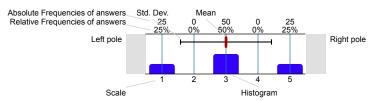
# Supervisors from ICCS Employees No. of responses = 7



#### Survey Results

### Legend

Question text



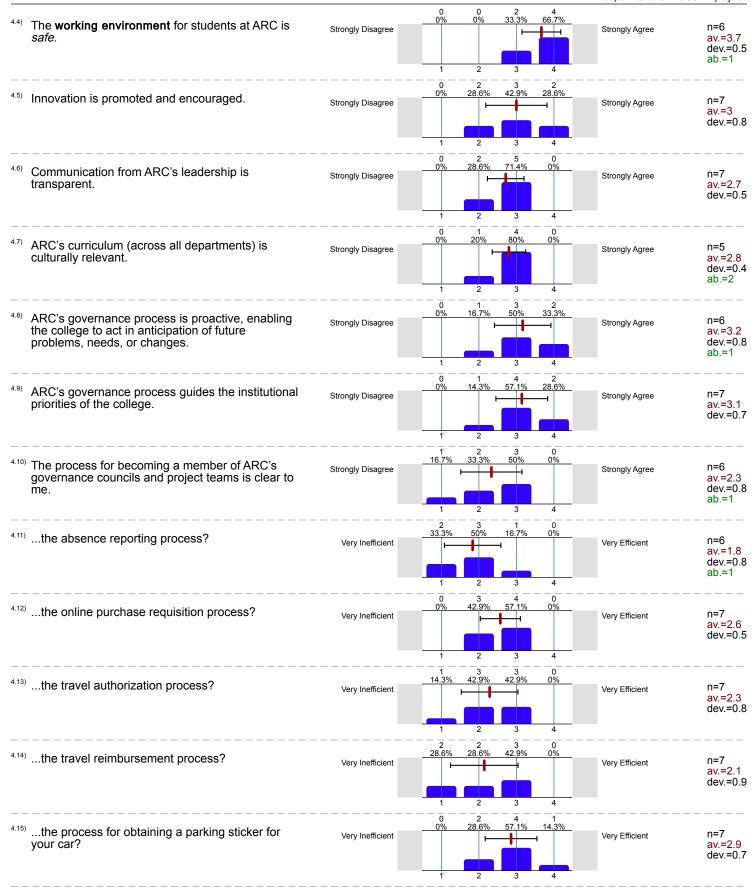
n=No. of responses av.=Mean dev.=Std. Dev. ab.=Abstention

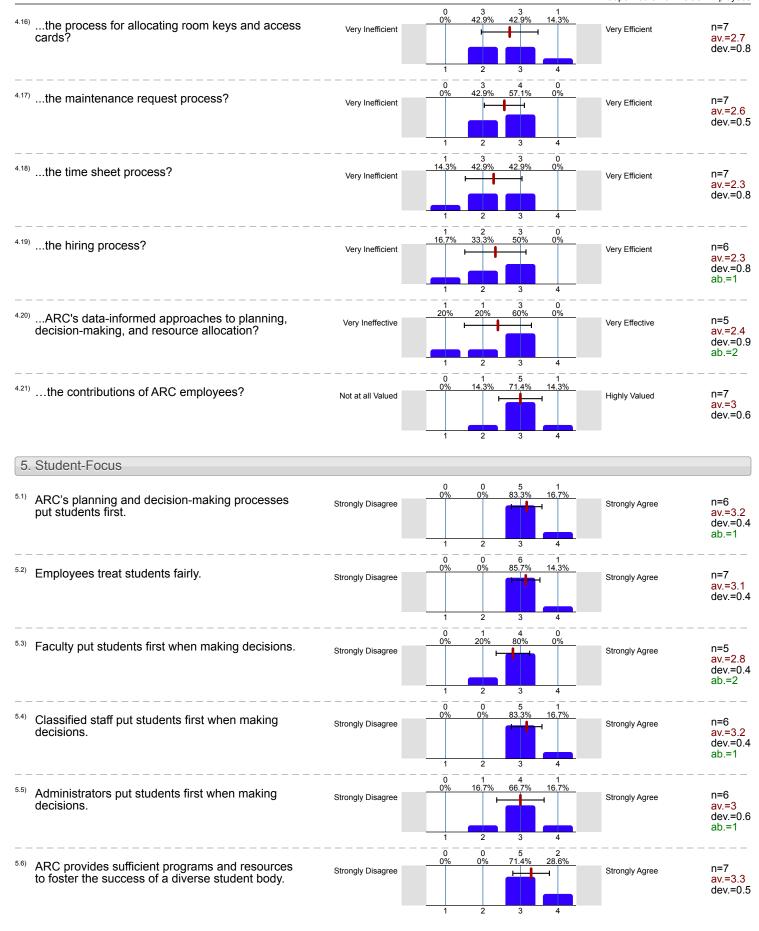
2. Employee Info		
Primary Employment Classification:		
Faculty, Full-Time Teaching	0%	n=7
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	0%	
Faculty, Adjunct Teaching	0%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	0%	
Classified, Full-Time Permanent	0%	
Classified, Part-Time Permanent	0%	
Supervisor	100%	
Administrator	0%	
less than 1 year  1 to 4 years  5 to 9 years  10 to 14 years	0% 28.6% 42.9% 14.3%	n=7
15 to 19 years	14.3%	
20 years or more	0%	
Primary work location at ARC:		
ARC Main Campus	85.7%	n=7
Natomas Center	0%	
McClellan Center	14.3%	
	0%	

3.1) What is your gender identity? (MARK ALL THAT APPLY)		
Woman (cisgender womana person whose gender identity matches their sex assigned at birth)	28.6%	n=7
Man (cisgender mana person whose gender identity matches their sex assigned at birth)	71.4%	
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)	0%	
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=7
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	0%	
women)  Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)	100%	
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=7
20 to 24	0%	
25 to 34	0%	
35 to 54	85.7%	
55 or older	14.3%	
3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)		
African American	0%	n=7
Asian (	14.3%	
Filipino	0%	
Hispanic/Latino	0%	
Native American	0%	
Other Non-White	0%	
Pacific Islander	0%	
White	85.7%	

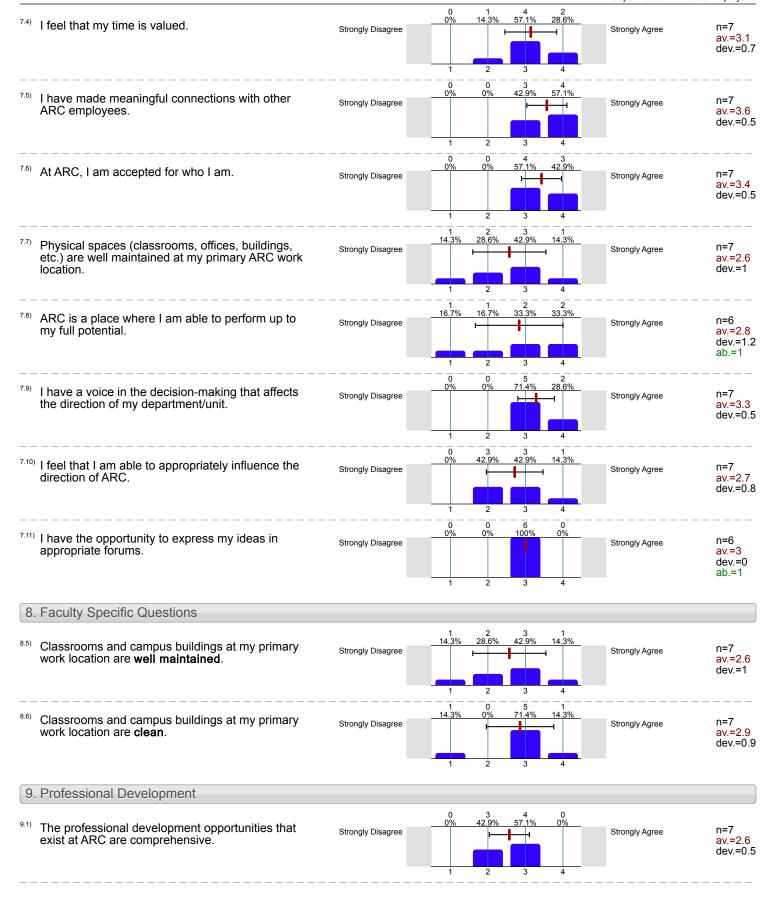
3.8) With which religions, worldviews, or spiritual backgrounds do you ider	ntify? (MARK ALL THAT APPLY)	
Agnostic		28.6% n=7
Anglican		0%
Assemblies of God		0%
Atheist		14.3%
Baha'i		14.3%
Baptist		14.3%
Buddhist		0%
Catholic		28.6%
Christian Non-denominational		0%
Christian Orthodox		0%
Christian Science		0%
Church of Christ		0%
Confucian		0%
Episcopalian		0%
Evangelical		0%
Hindu		0%
Jain		0%
Jehovah's Witness		0%
Jewish		0%
Latter-day Saints		14.3%
Lutheran		0%
Methodist		0%
Muslim		0%
Native/Tribal		0%
Pentecostal		0%
Presbyterian		0%
Quaker		0%
Seventh Day Adventist		0%
Shamanism		0%
Shinto		0%
Sikh		0%
Spiritual but not religious		0%
Taoist		0%
UCC/Congregational		0%
Unitarian Universalist		0%
Wicca/Pagan		14.3%
None		14.3%

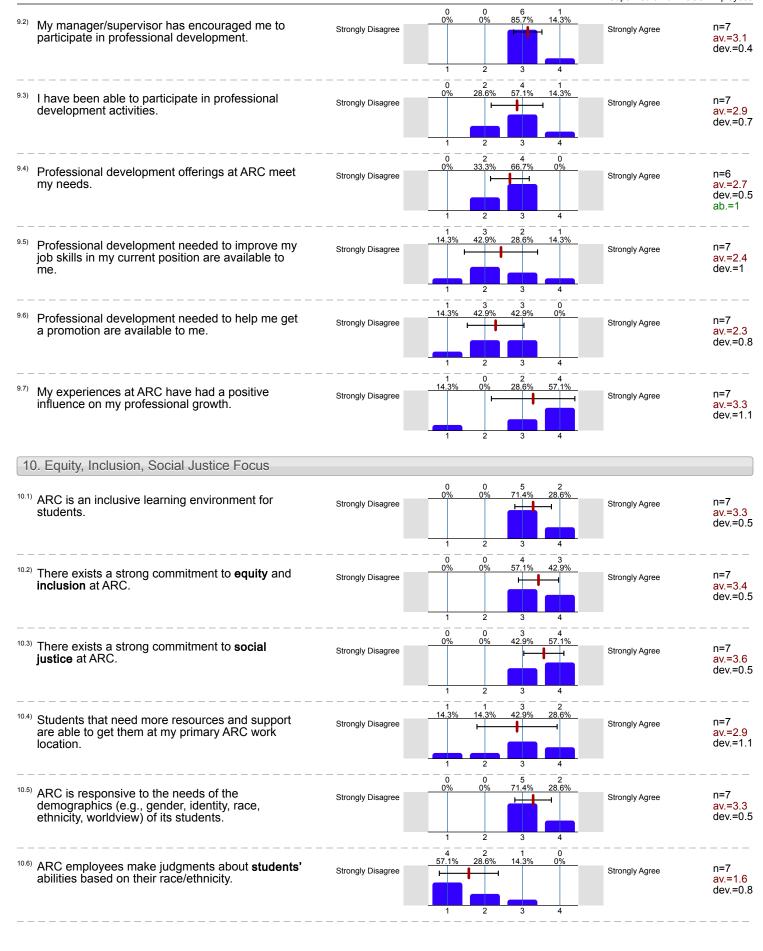
$^{3.10)}$ With which $\underline{\text{one}}$ religion, worldview or spiritual background do you	most strongly identify? (MARK ONLY	ONE)	
Agno	ostic	14.3%	n=7
Att	neist	14.3%	
Ва	ptist	14.3%	
Catt	holic	28.6%	
Latter-day Sa	aints	14.3%	
N	lone	14.3%	
3.12) What is your highest level of education?			
Less than high sc	hool	0%	n=7
Graduated high sc	hool	0%	
Some col	lege	0%	
Associate's de	gree	14.3%	
Bachelor's de	gree	28.6%	
Graduate de	gree	57.1%	
3.13) Do you have any of the following types of disabilities? (MARK ALI			
Acquired/traumatic brain in	njury	0%	n=7
Attention deficit/hyperactivity diso	rder	0%	
Autism spectrum diso	rder	0%	
Blind/low vi	sion	0%	
Deaf/hard of hea	aring	0%	
Cognitive or learning disal	bility	0%	
Chronic illness		0%	
Intellectual disal	bility	0%	
Mental health disal	bility	0%	
Physical disability that affects wal	king	0%	
Physical disability that does not affect wal	king	0%	
Speech/communication cond	ition	0%	
N	lone	100%	
4. Institutional Effectiveness			
4.1) The <b>teaching/learning environment</b> is <i>equitable</i> and inclusive for students at my primary ARC work location.	1 2 3 4	Strongly Agree	n=7 av.=3.4 dev.=0.5
The <b>teaching/learning environment</b> is <i>safe</i> for students at my primary ARC work location.  Strongly Disa	0 0 3 4 0% 0% 42.9% 57.1% 1 2 3 4	Strongly Agree	n=7 av.=3.6 dev.=0.5
4.3) The <b>working environment</b> for students at ARC is equitable and inclusive.  Strongly Disa	0 0 3 4 0% 0% 42.9% 57.1%	Strongly Agree	n=7 av.=3.6 dev.=0.5

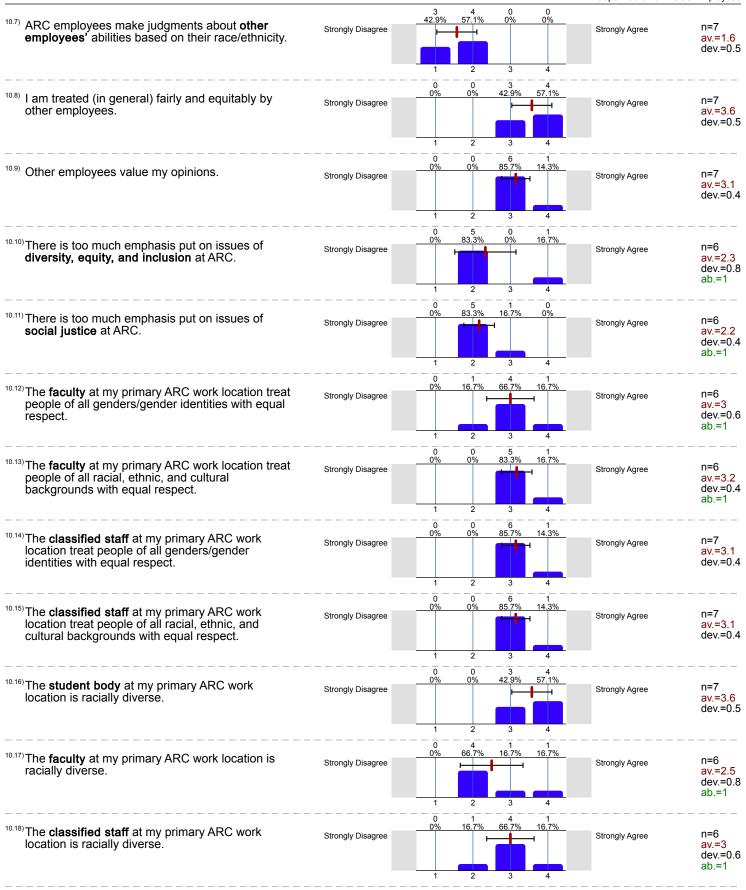


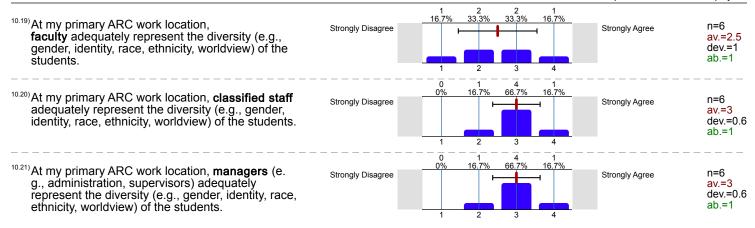




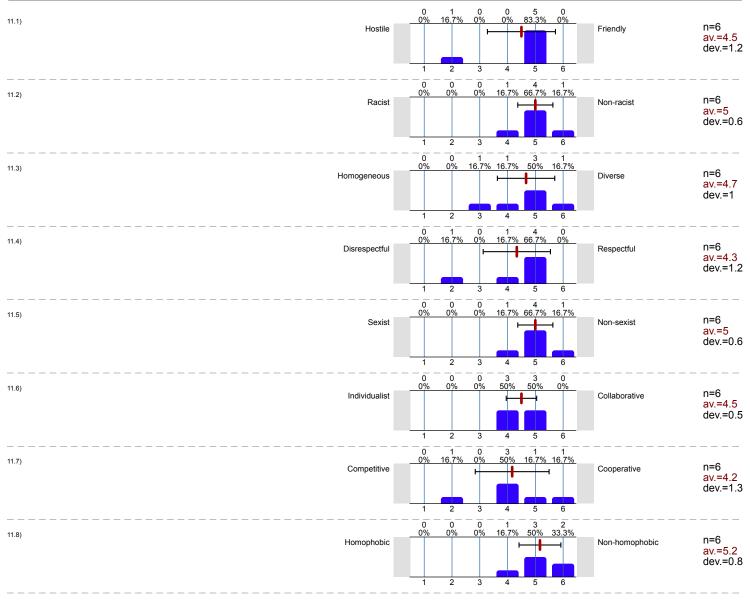


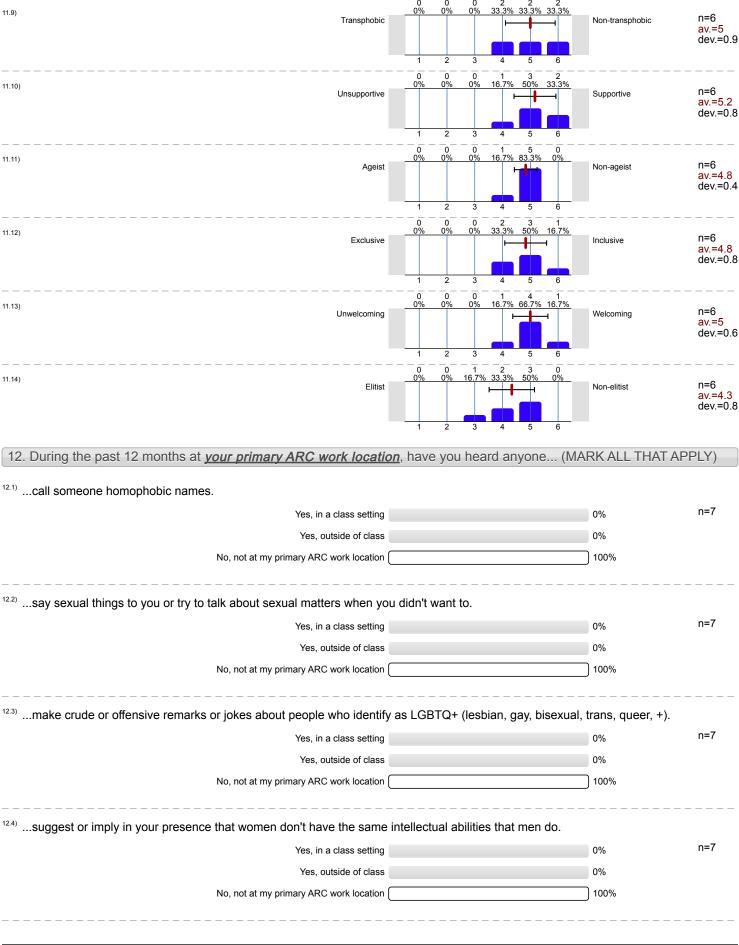






11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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

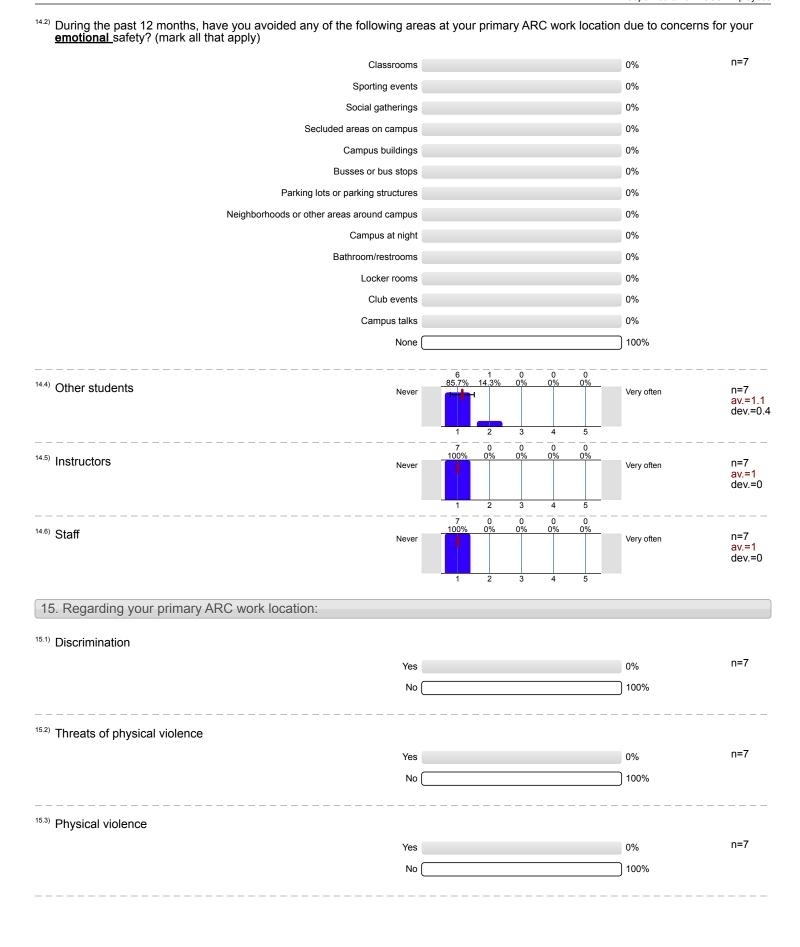




12.5)	make inappropriate comments about your or someone else's body,	appearance, or looks.		
	Yes, in a class setting		0%	n=7
	Yes, outside of class		0%	
	No, not at my primary ARC work location		100%	
12.6)	make sexist remarks or jokes about women.		. – – – – – – –	
	Yes, in a class setting		0%	n=7
	Yes, outside of class		0%	
	No, not at my primary ARC work location		100%	
 12.7)	make sexist remarks or jokes about men.			
	Yes, in a class setting		0%	n=7
	Yes, outside of class		0%	
	No, not at my primary ARC work location		100%	
 12.8)	make negative remarks or jokes about trans women.			
	Yes, in a class setting		0%	n=7
	Yes, outside of class		0%	
	No, not at my primary ARC work location		100%	
12.9)	make negative remarks or jokes about trans men.			
	Yes, in a class setting		0%	n=7
	Yes, outside of class		0%	
	No, not at my primary ARC work location		100%	
13	. Regarding your personal <i>physical safety</i> :			
		4 3 0 0 0		
	During the past 12 months, have you been concerned for your <b>physical</b> safety at your primary ARC work location?	1 2 3 4 5	Very often	n=7 av.=1.4 dev.=0.5

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=7 Classrooms 0% Sporting events 0% Social gatherings 0% Secluded areas on campus 0% Campus buildings Busses or bus stops 0% Parking lots or parking structures Neighborhoods or other areas around campus 0% Campus at night 0% Bathroom/restrooms 0% Locker rooms 0% 0% Club events Campus talks 0% 100% None 13.4) Other students n=7 av.=1.3 Never Very often 5 13.5) Instructors n=7 Very often Never av.=1 dev.=0 0 0% 13.6) Staff n=7 Very often Never av.=1 dev.=0 3 5

# dev.=0.8 14. Regarding your *emotional safety*: During the past 12 months, have you been concerned for your <u>emotional</u> safety at your primary ARC work location? n=7 Never Very often av.=1.6 dev.=1

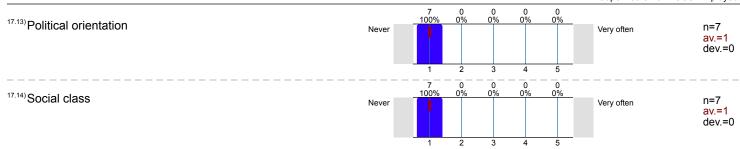


15.4) Threats of emotional violence			
	Yes	14.3%	n=7
	No [	85.7%	
15.5) Emotional violence			
	Yes	14.3%	n=7
	No (	85.7%	
15.6) Sexual harassment			
	Yes	0%	n=7
	No (	100%	
15.7) Other harassment			
	Yes	0%	n=7
	No (	100%	
<sup>15.8)</sup> Sexual assault			
	Yes	0%	n=7
	No (	100%	
15.9) Unwanted sexual advances			
	Yes	0%	n=7
	No (	100%	
<sup>15.10)</sup> Verbal threats			
	Yes	0%	n=7
	No (	100%	
15.11) Discrimination			
	Yes	14.3%	n=7
	No (	85.7%	
<sup>15.12)</sup> Threats of physical violence			
	Yes	0%	n=7
	No [	100%	
<sup>15.13)</sup> Physical violence			
	Yes	0%	n=7
	No (	100%	

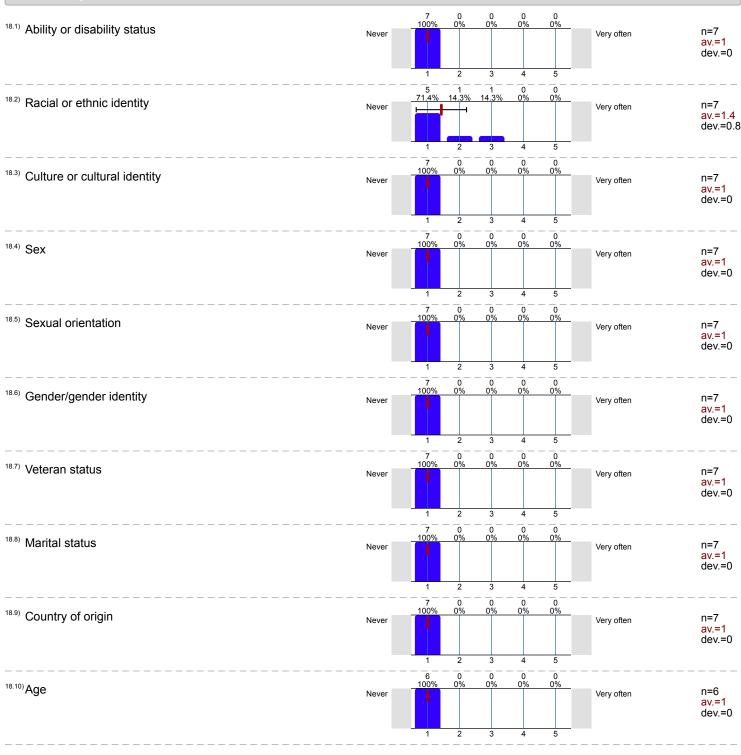
<sup>15.14)</sup> Threats of emotional violence							
	Yes					14.3%	n=7
	No 🗌					85.7%	
15.15) Emotional violence							
	Yes					14.3%	n=7
	No 🗌					85.7%	
15.16) Sexual harassment							
	Yes					0%	n=7
	No 🗌					100%	
15.17) Other harassment							
	Yes					0%	n=7
	No 🗌					100%	
15.18) Sexual assault							
	Yes					0%	n=7
	No 🗌					100%	
<sup>15.19)</sup> Unwanted sexual advances							
	Yes					14.3%	n=7
	No					85.7%	
15.20) Verbal threats							
	Yes					0%	n=7
	No 🗌					100%	
16. During the past 12 months, have you experienced m	icroaggres	sions at yo	ur prima	ary ARC	work	location with re	gard to
your							
16.1)gender/gender identity	Never	7 0 100% 0%	0 0%	0 0 0% 0%	<u> </u>	Very often	n=7
	Never					very often	av.=1 dev.=0
		1 2	3	4 5	_		
		7 0 100% 0%	0 0%	0 0 0% 0%			
Sexual Orientation	Never					Very often	n=7 av.=1 dev.=0
		1 2	3	4 5			dev.=0
		5 2 71.4% 28.69		0 0 0% 0%			
racial, ethnic, or cultural identity	Never	71.4% 28.69	/o U%	U% U%	0	Very often	n=7 av.=1.3
							av.=1.3 dev.=0.5
		1 2	3	4 5			

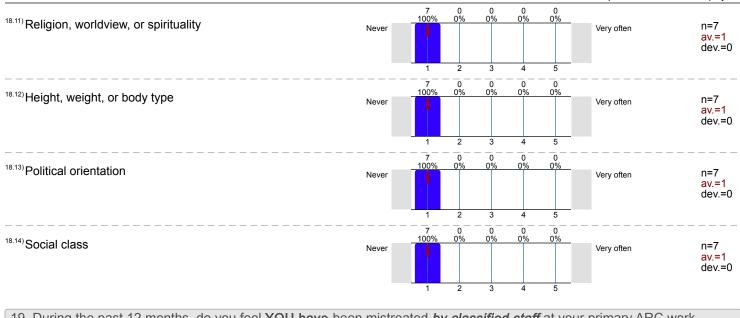
#### because of your: 17.1) Ability or disability status n=7 av.=1 Never Very often dev.=0 2 28.6% 5 71.4% 17.2) Racial or ethnic identity Never Very often av.=1.3 dev.=0.5 17.3) Culture or cultural identity n=7 Very often Never av.=1.1 dev.=0.4 0% 0% 0% 0 0% <sup>17.4)</sup> Sex 100% n=7 Very often Never av.=1 dev.=0 100% 17.5) Sexual orientation n=7 Very often Never av.=1 dev.=0 100% 17.6) Gender/gender identity n=7 Very often Never av.=1 dev.=0 5 100% 17.7) Veteran status n=7 Very often av.=1 dev.=0 17.8) Marital status n=7 Never Very often av.=1 dev.=0 0 0 0% 0% 0% 100% 17.9) Country of origin n=7 Very often Never av.=1 dev.=0 <sup>17.10)</sup> Age 100% Very often n=7 Never av.=1 dev.=0 100% <sup>17.11)</sup> Religion, worldview, or spirituality n=7 Never Very often av.=1 dev.=0 100% <sup>17.12)</sup>Height, weight, or body type n=7 Very often Never av.=1 dev.=0

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

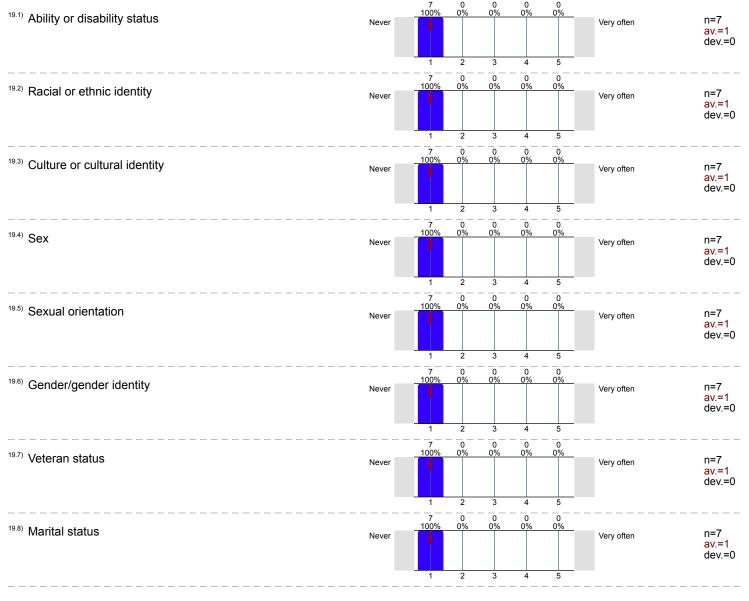


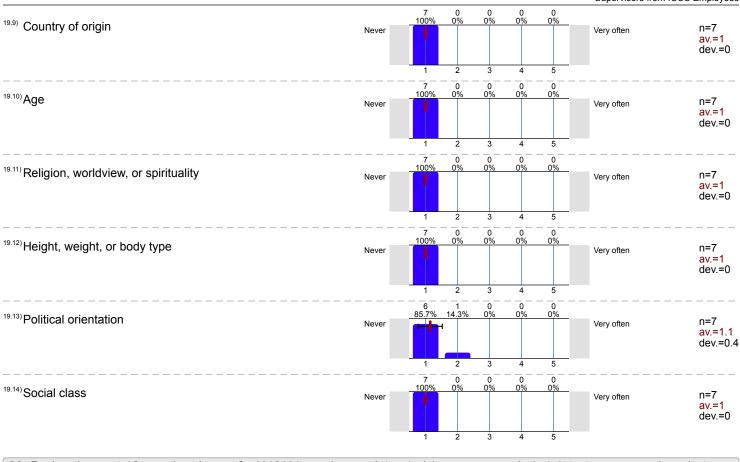
### 18. During the past 12 months, do you feel **YOU have** been mistreated <u>by faculty</u> at your primary ARC work location because of your:



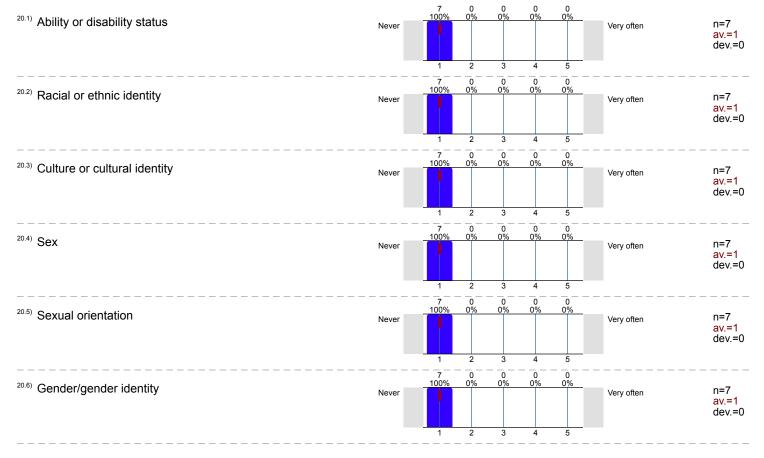


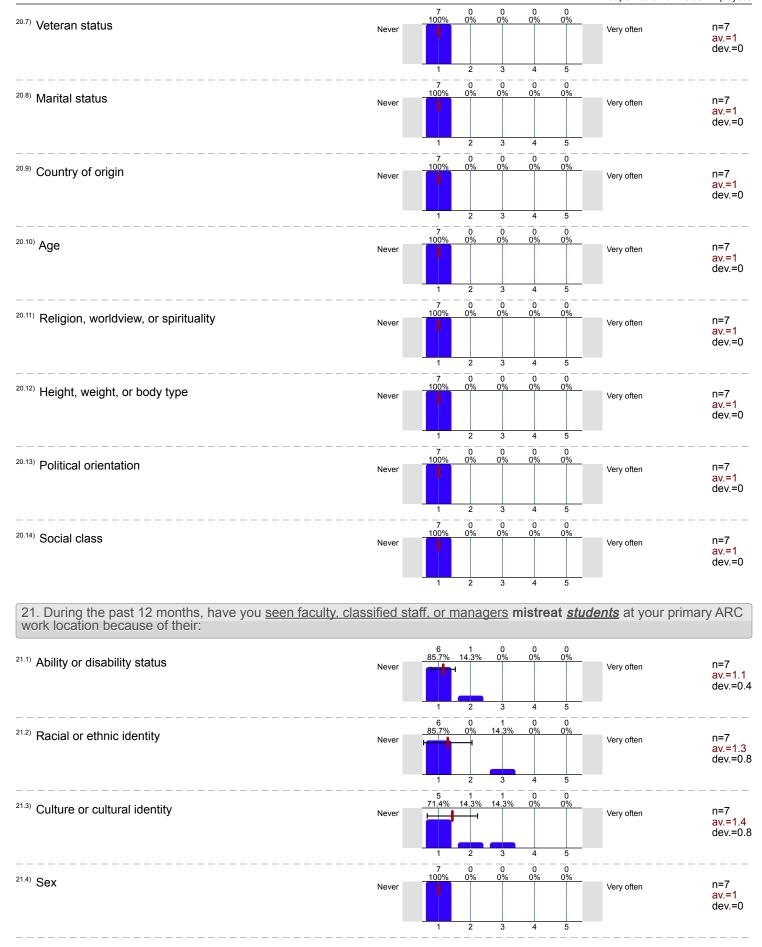
## 19. During the past 12 months, do you feel **YOU have** been mistreated <u>by classified staff</u> at your primary ARC work location because of your:

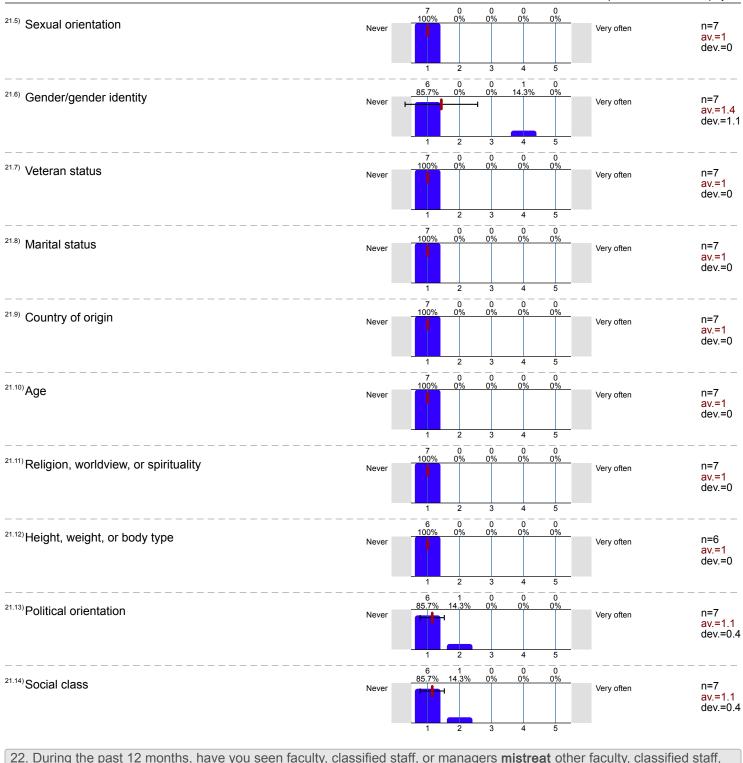




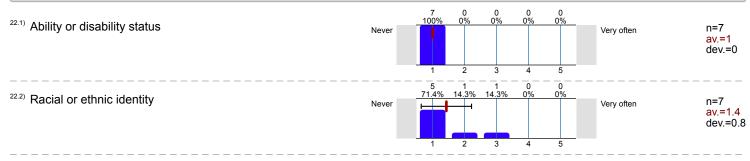
# 20. During the past 12 months, do you feel **YOU have** been mistreated **by managers (administrators, supervisors)** at your primary ARC work location because of your:

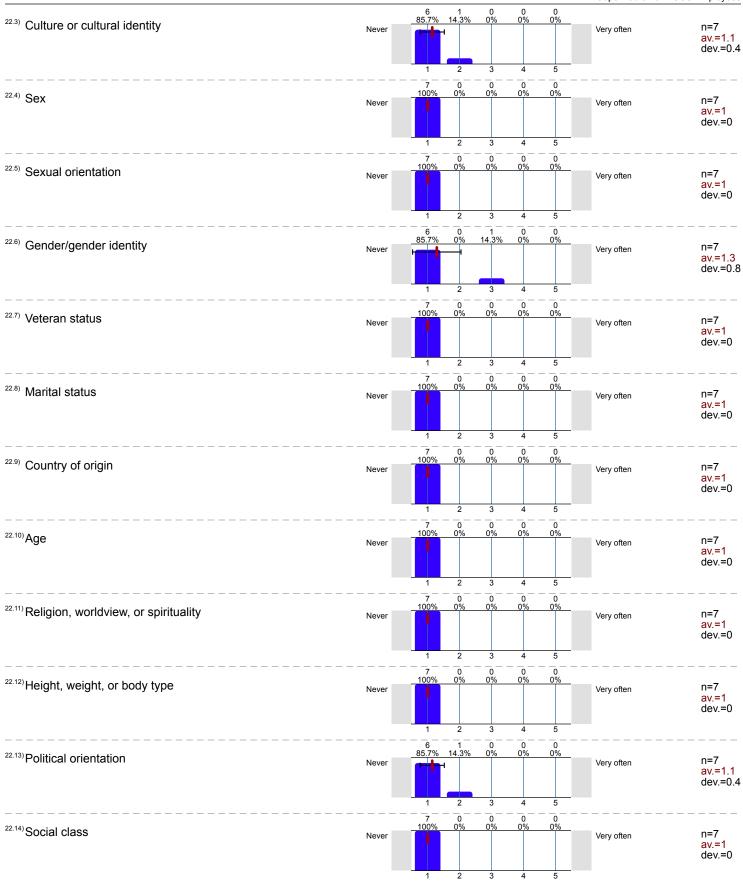






22. During the past 12 months, have you <u>seen faculty, classified staff, or managers</u> **mistreat** <u>other faculty, classified staff, or managers</u> at your primary ARC work location because of their:



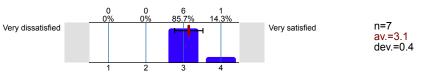


### 23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



#### 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?



### Comments Report

#### 3. Demographics

- Aside from how you responded above, please list in the text box below <u>all of the specific races</u>, <u>ethnicities</u>, <u>tribes and cultures with which you **strongly** identify</u> (for example, Jamaican, Columbian, Punjabi, Cherokee, Armenian).
- Asian Indian
- 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.
- <sup>3,9)</sup> Other religions, worldviews, or spiritual backgrounds:
- Christian
- <sup>3.11)</sup> Other religion, worldview, or spiritual background:
- Christian

### 14. Regarding your emotional safety.

- <sup>14.3)</sup> Other areas you have avoided at your primary ARC work location due to concern for your **emotional** safety:
- Just stress/anxiety due to outside factors, not necessarily ARC
- 14.7) Other:
- Coordinators