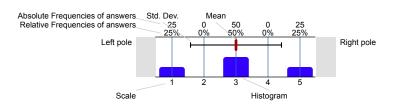
Gay Lesbian Employees No. of responses = 12



Survey Results

Legend

Question text



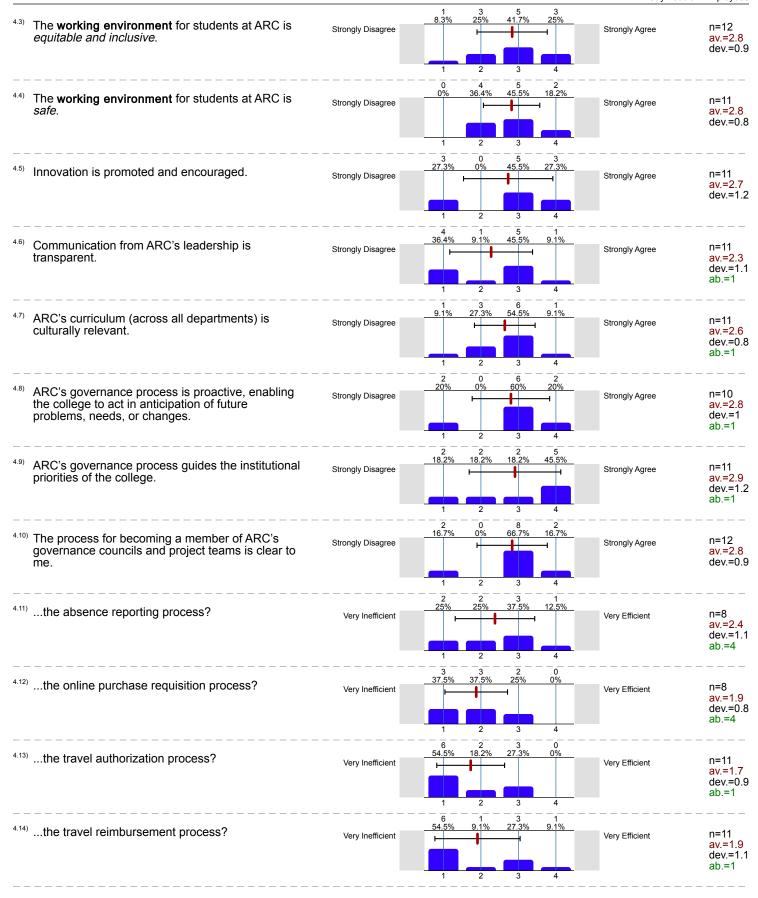
n=No. of responses av.=Mean dev.=Std. Dev. ab.=Abstention

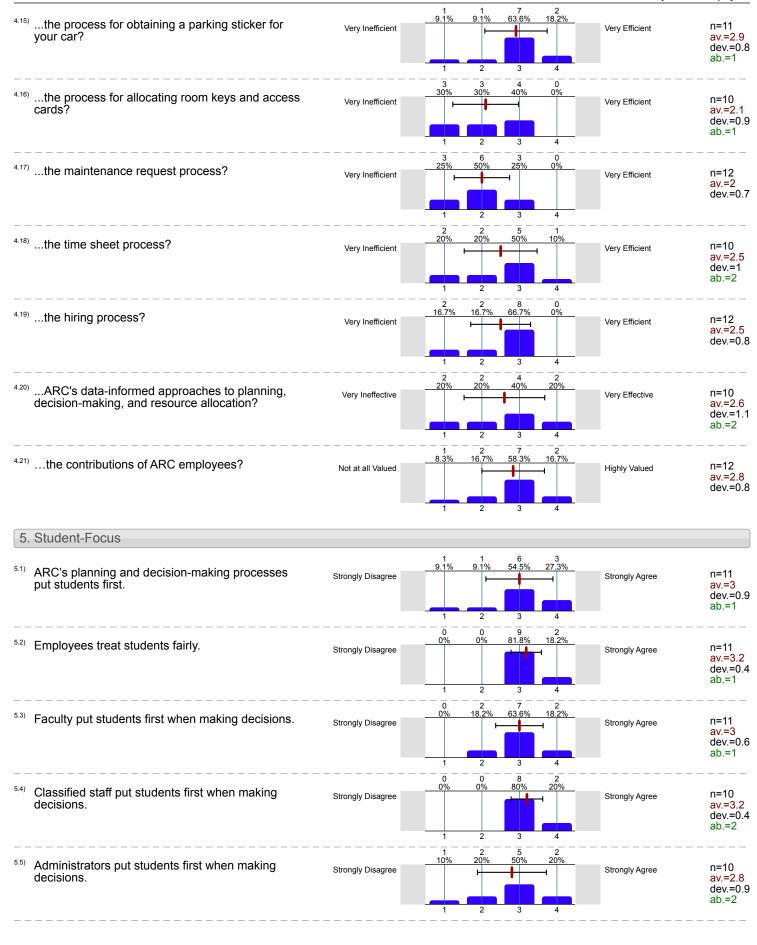
2. Employee Info		
^{2.1)} Primary Employment Classification:		
Faculty, Full-Time Teaching	50%	n=12
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	16.7%	
Faculty, Adjunct Teaching	0%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	0%	
Classified, Full-Time Permanent	8.3%	
Classified, Part-Time Permanent	0%	
Supervisor	0%	
Administrator	25%	
^{2.2)} Years worked at ARC (any location):		
less than 1 year	8.3%	n=12
1 to 4 years	8.3%	
5 to 9 years	16.7%	
10 to 14 years	33.3%	
15 to 19 years	16.7%	
20 years or more	16.7%	
^{2.3)} Primary work location at ARC:		
ARC Main Campus	91.7%	n=12
Natomas Center	8.3%	
McClellan Center	0%	
Mather Center	0%	
3. Demographics		

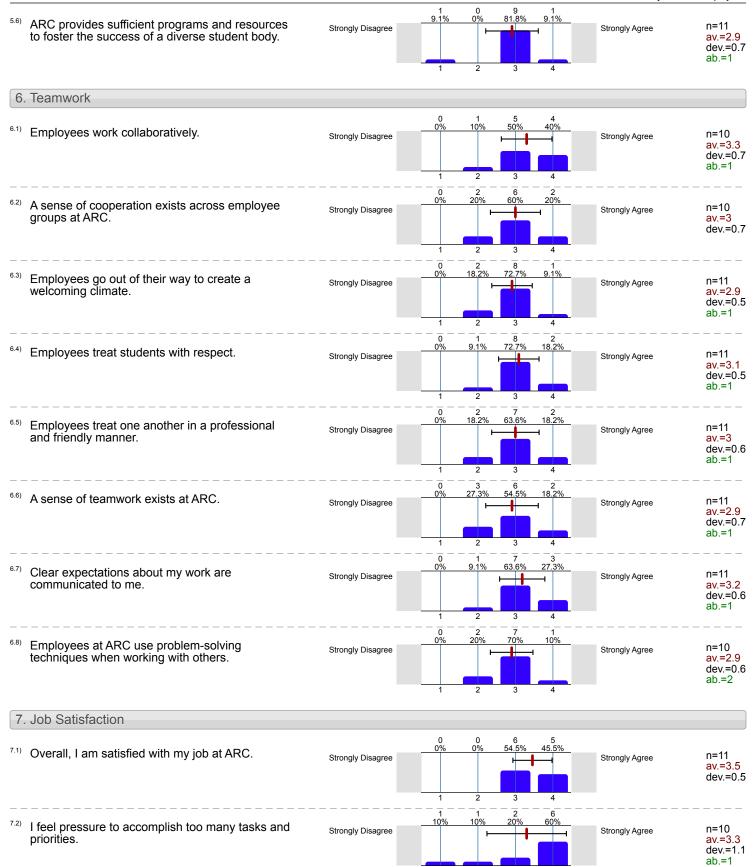
3.1) What is your gender identity? (MARK ALL THAT APPLY)		
Woman (cisgender womana person whose gender identity matches their sex assigned at	41.7%	n=12
birth) Man (cisgender mana person whose gender identity matches their sex assigned at birth)	58.3%	
Trans woman (a person whose gender identity is female 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)	8.3%	
Gender non-conforming (a person whose behavior or appearance do not conform to gender expectations)	0%	
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)		
Asexual (a person with no sexual feelings or desires)	0%	n=12
Bisexual (a person sexually attracted to two genders)	0%	
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other	100%	
women) Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)	0%	
Pansexual or fluid (a person who is attracted to multiple gender identities)	0%	
3.5) What is your age (in years)?		
19 or younger	0%	n=12
20 to 24	0%	
25 to 34	0%	
35 to 54	75%	
55 or older	25%	
3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)		
African American	0%	n=12
Asian	0%	
Filipino	0%	
Hispanic/Latino	16.7%	
Native American	8.3%	
Other Non-White	0%	
Pacific Islander	0%	
White	75%	

^{3.8)} With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPL)	Y)	
Agnostic	25%	n=12
Anglican	0%	
Assemblies of God	0%	
Atheist	8.3%	
Baha'i	0%	
Baptist	0%	
Buddhist	8.3%	
Catholic	8.3%	
Christian Non-denominational	8.3%	
Christian Orthodox	0%	
Christian Science	0%	
Church of Christ	0%	
Confucian	0%	
Episcopalian	25%	
Evangelical	0%	
Hindu	0%	
Jain	0%	
Jehovah's Witness	0%	
Jewish	8.3%	
Latter-day Saints	0%	
Lutheran	8.3%	
Methodist	8.3%	
Muslim	0%	
Native/Tribal	0%	
Pentecostal	0%	
Presbyterian	8.3%	
Quaker	0%	
Seventh Day Adventist	0%	
Shamanism	0%	
Shinto	0%	
Sikh	0%	
Spiritual but not religious	8.3%	
Taoist	0%	
UCC/Congregational	0%	
Unitarian Universalist	0%	
Wicca/Pagan	8.3%	
None (25%	

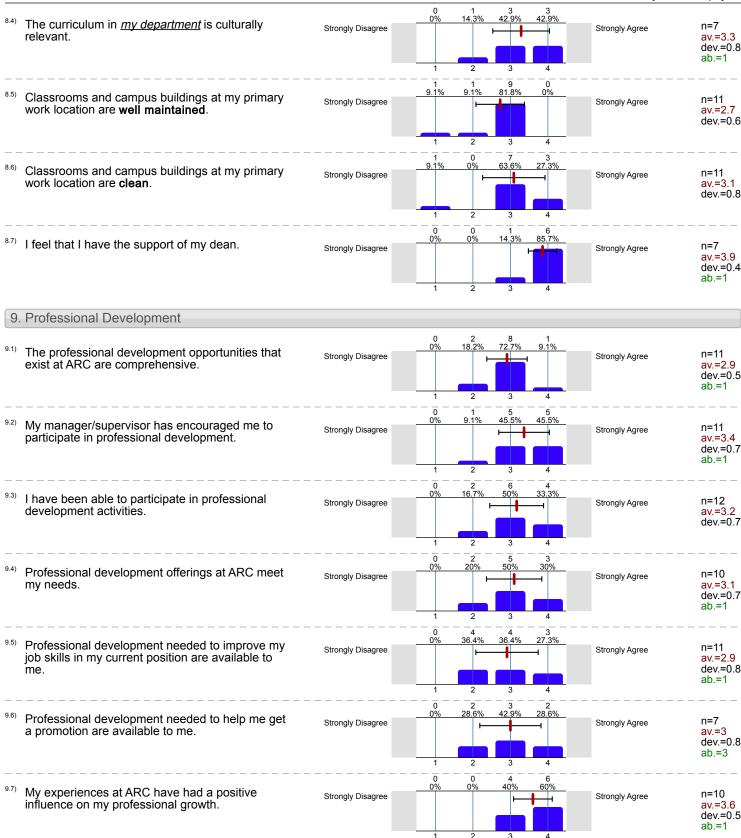
3.10) With which one religion, worldview or spiritual background do you most strongly identify? (MARK ONLY	<u>ONE</u>)	
Agnostic	27.3%	n=11
Atheist	9.1%	
Catholic	9.1%	
Jewish	9.1%	
Presbyterian	9.1%	
Spiritual but not religious	9.1%	
None	27.3%	
3.12) What is your highest level of education?		
Less than high school	0%	n=12
Graduated high school	0%	
Some college	0%	
Associate's degree	0%	
Bachelor's degree	0%	
Graduate degree	100%	
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)		
Acquired/traumatic brain injury	0%	n=12
Attention deficit/hyperactivity disorder	16.7%	
Autism spectrum disorder	0%	
Blind/low vision	0%	
Deaf/hard of hearing	0%	
Cognitive or learning disability	0%	
Chronic illness	16.7%	
Intellectual disability	0%	
Mental health disability	0%	
Physical disability that affects walking	8.3%	
Physical disability that does not affect walking	8.3%	
Speech/communication condition	0%	
None None	58.3%	
	_	
4. Institutional Effectiveness		
4.1) The teaching/learning environment is <i>equitable</i> and <i>inclusive</i> for students at my primary ARC work location. Strongly Disagree 1 2 3 4	Strongly Agree	n=11 av.=3 dev.=0.8 ab.=1
4.2) The teaching/learning environment is <i>safe</i> for students at my primary ARC work location. Strongly Disagree	Strongly Agree	n=12 av.=2.8 dev.=0.8
1 2 3 4		



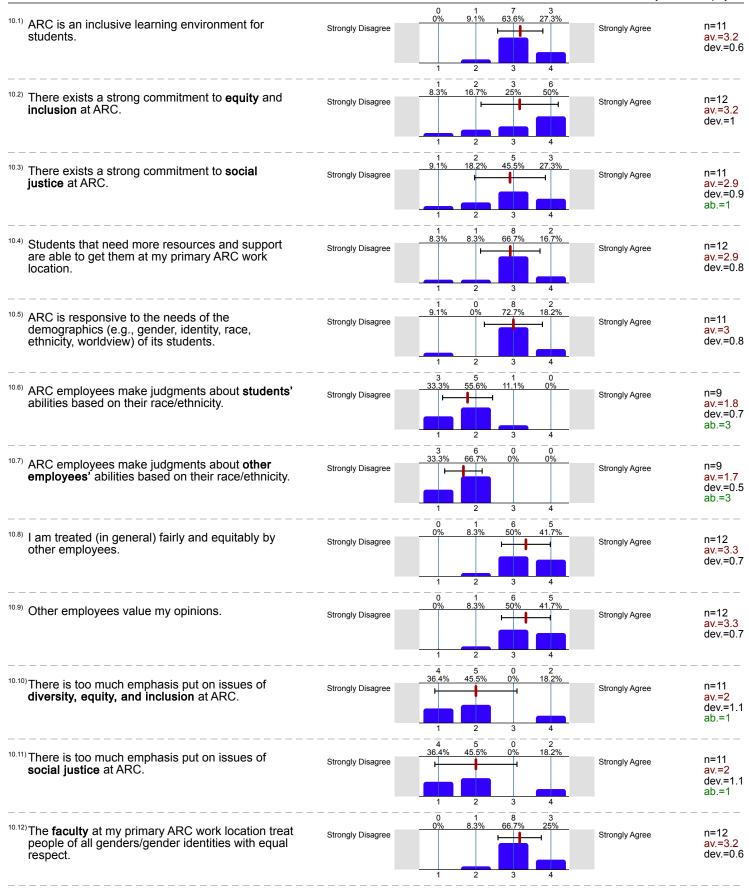


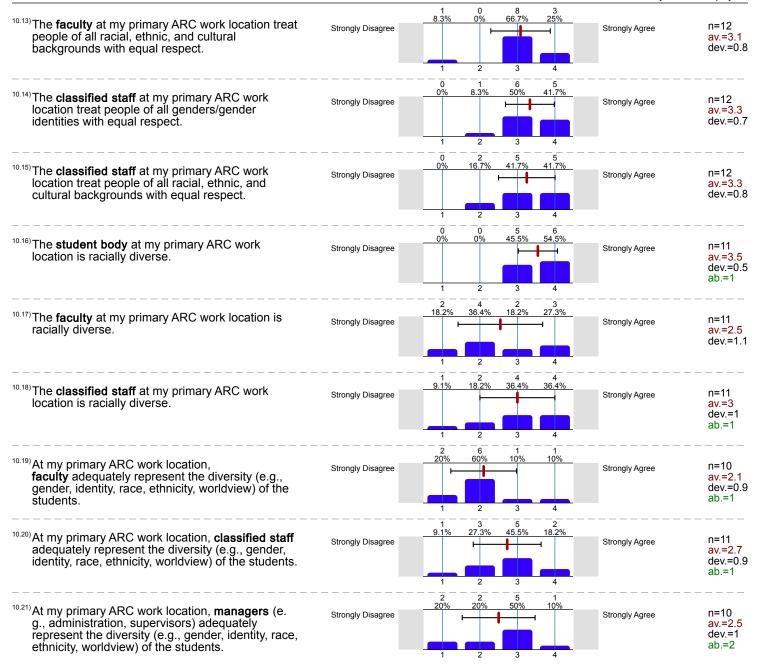




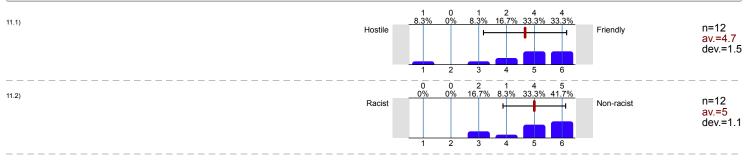


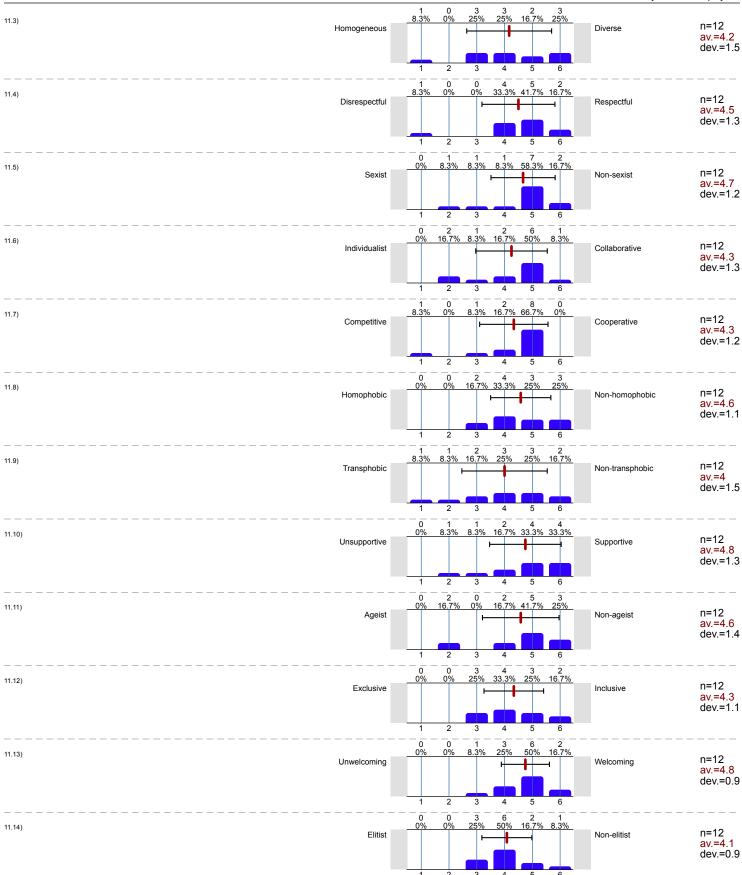
10. Equity, Inclusion, Social Justice Focus





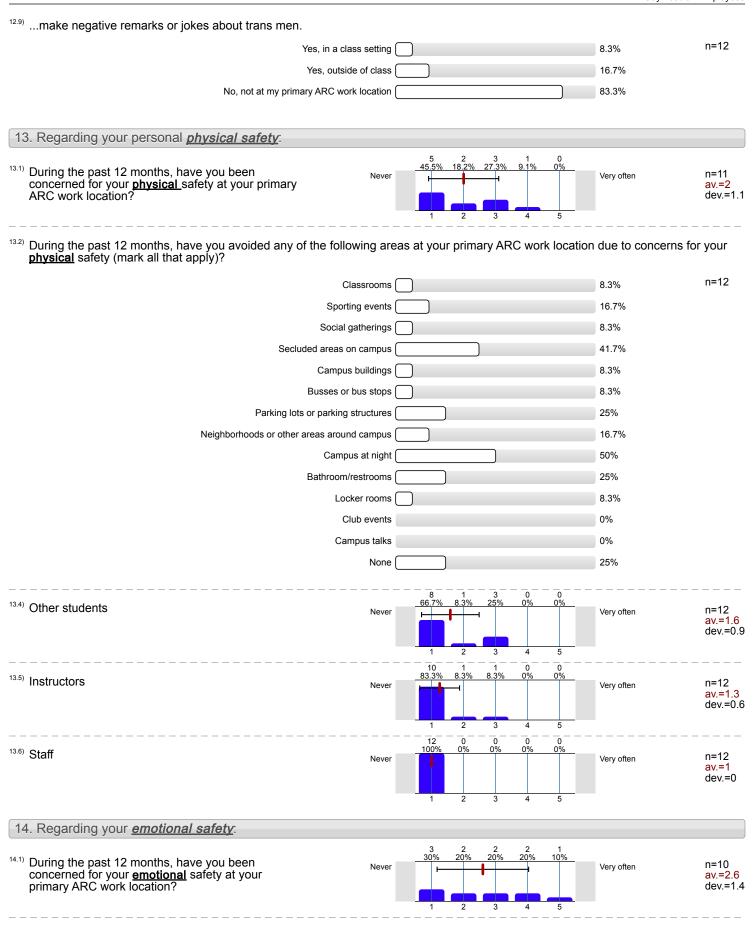
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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





12.1)call someone homophobic names.	
Yes, in a class setting	8.3% n=12
Yes, outside of class	25%
No, not at my primary ARC work location	75%
say sexual things to you or try to talk about sexual matters when you didn't want to.	
Yes, in a class setting	0% n=12
Yes, outside of class	8.3%
No, not at my primary ARC work location	91.7%
	8.3% n=12
	25%
	75%
Yes, outside of class	0% n=12 0% 91.7%
Yes, outside of class	8.3% n=12 33.3% 66.7%
make sexist remarks or jokes about women.	
Yes, in a class setting	0% n=12
Yes, outside of class	16.7%
No, not at my primary ARC work location	83.3%
Yes, in a class setting	0% n=12
Yes, outside of class	8.3%
No, not at my primary ARC work location	91.7%
	8.3% n=12
	25%
	75%

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



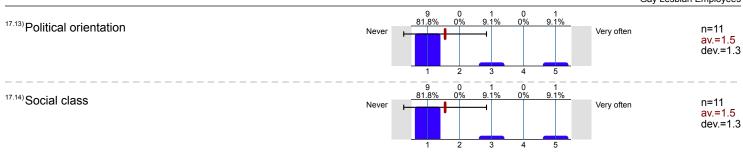
During the past 12 months, have you avoided any of the following are emotional safety? (mark all that apply)	eas at your primary ARC work location	n due to concerns for	r your
Classrooms		16.7%	n=12
Sporting events		0%	
Social gatherings		8.3%	
Secluded areas on campus		8.3%	
Campus buildings		8.3%	
Busses or bus stops		8.3%	
Parking lots or parking structures		8.3%	
Neighborhoods or other areas around campus		8.3%	
Campus at night		8.3%	
Bathroom/restrooms		0%	
Locker rooms		0%	
Club events		0%	
Campus talks		0%	
None		50%	
14.4) Other students Never	6 1 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Very often	n=10 av.=1.7 dev.=0.9
14.5) Instructors Never	5 3 1 2 0 45.5% 27.3% 9.1% 18.2% 0%	Very often	n=11 av.=2 dev.=1.2
14.6) Staff Never	7 1 1 2 0 63.6% 9.1% 9.1% 18.2% 0% 1 2 3 4 5	Very often	n=11 av.=1.8 dev.=1.3
15. Regarding your primary ARC work location:			
15.1) Discrimination			
Yes		25%	n=12
No		75%	
15.2) Threats of physical violence			. — — —
Yes		0%	n=12
No	,	100%	
		J	
15.3) Physical violence			
		00/	n=12
Yes		0%	11-12
No		100%	

15.4) Threats of emotional violence			
	Yes	33.3%	n=12
	No (66.7%	
15.5) Emotional violence			
	Yes	25%	n=12
	No	75%	
15.6) Sexual harassment			
	Yes	0%	n=12
	No (100%	
		,	
Other harassment			
	Yes	33.3%	n=12
	No	66.7%	
15.8) Sexual assault			
	Yes	0%	n=12
	No [100%	
15.9) Unwanted sexual advances			
Onwanted Sexual advances	Vo.	00/	n=12
	Yes No	0%] 100%	
	NO [J 100%	
15.10) Verbal threats			
	Yes	16.7%	n=12
	No (83.3%	
15.11) Discrimination			
	Yes	25%	n=12
	No	75%	
^{15.12)} Threats of physical violence			
	Yes 🗍	8.3%	n=12
	No (91.7%	
^{15.13)} Physical violence			
	Yes	0%	n=12
	No	100%	

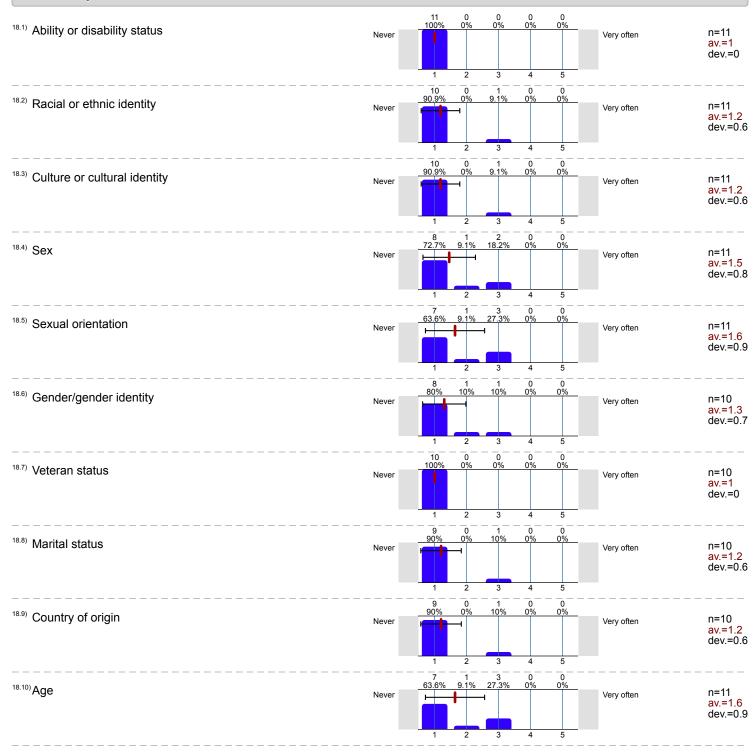
^{15.14)} Threats of emotional violence				
	Yes		16.7%	n=12
	No _		83.3%	
15.15) Emotional violence				
	Yes		25%	n=12
	No		75%	
15.16) Sexual harassment				
	Yes		0%	n=12
	No		100%	
15.17) Other harassment				
	Yes		33.3%	n=12
	No [66.7%	
		J		
15.18) Sexual assault				
	Yes		0%	n=12
	No		100%	
15.19) Unwanted sexual advances				
	Yes		0%	n=12
	No		100%	
	Yes		25%	n=12
	No _		75%	
16. During the past 12 months, have you experienced mid your	croaggres	sions at your primary ARC worl	K location with	regard to
16.1)gender/gender identity	Never	41.7% 41.7% 8.3% 8.3% 0%	Very often	n=12 av.=1.8 dev.=0.9
16.2)sexual orientation	Never	1 2 3 4 5 2 5 2 3 0 16.7% 41.7% 16.7% 25% 0%	Very often	n=12 av.=2.5 dev.=1.1
	Never	1 2 3 4 5 33.3% 50% 8.3% 8.3% 0%	Very often	n=12 av.=1.9 dev.=0.9

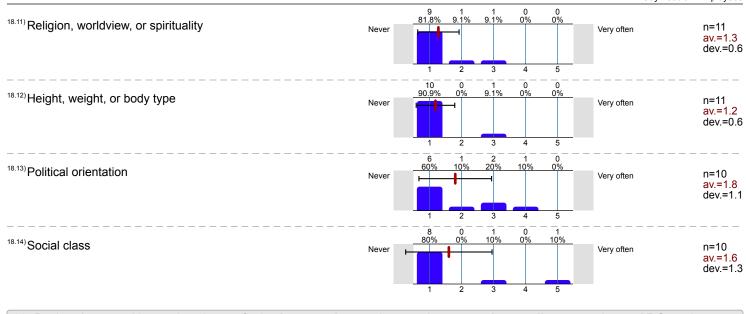
because of your: ^{17.1)} Ability or disability status n=12 Never Very often av.=1 dev.=0 10 83.3% 17.2) Racial or ethnic identity Never Very often av.=1.3 dev.=0.6 17.3) Culture or cultural identity Very often Never av.=1.4 dev.=1 0 0% 0 0% ^{17.4)} Sex n=12 Never Very often av.=1.4 dev.=1 17.5) Sexual orientation 58.3% 16.7% 8.3% n=12 Never Very often av.=1.8 dev.=1.1 91.7% 17.6) Gender/gender identity n=12 Never Very often av.=1.2 dev.=0.6 5 100% 17.7) Veteran status n=11 Very often av = 1dev.=0 0 0% 81.8% 17.8) Marital status n=11 Never Very often av.=1.5 dev.=1 0 0% 0% 0% 90.9% 17.9) Country of origin Never Very often av.=1.2 dev.=0.6 ^{17.10)} Age n=12 Very often Never av.=1.4 dev.=0.8 ^{17.11)} Religion, worldview, or spirituality 91.7% n=12 av.=1.3 Never Very often dev.=0.9 83.3% ^{17.12)}Height, weight, or body type n=12 Very often Never av.=1.3 dev.=0.6

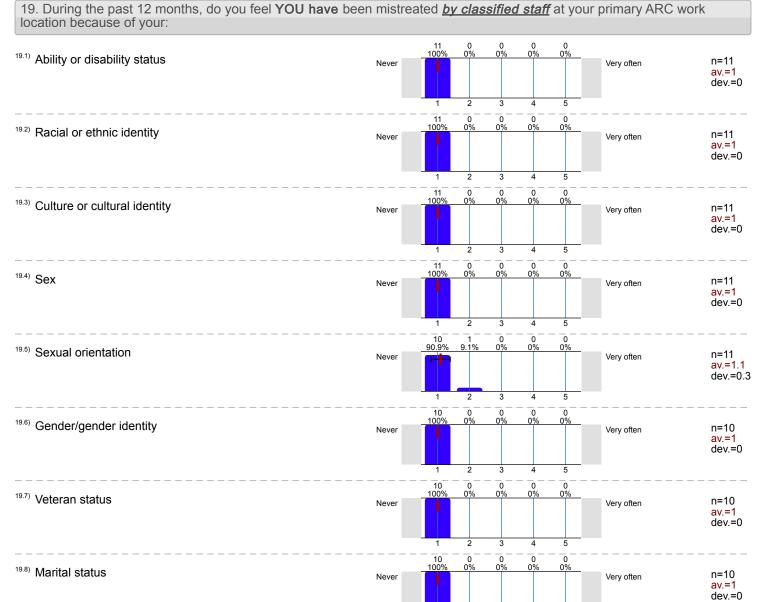
17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location

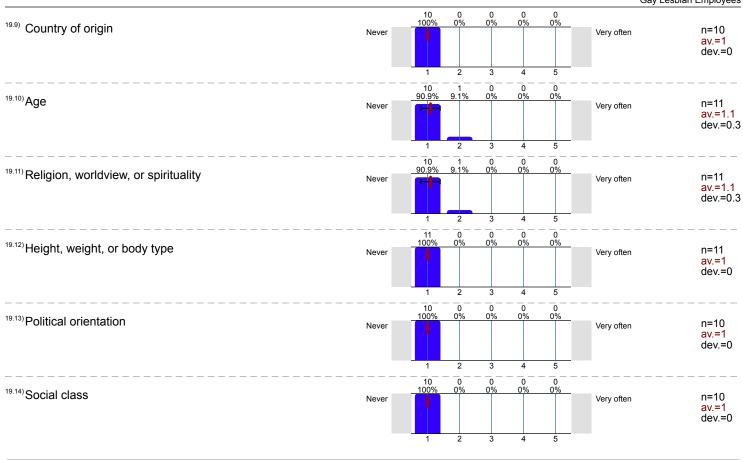


18. During the past 12 months, do you feel **YOU have** been mistreated <u>by faculty</u> at your primary ARC work location because of your:

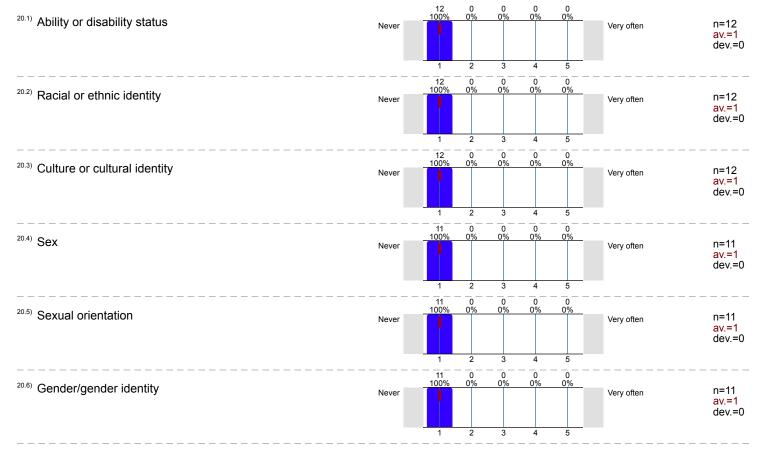


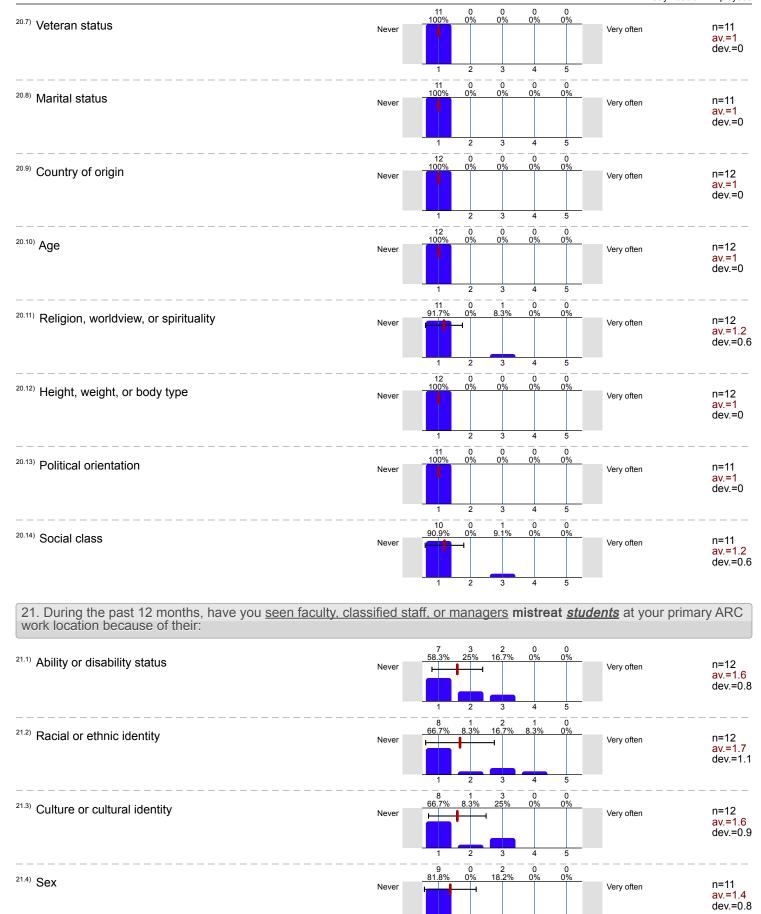


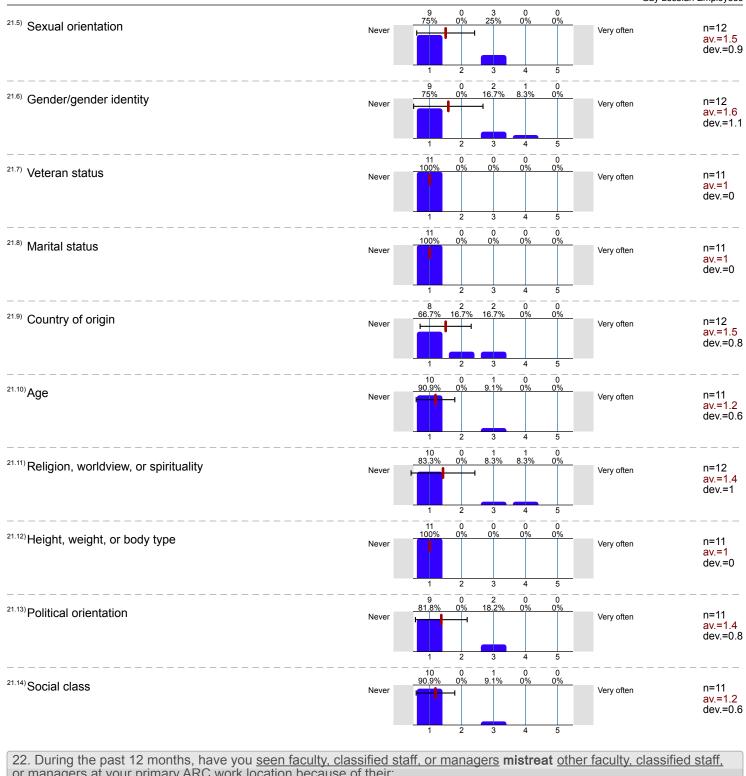




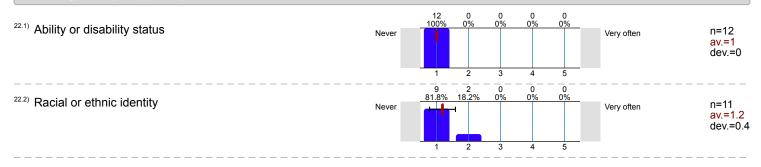
20. During the past 12 months, do you feel **YOU have** been mistreated **by managers (administrators, supervisors)** at your primary ARC work location because of your:

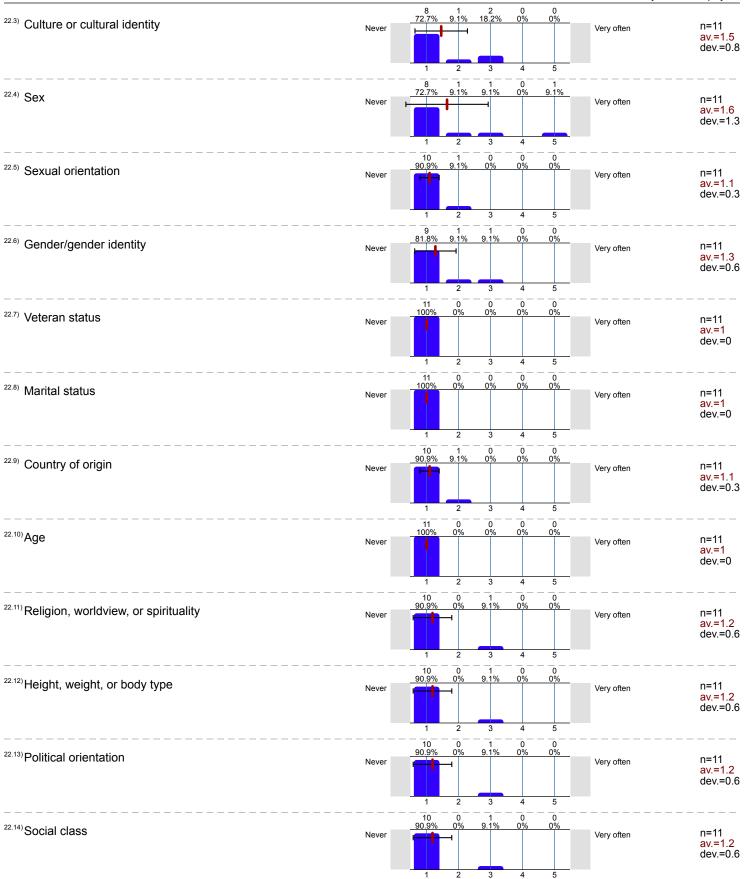




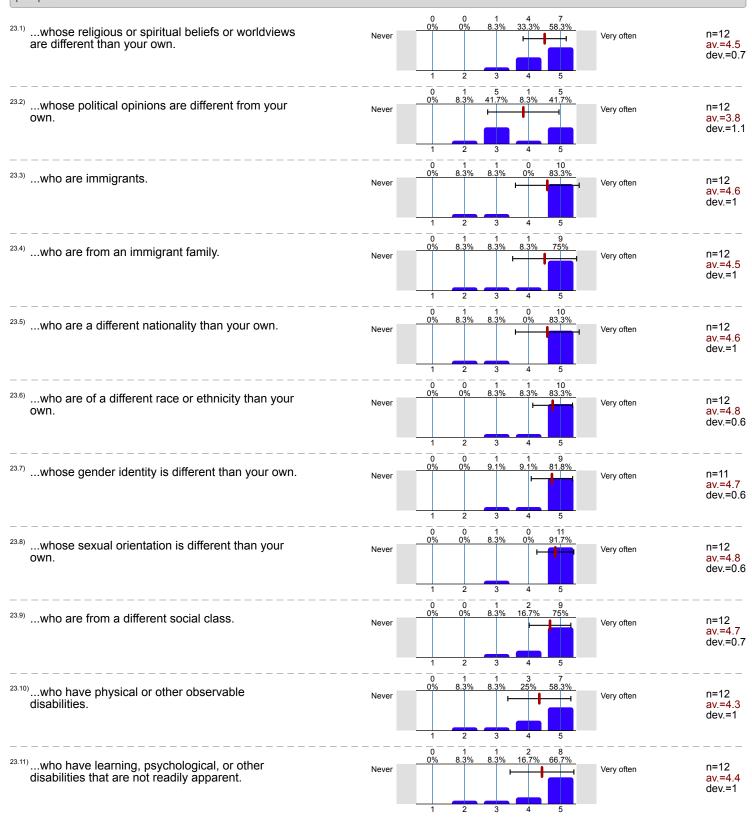


22. During the past 12 months, have you <u>seen faculty, classified staff, or managers</u> <u>mistreat other faculty, classified staff, or managers</u> at your primary ARC work location because of their:



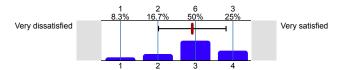


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



24. Overall campus climate at your primary ARC work location:

During the past 12 months, how satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at your primary ARC work location?



n=12 av.=2.9 dev.=0.9

Comments Report

3. Demographics

- 3.2) Other gender identity:
- Unicorn
- 3.4) Other sexual orientation:
- inanimate objects
- 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 which you **strongly** identify (for example, Jamaican, Columbian, Punjabi, Cherokee, Armenian).</u>
- I HATE the term Hispanic. Also, many folks use Latinx instead of or in addition to Latina or Latino.
- Mexican
- ^{3.9)} Other religions, worldviews, or spiritual backgrounds:
- What about Decline to State?

13. Regarding your personal physical safety.

- ^{13.3)} Other areas you have avoided at your primary ARC work location due to concerns for your **physical** safety:
- I cannot avoid areas, so I just push on and do my job, but it is very stressful.
- The walkway from upper parking area to lower parking area. I avoid it because there is overgrowth from bushes and the walk gets muddy. Also, it's wide enough for only one person at a time.

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:
- Campus gatherings by outside groups
- Department meetings
- department meetings
- 14.7) Other:
- Campus gatherings by outside groups.
- 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.)
- decisions are made without consultant people affected by the area