

American River College

Response to LGBTQ+ DI Project Team Research Request

Analysis Results, Key Findings, Survey Sampling Process, Response Rates

The following reflects ARC Office of Institutional Research responses to the LGBTQ+ Project Team request for data analyses derived from ARC's Fall 2019 Institutional Campus Climate Survey. It should be noted that the LGBTQ+ DI Project Team's methodology for forming derived groups ensures the highest possible rates of students categorized as Queer Spectrum, Trans Spectrum, and LGBTQ+ students. As such, the impact of utilizing this methodology should be acknowledged **whenever this data is reported**.

As an example, queer spectrum was defined in this request as,

"Any of Asexual, Bisexual, Gay or Lesbian, Pansexual" **and**

"...identified as heterosexual or straight **and** another sexual orientation (e.g. bisexual, pansexual or fluid)."

That is, both criterion code as queer spectrum. However, heterosexual is classified only as those students, "...identifying only as 'heterosexual or straight' **and not** indicating an additional sexual orientation..."

Similarly, the trans spectrum derivation was defined in this request as,

"an option other than "woman or man" (e.g., trans man, non-binary, etc.)" **and**

"...identified as "woman or man" **and** another gender identity (e.g. non-binary, gender non conforming)."

That is, both criterion code as trans spectrum, whereas only "Participants who selected the option for 'woman or man' **and did not** indicate an additional gender identity classify as cisgender."

And, a similar methodology was used with the LGBTQ+ Derived Variable.

An alternative (more statistically conservative) methodology that would result in lower rates is also included (in red) in the statistics shown below to illustrate how that methodology would impact rates. The key difference in this more conservative methodology is a change in the coding for those students that coded both *hetero* **and non-hetero** (N=12), and *queer* **and not queer** (N=21).

Fall 2019 ARC Institutional Campus Climate Survey Respondent Demographics:

Sexual Orientation:

- Asexual: n = 55 (4.3%)
- Bisexual: n = 119 (9.2%)
- Gay or Lesbian: n = 35 (2.7%)
- Heterosexual or Straight: n = 916 (70.8%)
- Pansexual: n = 49 (3.8%)
- **Derived Variable: Queer Spectrum:**
 - Queer: (Any of Asexual, Bisexual, Gay or Lesbian, Pansexual): n = 243 (18.8%)
[results of the more conservative methodology described above: 243-21=222 or 17.2%]
 - Heterosexual or Straight (Heterosexual or Straight Only): n = 895 (69.2%)
 - Note: 21 respondents who selected Hetero or straight, also selected an additional queer option, so are counted in the Queer category

Gender Identity:

- woman: n = 608 (47%)
- man: n = 507 (39.5%)
- Trans woman: n = 6 (.5%)
- Trans man: n = 11 (.9%)
- Gender queer/Non-binary: n = 28 (2.2%)
- Gender non-conforming: n = 22 (1.7%)
- **Derived Variable: Trans Spectrum:**
 - Trans: (Any of Trans woman, Trans man, Gender queer/Non-binary, Gender non-conforming): n = 49 (3.8%)
[results of the more conservative methodology described above: 49-12=37, or 2.9%]
 - Cisgender (woman or man Only): n = 1103 (85.2%)
 - Note: 12 respondents who selected woman or man, also selected an additional trans option, so are counted in the trans category

LGBTQ+:

- **Derived Variable: LGBTQ+:**
 - LGBTQ+: (Any of Queer or Trans): n = 249 (19.2%)
[results of the more conservative methodology described above expected to result in a percent closer to 18%]
 - Cisgender Hetero (Woman or Man Only and Heterosexual Only): n = 874 (67.5%)

Ethnicity/Race:

- African American: n = 131 (10.1%)
- Asian: n = 203 (15.7%)
- Filipino: n = 57 (4.4%)
- Hispanic/Latino: n = 319 (24.7%)
- Native American: n = 55 (4.3%)
- Other Non-white: n = 67 (5.2%)
- Pacific Islander: n = 42 (3.2%)
- White: n = 608 (47%)
- **Derived Variable: People of Color (POC):**
 - POC: (Any of African American, Asian, Filipino, Hispanic/Latino, Native American, Other Non-white, Pacific Islander): n = 723 (55.9%)
 - White (White Only): n = 467 (36.1%)
 - Note: 141 respondents who selected White also selected an additional ethnicity option, so are counted in the POC category

Fall 2019 ARC Institutional Campus Climate Survey Key Findings:

- Trans Spectrum, Queer Spectrum, and LGBTQ+ students feel less safe, feel more concerned for their physical and emotional safety, feel more mistreated by other students and by instructors

because of their sexual orientation or gender identity, and feel ARC is more homophobic and transphobic, relative to students who are not on those spectrums or are not an LGBTQ+ student

- **Ethnicity (People of Color compared to White) did not appear to moderate the findings above**
- **Gender Identity produced significant differences for the following survey items:**
 - I feel safe on ARC's main campus.
 - During the past 12 months, have you been concerned for your physical safety on ARC's main campus?
 - During the past 12 months, have you been concerned for your emotional safety on ARC's main campus?
 - During the past 12 months, do you feel YOU have been mistreated by other students at ARC's main campus because of your Sexual orientation?
 - During the past 12 months, do you feel YOU have been mistreated by other students at ARC's main campus because of your Gender/gender identity?
 - During the past 12 months, do you feel YOU have been mistreated by your instructors at ARC's main campus because of your Sexual orientation?
 - During the past 12 months, do you feel YOU have been mistreated by your instructors at ARC's main campus because of your Gender/gender identity?
 - How you feel about ARC? Adjectives--_Homophobic_Non-homophobic
 - How you feel about ARC? Adjectives--_Transphobic_Non-Transphobic
- **Sexual Orientation produced significant differences for the following survey items:**
 - I feel safe on ARC's main campus.
 - I am treated fairly and equitably in classrooms and classroom settings at ARC's main campus.
 - In my classes I feel heard by my instructors at ARC's main campus.
 - In my classes I feel heard by other students at ARC's main campus.
 - During the past 12 months, have you been concerned for your physical safety on ARC's main campus?
 - During the past 12 months, have you been concerned for your emotional safety on ARC's main campus?
 - During the past 12 months, do you feel YOU have been mistreated by other students at ARC's main campus because of your Sexual orientation?
 - During the past 12 months, do you feel YOU have been mistreated by other students at ARC's main campus because of your Gender/gender identity?
 - During the past 12 months, do you feel YOU have been mistreated by your instructors at ARC's main campus because of your Sexual orientation?
 - During the past 12 months, do you feel YOU have been mistreated by your instructors at ARC's main campus because of your Gender/gender identity?
 - How you feel about ARC? Adjectives--_Homophobic_Non-homophobic
 - How you feel about ARC? Adjectives--_Transphobic_Non-Transphobic
- **LGBTQ+ compared to Cisgender Hetero Only produced significant differences for the following survey items:**
 - I feel safe on ARC's main campus.
 - In my classes I feel heard by my instructors at ARC's main campus.
 - During the past 12 months, have you been concerned for your physical safety on ARC's main campus?

- During the past 12 months, have you been concerned for your emotional safety on ARC's main campus?
- During the past 12 months, do you feel YOU have been mistreated by other students at ARC's main campus because of your Sexual orientation?
- During the past 12 months, do you feel YOU have been mistreated by other students at ARC's main campus because of your Gender/gender identity?
- During the past 12 months, do you feel YOU have been mistreated by your instructors at ARC's main campus because of your Sexual orientation?
- During the past 12 months, do you feel YOU have been mistreated by your instructors at ARC's main campus because of your Gender/gender identity?
- How you feel about ARC? Adjectives--_Homophobic_Non-homophobic
- How you feel about ARC? Adjectives--_Transphobic_Non-Transphobic

Intersectionality

- **Ethnicity and Gender Identity (POC Trans compared to White Trans) produced significant differences for the following survey items:**
 - During the past 12 months, do you feel YOU have been mistreated by other students at ARC's main campus because of your Sexual orientation?
 - How you feel about ARC? Adjectives--_Homophobic_Non-homophobic
- **Ethnicity and Sexual Orientation (POC Queer compared to White Queer) did not produce any significant differences for the selected survey items**
- **Ethnicity and LGBTQ+ (POC LGBTQ+ compared to White LGBTQ+) did not produce any significant differences for the selected survey items**

Institutional Campus Climate Survey Setup, Sampling Process & Response Rates:

The following bulleted list documents the way the ICCS was constructed and conducted, and response rates.

- The ICCS was assembled primarily from equity survey prompts found on University of Michigan and Stanford University climate/equity surveys, and input from ARC's Disproportionate Impact project team. Specific wording for prompts and response options were provided by ARC program coordinators.
- The survey was titled as inclusively as possible, *Institutional* Campus Climate Survey, to ensure that all students understood it pertained to them. The intent was to avoid any impression that the survey was conducted for a given population, so students not seeing themselves in that population wouldn't dismiss it, thereby reducing the denominator and potentially bloating calculated rates.
- Two stratified random samples were drawn independently for ARC's Main Campus and the Natomas Center. Each was drawn to closely mirror the respective location's racial makeup and, to a lesser extent, the proportion of each location's day, evening, and short-term class offerings.
- Excluded from the sampling process was Public Safety & Apprenticeship, labs that had an associated lecture section, all

Fall 2019	ARC Main Campus		Natomas	
	Campus %	Sample %	Campus %	Sample %
African American	7.7%	7.4%	11.9%	12.0%
Asian	12.5%	11.6%	16.1%	18.3%
Filipino	2.4%	2.1%	4.8%	4.9%
Hispanic/Latino	24.7%	26.7%	31.2%	29.0%
Multi-Race	6.8%	6.7%	6.8%	8.0%
Native American	0.5%	0.5%	0.5%	0.3%
Other Non-White	0.2%	0.3%	0.1%	0.3%
Pacific Islander	0.7%	0.9%	1.6%	1.3%
Unknown	2.4%	2.8%	1.4%	1.5%
White	42.2%	41.1%	25.6%	24.4%

short-term courses except 8W2 and 5W3, all on-line classes, and classes with fewer than 20 students.

- The 116 class sections sampled at ARC's Main Campus resulted in a total of 3537 enrollments, reflecting approximately 15% of headcount and 5% of total enrollment. The 25 class sections sampled at the Natomas Center resulted in a total of 741 enrollments were selected at the Natomas Center, reflecting approximately 24% of headcount and 15% of total enrollment.
- Survey distribution was conducted exclusively through the sampling process described here. No additional canvassing of individual courses or faculty was performed, which might be perceived as manipulation of the sample to bias the results.
- Participating faculty were offered the opportunity to administer the survey themselves by reading a standardized script, or for the survey to be proctored (proctors read the standardized script).
- Students were asked both on the survey instrument itself and when read the administration/proctoring script to complete no more than one survey in their F19 classes.
- Completed surveys were received from 1075 Main Campus students and 219 Natomas Center students for calculated response rates* of 30.4% and 29.6%, respectively.

* calculated by dividing headcount (an unduplicated count) by enrollment (a duplicated count) – actual response rates will be higher.

Original Request (Leading value refers to Institutional Campus Climate Survey question number):

Demographics- Variable Recodes

26.1 What is your sexual orientation? (mark all that apply)

- % of total sample for each category (e.g., Asexual, bisexual, etc.)
 - Create variable "queer spectrum"
 - Participants who selected the option for "heterosexual or straight" and did not indicate an additional sexual orientation classify as heterosexual.
 - Participants who indicated that they identified as heterosexual or straight and another sexual identity (e.g. bisexual, pansexual or fluid) classify as queer.
 - Participants who indicated an option other than "heterosexual or straight" for sexual orientation (e.g., Asexual, bisexual, etc.) code as queer.
 - Exclude those who indicated "other" as their sexual orientation.
- % of queer spectrum

27. 1 What is your gender identity (mark all that apply)

- % of total sample for each category (e.g., trans man, woman, etc.)
 - Create variable "trans spectrum"
 - Participants who selected the option for "woman or man" and did not indicate an additional gender identity classify as cisgender.
 - Participants who indicated that they identified as "woman or man" and another gender identity (e.g. non-binary, gender non conforming.) classify as trans.
 - Participants who indicated an option other than "woman or man" (e.g., trans man, non-binary, etc.) code as trans.
 - Exclude those who indicated "other" as their gender identity.
- % of trans spectrum

28.1 What is your race/ethnicity? (mark all that apply)

- Create variable "POC"
 - Students who indicated a racial or ethnic identity other than Caucasian/White including those who indicated multiple ethnic/racial identities code as People of Color (POC)

Mean Comparison Analysis

For all the following questions we are asking for mean comparisons between the following groups:

- Cis gender compared to trans spectrum
- Hetero compared to queer spectrum
- LGBTQ+ compared to Cis Hetero
- POC trans spectrum compared to White trans spectrum
- POC queer spectrum compared to White queer spectrum
- POC LGBTQ+ compared to White LGBTQ+

2.1 In general, I feel valued at ARC's main campus.

2.4 I feel safe on ARC's main campus.

3.5 I have considered leaving ARC because I felt isolated or unwelcomed.

3.10 I feel ARC's main campus is a welcoming environment.

4.1 I am treated fairly and equitably in classrooms and classroom settings at ARC's main campus.

4.2 In my classes, I feel heard by my instructors at ARC's main campus.

4.3 In my classes, I feel heard by other students at ARC's main campus.

5.1 During the past 12 months, have you been concerned for your physical safety on ARC's main campus?

7.1 During the past 12 months, have you been concerned for your emotional safety on ARC's main campus?

18.1 I feel supported at ARC's main campus.

19.8 Homophobic Nonhomophobic

19.9 Transphobic Nontransphobic

Descriptives

% of queer spectrum respondents indicating rarely, sometimes, often, very often

During the past 12 months, do you feel YOU have been mistreated by other students at ARC's main campus because of your:

12.5 Sexual orientation

During the past 12 months, do you feel YOU have been mistreated by your instructors at ARC's main campus because of your:

13.5 Sexual orientation

% of trans spectrum respondents indicating rarely, sometimes, often, very often

During the past 12 months, do you feel YOU have been mistreated by other students at ARC's main campus because of your:

12.6 Gender/gender identity

During the past 12 months, do you feel YOU have been mistreated by your instructors at ARC's main campus because of your:

13.6 Gender/gender identity