

# Hetero - ICCS employees

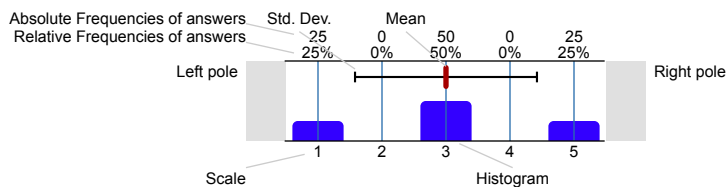
No. of responses = 219



## Survey Results

### Legend

Question text



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

## 2. Employee Info

### 2.1) Primary Employment Classification:

Employment Classification	Percentage	n
Faculty, Full-Time Teaching	40.6%	217
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	4.1%	
Faculty, Adjunct Teaching	16.6%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	1.8%	
Classified, Full-Time Permanent	25.3%	
Classified, Part-Time Permanent	2.8%	
Supervisor	3.2%	
Administrator	5.5%	

### 2.2) Years worked at ARC (any location):

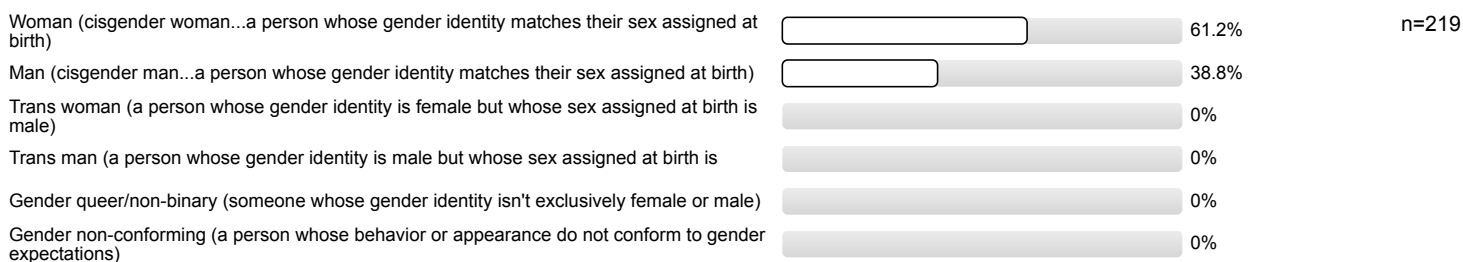
Years worked	Percentage	n
less than 1 year	5.5%	217
1 to 4 years	18.4%	
5 to 9 years	15.7%	
10 to 14 years	16.1%	
15 to 19 years	22.6%	
20 years or more	21.7%	

### 2.3) Primary work location at ARC:

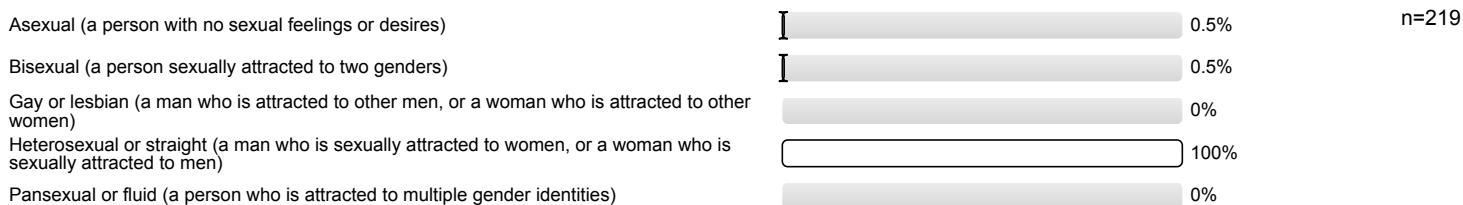
Work Location	Percentage	n
ARC Main Campus	93.5%	217
Natomas Center	5.1%	
McClellan Center	1.4%	
Mather Center	0%	

## 3. Demographics

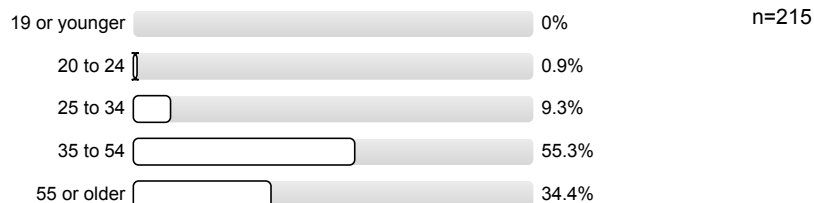
3.1) What is your gender identity? (MARK ALL THAT APPLY)



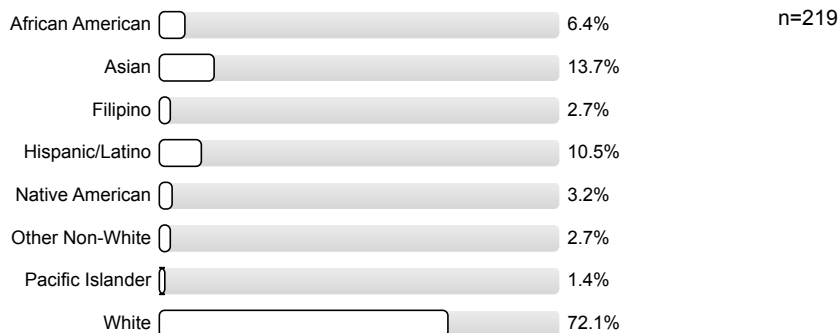
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



3.5) What is your age (in years)?

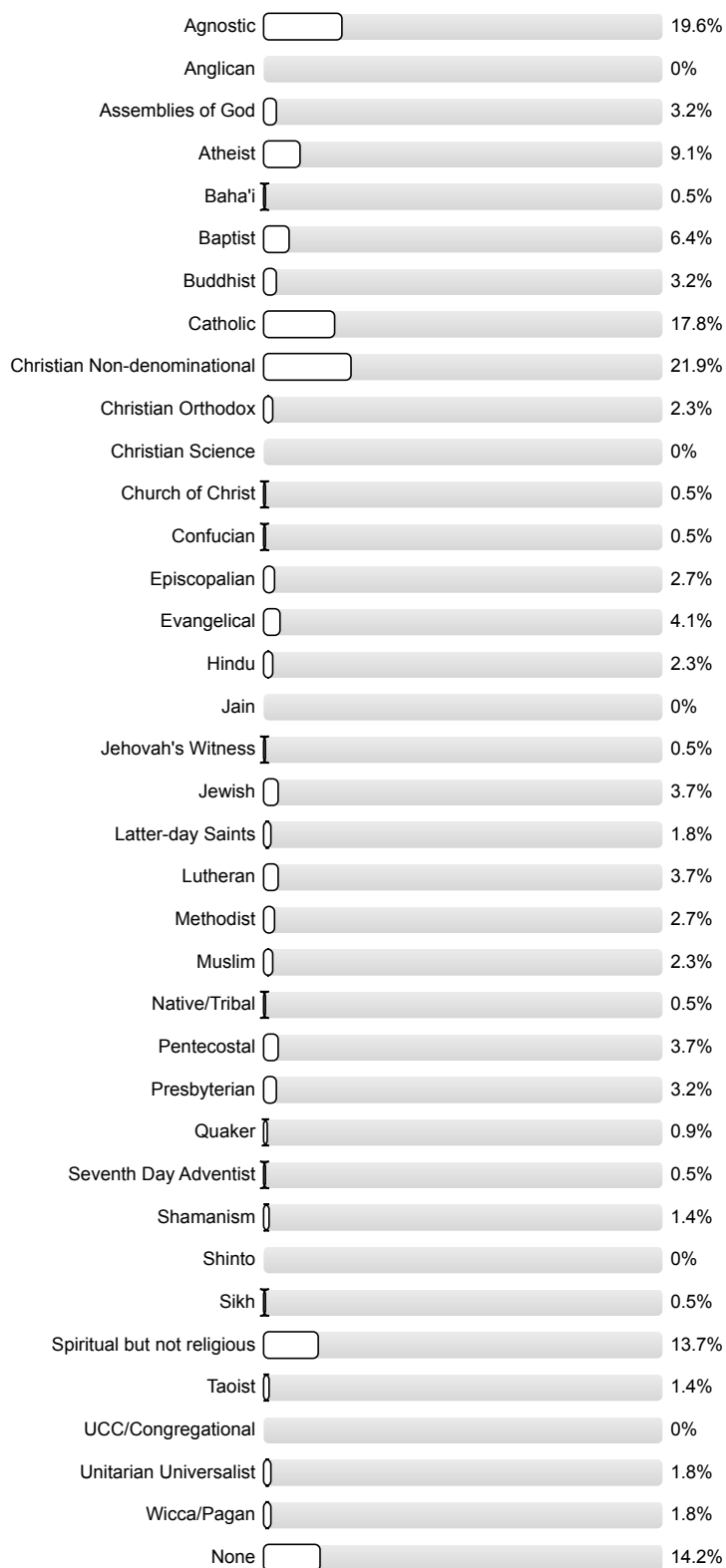


3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)



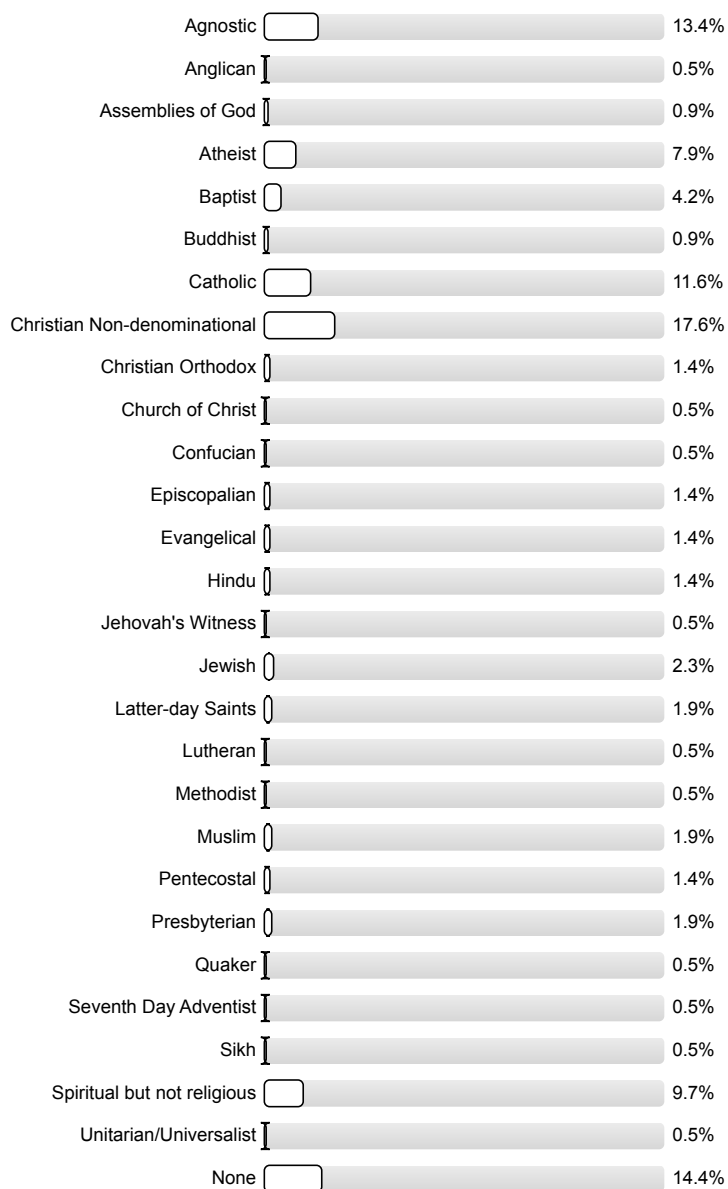
3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

n=219



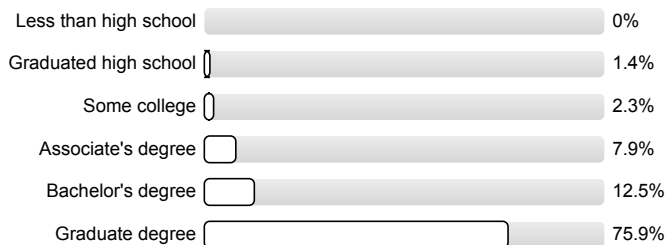
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)

n=216

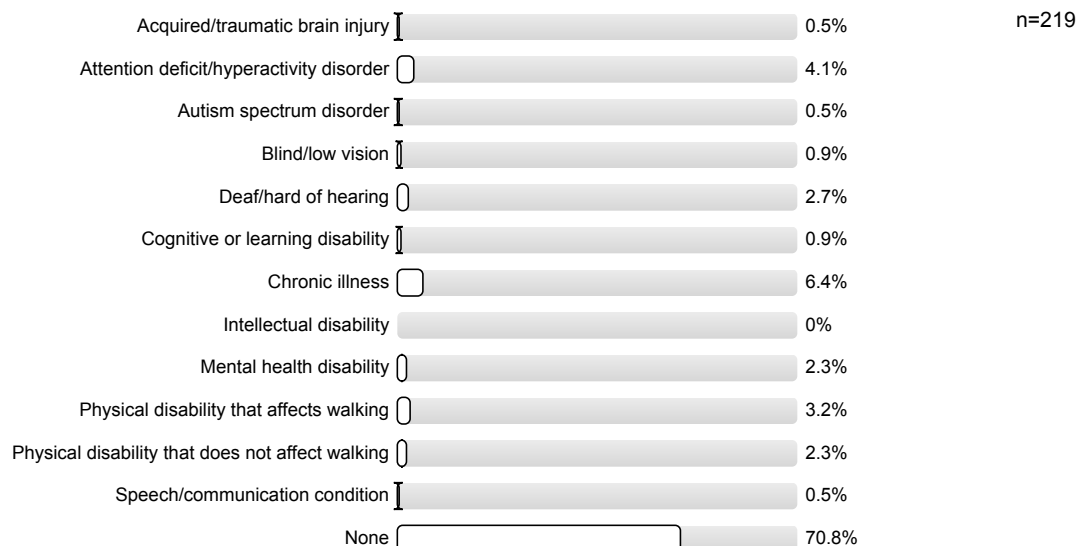


3.12) What is your highest level of education?

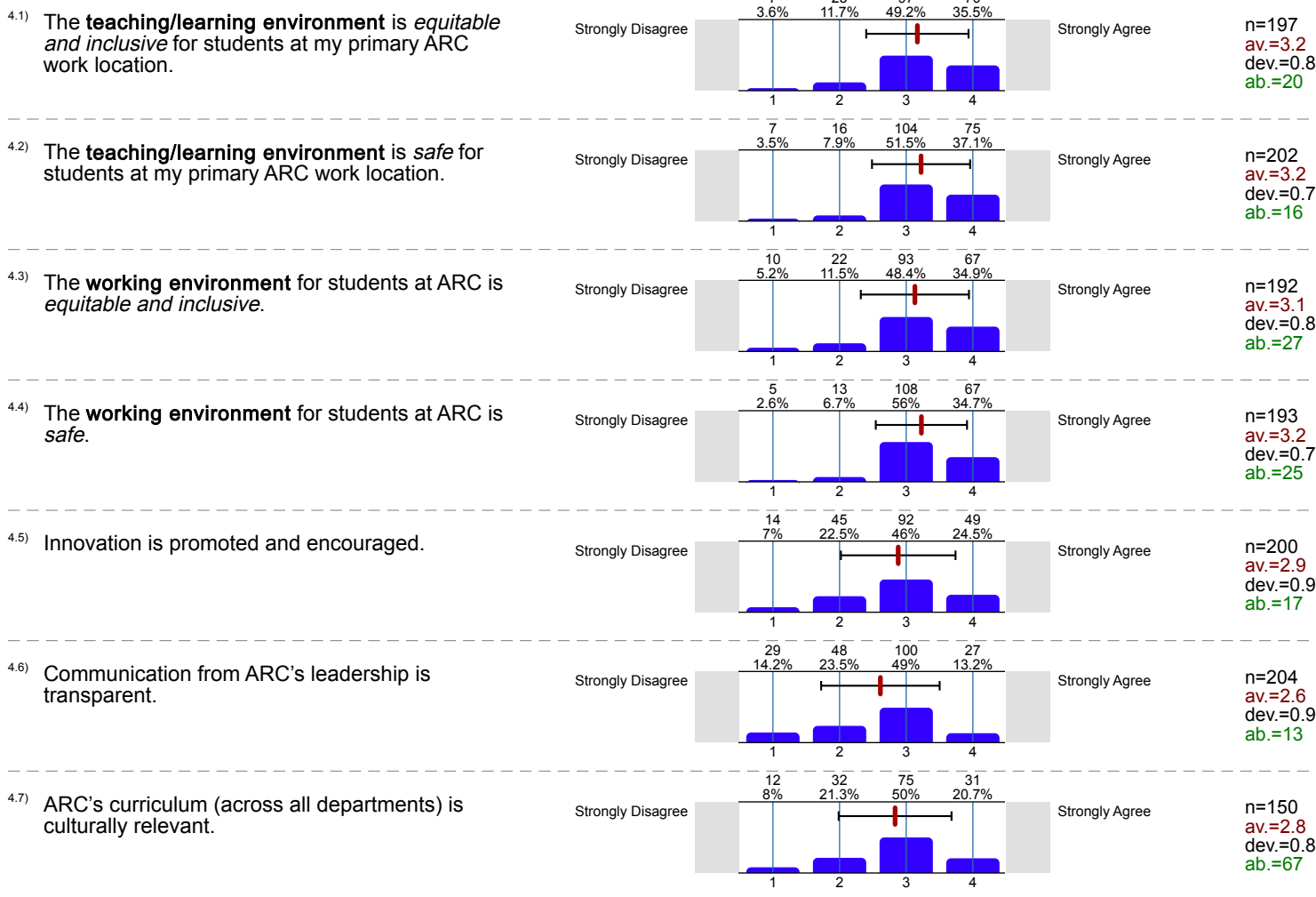
n=216

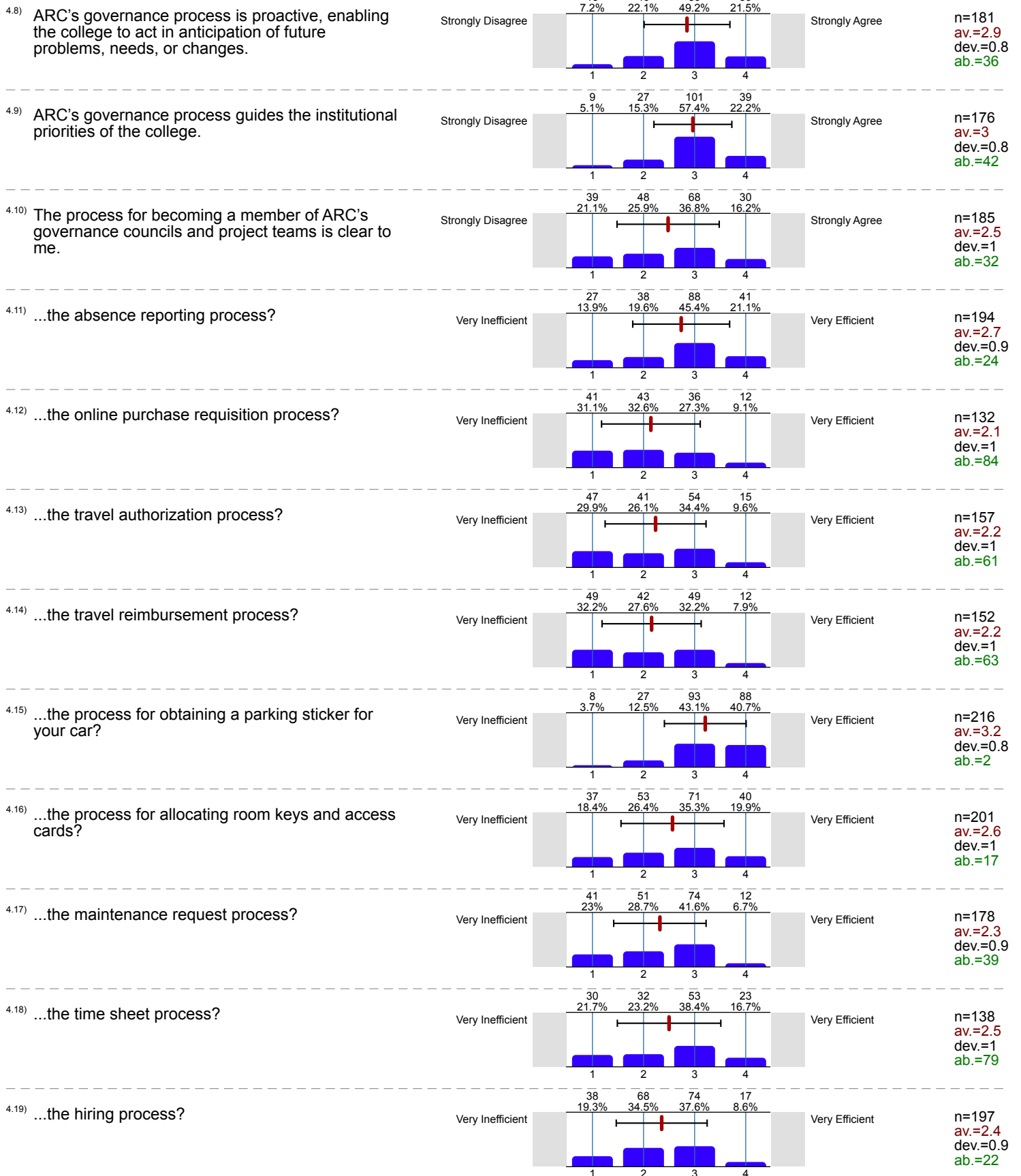


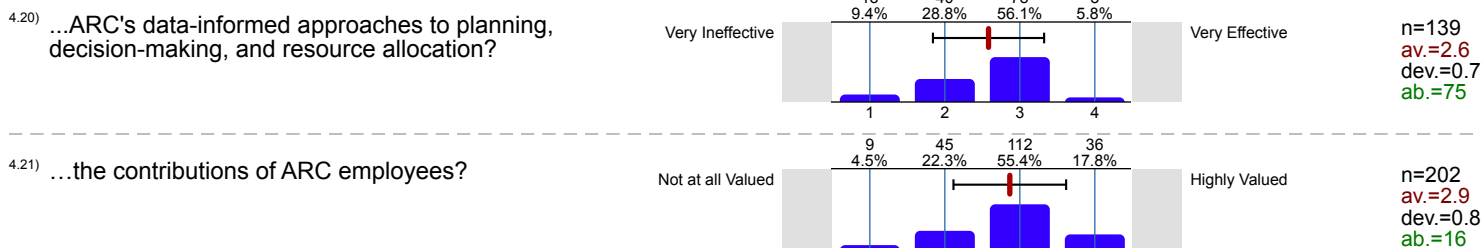
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)



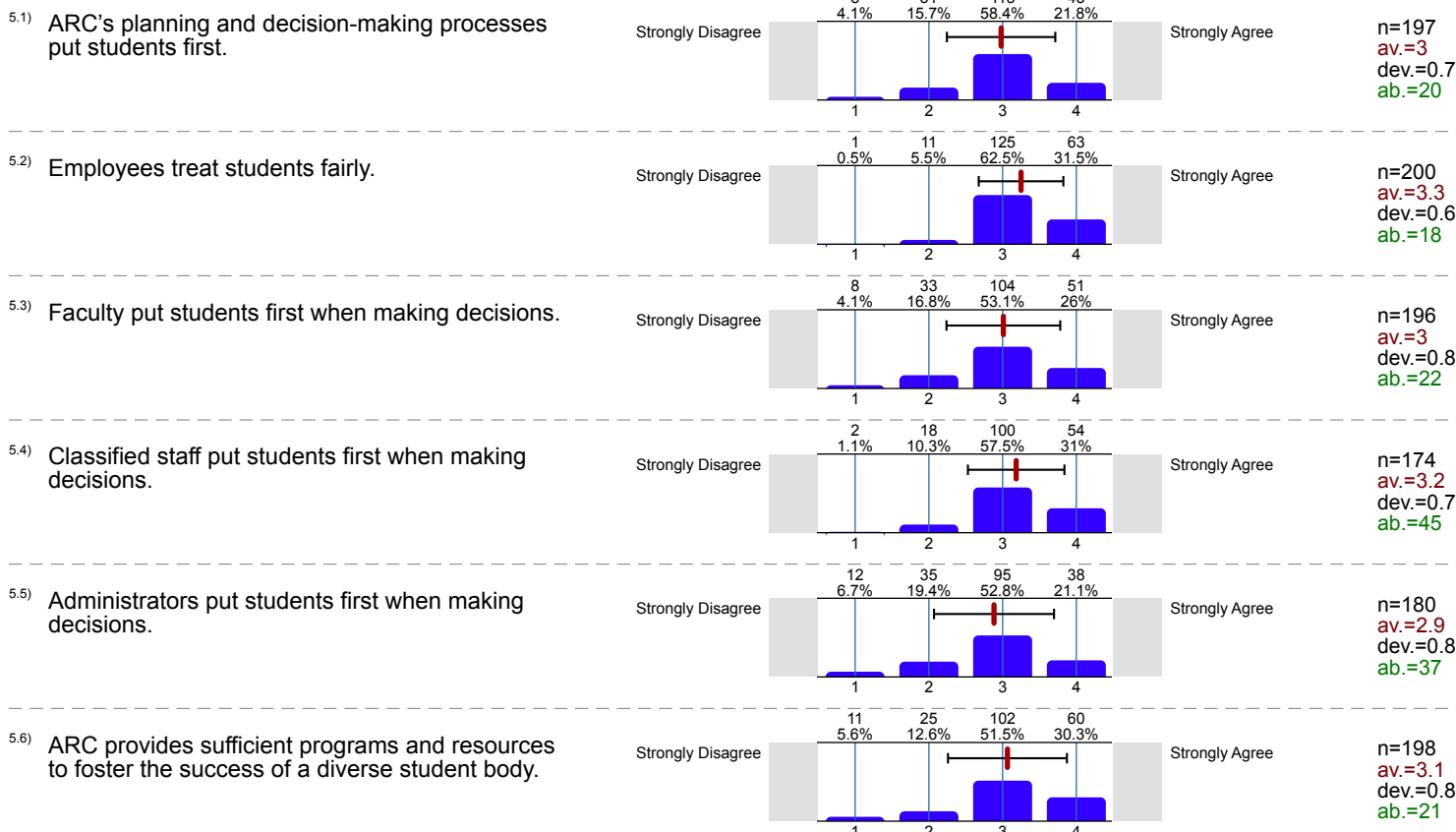
4. Institutional Effectiveness



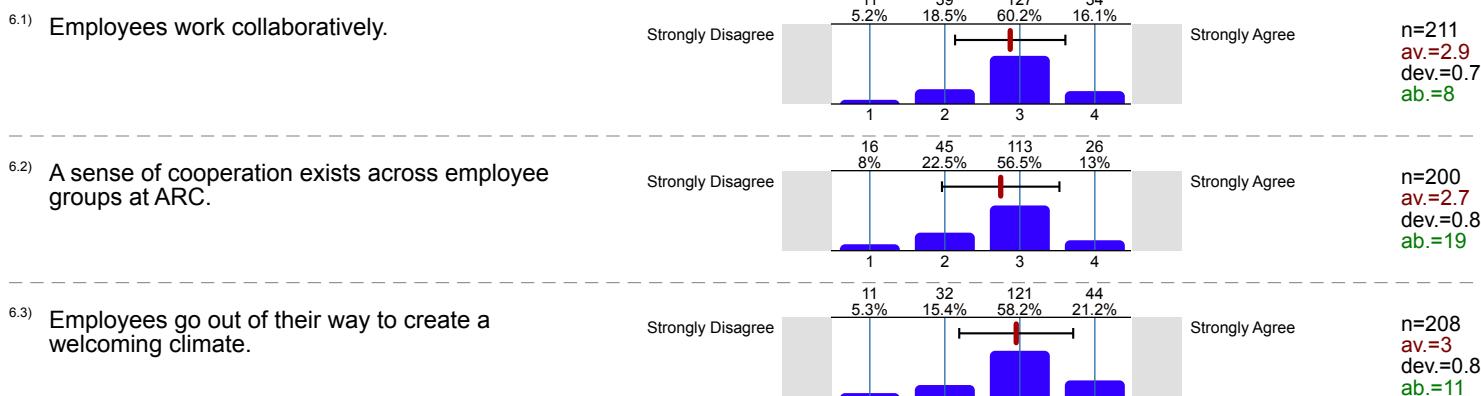


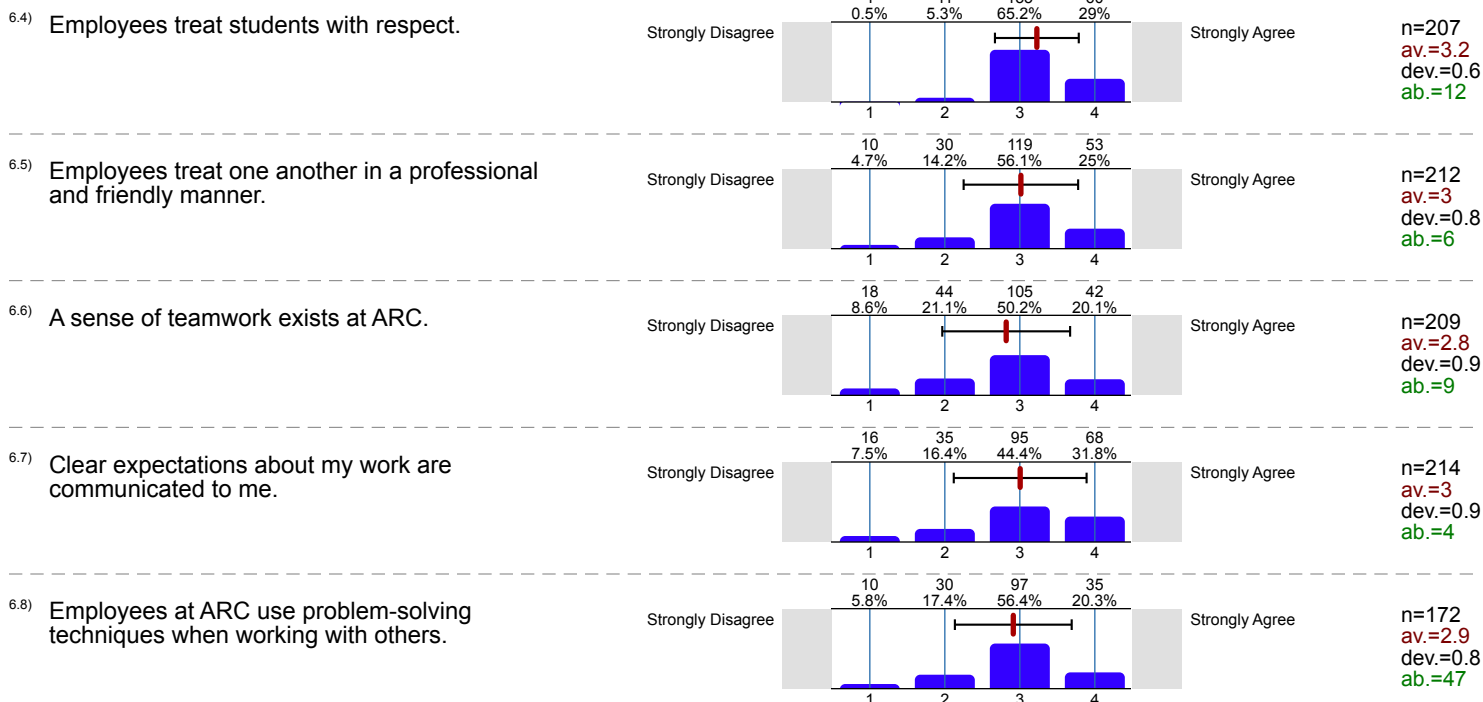


5. Student-Focus

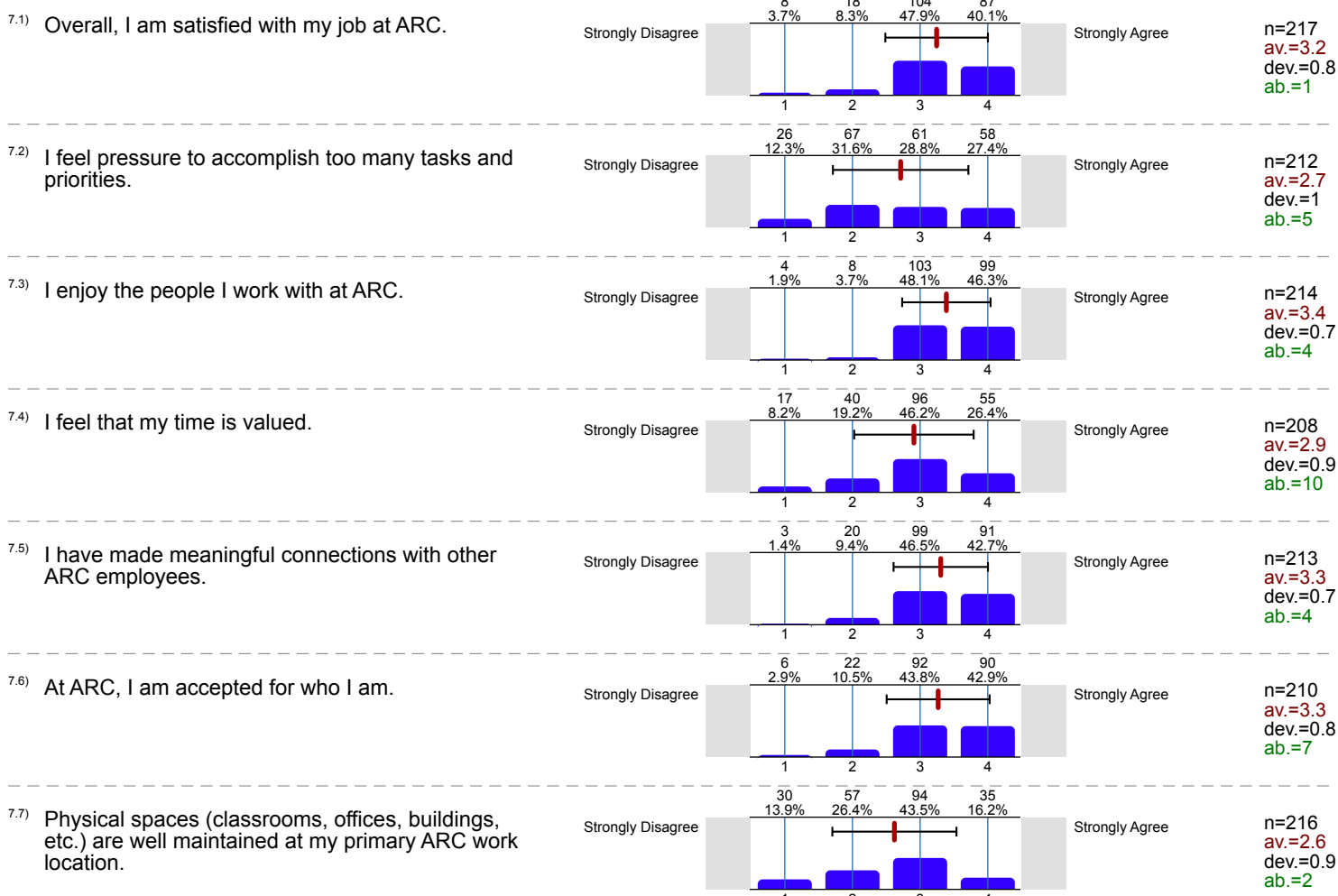


6. Teamwork

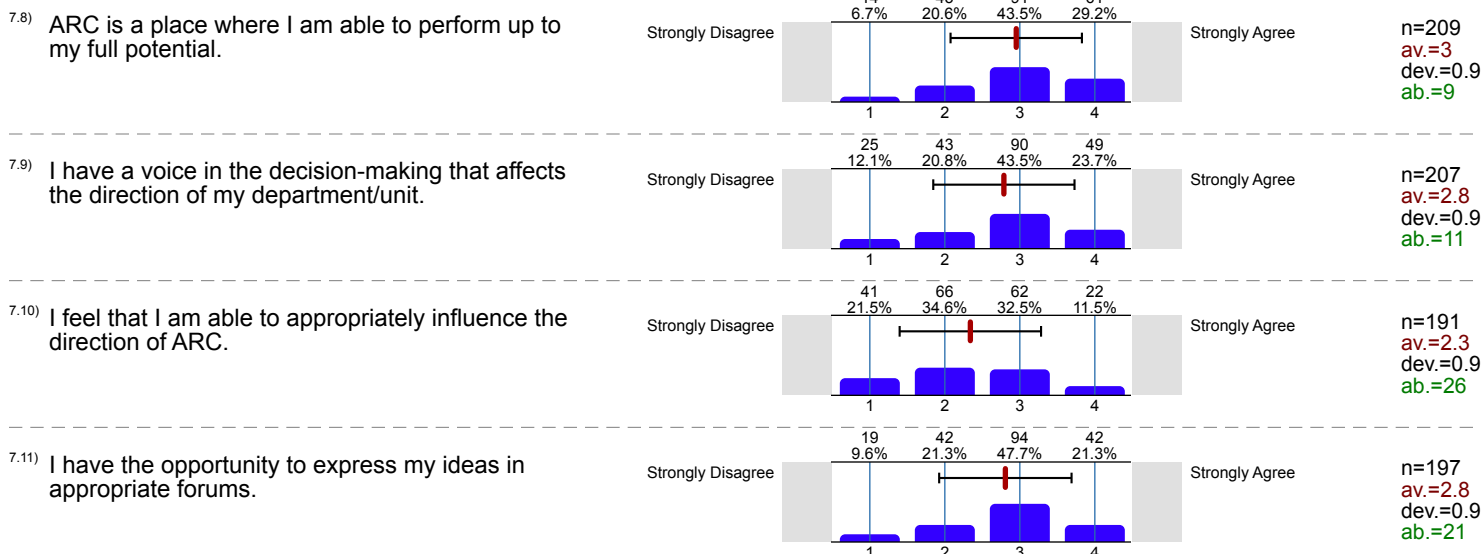




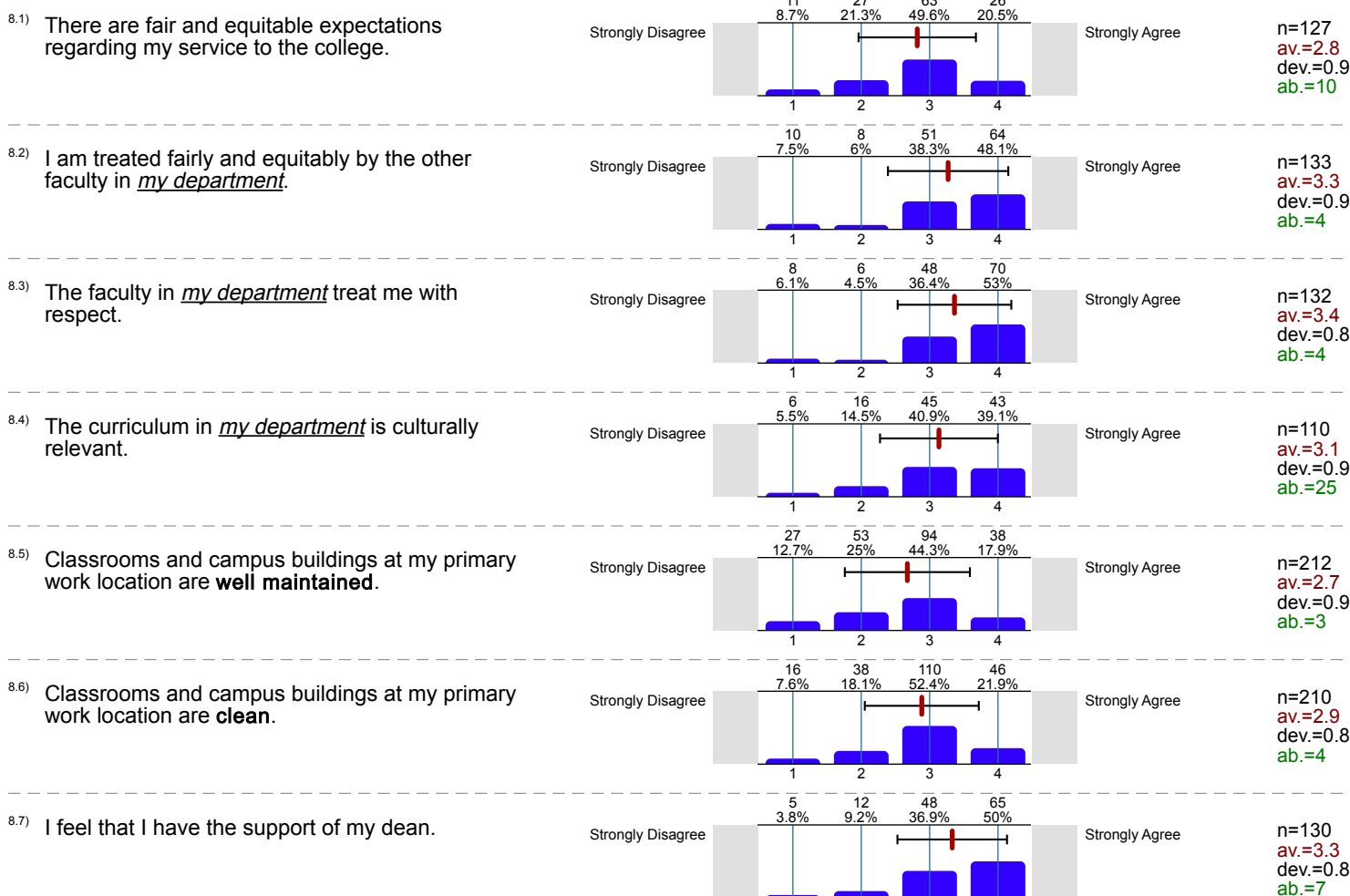
7. Job Satisfaction



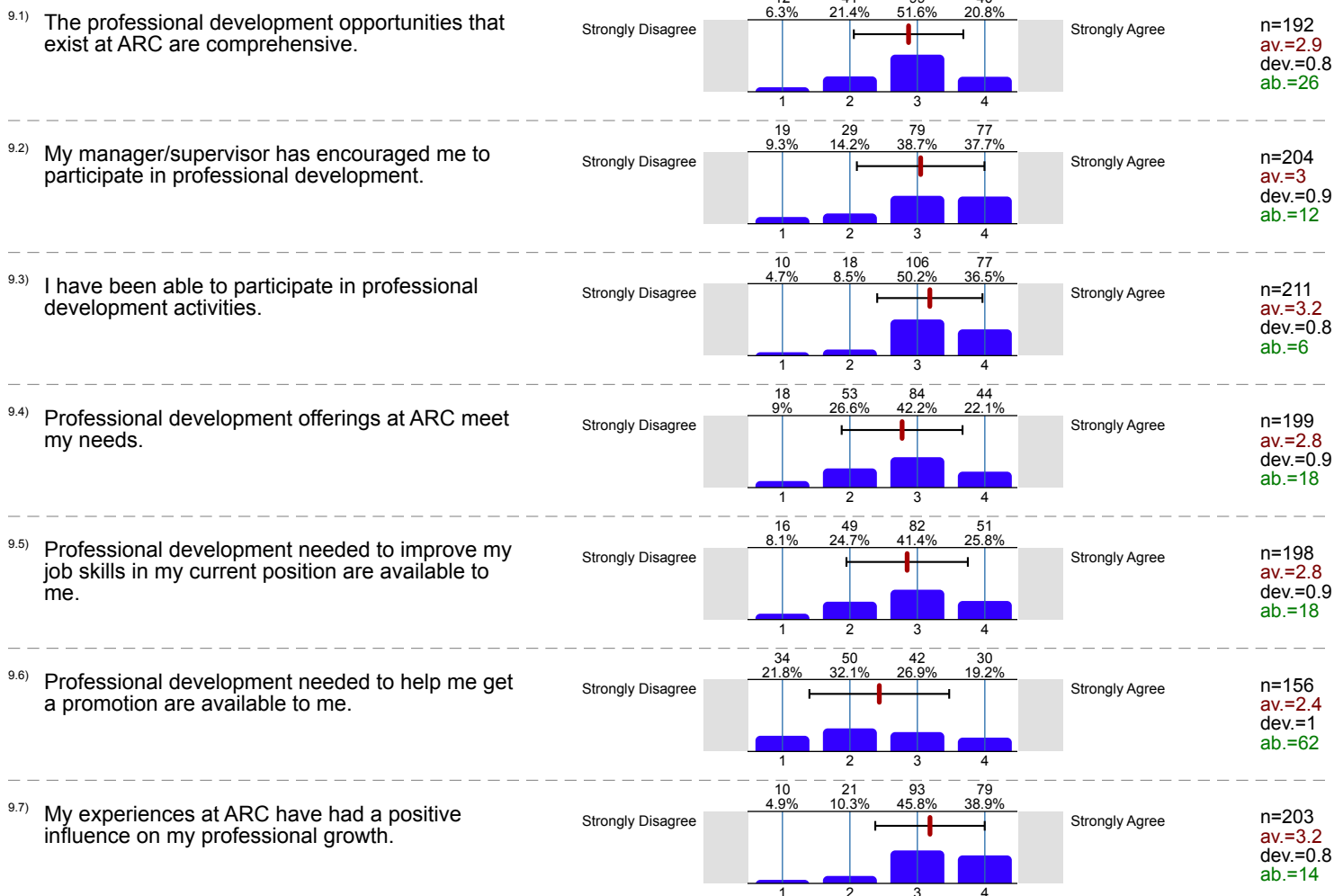




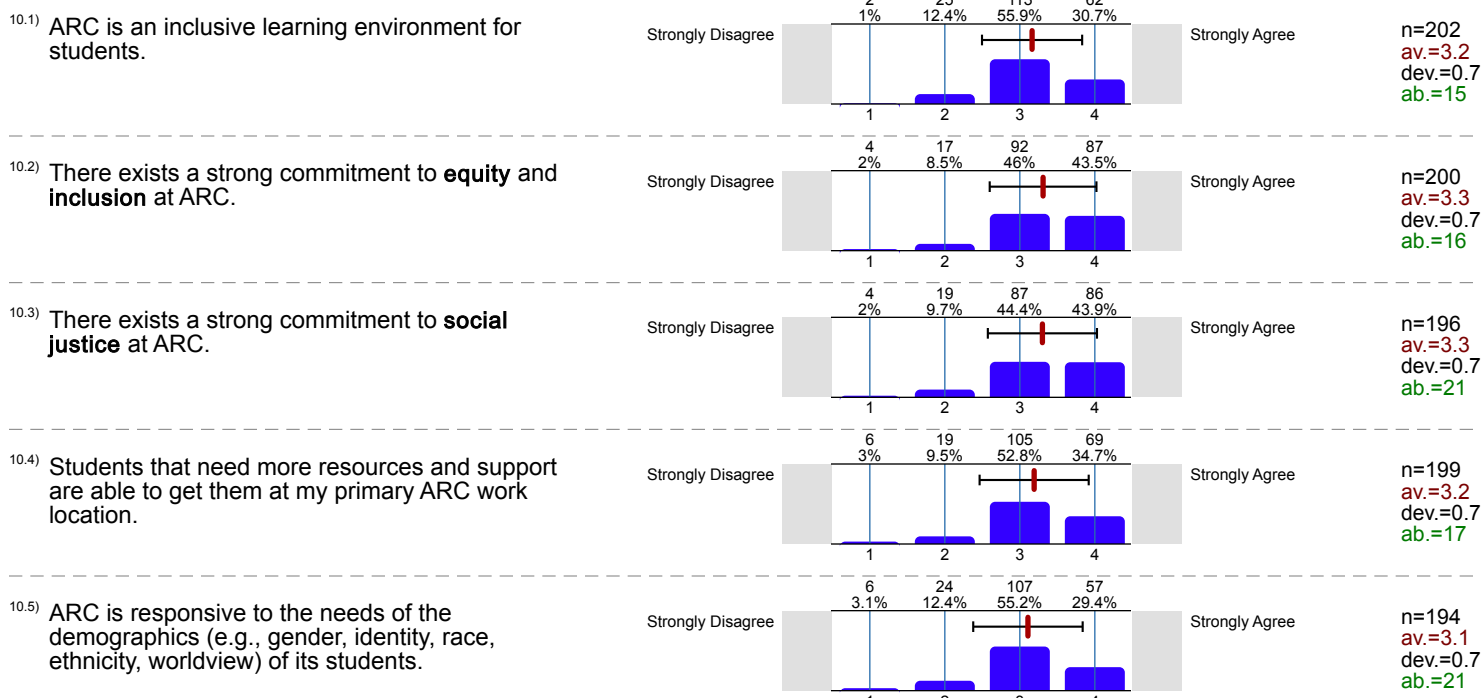
### 8. Faculty Specific Questions

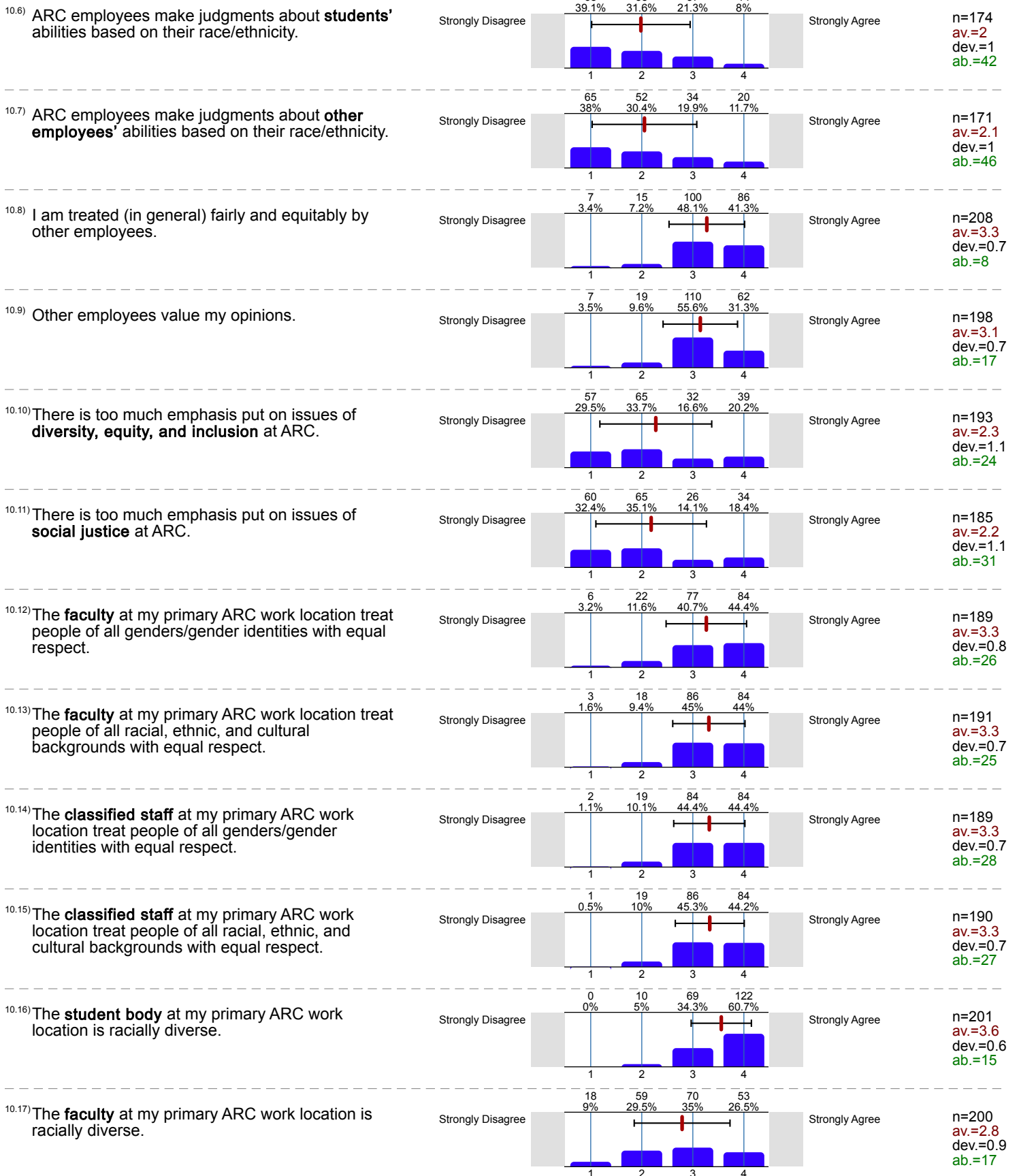


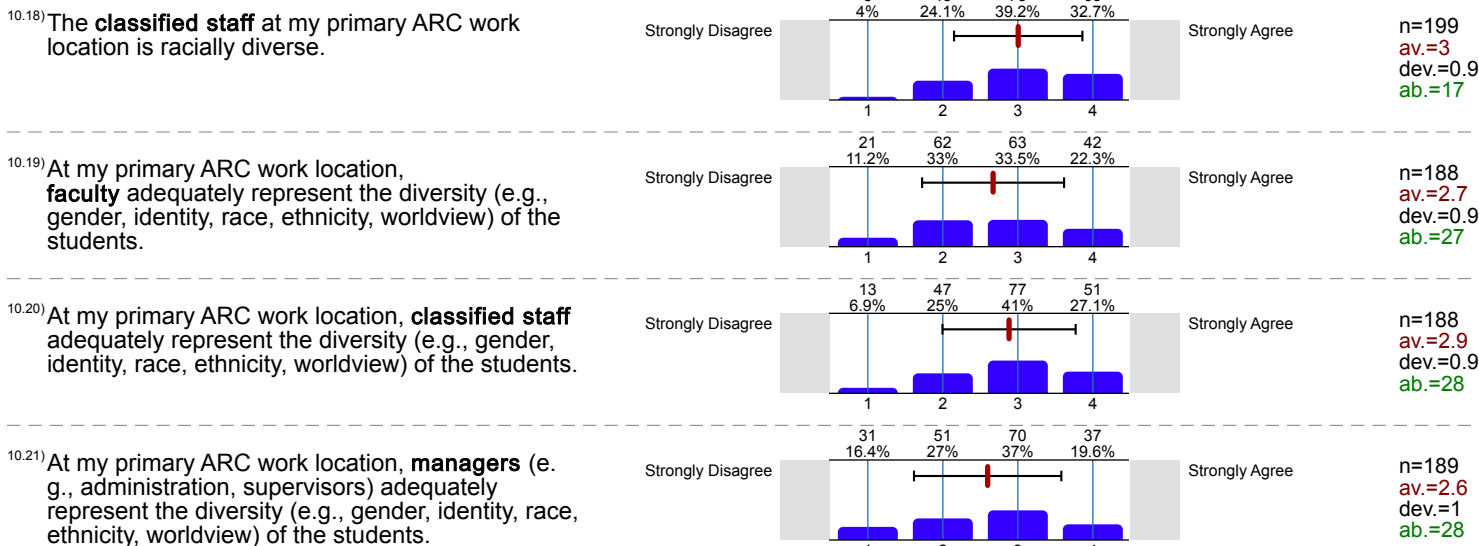
### 9. Professional Development



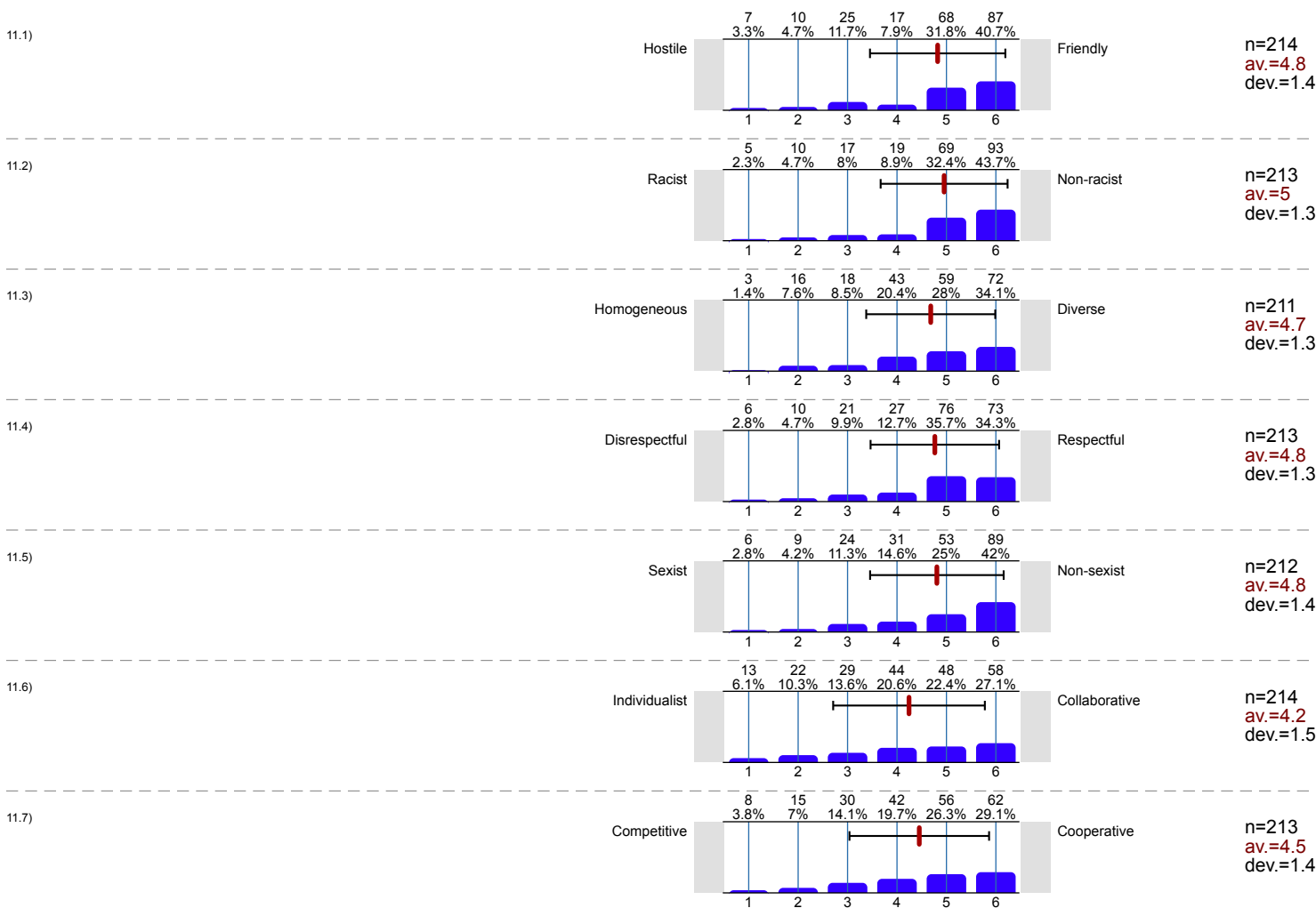
### 10. Equity, Inclusion, Social Justice Focus

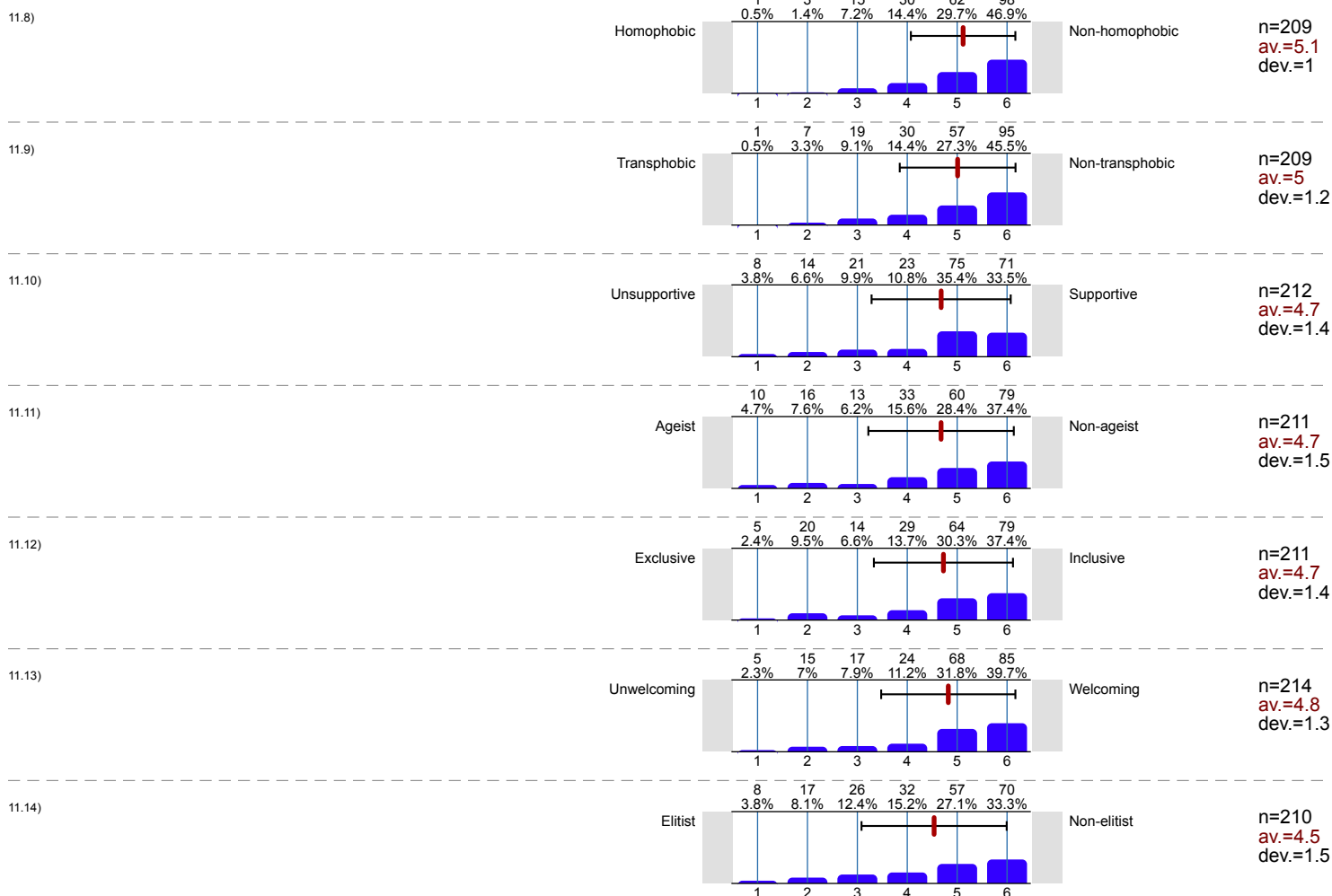






11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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





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

12.1) ...call someone homophobic names.

Yes, in a class setting  4.1% n=219

Yes, outside of class  8.7%

No, not at my primary ARC work location  87.7%

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

Yes, in a class setting  2.7% n=219

Yes, outside of class  10%

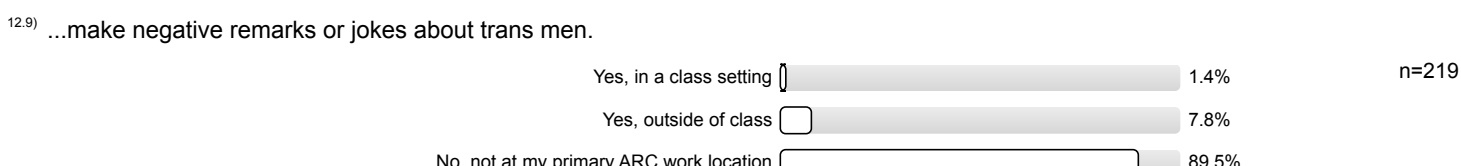
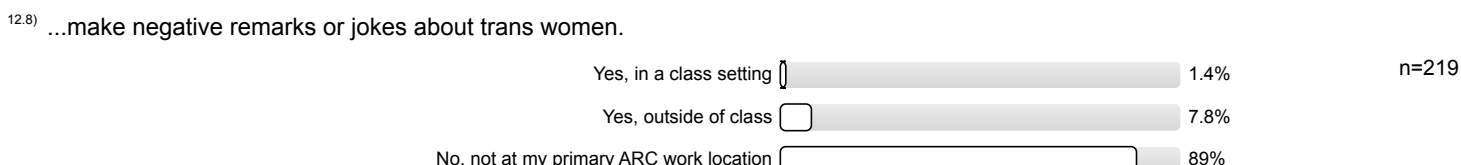
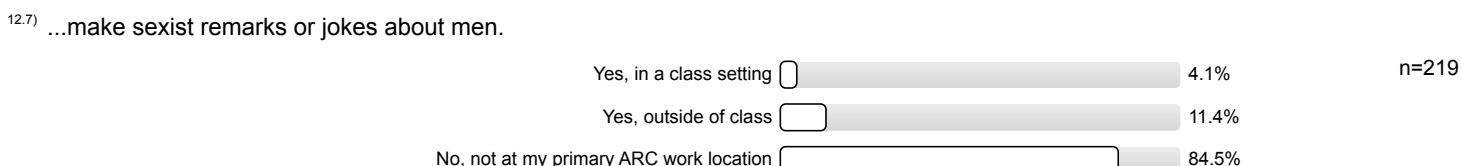
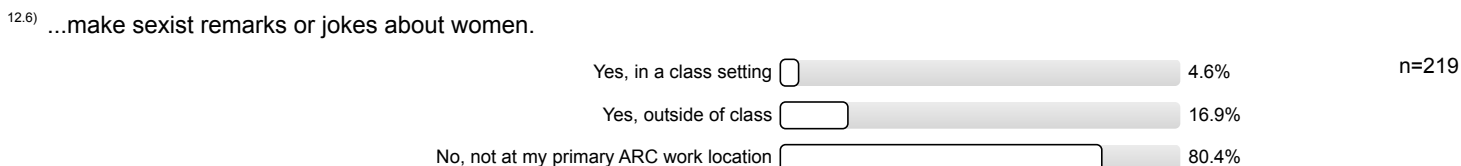
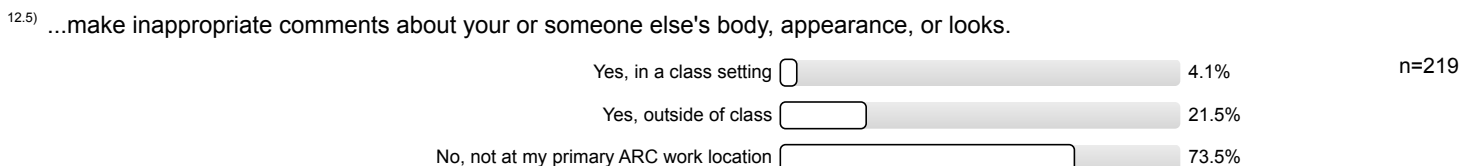
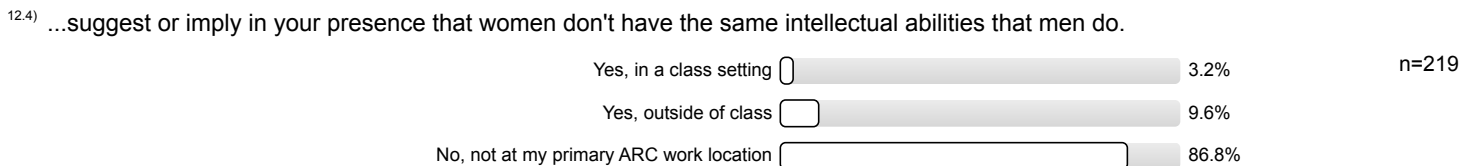
No, not at my primary ARC work location  87.2%

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

Yes, in a class setting  2.3% n=219

Yes, outside of class  11%

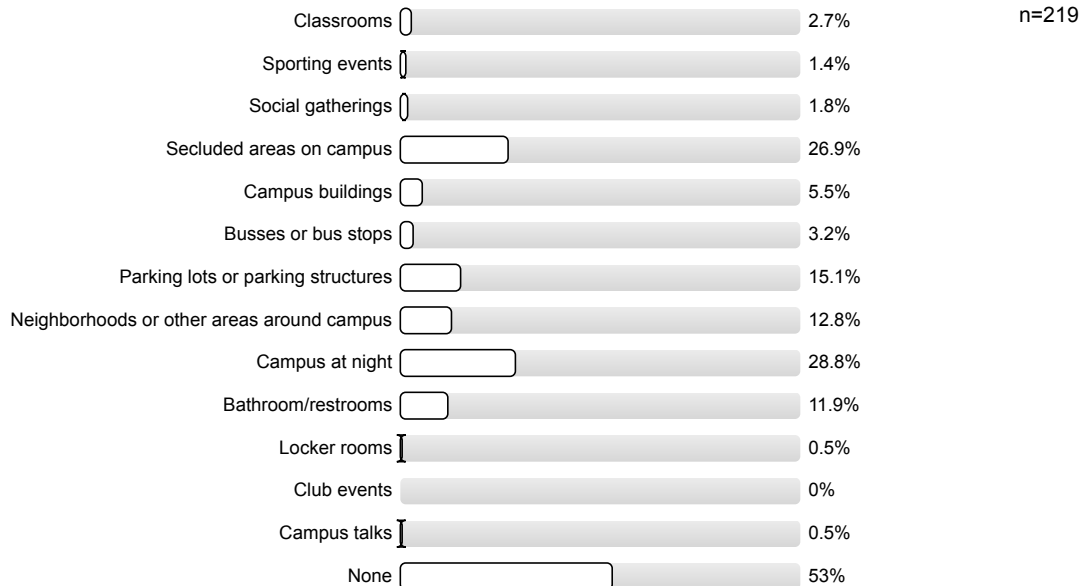
No, not at my primary ARC work location  85.8%



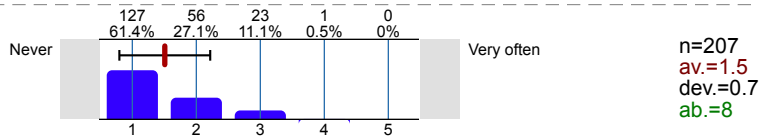
**13. Regarding your personal *physical safety*:**



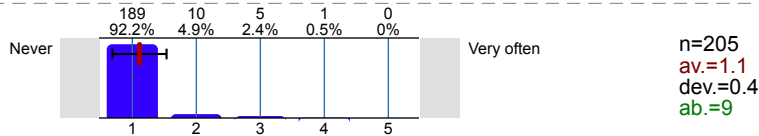
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



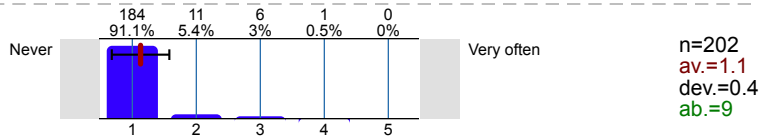
13.4) Other students



13.5) Instructors

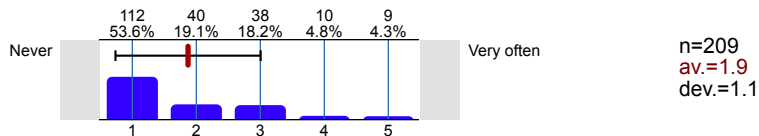


13.6) Staff

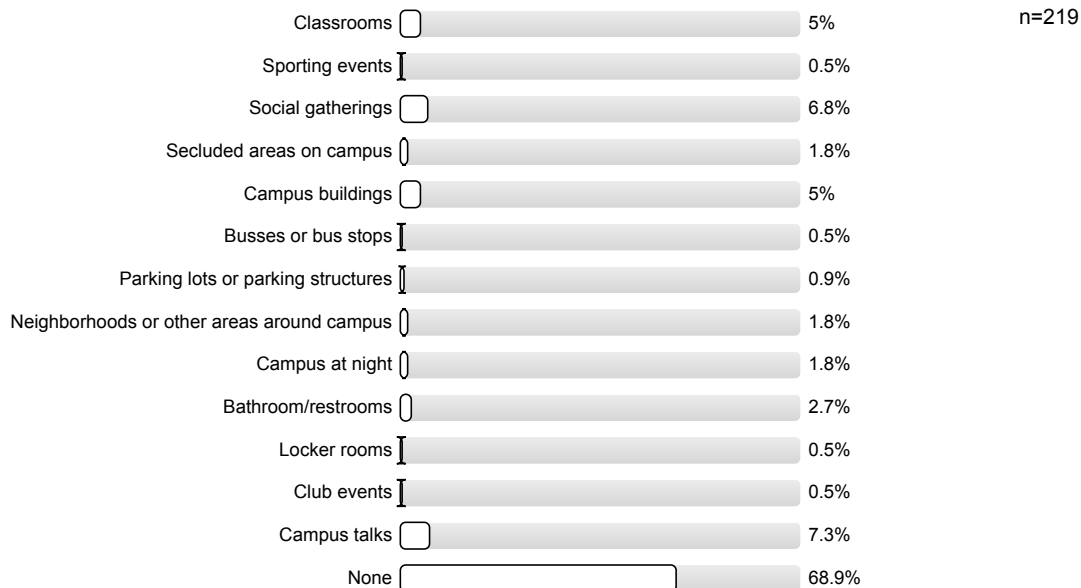


14. Regarding your **emotional safety**.

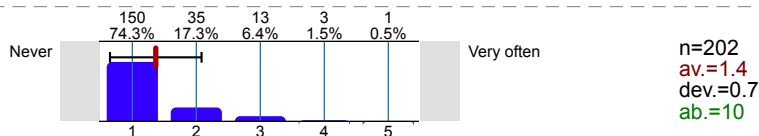
14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



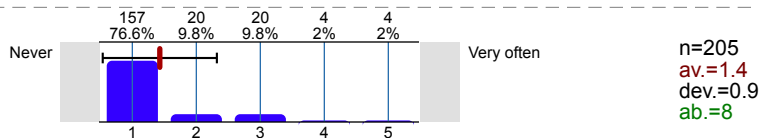
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)



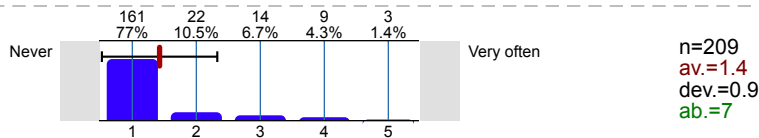
14.4) Other students



14.5) Instructors



14.6) Staff



15. Regarding your primary ARC work location:

15.1) Discrimination



15.2) Threats of physical violence



15.3) Physical violence





15.4) Threats of emotional violence



n=215

15.5) Emotional violence



n=216

15.6) Sexual harassment



n=215

15.7) Other harassment



n=216

15.8) Sexual assault



n=214

15.9) Unwanted sexual advances



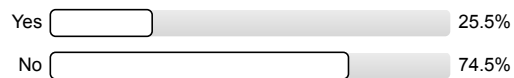
n=213

15.10) Verbal threats



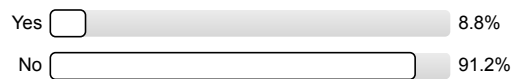
n=214

15.11) Discrimination



n=216

15.12) Threats of physical violence



n=216

15.13) Physical violence



n=214

15.14) Threats of emotional violence



15.15) Emotional violence



15.16) Sexual harassment



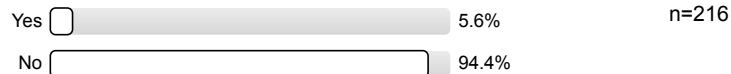
15.17) Other harassment



15.18) Sexual assault



15.19) Unwanted sexual advances

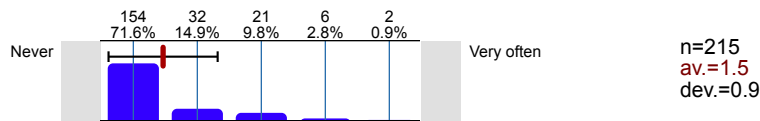


15.20) Verbal threats

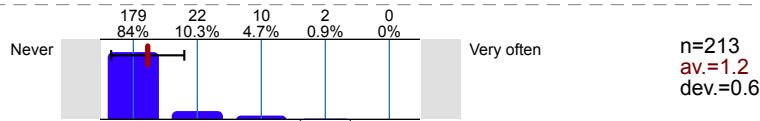


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

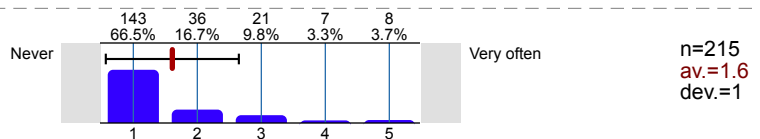
16.1) ...gender/gender identity



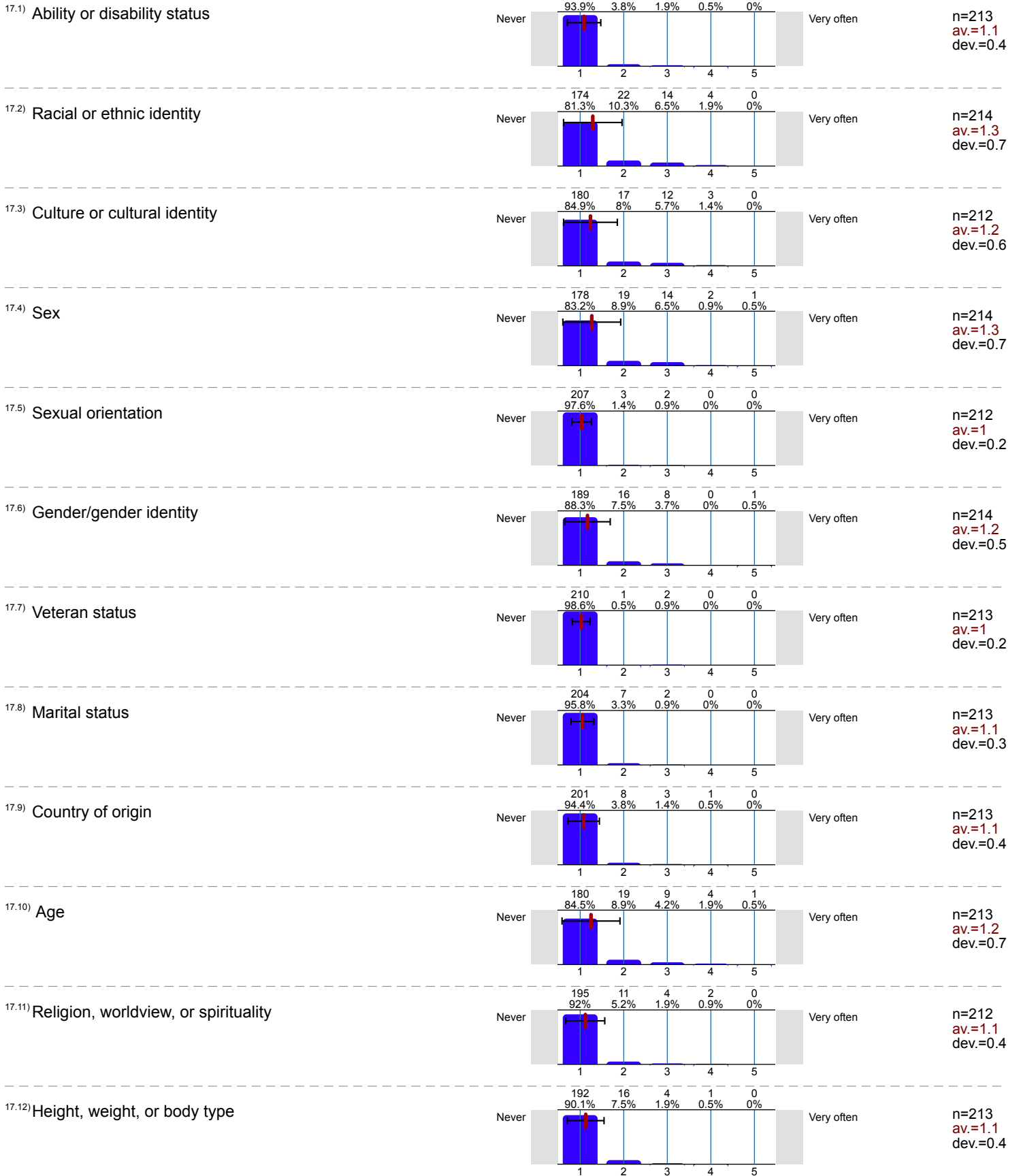
16.2) ...sexual orientation



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

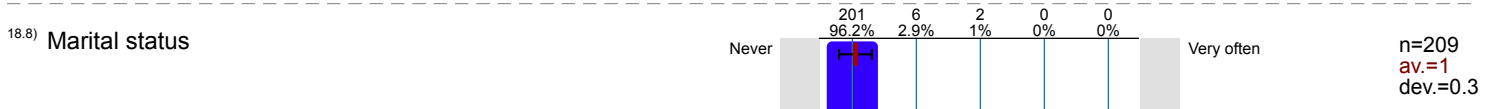
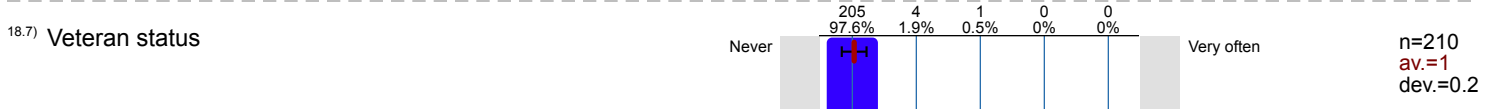


17. During the past 12 months, do you feel YOU have been mistreated *by students* at your primary ARC work location because of your:

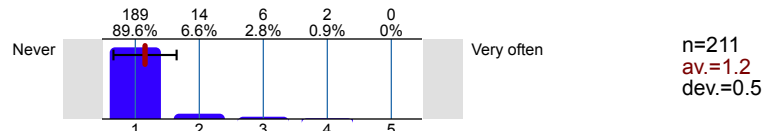




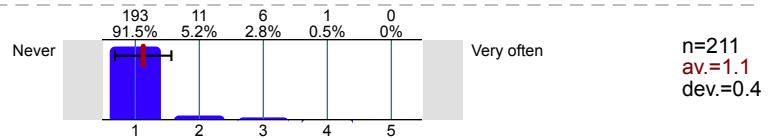
18. During the past 12 months, do you feel **YOU have** been mistreated *by faculty* at your primary ARC work location because of your:



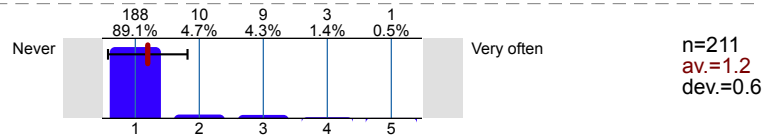
18.11) Religion, worldview, or spirituality



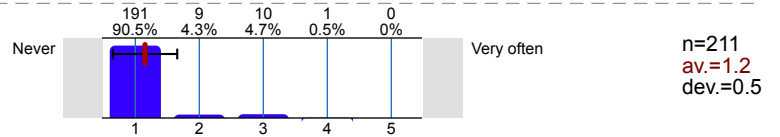
18.12) Height, weight, or body type



18.13) Political orientation

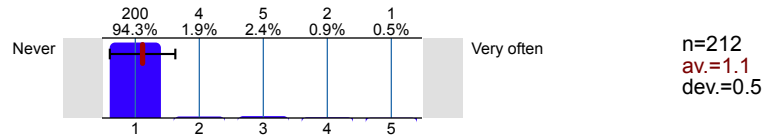


18.14) Social class

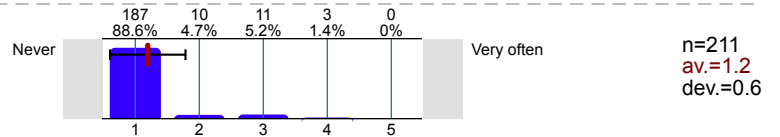


19. During the past 12 months, do you feel **YOU have** been mistreated *by classified staff* at your primary ARC work location because of your:

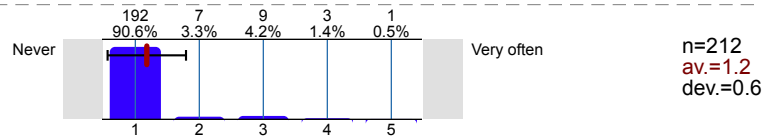
19.1) Ability or disability status



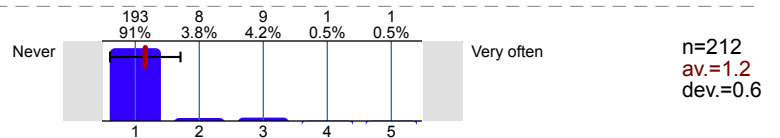
19.2) Racial or ethnic identity



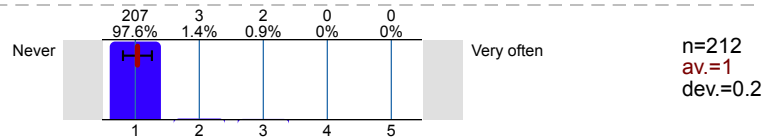
19.3) Culture or cultural identity



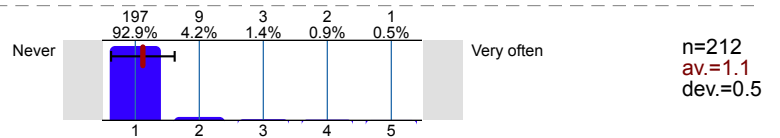
19.4) Sex



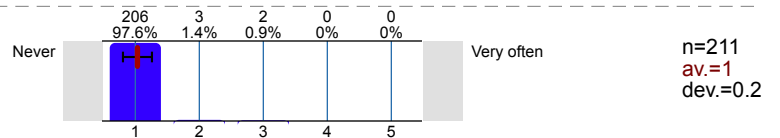
19.5) Sexual orientation



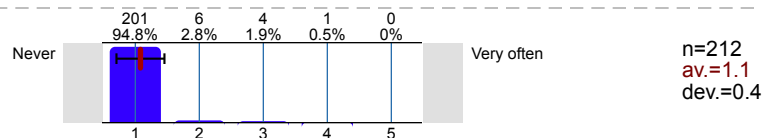
19.6) Gender/gender identity

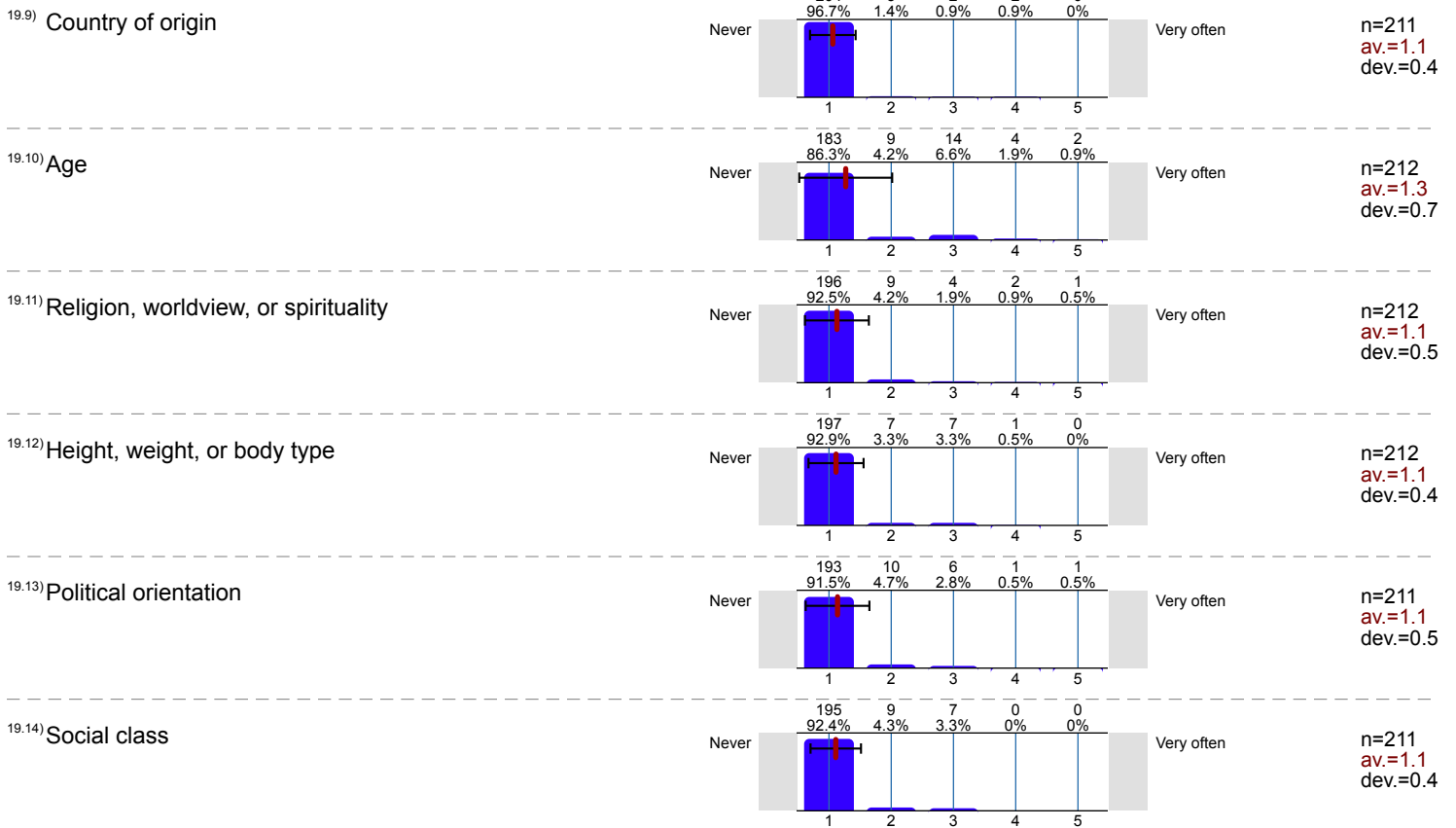


19.7) Veteran status

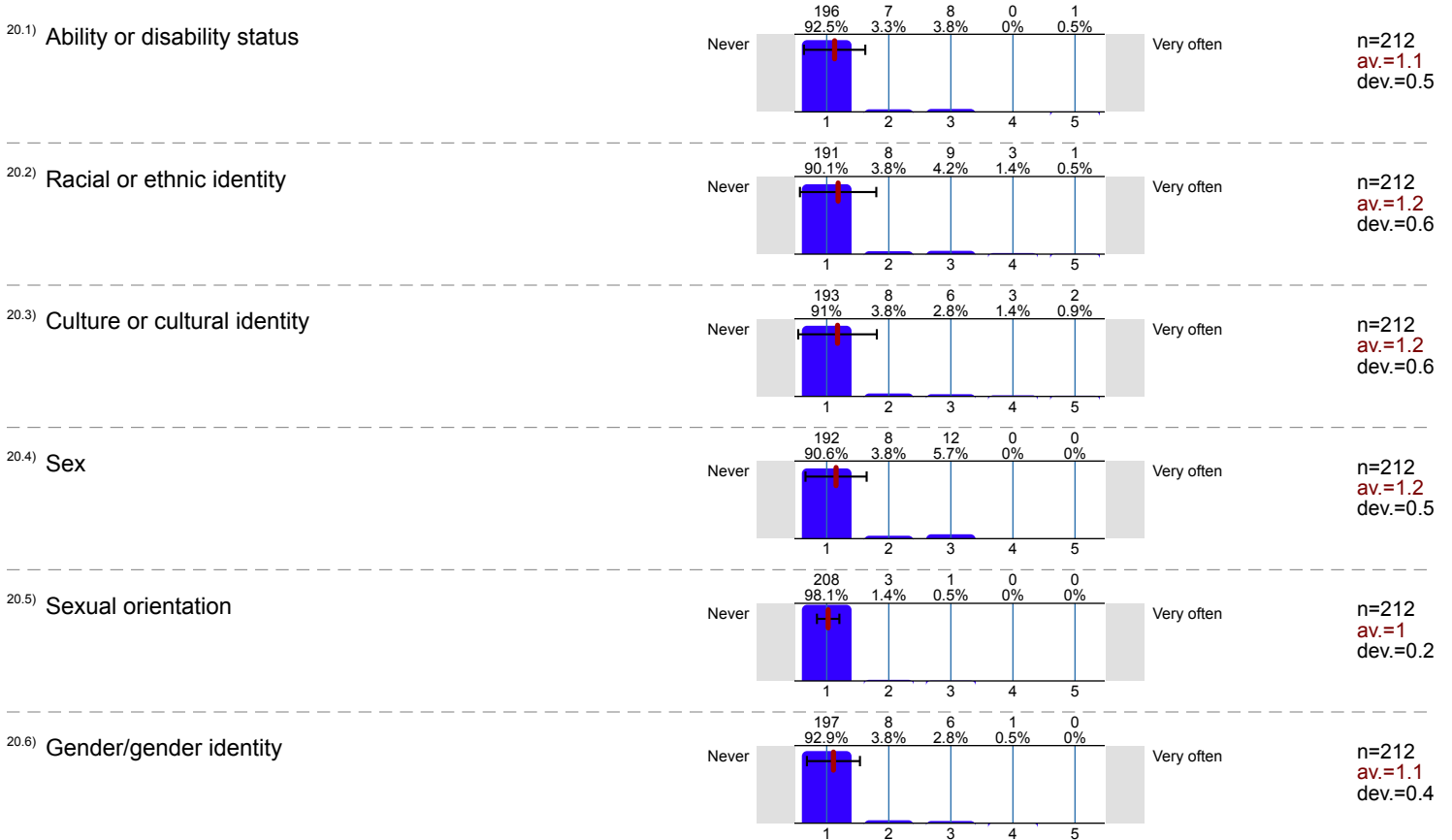


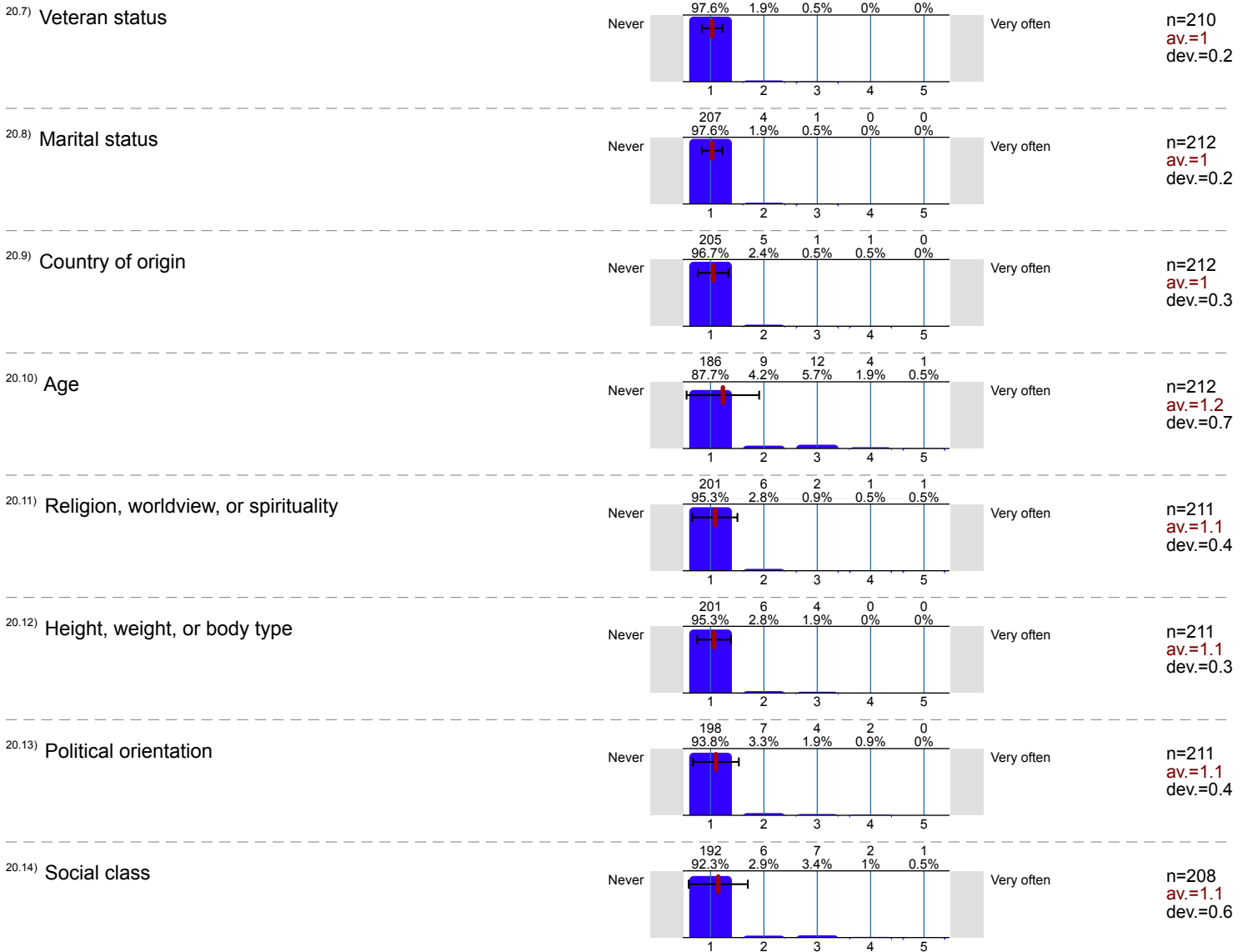
19.8) Marital status



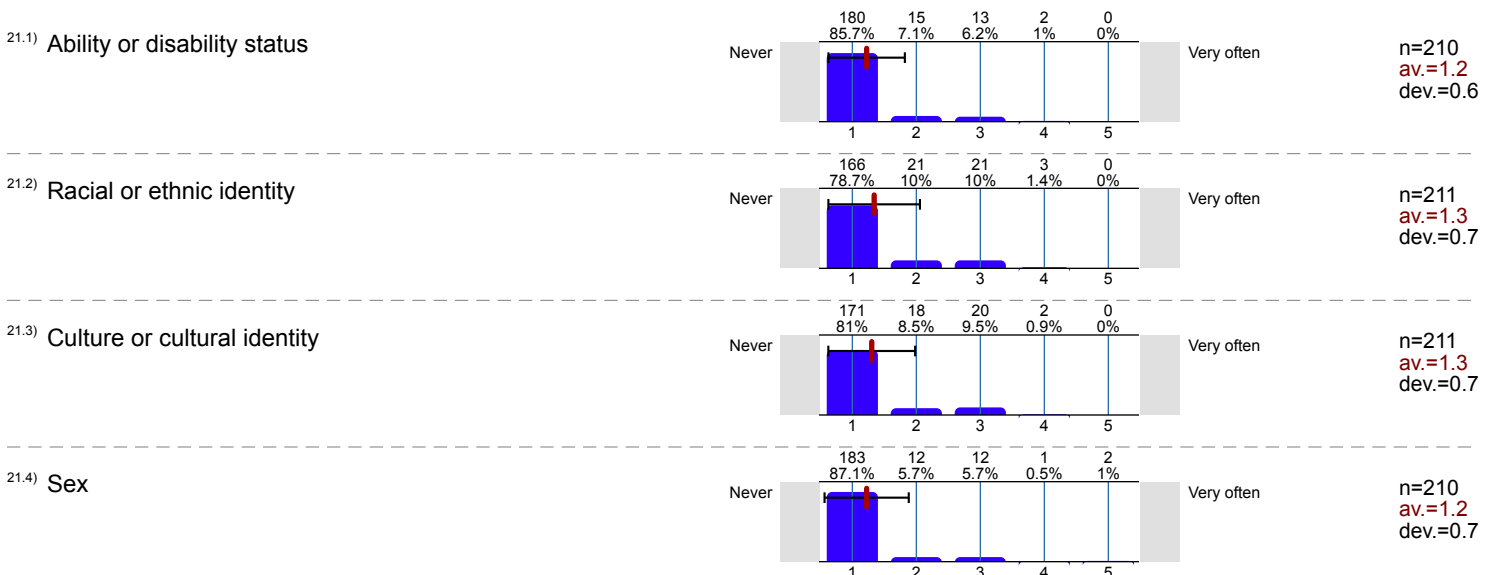


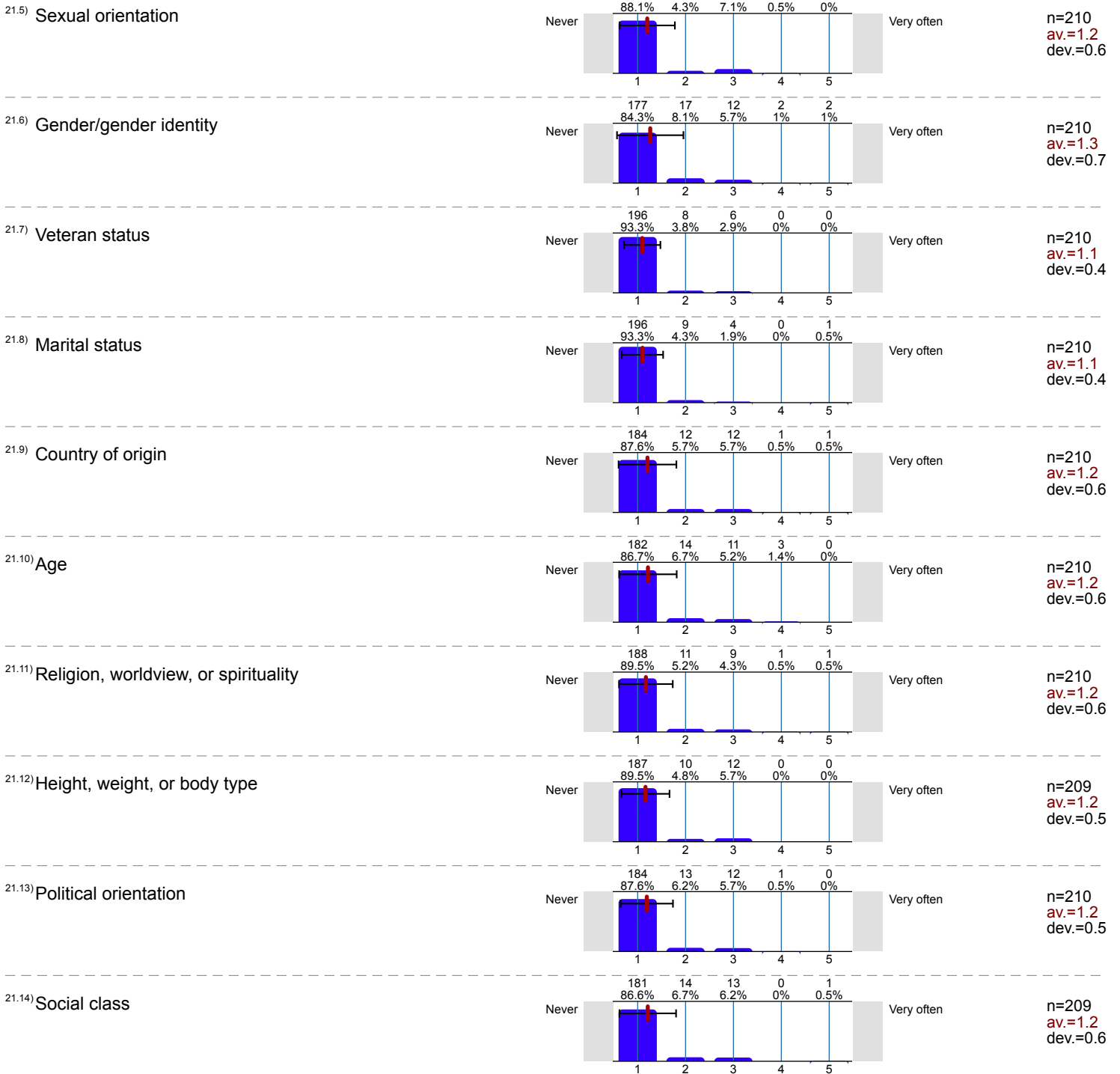
20. During the past 12 months, do you feel **YOU** have been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:



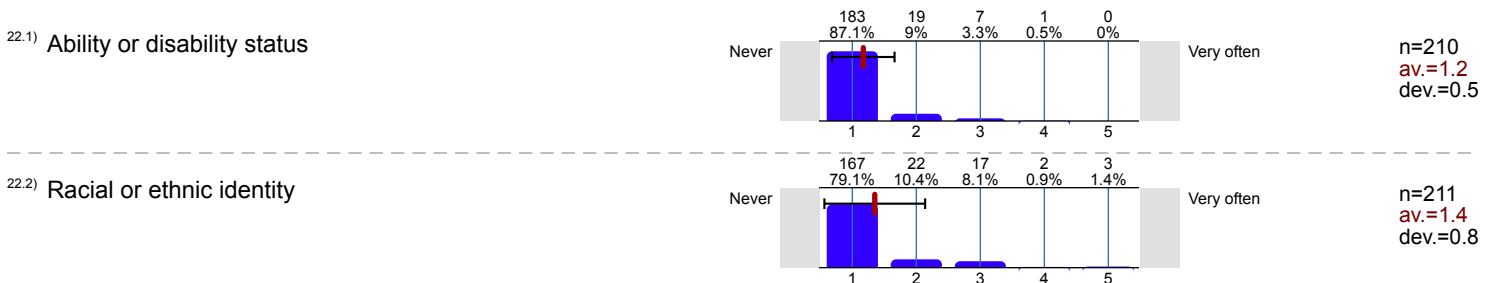


21. During the past 12 months, have you seen faculty, classified staff, or managers mistreat students at your primary ARC work location because of their:

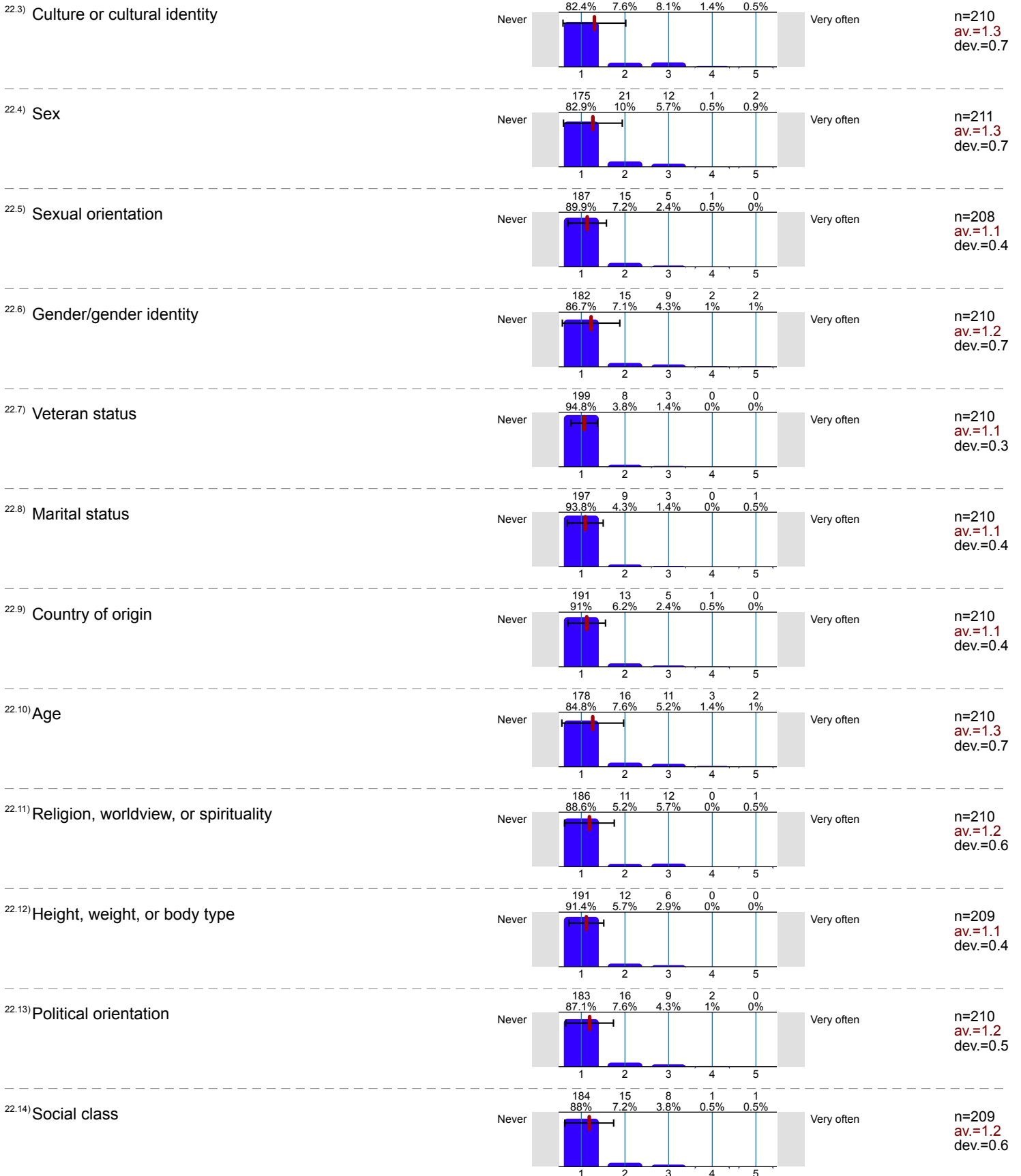




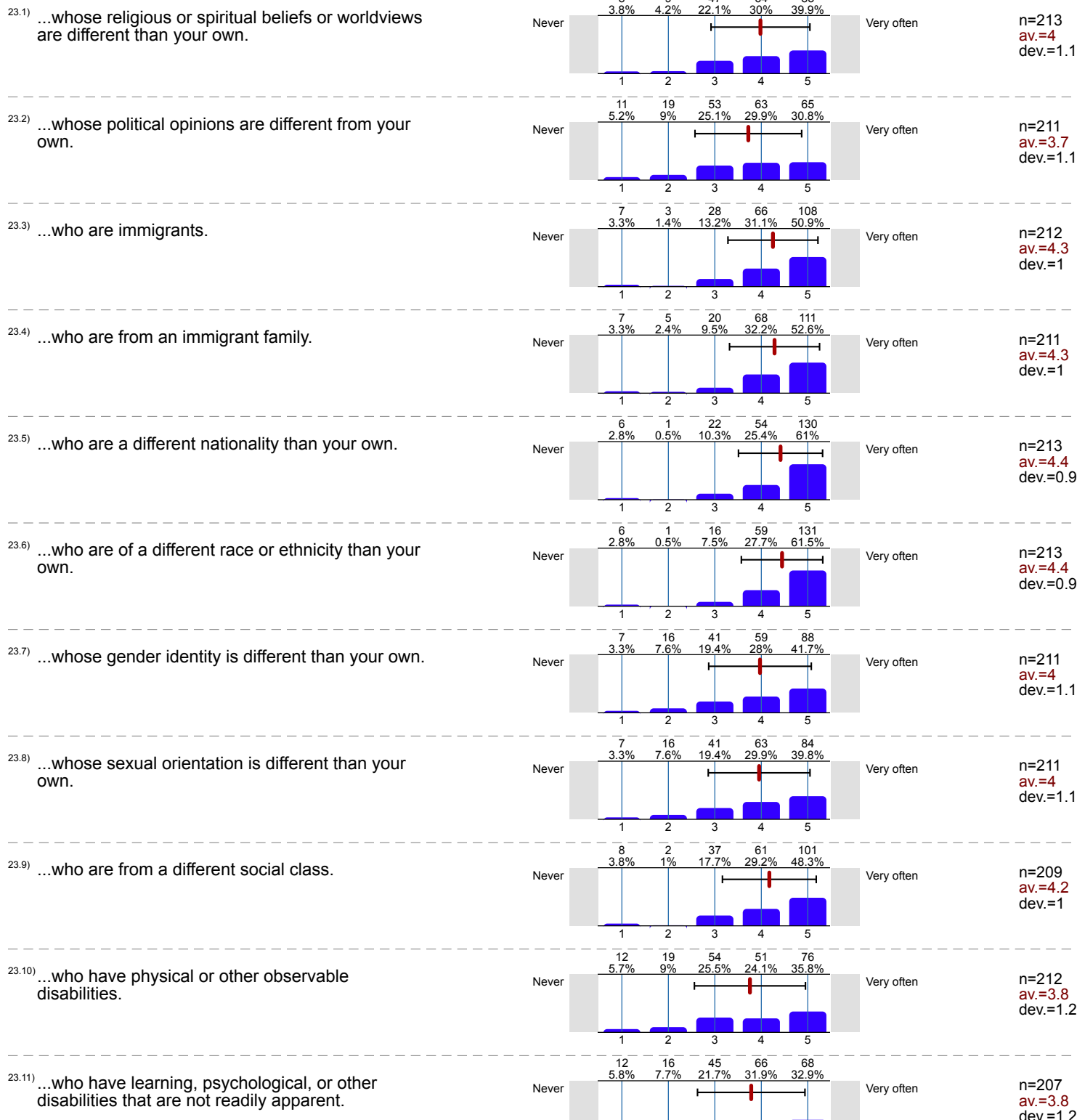
22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:





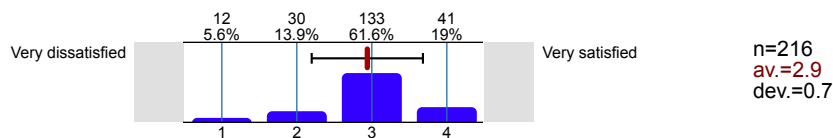


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



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

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



## Comments Report

### 3. Demographics

3.2) Other gender identity:

- N/A (2 Counts)
- None.
- n/a

3.4) Other sexual orientation:

- N/A (2 Counts)
- None

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, Mexican, Japanese
- American (2 Counts)
- American born of Mexican heritage parents; my father was an Immigrant in the 1940's and became a naturalized citizen, my mother was born an American.
- American, Korean, and Chinese
- Arabic
- Asian Indian
- Asian Indian.
- Cherokee
- Chicano
- Chinese (2 Counts)
- Choctaw Native American
- Colombian (with an "o").
- East Indian (2 Counts)
- Eastern European
- England
- Euro-Asian, German Chinese
- German, Jewish, French, Irish, American
- Hawaiian;Portuguese;Native american (blackfoot)
- Hebrew
- I am Jewish and it is a greater part of my identity than being white.
- I believe you need to subdivide the white group. I do not think you are getting accurate data when you lump European cultures into the white group.
- Irish American

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

<sup>3.9)</sup> Other religions, worldviews, or spiritual backgrounds:

- Agnostic theist
- Born as a Catholic, much later I now am a Christian, following bible-study principles of Christianity.

- Christian (2 Counts)
- Christian Babtist
- I grew up Catholic.
- Ignostic
- LDS, Unity
- Meditation
- N/A (2 Counts)
- None
- Raised attending the Ethical Culture Society
- Secular Humanism
- Spirituality is not only linked to belonging to an organized religion.
- Sufism
- humanist
- q

<sup>3.11)</sup> Other religion, worldview, or spiritual background:

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

<sup>3.14)</sup> Other disabilities:

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

- Somewhat affects walking. It does affect going up and down the stairs.

- q

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

<sup>13.3)</sup> Other areas you have avoided at your primary ARC work location due to concerns for your **physical** safety:

- Any place at night if I'm alone
- At the Mather campus. ZERO police presence, virtually no lighting at night. Much of the student population are on parole. No cameras. If something would happen, nobody would know.
- Behind the Child Care Center next to Tech Ed and the open area behind the pool and football field.
- Construction sites and zones
- Elevators
- I am scared to walk on Orange Grove street and surrounding area by the Art department when it gets dark. The reason why I feel that way because of the past incident in that area.
- I haven't avoided any but I am certainly very wary when walking across a mostly dark campus, or through the parking lots, or in the parking garage, particularly at night.
- I make sure to walk outside with other's at night. The construction makes it difficult to easily access parking lots at night.
- In counseling the area nearest the classified employees has one way in and one way out - IF they lock the door to where the call center is located. Also, in the early - mornings to counseling the access inside is locked and employees must use the back entrance, which is not ADA accessible. It would help if all employees that start at 7:30am had key access through Admissions and Records office.
- It not so much areas I avoid as precautions I take to mitigate concerns about my physical safety.
- Lab areas with poor ventilation
- My office if I have an irate student.
- N/A (3 Counts)
- NA
- No additional areas. But, to clarify, I've wanted to avoid some of these areas, I can't. I work at night.
- None
- None.
- Poorly lit areas at night
- The Walking Path along Arcade Creek that is Campus property. Walking is Healthy. That should be a safe path.
- The area I work in has very little lighting in the evenings. It is not only unsafe but it makes it difficult for students to find their classrooms with such little lighting. When one of the few lights goes out in the evening, the area is extremely dark. In general, I find that the lighting at night is not sufficient for the number of night classes and students at ARC. This has been a problem since I arrived 15 years ago and the one improvement that was made in my area was minimal.
- The trails by the creek.
- There are a few non well lit areas around Inderkum HS at Natomas Center. Run fast or carry pepper spray is what I tell others to do.
- Walkways in the ARC Science
- certain areas at night due to lack of light, etc
- n/a
- night and lonely parking lots
- none (2 Counts)
- raef hall women's bathrooms are set up in a way that makes them feel unsafe inside.

13.7) Other:

- Mold in office
- N/A (3 Counts)
- NA
- Natomas Library Supervisor was murdered in the parking lot. This has caused concern for staff.
- Non-students randomly appearing in the LRC
- None.
- Random smokers at the bus stop, even though smoking is banned both on campus and at bus stops.
- Random strangers between weeks of instruction
- Some random dude (probably homeless) walked into my classroom two days ago, threatened my class with violence, called me a dirty name, and left. After calling the police, I haven't heard anything and don't know if it's safe to be in the classroom anymore...
- Sometimes I am no sure who the person is; may be none of the above, just someone walking through.
- Strangers on campus
- a non student walking into classroom and then following student to bathroom
- none
- outside people coming onto campus
- people other than staff or faculty although I am not sure if they were students.
- random people 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
- Areas of my office building
- Department office.
- Dept. meetings
- During work at my primary work location.
- Everywhere... the last year has been the most emotionally abusive and draining years of my life, primarily due to the work environment at this college.
- In department meetings
- Just stress/anxiety due to outside factors, not necessarily ARC
- Lack of communication and clear expectations as well as follow through leads to a lot of anxiety and stress in the workplace for me.
- N/A (4 Counts)
- NA
- None (2 Counts)
- Professional Development Workshops
- Staff meetings
- Work space



- department meetings
- hallways and breakroom spaces
- my supervisor's office
- n/a
- none

14.7) Other:

- A homeless person standing near by and asking me if he can ride with me to were ever I was going. I said, no and was persistent. This happen during the Friday, convocation when the officers were off campus for flex or training. There should be an officer on campus at all times. This is a safety issue.
- Administrators (2 Counts)
- Coordinators
- Counselor colleagues
- Dean
- Dean of Natomas Center
- District employees
- I am presently being harassed by a faculty member of my department...anonymous, typed, letters regarding the "right" pedagogy on a variety of topics in my teaching assignments are the subject. They are filled with insult and disdain. The fact that these are anomalously placed in my mailbox tells all this is not done for the good of student success, but rather to simply harass me emotionally.
- N/A (3 Counts)
- NA
- Supervisor
- Visitors on Campus
- a couple times I had very bad, inappropriate conversation with one of FM staff
- administrators
- n/a

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

20.15) Please describe any other ways you feel you've been mistreated by students, faculty, classified staff, or managers (administrators, supervisors) at your primary ARC work location (for example, because of your accent, hairstyle, clothing, income, etc.)

- In my own experience students, faculty, staff and managers have all been friendly and I have not experienced any mistreatment. That said, I have not had opportunity for extensive interaction with staff, faculty and managers beyond my own department.
- 1) Several semesters ago, I was threatened with "professional consequences" over my continued work on the development of a certificate program at another district.
- 2) Three semesters ago, I encountered a conflict with a F/T colleague who insisted on leaving equipment set up in a shared lab facility - This resulted kin the cancellation of a practical portion of a final exam. When I requested that the space be shared, I was reminded of my P/T status.
- 3) Beginning of last semester (Fall 2019): I was informed that a F/T colleague (and supervisor) had identified me as "an idiot" with a new P/T colleague that had not yet met me.
- As a conservative, I constantly feel I'm on the outside. I remember years ago we had an inservice where they brought people on stage to represent diversity. They literally had someone "represent conservatives", but this person laughingly made it clear he was merely "playing the part". This was years ago, but it has stayed with me, because the attitude has not changed, in many ways it's gotten more virulently ant-conservative.

- Classified staff are not respected. Classified staff are the foundation of the college and without the classifieds, there would be no college.
- Classified staff: Derogatory comments made about my (perceived) income/social class, (perceived) cost of my clothes and vehicle, and that I wear make-up  
Faculty: Prefacing whether or not to engage me/anyone in conversation if political affiliation or identity politics is not shared/Inquiry of my marital status/when it may/will change  
Managers: Comments about my gender and whether or no my behavior/presentation conforms to stereotypical gender behavior
- Having children
- I am often mistaken for several other african american female employees on campus. I am often told that I do not look anything like I sound.
- I am repeating this statement: I am presently being harassed by a faculty member of my department...anonymous, typed, letters regarding the "right" pedagogy on a variety of topics in my teaching assignments are the subject. They are filled with insult and disdain. The fact that these are anomalously placed in my mailbox, tells all this is not done for the good of student success, but rather to simply harass and mistreat me personally. I now work in a stressful environment...I am dreading going to future department meetings, or to move about the division/faculty office building or even our classrooms because of this individuals actions.
- I am the only person to run three times contested as department chair and first to identify as Latinx, also the youngest. Senior faculty members tried to thwart my third election by asking other colleagues not to vote for me. Once I became chair, it has been an almost constant state of resistance to anything I suggest, including continuing to meet with others regarding department business behind my back and then lying about it. Another marginalized faculty member and I have complained to our dean multiple times and also met with the new Equity Officer Nick Daily who has been helpful. I was told by my dean that if I have ideas I should get someone else to bring them to the table because if it comes from me it will not be respected. When I attempt to stick up for myself or simply try and do my job I called "offensive". It is a never ending cycle that all of our younger faculty have experienced. One resigned. I have applied to City College in the past. Our newest tenured faculty member has complained as well.
- I did have one student, one (isolated incident) only, tell me I need to "go back where I came from." The rest of the class bashed him.
- I feel that because the department is trying to be so diverse, they pass up certain ethnicities (i.e. White).
- I have never been mistreated by others on campus but understand the privileges I hold contribute those feelings of safety.
- I think job title influences how much respect and value people give other's opinions.
- I was asked by an ESL instructor how my students felt about me teaching in English since I have an accent when I speak in English. I gave a student a score of 0 for cheating on an assignment, and was asked by the dean to change the grade. I will never refer a student to this particular dean for plagiarism or cheating.  
I requested that an unknown subject who was harassing me in front of my classroom every time I opened the classroom door, be removed. The dean notified me that she had invited him to her office and listened to his concerns and he was very "happy" to have his concerns heard. I will never ask for support again from this particular dean.  
I was asked by another instructor of the same gender, if I had any time for sex since I seemed to be very busy.
- Identifying the particular reasons why people treat me the way they do is difficult. Could be anything.
- Ignored, being addressed as "Man" versus my first name or Dr. ...., being addresses in a patronizing tone.
- Judged. Not listened to. Ignored. Retaliation.
- Lack of transparency. The college has been dismantled such that committees no longer have faculty representation across all divisions. Faculty are being ripped out of their offices and offered offices in other buildings than their divisions. Collegial consultation will be severely limited. The dismay and discontentment is irreparable. How can the administration even envision a fair, equitable, safe, and comfortable environment? The permanent portable buildings can be cold, hot, stuffy, stinky and sometimes a combination of all; configured such that students cannot have full view of whiteboards; dirty and unsafe, white board ledges have fallen off, there are wires on the floor for instructors to trip over. There is limited, if any, way that students can comfortably form groups. In sum, faculty and students are not valued in this institution.
- N/A (2 Counts)
- NA
- Not me, personally, however, some memes were found on a shared drive that were put there by a classified person in our area, which fall under discrimination based on race, ethnicity, gender and political party that were disturbing. I was told that it was free speech, and that the only thing the person could be confronted about was their use of district assets to search and store the offensive memes.
- One particular individual has mistreated me by calling me a "juvenile" and a "jackass", saying that my position is what I get for starting in the industry at an early age, and saying things about me dying by getting hit by a bus. This individual threatens my feeling of emotional and physical safety often.
- Overall lifestyle choices that would include perceptions of wealth, use of time, overall values with respect to use of time and behaviors.
- Students comment on my perceived young age or perceived high social status, claiming I can't identify with their struggles. Male faculty and administrators have (I believe unintentionally) not taken my input until it has been repeated by a male colleague. This has happened

three times in the last six months.

When I complained to a female friend, she pointed out there's a word for that--"hepeating." It's a good one! I recommend looking it up. :)

- Students threatening to complain to administration because they don't like a policy or grading and then advisors aligning with students without understanding the complete picture of the class structure.
- The dean has made it explicit that he considers his primary responsibility is to create a positive environment for the younger, newer faculty, not the older, more experienced faculty
- Two students threatened to give me bad evaluations if I didn't make the exams easier, and they followed through. They took another one of my classes the following year and again repeatedly threatened to say bad things about me if I didn't make the class easier, and they followed through again. I don't think they would have done this if I was a man or a more dominant woman.
- White employees have no opportunity for advancement because there is an assumption that our voices don't matter since there are already a lot of other white employees; therefore, we all have the same ideas and make the same contributions.
- immigrant status
- none