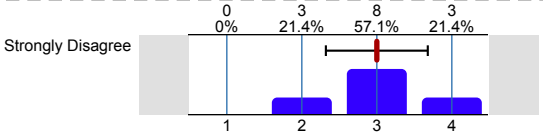
## 7. Job Satisfaction

7.1) Overall, I am satisfied with my job at ARC.



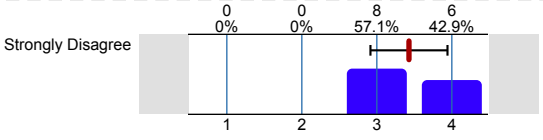

n=14
av.=3.2
dev.=0.6

7.2) I feel pressure to accomplish too many tasks and priorities.



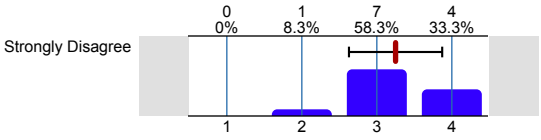

n=14
av.=3
dev.=0.7

7.3) I enjoy the people I work with at ARC.



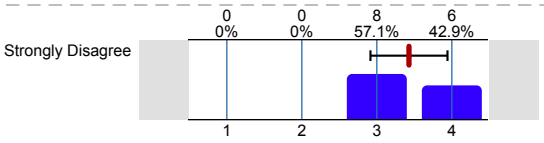

n=14
av.=3.4
dev.=0.5

7.4) I feel that my time is valued.



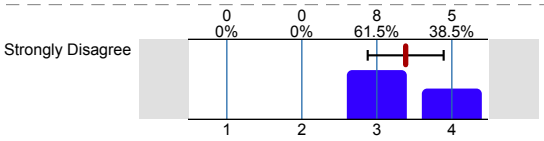

n=12
av.=3.3
dev.=0.6
ab.=1

7.5) I have made meaningful connections with other ARC employees.



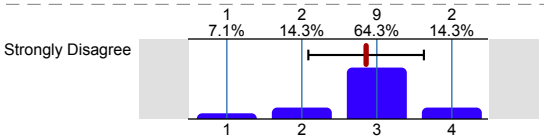

n=14
av.=3.4
dev.=0.5

7.6) At ARC, I am accepted for who I am.



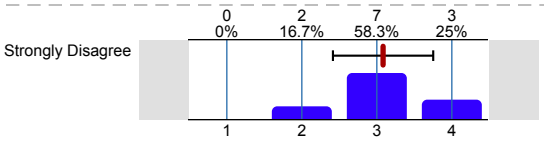

n=13
av.=3.4
dev.=0.5
ab.=1

7.7) Physical spaces (classrooms, offices, buildings, etc.) are well maintained at my primary ARC work location.



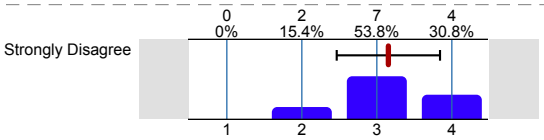

n=14
av.=2.9
dev.=0.8

7.8) ARC is a place where I am able to perform up to my full potential.



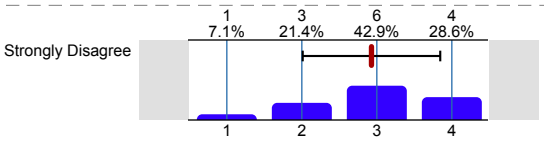

n=12
av.=3.1
dev.=0.7
ab.=2

7.9) I have a voice in the decision-making that affects the direction of my department/unit.



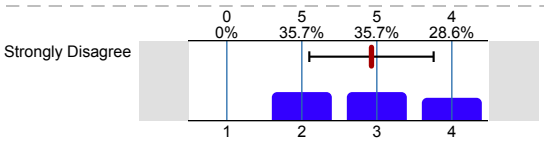

n=13
av.=3.2
dev.=0.7
ab.=1

7.10) I feel that I am able to appropriately influence the direction of ARC.




n=14
av.=2.9
dev.=0.9

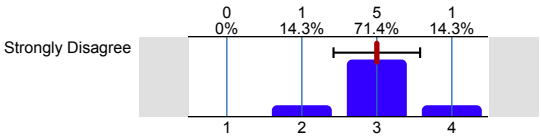
7.11) I have the opportunity to express my ideas in appropriate forums.




n=14
av.=2.9
dev.=0.8

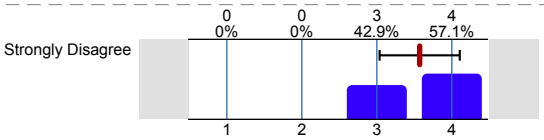
## 8. Faculty Specific Questions

8.1) There are fair and equitable expectations regarding my service to the college.



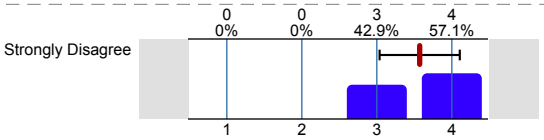

n=7
av.=3
dev.=0.6

8.2) I am treated fairly and equitably by the other faculty in *my department*.



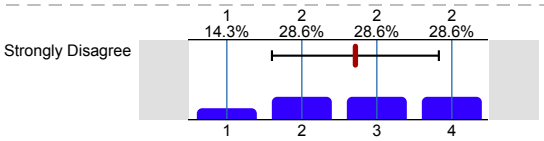

n=7
av.=3.6
dev.=0.5

8.3) The faculty in *my department* treat me with respect.



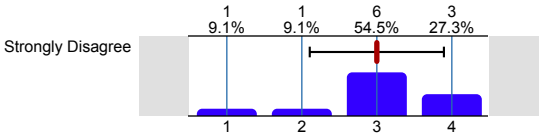

n=7
av.=3.6
dev.=0.5

8.4) The curriculum in *my department* is culturally relevant.



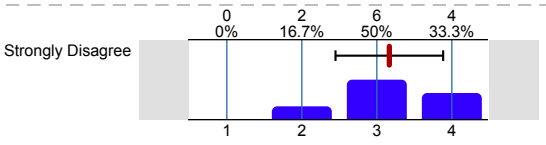

n=7
av.=2.7
dev.=1.1

8.5) Classrooms and campus buildings at my primary work location are **well maintained**.



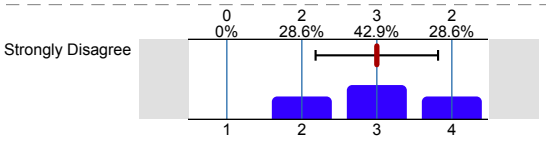

n=11
av.=3
dev.=0.9
ab.=2

8.6) Classrooms and campus buildings at my primary work location are **clean**.




n=12
av.=3.2
dev.=0.7
ab.=1

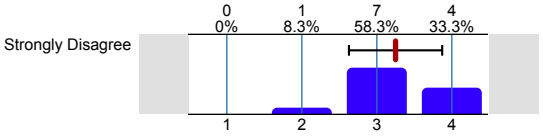
8.7) I feel that I have the support of my dean.




n=7
av.=3
dev.=0.8

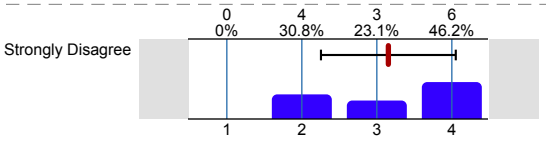
## 9. Professional Development

9.1) The professional development opportunities that exist at ARC are comprehensive.



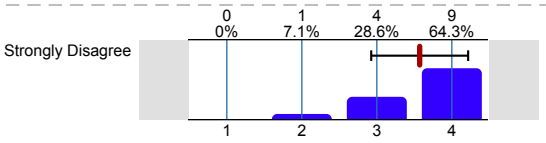

n=12
av.=3.3
dev.=0.6
ab.=2

9.2) My manager/supervisor has encouraged me to participate in professional development.



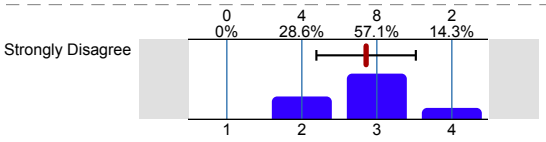

n=13
av.=3.2
dev.=0.9
ab.=1

9.3) I have been able to participate in professional development activities.



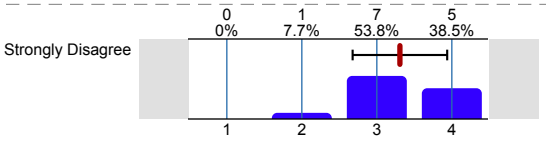

n=14
av.=3.6
dev.=0.6

9.4) Professional development offerings at ARC meet my needs.



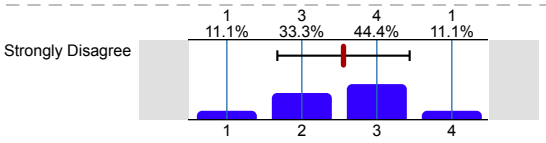

n=14
av.=2.9
dev.=0.7

9.5) Professional development needed to improve my job skills in my current position are available to me.



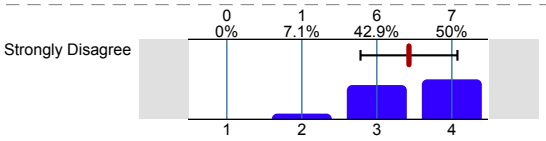

n=13
av.=3.3
dev.=0.6
ab.=1

9.6) Professional development needed to help me get a promotion are available to me.




n=9
av.=2.6
dev.=0.9
ab.=5

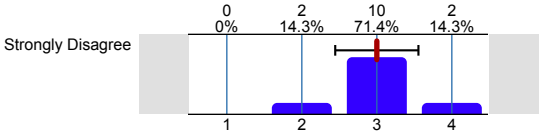
9.7) My experiences at ARC have had a positive influence on my professional growth.




n=14
av.=3.4
dev.=0.6

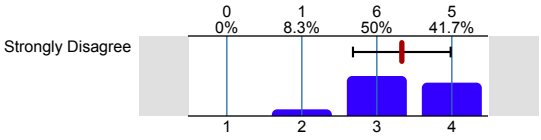
## 10. Equity, Inclusion, Social Justice Focus

10.1) ARC is an inclusive learning environment for students.



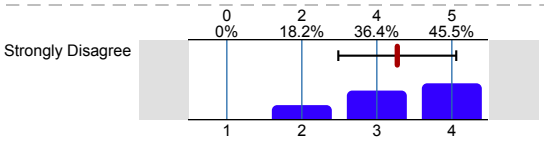

n=14
av.=3
dev.=0.6

10.2) There exists a strong commitment to **equity** and **inclusion** at ARC.



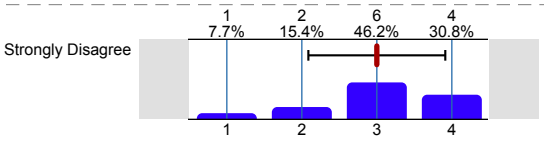

n=12
av.=3.3
dev.=0.7
ab.=1

10.3) There exists a strong commitment to **social justice** at ARC.



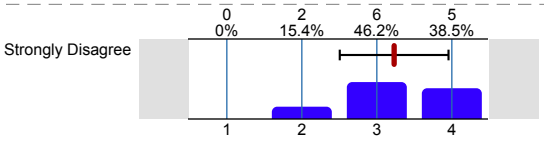

n=11
av.=3.3
dev.=0.8
ab.=2

10.4) Students that need more resources and support are able to get them at my primary ARC work location.



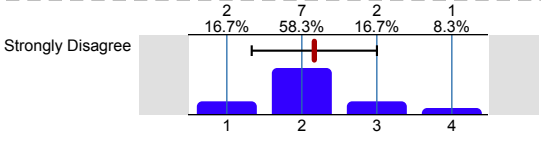

n=13
av.=3
dev.=0.9
ab.=1

10.5) ARC is responsive to the needs of the demographics (e.g., gender, identity, race, ethnicity, worldview) of its students.



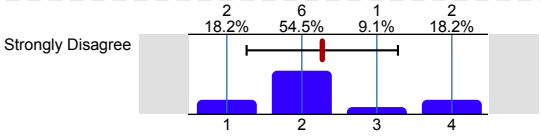

n=13
av.=3.2
dev.=0.7
ab.=1

10.6) ARC employees make judgments about **students'** abilities based on their race/ethnicity.



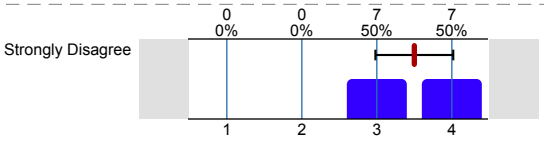

n=12
av.=2.2
dev.=0.8
ab.=2

10.7) ARC employees make judgments about **other employees'** abilities based on their race/ethnicity.



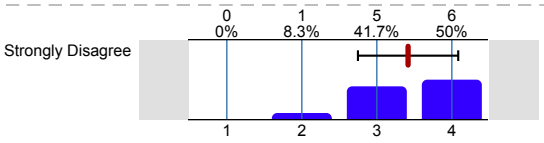

n=11
av.=2.3
dev.=1
ab.=3

10.8) I am treated (in general) fairly and equitably by other employees.



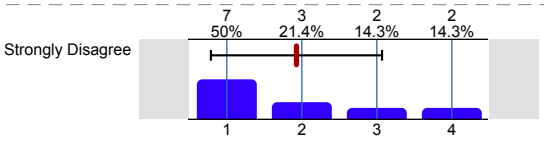

n=14
av.=3.5
dev.=0.5

10.9) Other employees value my opinions.



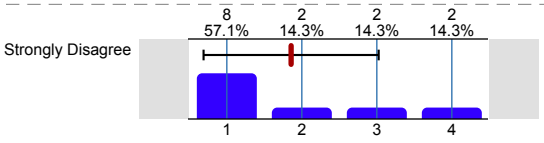

n=12
av.=3.4
dev.=0.7
ab.=2

10.10) There is too much emphasis put on issues of **diversity, equity, and inclusion** at ARC.



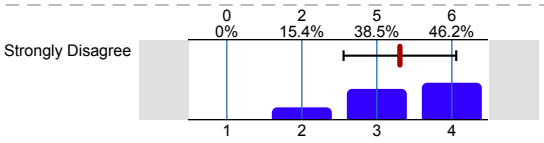

n=14
av.=1.9
dev.=1.1

10.11) There is too much emphasis put on issues of **social justice** at ARC.



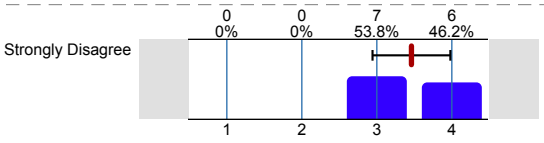

n=14
av.=1.9
dev.=1.2

10.12) The **faculty** at my primary ARC work location treat people of all genders/gender identities with equal respect.



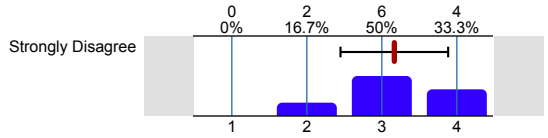

n=13
av.=3.3
dev.=0.8
ab.=1

10.13) The **faculty** at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.



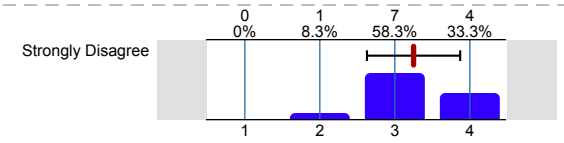

n=13
av.=3.5
dev.=0.5
ab.=1

10.14) The **classified staff** at my primary ARC work location treat people of all genders/gender identities with equal respect.



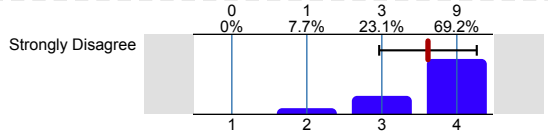

n=12
av.=3.2
dev.=0.7
ab.=2

10.15) The **classified staff** at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect.



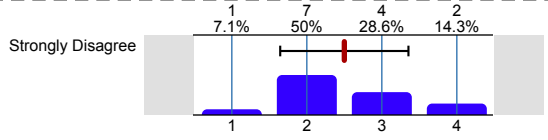

n=12
av.=3.3
dev.=0.6
ab.=2

10.16) The **student body** at my primary ARC work location is racially diverse.



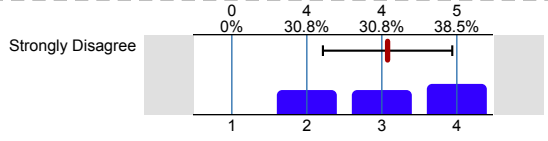

n=13
av.=3.6
dev.=0.7
ab.=1

10.17) The **faculty** at my primary ARC work location is racially diverse.



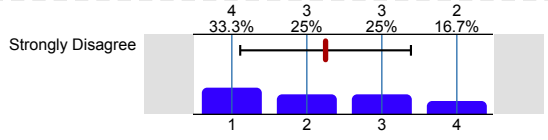

n=14
av.=2.5
dev.=0.9

10.18) The **classified staff** at my primary ARC work location is racially diverse.



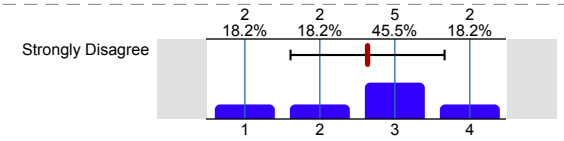

n=13
av.=3.1
dev.=0.9
ab.=1

10.19) At my primary ARC work location, **faculty** adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.



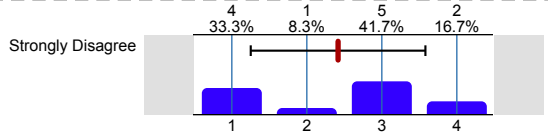

n=12
av.=2.3
dev.=1.1
ab.=2

10.20) At my primary ARC work location, **classified staff** adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.




n=11
av.=2.6
dev.=1
ab.=3

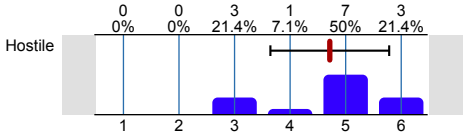
10.21) At my primary ARC work location, **managers** (e.g., administration, supervisors) adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.




n=12
av.=2.4
dev.=1.2
ab.=2

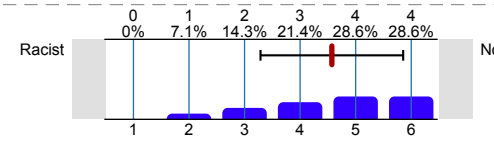
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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

11.1)



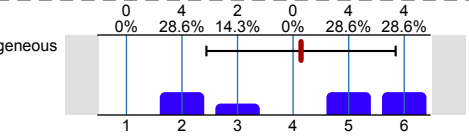

n=14
av.=4.7
dev.=1.1

11.2)



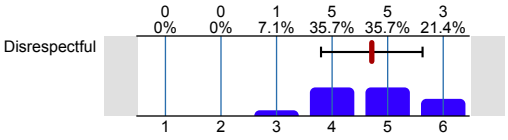

n=14
av.=4.6
dev.=1.3

11.3)



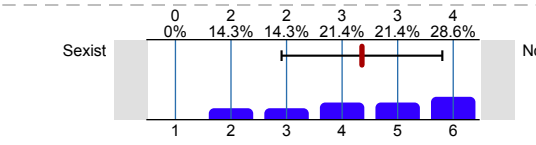

n=14
av.=4.1
dev.=1.7

11.4)



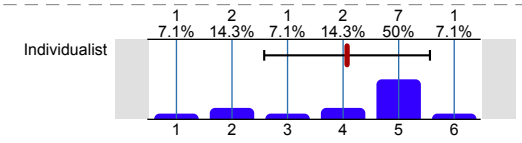

n=14
av.=4.7
dev.=0.9

11.5)



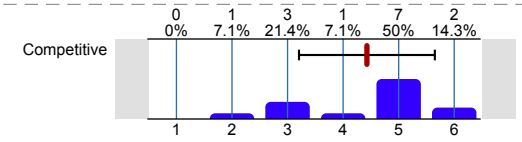

n=14
av.=4.4
dev.=1.4

11.6)



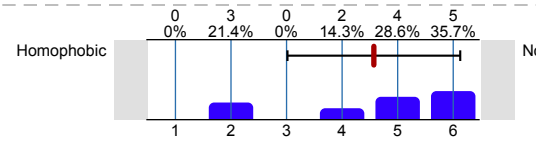

n=14
av.=4.1
dev.=1.5

11.7)



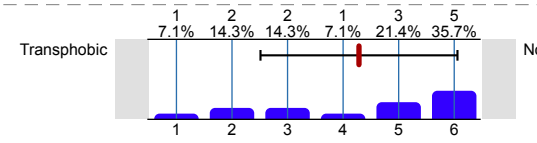

n=14
av.=4.4
dev.=1.2

11.8)



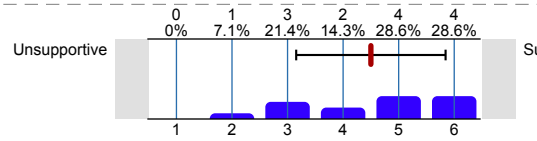

n=14
av.=4.6
dev.=1.6

11.9)



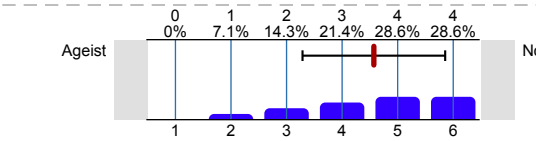

n=14
av.=4.3
dev.=1.8

11.10)



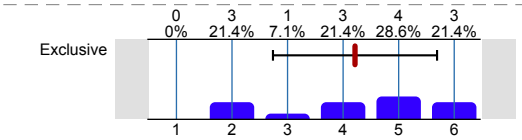

n=14
av.=4.5
dev.=1.3

11.11)



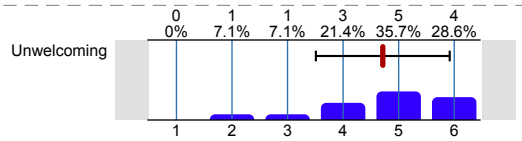

n=14
av.=4.6
dev.=1.3

11.12)



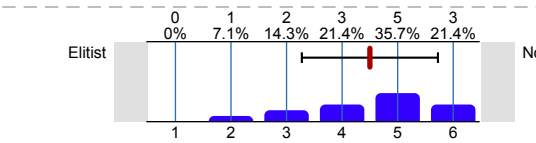

n=14
av.=4.2
dev.=1.5

11.13)




n=14
av.=4.7
dev.=1.2

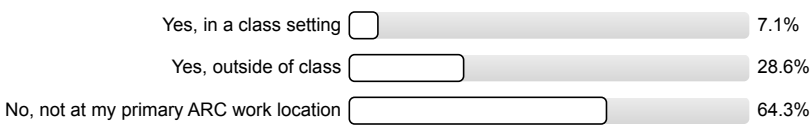
11.14)




n=14
av.=4.5
dev.=1.2

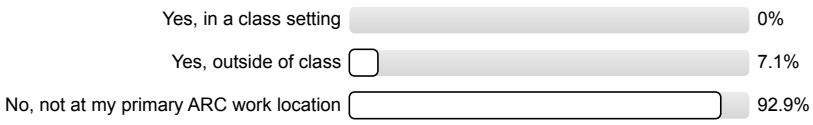
## 12. During the past 12 months at ***your primary ARC work location***, have you heard anyone... (MARK ALL THAT APPLY)

12.1) ...call someone homophobic names.



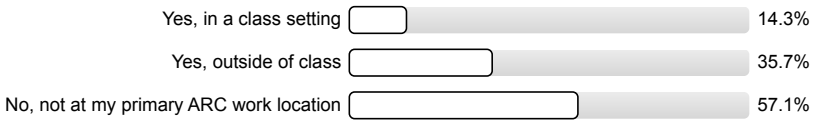

n=14

12.2) ...say sexual things to you or try to talk about sexual matters when you didn't want to.



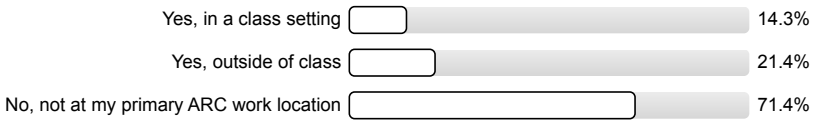

n=14

12.3) ...make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexual, trans, queer, +).



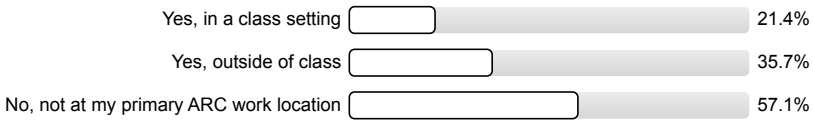

n=14

12.4) ...suggest or imply in your presence that women don't have the same intellectual abilities that men do.



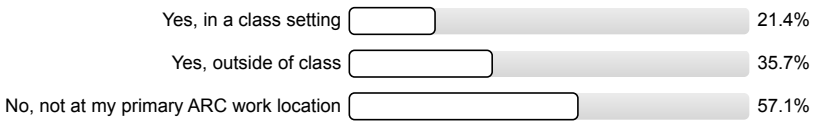

n=14

12.5) ...make inappropriate comments about your or someone else's body, appearance, or looks.



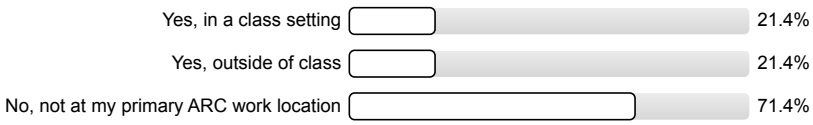

n=14

12.6) ...make sexist remarks or jokes about women.



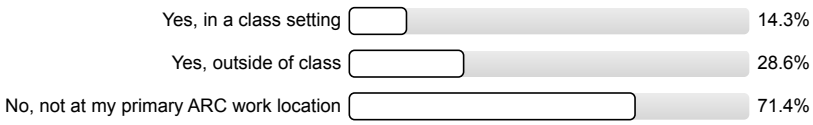

n=14

12.7) ...make sexist remarks or jokes about men.



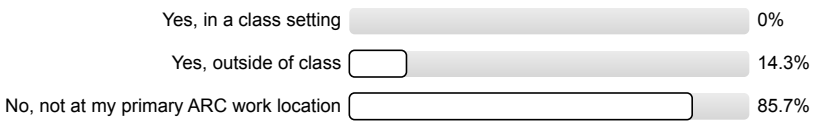

n=14

12.8) ...make negative remarks or jokes about trans women.




n=14

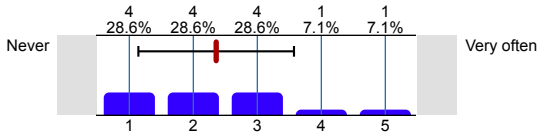
12.9) ...make negative remarks or jokes about trans men.




n=14

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

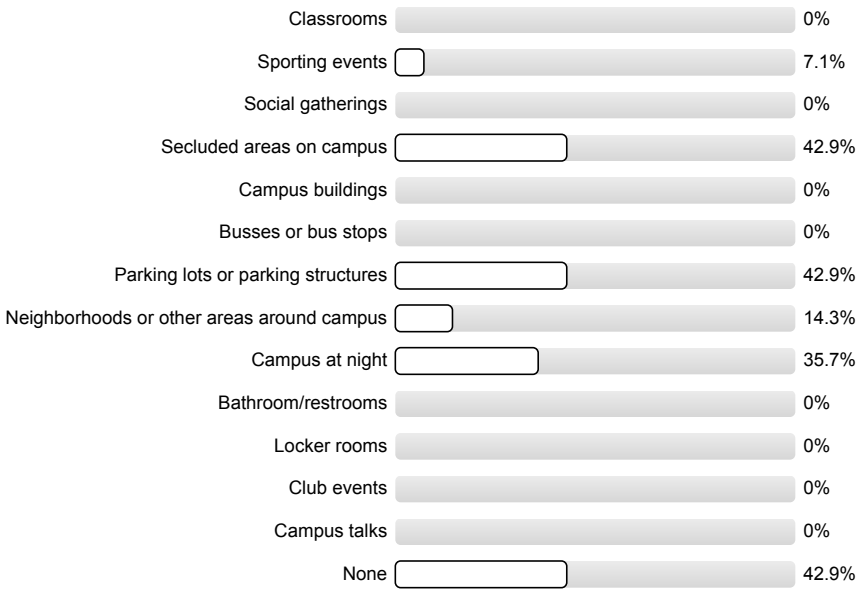
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



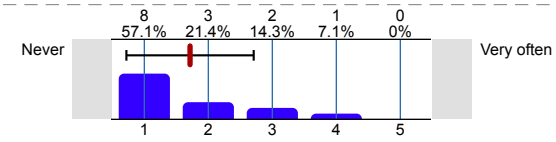

n=14
av.=2.4
dev.=1.2

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)?

n=14

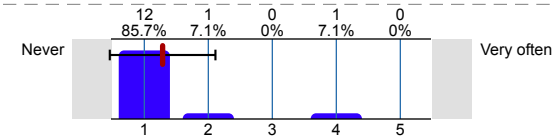



13.4) Other students



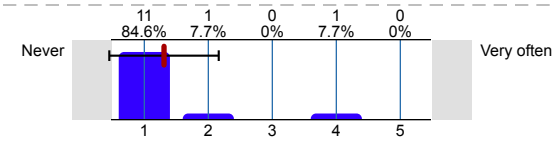

n=14
av.=1.7
dev.=1

13.5) Instructors




n=14
av.=1.3
dev.=0.8

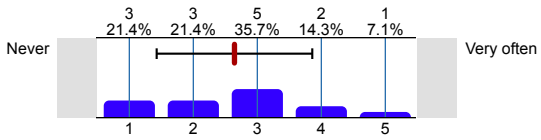
13.6) Staff




n=13
av.=1.3
dev.=0.9
ab.=1

## 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?



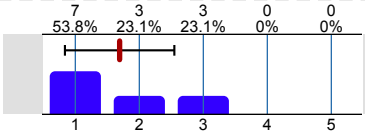

n=14
av.=2.6
dev.=1.2

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)

n=14

| | |
|---|---|
| Classrooms | 7.1% |
| Sporting events | 0% |
| Social gatherings | 0% |
| Secluded areas on campus | 0% |
| Campus buildings | 0% |
| Busses or bus stops | 0% |
| Parking lots or parking structures | 7.1% |
| Neighborhoods or other areas around campus | 0% |
| Campus at night | 7.1% |
| Bathroom/restrooms | 0% |
| Locker rooms | 0% |
| Club events | 0% |
| Campus talks | 14.3% |
| None | 64.3% |

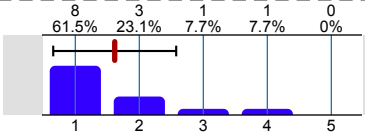
14.4) Other students

Never  Very often

| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| 7 | 3 | 3 | 0 | 0 |
| 53.8% | 23.1% | 23.1% | 0% | 0% |

n=13
av.=1.7
dev.=0.9
ab.=1

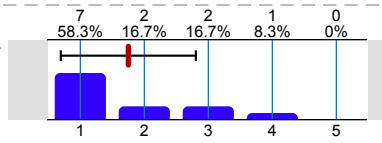
14.5) Instructors

Never  Very often

| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| 8 | 3 | 1 | 1 | 0 |
| 61.5% | 23.1% | 7.7% | 7.7% | 0% |

n=13
av.=1.6
dev.=1
ab.=1

14.6) Staff

Never  Very often

| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| 7 | 2 | 2 | 1 | 0 |
| 58.3% | 16.7% | 16.7% | 8.3% | 0% |

n=12
av.=1.8
dev.=1.1
ab.=2

## 15. Regarding your primary ARC work location:

15.1) Discrimination

n=14

| | |
|---|---|
| Yes | 7.1% |
| No | 92.9% |

15.2) Threats of physical violence

n=14

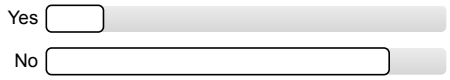
| | |
|---|---|
| Yes | 0% |
| No | 100% |

15.3) Physical violence

n=14

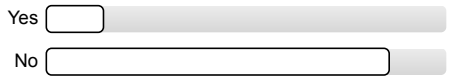
| | |
|---|---|
| Yes | 0% |
| No | 100% |

15.4) Threats of emotional violence



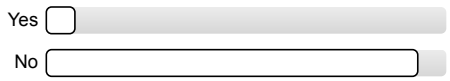

n=14

15.5) Emotional violence



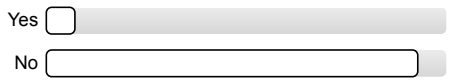

n=14

15.6) Sexual harassment



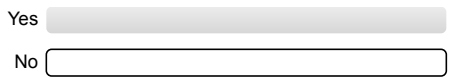

n=14

15.7) Other harassment



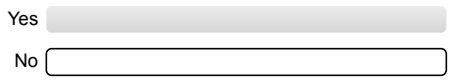

n=14

15.8) Sexual assault



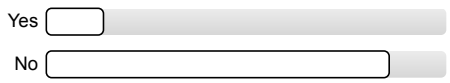

n=14

15.9) Unwanted sexual advances



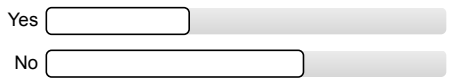

n=14

15.10) Verbal threats



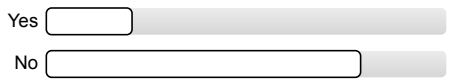

n=14

15.11) Discrimination



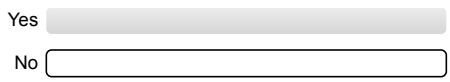

n=14

15.12) Threats of physical violence




n=14

15.13) Physical violence




n=14

15.14) Threats of emotional violence

| | | |
|---|---|---|
| Yes | 7.1% | n=14 |
| No | 92.9% | |

15.15) Emotional violence

| | | |
|---|---|---|
| Yes | 21.4% | n=14 |
| No | 78.6% | |

15.16) Sexual harassment

| | | |
|---|---|---|
| Yes | 14.3% | n=14 |
| No | 85.7% | |

15.17) Other harassment

| | | |
|---|---|---|
| Yes | 21.4% | n=14 |
| No | 78.6% | |

15.18) Sexual assault

| | | |
|---|---|---|
| Yes | 0% | n=14 |
| No | 100% | |

15.19) Unwanted sexual advances

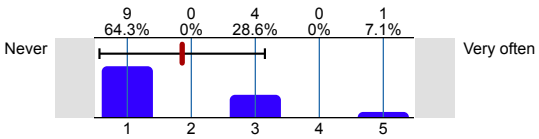
| | | |
|---|---|---|
| Yes | 14.3% | n=14 |
| No | 85.7% | |

15.20) Verbal threats

| | | |
|---|---|---|
| Yes | 28.6% | n=14 |
| No | 71.4% | |

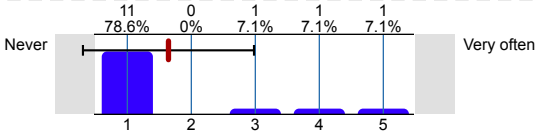
## 16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

16.1) ...gender/gender identity



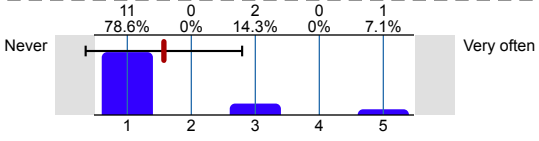

n=14
av.=1.9
dev.=1.3

16.2) ...sexual orientation




n=14
av.=1.6
dev.=1.3

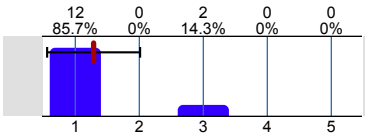
16.3) ...racial, ethnic, or cultural identity




n=14
av.=1.6
dev.=1.2

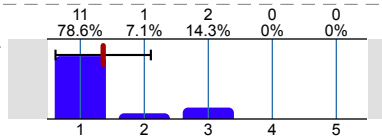
17. During the past 12 months, do you feel YOU have been mistreated ***by students*** at your primary ARC work location because of your:

17.1) Ability or disability status



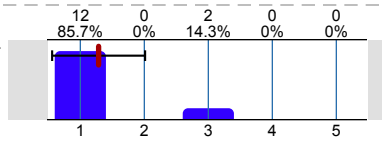

n=14
av.=1.3
dev.=0.7

17.2) Racial or ethic identity



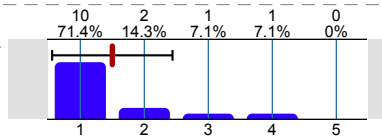

n=14
av.=1.4
dev.=0.7

17.3) Culture or cultural identity



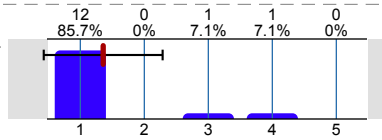

n=14
av.=1.3
dev.=0.7

17.4) Sex



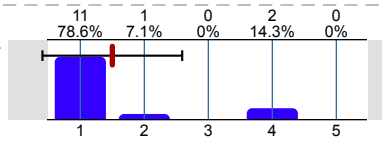

n=14
av.=1.5
dev.=0.9

17.5) Sexual orientation



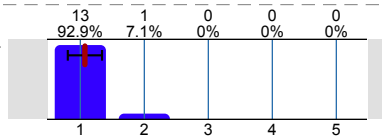

n=14
av.=1.4
dev.=0.9

17.6) Gender/gender identity



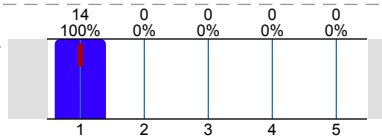

n=14
av.=1.5
dev.=1.1

17.7) Veteran status



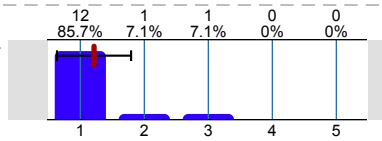

n=14
av.=1.1
dev.=0.3

17.8) Marital status



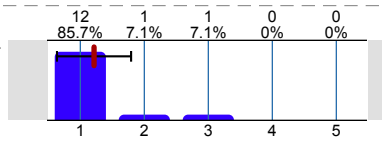

n=14
av.=1
dev.=0

17.9) Country of origin



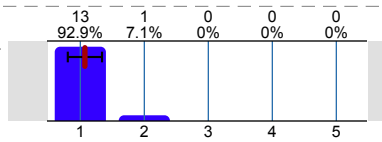

n=14
av.=1.2
dev.=0.6

17.10) Age



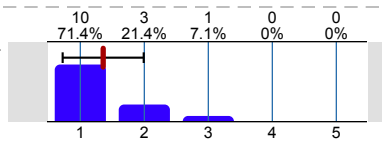

n=14
av.=1.2
dev.=0.6

17.11) Religion, worldview, or spirituality



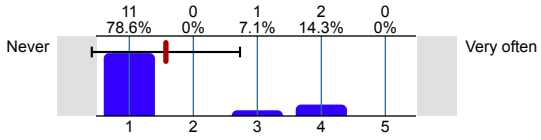

n=14
av.=1.1
dev.=0.3

17.12) Height, weight, or body type



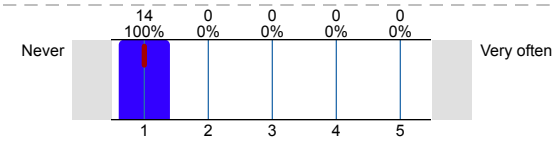

n=14
av.=1.4
dev.=0.6

17.13) Political orientation




n=14
av.=1.6
dev.=1.2

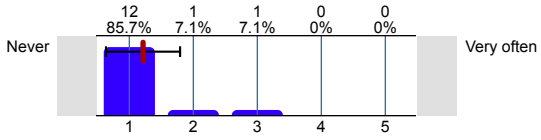
17.14) Social class




n=14
av.=1
dev.=0

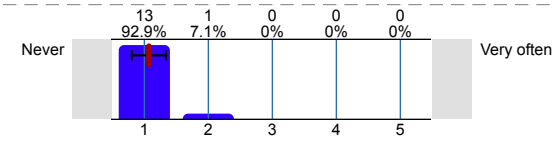
## 18. During the past 12 months, do you feel **YOU have** been mistreated ***by faculty*** at your primary ARC work location because of your:

18.1) Ability or disability status



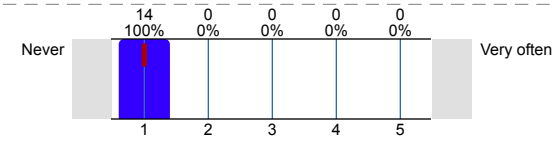

n=14
av.=1.2
dev.=0.6

18.2) Racial or ethnic identity



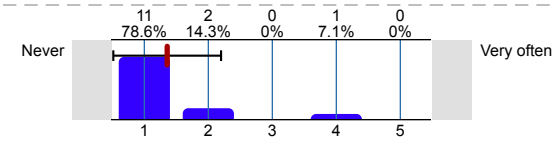

n=14
av.=1.1
dev.=0.3

18.3) Culture or cultural identity



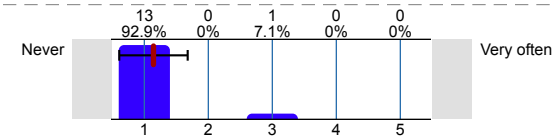

n=14
av.=1
dev.=0

18.4) Sex



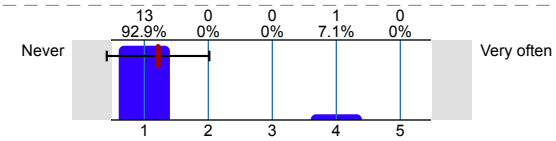

n=14
av.=1.4
dev.=0.8

18.5) Sexual orientation



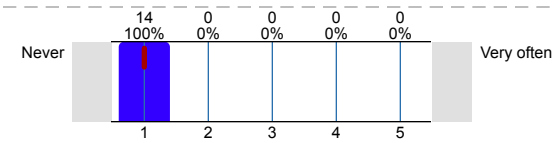

n=14
av.=1.1
dev.=0.5

18.6) Gender/gender identity



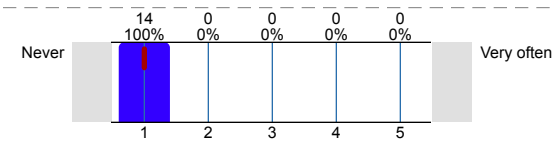

n=14
av.=1.2
dev.=0.8

18.7) Veteran status



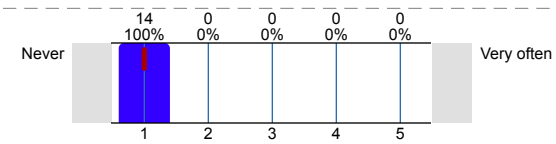

n=14
av.=1
dev.=0

18.8) Marital status



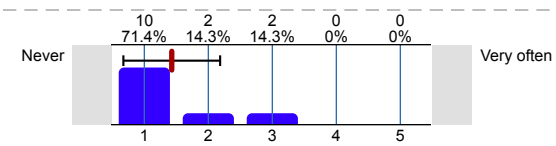

n=14
av.=1
dev.=0

18.9) Country of origin



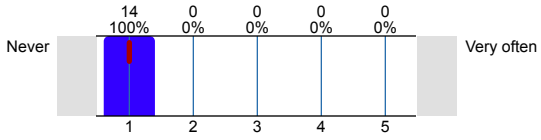

n=14
av.=1
dev.=0

18.10) Age



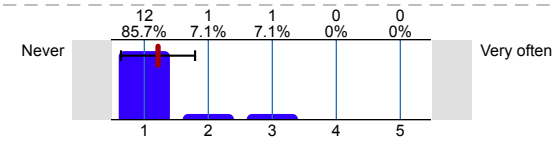

n=14
av.=1.4
dev.=0.8

18.11) Religion, worldview, or spirituality



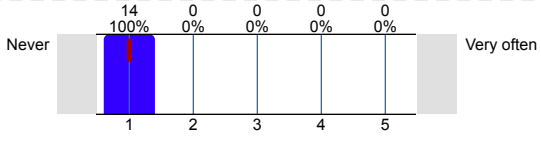

n=14
av.=1
dev.=0

18.12) Height, weight, or body type



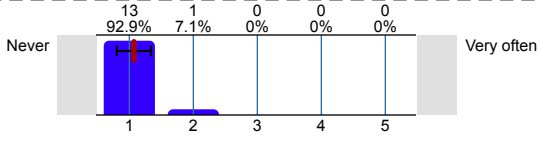

n=14
av.=1.2
dev.=0.6

18.13) Political orientation




n=14
av.=1
dev.=0

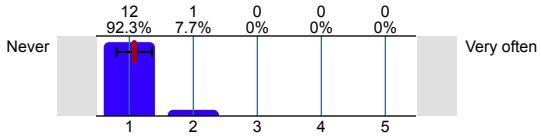
18.14) Social class




n=14
av.=1.1
dev.=0.3

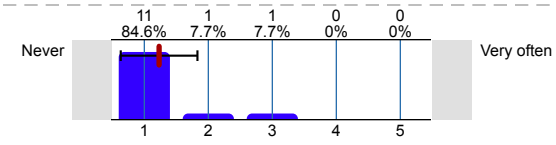
19. During the past 12 months, do you feel **YOU have** been mistreated ***by classified staff*** at your primary ARC work location because of your:

19.1) Ability or disability status



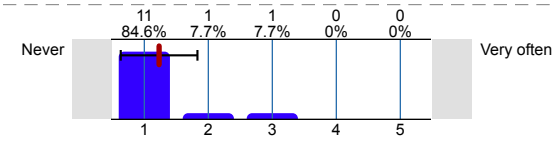

n=13
av.=1.1
dev.=0.3

19.2) Racial or ethnic identity



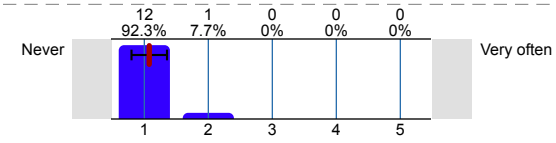

n=13
av.=1.2
dev.=0.6

19.3) Culture or cultural identity



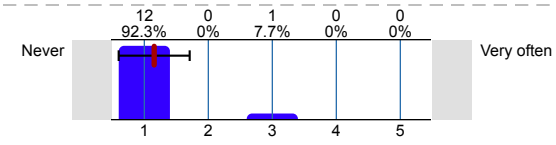

n=13
av.=1.2
dev.=0.6

19.4) Sex



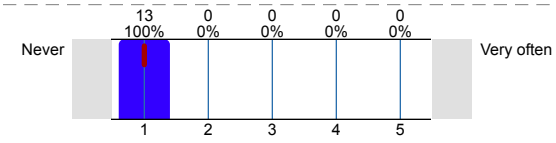

n=13
av.=1.1
dev.=0.3

19.5) Sexual orientation



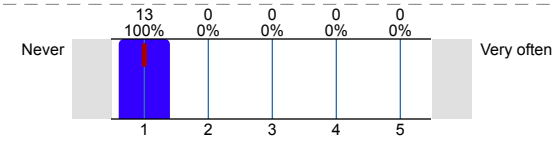

n=13
av.=1.2
dev.=0.6

19.6) Gender/gender identity



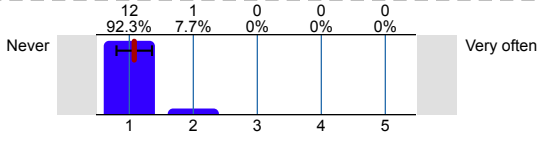

n=13
av.=1
dev.=0

19.7) Veteran status



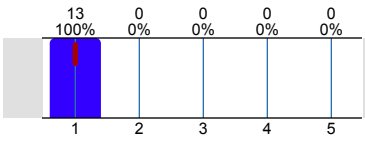

n=13
av.=1
dev.=0

19.8) Marital status



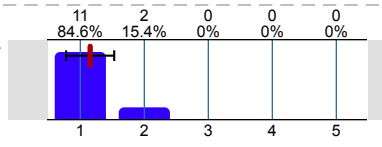

n=13
av.=1.1
dev.=0.3

19.9) Country of origin



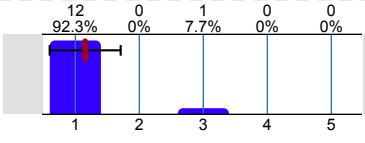

n=13
av.=1
dev.=0

19.10) Age



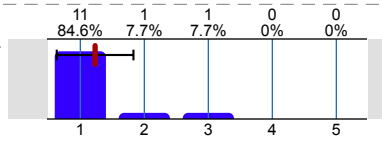

n=13
av.=1.2
dev.=0.4

19.11) Religion, worldview, or spirituality



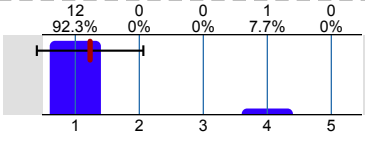

n=13
av.=1.2
dev.=0.6

19.12) Height, weight, or body type



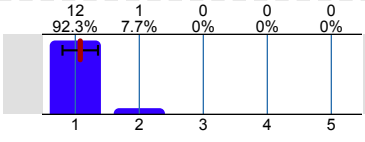

n=13
av.=1.2
dev.=0.6

19.13) Political orientation




n=13
av.=1.2
dev.=0.8

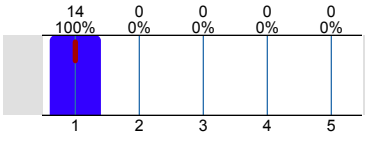
19.14) Social class




n=13
av.=1.1
dev.=0.3

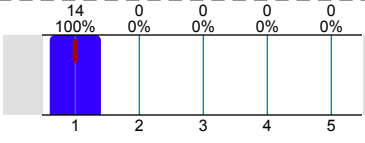
20. During the past 12 months, do you feel **YOU have** been mistreated ***by managers (administrators, supervisors)*** at your primary ARC work location because of your:

20.1) Ability or disability status



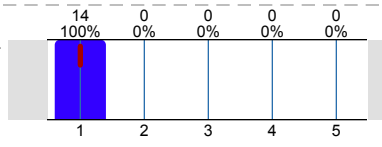

n=14
av.=1
dev.=0

20.2) Racial or ethnic identity




n=14
av.=1
dev.=0

20.3) Culture or cultural identity

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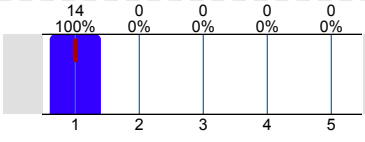
20.4) Sex

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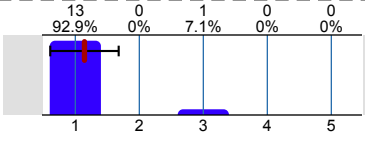
20.5) Sexual orientation

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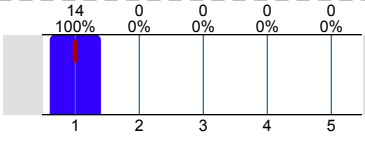
20.6) Gender/gender identity

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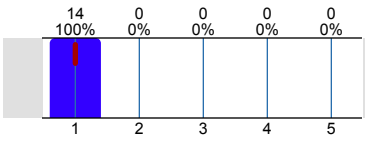
20.7) Veteran status

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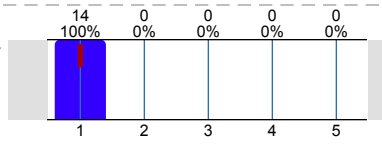
20.8) Marital status

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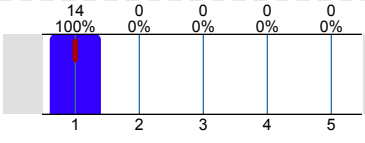
20.9) Country of origin

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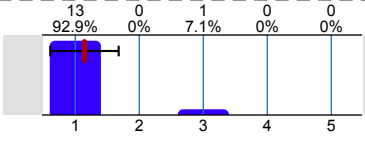
20.10) Age

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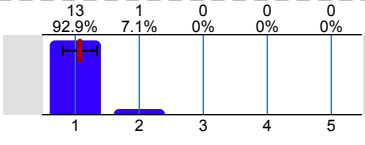
20.11) Religion, worldview, or spirituality

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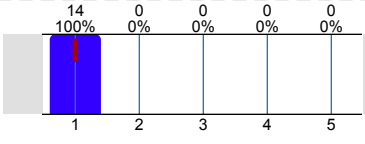
20.12) Height, weight, or body type

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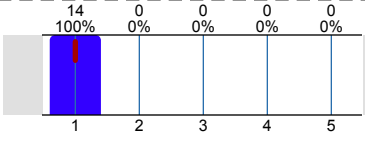
20.13) Political orientation

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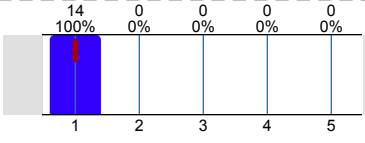
20.14) Social class




n=14
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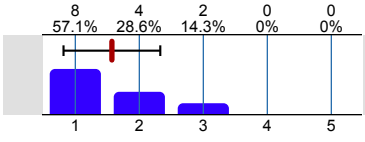
21. During the past 12 months, have you seen faculty, classified staff, or managers **mistreat *students*** at your primary ARC work location because of their:

21.1) Ability or disability status

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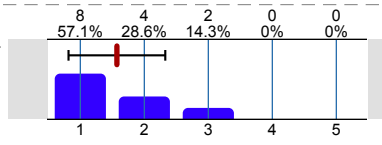
21.2) Racial or ethnic identity

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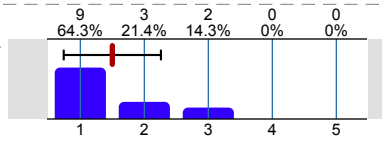
21.3) Culture or cultural identity

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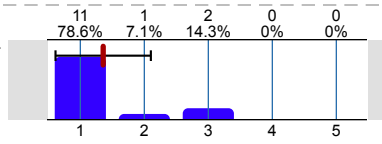
21.4) Sex

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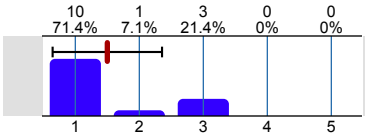
21.5) Sexual orientation

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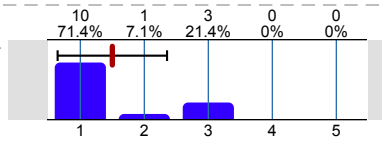
21.6) Gender/gender identity

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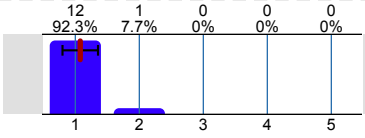
21.7) Veveran status

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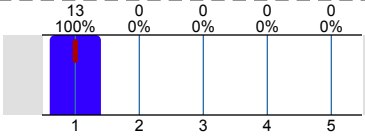
21.8) Marital status

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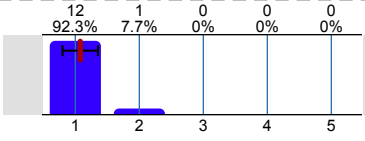
21.9) Country of origin

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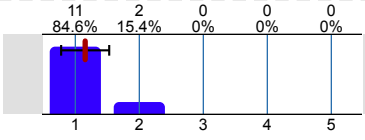
21.10) Age

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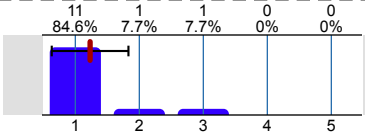
21.11) Religion, worldview, or spirituality

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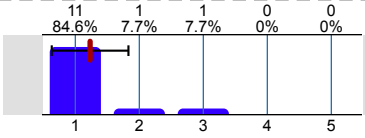
21.12) Height, weight, or body type

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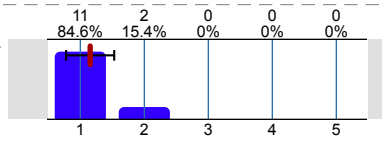
21.13) Political orientation

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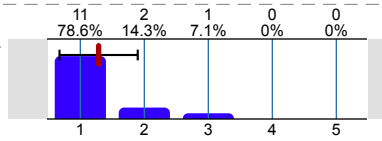
21.14) Social class




n=14
av.=1.3
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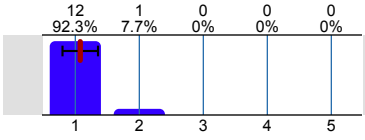
22. During the past 12 months, have you seen faculty, classified staff, or managers **mistreat** other faculty, classified staff, or managers at your primary ARC work location because of their:

22.1) Ability or disability status

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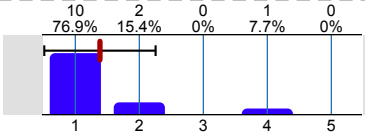
22.2) Racial or ethnic identity

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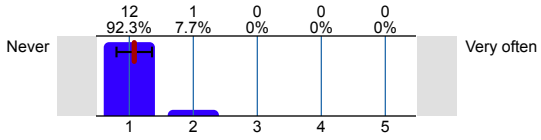
22.3) Culture or cultural identity

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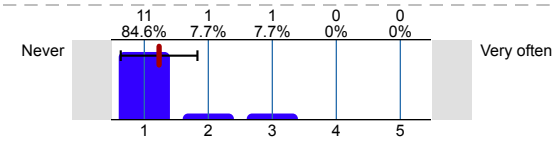
22.4) Sex

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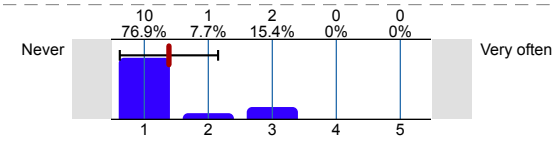
22.5) Sexual orientation

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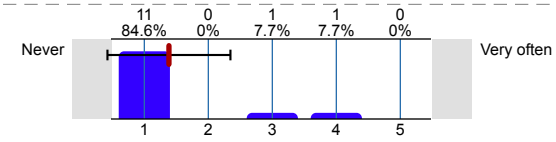
22.6) Gender/gender identity

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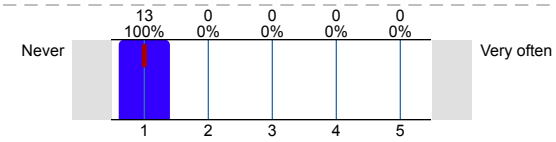
22.7) Veteran status

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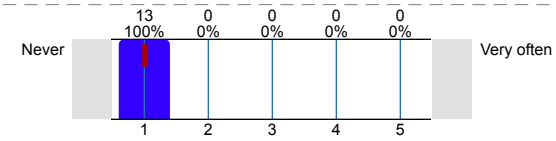
22.8) Marital status

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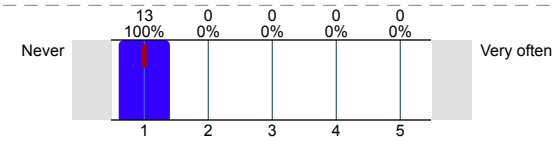
22.9) Country of origin

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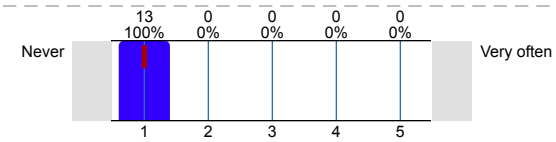
22.10) Age

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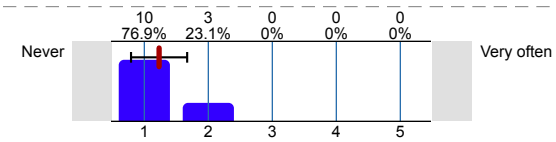
22.11) Religion, worldview, or spirituality




n=13
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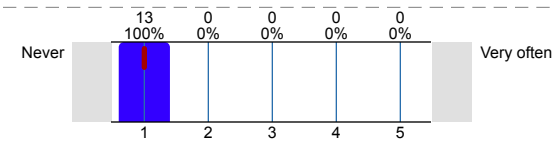
22.12) Height, weight, or body type

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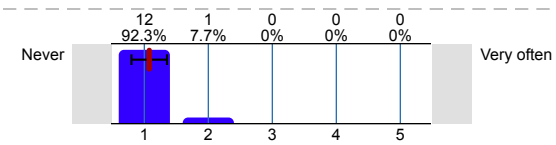
22.13) Political orientation

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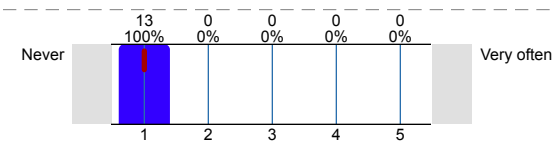
22.14) Social class




n=13
av.=1
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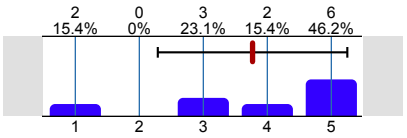
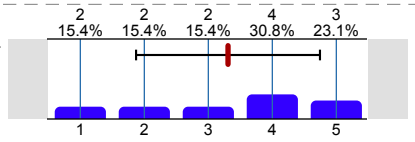
## 23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...

23.1) ...whose religious or spiritual beliefs or worldviews are different than your own.



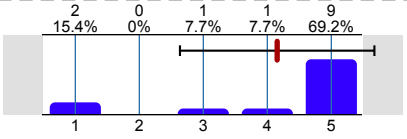

n=13
av.=3.8
dev.=1.5

23.2) ...whose political opinions are different from your own.



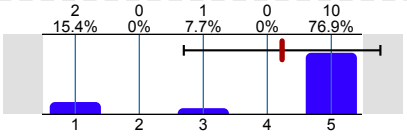

n=13
av.=3.3
dev.=1.4

23.3) ...who are immigrants.



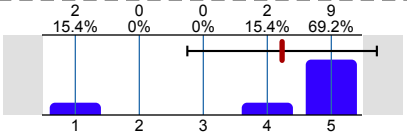

n=13
av.=4.2
dev.=1.5

23.4) ...who are from an immigrant family.



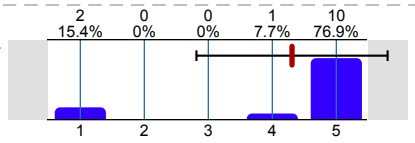

n=13
av.=4.2
dev.=1.5

23.5) ...who are a different nationality than your own.



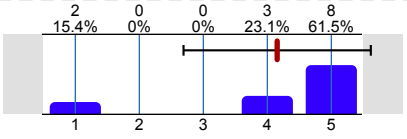

n=13
av.=4.2
dev.=1.5

23.6) ...who are of a different race or ethnicity than your own.



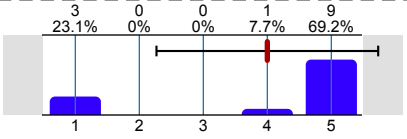

n=13
av.=4.3
dev.=1.5

23.7) ...whose gender identity is different than your own.



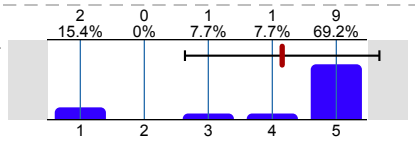

n=13
av.=4.2
dev.=1.5

23.8) ...whose sexual orientation is different than your own.



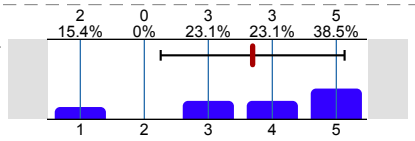

n=13
av.=4
dev.=1.7

23.9) ...who are from a different social class.



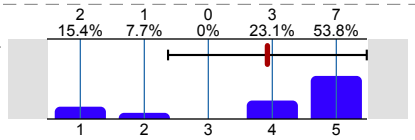

n=13
av.=4.2
dev.=1.5

23.10) ...who have physical or other observable disabilities.




n=13
av.=3.7
dev.=1.4

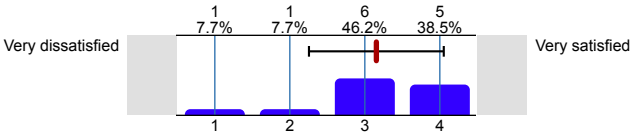
23.11) ...who have learning, psychological, or other disabilities that are not readily apparent.




n=13
av.=3.9
dev.=1.6

## 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?




n=13
av.=3.2
dev.=0.9

# 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.
- NA

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).

- African American, White and Hispanic/Latino
- Irish
- Irish Scottish
- Irish, Polynesian
- Japanese, Caucasian
- immigrant

3.9) Other religions, worldviews, or spiritual backgrounds:

- Druid

3.11) Other religion, worldview, or spiritual background:

- Druid

3.14) Other disabilities:

- Epilepsy

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

13.7) Other:

- community members coming on campus

## 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

## 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.)

- Appearing as a white woman, I feel that I am required to be super sensitive and need to be extra careful in everything I do or say; so that

others do not perceive that I am racist or in some way insensitive because they think I am so priveldged. However it has become acceptable for others to make comments and show in their actions and choices a disregard and borderline hatred towards people that look white. There is such a push to be inclusive of people of color and gender respect that just being kind to each other and treating others in general with courtesy and appreciation is lost.It seems like everyone is either on the side of protecting their rights or the side of being privileged and trying to overact the part of inclusion. The beginning of all of this made sense and was needed but now it has become overdone. We shouldn't marginalize a whole group of white students, staff, faculty and managers to make other groups feel better about themselves. We need to be a team and work together on beneficial things for us all and hold everyone accountable for how we treat one another. I don't think we need to microscopically focus on just one group. Special snowflakes should be over and onto things that impact us all. We need to quit wasting time, effort and money on something that is not the bigger issue but a symptom of societies illness. The time has come that we move on and start working together rather than continuing this divide disguised as diversity and inclusion.

- 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

- immigrant status