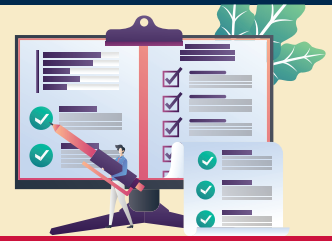




# Campus Climate Fall 2019

## 2ND PRELIMINARY REPORT

October 2020, Office of Institutional Research



*This is the second initial report intended to share some preliminary findings prior to the Fall 2020 release of ARC's Institutional Campus Climate report. The first preliminary report, which also details why the survey was conducted, how participants were selected, and how the data can be disaggregated, can be found [here](#). Again, thanks to those of you that were able to contribute to this data collection process!*

### Summary of Findings for Preliminary Report #2 of the Institutional Campus Climate Survey Fall 2019

Most ARC students feel that they are treated fairly and equitably at ARC and experience a sense of community and belonging. Similarly, most ARC employees feel that ARC is working to create a welcoming, and more equitable and inclusive campus.

However, there is still work to be done to improve the campus climate for all student and employee groups. Students of color feel less positively on a number dimensions, including a sense of community, on being equally valued at ARC, that instructors make judgments about their abilities based on their race, ethnicity, or culture, and that the campus is more hostile, relative to their white counterparts.

Students of color also feel that ARC's curriculum is less culturally relevant, and that the assignments, readings, and lectures, are less likely to include people and places that they can relate to. LGBTQ+ students and employees are more aware of negative remarks or jokes about people who identify as LGBTQ+ than are straight students/employees.

A challenge to creating a more equitable and inclusive environment, is that more than one-third of both students/employees of color and white students/employees feel that too much emphasis is put on issues of diversity, equity, and inclusion. A second challenge for a positive campus climate for all student and employee groups at ARC, is the different perceptions that exist across employee groups (e.g., Faculty, Classified, Administration), including differences regarding ARC's decision-making processes, communication transparency, and governance.

### How Do Student and Employee Response Data Differ?

Student survey data are more likely to represent the full range of students' opinions and experiences at ARC as it was completed by all (or most) of the students in a carefully selected (stratified random sample) set of class sections at both ARC's Main Campus and at the Natomas Center. Employee survey data are less likely to reflect employees' full range of opinions and experiences as this online survey was completed by only those who were aware that they received an email invitation and chose to respond.

### Who Completed the Survey?



**1294**  
Students

(Main Campus &  
Natomas Center)



**269**  
Employees

(Faculty, permanent classified,  
staff, supervisors and  
administrators)

### Survey Administration Timing and Comparability

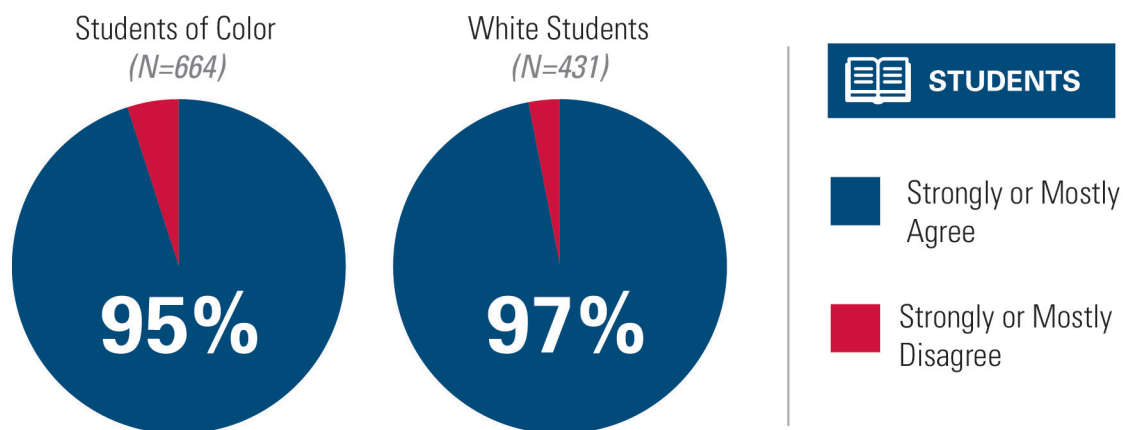
Please recognize that ARC's Institutional Campus Climate Survey was conducted prior to the dramatic changes that have occurred during 2020, including a world wide pandemic and LRCCD's resulting move to fully remote operations, as well as the Black Lives Matter movement and resulting national discourse/protests on race. Please note that the opinions and perceptions expressed here by both students and employees may differ, perhaps significantly, from the results if the survey were conducted today.



## Example 1

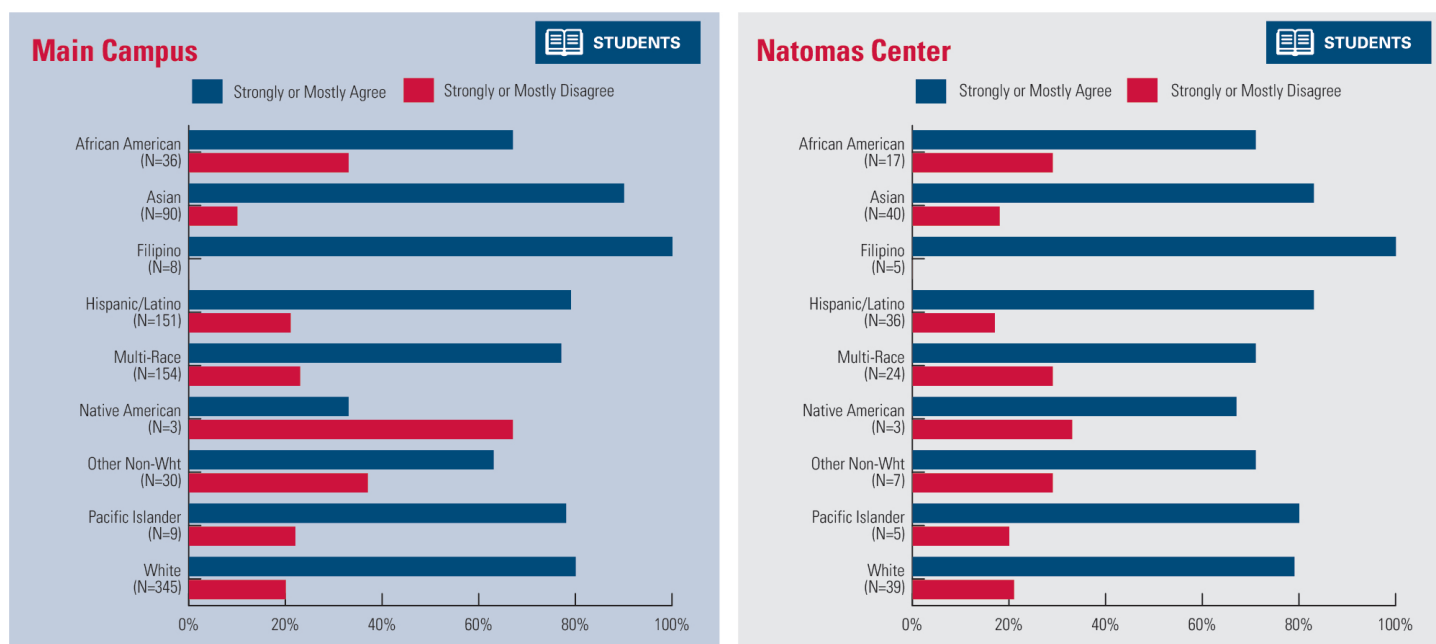
**Student Survey Question:** *"In general, I am treated fairly and equitably on campus."*

*Most students feel that they are treated fairly and equitably.*



## Example 2

**Student Survey Question:** *"I feel there is a strong sense of community at ARC's..."*

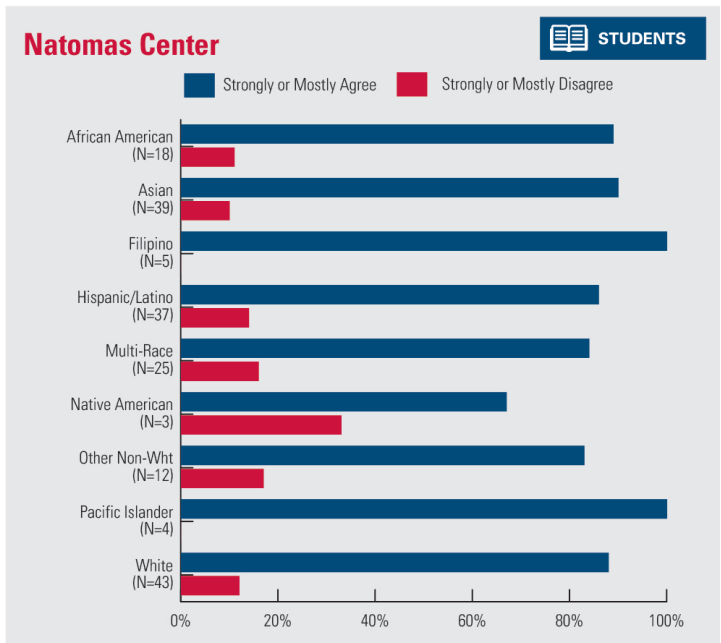
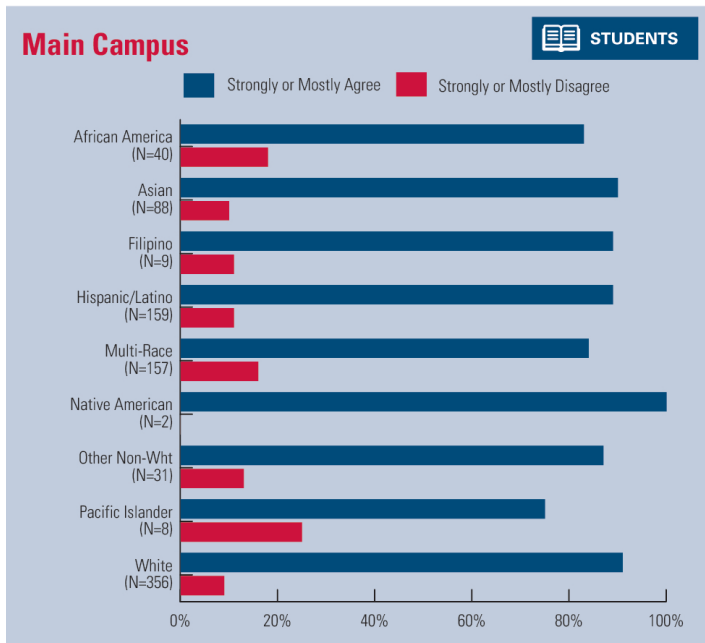


*African American, Native American\*, and 'Other non-white' student respondents feel a sense of community less strongly than do Asian, Hispanic/Latino and white students.*

*\*Please note that several of the examples in this report include small sample sizes for some groups. As sample size decreases, so does statistical reliability. In these instances, caution should be used when forming conclusions from the survey results.*

### Example 3

**Student Survey Question:** *"I feel I belong at ARC's..."*



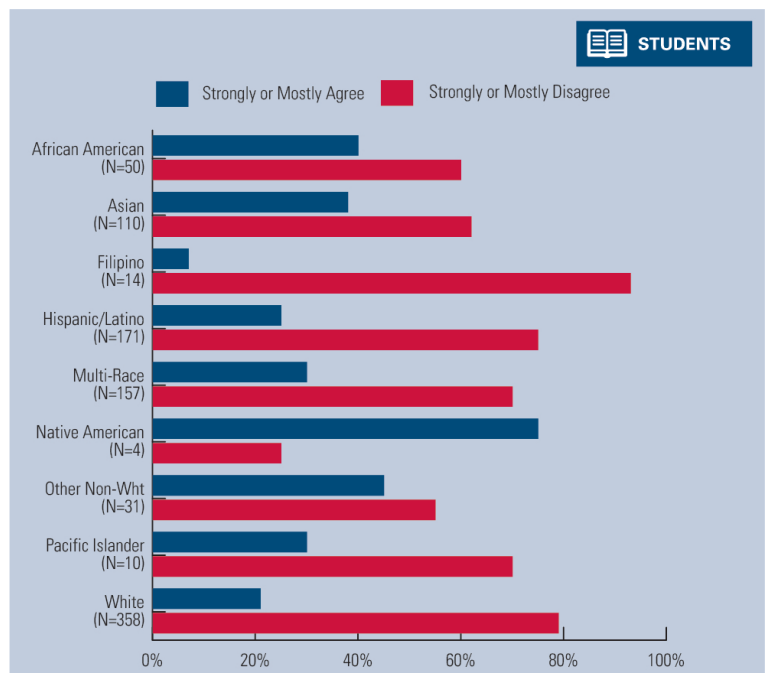
Most respondents experience a sense of belonging at the Main Campus and the Natomas Center.

### Example 4

**Student Survey Question:**

*"I have to work harder than others to be valued equally at ARC."*

African American, Asian, Native American, and 'Other non-white' student respondents feel they must work harder to be valued equally at ARC.

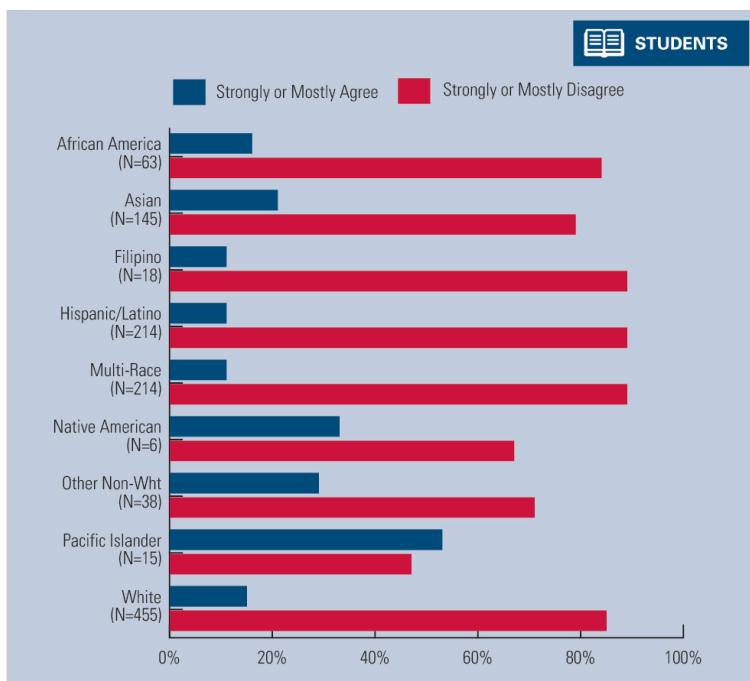


## Example 5

### Student Survey Question:

*"Instructors at ARC make judgments about my academic abilities based on my race, ethnicity, or culture."*

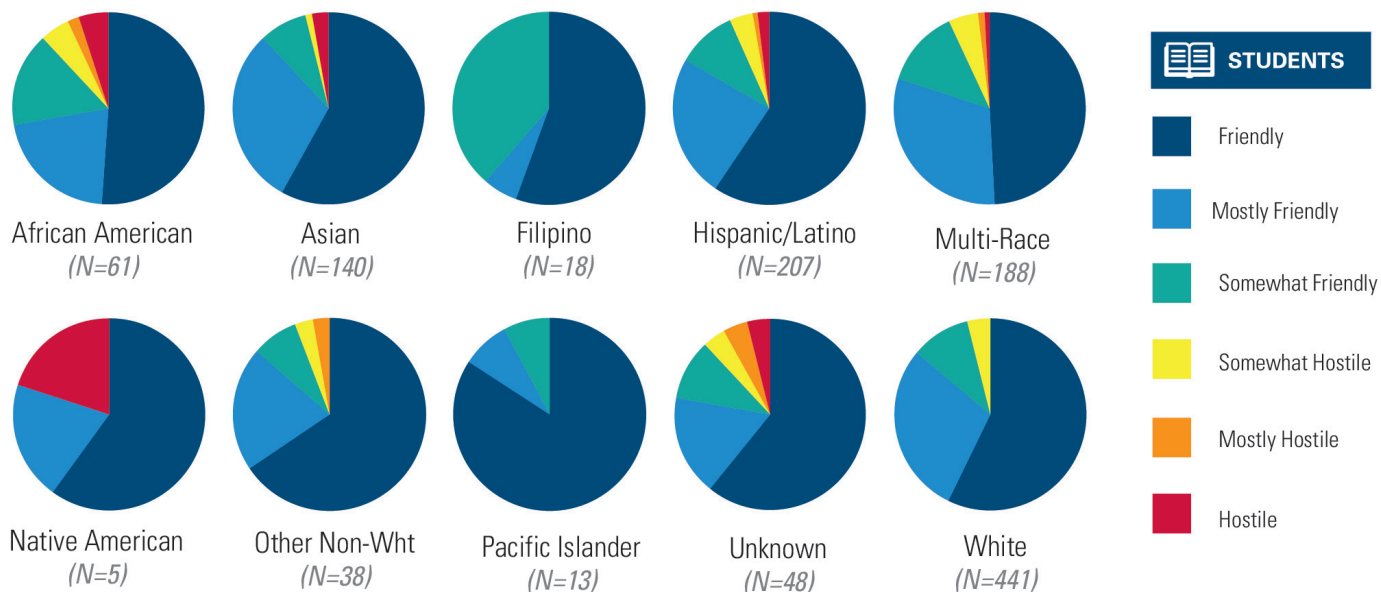
While the majority of student respondents disagree with this statement, Asian, Native American, and Pacific Islander students are more likely to agree.



## Example 6

### Student Survey Question:

*"Based on your personal experiences, how do you rate ARC on a scale that goes from "friendly" to "hostile"?"*



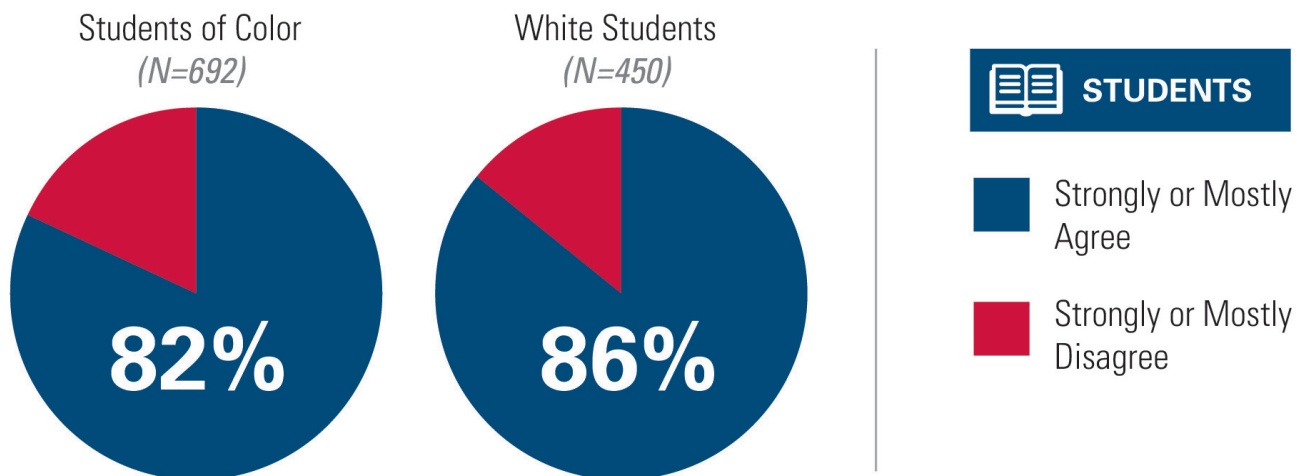
Overall, students find ARC to be a friendly campus, however 12% of African American, 7% of Hispanic/Latino, and 20% of Native American (N=5) respondents describe the campus as at least somewhat hostile.

## Example 7

### Student Survey Question:

*"In my courses at ARC, the assignments, readings, and lectures have included people and places that I have been able to relate to."*

Students of color relate less well to the people and places appearing in ARC course assignments, readings, and lectures. Students of color relate less well to the people and places appearing in ARC course assignments, readings, and lectures.

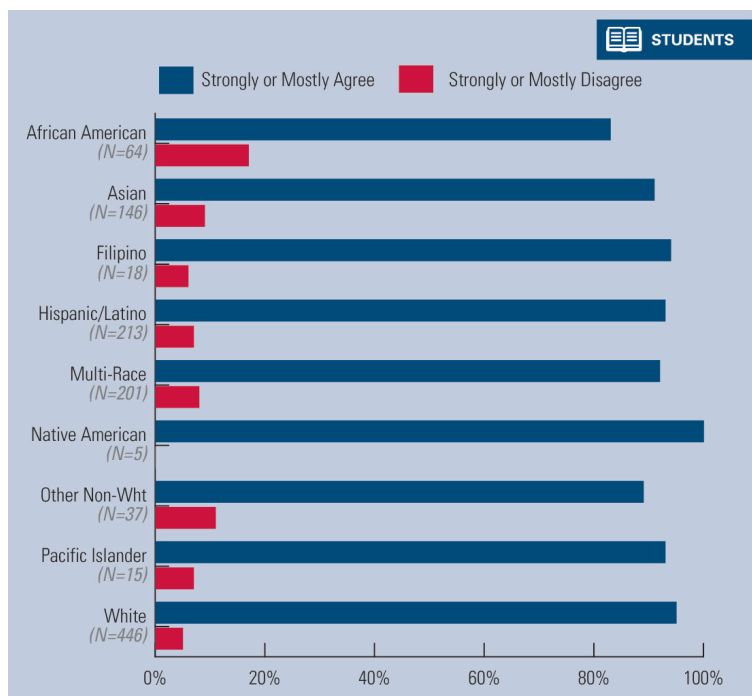


## Example 8

### Student Survey Question:

*"ARC is working to create a more equitable and inclusive campus."*

While the majority of ARC students agree with this statement, students of color agree at lower rates, most notably African American students.





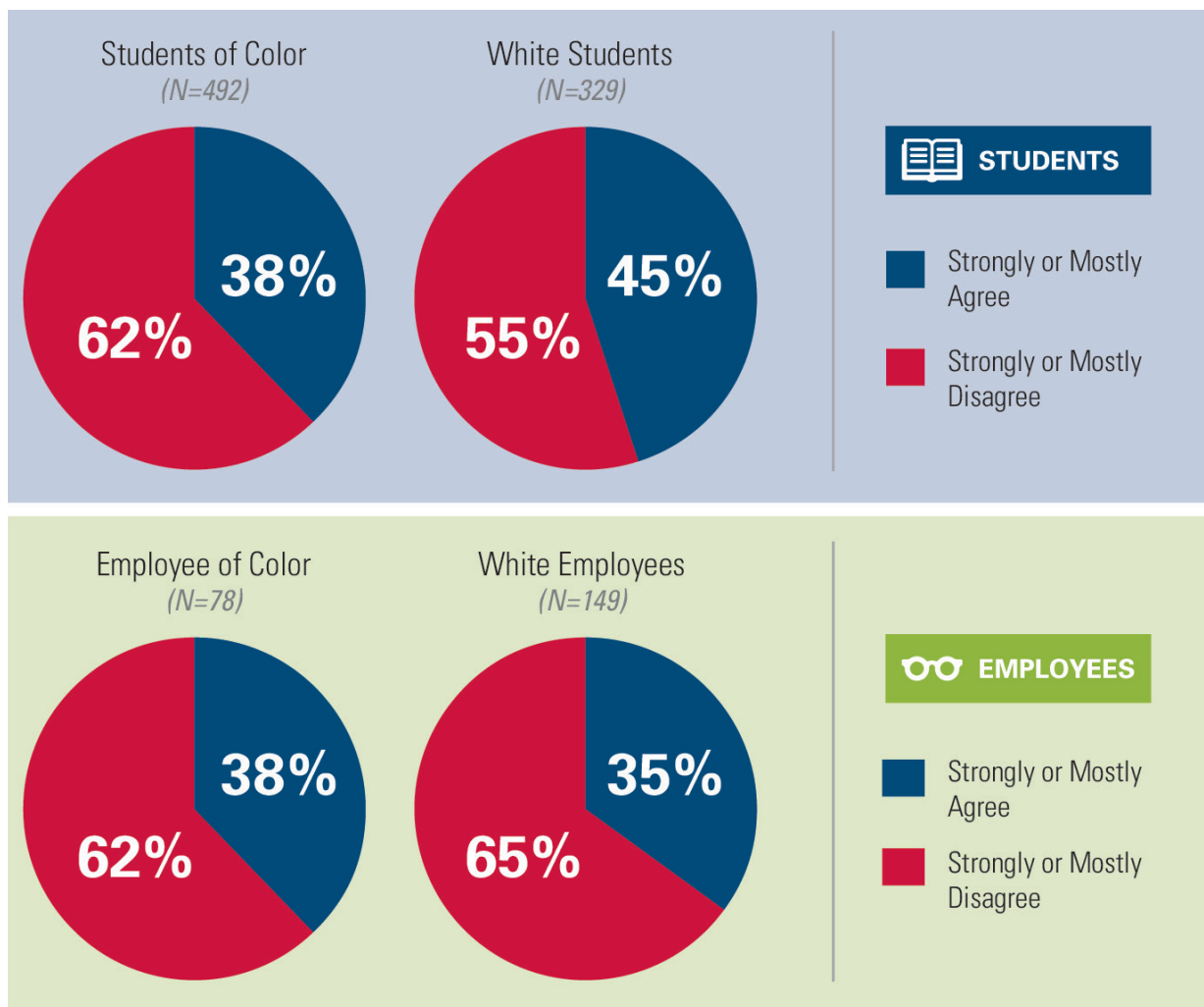
## Responses to Questions Appearing on both the Student and Employee Surveys:



### Example 9

#### Student and Employee Survey Question:

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

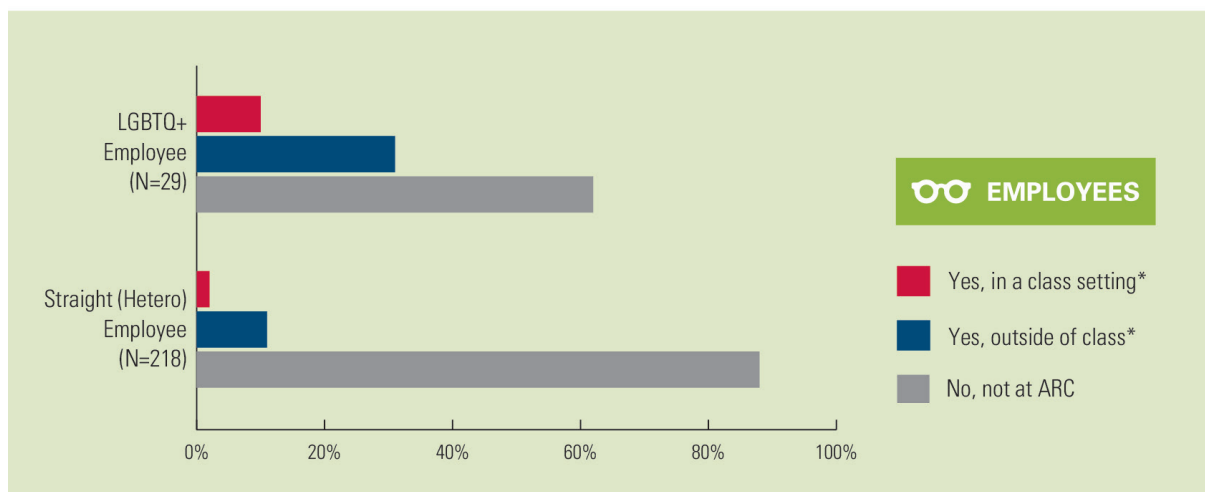
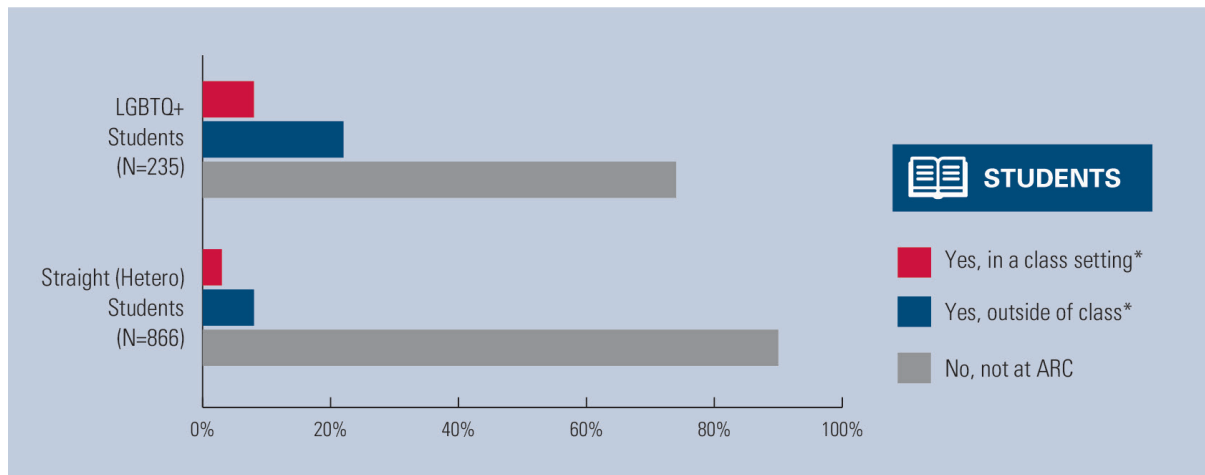


*More than one-third of both students/employees of color and white students/employees feel that too much emphasis is put on issues of diversity, equity, and inclusion. (Note: Data reflects opinions assessed prior to 2020 Covid-19 lockdowns and racial protests.)*

## Example 10

### Student and Employee Survey Question:

*"During the last 12 months, how often have you heard anyone make crude remarks or jokes about people who identify as LGBTQ+?"*



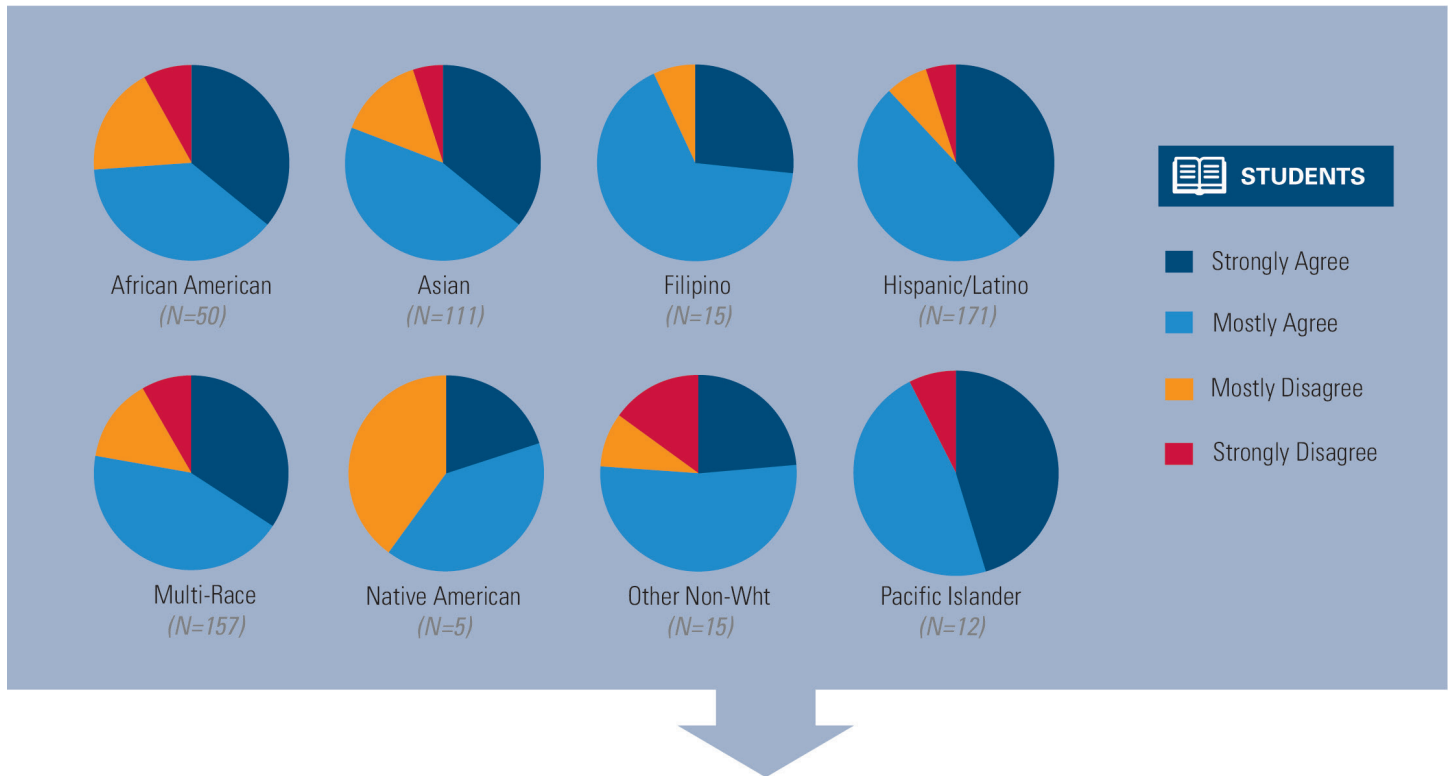
\*Note that the two 'Yes' responses are not mutually exclusive, so summing the percentages is unlikely to equal 100%

*LGBTQ+ students and employees are more aware of negative remarks or jokes about people who identify as LGBTQ+ than are straight students/employees.*

## Example 11

### Student Survey Question:

*"The content of the courses offered at ARC have cultural relevance to me."*

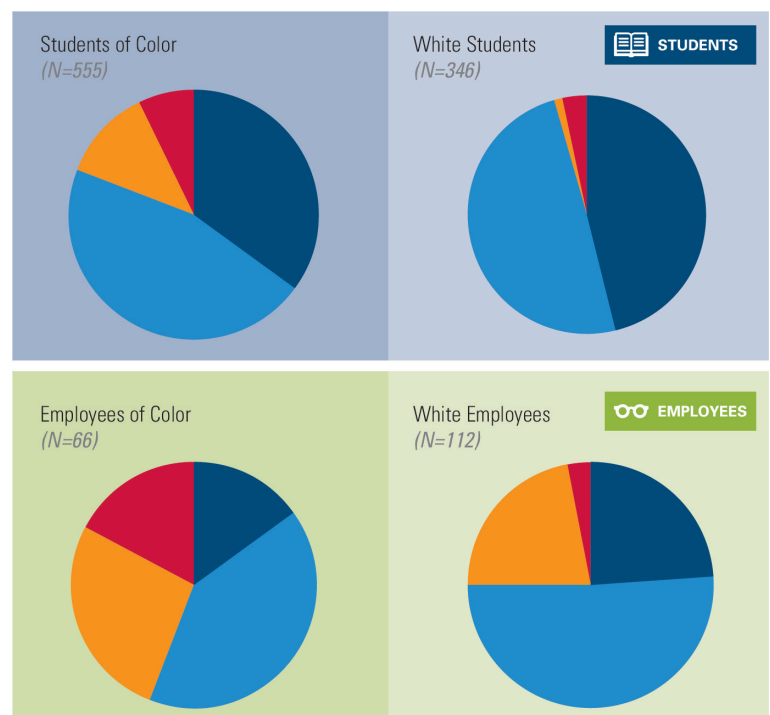


*Students and employees of color feel ARC's curriculum is less culturally relevant.*

## Example 12

### Employee Survey Question:

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





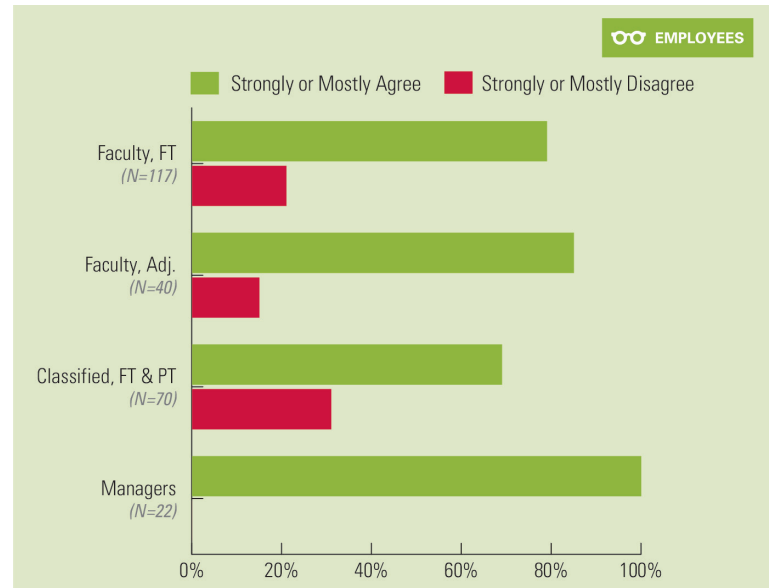


### Example 13

#### Employee Survey Question:

*"Employees go out of their way to create a welcoming climate."*

The majority of ARC employees feel that they collectively create a welcoming campus climate, with classified employees expressing the least agreement.

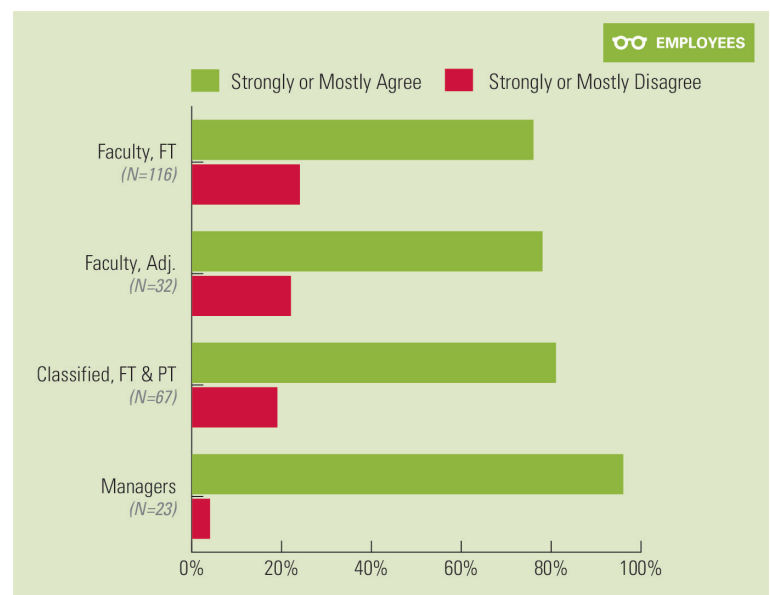


### Example 14

#### Employee Survey Question:

*"ARC's planning and decision-making processes put students first."*

Survey responses suggest that ARC's decision-making processes put students first, with notable differences of agreement across employment groups.

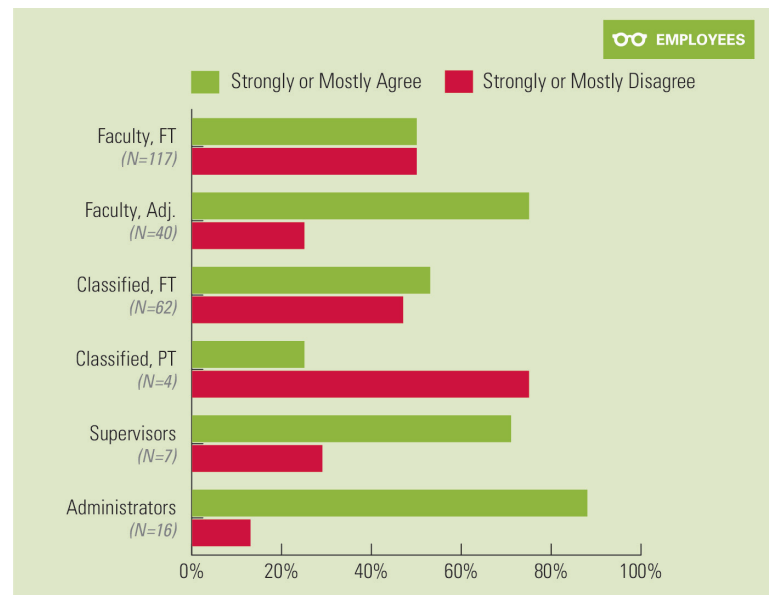


## Example 15

### Employee Survey Question:

*"Communication from ARC's leadership is transparent."*

The level of communication transparency from ARC's leadership group is perceived quite differently across ARC's employment groups.

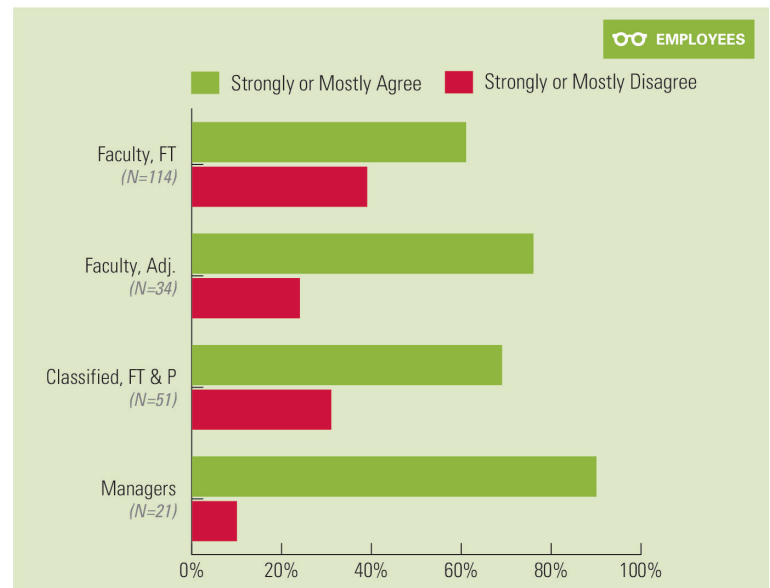


## Example 16

### Employee Survey Question:

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

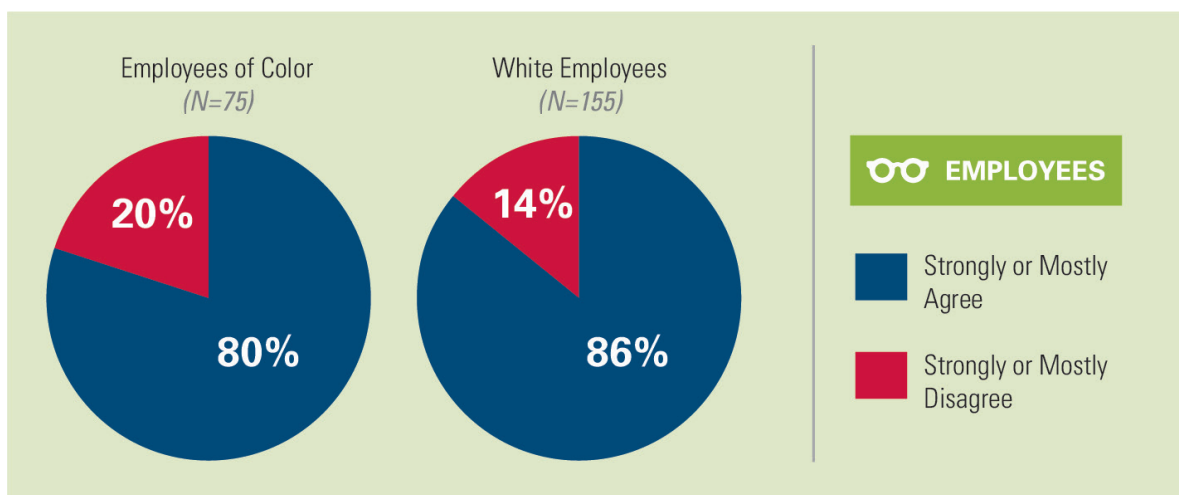
While the majority of employees agree that ARC's governance process is proactive, agreement differs considerably across employment group.



## Example 17

### Employee Survey Question:

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



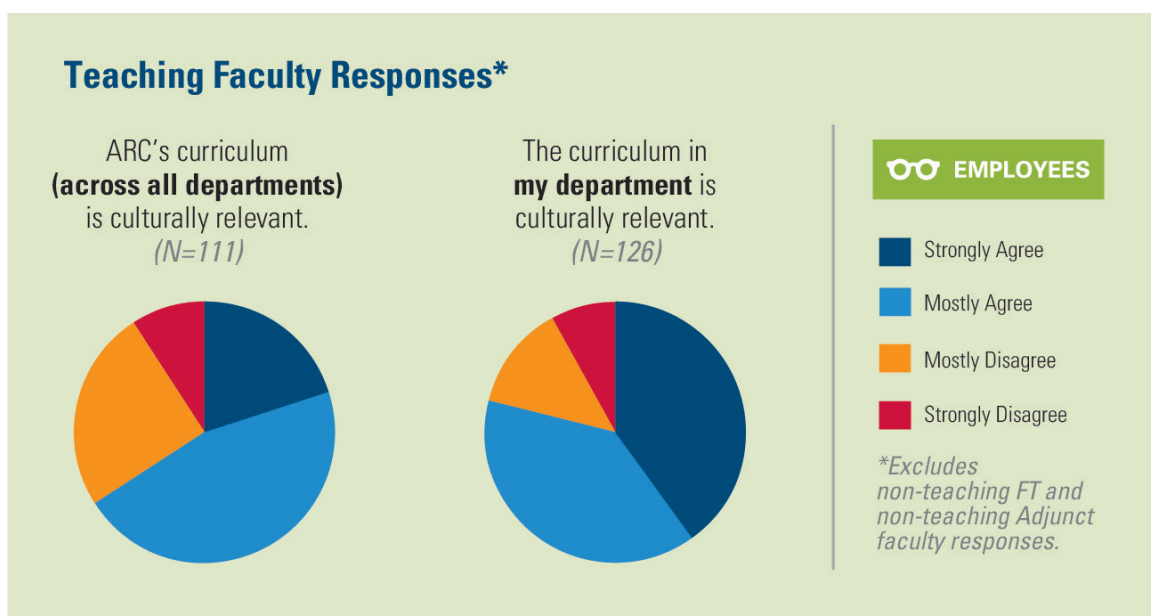
While most employees feel that ARC's teaching and learning environment is equitable and inclusive, employees of color are more likely to disagree.

## Example 18

### Employee Survey Questions:

*"ARC's curriculum (across all departments) is culturally relevant."* compared to:

*"The curriculum in my department is culturally relevant."*



Faculty perceive the curriculum in their own departments as being more culturally relevant than that in other departments.