



Comparison of ARC Employees of Color (EOC) and ARC White Employees on the 2019 ARC Institutional Campus Climate Survey

Executive Summary

Results from the 2019 ARC Institutional Campus Climate Survey were reanalyzed to provide insight regarding the general sense of inclusion and belonging expressed by ARC employees of color (EOC) relative to ARC White employees.

This reanalysis revealed a large number of differences between these two groups:

ARC employees of color were *less satisfied with their jobs at ARC*, felt *less accepted for who they are*, were *less likely to indicate being treated fairly and equitably* by other ARC employees, and were *more likely to report experiencing microaggressions at ARC¹*, relative to ARC White employees.

ARC employees of color were also *less likely to agree that the college held a strong commitment to social justice, equity, and inclusion*, and *less likely to agree that ARC faculty and classified staff treated people of all racial, ethnic, and cultural backgrounds, and all genders/gender identities with equal respect*, relative to ARC White employees.

When asked to rate their primary work location along a scale of opposing adjectives (e.g., Hostile – Friendly, Racist – Non-Racist, Competitive – Cooperative, etc.), ARC employees of color *rated their primary work location less positively* than did ARC White employees. Specifically, ARC employees of color *rated their primary work location as relatively more hostile, racist, homophobic, transphobic, and relatively less cooperative and inclusive*, relative to ARC White employees.

ARC employees of color also reported *experiencing mistreatment by students, faculty, classified staff, and managers* due to their racial, ethnic, or cultural identity, more often than ARC White employees. ARC employees of color also reported *witnessing faculty, staff, and managers mistreating others* because of their racial, ethnic, or cultural identity, more often than ARC White employees.

Taken together, these results indicate the need for ARC (since 2019, pre-pandemic) to improve the working environment for ARC employees of color for the college to fully realize its commitment to social justice and equity. These results also provide a potential baseline for future comparisons and a means for assessing the impact (or lack thereof) of institutional efforts aimed at improving the sense of inclusion and belonging for ARC employees of color. The current analysis also serves as a template for future analyses of campus climate, sense of belonging, and inclusion, such as an analogous comparison between ARC students of color and ARC White students for the Spring 2022 Los Rios Campus Climate survey.

¹ Microaggressions were defined on the survey as “the everyday verbal, nonverbal, and environmental slights, snubs or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership”.

The 2019 ARC Institutional Campus Climate Survey was reanalyzed to uncover statistically significant differences between ARC employees of color (EOC) (n = 89) and ARC White employees (n = 190)².

The following survey items were rated by employees on a Likert scale of Strongly Agree (4) to Strongly Disagree (1) (i.e., higher average value shows greater overall agreement). Statistically significant differences between ARC employees of color (EOC) and ARC White employees are shown below:

Institutional Effectiveness

- The **teaching/learning environment** is equitable and inclusive for students at my primary ARC work location. EOC ($M = 3.0$) were significantly *less* likely to agree than White employees ($M = 3.2$).
- The **working environment** for students at ARC is equitable and inclusive. EOC ($M = 2.9$) were significantly *less* likely to agree than White employees ($M = 3.2$).
- Innovation is promoted and encouraged. EOC ($M = 2.7$) were significantly *less* likely to agree than White employees ($M = 3.0$).
- ARC's curriculum (across all departments) is culturally relevant. EOC ($M = 2.5$) were significantly *less* likely to agree than White employees ($M = 2.9$).
- ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes. EOC ($M = 2.5$) were significantly *less* likely to agree than White employees ($M = 2.9$).
- ARC's governance process guides the institutional priorities of the college. EOC ($M = 2.7$) were significantly *less* likely to agree than White employees ($M = 3.0$).

Student Focus

- ARC's planning and decision-making processes put students first. EOC ($M = 2.8$) were significantly *less* likely to agree than White employees ($M = 3.0$).
- Employees treat students fairly. EOC ($M = 3.1$) were significantly *less* likely to agree than White employees ($M = 3.3$).
- Classified staff put students first when making decisions. EOC ($M = 3.0$) were significantly *less* likely to agree than White employees ($M = 3.3$).

Teamwork

- Employees go out of their way to create a welcoming climate. EOC ($M = 2.7$) were significantly *less* likely to agree than White employees ($M = 3.0$).

Job Satisfaction

- Overall, I am satisfied with my job at ARC. EOC ($M = 3.1$) were significantly *less* likely to agree than White employees ($M = 3.3$).

² For this analysis, any employee who selected "White" was included as a White employee, regardless of whether those employees also indicated other selections on the ethnicity question where survey respondents could select all that applied (these multiple selections would traditionally be categorized as "Multi-Race"). ARC employees of color included any employee who selected an ethnicity other than White, regardless of whether those employees also indicated White on the ethnicity question (i.e., also included "Multi-Race"). As a result, the analysis in this report includes some duplicated counts (where employees are counted in both groups). Despite the loss in statistical power due to group overlap, many statistically significant differences were revealed. All differences significant at the $p < .05$ level, the standard probability level typically applied in behavioral research to distinguish between observed differences that are more likely to reflect actual differences that exist between groups versus observed differences that are more likely to reflect random variations that are simply due to chance that do not reflect actual differences that exist between groups.

- At ARC, I am accepted for who I am. EOC ($M = 3.1$) were significantly *less* likely to agree than White employees ($M = 3.3$).

Faculty Specific Questions

- The curriculum in my department is culturally relevant. EOC ($M = 2.7$) were significantly *less* likely to agree than White employees ($M = 3.2$).

Professional Development

- No significant differences reported

Equity, Inclusion, and Social Justice

- There exists a strong commitment to **equity** and **inclusion** at ARC. EOC ($M = 3.1$) were significantly *less* likely to agree than White employees ($M = 3.3$).
- There exists a strong commitment to **social justice** at ARC. EOC ($M = 3.1$) were significantly *less* likely to agree than White employees ($M = 3.3$).
- ARC employees make judgments about **students'** abilities based on their race/ethnicity. EOC ($M = 2.4$) were significantly *more* likely to agree than White employees ($M = 1.9$).
- ARC employees make judgments about **other employees'** abilities based on their race/ ethnicity. EOC ($M = 2.5$) were significantly *more* likely to agree than White employees ($M = 1.9$).
- I am treated (in general) fairly and equitably by other employees. EOC ($M = 3.1$) were significantly *less* likely to agree than White employees ($M = 3.3$).
- The **faculty** at my primary ARC work location treat people of all genders/gender identities with equal respect. EOC ($M = 3.0$) were significantly *less* likely to agree than White employees ($M = 3.3$).
- The **faculty** at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect. EOC ($M = 3.1$) were significantly *less* likely to agree than White employees ($M = 3.4$).
- The **classified staff** at my primary ARC work location treat people of all genders/gender identities with equal respect. EOC ($M = 3.1$) were significantly *less* likely to agree than White employees ($M = 3.4$).
- The **classified staff** at my primary ARC work location treat people of all racial, ethnic, and cultural backgrounds with equal respect. EOC ($M = 3.1$) were significantly *less* likely to agree than White employees ($M = 3.4$).
- The **student body** at my primary ARC work location is racially diverse. EOC ($M = 3.4$) were significantly *less* likely to agree than White employees ($M = 3.6$).

Employee Perceptions of their Primary Work Location

The following survey items were rated along a pair of opposing adjectives (e.g., hostile (1) – friendly (6)) regarding the employee's primary work location (i.e., higher average value shows tendency towards more positive adjective).

Statistically significant differences are shown below:

- Hostile – Friendly: EOC ($M = 4.5$) were significantly *less* likely to rate their primary work location as friendly than White employees ($M = 4.9$) (*i.e., EOC rated their primary work location as more Hostile than did White employees*).
- Racist — Non Racist: EOC ($M = 4.5$) were significantly *less* likely to rate their primary work location as non-racist than White employees ($M = 5.0$) (*i.e., EOC rated their primary work location as more Racist than did White employees*).
- Competitive – Cooperative: EOC ($M = 4.1$) were significantly *less* likely to rate their primary work location as cooperative than White employees ($M = 4.5$) (*i.e., EOC rated their primary work location as more Competitive than did White employees*).

- Homophobic – Non-Homophobic: EOC ($M = 4.7$) were significantly *less* likely to rate their primary work location as non-homophobic than White employees ($M = 5.2$) (*i.e., EOC rated their primary work location as more Homophobic than did White employees*)
- Transphobic – Non-Transphobic: EOC ($M = 4.6$) were significantly *less* likely to rate their primary work location as non-transphobic than White employees ($M = 5.0$) (*i.e., EOC rated their primary work location as more Transphobic than did White employees*)
- Exclusive – Inclusive : EOC ($M = 4.3$) were significantly *less* likely to rate their primary work location as inclusive than White employees ($M = 4.7$) (*i.e., EOC rated their primary work location as more exclusive than did White employees*)

Microaggressions

Employees were asked on a scale of Never (1) to Very often (5), “During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to... (*various reasons listed*)”. Microaggressions were defined as “the everyday verbal, nonverbal, and environmental slights, snubs or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.” Of the options listed, 1 reason was statistically significant.

- EOC were significantly *more* likely to report experiencing microaggressions ($M = 2.1$) due to their racial, ethnic, or cultural identity than White employees ($M = 1.5$)

Experiencing Mistreatment by Students

Employees were asked on a scale of Never (1) to Very often (5), “During the past 12 months, do you feel YOU have been mistreated **by students** at your primary work location because of your... (*various reasons listed*)”. Of the options listed, 2 reasons were statistically significant.

- EOC were significantly *more* likely to report experiencing mistreatment by students at their primary work location ($M = 1.6$) because of their racial or ethnic identity than White employees ($M = 1.2$)
- EOC were significantly *more* likely to report experiencing mistreatment by students at their primary work location ($M = 1.5$) because of their culture or cultural identity than White employees ($M = 1.2$)

Experiencing Mistreatment by Faculty

Employees were asked on a scale of Never (1) to Very often (5), “During the past 12 months, do you feel YOU have been mistreated **by faculty** at your primary work location because of your... (*various reasons listed*)”. Of the options listed, 3 reasons were statistically significant.

- EOC were significantly *more* likely to report experiencing mistreatment by faculty at their primary work location ($M = 1.5$) because of their racial or ethnic identity than White employees ($M = 1.2$)
- EOC were significantly *more* likely to report experiencing mistreatment by faculty at their primary work location ($M = 1.4$) because of their culture or cultural identity than White employees ($M = 1.1$)
- EOC were significantly *more* likely to report experiencing mistreatment by faculty at their primary work location ($M = 1.3$) because of their gender/gender identity than White employees ($M = 1.1$)

Experiencing Mistreatment by Classified Staff

Employees were asked on a scale of Never (1) to Very often (5), “During the past 12 months, do you feel YOU have been mistreated **by classified staff** at your primary work location because of your... (*various reasons listed*)”. Of the options listed, 2 reasons were statistically significant.

- EOC were significantly *more* likely to report experiencing mistreatment by classified staff at their primary work location ($M = 1.4$) because of their racial or ethnic identity than White employees ($M = 1.1$)

- EOC were significantly **more** likely to report experiencing mistreatment by classified staff at their primary work location ($M = 1.3$) because of their culture or cultural identity than White employees ($M = 1.1$)

Experiencing Mistreatment by Managers (Administrators, Supervisors)

Employees were asked on a scale of Never (1) to Very often (5), “During the past 12 months, do you feel YOU have been mistreated **by managers (administrators, supervisors)** at your primary work location because of your... (*various reasons listed*)”. Of the options listed, 2 reasons were statistically significant.

- EOC were significantly **more** likely to report experiencing mistreatment by managers at their primary work location ($M = 1.3$) because of their culture or cultural identity than White employees ($M = 1.1$)
- EOC were significantly **more** likely to report experiencing mistreatment by managers at their primary work location ($M = 1.2$) because of their gender/gender identity than White employees ($M = 1.1$)

Seen Faculty, Classified Staff, or Managers Mistreat Students

Employees were asked on a scale of Never (1) to Very often (5), “During the past 12 months, have you seen faculty, classified staff, or managers **mistreat students** at your primary work location because of their... (*various reasons listed*)”. Of the options listed, 2 reasons were statistically significant.

- EOC were significantly **more** likely to report seeing faculty, classified staff, or managers mistreat students at their primary work location ($M = 1.6$) because of their racial or ethnic identity than White employees ($M = 1.3$)
- EOC were significantly **more** likely to report seeing faculty, classified staff, or managers mistreat students at their primary work location ($M = 1.5$) because of their culture or cultural identity than White employees ($M = 1.3$)

Seen Faculty, Classified Staff, or Managers Mistreat Other Faculty, Classified Staff, or Managers

Employees were asked on a scale of Never (1) to Very often (5), “During the past 12 months, have you seen faculty, classified staff, or managers **mistreat other faculty, classified staff, or managers** at your primary work location because of their... (*various reasons listed*)”. Of the options listed, 2 reasons were statistically significant.

- EOC were significantly **more** likely to report seeing faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at their primary work location ($M = 1.3$) because of their ability or disability status than White employees ($M = 1.1$)
- EOC were significantly **more** likely to report seeing faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at their primary work location ($M = 1.5$) because of their culture or cultural identity than White employees ($M = 1.3$)

The following pages contain all the survey items that were tested for statistically significant differences between ARC EOC and White employees.

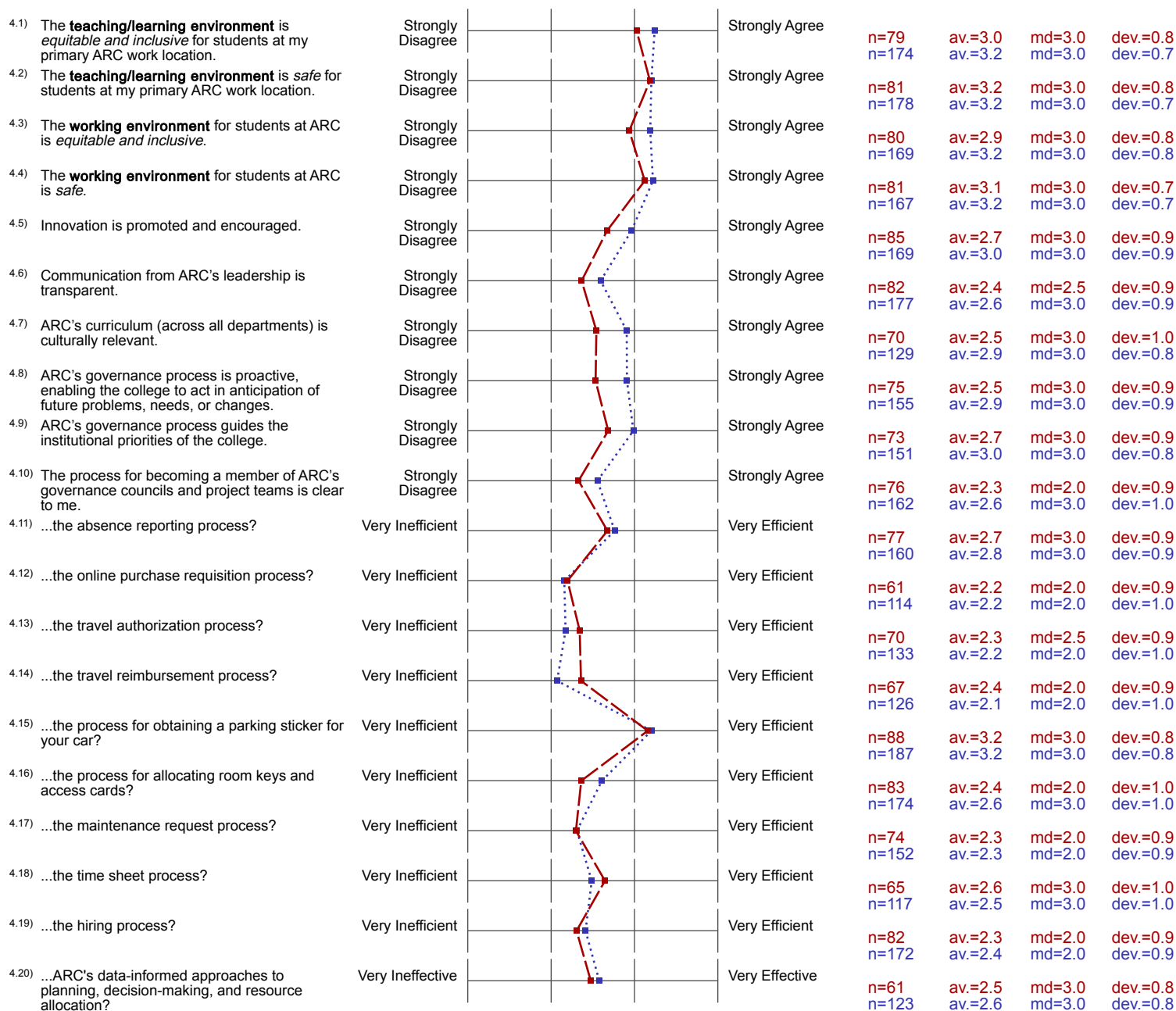
Profile

Subgroup: Employees of color from ICCS Employee Survey

Comparative line:
Subgroup: White employees from ICCS Employee Survey

Values used in the profile line: Mean

4. Institutional Effectiveness



4.21) ...the contributions of ARC employees?

Not at all
Valued

Highly Valued

n=80
n=177av.=2.7
av.=2.9md=3.0
md=3.0dev.=0.7
dev.=0.8

5. Student-Focus

5.1) ARC's planning and decision-making processes put students first.

Strongly
Disagree

Strongly Agree

n=81
n=170av.=2.8
av.=3.0md=3.0
md=3.0dev.=0.7
dev.=0.8

5.2) Employees treat students fairly.

Strongly
Disagree

Strongly Agree

n=82
n=173av.=3.1
av.=3.3md=3.0
md=3.0dev.=0.6
dev.=0.6

5.3) Faculty put students first when making decisions.

Strongly
Disagree

Strongly Agree

n=78
n=170av.=2.9
av.=3.1md=3.0
md=3.0dev.=0.8
dev.=0.7

5.4) Classified staff put students first when making decisions.

Strongly
Disagree

Strongly Agree

n=72
n=142av.=3.0
av.=3.3md=3.0
md=3.0dev.=0.7
dev.=0.6

5.5) Administrators put students first when making decisions.

Strongly
Disagree

Strongly Agree

n=72
n=156av.=2.7
av.=2.9md=3.0
md=3.0dev.=0.9
dev.=0.8

5.6) ARC provides sufficient programs and resources to foster the success of a diverse student body.

Strongly
Disagree

Strongly Agree

n=83
n=171av.=2.9
av.=3.1md=3.0
md=3.0dev.=0.9
dev.=0.8

6. Teamwork

6.1) Employees work collaboratively.

Strongly
Disagree

Strongly Agree

n=86
n=181av.=2.8
av.=2.9md=3.0
md=3.0dev.=0.8
dev.=0.7

6.2) A sense of cooperation exists across employee groups at ARC.

Strongly
Disagree

Strongly Agree

n=82
n=171av.=2.6
av.=2.8md=3.0
md=3.0dev.=0.8
dev.=0.8

6.3) Employees go out of their way to create a welcoming climate.

Strongly
Disagree

Strongly Agree

n=83
n=181av.=2.7
av.=3.0md=3.0
md=3.0dev.=0.8
dev.=0.8

6.4) Employees treat students with respect.

Strongly
Disagree

Strongly Agree

n=84
n=179av.=3.1
av.=3.3md=3.0
md=3.0dev.=0.6
dev.=0.6

6.5) Employees treat one another in a professional and friendly manner.

Strongly
Disagree

Strongly Agree

n=86
n=184av.=2.9
av.=3.1md=3.0
md=3.0dev.=0.8
dev.=0.8

6.6) A sense of teamwork exists at ARC.

Strongly
Disagree

Strongly Agree

n=84
n=182av.=2.7
av.=2.9md=3.0
md=3.0dev.=0.9
dev.=0.8

6.7) Clear expectations about my work are communicated to me.

Strongly
Disagree

Strongly Agree

n=86
n=184av.=3.0
av.=3.0md=3.0
md=3.0dev.=0.9
dev.=0.9

6.8) Employees at ARC use problem-solving techniques when working with others.

Strongly
Disagree

Strongly Agree

n=73
n=149av.=2.8
av.=2.9md=3.0
md=3.0dev.=0.9
dev.=0.7

7. Job Satisfaction

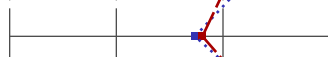
7.1) Overall, I am satisfied with my job at ARC.

Strongly
Disagree

Strongly Agree

n=87
n=188av.=3.1
av.=3.3md=3.0
md=3.0dev.=0.8
dev.=0.7

7.2) I feel pressure to accomplish too many tasks and priorities.

Strongly
Disagree

Strongly Agree

n=83
n=183av.=2.8
av.=2.7md=3.0
md=3.0dev.=0.9
dev.=1.0

7.3) I enjoy the people I work with at ARC.

Strongly
Disagree

Strongly Agree

n=85
n=184av.=3.3
av.=3.4md=3.0
md=3.0dev.=0.6
dev.=0.7

7.4) I feel that my time is valued.

Strongly
Disagree

Strongly Agree

n=80
n=182av.=3.0
av.=2.9md=3.0
md=3.0dev.=0.9
dev.=0.9

7.5) I have made meaningful connections with other ARC employees.

Strongly
Disagree

Strongly Agree

n=85
n=187av.=3.3
av.=3.3md=3.0
md=3.0dev.=0.7
dev.=0.7

7.6) At ARC, I am accepted for who I am.

Strongly
Disagree

Strongly Agree

n=83
n=182av.=3.1
av.=3.3md=3.0
md=3.0dev.=0.8
dev.=0.8

7.7) Physical spaces (classrooms, offices, buildings, etc.) are well maintained at my primary ARC work location.

Strongly
Disagree

Strongly Agree

n=86
n=189av.=2.6
av.=2.6md=3.0
md=3.0dev.=0.9
dev.=0.9

7.8) ARC is a place where I am able to perform up to my full potential.	Strongly Disagree		Strongly Agree	n=80 n=183	av.=2.9 av.=3.0	md=3.0	dev.=0.9 dev.=0.9
7.9) I have a voice in the decision-making that affects the direction of my department/unit.	Strongly Disagree		Strongly Agree	n=81 n=180	av.=2.8 av.=2.9	md=3.0	dev.=1.0 dev.=0.9
7.10) I feel that I am able to appropriately influence the direction of ARC.	Strongly Disagree		Strongly Agree	n=75 n=172	av.=2.4 av.=2.4	md=2.0	dev.=1.0 dev.=1.0
7.11) I have the opportunity to express my ideas in appropriate forums.	Strongly Disagree		Strongly Agree	n=75 n=174	av.=2.7 av.=2.9	md=3.0	dev.=0.9 dev.=0.9

8. Faculty Specific Questions

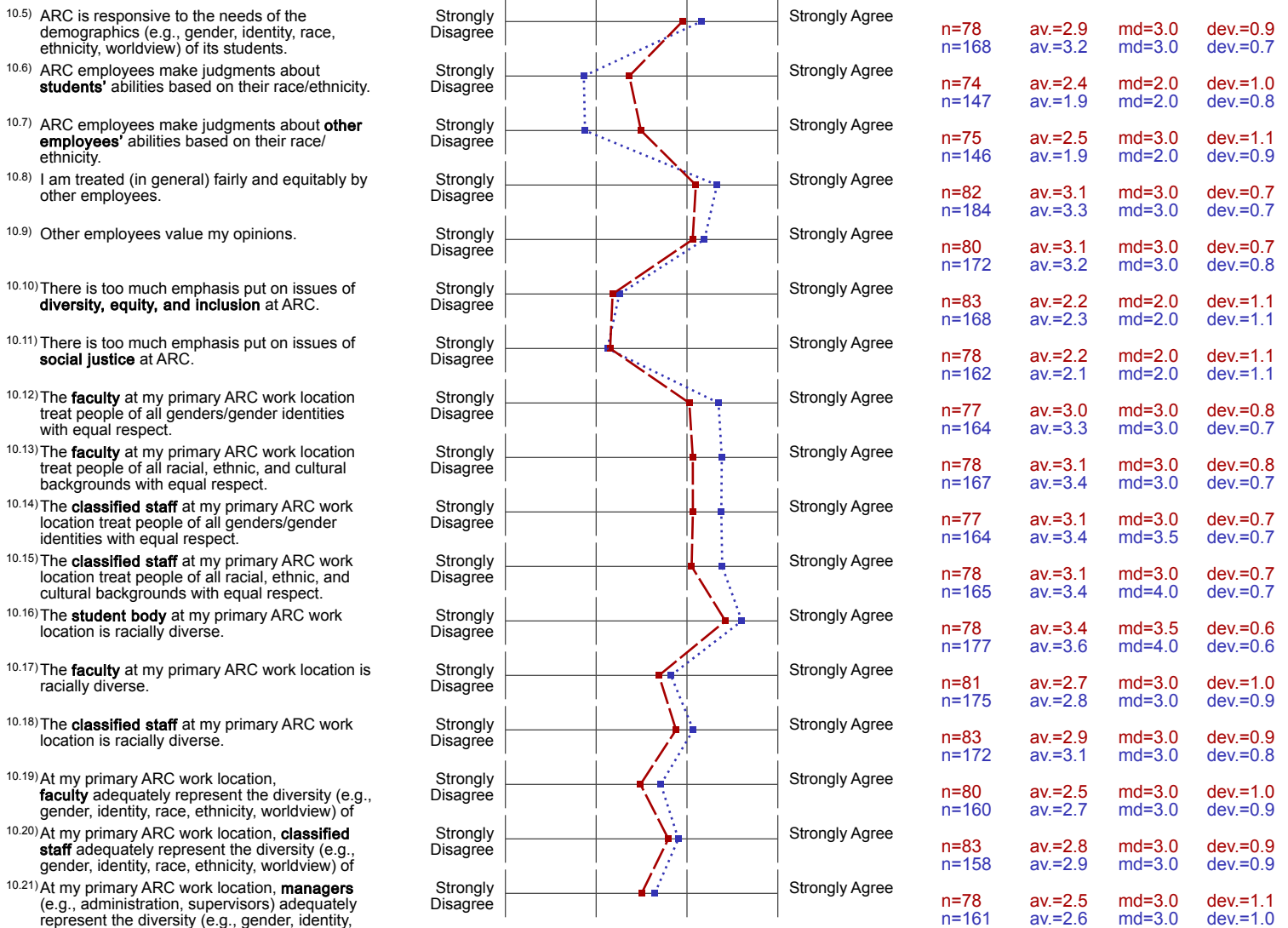
8.1) There are fair and equitable expectations regarding my service to the college.	Strongly Disagree		Strongly Agree	n=43 n=114	av.=2.7 av.=2.9	md=3.0	dev.=0.9 dev.=0.9
8.2) I am treated fairly and equitably by the other faculty in <u>my department</u> .	Strongly Disagree		Strongly Agree	n=47 n=122	av.=3.1 av.=3.3	md=3.0	dev.=1.0 dev.=0.9
8.3) The faculty in <u>my department</u> treat me with respect.	Strongly Disagree		Strongly Agree	n=47 n=121	av.=3.2 av.=3.4	md=3.0	dev.=1.0 dev.=0.8
8.4) The curriculum in <u>my department</u> is culturally relevant.	Strongly Disagree		Strongly Agree	n=39 n=103	av.=2.7 av.=3.2	md=3.0	dev.=1.1 dev.=0.8
8.5) Classrooms and campus buildings at my primary work location are well maintained .	Strongly Disagree		Strongly Agree	n=82 n=183	av.=2.7 av.=2.7	md=3.0	dev.=0.9 dev.=0.9
8.6) Classrooms and campus buildings at my primary work location are clean .	Strongly Disagree		Strongly Agree	n=81 n=183	av.=2.9 av.=2.9	md=3.0	dev.=0.8 dev.=0.8
8.7) I feel that I have the support of my dean.	Strongly Disagree		Strongly Agree	n=44 n=117	av.=3.2 av.=3.4	md=3.0	dev.=0.9 dev.=0.8

9. Professional Development

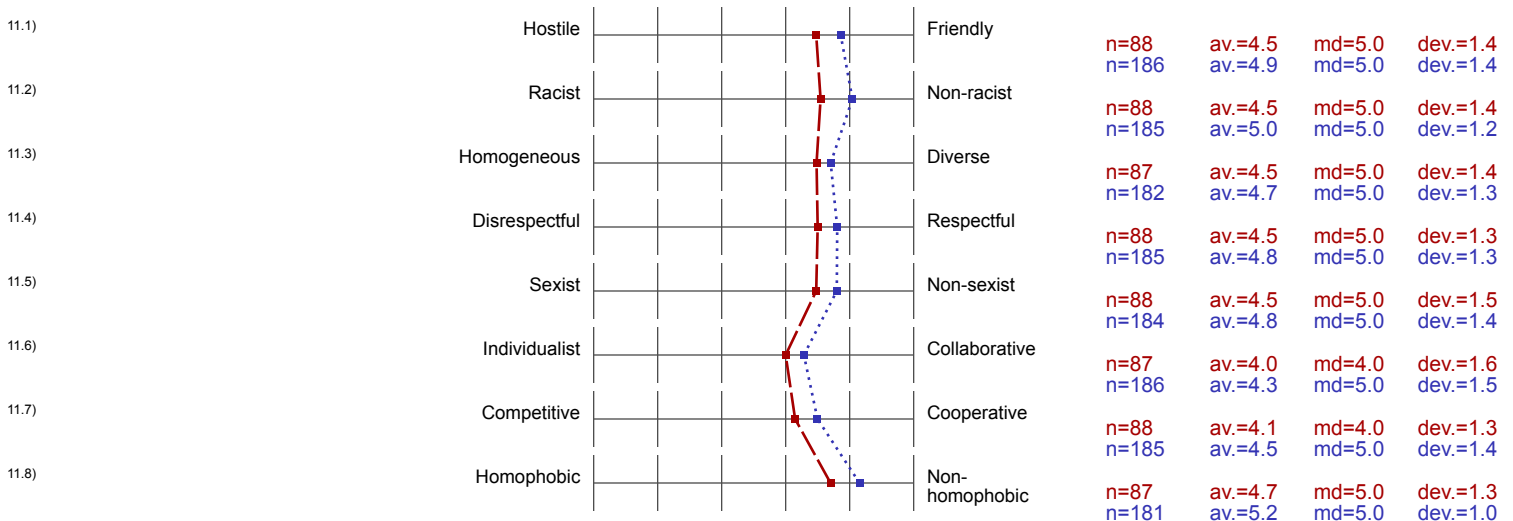
9.1) The professional development opportunities that exist at ARC are comprehensive.	Strongly Disagree		Strongly Agree	n=80 n=164	av.=2.9 av.=2.9	md=3.0	dev.=0.8 dev.=0.8
9.2) My manager/supervisor has encouraged me to participate in professional development.	Strongly Disagree		Strongly Agree	n=82 n=177	av.=3.0 av.=3.1	md=3.0	dev.=0.9 dev.=0.9
9.3) I have been able to participate in professional development activities.	Strongly Disagree		Strongly Agree	n=84 n=184	av.=3.2 av.=3.2	md=3.0	dev.=0.8 dev.=0.8
9.4) Professional development offerings at ARC meet my needs.	Strongly Disagree		Strongly Agree	n=81 n=170	av.=2.8 av.=2.8	md=3.0	dev.=0.9 dev.=0.9
9.5) Professional development needed to improve my job skills in my current position are available to me.	Strongly Disagree		Strongly Agree	n=81 n=168	av.=3.0 av.=2.8	md=3.0	dev.=0.9 dev.=0.9
9.6) Professional development needed to help me get a promotion are available to me.	Strongly Disagree		Strongly Agree	n=70 n=127	av.=2.5 av.=2.4	md=2.5	dev.=1.0 dev.=1.0
9.7) My experiences at ARC have had a positive influence on my professional growth.	Strongly Disagree		Strongly Agree	n=79 n=175	av.=3.1 av.=3.3	md=3.0	dev.=0.7 dev.=0.8

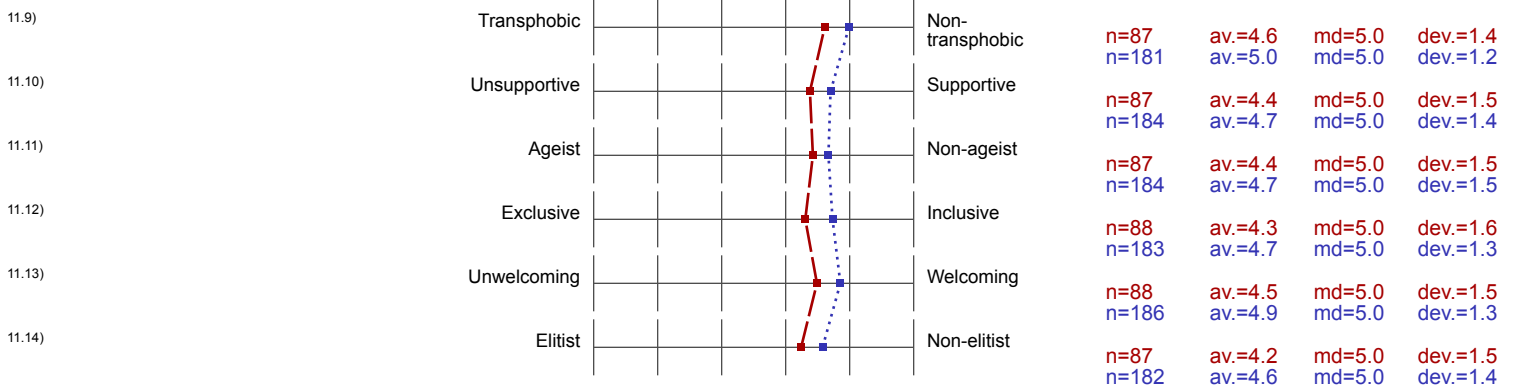
10. Equity, Inclusion, Social Justice Focus

10.1) ARC is an inclusive learning environment for students.	Strongly Disagree		Strongly Agree	n=84 n=176	av.=3.0 av.=3.2	md=3.0	dev.=0.7 dev.=0.7
10.2) There exists a strong commitment to equity and inclusion at ARC.	Strongly Disagree		Strongly Agree	n=80 n=175	av.=3.1 av.=3.3	md=3.0	dev.=0.8 dev.=0.7
10.3) There exists a strong commitment to social justice at ARC.	Strongly Disagree		Strongly Agree	n=78 n=171	av.=3.1 av.=3.3	md=3.0	dev.=0.9 dev.=0.7
10.4) Students that need more resources and support are able to get them at my primary ARC work location.	Strongly Disagree		Strongly Agree	n=78 n=176	av.=3.0 av.=3.2	md=3.0	dev.=0.8 dev.=0.7

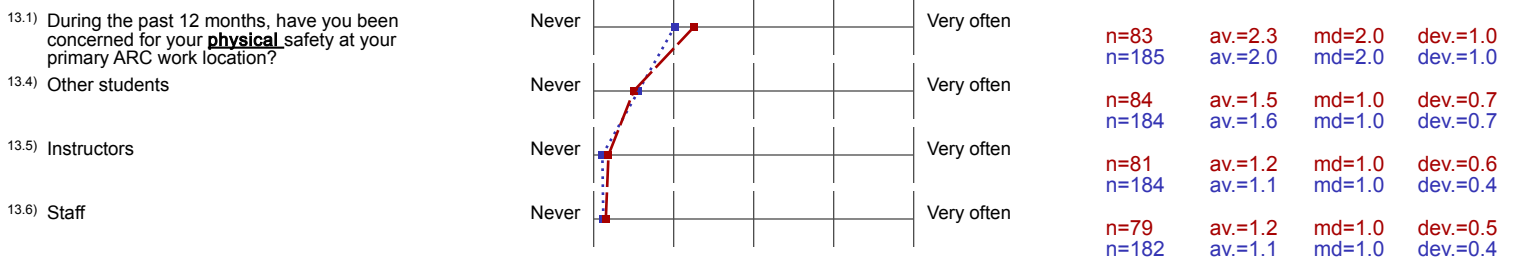


11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one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

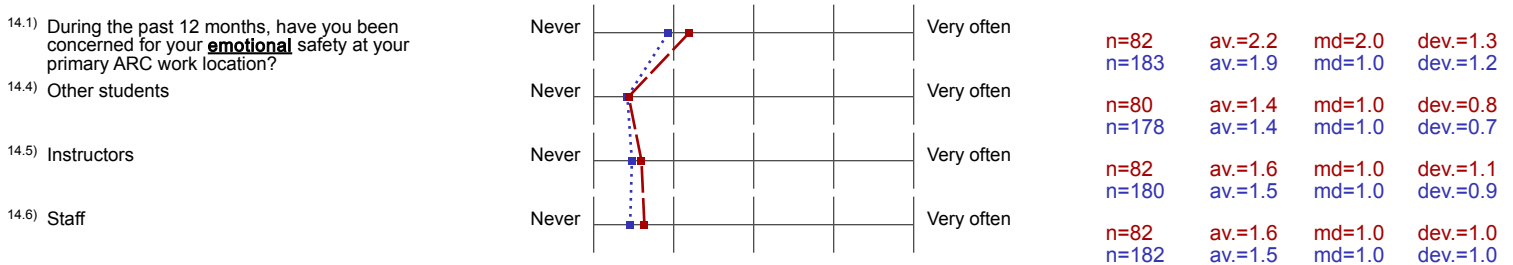




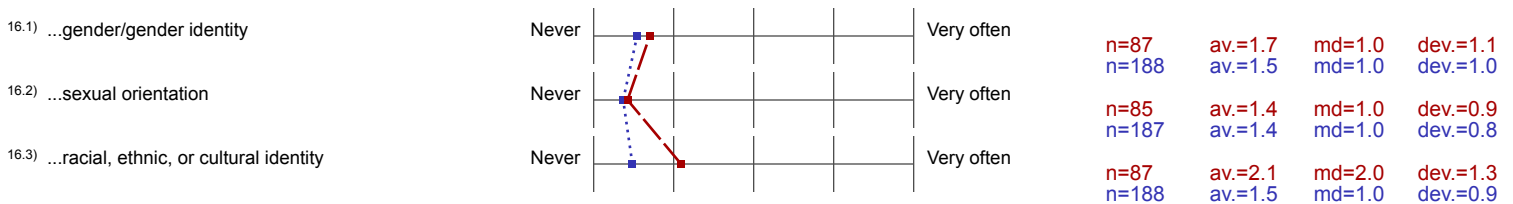
13. Regarding your personal physical safety:



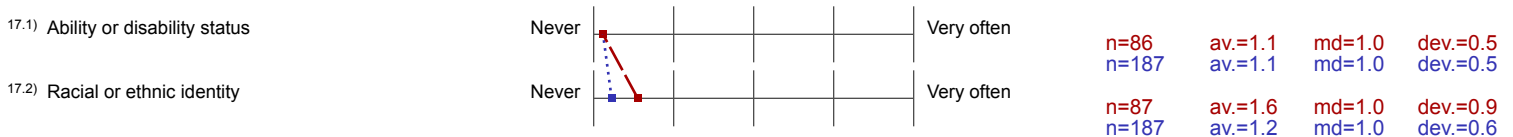
14. Regarding your emotional safety:

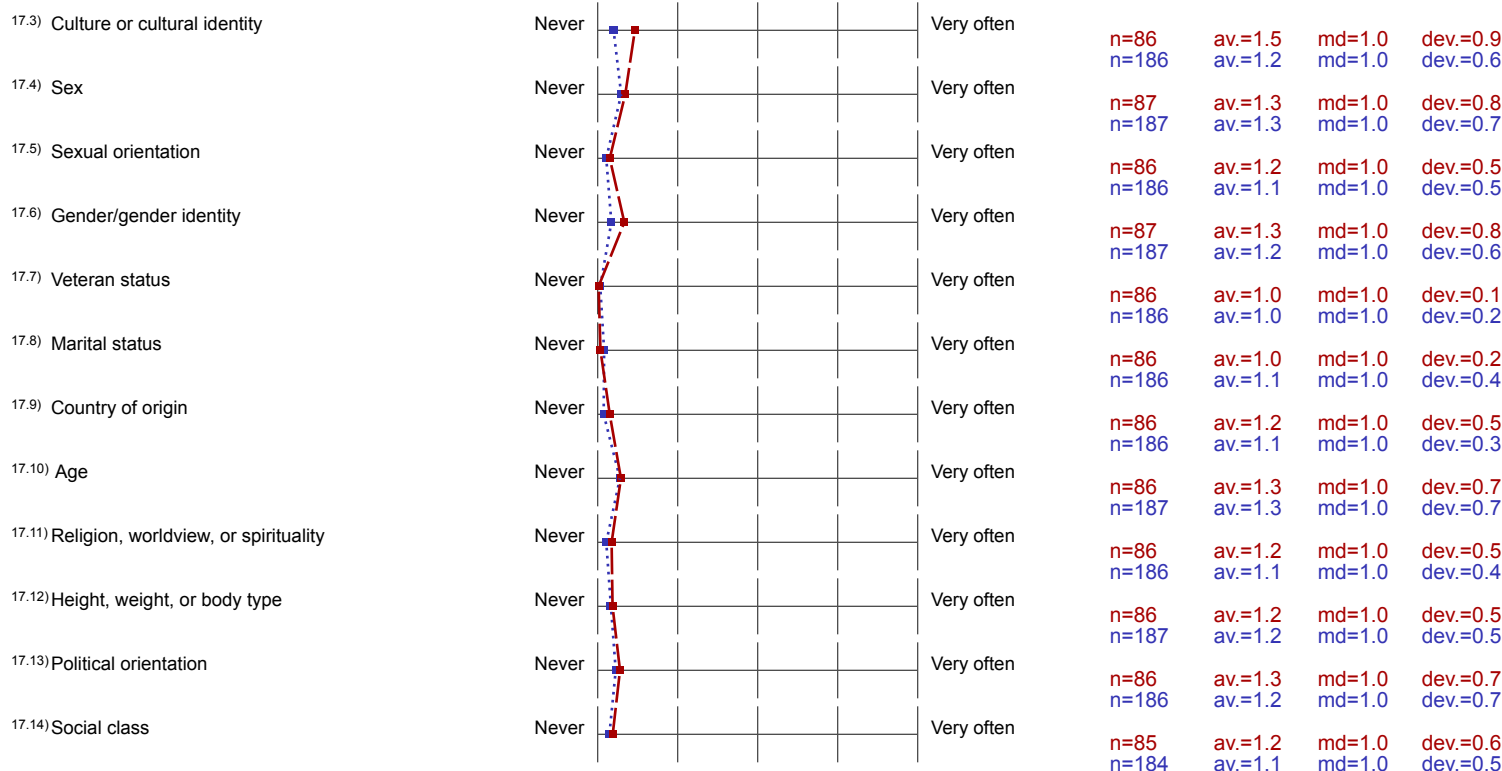


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

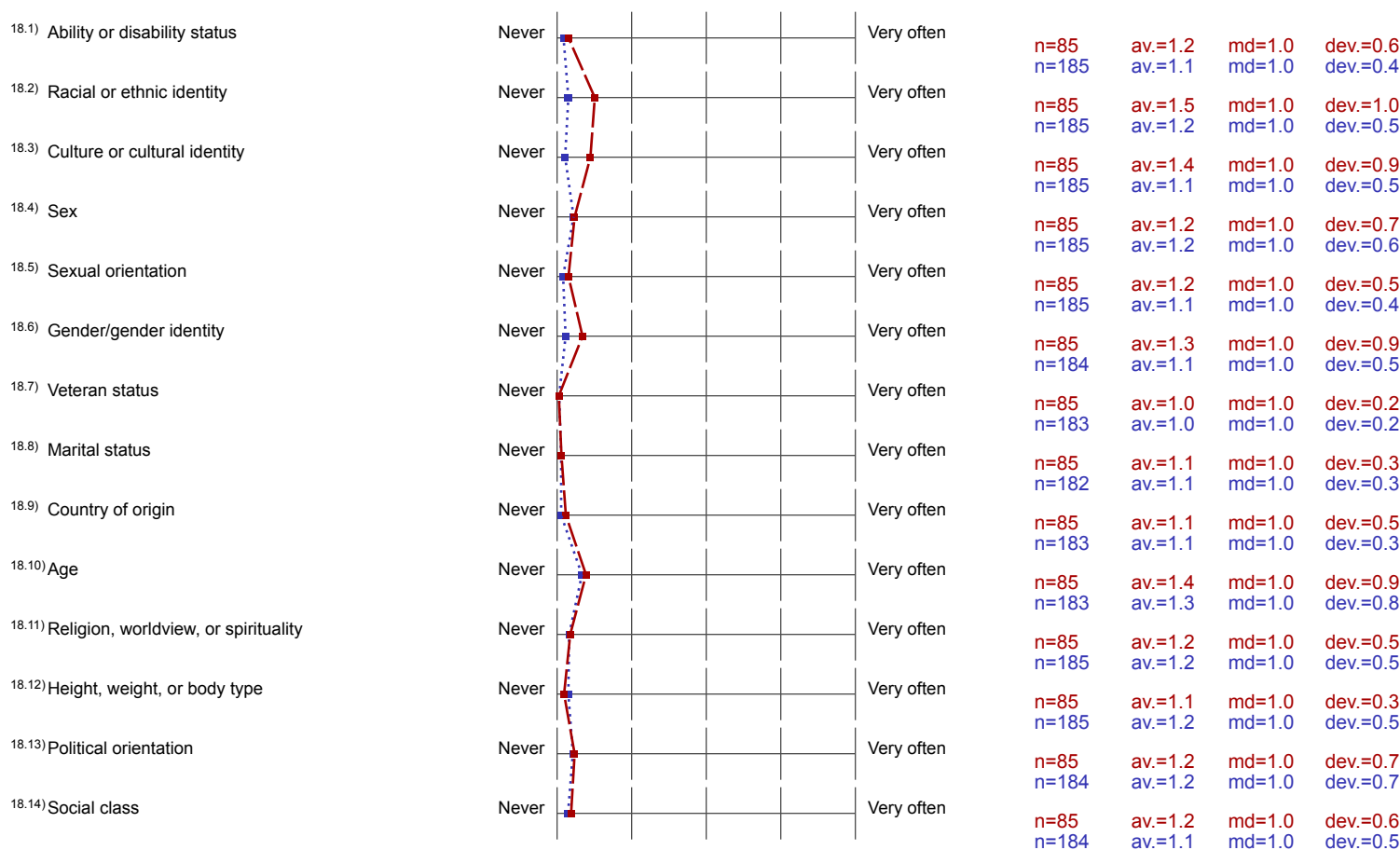


17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location because of your:

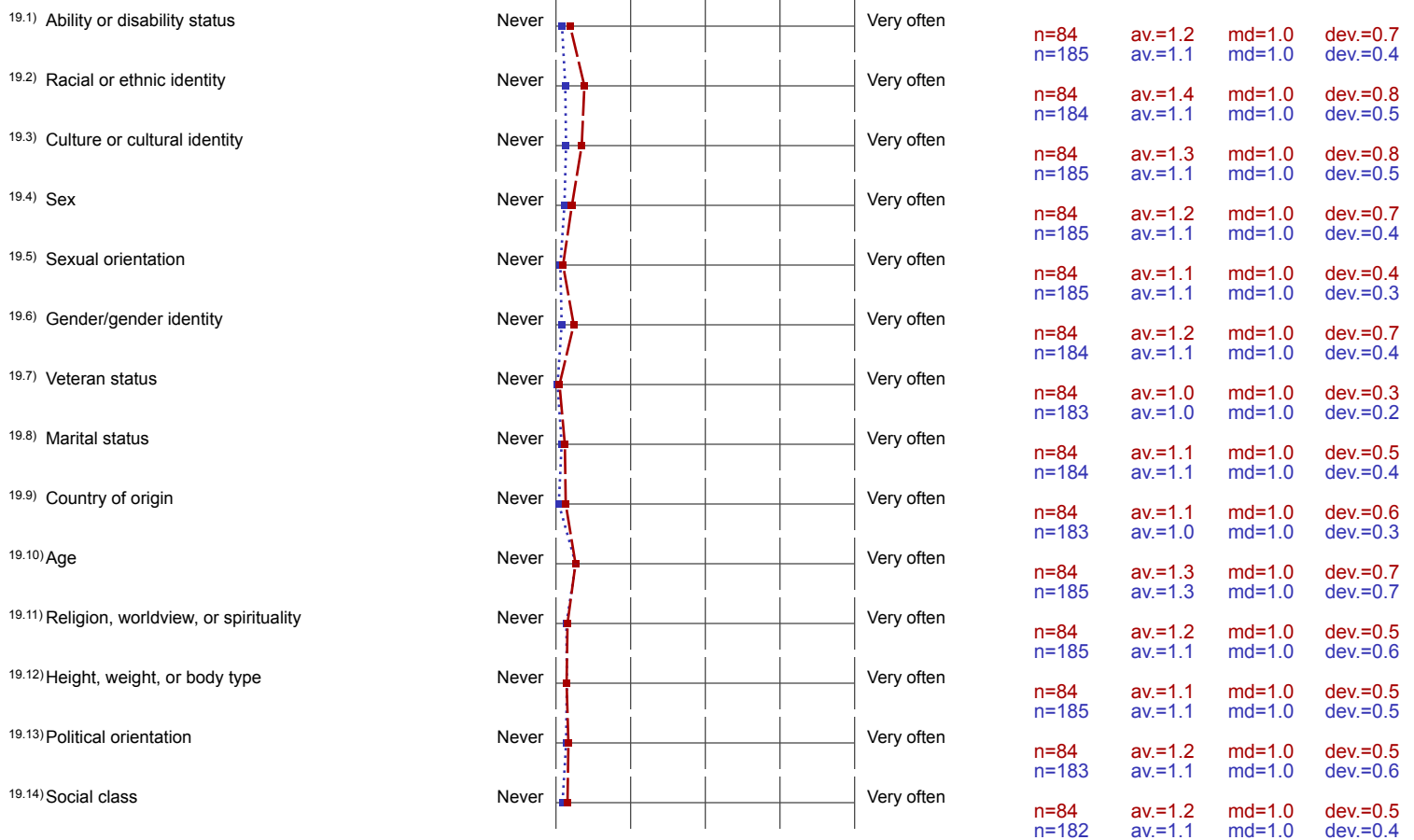




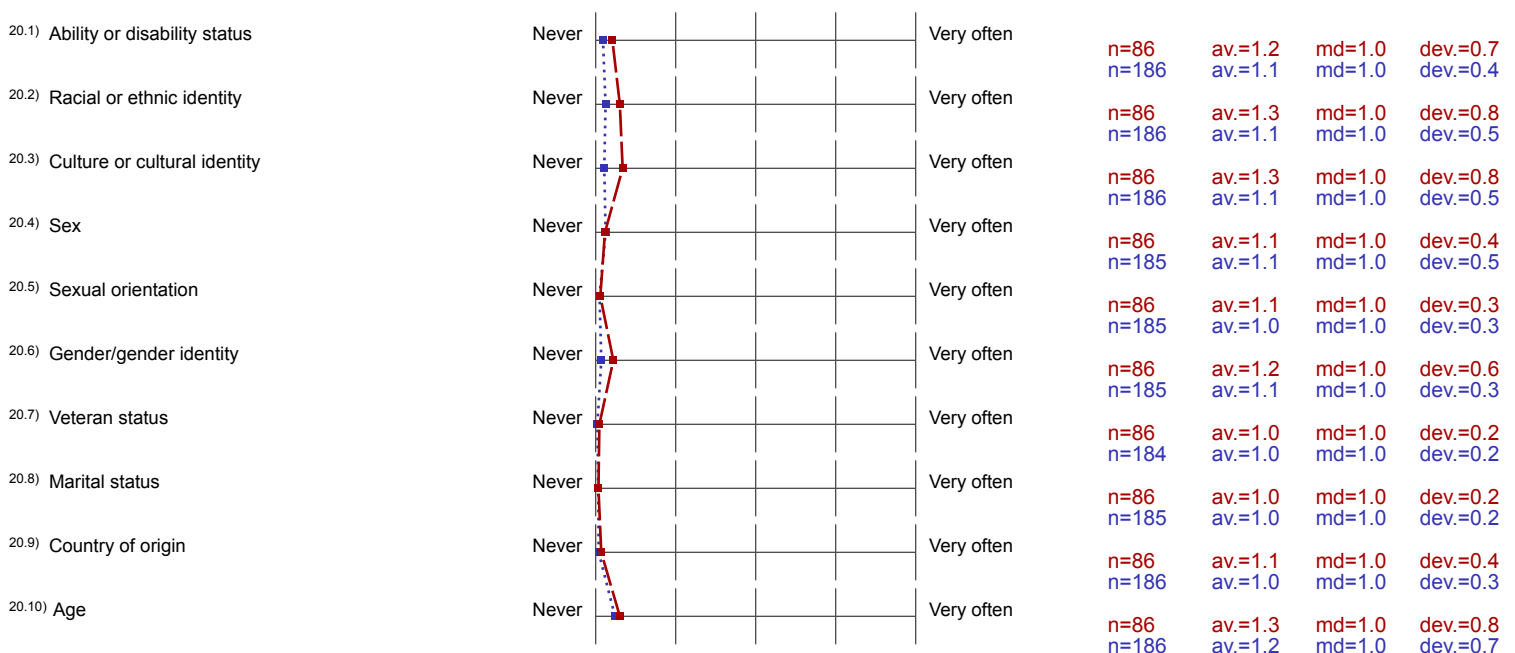
18. During the past 12 months, do you feel **YOU have** been mistreated by faculty at your primary ARC work location because of your:



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:



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:



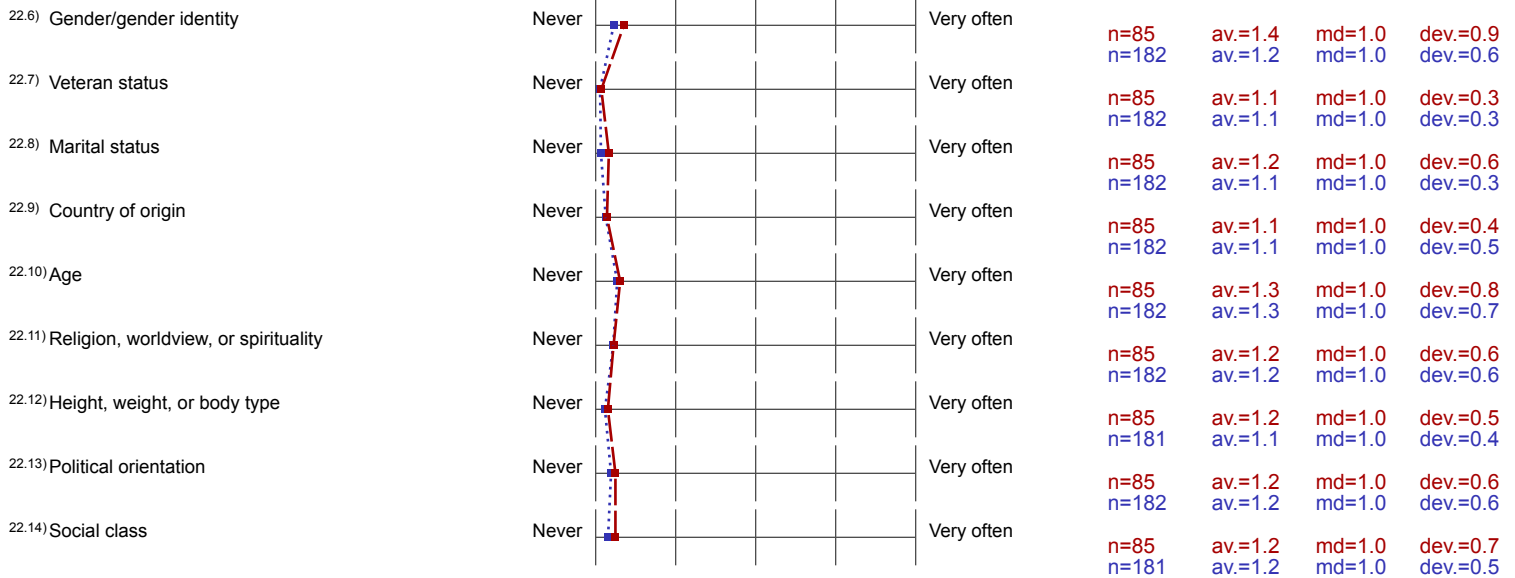
20.11) Religion, worldview, or spirituality	Never				Very often	n=86 n=185	av.=1.1 av.=1.1	md=1.0 md=1.0	dev.=0.4 dev.=0.5
20.12) Height, weight, or body type	Never				Very often	n=86 n=185	av.=1.1 av.=1.1	md=1.0 md=1.0	dev.=0.2 dev.=0.4
20.13) Political orientation	Never				Very often	n=85 n=184	av.=1.1 av.=1.1	md=1.0 md=1.0	dev.=0.5 dev.=0.4
20.14) Social class	Never				Very often	n=83 n=184	av.=1.2 av.=1.1	md=1.0 md=1.0	dev.=0.7 dev.=0.4

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:

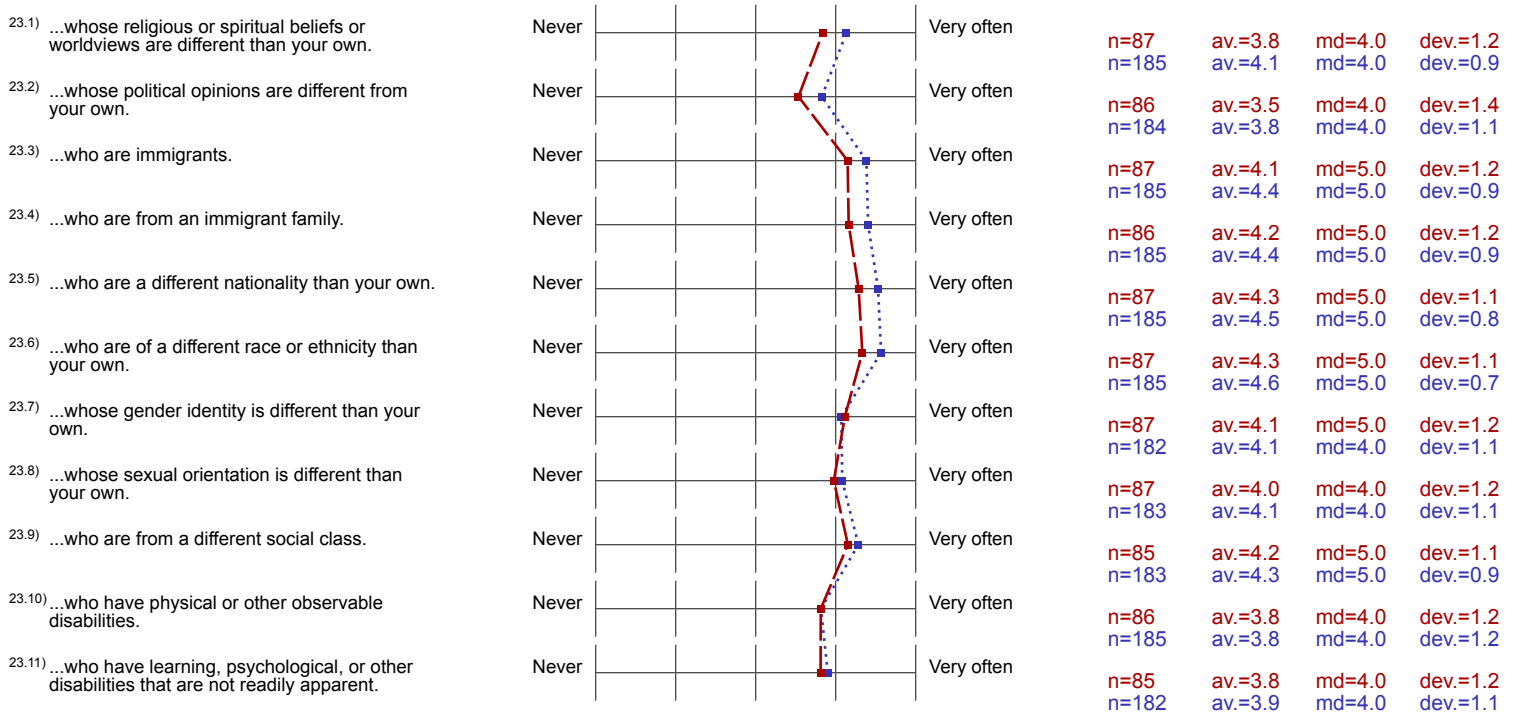
21.1) Ability or disability status	Never				Very often	n=86 n=184	av.=1.4 av.=1.3	md=1.0 md=1.0	dev.=0.8 dev.=0.6
21.2) Racial or ethnic identity	Never				Very often	n=87 n=184	av.=1.6 av.=1.3	md=1.0 md=1.0	dev.=0.9 dev.=0.7
21.3) Culture or cultural identity	Never				Very often	n=87 n=184	av.=1.5 av.=1.3	md=1.0 md=1.0	dev.=0.8 dev.=0.6
21.4) Sex	Never				Very often	n=86 n=183	av.=1.4 av.=1.2	md=1.0 md=1.0	dev.=0.9 dev.=0.6
21.5) Sexual orientation	Never				Very often	n=86 n=184	av.=1.3 av.=1.2	md=1.0 md=1.0	dev.=0.7 dev.=0.6
21.6) Gender/gender identity	Never				Very often	n=86 n=184	av.=1.4 av.=1.3	md=1.0 md=1.0	dev.=0.9 dev.=0.7
21.7) Veteran status	Never				Very often	n=85 n=182	av.=1.1 av.=1.1	md=1.0 md=1.0	dev.=0.4 dev.=0.4
21.8) Marital status	Never				Very often	n=85 n=182	av.=1.1 av.=1.1	md=1.0 md=1.0	dev.=0.5 dev.=0.3
21.9) Country of origin	Never				Very often	n=85 n=183	av.=1.3 av.=1.2	md=1.0 md=1.0	dev.=0.8 dev.=0.5
21.10) Age	Never				Very often	n=85 n=182	av.=1.3 av.=1.2	md=1.0 md=1.0	dev.=0.6 dev.=0.6
21.11) Religion, worldview, or spirituality	Never				Very often	n=85 n=183	av.=1.2 av.=1.2	md=1.0 md=1.0	dev.=0.6 dev.=0.7
21.12) Height, weight, or body type	Never				Very often	n=85 n=181	av.=1.1 av.=1.2	md=1.0 md=1.0	dev.=0.4 dev.=0.5
21.13) Political orientation	Never				Very often	n=85 n=182	av.=1.2 av.=1.2	md=1.0 md=1.0	dev.=0.5 dev.=0.6
21.14) Social class	Never				Very often	n=86 n=182	av.=1.3 av.=1.2	md=1.0 md=1.0	dev.=0.7 dev.=0.6

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:

22.1) Ability or disability status	Never				Very often	n=85 n=183	av.=1.3 av.=1.1	md=1.0 md=1.0	dev.=0.7 dev.=0.5
22.2) Racial or ethnic identity	Never				Very often	n=85 n=183	av.=1.4 av.=1.3	md=1.0 md=1.0	dev.=0.9 dev.=0.8
22.3) Culture or cultural identity	Never				Very often	n=85 n=182	av.=1.5 av.=1.3	md=1.0 md=1.0	dev.=0.8 dev.=0.7
22.4) Sex	Never				Very often	n=85 n=183	av.=1.4 av.=1.3	md=1.0 md=1.0	dev.=0.8 dev.=0.7
22.5) Sexual orientation	Never				Very often	n=85 n=180	av.=1.2 av.=1.2	md=1.0 md=1.0	dev.=0.5 dev.=0.6



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:

