

## DOCUMENT RESUME

ED 364 307

JC 940 044

AUTHOR Slark, Julie; And Others  
TITLE Educational Equity and Inclusion: An Equity Atlas.  
RSC Study Report.  
INSTITUTION Rancho Santiago Community Coll., Santa Ana, CA.  
Office of Research, Planning, and Resource  
Development.  
PUB DATE Jun 93  
NOTE 647p.  
PUB TYPE Statistical Data (110) -- Reports -  
Research/Technical (143)

EDRS PRICE MF03/PC26 Plus Postage.  
DESCRIPTORS Affirmative Action; Community Colleges; \*Educational  
Environment; \*Equal Education; Ethnic Bias;  
Institutional Research; Minority Groups;  
\*Organizational Climate; Questionnaires; School  
Community Relationship; School Surveys; Social Bias;  
\*Student Attitudes; \*Student School Relationship;  
Teacher Attitudes; Teacher Characteristics; Two Year  
Colleges; Two Year College Students  
IDENTIFIERS Rancho Santiago Community College District CA

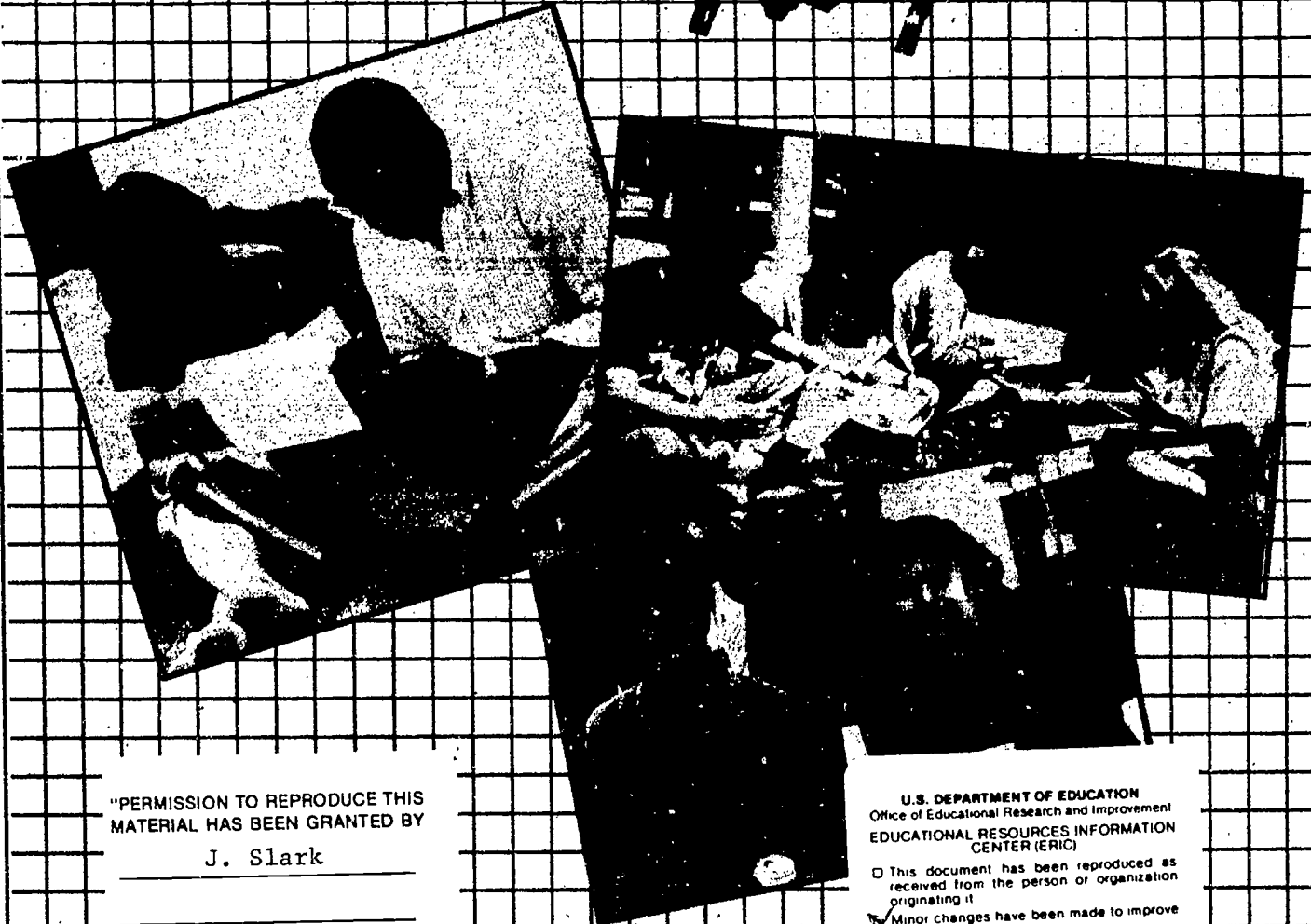
## ABSTRACT

A study was conducted at Rancho Santiago College (RSC) District campuses to determine the extent to which the college provides a welcoming, receptive, inclusive, friendly, and non-hostile environment for students of special groups, including minority students, older students, women students, and disabled students. Five areas of study related to an equitable campus climate were identified, including College and Community, Student Life and Comfort, Student Performance and Retention, Curriculum and Pedagogy, and Faculty and Staff. Questionnaires were administered to a random sample of RSC students, to all staff and full-time faculty, and to high school seniors and staff in RSC's service area. In addition, interviews were conducted with RSC faculty and staff. Following an introduction, this report presents five detailed sections corresponding to the five areas of study. The first section provides analysis of responses to equity questionnaires completed by RSC faculty and students, and area high school students, teachers, and counselors. Section 2 analyzes responses to staff surveys, student satisfaction surveys, transfer student surveys, and graduate surveys, as well as results of staff interviews. Section 3 examines student persistence and academic performance data, and reviews RSC programs for select student groups. Section 4 analyzes questionnaire results as they relate to RSC curriculum and instruction. Finally, section 5 reviews faculty and staff characteristics, presents results of faculty and staff equity questionnaires, and discusses staff interview results. Appendixes provide tabulated survey results, the survey instruments, and copies of RSC policy statements and other documents relating to issues of diversity and affirmative action. (PAA)

ED 364 307

RANCHO SANTIAGO COLLEGE  
RESEARCH · PLANNING  
RESOURCE DEVELOPMENT

*Report*



"PERMISSION TO REPRODUCE THIS  
MATERIAL HAS BEEN GRANTED BY  
J. Slark

TO THE EDUCATIONAL RESOURCES  
INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION  
Office of Educational Research and Improvement  
EDUCATIONAL RESOURCES INFORMATION  
CENTER (ERIC)

- This document has been reproduced as received from the person or organization originating it
- Minor changes have been made to improve reproduction quality
- Points of view or opinions stated in this document do not necessarily represent official OERI position or policy

RSC Study for  
Educational Equity and Inclusion: An Equity Atlas  
Julie Slark • Suzi Russell • Nga Pham • RSC Research Committee  
June 1993

JC 940 044

## Introduction

### Purpose:

The purpose of this study is to determine the extent to which Rancho Santiago College campuses provide welcoming, receptive, inclusive, friendly, and non-hostile environments for students of special groups, including:

- ethnic groups
- age groups
- men and women
- disabled students
- a variety other groups were addressed less comprehensively, including gays and lesbians, members of religious groups, and underprepared and disadvantaged students.

### Need:

The RSC service area is projected to be 76% non-white by the year 2000. It is important that the college serves its community by providing not just access, but a welcoming environment, one that encourages community members to attend, in order to ensure that the college is truly a community college and that the community maintains an educated, contributing citizenry.

The majority of ethnic minority students who are enrolled in higher education today are enrolled in a community college. The success of these students depends upon the community college and the colleges' abilities to retain and educate them. Why are minority students leaving college? Will students perceive the community college as an appropriate place for them, and will they succeed there? Why is it that the major reason that students drop out of college is not employment, is not lack of basic skills, but is a feeling of "not belonging", that "college is not for me"? Why is it, for example, that 50% of all students who begin first grade are female but only 9% of all PhD's awarded in Mathematics are to females? How can the climate be improved?

The California Postsecondary Education Commission (CPEC) studied "campus climate" as it relates to equity and published three documents during 1990 to 1992. CPEC has recommended that all California higher education institutions assess their climates to ensure that women and minorities feel welcome and supported. Some CPEC instruments were used in this study.

Further, in 1993 the California Community Colleges Board of Governors implemented Student Equity requirements whereby colleges are required to study and plan for student equity. This study is intended to respond to those concerns and regulations, as well.

Also, previous RSC research has indicated that issues of equity may need to be addressed further. For example, student satisfaction questionnaire results have demonstrated some dissatisfaction with services on the part of Asian students.

### Process:

The RSC Research Committee, comprised of diverse staff, faculty, and administrators, has overseen the study during the 1992-93 year. The Committee designed the study questions,

edited the questionnaires, and created the conclusions and recommendations. *They want the study and recommendations to be used.*

Five areas of study related to an equitable campus climate were identified, and committee members assigned themselves to work on one of the study areas throughout the year:

- College & Community
- Student Life & Comfort
- Student Performance & Retention
- Curriculum & Pedagogy
- Faculty & Staff

### Study Methods:

For each of the five study areas, committee members and RSC Research Department staff collected extensive information about RSC efforts to enhance student equity and to respond to the study questions. In order for committee members to assess the climate of the campuses and related needs, they needed to know what efforts were currently being made to enhance climate and equity. In this way, this document represents a compilation of all RSC pro-diversity activities, an "equity atlas" for RSC.

Additionally, questionnaires were administered to a random sample of students in classrooms at all major sites, to all staff and full-time faculty, and to high school seniors and counselors in the RSCCD service area. The purpose of the questionnaires was to assess perceptions of RSC related to climate issues.

Questionnaire Response Rates

|                                   | Total Returned                                       | Response Rate | Male               | Female            | Asian             | Black          | Hispanic          | White             | Other          |
|-----------------------------------|--|---------------|--------------------|-------------------|-------------------|----------------|-------------------|-------------------|----------------|
| High School Teachers & Counselors | 196  | -             | -                  | -                 | -                 | -              | -                 | -                 | -              |
| High School Students (sample)     | 937  | -             | -                  | -                 | 127               | 19             | 509               | 218               | 64             |
|                                   |  |               | -                  | -                 | 16%               | 2%             | 56%               | 24%               | 3%             |
| RSC students (sample)             | 1145<br>(SAC = 787)<br>(OC = 217)<br>(CEC/ALC = 141) | -             | 554*<br>49%<br>53% | 588<br>51%<br>47% | 312<br>27%<br>16% | 30<br>3%<br>3% | 370<br>33%<br>27% | 378<br>33%<br>48% | 49<br>4%<br>7% |
| Faculty (full-time only)          | 80<br>(SAC = 59)<br>(OC = 13)<br>(CEC/ALC = 8)       | 27%           | 33<br>41%<br>47%   | 47<br>59%<br>53%  | 5<br>6%<br>5%     | 4<br>5%<br>6%  | 8<br>10%<br>12%   | 60<br>76%<br>77%  | 2<br>3%<br><1% |
| Staff                             | 175<br>(SAC = 133)<br>(OC = 12)<br>(CEC/ALC = 30)    | 25%           | 45<br>26%<br>33%   | 130<br>74%<br>67% | 6<br>4%<br>10%    | 3<br>2%<br>4%  | 29<br>17%<br>28%  | 127<br>73%<br>56% | 8<br>5%<br>2%  |

- number returned in this category
- % returned in this category
- % in population of this category

Because the number of respondents for some ethnic groups of faculty and staff (particularly for African-Americans) was small, results for those groups were not always included in the analysis.

Interviews were also conducted of faculty and staff identified as those who would be able to provide information to assist in the assessment. Previous RSC research studies and other sources of information are cited in the report and provided helpful information as well.

### **Organization of the Report:**

The report includes five sections which correspond to the five areas of study. The first item in each section identifies the study questions, conclusions, and recommendations for that section. Report material includes questionnaire responses, interview summaries, and all other information collected. Questionnaire response trends, presented graphically, and respondent comments are printed on blue pages throughout the five sections, depending upon the question topic.

### **Summary:**

In summary of the report findings, RSC campus climates were found to be exceptionally positive, equitable, and welcoming due to many, many special, pervasive, college efforts, documented in this report. Concern for our diverse students and community was found to be reflected in everything we do. However, important needs that require attention (see "recommendations" in each section) were identified; and it is the hope of committee members that the RSC Student Equity work group, other policy-makers, and each and every faculty and staff member will congratulate themselves for their successes and address the remaining concerns revealed in this report. We know how to enhance equity in student outcomes; it's only a matter of acknowledging and further implementing successful strategies.

### **Members of the 1992-93 RSC Research Committee:**

Ramon Reza, Chair  
Rosemary Price, Co-Chair  
Mary Anne Anthony  
Gloria Bailey  
Beverly Birnbaum  
Pat Conner  
Hao Duong, Community representative  
Iola Gallardo  
Paula Garcia  
Pete Gartner

David Guzman  
Nellie Kaniski  
Janice King  
Joyce Norwood  
Nga Pham  
Suzi Russell  
Julie Slark  
LaVonne Stickney  
Jean Williams  
Carolyn Wilson-Poston

**\*\*\* College and Community \*\*\***  
**Table of Contents**

|   |      |
|---|------|
| Summary .....   | 1-1  |
| A Comparison of Ethnic Distributions .....                          | 1-2  |
| Summary of Interviews of Selected Staff .....                       | 1-3  |
| <b>Student Equity Questionnaire:</b>                                |      |
| Responses to Questions About College Image .....                    | 1-4  |
| High School Student Questionnaire Responses .....                   | 1-6  |
| High School Teachers & Counselors Questionnaire Responses .....     | 1-12 |
| RSC Student Characteristics .....                                   | 1-15 |
| California and RSCCD Service Area Ethnicity .....                   | 1-16 |
| RSCCD Service Area Ethnicity by City .....                          | 1-17 |
| Ethnic Distributions of California, Orange County, and RSCCD .....  | 1-18 |
| Participation Rates of the RSC Service Area Population at RSC ..... | 1-19 |
| Participation Rates by Ethnicity and Zip Code .....                 | 1-20 |
| Ethnic Distributions .....  | 1-21 |
| Outreach to Underrepresented and Disadvantaged Students .....       | 1-22 |
| <b>Enrollment Trends &amp; Student Characteristics Tables:</b>      |      |
| Credit Enrollment by Ethnicity .....                                | 1-23 |
| Credit Enrollment by Age .....                                      | 1-24 |
| Credit Enrollment by Gender .....                                   | 1-25 |
| CED Enrollment by Ethnicity .....                                   | 1-26 |
| CED Enrollment by Age .....   | 1-27 |
| CED Enrollment by Gender .....                                      | 1-28 |

## Sources

- ◆ Faculty Equity Questionnaire
- ◆ Student Equity Questionnaire
- ◆ High School Student Equity Questionnaire
- ◆ High School Teachers & Counselors Equity Questionnaire
- ◆ "RSCCD Population and Participation - 1990 Census Study" series
- ◆ Existing statistics and studies
  - "Enrollment Trends & Student Characteristics - Fall 1992"
- ◆ Interviews:
  - Paul Amorino, Director of Occupational Education & Economic Development
  - Vivian Blevins, Chancellor of RSC
  - Patti Cole, Executive Director of RSC Foundation
  - Sara Lundquist, Executive Dean of Student Services
  - John Nixon, Executive Dean of Instruction
  - Audrey Noji, Dean of Student Development

1  
**\*\*\* College and Community \*\*\***  
**Summary**

**Questions:**

- ◆ Are RSC enrollment demographics representative of the service area?
- ◆ Is RSC perceived by the community to be a welcoming, hospitable place?
- ◆ What does RSC do to create its image in regard to equity issues?

**Conclusions:**

- ◆ RSC enjoys a reputation of quality in its surrounding community and is the college of choice for the majority of high school seniors within the RSCCD.
- ◆ A majority of RSC students expressed pride in attending RSC; however, Asian students expressed this to a lesser degree.
- ◆ While RSC campuses are not perceived as unsafe, some question the safety of the City of Santa Ana.
- ◆ RSC student demographic profiles are increasingly representative of the district. Participation rates are lowest for Hispanics; however, the percentage of RSC Hispanic enrollments is increasing.
- ◆ Students who attend Santa Ana Campus are more often ethnic minority (55%) than those who attend Orange Campus (33%) (Fall 1991 statistics).

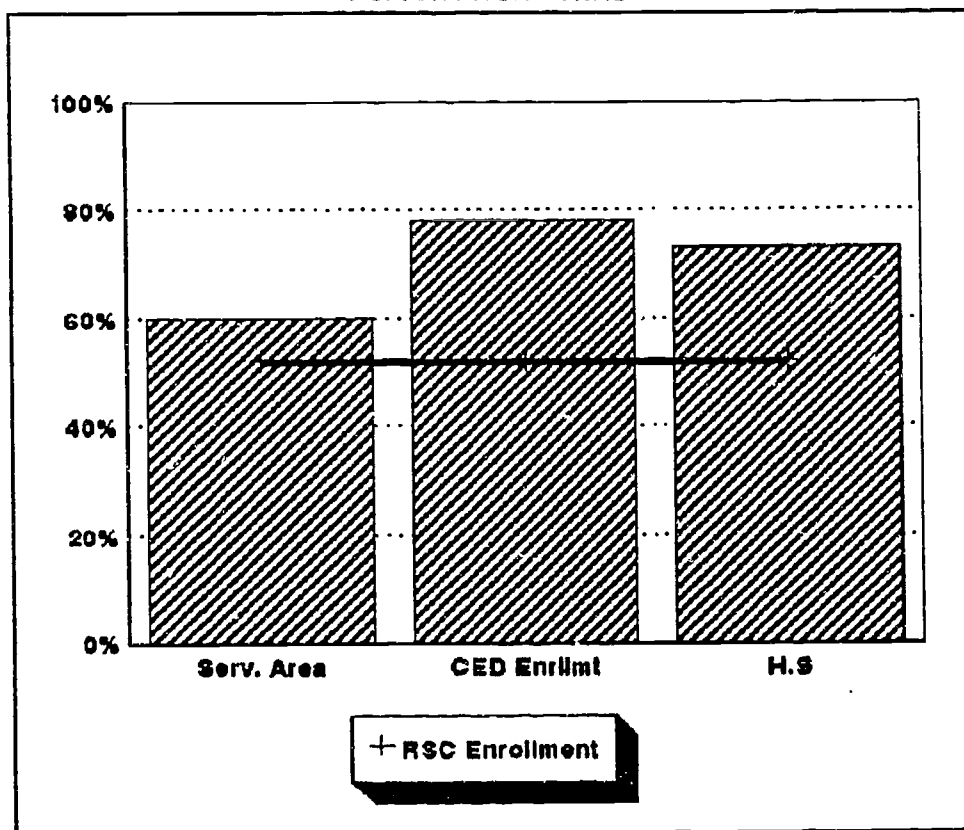
**Recommendations:**

- ◆ Continue to aggressively recruit underrepresented students to all campuses, and monitor ethnic minority enrollments carefully to analyze the effects of tuition.
- ◆ Market the college for its educational quality, highlighting the achievements of faculty and students.
- ◆ Create and market a clear, cohesive image of the college: **one that is safe, celebrates diversity, and is of high academic quality.**
- ◆ Recognize in marketing efforts that not all are familiar or comfortable with change of name from Santa Ana College to Rancho Santiago College.

## A Comparison of Ethnic Distributions

|   | White | Hispanic | Asian | Black | Other |
|---|-------|----------|-------|-------|-------|
| RSC Service Area*<br>1990                 | 39%   | 48%      | 11%   | 2%    | -     |
| RSC Enrollment<br>Fall 1992               | 48%   | 27%      | 16%   | 3%    | 6%    |
| RSC CED Enrollment<br>Fall 1992           | 21%   | 53%      | 11%   | 2%    | 13%   |
| RSCCD High School Enrollment<br>Fall 1992 | 29%   | 54%      | 14%   | 2%    | 1%    |

**Percent Non-White**



- \* The ethnic distribution of the 1990 Census population within a 30-mile radius of RSC, a comparative measure used by the California Community Colleges' Chancellor's Office, was: 44% White, 37% Hispanic, 9% Black, and 10% Asian. For the population 18 years of age or older, the population was slightly less diverse (48% White).

Source: RSC Research Department



## Summary of Interviews of Selected Staff

### Positive Comments:

- ◆ RSC as an academic institution is great!
- ◆ People would recommend RSC to friends and families.
- ◆ RSC has served as a major job-training resource for the county.
- ◆ We have done a good job in bringing all groups of students to RSC.

### Recommendations:

- ◆ We need a better way to market our product to the community and perspective students. We need to increase public awareness of the District's programs and services.
- ◆ We need more partnerships with businesses in the community (contract education).
- ◆ Security could be seen as a major problem since we are located in the heart of Santa Ana.
- ◆ Need to work on bringing the diversity of faculty, administration, and staff to match that of the students and the community.
- ◆ Need to continue to change curriculum so that it reflects the new diversity of the college and community.
- ◆ Work on programs to help students realize their potential and be able to succeed at RSC and elsewhere.
- ◆ Need to look at other components of matriculation, not just recruitment, e.g., follow-up, counseling, research, etc.
- ◆ Need to develop better relationships with different ethnic groups (e.g., the Vietnamese community does not see community colleges having the potential to provide a quality education as the 4-years institution, how can we change this perception?)
- ◆ Community is concerned with the name change of the college. They do not think Rancho Santiago College represents the community, whereas, Santa Ana College does. Some would like for us to change it back to what it was.
- ◆ Even though we bring children on campus, their parents do not know us. We need to promote RSC to them so that they can encourage their children to continue with schooling after high school.
- ◆ The "image problem" is not necessarily that of the college, but that of Santa Ana. We need to promote good things that are happening in Santa Ana, not the bad things. The bad things come out by themselves; the good things that are happening need a conscious effort to bring them into the limelight. By doing this, Rancho Santiago will also be promoted.

### News media reportedly used to promote the College to the different communities:

- |                                     |                            |
|-------------------------------------|----------------------------|
| ◆ Azteca News (Hispanic newspaper)  | ◆ Union Hispana            |
| ◆ Chicano Magazine                  | ◆ La Opinion               |
| ◆ Nguoi Viet (Vietnamese newspaper) | ◆ Kwiz AM (Hispanic radio) |
| ◆ Miniondas                         |                            |

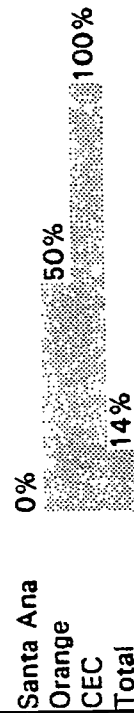
**Questions About College Image (Student Equity Questionnaire)**

My high school counselor encouraged me to enroll here.  
(item 17)

28% of the total respondents "strongly agree/agree":  
 Santa Ana Campus (26%)  
 Orange Campus (13%)  
 Centennial Education Center (58%)

**"Strongly Agree/Agree"**

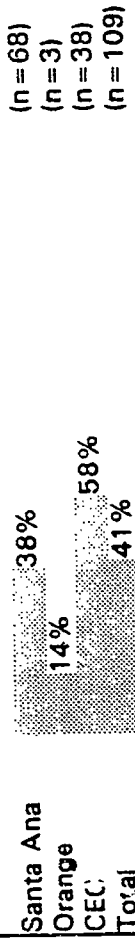
**Black**



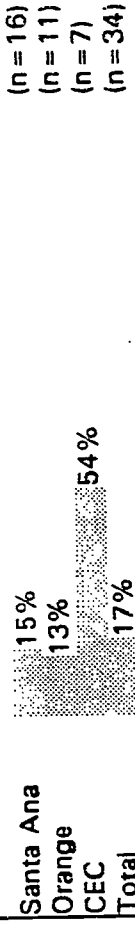
**Asian**



**Hispanic**



**White**



**Other**



**Questions About College Image (Student Equity Questionnaire)**

|   |   | "Strongly Agree/Agree"          |  |
|---|---|---------------------------------|--|
| RSC enjoys a reputation of quality in my home community.<br>(item 18) | Black<br>Asian<br>Hispanic<br>White<br>Other<br>Total | 65%<br>78%<br>73%<br>83%<br>74% | (n = 14)<br>(n = 134)<br>(n = 232)<br>(n = 187)<br>(n = 30)<br>(n = 597) |
| I am not reluctant to tell people I go to school here.<br>(item 19)   | Black<br>Asian<br>Hispanic<br>White<br>Other<br>Total | 55%<br>76%<br>78%<br>71%<br>71% | 83%  |



# High School Student Questionnaire Responses

## 1. Which college do you plan to attend?

By Ethnicity...

| College                 | Black<br>n=12 | Asian<br>n=72 | Latino<br>n=370 | White<br>n=116 |
|-------------------------|---------------|---------------|-----------------|----------------|
| Rancho Santiago College | 21%           | 14%           | 61%             | 33%            |
| Orange Coast College    | 26            | 18            | 8               | 9              |
| UC, Irvine              | 5             | 13            | 1               | 2              |
| CSU, Fullerton          | 5             | 11            | 3               | 3              |
| Outside of California   | 5             | 2             | 1               | 8              |

By School...

|                         | Orange<br>n=103 | Mater Dei<br>n=26 | Villa Park<br>n=78 | Saddleback<br>n=171 | Vailey<br>n=171 | Santa Ana<br>n=159 |
|-------------------------|-----------------|-------------------|--------------------|---------------------|-----------------|--------------------|
| Rancho Santiago College | 43%             | 72%               | 21%                | 39%                 | 55%             | 68%                |
| Orange Coast College    | 8               | 9                 | 8                  | 20                  | 5               | 5                  |
| UC, Irvine              | 6               | 0                 | 5                  | 3                   | 2               | 1                  |
| CSU, Fullerton          | 3               | 0                 | 4                  | 6                   | 6               | 2                  |
| Outside of California   | 7               | 0                 | 9                  | 1                   | 0               | 0                  |

A larger percentage (61%) of Hispanic high school seniors plan to attend RSC than any other ethnic group. RSC is the college of choice for the majority of high school seniors at each feeder high school. Asian respondents more frequently indicated plans to attend Orange Coast College.

## High School Student Questionnaire Responses (Cont.)

### 2. Why did you select this college? (Check all that apply)

By Ethnicity...

| Reason   | Black      |             | Asian       |             | Latino       |             | White       |             | TOTAL        |             |
|--|------------|-------------|-------------|-------------|--------------|-------------|-------------|-------------|--------------|-------------|
|  | RSC<br>n=4 | OCC*<br>n=5 | RSC<br>n=17 | OCC<br>n=22 | RSC<br>n=300 | OCC<br>n=40 | RSC<br>n=70 | OCC<br>n=18 | RSC<br>n=391 | OCC<br>n=85 |
| Close to my house                                  | 75%        | 40%         | 88%         | 68%         | 24%          | 48%         | 90%         | 33%         | 85%          | 49%         |
| Friends going there                                | 25         | 0           | 53          | 46          | 40           | 33          | 37          | 39          | 40           | 35          |
| Cost of tuition is affordable for me               | 25         | 80          | 59          | 46          | 63           | 38          | 81          | 61          | 66           | 47          |
| Offers academic program I want                     | 25         | 100         | 29          | 36          | 36           | 48          | 30          | 50          | 34           | 48          |
| Parents encouraged me to attend                    | 50         | 0           | 24          | 18          | 23           | 18          | 17          | 11          | 22           | 15          |
| Ethnic diversity of the college                    | 0          | 0           | 0           | 0           | 2            | 0           | 0           | 0           | 1            | 0           |
| Limited ethnic diversity of the college            | 0          | 0           | 0           | 0           | 0            | 0           | 0           | 6           | 0            | 1           |
| Presence of large # of ethnic minority             | 25         | 0           | 6           | 14          | 14           | 5           | 1           | 0           | 12           | 6           |
| Relatives attended there                           | 0          | 0           | 12          | 14          | 11           | 15          | 6           | 6           | 10           | 12          |
| High school counselor or teacher recommended it    | 0          | 20          | 12          | 9           | 17           | 13          | 17          | 6           | 17           | 11          |
| College staff visiting my high school recruited me | 25         | 0           | 18          | 5           | 21           | 13          | 11          | 0           | 76           | 7           |
| It is a safe campus                                | 25         | 20          | 18          | 14          | 10           | 25          | 9           | 22          | 10           | 21          |
| Because I am academically qualified to go there    | 25         | 20          | 35          | 9           | 18           | 25          | 27          | 28          | 21           | 21          |

\* Orange Coast College

Proximity is the major reason given by high school seniors choosing to attend RSC, followed by (low) cost of tuition and "friends going there". Safety and diversity issues were not often given as reasons for college choice.

## High School Student Questionnaire Responses (Cont.)

### 2b. Why did you select this college? (Check all that apply)

By School...

| Reason   | Orange      |              | Mater Dei   |            | Villa Park  |             | Saddleback  |             | Valley      |            | Santa Ana    |             |
|--|-------------|--------------|-------------|------------|-------------|-------------|-------------|-------------|-------------|------------|--------------|-------------|
|  | RSC<br>n=66 | OCC*<br>n=13 | RSC<br>n=23 | OCC<br>n=3 | RSC<br>n=36 | OCC<br>n=14 | RSC<br>n=97 | OCC<br>n=48 | R3C<br>n=57 | OCC<br>n=5 | RSC<br>n=138 | OCC<br>n=10 |
| Close to my house                                  | 80%         | 23%          | 91%         | 67%        | 97%         | 29%         | 83%         | 58%         | 84%         | 80%        | 87%          | 20%         |
| Friends going there                                | 36          | 23           | 39          | 33         | 54          | 36          | 39          | 42          | 39          | 20         | 38           | 40          |
| Cost of tuition is affordable for me               | 65          | 54           | 91          | 67         | 86          | 50          | 62          | 42          | 63          | 40         | 57           | 50          |
| Offers academic program I want                     | 32          | 46           | 35          | 67         | 40          | 50          | 52          | 46          | 19          | 60         | 28           | 70          |
| Parents encouraged me to attend                    | 15          | 8            | 22          | 67         | 40          | 0           | 20          | 21          | 28          | 0          | 20           | 10          |
| Ethnic diversity of the college                    | 2           | 8            | 9           | 0          | 6           | 0           | 1           | 0           | 0           | 0          | 0            | 0           |
| Limited ethnic diversity of the college            | 0           | 0            | 0           | 0          | 3           | 7           | 3           | 0           | 0           | 0          | 0            | 0           |
| Presence of large # of ethnic minority             | 0           | 0            | 0           | 0          | 0           | 0           | 0           | 10          | 21          | 0          | 15           | 10          |
| Relatives attended there                           | 11          | 8            | 17          | 0          | 11          | 7           | 11          | 15          | 7           | 20         | 10           | 0           |
| High school counselor or teacher recommended it    | 12          | 8            | 17          | 33         | 34          | 7           | 34          | 10          | 23          | 0          | 17           | 10          |
| College staff visiting my high school recruited me | 9           | 0            | 0           | 0          | 9           | 0           | 9           | 10          | 16          | 0          | 26           | 10          |
| It is a safe campus                                | 5           | 23           | 9           | 0          | 14          | 14          | 14          | 21          | 11          | 40         | 8            | 40          |
| Because I am academically qualified to go there    | 21          | 31           | 26          | 33         | 37          | 21          | 21          | 13          | 21          | 40         | 15           | 20          |

\* Orange Coast College

### High School Student Questionnaire Responses (Cont.)

**3. Have you ever been to a Rancho Santiago College Campus? (Check all that apply)**

By Ethnicity...

| Site                       | Black<br>n=19 | Asian<br>n=127 | Latino<br>n=508 | White<br>n=218 |
|----------------------------|---------------|----------------|-----------------|----------------|
| Santa Ana Campus           | 79%           | 65%            | 65%             | 50%            |
| Orange Campus              | 16            | 23             | 8               | 42             |
| Other Campus               | 5             | 4              | 3               | 3              |
| Has Not Visited Any Campus | 21            | 30             | 33              | 33             |

By School...

| Site                       | Orange<br>n=159 | Mater Dei<br>n=32 | Villa Park<br>n=170 | Saddleback<br>n=251 | Valley<br>n=109 | Santa Ana<br>n=212 |
|----------------------------|-----------------|-------------------|---------------------|---------------------|-----------------|--------------------|
| Santa Ana Campus           | 65%             | 69%               | 41%                 | 62%                 | 67%             | 70%                |
| Orange Campus              | 41              | 31                | 48                  | 2                   | 8               | 4                  |
| Other Campus               | 6               | 6                 | 3                   | 1                   | 4               | 2                  |
| Has Not Visited Any Campus | 27              | 28                | 34                  | 37                  | 30              | 29                 |

**4. Did You Feel Welcomed When You Visited RSC?**

|             | Black<br>n=15 | Asian<br>n=92 | Latino<br>n=361 | White<br>n=146 |
|-------------|---------------|---------------|-----------------|----------------|
| Yes         | 53%           | 55%           | 78%             | 63%            |
| No          | 20            | 10            | 3               | 5              |
| Do not know | 27            | 35            | 19              | 32             |

## High School Student Questionnaire Responses (Cont.)

### 5. Do you think that Rancho Santiago College....

By Ethnicity...

|  | <b>Black<br/>n= 18</b> | <b>Asian<br/>n= 127</b> | <b>Latino<br/>n= 505</b> | <b>White<br/>n= 217</b> |
|--|------------------------|-------------------------|--------------------------|-------------------------|
| is a friendly place  | 50%                    | 31%                     | 61%                      | 33%                     |
| is not a friendly place  | 0                      | 2                       | 1                        | 3                       |
| is in-between  | 17                     | 22                      | 7                        | 11                      |
| I don't know   | 33                     | 46                      | 31                       | 53                      |
|  |                        |                         |                          |                         |
| is academically superior   | 17%                    | 6%                      | 30%                      | 7%                      |
| is academically inferior   | 11                     | 6                       | 4                        | 8                       |
| is in-between  | 33                     | 30                      | 14                       | 25                      |
| I don't know   | 39                     | 57                      | 52                       | 61                      |
|  |                        |                         |                          |                         |
| is a supportive and welcoming environment because of its ethnically diverse students   | 50%                    | 19%                     | 52%                      | 20%                     |
| is not supportive and welcoming environment because of its ethnically diverse students | 6                      | 2                       | 2                        | 4                       |
| is in-between  | 22                     | 26                      | 13                       | 14                      |
| I don't know   | 22                     | 52                      | 33                       | 61                      |



## High School Student Questionnaire Responses (Cont.)

### 5b. Do you think that Rancho Santiago College....

By school...

|  | Orange<br>n=159 | Mar Del<br>n=32 | Villa Park<br>n=169 | Saddleback<br>n=247 | Valley<br>n=108 | Santa Ana<br>n=210 |
|--|-----------------|-----------------|---------------------|---------------------|-----------------|--------------------|
| is a friendly place  | 40%             | 47%             | 31%                 | 51%                 | 56%             | 63%                |
| is not a friendly place  | 3               | 0               | 2                   | 2                   | 4               | 1                  |
| is in-between  | 19              | 9               | 12                  | 10                  | 7               | 6                  |
| I don't know   | 38              | 44              | 54                  | 37                  | 34              | 30                 |
|  |                 |                 |                     |                     |                 |                    |
| is academically superior   | 9%              | 22%             | 4%                  | 24%                 | 31%             | 29%                |
| is academically inferior   | 6               | 0               | 12                  | 5                   | 4               | 5                  |
| is in-between  | 34              | 25              | 26                  | 18                  | 12              | 10                 |
| I don't know   | 51              | 53              | 58                  | 53                  | 54              | 56                 |
|  |                 |                 |                     |                     |                 |                    |
| is a supportive and welcoming environment because of its ethnically diverse students   | 27%             | 47%             | 21%                 | 44%                 | 51%             | 47%                |
| is not supportive and welcoming environment because of its ethnically diverse students | 3               | 3               | 4                   | 4                   | 3               | 1                  |
| is in-between  | 17              | 9               | 15                  | 17                  | 11              | 16                 |
| I don't know   | 54              | 41              | 60                  | 36                  | 36              | 36                 |

### 6. Do you know where to go to get class registration materials for RSC?

|     | Black<br>n=19 | Asian<br>n=125 | Latino<br>n=498 | White<br>n=217 |
|-----|---------------|----------------|-----------------|----------------|
| Yes | 37%           | 17%            | 30%             | 4%             |
| No  | 63            | 83             | 70              | 96             |

# High School Teachers and Counselors Questionnaire Responses

## 1. How often do you recommend to students that they attend RSC?

|              | Orange<br>n=14 | Mater Dei<br>n=15 | Villa Park<br>n=9 | Saddleback<br>n=51 | Valley<br>n=14 | Santa Ana<br>n=92 |
|--------------|----------------|-------------------|-------------------|--------------------|----------------|-------------------|
| Frequently   | 57%            | 20%               | 89%               | 51%                | 43%            | 63%               |
| Occasionally | 29             | 33                | 11                | 41                 | 50             | 29                |
| Seldom       | 14             | 33                | 0                 | 6                  | 0              | 38                |
| Other        | 0              | 13                | 0                 | 2                  | 7              | 1                 |

## 2. Are you aware that RSC offers the following events and activities?

|                               | Orange<br>n=14 | Mater Dei<br>n=11 | Villa Park<br>n=9 | Saddleback<br>n=43 | Valley<br>n=13 | Santa Ana<br>n=80 |
|-------------------------------|----------------|-------------------|-------------------|--------------------|----------------|-------------------|
| Art exhibits                  | 86%            | 82%               | 67%               | 58%                | 85%            | 79%               |
| Plays and musical performance | 79             | 100               | 78                | 84                 | 69             | 79                |
| Community services classes    | 71             | 82                | 56                | 74                 | 77             | 73                |
| Athletic events               | 93             | 91                | 100               | 81                 | 100            | 85                |
| Cultural events               | 86             | 91                | 89                | 77                 | 77             | 73                |

## 3. Have you attended any of the following events and activities?

|                               | Orange<br>n=9 | Mater Dei<br>n=6 | Villa Park<br>n=7 | Saddleback<br>n=18 | Valley<br>n=9 | Santa Ana<br>n=50 |
|-------------------------------|---------------|------------------|-------------------|--------------------|---------------|-------------------|
| Art exhibits                  | 11%           | 50%              | 14%               | 33%                | 56%           | 42%               |
| Plays and musical performance | 78            | 33               | 71                | 78                 | 67            | 54                |
| Community services classes    | 33            | 67               | 14                | 17                 | 33            | 24                |
| Athletic events               | 44            | 33               | 43                | 33                 | 56            | 60                |
| Cultural events               | 44            | 33               | 29                | 50                 | 56            | 44                |

## High School Teachers and Counselors Questionnaire Responses

### 4. Why do you recommend RSC? (Check all that apply)

|   | Orange<br>n=14 | Mater Del<br>n=13 | Villa Park<br>n=9 | Saddleback<br>n=48 | Valley<br>n=14 | Santa Ana<br>n=90 |
|---|----------------|-------------------|-------------------|--------------------|----------------|-------------------|
| Academically superior   | 7%             | 8%                | 0%                | 6%                 | 14%            | 9%                |
| Low cost  | 86             | 46                | 78                | 88                 | 100            | 88                |
| Availability of programs                                      | 50             | 39                | 78                | 50                 | 43             | 48                |
| Ethnically diverse  | 14             | 15                | 22                | 40                 | 29             | 22                |
| Good transitional experience for most students                | 100            | 69                | 78                | 81                 | 71             | 72                |
| Know students who've had a good educational experience at RSC | 43             | 46                | 67                | 44                 | 36             | 44                |
| Support programs  | 29             | 0                 | 44                | 17                 | 29             | 28                |
| For students in need of remediation primarily                 | 7              | 31                | 33                | 25                 | 36             | 33                |

### 5. Why do you not recommend RSC? (Check all that apply)

|  | Orange<br>n=4 | Mater Del<br>n=9 | Villa Park<br>n=3 | Saddleback<br>n=19 | Valley<br>n=6 | Santa Ana<br>n=40 |
|--|---------------|------------------|-------------------|--------------------|---------------|-------------------|
| Academically inferior  | 0%            | 0%               | 0%                | 11%                | 0%            | 23%               |
| Unsafe campus  | 0             | 44               | 0                 | 16                 | 0             | 3                 |
| Limited programs   | 0             | 0                | 0                 | 5                  | 33            | 18                |
| Ethnically diverse   | 0             | 0                | 0                 | 5                  | 0             | 0                 |
| Prefer four-year university for those qualified              | 100           | 56               | 100               | 90                 | 83            | 85                |
| Know students who had negative educational experience at RSC | 0             | 11               | 0                 | 0                  | 17            | 10                |
| Lack of support programs                                     | 0             | 0                | 0                 | 0                  | 0             | 8                 |

## High School Teachers and Counselors Questionnaire Responses

6. Have you ever been to a Rancho Santiago College Campus? (Check all that apply)

| Site                       | Orange<br>n=14 | Mater Del<br>n=15 | Villa Park<br>n=9 | Saddleback<br>n=51 | Valley<br>n=14 | Santa Ana<br>n=91 |
|----------------------------|----------------|-------------------|-------------------|--------------------|----------------|-------------------|
| Santa Ana Campus           | 93%            | 73%               | 100%              | 96%                | 86%            | 98%               |
| Orange Campus              | 71             | 27                | 78                | 14                 | 43             | 25                |
| Other Campus               | 21             | 0                 | 33                | 16                 | 29             | 17                |
| Has Not Visited Any Campus | 0              | 33                | 0                 | 2                  | 7              | 1                 |

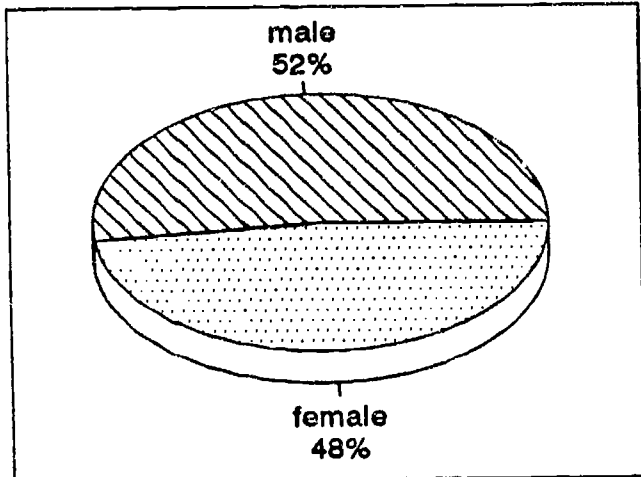
7. Why did you visit the RSC campus(es)? (Check all that apply)

| Site  | Orange<br>n=14 | Mater Del<br>n=11 | Villa Park<br>n=9 | Saddleback<br>n=49 | Valley<br>n=13 | Santa Ana<br>n=89 |
|---|----------------|-------------------|-------------------|--------------------|----------------|-------------------|
| High school principals'/<br>counselors' luncheon      | 0%             | 0%                | 0%                | 2%                 | 8%             | 11%               |
| Escorted Students to Junior Day                       | 14             | 9                 | 33                | 6                  | 15             | 15                |
| To take a class                                       | 36             | 27                | 44                | 25                 | 23             | 18                |
| To teach a class                                      | 14             | 0                 | 33                | 18                 | 23             | 26                |
| Brought students there                                | 36             | 46                | 67                | 27                 | 31             | 29                |
| Articulation or faculty<br>discipline/subject meeting | 50             | 18                | 56                | 55                 | 46             | 48                |
| To attend an event                                    | 57             | 36                | 56                | 47                 | 62             | 47                |
| Other   | 14             | 36                | 11                | 31                 | 23             | 30                |

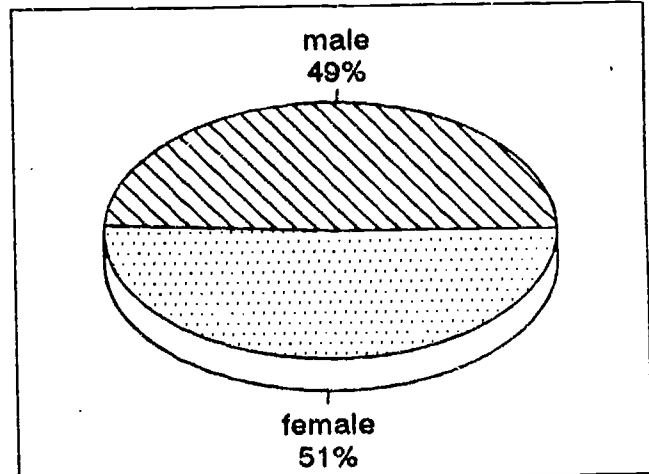
# RSC Student Characteristics 1993

**Santa Ana Campus**  
n = 16935

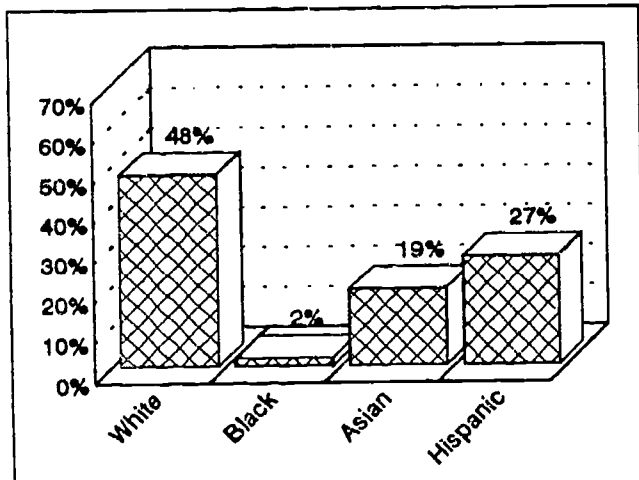
**Orange Campus**  
n = 6419



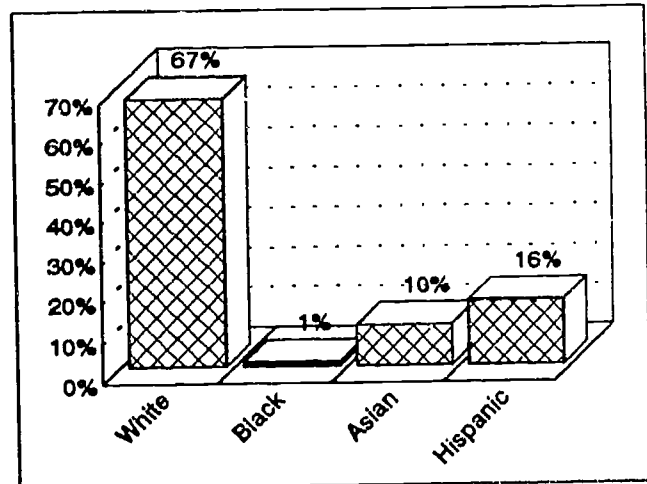
**Gender Distribution of SAC Students**



**Gender Distribution of OC Students**

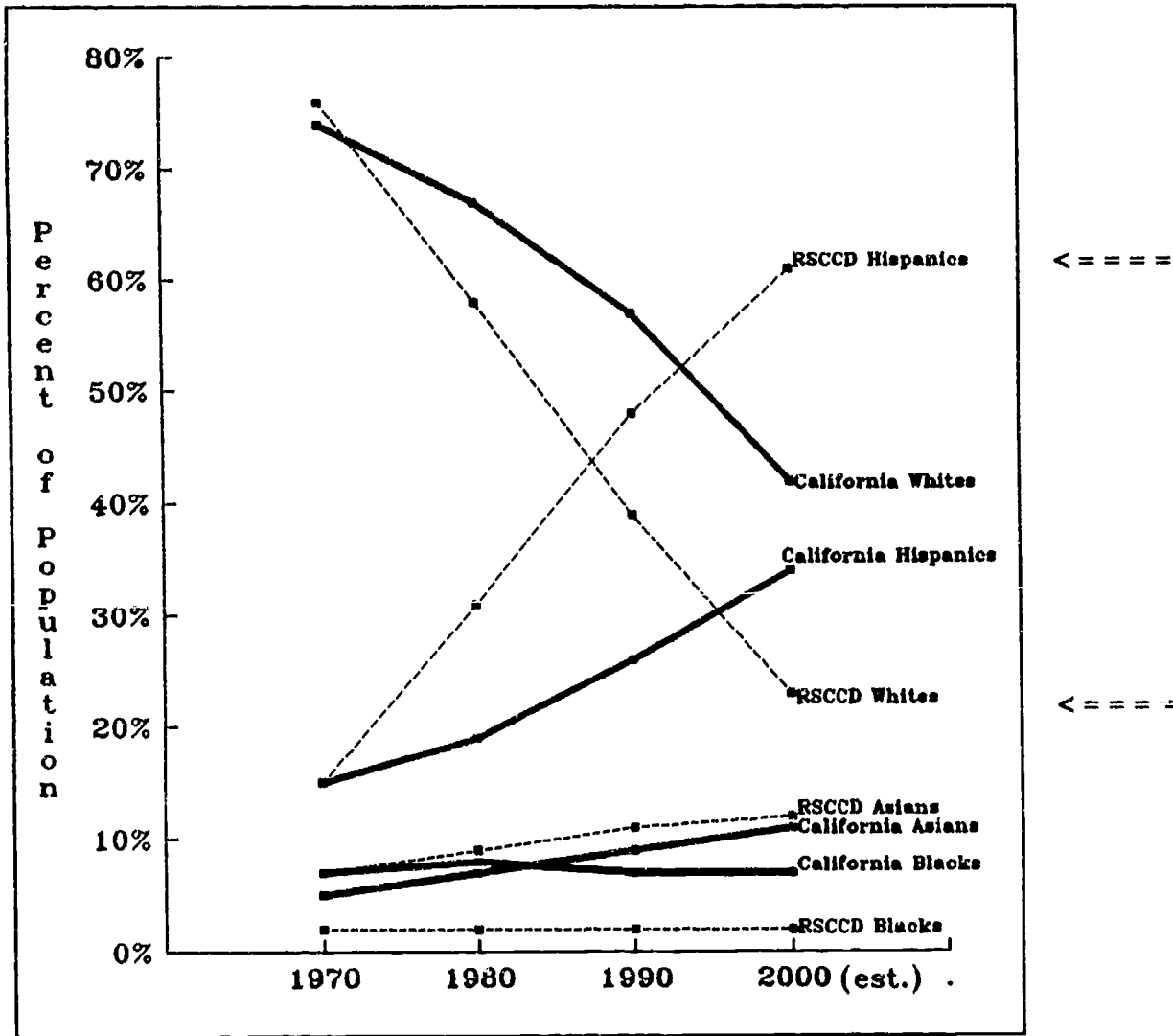


**Ethnic Distribution of SAC Students**



**Ethnic Distribution of OC Students**

## California & RSCCD Service Area Ethnicity 1970 - 2000

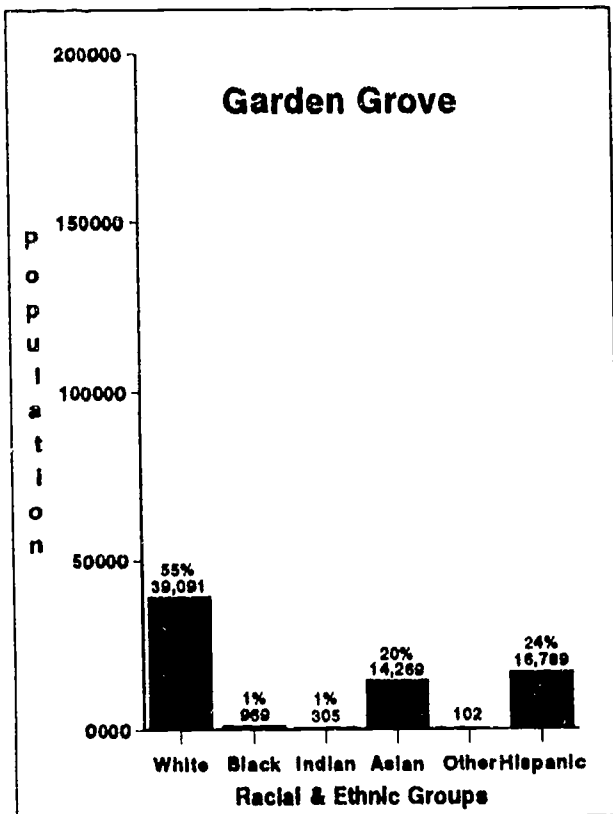
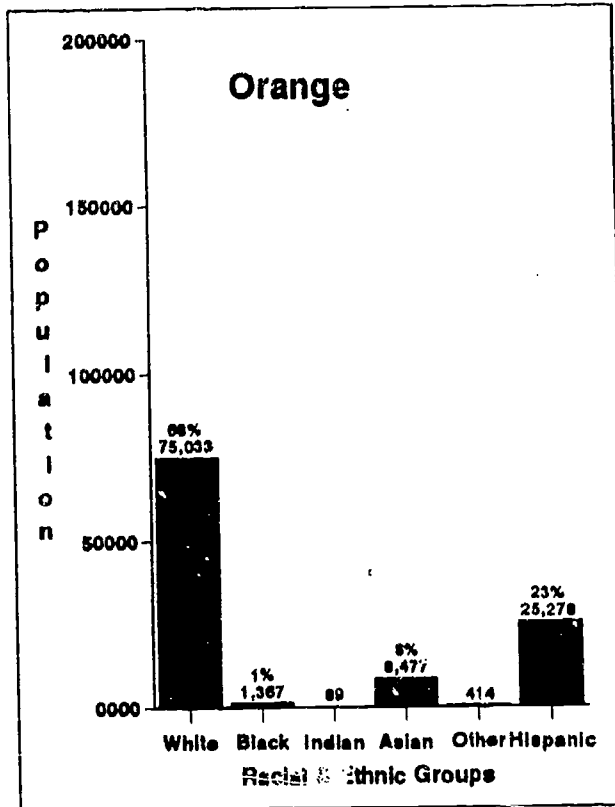
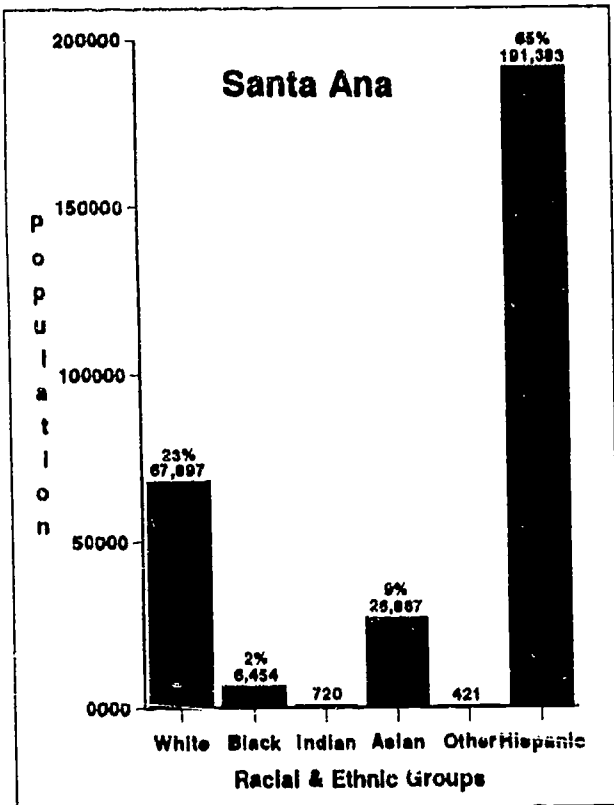


|                   | 1970                  | 1980                  | 1990                  | 2000(est.)            |
|-------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <b>California</b> | <b>n = 19,877,600</b> | <b>n = 23,667,900</b> | <b>n = 29,760,021</b> | <b>n = 36,259,000</b> |
| White             | 74%                   | 67%                   | 57%                   | 42%                   |
| Hispanic          | 15%                   | 19%                   | 26%                   | 34%                   |
| Asian & other     | 5%                    | 7%                    | 9%                    | 11%                   |
| Black             | 7%                    | 8%                    | 7%                    | 7%                    |
| <b>RSCCD</b>      | <b>n = 240,000</b>    | <b>n = 364,313</b>    | <b>n = 482,224</b>    | <b>n = 568,734</b>    |
| White             | 76%                   | 58%                   | 39%                   | 23%                   |
| Hispanic          | 15%                   | 31%                   | 48%                   | 61%                   |
| Asian & other     | 7%                    | 9%                    | 11%                   | 12%                   |
| Black             | 2%                    | 2%                    | 2%                    | 2%                    |

Source: Preliminary RSCCD Population Trends from the 1990 Census, RSC Research Department

# RSCCD Service Area Ethnicity

## By City - 1990

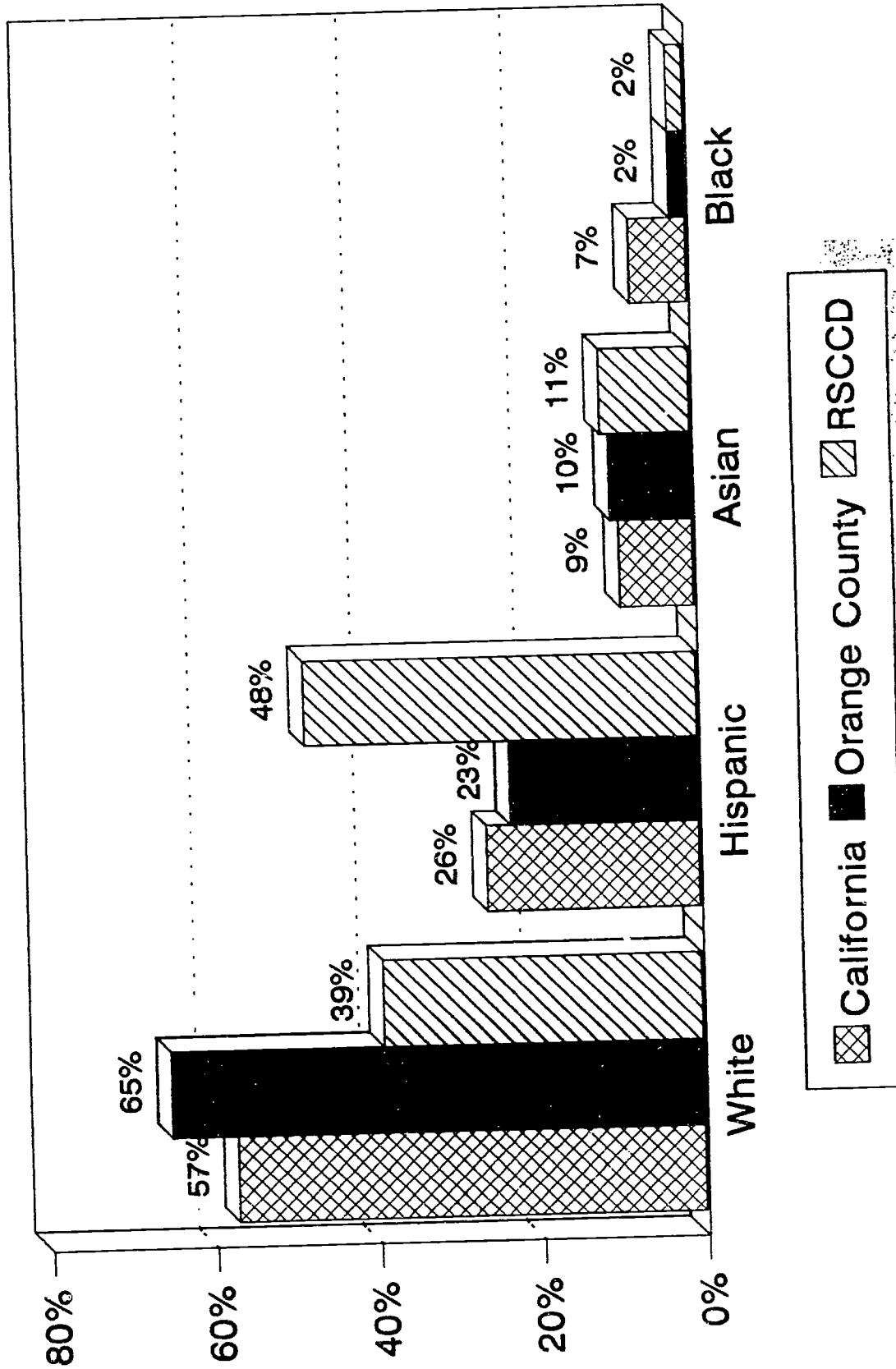


### 1990 Total Population

|              |         |
|--------------|---------|
| Santa Ana    | 293,742 |
| Orange       | 110,658 |
| Garden Grove | 71,525  |

Source: Preliminary RSCCD Population Trends from the 1990 Census, RSC Research Department

# Ethnic Distributions of California, Orange County, and RSCCD - 1990



Source: Preliminary RSCCD Population Trends from the 1990 Census, RSC Research Department

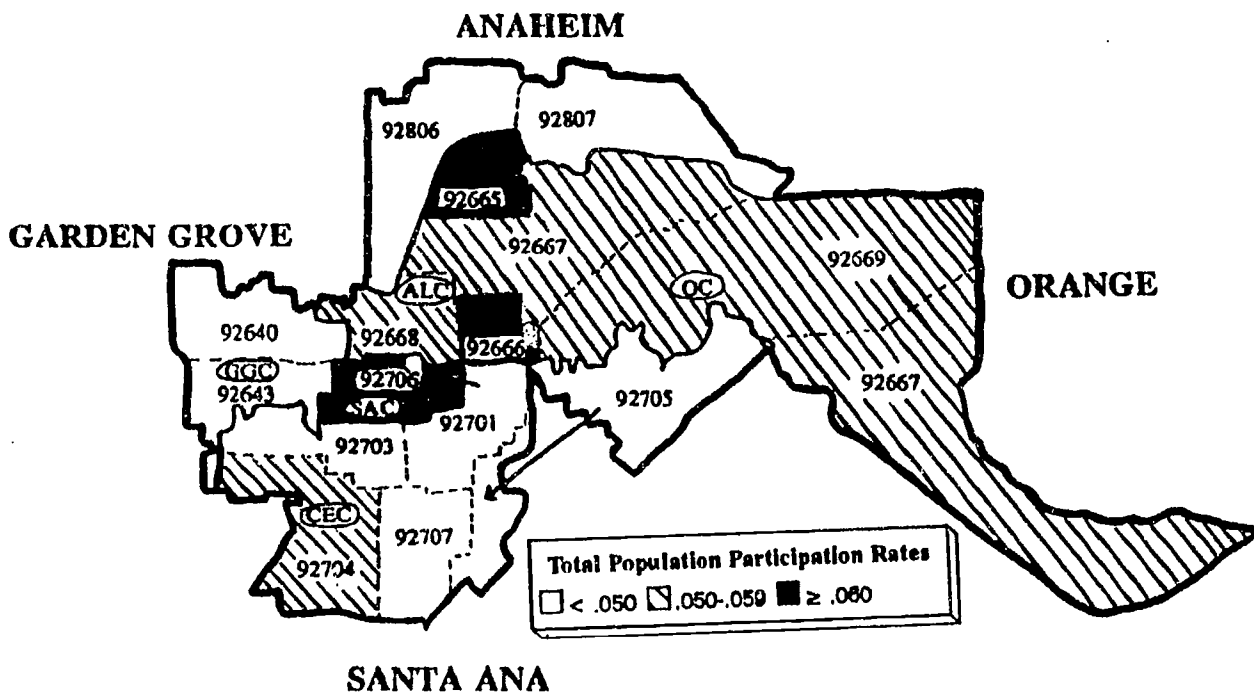
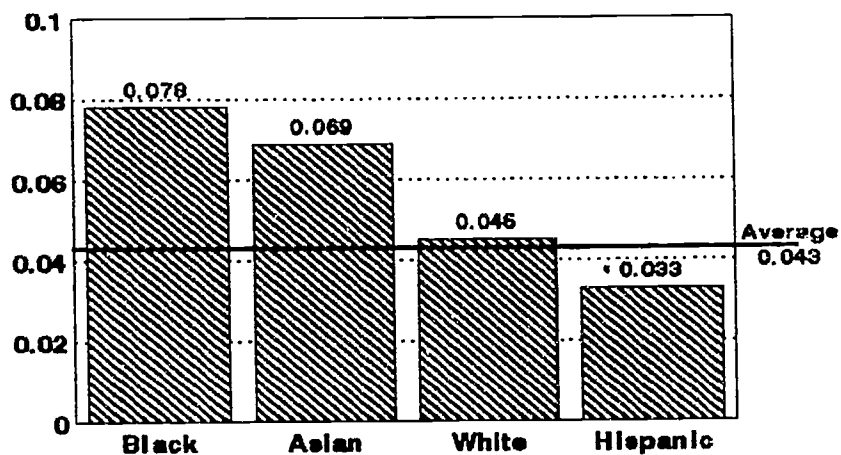


# Participation Rates of the RSC Service Area Population at RSC Fall 1991

|              | Participation Rate* |             |              |
|--------------|---------------------|-------------|--------------|
|              | <u>SAC</u>          | <u>OC</u>   | <u>Total</u> |
| White        | .076                | .041        | .045         |
| Black        | .074                | .013        | .078         |
| Asian        | .114                | .021        | .069         |
| Hispanic     | .034                | .005        | .033         |
| <b>TOTAL</b> | <b>.030</b>         | <b>.019</b> | <b>.043</b>  |

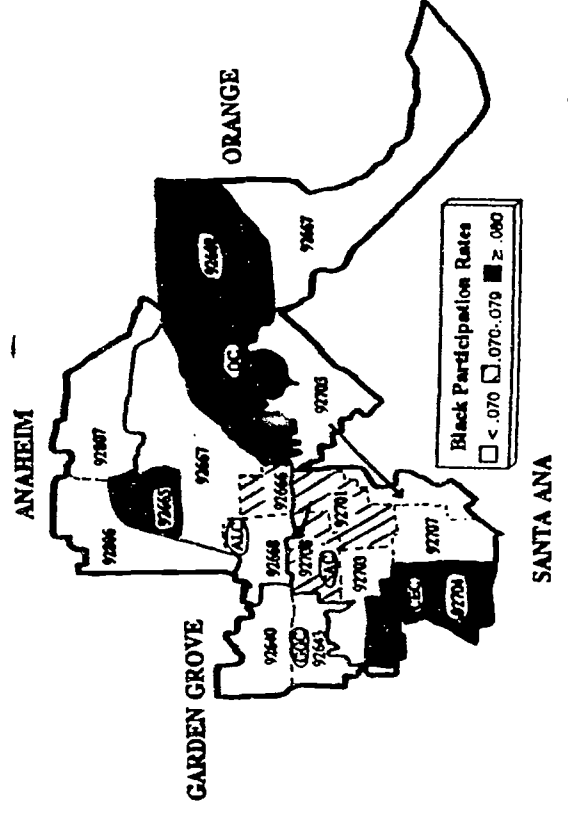
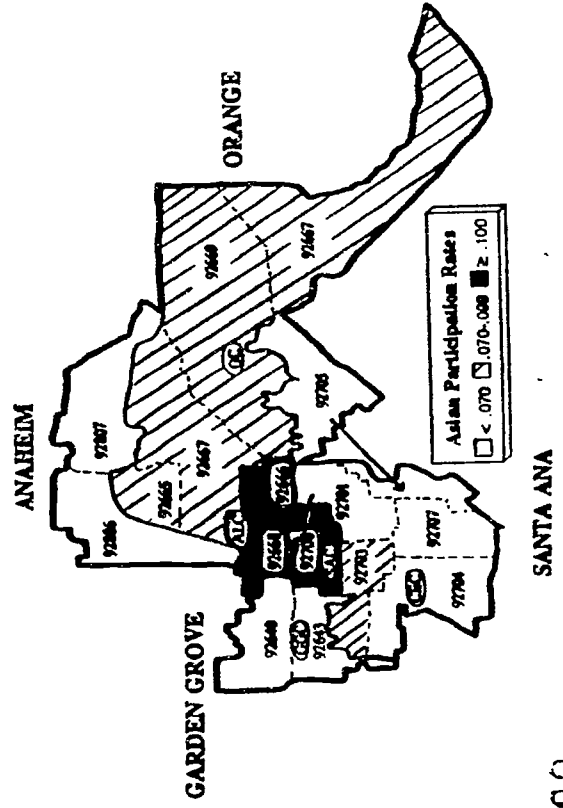
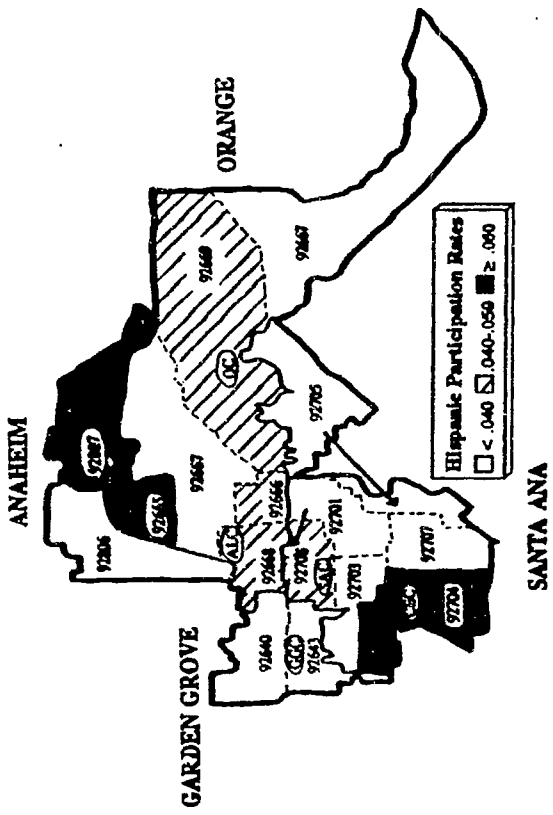
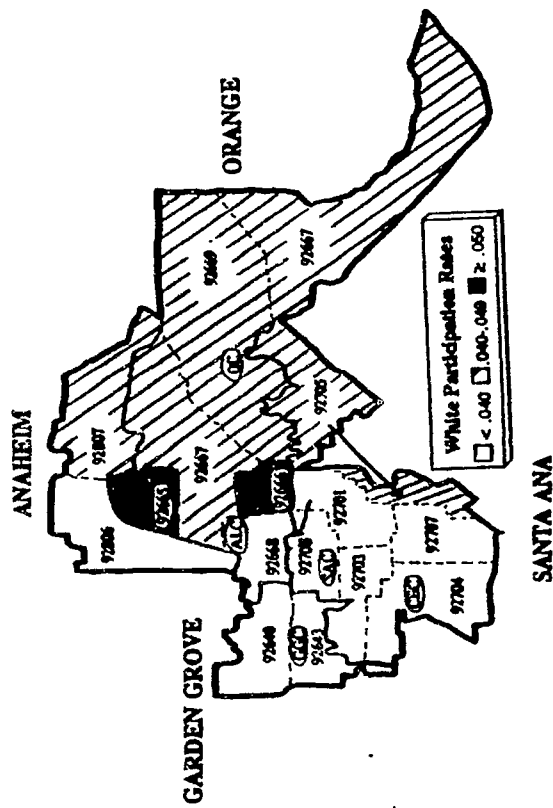
\* Number attending RSC per 1000 adult population

## Participation Rates by Ethnicity



Source: RSCCD Population and Participation - 1990 Census, RSC Research Department

# Participation Rates by Ethnicity and Zip Codes



Source: RSCCD Population and Participation - 1990 Census, RSC Research Department

## Ethnic Distributions

RSC's Research Department receives more inquiries about ethnic distributions than about any other demographic characteristic. This page shows some of those ethnic distributions.

### RSC Students:

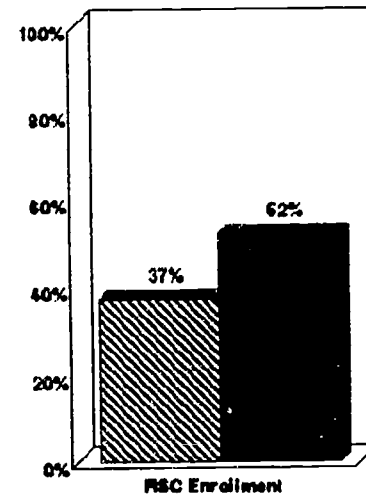
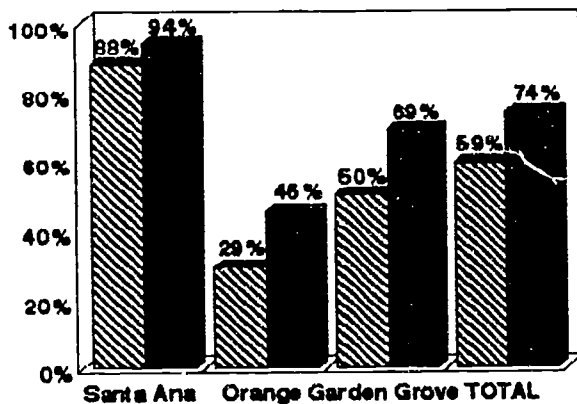
Ethnic Distributions (Fall 1992)

|               | Day          |           | Night       |           | Both        |           | Full-Time<br>≥ 8 units |           | Part-time<br>< 8 units |           | Age ≤ 21<br>years |           | TOTAL        |    |
|---------------|--------------|-----------|-------------|-----------|-------------|-----------|------------------------|-----------|------------------------|-----------|-------------------|-----------|--------------|----|
|               | n            | %         | n           | %         | n           | %         | n                      | %         | n                      | %         | n                 | %         | n            | %  |
| White         | 5877         | 48        | 3735        | 55        | 3652        | 42        | 3162                   | 38        | 10102                  | 52        | 2896              | 37        | 13264        | 48 |
| Hispanic      | 3535         | 29        | 1614        | 24        | 2359        | 27        | 2543                   | 30        | 4965                   | 26        | 2824              | 38        | 7508         | 27 |
| Asian         | 1542         | 13        | 866         | 13        | 2067        | 24        | 1995                   | 24        | 2480                   | 13        | 1217              | 17        | 4475         | 16 |
| Black         | 437          | 4         | 209         | 3         | 190         | 2         | 246                    | 3         | 590                    | 3         | 179               | 2         | 836          | 3  |
| Native Amer.  | 210          | 2         | 117         | 2         | 85          | 1         | 101                    | 2         | 311                    | 2         | 101               | 1         | 412          | 1  |
| Other         | 291          | 2         | 159         | 2         | 180         | 2         | 157                    | 2         | 473                    | 2         | 134               | 2         | 630          | 2  |
| Pac. Islander | 73           | 1         | 27          | -         | 53          | 1         | 53                     | 1         | 100                    | 1         | 51                | 1         | 153          | 1  |
| Filipino      | 200          | 2         | 95          | 1         | 156         | 2         | 153                    | 2         | 298                    | 2         | 141               | 2         | 451          | 2  |
| <b>TOTAL</b>  | <b>12165</b> | <b>44</b> | <b>6822</b> | <b>25</b> | <b>8742</b> | <b>32</b> | <b>8410</b>            | <b>30</b> | <b>19319</b>           | <b>70</b> | <b>7343</b>       | <b>28</b> | <b>27729</b> |    |

Overall, RSC's Fall 1992 credit enrollment was 52% non-white. The largest minority group attending RSC is Hispanic, 27% of the total enrollment. Of the full-time and under-22-years-of-age students, the enrollment is more diverse.

### Ethnic Distribution Change:

Non-White Enrollment of RSC  
and RSC Feeder Unified Districts  
1986 and 1992 Percentages



The Santa Ana Unified District enrolls the largest percentage of non-white students of any of the districts shown, 94%. The greatest increase in non-white enrollment from 1986 to 1992, however, was in the Garden Grove and Orange Unified Districts. In the last five years, the non-white RSC enrollment has increased 15 percentage points, from 37% to 52%.

## **Outreach to Underrepresented and Disadvantaged Students**

Rancho Santiago College is committed to ensuring that students traditionally underrepresented in higher education and students disadvantaged due to low income, linguistic differences, and non-college educated parents have access to a community college education. To that end, several efforts involve outreach to students enrolled in K-12 schools. Special projects and activities include:

- ◆ 5th Grade "College is in My Future" program
- ◆ 11th Grade "Junior Day" program
- ◆ 12th Grade Early Decision program
- ◆ New Freshmen Orientation
- ◆ Adelante Mujer Latina
- ◆ EOPS Summer College Readiness Program
- ◆ "Parents as Partners in Education" annual parent conference
- ◆ Meetings for Parents of High School ESL Students
- ◆ Undocumented Student Workshops
- ◆ Bilingual Financial Aid Workshops
- ◆ Staff Development presentations on Undocumented Students and How to Read and Interpret a High School Transcript

On-campus efforts include:

- ◆ Chicano/Latino Scholars Program
- ◆ Lunar New Year Celebration
- ◆ African American Scholars Program
- ◆ Cinco de Mayo Celebration
- ◆ ACCESS program to transition students from non-credit to credit
- ◆ Puente Project
- ◆ Transfer Center 100 Club

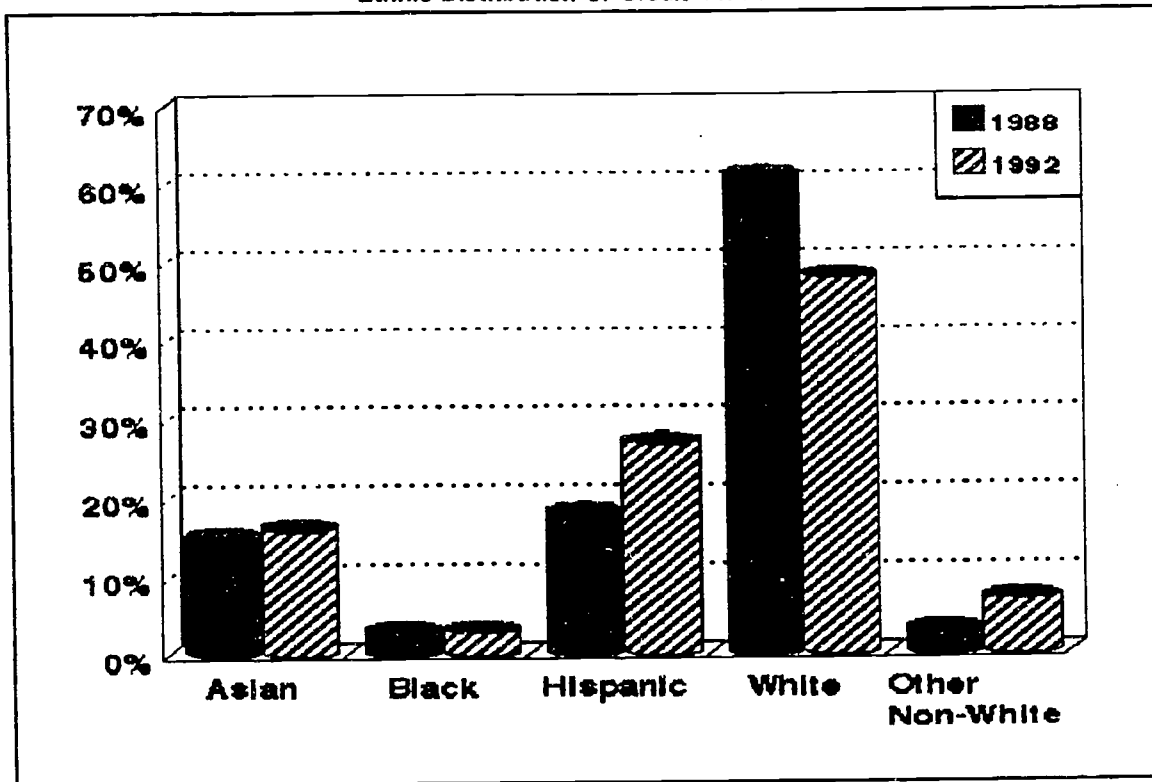
Our main strategy has been to reach out to potential college students at an early age. To assist in instilling the notion of a college education, we also work intensively with parents so that they may understand the value and importance of a college education. Many parents themselves end up enrolling English language courses in college. A key ingredient to our success has been the outreach staff themselves who serve as bilingual and multicultural role models.

Source: Audrey Noji, Dean of Student Development

## Credit Enrollment by Ethnicity 1988-1992

| Ethnicity       | Fall 1988 |    | Fall 1989 |    | Fall 1990 |    | Fall 1991 |    | Fall 1992 |    |
|-----------------|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|
|                 | n         | %  | n         | %  | n         | %  | n         | %  | n         | %  |
| American Indian | 256       | 1  | 235       | 1  | 286       | 1  | 437       | 2  | 412       | 2  |
| Black           | 702       | 3  | 761       | 3  | 833       | 3  | 950       | 3  | 836       | 3  |
| Asian           | 3087      | 15 | 3280      | 15 | 3706      | 16 | 4545      | 16 | 4475      | 16 |
| Hispanic        | 3867      | 18 | 4298      | 20 | 5546      | 22 | 6800      | 24 | 7508      | 27 |
| Filipino        | 203       | 1  | 220       | 1  | 270       | 1  | 420       | 2  | 451       | 2  |
| White           | 13143     | 61 | 12593     | 58 | 13731     | 55 | 14897     | 52 | 13264     | 48 |
| Other Non-White | 243       | 1  | 370       | 2  | 528       | 2  | 566       | 2  | 783       | 3  |

**Ethnic Distribution of Credit Students**



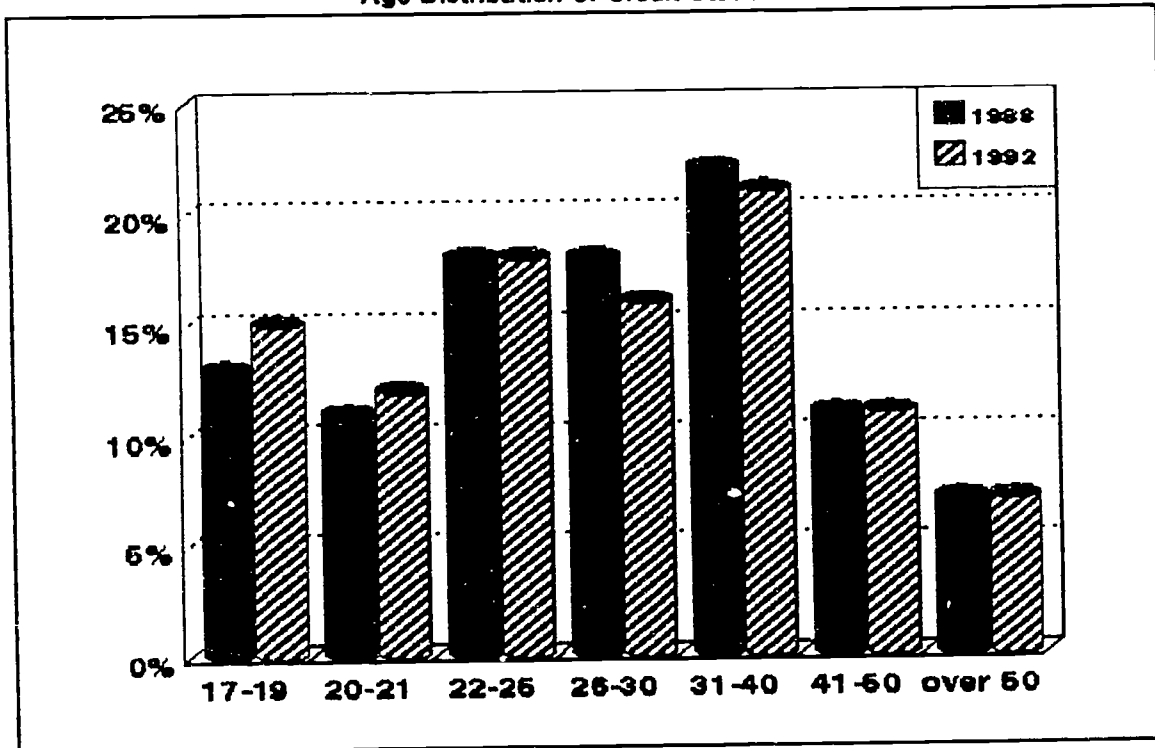
**NOTE the increase in Hispanic enrollments**

Source: RSC Enrollment Trends & Student Characteristics - Fall 1992

## Credit Enrollment by Age 1988-1992

| Age          | Fall 1988 |    | Fall 1989 |    | Fall 1990 |    | Fall 1991 |    | Fall 1992 |    |
|--------------|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|
|              | n         | %  | n         | %  | n         | %  | n         | %  | n         | %  |
| 17 and under | 419       | 2  | 222       | 1  | 432       | 1  | 518       | 2  | 493       | 2  |
| 18           | 1101      | 5  | 1061      | 5  | 1202      | 5  | 1439      | 5  | 1559      | 6  |
| 19           | 1382      | 6  | 1453      | 7  | 1693      | 7  | 1745      | 6  | 1879      | 7  |
| 20 - 21      | 2410      | 11 | 2427      | 11 | 2870      | 12 | 3267      | 11 | 3412      | 12 |
| 22 - 25      | 3866      | 18 | 3760      | 17 | 4288      | 17 | 4938      | 17 | 5059      | 18 |
| 26 - 30      | 3939      | 18 | 3165      | 14 | 4433      | 18 | 4975      | 17 | 4430      | 16 |
| 31 - 40      | 4442      | 22 | 5054      | 23 | 5382      | 21 | 6374      | 22 | 5859      | 21 |
| 41 - 50      | 2420      | 11 | 2752      | 13 | 2762      | 11 | 3283      | 12 | 3114      | 11 |
| 51 - 65      | 1373      | 6  | 1498      | 7  | 1514      | 6  | 1728      | 6  | 1611      | 6  |
| over 65      | 279       | 1  | 365       | 2  | 324       | 1  | 348       | 1  | 313       | 1  |

**Age Distribution of Credit Students**



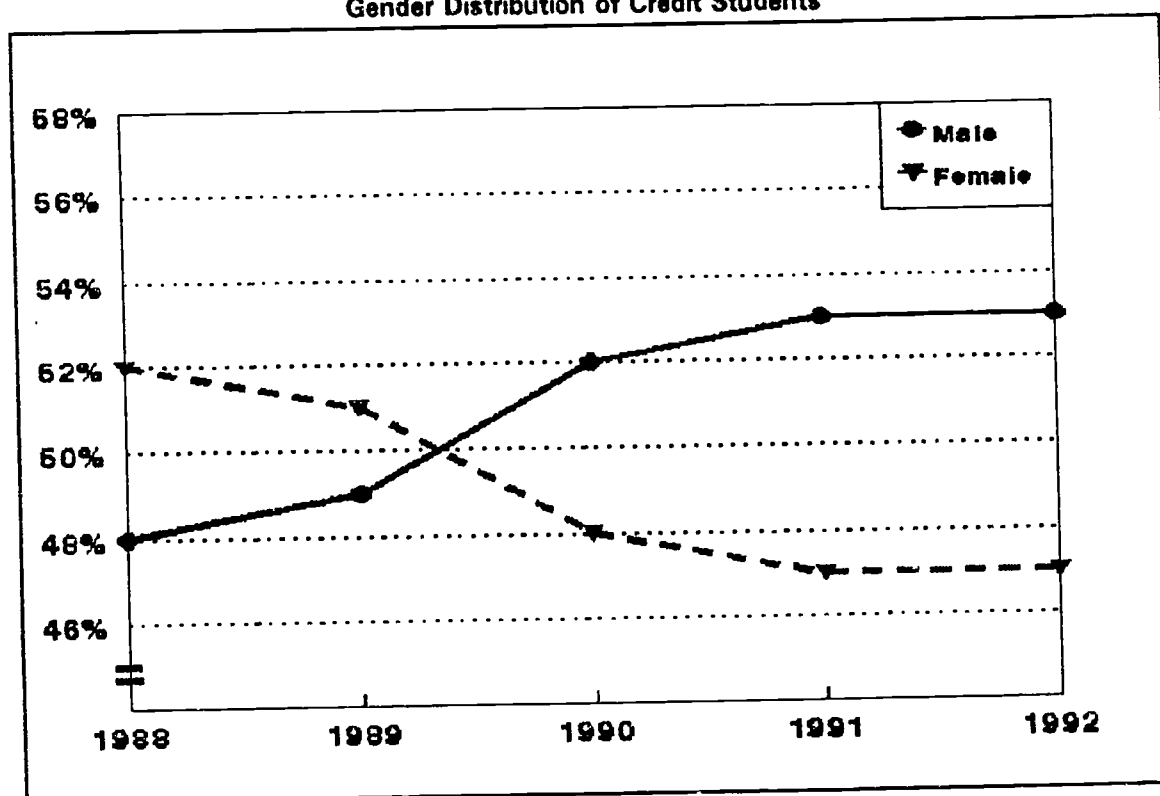
Every age category increased in number, but the proportion of younger students also increased.

Source: RSC Enrollment Trends & Student Characteristics - Fall 1992

## Credit Enrollment by Gender 1988-1992

| Gender | Fall 1988 |    | Fall 1989 |    | Fall 1990 |    | Fall 1991 |    | Fall 1992 |    |
|--------|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|
|        | n         | %  | n         | %  | n         | %  | n         | %  | n         | %  |
| Male   | 10477     | 48 | 10794     | 49 | 12894     | 52 | 15204     | 53 | 14820     | 53 |
| Female | 11154     | 52 | 10963     | 51 | 12006     | 48 | 13411     | 47 | 12909     | 47 |

Gender Distribution of Credit Students



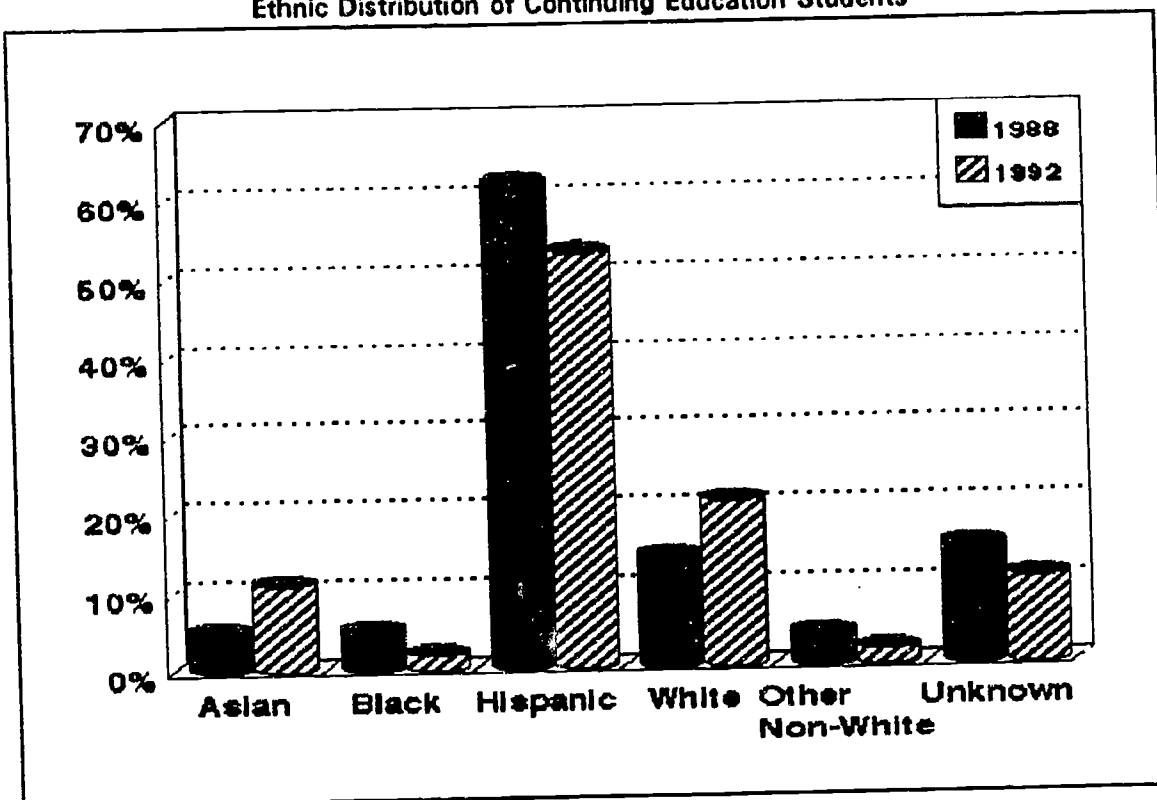
**NOTE the decrease in the percentage of female students.**

Source: RSC Enrollment Trends & Student Characteristics - Fall 1992

## CED Enrollment by Ethnicity 1988-1992

| Ethnicity       | Fall 1988 |    | Fall 1989 |    | Fall 1990 |    | Fall 1991 |    | Fall 1992 |    |
|-----------------|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|
|                 | n         | %  | n         | %  | n         | %  | n         | %  | n         | %  |
| American Indian | 42        | 1  | 55        | .4 | 73        | .5 | 113       | 1  | 149       | .8 |
| Black           | 121       | 5  | 129       | 1  | 210       | 1  | 360       | 2  | 409       | 2  |
| Asian           | 665       | 5  | 921       | 5  | 1493      | 10 | 1745      | 10 | 1911      | 11 |
| Hispanic        | 8223      | 62 | 9608      | 64 | 9989      | 64 | 10483     | 58 | 9513      | 53 |
| Filipino        | 30        | 1  | 41        | .3 | 36        | .2 | 41        | .2 | 37        | .2 |
| White           | 1879      | 14 | 2388      | 15 | 2767      | 17 | 4024      | 22 | 3867      | 21 |
| Other Non-White | 214       | 2  | 173       | 1  | 140       | 1  | 145       | 1  | 185       | 1  |
| Unknown         | 2037      | 15 | 1739      | 12 | 883       | 6  | 1053      | 6  | 1959      | 11 |

Ethnic Distribution of Continuing Education Students



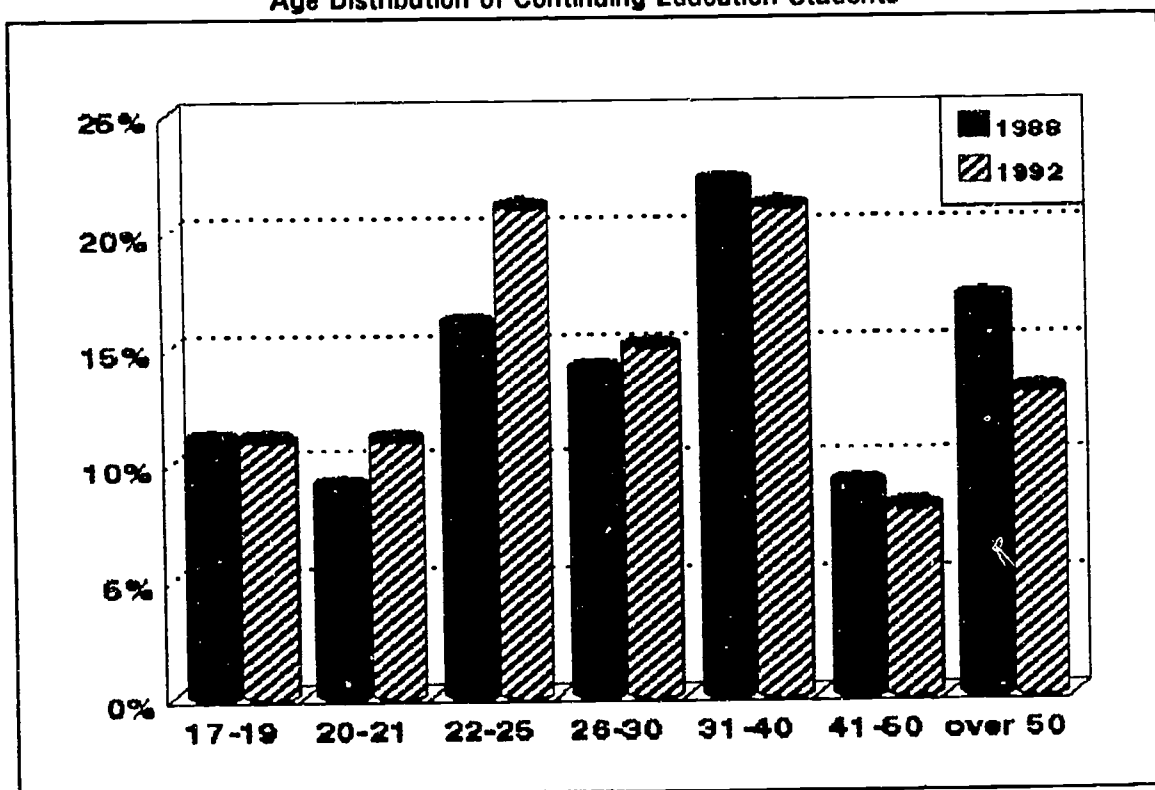
Source: RSC Enrollment Trends & Student Characteristics - Fall 1992



## CED Enrollment by Age 1988-1992

| Age          | Fall 1988 |    | Fall 1989 |    | Fall 1990 |    | Fall 1991 |    | Fall 1992 |    |
|--------------|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|
|              | n         | %  | n         | %  | n         | %  | n         | %  | n         | %  |
| 17 and under | 299       | 2  | 215       | 1  | 364       | 2  | 409       | 2  | 430       | 2  |
| 18           | 549       | 4  | 604       | 4  | 817       | 5  | 696       | 4  | 656       | 4  |
| 19           | 633       | 5  | 798       | 5  | 929       | 6  | 970       | 5  | 933       | 5  |
| 20 - 21      | 1148      | 9  | 1542      | 10 | 1800      | 12 | 2129      | 12 | 2026      | 11 |
| 22 - 25      | 2115      | 16 | 2786      | 19 | 3055      | 19 | 3641      | 20 | 3733      | 21 |
| 26 - 29      | 1862      | 14 | 2183      | 15 | 2073      | 14 | 2680      | 15 | 2784      | 15 |
| 30 - 39      | 2872      | 22 | 3103      | 21 | 2831      | 18 | 3665      | 20 | 3709      | 21 |
| 40 - 49      | 1242      | 9  | 1334      | 9  | 1130      | 7  | 1320      | 7  | 1356      | 8  |
| 50 - 64      | 746       | 6  | 752       | 5  | 699       | 5  | 684       | 4  | 688       | 4  |
| over 64      | 1716      | 11 | 1737      | 12 | 1861      | 12 | 1727      | 10 | 1684      | 9  |
| unknown      | -         | -  | -         | -  | 32        | .2 | 43        | .2 | 31        | .2 |

Age Distribution of Continuing Education Students

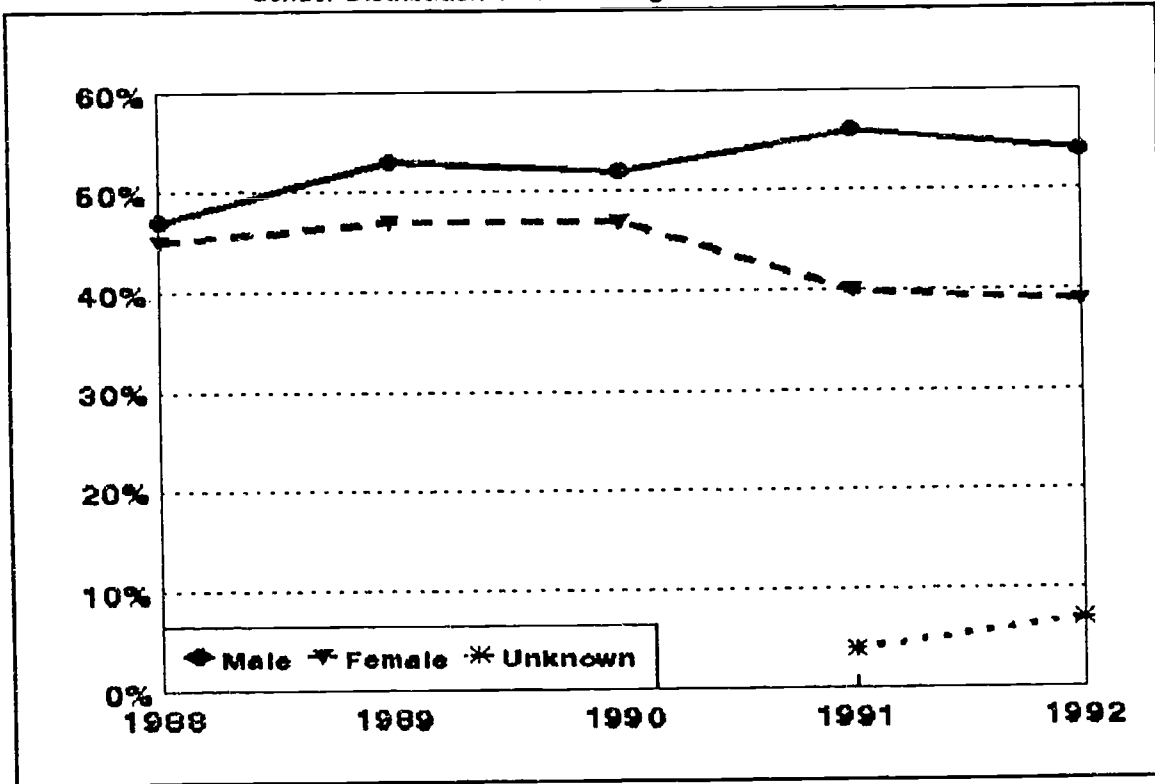


Source: RSC Enrollment Trends & Student Characteristics - Fall 1992

## CED Enrollment by Gender 1988-1992

| Gender  | Fall 1988 |    | Fall 1989 |    | Fall 1990 |    | Fall 1991 |    | Fall 1992 |    |
|---------|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|
|         | n         | %  | n         | %  | n         | %  | n         | %  | n         | %  |
| Male    | 6192      | 47 | 8001      | 53 | 8076      | 52 | 10047     | 56 | 9668      | 54 |
| Female  | 5900      | 45 | 7053      | 47 | 7267      | 47 | 7230      | 40 | 7040      | 39 |
| Unknown | -         | -  | -         | -  | -         | -  | 687       | 4  | 1322      | 7  |

Gender Distribution of Continuing Education Students



Source: RSC Enrollment Trends & Student Characteristics - Fall 1992

**\*\*\* Student Life and Comfort \*\*\***  
**Table of Contents**

|  |      |
|--|------|
| Summary .....  | 2-1  |
| RSC Student Services Programs Oriented Toward Diversity .....                      | 2-3  |
| Student Equity Questionnaire:  |      |
| Responses to Questions Revealing Problems for Asian Students .....                 | 2-8  |
| Responses to Questions Revealing Differences Among:                                |      |
| Ethnic Groups .....  | 2-11 |
| Gender Groups .....  | 2-12 |
| Age Groups .....   | 2-12 |
| Responses About Other Issues .....   | 2-13 |
| Discrimination/Bias Experienced by RSC Students .....                              | 2-15 |
| Students' Assessment of Campus Climate .....                                       | 2-16 |
| Summary of Interviews of Selected Staff .....                                      | 2-19 |
| Student Clubs & Associations .....   | 2-21 |
| New Horizons' Support Services/Programs for Older Adults .....                     | 2-23 |
| RSC Disabled Students Programs and Services .....                                  | 2-24 |
| RSC International Student Program .....  | 2-25 |
| RSC Counseling Department - Personal Development                                   |      |
| Seminars and Films .....   | 2-26 |
| Comments from the Student Equity Questionnaire:                                    |      |
| Regarding College Services and Programs .....                                      | 2-27 |
| Regarding Special Student Groups & Cultural Diversity .....                        | 2-33 |
| From the 1991-92 Student Satisfaction Survey:                                      |      |
| Table of: Total "Unsatisfied or Very Unsatisfied" by Ethnicity .....               | 2-54 |
| Table of: Responses to Statements About Educational Experiences by Ethnicity ..... | 2-55 |
| Selected Students Comments Addressing Diversity Issues:                            |      |
| from the 1991-92 Graduate Student Survey .....                                     | 2-56 |
| from the 1991-92 Student Satisfaction Survey .....                                 | 2-57 |
| from the 1991-92 Transfer Survey .....   | 2-58 |

### Sources

- ◆ Counseling Department
- ◆ International Student Office
- ◆ Student Activities Office
- ◆ Student Equity Questionnaire
- ◆ Existing statistics and studies:
  - 1991-92 Student Satisfaction Survey
  - 1991-92 Transfer Survey
  - 1991-92 Graduate Student Survey
- ◆ Interviews:
  - John Acuna, Counselor
  - David Dobos, Dean of Student Affairs
  - Isaac Guzman, Counselor
  - J.R. Johnson, Director of Safety & Security Department
  - Sara Lundquist, Executive Dean of Student Services
  - Danita Terry, Higher Ground Counselor

**\*\*\* Student Life and Comfort \*\*\***  
**Summary**

**Questions:**

- ◆ Do RSC campuses project a friendly, welcoming environment to all students? How is the environment for equity perceived by students?
- ◆ Do students experience bias? Are students comfortable in the environment on campus?
- ◆ What services does the college provide to promote student equity?

**Conclusions:**

- ◆ RSC is a friendly, welcoming place for most all students. The questionnaire responses and interviews overwhelmingly indicated this.
- ◆ The majority of students expressed a feeling of enrichment from participating in such a diverse environment.
- ◆ The focus on diverse students is pervasive at RSC, resulting in innumerable special programs and efforts which are credited with enhancing such a comfortable environment for students.
- ◆ The only ethnic group that expressed notable dissatisfaction was the Asian group. In questionnaire and interview responses, a need was identified to further study why many Asian students expressed a lesser degree of satisfaction than other groups of students. There were repeated reports of behavior offensive to Asian students.
- ◆ There were several student respondent comments suggesting that more of a focus be placed on older, non-traditional-college-age students.
- ◆ Whereas the majority of students were very positive about the diversity at RSC, a few vocal students expressed "backlash" opinions that too much attention was being placed on special student groups.
- ◆ The reported incidences of overt discrimination and bias were few, except for those anecdotal remarks about discrimination towards Asian students.

## **Recommendations:**

- ◆ **Specific activities, which reportedly enhance student success, recommended to be implemented, include:**
  - a responsive Chicano Studies Program;
  - extended library hours;
  - course study groups encouraged by faculty;
  - more Counseling services; and
  - a variety of types of child care.
  
- ◆ **The "backlash" issue needs to be directly addressed by the instructor in the classroom, with sensitivity, through open discussion, direction, and promoting understanding through the use of, for example, course study groups.**
  
- ◆ **The feelings of alienation expressed by Asian students needs to be addressed. Faculty and staff development activities focussing on understanding and communicating with the many groups of Asian students is one way to help to respond to the concerns identified in this study.**
  
- ◆ **Student clubs should be encouraged to conduct collaborative events and these activities.**
  
- ◆ **Wide dissemination of the results of this study will enhance awareness of hitherto unknown concerns.**
  
- ◆ **Continue to develop and maintain a variety of programs and activities focussed on enhancing student life, remembering also the needs and interests of older, non-traditional-college-age students.**
  
- ◆ **Educate students about sexual harassment, its definition, how it can be reported, and appropriate gender-role behavior.**

# RSC Student Services Programs Oriented Toward Diversity

| Purpose & Activities  | Funded/Sponsored By   | # of Participants/Frequency/Outcomes  |
|---|---|---|
| <p><b>ACCESS</b></p> <p>To provide student services and instruction for students in the non-credit program and facilitate their transition to the college in credit program. Activities include outreach to the students in non-credit classes, assistance in enrolling in credit classes, curriculum and courses designed to "bridge" the credit and non-credit program, and intensive follow-up and counseling once the students are on the college campus.</p> | <p>Rancho Santiago College (formerly a Title III grant)</p>   | <p>200-250 students per year</p>  |
| <p><b>ADELANTE MUJER</b></p> <p>Aspirations conference for Latina students and their mothers.</p>   | <p>VATEA</p>  | <p>500-600 participants</p>   |
| <p><b>ARTICULATION COUNCIL</b></p> <p>To increase high school and community college faculty-to-faculty articulation of courses and sharing of information about the teaching and learning process. Activities include the formation of work groups by discipline to review curriculum, plan collaboratively, and work closely in articulation efforts.</p>  | <p>On-going in-kind contributions from both Rancho Santiago College &amp; Santa Ana Unified School District</p>                             | <p>2,500 + students per year</p> <p>Nearly 50 competency based courses have been articulated and numerous innovative partnership programs involving teaching, assessment, parent education, and planning have been implemented.</p> |
| <p><b>AWARENESS FOR PARENTS OF ESL STUDENTS</b></p> <p>To inform parents of high school ESL students about the programs and services available at Rancho Santiago College. Activities include tri-lingual presentations at local high schools in the evening for parents, teachers, and interested students. (Part of our Outreach Program)</p>   | <p>Rancho Santiago College; Santa Ana Unified School District; University of California, Irvine; Santa Ana 2000 &amp; City of Santa Ana</p> | <p>1000 students per year</p>   |



| Purpose & Activities   | Funded/Sponsored By   | # of Participants/Frequency/Outcomes                                |
|--|---|---|
| <p><b>CALIFORNIA ALLIANCE FOR MINORITY PARTICIPATION (CAMP)</b></p> <p>To increase enrollment and retention of underrepresented students in university level biological and physical sciences and engineering; includes mentoring and linking of RSC students with UC system.</p>  | <p>National Science Foundation/ University of California System</p>       | <p>Approximately 10</p>   |
| <p><b>CAREER BEGINNINGS</b></p> <p>To work with high school juniors through their senior year and ensure that they stay in school and go on to college. Activities include a summer program on campus between their junior and senior year, a good summer job, one-on-one mentors from the community, and year-long activities during the high school senior year to assist with choosing and applying for college, obtaining financial aid, learning about careers and majors, and understanding what college is all about.</p> | <p>City of Santa Ana Block Grant; Rancho Santiago College; &amp; JTPA</p> | <p>200 students per year<br/>95% graduate and enroll in college</p> |
| <p><b>CHICANO/LATINO DISTINGUISHED SCHOLARS PROGRAM</b></p> <p>To recognize the achievement of Chicano/Latino students who have earned a 3.0 GPA or better and to assist them in transferring to 4-year colleges. Activities include an honors ceremony each year for students and their families as well as trips to colleges and universities and information on transfer opportunities.</p>   | <p>Rancho Santiago College</p>  | <p>400 + students per year</p>                                      |
| <p><b>ECLOSION PROGRAM</b></p> <p>To increase the numbers of bilingual teachers available and to offer opportunities for bilingual aides to become teachers. Activities include outreach to future teachers in the schools, a class at the college, <u>Careers in Teachings</u>, counseling and follow-up, and in some program, payment of all books and fees. Collaborative efforts include the unified school districts, community colleges, and public and private 4-year colleges.</p>                                       | <p>Philip Morris Foundation</p>   | <p>30 per year</p>  |

| Purpose & Activities  | Funded/Sponsored By  | # of Participants/Frequency/Outcomes   |
|---|--|--|
| <p><b>EOPS</b></p> <p>The EOPS staff identifies, recruits, supports, and monitors the progress of economically and educationally disadvantaged students. EOPS provides equal access to education through support services. The following services are available to qualified EOPS students: EOPS grants, book grants/loans, counseling services, peer advisement, tutoring services, college readiness program, CARE program, financial aid information/assistance, transfer assistance/fee waiver, basic skills classes, career guidance, etc.</p> | <p>California Community College Chancellor's Office<br/>EOPS funding &amp; Rancho Santiago College funding</p>             | <p>935 students per year</p> <p>Retention rate for current cohort is 98.5% for first semester and maintains a 70% rate subsequently.</p> |
| <p><b>HIGH SCHOOL OUTREACH &amp; EARLY DECISION PROGRAM</b></p> <p>To prepare seniors in feeder high schools for their college programs and provide orientation, assessment, and placement activities early in the Spring preceding college enrollment. Activities consist of assistance in the application for college and financial aid, orientation, assessment at the high school site, and small group advisement with counselors.</p>   | <p>Rancho Santiago College &amp; Matriculation funding</p>   | <p>800-900 students per year</p>   |
| <p><b>HIGHER GROUND</b></p> <p>To increase college retention among low-income minority students attending institutions of higher learning and extend the two years of successful involvement of high school juniors and seniors in the Career Beginnings program. Activities include ongoing relationships with college adult mentors, an intensive summer component, assistance in facilitating the transfer to 4-year colleges and universities, intensive follow-up and counseling.</p>  | <p>Rancho Santiago College &amp; Center for Corporate and Educational Initiatives (PEW Charitable Trust Clearinghouse)</p> | <p>150 students per year</p> <p>Program has achieved a 95% retention rate for students remaining in college one full year.</p>           |
| <p><b>MOBILE HIGHER EDUCATION CENTER</b></p> <p>Van takes information about nine local two and four year colleges to locations such as churches, community centers, and shopping malls.</p>   | <p>U.S. Department of Education Talent Search/<br/>CSUF is funded agency</p>   |  |





| Purpose & Activities   | Funded/Sponsored By  | # of Participants/Frequency/Outcomes  |
|--|--|---|
| <p><b>NEW HORIZONS</b></p> <p>Services to disadvantaged vocational students, counseling, tutoring, testing, job development.</p>   | <p>VATEA &amp; Rancho Santiago College district funds</p>                          | <p>700 + students per year</p>  |
| <p><b>PARTNERSHIP FOR REFORM IN SCIENCE AND MATH (PRISM)</b></p> <p>To approve student achievements and career awareness in math/science and enhance teacher knowledge and skills.</p>   | <p>National Science Foundation/ UC, Irvine</p>                                     | <p>Widespread inservice of hundreds of teachers about Math &amp; Science curriculum. Also tracks students' success.</p>           |
| <p><b>PROJECT PRIDE</b></p> <p>To provide positive alternatives to gang and drug involvement for city youth.</p>   | <p>City of Santa Ana</p>   | <p>Parent conferences and activities are held at RSC.</p>   |
| <p><b>PUENTE PROGRAM</b></p> <p>To increase the retention of Chicano/Latino students in college and assist them in gaining the skills and preparation needed for transfer to 4-year institutions. Services include community adults as mentors, and partnership efforts between faculty and counselors in improvement of writing skills.</p> | <p>A California State University System program. RSC activities funded by RSC.</p> | <p>100 per year</p> <p>Students in the project have a 98% retention rate for a two year period and transfer at a rate of 25%.</p> |
| <p><b>STEP</b></p> <p>To increase intersegmental collaboration and form partnerships which promote cooperation among the community college, unified school district, UC and Cal State systems. All entities work together in offering services to students. For example, RSC provides tutoring in math to intermediate school students.</p>  | <p>A coordinating body of many funded programs.</p>                                |   |
| <p><b>SUMMER BRIDGE PROGRAM</b></p> <p>Provides academic classes, skills, workshops, campus orientation and personal management workshops for freshman and transfer students about to enter CSUF.</p>  | <p>California State University System</p>  |   |

| Purpose & Activities  | Funded/Sponsored By  | # of Participants/Frequency/Outcomes   |
|---|--|--|
| <p><b>TRANSFER CENTER "100 CLUB"</b></p> <p>To provide intensive follow-up and progress monitoring of underrepresented students who intend to transfer. Activities include progress check, application workshops, trips to colleges, college information newsletters, visits with 4-year representatives, and counseling.</p>             | <p>General Revenue Fund (formerly AB1725 funds)</p>                | <p>200 students per year</p> <p>Students in the project have a 98% retention rate for the first semester in college and 75% retention rate in the second semester.</p> |
| <p><b>5TH GRADE TOUR PROGRAM</b></p> <p>To increase awareness of elementary school age children and to encourage them to consider attending Rancho Santiago College. Activities consist of a parents' night, visitations and tours of the campus for children, their teachers and their families, a photo of each child to take home.</p> | <p>Matriculation funding and Santa Ana Unified School District</p> | <p>4000 per year</p>   |
| <p><b>URBAN PARTNERSHIP PROGRAM/NETWORKS</b></p> <p>Brings our regions' major educational business and civic organizations together to work collaboratively on improving the K-16 educational system to enhance the success of at-risk students.</p>  | <p>Ford Foundation</p>   | <p>Coordinates many of our programs. Over 1000 faculty and student participants in year one.</p>   |

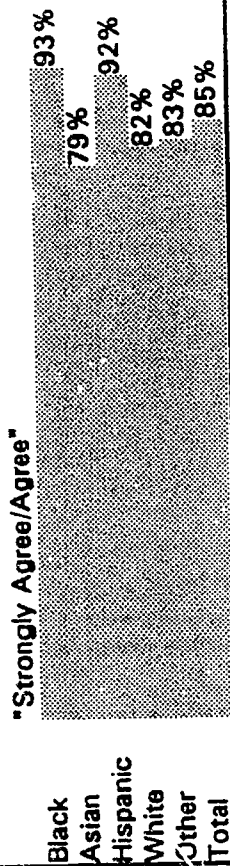
| Questions Revealing Problems for Asian Students (Student Equity Questionnaire)   |  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
|--|--|------|------------|-------|-------|-------|-----|----------|-----|-------|----------|-------|-----|-------|-----|-----|-------|-----|----|-------|-----|-----|
| RSC enjoys a reputation of quality in my home community. (item 18)   | <p>"Strongly Agree/Agree"</p> <table border="1"> <tr><th>Race</th><th>Percentage</th><th>n</th></tr> <tr><td>Black</td><td>88%</td><td>14</td></tr> <tr><td>Asian</td><td>65%</td><td>134</td></tr> <tr><td>Hispanic</td><td>78%</td><td>232</td></tr> <tr><td>White</td><td>73%</td><td>187</td></tr> <tr><td>Other</td><td>83%</td><td>30</td></tr> <tr><td>Total</td><td>74%</td><td>597</td></tr> </table> | Race | Percentage | n     | Black | 88%   | 14  | Asian    | 65% | 134   | Hispanic | 78%   | 232 | White | 73% | 187 | Other | 83% | 30 | Total | 74% | 597 |
| Race   | Percentage   | n    |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Black  | 88%  | 14   |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Asian  | 65%  | 134  |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Hispanic   | 78%  | 232  |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| White  | 73%  | 187  |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Other  | 83%  | 30   |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Total  | 74%  | 597  |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| <p>It do not participate in social activities on the campus because I feel that I do not belong. (item 32)</p> <p>27% of the total respondents "strongly agree/agree"</p> <p><u>Santa Ana Campus</u></p> | <p>"Strongly Agree/Agree"</p> <table border="1"> <tr><th>Race</th><th>Percentage</th></tr> <tr><td>Black</td><td>12%</td></tr> <tr><td>Asian</td><td>31%</td></tr> <tr><td>Hispanic</td><td>27%</td></tr> <tr><td>White</td><td>29%</td></tr> <tr><td>Other</td><td>26%</td></tr> <tr><td>Total</td><td>28%</td></tr> </table>   | Race | Percentage | Black | 12%   | Asian | 31% | Hispanic | 27% | White | 29%      | Other | 26% | Total | 28% |     |       |     |    |       |     |     |
| Race   | Percentage   |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Black  | 12%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Asian  | 31%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Hispanic   | 27%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| White  | 29%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Other  | 26%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Total  | 28%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| <p><u>Orange Campus</u></p>  | <table border="1"> <tr><th>Race</th><th>Percentage</th></tr> <tr><td>Black</td><td>0%</td></tr> <tr><td>Asian</td><td>14%</td></tr> <tr><td>Hispanic</td><td>19%</td></tr> <tr><td>White</td><td>22%</td></tr> <tr><td>Other</td><td>22%</td></tr> <tr><td>Total</td><td>42%</td></tr> </table>  | Race | Percentage | Black | 0%    | Asian | 14% | Hispanic | 19% | White | 22%      | Other | 22% | Total | 42% |     |       |     |    |       |     |     |
| Race   | Percentage   |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Black  | 0%   |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Asian  | 14%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Hispanic   | 19%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| White  | 22%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Other  | 22%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Total  | 42%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| <p><u>Centennial Education Center</u></p>  | <table border="1"> <tr><th>Race</th><th>Percentage</th></tr> <tr><td>Black</td><td>0%</td></tr> <tr><td>Asian</td><td>25%</td></tr> <tr><td>Hispanic</td><td>30%</td></tr> <tr><td>White</td><td>50%</td></tr> <tr><td>Other</td><td>50%</td></tr> <tr><td>Total</td><td>27%</td></tr> </table>  | Race | Percentage | Black | 0%    | Asian | 25% | Hispanic | 30% | White | 50%      | Other | 50% | Total | 27% |     |       |     |    |       |     |     |
| Race   | Percentage   |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Black  | 0%   |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Asian  | 25%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Hispanic   | 30%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| White  | 50%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Other  | 50%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |
| Total  | 27%  |      |            |       |       |       |     |          |     |       |          |       |     |       |     |     |       |     |    |       |     |     |

**Questions Revealing Problems for Asian Students (Student Equity Questionnaire)**

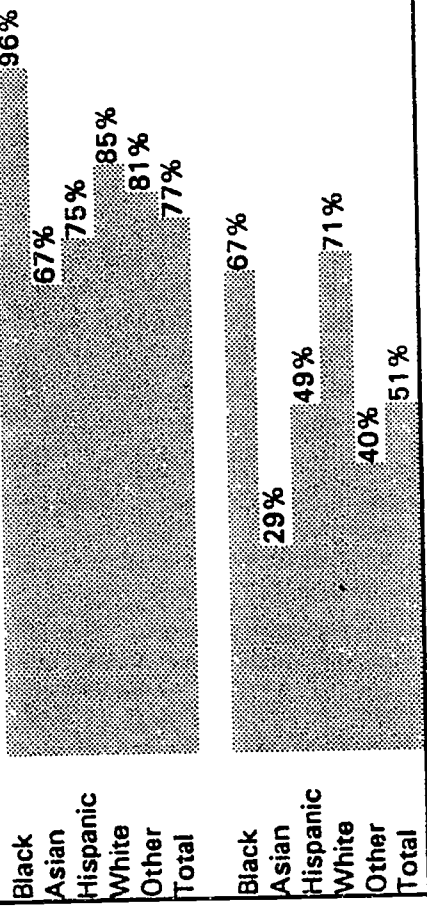
| Question  | Black | Asian | Hispanic | White | Other | Total |
|---|-------|-------|----------|-------|-------|-------|
| I am not reluctant to tell people I go to school here. (item19)   | 83%   | 55%   | 76%      | 78%   | 71%   | 71%   |
| My instructors do not show any partiality to students on the basis of ethnicity or gender. (item37)     | 92%   | 58%   | 79%      | 88%   | 84%   | 77%   |
| My instructors refer to contributions made by women and diverse persons in the field of study. (item38) | 50%   | 49%   | 66%      | 72%   | 71%   | 63%   |
| RSC is sensitive to the needs of students of all backgrounds. (item39)                                  | 84%   | 72%   | 83%      | 87%   | 81%   | 80%   |
| If I were starting over, I would attend RSC. (item43)   | 100%  | 67%   | 82%      | 81%   | 79%   | 79%   |

**Questions Revealing Problems for Asian Students (Student Equity Questionnaire)**

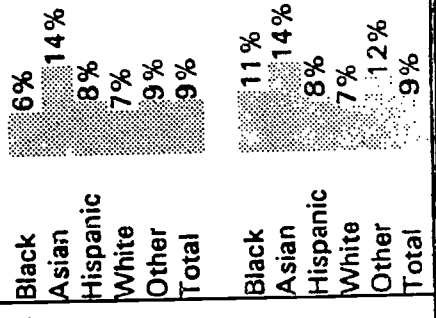
I feel comfortable at RSC and have a sense of belonging. (item 45)



My instructors appear to be sensitive to the needs of students...



I have seen or heard about racist attitudes displayed by...



...campus personnel of other ethnic groups. (item 15)

...instructors of other ethnic groups. (item 17)

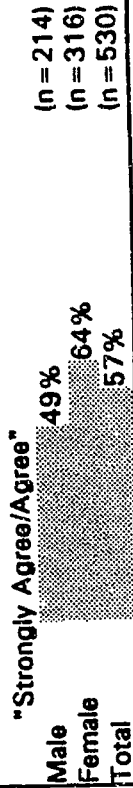
**Questions Revealing Differences Among Ethnic Groups (Student Equity Questionnaire)**

|   | "Strongly Agree/Agree"  |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
|---|---|--------------|------------|-------|-------|-------|--------|----------|-----|---------|----------|-------|---------|-------|-----|---------|-------|-----|--------|-------|-----|--|
| <p>More consideration should be given to the needs and interests of ethnically diverse RSC students. (item26)</p>   | <table border="1"> <tr><th>Ethnic Group</th><th>Percentage</th></tr> <tr><td>Black</td><td>81%</td></tr> <tr><td>Asian</td><td>82%</td></tr> <tr><td>Hispanic</td><td>81%</td></tr> <tr><td>White</td><td>34%</td></tr> <tr><td>Other</td><td>73%</td></tr> <tr><td>Total</td><td>67%</td></tr> </table>  | Ethnic Group | Percentage | Black | 81%   | Asian | 82%    | Hispanic | 81% | White   | 34%      | Other | 73%     | Total | 67% |         |       |     |        |       |     |  |
| Ethnic Group  | Percentage  |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Black   | 81%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Asian   | 82%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Hispanic  | 81%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| White   | 34%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Other   | 73%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Total   | 67%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| <p>Social or interest groups on this campus are primarily determined by race and/or ethnic background. (item34)</p> | <table border="1"> <tr><th>Ethnic Group</th><th>Percentage</th></tr> <tr><td>Black</td><td>67%</td></tr> <tr><td>Asian</td><td>65%</td></tr> <tr><td>Hispanic</td><td>63%</td></tr> <tr><td>White</td><td>74%</td></tr> <tr><td>Other</td><td>64%</td></tr> <tr><td>Total</td><td>67%</td></tr> </table>  | Ethnic Group | Percentage | Black | 67%   | Asian | 65%    | Hispanic | 63% | White   | 74%      | Other | 64%     | Total | 67% |         |       |     |        |       |     |  |
| Ethnic Group  | Percentage  |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Black   | 67%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Asian   | 65%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Hispanic  | 63%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| White   | 74%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Other   | 64%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Total   | 67%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| <p>I have seen or heard about racist behavior initiated by students of other ethnic groups. (item112)</p>           | <table border="1"> <tr><th>Ethnic Group</th><th>Percentage</th><th>n</th></tr> <tr><td>Black</td><td>7%</td><td>(n=15)</td></tr> <tr><td>Asian</td><td>17%</td><td>(n=186)</td></tr> <tr><td>Hispanic</td><td>20%</td><td>(n=197)</td></tr> <tr><td>White</td><td>15%</td><td>(n=179)</td></tr> <tr><td>Other</td><td>29%</td><td>(n=28)</td></tr> <tr><td>Total</td><td>18%</td><td></td></tr> </table>  | Ethnic Group | Percentage | n     | Black | 7%    | (n=15) | Asian    | 17% | (n=186) | Hispanic | 20%   | (n=197) | White | 15% | (n=179) | Other | 29% | (n=28) | Total | 18% |  |
| Ethnic Group  | Percentage  | n            |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Black   | 7%  | (n=15)       |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Asian   | 17%   | (n=186)      |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Hispanic  | 20%   | (n=197)      |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| White   | 15%   | (n=179)      |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Other   | 29%   | (n=28)       |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Total   | 18%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| <p>I have seen or heard about racist attitudes displayed by students of other ethnic groups. (item119)</p>          | <table border="1"> <tr><th>Ethnic Group</th><th>Percentage</th><th>n</th></tr> <tr><td>Black</td><td>21%</td><td>(n=19)</td></tr> <tr><td>Asian</td><td>18%</td><td>(n=215)</td></tr> <tr><td>Hispanic</td><td>14%</td><td>(n=295)</td></tr> <tr><td>White</td><td>16%</td><td>(n=300)</td></tr> <tr><td>Other</td><td>31%</td><td>(n=35)</td></tr> <tr><td>Total</td><td>16%</td><td></td></tr> </table> | Ethnic Group | Percentage | n     | Black | 21%   | (n=19) | Asian    | 18% | (n=215) | Hispanic | 14%   | (n=295) | White | 16% | (n=300) | Other | 31% | (n=35) | Total | 16% |  |
| Ethnic Group  | Percentage  | n            |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Black   | 21%   | (n=19)       |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Asian   | 18%   | (n=215)      |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Hispanic  | 14%   | (n=295)      |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| White   | 16%   | (n=300)      |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Other   | 31%   | (n=35)       |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |
| Total   | 16%   |              |            |       |       |       |        |          |     |         |          |       |         |       |     |         |       |     |        |       |     |  |

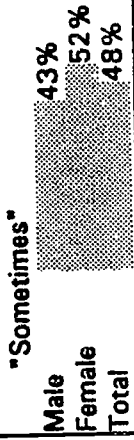


**Questions Revealing Differences Among Gender Groups (Student Equity Questionnaire)**

More consideration should be given to the needs and interests of female students. (item29)

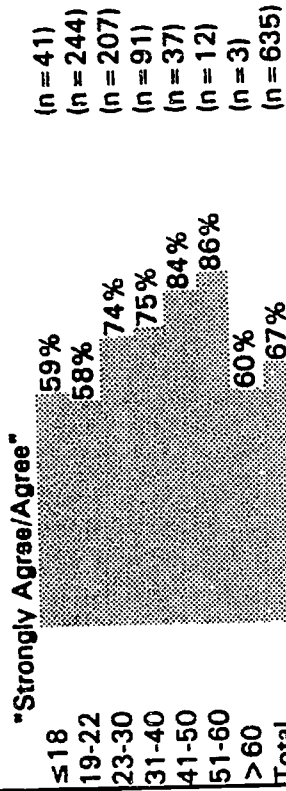


My instructors appear to be sensitive to the needs of students: of my sex. (item85)



**Questions Revealing Differences Among Age Groups (Student Equity Questionnaire)**

More consideration should be given to the needs and interests of older students. (item28)

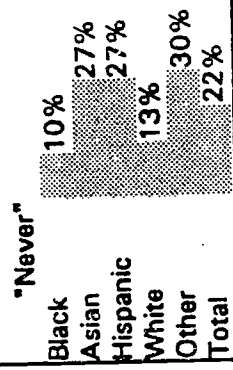


**Other Issues (Student Equity Questionnaire)**

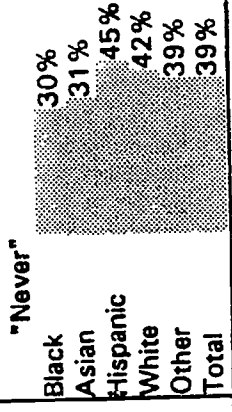
The opportunities to receive campus assistance when I am discriminated against because of my race, ethnicity, or sex are available to me on this campus. (item59)



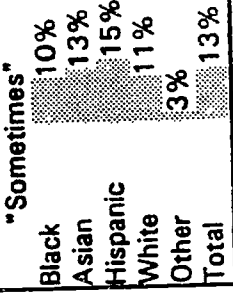
Interacting with my instructors is easy when I arrange to discuss issues outside of class. (item89)



When I interact on campus with students who are different from myself, it is through: study sessions outside of class. (item94)



I have been treated rudely on campus by: campus personnel. (item102)



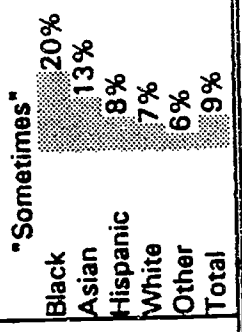
I have seen or heard about campus events where: specific ethnic groups are portrayed negatively. (item104)





**Other Issues (Student Equity Questionnaire)**

I have seen or heard about racist behavior initiated by:  
instructors of other ethnic groups. (item 110)



"Sometimes"

## Discrimination/Bias Experienced by RSC Students (Student Equity Questionnaire)

Have you ever been the victim of discrimination or bias at RSC due to any of the following?

| Bias Experienced         | Victim of Discrimination |
|--------------------------|--------------------------|
| <b><u>Ethnicity</u></b>  | <b><u>n</u></b>          |
| Black                    | 2                        |
| Asian                    | 36                       |
| Hispanic                 | 32                       |
| White                    | 20                       |
| Other                    | 4                        |
| <b><u>Age</u></b>        |                          |
| ≤ 18                     | 6                        |
| 19-22                    | 24                       |
| 23-30                    | 11                       |
| 31-40                    | 3                        |
| 41-50                    | 0                        |
| 51-60                    | 4                        |
| 60+                      | 1                        |
| <b><u>Gender</u></b>     |                          |
| male                     | 17                       |
| female                   | 32                       |
| <b><u>Disability</u></b> |                          |
| yes                      | 2                        |
| no                       | 20                       |

## Students' Assessment of Campus Climate (Student Equity Questionnaire)

|          |       | Percent Distribution and Average Rating for Responses by Ethnicity<br>(responses reported on a 1-5 scale, 1 = most positive response/5 = most negative response) |     |     |    |                    |                |
|----------|-------|--|-----|-----|----|--------------------|----------------|
|          |       | 1  | 2   | 3   | 4  | 5                  | Average Rating |
|          |       | Relaxed  |     |     |    | Tense              |                |
| Black    | n=23  | 52%  | 22% | 22% | 4% | 0%                 | 2.0            |
| Asian    | n=223 | 27   | 31  | 32  | 8  | 2                  | 2.4            |
| Hispanic | n=307 | 50   | 30  | 16  | 4  | 1                  | 1.8            |
| White    | n=321 | 33   | 38  | 23  | 3  | 2                  | 2.0            |
| Other    | n=42  | 41   | 41  | 14  | 5  | 0                  | 1.6            |
|          |       | Friendly   |     |     |    | Hostile            |                |
| Black    |       | 33   | 25  | 29  | 13 | 0                  | 2.0            |
| Asian    |       | 22   | 38  | 31  | 6  | 2                  | 2.6            |
| Hispanic |       | 44   | 32  | 20  | 3  | 1                  | 1.9            |
| White    |       | 30   | 41  | 24  | 5  | 1                  | 1.9            |
| Other    |       | 22   | 49  | 24  | 5  | 0                  | 2.2            |
|          |       | Cooperative  |     |     |    | Competitive        |                |
| Black    |       | 35   | 39  | 13  | 13 | 0                  | 2.0            |
| Asian    |       | 19   | 34  | 35  | 9  | 3                  | 2.7            |
| Hispanic |       | 36   | 37  | 22  | 4  | 2                  | 2.1            |
| White    |       | 27   | 42  | 23  | 5  | 2                  | 2.0            |
| Other    |       | 22   | 37  | 29  | 10 | 2                  | 2.4            |
|          |       | Socially Integrated  |     |     |    | Socially Separated |                |
| Black    |       | 39   | 17  | 22  | 17 | 4                  | 1.0            |
| Asian    |       | 17   | 25  | 42  | 12 | 5                  | 2.7            |
| Hispanic |       | 39   | 29  | 22  | 8  | 2                  | 2.2            |
| White    |       | 32   | 30  | 24  | 9  | 6                  | 2.2            |
| Other    |       | 32   | 27  | 32  | 7  | 2                  | 2.5            |
|          |       | Communicative  |     |     |    | Reserved           |                |
| Black    |       | 33   | 17  | 29  | 13 | 8                  | 3.0            |
| Asian    |       | 22   | 30  | 34  | 12 | 3                  | 2.7            |
| Hispanic |       | 41   | 26  | 26  | 6  | 1                  | 2.2            |
| White    |       | 26   | 35  | 28  | 9  | 2                  | 2.2            |
| Other    |       | 18   | 40  | 33  | 8  | 3                  | 2.4            |
|          |       | Concerned  |     |     |    | Indifferent        |                |
| Black    |       | 13   | 33  | 38  | 8  | 8                  | 3.0            |
| Asian    |       | 18   | 29  | 41  | 11 | 2                  | 2.9            |
| Hispanic |       | 32   | 32  | 27  | 6  | 3                  | 2.2            |
| White    |       | 22   | 33  | 34  | 10 | 2                  | 2.4            |
| Other    |       | 15   | 33  | 33  | 15 | 5                  | 2.7            |

**Students' Assessment of Campus Climate (Cont.)**

|                 | <b>Percent Distribution and Average Rating for Responses by Ethnicity</b><br>(responses reported on a 1-5 scale, 1 = most positive response/5 = most negative response) |          |          |          |                      |                       |
|-----------------|---|----------|----------|----------|----------------------|-----------------------|
|                 | <b>1</b>  | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b>             | <b>Average Rating</b> |
|                 | <b>Inclusive</b>  |          |          |          | <b>Exclusive</b>     |                       |
| <b>Black</b>    | 22%   | 17%      | 48%      | 9%       | 4%                   | 2.0                   |
| <b>Asian</b>    | 16  | 21       | 47       | 13       | 3                    | 2.8                   |
| <b>Hispanic</b> | 25  | 31       | 35       | 7        | 2                    | 2.5                   |
| <b>White</b>    | 17  | 33       | 38       | 9        | 2                    | 2.5                   |
| <b>Other</b>    | 13  | 35       | 38       | 10       | 5                    | 2.4                   |
|                 | <b>Sensitive</b>  |          |          |          | <b>Insensitive</b>   |                       |
| <b>Black</b>    | 25  | 25       | 33       | 13       | 4                    | 2.0                   |
| <b>Asian</b>    | 18  | 29       | 41       | 10       | 2                    | 2.7                   |
| <b>Hispanic</b> | 28  | 35       | 25       | 9        | 3                    | 2.3                   |
| <b>White</b>    | 20  | 38       | 34       | 8        | 1                    | 2.2                   |
| <b>Other</b>    | 15  | 28       | 50       | 8        | 0                    | 2.4                   |
|                 | <b>Liberal</b>  |          |          |          | <b>Conservative</b>  |                       |
| <b>Black</b>    | 26  | 30       | 26       | 17       | 0                    | 2.0                   |
| <b>Asian</b>    | 21  | 29       | 39       | 9        | 2                    | 2.7                   |
| <b>Hispanic</b> | 32  | 29       | 28       | 8        | 4                    | 2.1                   |
| <b>White</b>    | 24  | 35       | 33       | 6        | 3                    | 2.1                   |
| <b>Other</b>    | 18  | 26       | 45       | 8        | 3                    | 2.7                   |
|                 | <b>Improving</b>  |          |          |          | <b>Worsening</b>     |                       |
| <b>Black</b>    | 33  | 29       | 25       | 8        | 4                    | 2.0                   |
| <b>Asian</b>    | 24  | 34       | 32       | 7        | 3                    | 2.5                   |
| <b>Hispanic</b> | 38  | 33       | 21       | 5        | 3                    | 1.9                   |
| <b>White</b>    | 22  | 37       | 30       | 7        | 4                    | 2.2                   |
| <b>Other</b>    | 25  | 35       | 33       | 5        | 3                    | 2.4                   |
|                 | <b>Harmonious</b>   |          |          |          | <b>Racist</b>        |                       |
| <b>Black</b>    | 29  | 29       | 25       | 8        | 8                    | 2.0                   |
| <b>Asian</b>    | 15  | 34       | 41       | 8        | 3                    | 2.8                   |
| <b>Hispanic</b> | 30  | 33       | 28       | 7        | 2                    | 2.3                   |
| <b>White</b>    | 20  | 35       | 33       | 11       | 1                    | 2.3                   |
| <b>Other</b>    | 13  | 39       | 41       | 8        | 0                    | 2.6                   |
|                 | <b>Respected</b>  |          |          |          | <b>Disrespectful</b> |                       |
| <b>Black</b>    | 33  | 25       | 33       | 8        | 0                    | 2.0                   |
| <b>Asian</b>    | 20  | 36       | 33       | 9        | 3                    | 2.5                   |
| <b>Hispanic</b> | 39  | 30       | 23       | 6        | 2                    | 2.2                   |
| <b>White</b>    | 23  | 39       | 28       | 8        | 2                    | 2.3                   |
| <b>Other</b>    | 22  | 29       | 37       | 7        | 5                    | 2.6                   |

### Students' Assessment of Campus Climate (Cont.)

|                 | <b>Percent Distribution and Average Rating for Responses by Ethnicity</b><br>(responses reported on a 1-5 scale, 1 = most positive response/5 = most negative response) |     |     |     |                      |                |
|-----------------|---|-----|-----|-----|----------------------|----------------|
|                 | 1   | 2   | 3   | 4   | 5                    | Average Rating |
|                 | <b>Admired</b>  |     |     |     | <b>Resented</b>      |                |
| <b>Black</b>    | 33%   | 25% | 29% | 13% | 0%                   | 2.0            |
| <b>Asian</b>    | 18  | 33  | 37  | 11  | 1                    | 2.7            |
| <b>Hispanic</b> | 29  | 33  | 30  | 6   | 2                    | 2.2            |
| <b>White</b>    | 17  | 34  | 37  | 11  | 1                    | 2.5            |
| <b>Other</b>    | 12  | 42  | 24  | 20  | 2                    | 2.6            |
|                 | <b>Successful</b>   |     |     |     | <b>Unsuccessful</b>  |                |
| <b>Black</b>    | 33  | 33  | 25  | 8   | 0                    | 3.0            |
| <b>Asian</b>    | 21  | 37  | 33  | 9   | 0                    | 2.6            |
| <b>Hispanic</b> | 36  | 36  | 24  | 4   | 1                    | 2.0            |
| <b>White</b>    | 25  | 39  | 31  | 4   | 1                    | 2.2            |
| <b>Other</b>    | 25  | 33  | 35  | 8   | 0                    | 2.3            |
|                 | <b>Intelligent</b>  |     |     |     | <b>Unintelligent</b> |                |
| <b>Black</b>    | 25  | 42  | 25  | 8   | 0                    | 2.0            |
| <b>Asian</b>    | 16  | 32  | 41  | 10  | 1                    | 2.8            |
| <b>Hispanic</b> | 35  | 40  | 20  | 4   | 2                    | 2.0            |
| <b>White</b>    | 25  | 41  | 26  | 7   | 1                    | 2.2            |
| <b>Other</b>    | 23  | 41  | 31  | 5   | 0                    | 2.5            |
|                 | <b>Valued</b>   |     |     |     | <b>Demeaned</b>      |                |
| <b>Black</b>    | 29  | 33  | 25  | 13  | 0                    | 2.0            |
| <b>Asian</b>    | 18  | 36  | 40  | 6   | 1                    | 2.5            |
| <b>Hispanic</b> | 36  | 35  | 23  | 4   | 2                    | 1.9            |
| <b>White</b>    | 23  | 38  | 30  | 8   | 1                    | 2.2            |
| <b>Other</b>    | 15  | 40  | 45  | 0   | 0                    | 2.6            |
|                 | <b>Appreciated</b>  |     |     |     | <b>Worthless</b>     |                |
| <b>Black</b>    | 42  | 17  | 29  | 13  | 0                    | 2.0            |
| <b>Asian</b>    | 22  | 35  | 33  | 7   | 3                    | 2.5            |
| <b>Hispanic</b> | 43  | 34  | 17  | 4   | 2                    | 1.8            |
| <b>White</b>    | 25  | 41  | 28  | 6   | 1                    | 2.2            |
| <b>Other</b>    | 20  | 38  | 35  | 8   | 0                    | 2.7            |

In most cases, Hispanic students rated the campus climate more positively than other groups, and Asians rated it more negatively.

## Summary of Interviews of Selected Staff

- ◆ Interviewees perceived that students on the whole are very comfortable at RSC campuses and that the climate for equity is very positive. The many special programs at RSC for special groups have contributed to this climate.
- ◆ There have been very few incidences that could be called hate crimes or "ethnic slur" activities, fewer reportedly than other colleges experience. Occasionally there is graffiti found in men's restrooms that reflects negatively on women, but it is immediately removed.
- ◆ A few students have reportedly perceived, on occasion, a few faculty members as unapproachable. This was attributed to extreme sensitivity of some disadvantaged students, who may have lower self-esteem than others.
- ◆ The Black Student Union has expressed a request for more support from the college.
- ◆ There have been isolated reports of discrimination against academically underprepared students.
- ◆ The recent budget cuts have been damaging to the climate insofar as services for night students have decreased; the Friday, week-end, and library closings have left disadvantaged students with "no place to go", and the impact of an emerging, difficult environment for staff is overflowing to affect students.
- ◆ There is a need to develop coping, assertion, self-esteem, and leadership skills for underrepresented students and classified staff, two groups who reportedly suffer from some discrimination and lack of empowerment at RSC.
- ◆ The shortage of course sections in ESL is of serious concern and needs to be addressed.
- ◆ Courses that are perceived as potential stumbling blocks to transfer for underrepresented students include those in the disciplines of Math, Political Science, and Psychology. The broadening of the curriculum and delivery modes to include multi-cultural perspectives attention to a variety of learning styles needs to continue.
- ◆ Complaints have been heard about some students' inability to understand Math tutors with limited English speaking ability.
- ◆ Because the college is in many respects geographically fragmented, departmentalized, and decentralized, some think that coordinated activities are needed to bring people (faculty, staff, and students) together. Examples include a Dean's List and social activities.

- ◆ "Heal U.S.", initiated after the Rodney King riots, and "Y Trap" are two RSC ad hoc organizations created by students and faculty to address racial issues.
- ◆ The backlash sentiments of a very few Whites and the animosity between ethnic groups that used to be discussed very quietly, if at all, is being expressed more frequently and more openly now, some interviewees reported. Sophisticated interventions are needed because the issue is very complex; it is not merely a majority/minority issue anymore.
- ◆ Sexual harassment among students also needs to be addressed because it is reportedly increasing. The level of sophistication among some students regarding gender roles and stereotyping needs to be enhanced.
- ◆ Comments related to the apparent dissatisfaction of some Asian students:
  - There are few Asian faculty, counselors, or administrators.
  - There is a Chicano Scholars activity, but no parallel Asian Scholars.
  - There have been reports of Asians being discriminated against in the classroom - their accents mimicked by other students, being accused of cheating because they study in groups (as we encourage other students to do), not being called on.
  - Asians are characterized as being taught to be very verbally respectful of teachers and authority; their use of questionnaires provides an opportunity to express opinions that aren't necessarily respectful. Also, Asians were characterized by one interview respondent as being more critical than other groups. Other schools and colleges, in questionnaires and assessments of Asians, have found similar levels of dissatisfaction.
  - The Asian student community is comprised of many groups. Unifying those groups for activities is difficult. Also, leadership qualities are not highly valued in the Asian community, and, thus, there is no unifying leadership.
  - Most RSC Asian students at RSC are first-generation Asian-American, refugees, and they represent different needs and perspectives than those of the second- and third-generations.

## RSC Student Clubs & Associations

Numerous student interest groups are active throughout the year. Representatives from each club participate in the Interclub Council (ICC), a coordinating body functioning to promote participation in student life. Clubs and organizations and their faculty/staff advisors at RSC include:

- ◆ **Alpha Gamma Sigma** (Kevin Strong) To promote academic scholarship; to provide service to the community (130 members)
- ◆ **Black Student Union** (Danita Terry) Make recommendations concerning problems at RSC; to present programs and speakers to enhance cultural development; to serve as role models to new and current students (15 members)
- ◆ **Catholic Newmans Club** (John Velasquez) To create an environment for students primarily Roman Catholics so that they can spiritually and intellectually address issues confronting their lives as they pursue their education (8 members)
- ◆ **Christian Students at RSC** (Jacob Martinez) Fellowship to build up the body of Christ and to help spread the gospel (15 members)
- ◆ **Circle K** (Dennis Sadler) To provide an opportunity for intelligence and leadership through group activities and the importance of human values toward life for the student body at RSC (16 members)
- ◆ **College Life** (Ron Martin) To involve all students in lively interaction through friendship and encouragement; to introduce students to Jesus Christ and teach them how to have a relationship with Him (11 members)
- ◆ **E.O.P.S Club** (Rejoice Rodarte) A multi-cultural club sponsored by the EOPS program to bring students closer together through activities that enhance their educational goals while attending school; social, intellectual, and academic growth are main goals of the club (17 members)
- ◆ **Engineering Club** (Don Deeley) To promote a better understanding in the fields of engineering and technology and provide opportunities for students interested in these fields (6 members)
- ◆ **Gay and Lesbian Associated Student Support** (Roseann Cacciola) To provide a safe comfortable atmosphere for students to get together to discuss topics of mutual interest (11 members)
- ◆ **Geology Club** (Philip Hughes) To promote the social interaction of geology interested students among themselves and with professional geologists as well as to better acquaint students with the planet earth (23 members)
- ◆ **H.E.A.L. with U.S.** (Janelle Gance) To foster friendships among cultures and clubs (15 members)



- ◆ **International Student Association** (Carmelita Eustaquio) To serve as informational center for international students and student body in particular; to aid in linking communication gap between college and community by offering activities/programs that will involve interaction; to enhance awareness of the total student body from an international perspective (14 members)
- ◆ **Latter Day Saints Student Association** (Stephen Eastmond) To provide help and spiritual strength to students while they are in college (15 members)
- ◆ **MEChA** (Refugio F. Quintana) To promote higher education in the Chicano/Mexicano community (48 members)
- ◆ **Pep Squad** (Jeannine Edwards) To promote spirit to various sports on campus (8 members)
- ◆ **Polynesian Society** (Lance Stewart) To share our cultural ways to the people and try to bring the various mix culture together so we can learn from one another (13 members)
- ◆ **Puente Club** (John Acuna) To encourage former, present, and future Puente students to help one another, help the community and move towards transferring (15 members)
- ◆ **Single Parents Student Club** (Alice Hernandez) To promote a network, share resources, information; to give moral support (7 members)
- ◆ **Students United for Better Education** (Maria Quezada) To serve the students and community as best as possible according to SUBE constitution (15 members)
- ◆ **Tribes** (Denise Bruhl) To provide the community an opportunity to experience Native American culture first hand; to provide students the chance to participate in cultural exchange with Native Americans through different activities (6 members)
- ◆ **Vietnamese Student Association** (John Vu) Bringing the Vietnamese students together so that we may support one another while making new friends (15 members)
- ◆ **Women in Engineering, Science and Math** (Cheryl Ooten) To locate scholarships, meet and support other women interested in science, engineering, and math fields (12 members)
- ◆ **Youth Tackling Race and Poverty** (Bob Putman) (16 members)

## **RSC New Horizons' Support Services/Programs for Older Adults**

New Horizons is primarily funded by VATEA and provides instructional and counseling support for the special groups listed below:

**Services for Single Parents and Homemakers: Single Parent Homemaker Program.** In addition to the various outreach and support activities, this program provides:

- ◆ Personal, Academic and Career Counseling
- ◆ Interest and Aptitude Testing Referrals and Interpretations
- ◆ Updated Career and Labor Market Information
- ◆ Single Parent Book Loan Assistance Program
- ◆ Single Parent Survival Skills Series Workshops
- ◆ Child Care Resource Information
- ◆ Personal Job Search Assistance for Program Completers

**Services for Job Oriented Students: The "Advance" Program.** This program was developed for students interested in the job-oriented certificate/degree vocational programs and provides assistance in college orientation and in the matriculation process. Other provided services include:

- ◆ Placement Test Referrals and Interpretation
- ◆ Career Assessment/Vocational Counseling
- ◆ Academic Counseling and Program Planning
- ◆ Instructional Support/Follow-Up
- ◆ Financial Aid Referrals

**Services for Adult Re-entry Students: Re-Entry Programs for Women and Men.** This program provides counseling to help women and men who have experienced an extended break in their educational and wish to resume their schooling. The program includes:

- ◆ One-to-one counseling
- ◆ Special "Welcome Back" Registration
- ◆ Career/Life Planning
- ◆ Topical, special interest seminars

**Services for Career Exploration Students: Nontraditional Career Program.** This program provides counseling and support services to students who are pursuing or exploring careers that have historically been dominated by the opposite sex. Services for nontraditional students include:

- ◆ Interest and Aptitude Testing Referrals and Interpretation
- ◆ Personal, Academic and Career Counseling
- ◆ Updated Career and Labor Information
- ◆ Personal Job Search Assistance for Program Completers

**Services for Vocational and Basic Skills Coursework Students: Tutoring Services.** This program provides trilingual tutoring with New Horizons' learning specialists in selected vocational subjects and basic skills areas.

Source: RSC's New Horizons Program

## RSC Disabled Students Programs and Services

- ◆ **Physically Disabled Students** - Architectural adjustments have been made and services provided for physically disabled students to increase accessibility to offerings and facilities on campus. Services include registration assistance, special parking, elevator passes, special classes, counseling, tutoring, and use of instructional equipment.
- ◆ **Learning Disabled Students** - This program is designed for students who have basic skill deficits and more potential than their classroom performance indicates. Common areas of deficit are reading, math, spelling, comprehension, memory, attention span, vocabulary, verbal expression, written expression, auditory perception, and visual discrimination. Evaluation, individual educational plans, and tutoring are provided.
- ◆ **Students with Communication Disabilities** - Diagnosis, counseling, and individualized or small group instruction are provided in the Speech, Hearing, and Language Center for students with disabilities attributable to speech and hearing limitations. Tutors, notetakers, and interpreters are provided for deaf and hearing impaired students.
- ◆ **WorkAbility III** - The objective of this program is to provide work readiness activities, job development, and job placement for disabled individuals. Services include counseling, vocational assessment, and instructions.
- ◆ **Adapted Computer Technology Center** - The center provides computer assisted instruction through the use of adapted computer devices for disabled students. Word processing, computer literacy, and specialized software make up the curriculum.

## **RSC International Student Program**

RSC has been successful in recruiting approximately 450 students per year from over 50 countries to attend Rancho Santiago College. The program benefits other RSC students by providing them with exposure to students from around the world.

The RSC International Student Program assists foreign students with admission, registration, housing, and immigration matters. Students are able to talk with a counselor to facilitate their educational and career goals through orientation, academic advisement, career planning, personal-social counseling, testing, classes and individual appointments. Staff members also help students make a successful transition from their home country and integration into college life by providing opportunities for social and cultural interaction with other students.

The International Student Association provides opportunities for students to get involved in many student activities. The year-round activities scheduled make it easy for these foreign students to meet and develop friendships with others. One of the major events that the International Student Association puts together in the Fall is the International Festival. The two-day campus-wide event draws students, staff and faculty together in celebration of the ethnic diversity of our student body. In the spring, the students enjoy the International Spring Dance.

Source: RSC International Student Office

## **RSC Counseling Department Personal Development Seminars and Films**

Every semester, the Counseling Department presents a series of films and seminars addressing personal life experiences issues. The purpose is to increase awareness of the values, attitudes and behaviors which affect the quality of social interaction in a diverse world. Following each film or seminar, a discussion is lead by a counselor/psychologist. The following are examples of films and seminars held:

### **Films:**

- ◆ **Shattered Dishes** - Designed to add to our understanding of the impact of family conflict and divorce on the development of children
- ◆ **Coping with Stress in the Real World** - Distinctions between stress and distress are demonstrated to offer strategies well within our control for better emotional health
- ◆ **And I'm a Rapist: A Story about Rage** - The nature of sexual assault and options available to survivors will be explored
- ◆ **Family Baggage** - Through the use of drama and humor, issues of co-dependency, addiction and dysfunctional families are explored with emphasis on a healing process
- ◆ **An Early October** - The prejudice deep within that is derived by osmosis through the images that have been constantly fed to use without our consent
- ◆ **The Parents' License** - The challenges prospective parents to ask themselves thorough questions regarding fitness for parenting

### **Seminars:**

- ◆ **Say What You Mean** - Explore communication patterns which prevent misunderstanding on your part, manipulation by others, and minimize confusion
- ◆ **Self Esteem** - Practical steps to improve self-esteem levels through comparing self ratings with thoughts learned about yourself
- ◆ **The Tyranny of the Shoulds** - The unbending sense of right and wrong causing guilt, self blame and feelings of imperfection will be examined and challenged
- ◆ **How to Manage Conflict, Criticism and Anger** - Learn how to assume a posture of self power that allows you more dignity without increasing alienation of others

On the questionnaire administered to RSCCD students for this study, one of the questions was:

**Are there college services or programs that would assist you but are not offered at RSC?**

Their responses are listed below. Some of the responses provided more than once, showing a trend, include:

- ◆ Chicano Studies Program
- ◆ Programs for older students, including flexible child care (such as a room where older children could do homework)
- ◆ A place where students can gather for friendship and to discuss issues, such as those of equity and personal problems
- ◆ Extended library operating hours
- ◆ Week-end classes

1. More clubs possibly? (M,W,19-22,ND)
2. I feel all students should be able to organize a group. Yes, white people as well, without being conceived as racist. (F,W,19-22,ND)
3. A group/club that is out to help troubled teens, problems in society. (F,H,18 & under,ND)
4. What about an "Open Forum" club so that racial issues can be openly and freely discussed. Caucasians experience discrimination too! (F,W,19-22,ND)
5. To actually help find more community; help for the working poor, like food, etc... To help stay in college. (F,H,18 & under,ND)
6. More night classes for working people. (F,A,23-30,ND)
7. Math Labs. (M,W,23-30,ND)
8. The studying of groups of students. (M,A,19-22,ND)
9. How about some benefits for the white working male! (M,W,19-22,ND)

Note: (gender, ethnicity, age group, disability status)

| Gender     |                       | Ethnicity    |              | Age Group |                    | Disability Status |  |
|------------|-----------------------|--------------|--------------|-----------|--------------------|-------------------|--|
| M = Male   | AA = Am Ind/Al Ntv    | H = Hispanic | 18 and under | 41 - 50   | D = Disability     |                   |  |
| F = Female | B = Black             | F = Filipino | 19 - 22      | 51 - 60   | ND = No Disability |                   |  |
|            | A = Asian             | W = White    | 23 - 30      | Over 60   |                    |                   |  |
|            | PI = Pacific Islander | O = Other    | 31 - 40      |           |                    |                   |  |

**Are there college services or programs that would assist you but are not offered at RSC? (Cont.)**

10. Send grades in mail and have more than one line for phone registration. (M,F,18 & under,ND)
11. More physics classes and more availability is needed, because it is very hard to work the schedule here. Orange Coast has a great variety of classes. (M,W,19-22,ND)
12. Something re: single parents, 12-step programs, programs for white people. (F,W,19-22,ND)
13. Child care for school age children, so I can take night classes. (F,W,31-40,ND)
14. R.N. clubs. (F,A,19-22,ND)
15. Seminars, classes, etc., which help you to be more motivated or help you to be less lost in what it is you'd like to do with college & life. (F,W,19-22,ND)
16. Bring back Saturday classes. (M,W,23-30,ND)
17. Combination of classroom and on-the-job learning (co-op program). (M,W,19-22,ND)
18. Some microwave ovens for students (in the cafeteria). (F,A,31-40,D)
19. Offer more security for night classes. (F,A,19-22,ND)
20. Book grant from EOPS. (M,A,23-30,ND)
21. An art club for painters or any other kind of artists. (F,H,19-22,ND)
22. Financial Aid for international students. (F,O,19-22,ND)
23. Friday and Saturday courses allowed me to enroll in more courses. (M,H,19-22,ND)
24. Study groups. (M,B,23-30,ND)
25. When a student is not an EOPS student, the staff of EOPS should still help student to fill out applications when they are planning to transfer to a 4 years school. (F,H,23-30,ND)
26. Science Program. (F,H,23-30,ND)
27. Although RSC has a Career Center, the people at the center are not helpful. I asked for help in determining Stanford's requirement and I received no help. They referred me to a bunch of catalogs which were not easy to read such as RSC's. (F,H,19-22,ND)
28. More seminars, speakers, and group discussions on these specific issues listed in this questionnaire. (F,A,23-30,ND)

**Are there college services or programs that would assist you but are not offered at RSC? (Cont.)**

29. Police Academy. (F,H,18 & under,ND)
30. The Library hours cut off have affected me tremendously. Now, I don't have a place to study at night or early in the morning. (F,H,31-40,ND)
31. Personal counseling, job placement, computer programs. (M,H,18 & under,ND)
32. Week-end classes. (M,A,31-40,ND)
33. Job and career placement services. (M,H,19-22,ND)
34. Chicano Studies. (F,H,19-22,ND)
35. Probably a more extended language program. (M,H,23-30,ND)
36. Maybe a homework room for children of parents taking afternoon class, or during summer session. For older kids. K-12. (F,W,31-40,ND)
37. Upset that the Assessment to prior learning has been discontinued for college credit. (F,W,41-50,ND)
38. Programs for private college entrance. (M,H,18 & under,ND)
39. Affordable child care, for under 2-1/2 year old. (F,W,23-30,ND)
40. Aviation Studies. (M,W,18 & under,ND)
41. Personal counselor to discuss my problems. (M,A,23-30,D)
42. More protection for women on campus - more security, especially on the campus. (I see more security in the parking lots). (F,W,31-40,ND)
43. Movie festivals, self defense. (F,W,23-30,ND)
44. Computer Programs. (M,W,31-40,ND)
45. Increase intercultural program. (M,B,41-50,D)
46. Chicano studies. (F,H,18 & under,ND)

**Note: (gender, ethnicity, age group, disability status)**

| <u>Gender</u> |                       | <u>Ethnicity</u> |              | <u>Age Group</u> |                    | <u>Disability Status</u> |  |
|---------------|-----------------------|------------------|--------------|------------------|--------------------|--------------------------|--|
| M = Male      | AA = Am Ind/Al Ntv    | H = Hispanic     | 18 and under | 41 - 50          | D = Disability     |                          |  |
| F = Female    | B = Black             | F = Filipino     | 19 - 22      | 51 - 60          | ND = No Disability |                          |  |
|               | A = Asian             | W = White        | 23 - 30      | Over 60          |                    |                          |  |
|               | PI = Pacific Islander | O = Other        | 31 - 40      |                  |                    |                          |  |



**Are there college services or programs that would assist you but are not offered at RSC? (Cont.)**

47. Implement a recycling program around campus for can, cup, newspaper and more. (F,H,19-22,ND)
48. Activities in sports and library. (F,H,19-22,ND)
49. Library. (F,A,23-30,ND)
50. We all like to have a library. (F,H,19-22,ND)
51. We need more security guards. (M,H,23-30,ND)
52. Orientation about the places where we can go when we have different problems. (F,O,31-40,ND)
53. Library, a bigger bookstore and a cafeteria. (M,H,23-30,ND)
54. I think the campus should have more extracurricular activities. Like a place or group of people to get together and discuss contemporary issues. (F,H,19-22,ND)
55. I would like R.O.P. classes. (F,H,18 & under,ND)
56. We would like to have a library. (M,H,19-22,ND)
57. I would like R.O.P. skills. (M,A,23-30,ND)
58. I like to have a library. (F,B,31-40,ND)
59. More information about programs, events, etc. (please make the continuing education students feel that they are part of the college's life). (M,H,23-30,ND)
60. Dental Assistant. (F,H,23-30,ND)
61. Housing for single parents. (F,H,23-30,ND)
62. 1) A wider course offering. 2) "Cleaner" restrooms. 3) A second area (cafeteria) to eat/study. (M,W,41-50,ND)
63. A more comprehensive, inclusive program for returning students. (M,W,31-40,ND)
64. Students need to realize that they should not talk in class while the instructor is lecturing, their action is disturbing other students that would enjoy listening to the lecture. (F,A,31-40,ND)
65. Funds, grants or just financial assistance for international students. (F,A,19-22,ND)
66. We need no Chicano studies programs History, Art, teachers. (M,H,23-30,ND)

**Are there college services or programs that would assist you but are not offered at RSC? (Cont.)**

- 67. Scuba diving classes, sailing classes. (M,H,41-50,ND)
- 68. Counseling in the evening-Orange Campus' majority of students are evening students (working adults). We need to be able to have counseling outside normal work hours and within evening class hours. (F,W,31-40,ND)
- 69. Better food. (M,H,19-22,ND)
- 70. More scholarships. (M,W,23-30,ND)
- 71. More counseling availability. (F,W,31-40,ND)
- 72. Housing, maybe, larger child care facility. Attention to weight of units instead of just # (5 units Math or Science or new language is different than 5 units of art or P.E.) for Financial Aid programs. (F,AA,31-40,ND)
- 73. More opportunities to learn by tutoring at Learning Center. (M,A,over 60,ND)
- 74. Evening care for young children. (F,W,31-40,ND)
- 75. Music lessons, especially giving lessons on electric guitar. (M,A,19-22,ND)
- 76. We need people to come and talk to us about universities. We also need someone to help us fill out the application when we are transferring. (F,H,23-30,ND)
- 77. Scholarships to all from first semester-financial aid to international students-cheaper fees for international students, more library hours, improvement in attitude of student aids. (F,O,23-30,ND)
- 77. Weekend classes. (M,H,23-30,ND)
- 78. Working adult accelerated classes-Classes for intelligent students-Honors program accessible to working adults. (M,W,23-30,ND)
- 79. Programs aimed at assisting and involving women of all ages. (F,W,41-50,ND)
- 80. Programs for women to be successful in college and to know in which fields more women are needed. If there are these programs, students should be made more aware. (F,H,19-22,ND)

**Note: (gender, ethnicity, age group, disability status)**

| <u>Gender</u> |                       | <u>Ethnicity</u> |              | <u>Age Group</u> |                    | <u>Disability Status</u> |  |
|---------------|-----------------------|------------------|--------------|------------------|--------------------|--------------------------|--|
| M = Male      | AA = Am Ind/Al Ntv    | H = Hispanic     | 18 and under | 41 - 50          | D = Disability     |                          |  |
| F = Female    | B = Black             | F = Filipino     | 19 - 22      | 51 - 60          | ND = No Disability |                          |  |
|               | A = Asian             | W = White        | 23 - 30      | Over 60          |                    |                          |  |
|               | PI = Pacific Islander | O = Other        | 31 - 40      |                  |                    |                          |  |

**Are there college services or programs that would assist you but are not offered at RSC? (Cont.)**

81. Counselors are always busy and sometimes I'm under the impression that they need more time to spend and advise students. (M,H,31-40,ND)
82. Not that is not offered, (Scholarship Department) but assistance is only offered during morning while I'm in class or at work. (F,H,23-30,ND)
83. Library. (F,A,23-30,ND)
84. Financial Aid office is not open late enough for "us", the night students. In addition all clubs/meetings are held in the daytime. (F,H,19-22,ND)
85. Language clubs/all night study classes. (F,A,19-22,ND)
86. Get rid of programs that play favorites like ones for minority people and offer programs for everybody. (M,W,19-22,ND)
87. More music programs. (M,W,19-22,ND)
88. I would like to see a program where students can talk to someone, when their parents are living away. (F,H,19-22,ND)
89. I get stressed a lot and depressed. I don't have any friends here (S.Calif.) at all. Sometimes I need to talk. Everytime I need to see a counselor they are booked until the next month. What good is that for me? (F,W,19-22,ND)
90. Helping people know where to go and explain all options and pathways for their profession. (F,W,31-40,ND)
91. Hard to get records and hard to see counselors. (M,W,51-60,ND)
92. I think the programs and college services are excellent. (F,W,41-50,ND)
93. More night programs at Orange Campus. (M,W,23-30,ND)
94. Purchasing classes. (F,W,41-50,ND)

**Please give us your comments on the topic of special student groups and cultural diversity at RSC.**

1. More classes or programs for minority groups! (F,H,19-22,ND)
2. I do not like the backlash toward Whites. Everyone should have pride in themselves. (M,W,23-30,ND)
3. Treat people as people and quit judging, filling quotas, etc. (M,W,19-22,ND)
4. I feel there should be more religious studies on the schedule, and have special lectures on it too! (F,H,18 & under,ND)
5. I feel that we all need the chance to explore and learn about our background, but we need to stop separating ourselves by using the word "minority". (F,W,19-22,ND)
6. RSC is full of many different races, the people are very friendly and it is nice to be around nice people, places & meetings where people can talk about cultural diversity with large numbers of people. (F,H,18 & under,ND)
7. I sometimes feel that White students are discriminated against. For instance being in a class, and being asked to get in a group. When the group forms, often times I am the only White student & the other students exclude me, speak their foreign language! But I can't be racist or biased because I am White! (F,W,19-22,ND)
8. I am not involved in student activities. (M,W,23-30,ND)
9. I like student groups working on computer together. (F,A,23-30,ND)
10. RSC'S International Students Office staff is really not cooperative! I don't like them! (F,A,23-30,ND)
11. The school can help students of different races get along, but only the personal effort from each person will make a difference. (F,H,19-22,ND)
12. Every ethnic group should learn about their background, especially Chicanos. (M,H,19-22,ND)
13. I think RSC is full of many different races. The people are very friendly and its nice to be around nice people, places and meetings where people can talk about cultural diversity with large numbers of people. (F,H,18 & under,ND)

**Notes: (gender, ethnicity, age group, disability status)**

| <u>Gender</u> |                       | <u>Ethnicity</u> |              | <u>Age Group</u> |                    | <u>Disability Status</u> |  |
|---------------|-----------------------|------------------|--------------|------------------|--------------------|--------------------------|--|
| M = Male      | AA = Am In/Al Ntv     | H = Hispanic     | 18 and under | 11 - 50          | D = Disability     |                          |  |
| F = Female    | B = Black             | F = Filipino     | 19 - 22      | 51 - 60          | ND = No Disability |                          |  |
|               | A = Asian             | W = White        | 23 - 30      | Over 60          |                    |                          |  |
|               | PI = Pacific Islander | O = Other        | 31 - 40      |                  |                    |                          |  |

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

14. It is a good college to attend, the staff is very nice here at RSC. (M,H,19-22,ND)
15. The strong emphasis on ethnic diversity at RSC would not be in the best interest of the students. The school faculty should not get involved in any ethnic discussion nor give any person the special treatment because their of ethnic backgrounds. (M,A,19-22,ND)
16. I believe it is almost to the point at RSC where being White is a minority. The college is so diverse that the majority is the minority. (M,W,23-30,ND)
17. I like the Santa Ana Campus better because it is more socially diversified. (M,F,19-22,ND)
18. It's very interesting for someone who is coming from another country, and another continent. (M,W,23-30,ND)
19. Students of diverse cultural background should interact more, perhaps with the aid of programs. (F,H,19-22,ND)
20. RSC is one of the most diverse schools & that's one of the reasons I chose it. (F,W,18 & under, ND)
21. We must allow student diversity to come to a close gradually. Student groups will come together into one human race. (F,H,19-22,ND)
22. It gives an interesting mix of students who have varied backgrounds which allows for different perspectives in all the areas of study which only allows us as people to gain! (M,W,19-22,ND)
23. We are all equal, whether you are Black, White, Mexican, or Oriental we are here for one purpose and that is to learn and succeed so let's stick to that. (M,H,31-40,ND)
24. It can really help but access is limited. (F,A,19-22,ND)
25. Too much competition between races, a lot of reverse discrimination of Whites. (M,W,19-22,ND)
26. Working together we are going to learn more from each other, about our cultures and customs, that is going to give a better life for everybody. (M,H,23-30,ND)
27. Special student groups are important to give the members a feeling of belonging and, ideally, self-worth. (F,W,31-40,ND)
28. I think it's great to give students the opportunity to be a part of a special group that best fits them. (F,H,23-30,ND)
29. We should try not to go overboard and create minorities out of part majorities. (F,W,19-22,ND)

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

- 30. There is no cultural diversity. The biggest cultural group is Asians. Where are all the White, Hispanics, Blacks, who live nearby? When I step into a classroom there are only 2 Whites to 30 Asians. Why? are they more able to afford to go to college? If so quit giving them free aid/assistance. (F,W, 23-30,ND)
- 31. I think we need to have more clubs and events. (F,H,19-22,ND)
- 32. So far so good! (F,A,19-22,ND)
- 33. There are more opportunities here to learn about cultures other than my own in the form of lectures etc., than I have time to attend-they're mostly at night when I work! (F,W,23-30,ND)
- 34. Good courses in the school, but hard to get enrolled. (M,A,41-50,ND)
- 35. Does not apply to me because I have no time to spend on special student groups & other events here, but I am glad that they are available to others who can & do take advantage of them. (F,H,41-50,ND)
- 36. I am not familiar with this topic at RSC. (F,A,41-50,ND)
- 37. I think that's a good idea! (M,B,23-30,ND)
- 38. I don't have contact with any students except in my classroom. (M,O,23-30,ND)
- 39. I feel there is too much of an emphasis on separate ethnic backgrounds than working as a whole for one goal of interaction. (F,W,23-30,ND)
- 40. RSC is a school that I enjoy, international, cultural diversity. In international class you get to see people from different culture performing their traditions. (F,A,19-22,ND)
- 41. I think it is wonderful that there are so many groups where people of the same race/ethnic background & with the same educational interests can get together to work together & experience pride in who they are & what they are doing at RSC. (M,W,19-22,ND)
- 42. Need to be more accessible to all people not only morning students. (F,H,19-22,ND)

**Note: (gender, ethnicity, age group, disability status)**

| <u>Genre</u> | <u>Ethnicity</u>      |              | <u>Age Group</u> | <u>Disability Status</u> |                    |
|--------------|-----------------------|--------------|------------------|--------------------------|--------------------|
| M = Male     | AA = Am Ind/Al Ntv    | H = Hispanic | 18 and under     | 41 - 50                  | D = Disability     |
| F = Female   | B = Black             | F = Filipino | 19 - 22          | 51 - 60                  | ND = No Disability |
|              | A = Asian             | W = White    | 23 - 30          | Over 60                  |                    |
|              | PI = Pacific Islander | O = Other    | 31 - 40          |                          |                    |

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

43. Are you going to have a white club or do they have no culture worth representation without being thought of as KKK or Nazi's. (F,W,19-22,ND)
44. I really enjoy this service, I hope it will help us communicate better. (F,H,19-22,ND)
45. Sometimes there are people trying to make trouble. (F,O,18 & under,ND)
46. I think RSC is rich in cultural diversity. I am fortunate to be in this college with so many people from all over the world! (M,H,23-30,ND)
47. I personally feel it is nice to have cultural diversity on this campus. It makes other minorities feel much more wanted. (M,A,19-22,ND)
48. It seems international student activities need more people interested. (M,A,19-22,ND)
49. I really don't like being classified as anything, but I am proud to be Latin. (F,H,19-22,ND)
50. The time we have to interact on campus is so short and there is so much to do I think we're doing ok with what we have! (F,H,23-30,ND)
51. I think they are a somewhat necessary part of the college, as long as they don't get out of hand. (M,W,19-22,ND)
52. There is a big problem with financial aid. We give it away to students who aren't even legal in this state while the rest of us work our butts off to get through school. That is ridiculous! F,W,19-22,ND)
53. Overall I think that the ethnic variety here at RSC is a positive reflection on RSC'S concern to welcome people off all ethnic, social and economic backgrounds. (M,H,19-22,ND)
54. It is good to have programs for the disabled and EOPS, but I think it is reverse discrimination to let these people register before everyone else, I mean, they can pick up a phone as well as anyone else!!! (M,W,19-22,ND)
55. I like attending RSC. (F,H,18 & under,ND)
56. I like the diversity at RSC. (M,W,19-22,ND)
57. There is too much cultural diversity and foreigner's that don't speak English. (F,W,23-30,ND)
58. I am so sick of everything being based on nationality/ethnic background; let's just forget about different races and all get along. People cater too much to the Asians. (F,W,19-22,ND)

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

59. I enjoy the diversity here and have been able to learn about other people in a non-threatening atmosphere. (M,W,31-40,ND)
60. I would say that it is ok for me. (M,A,19-22,ND)
61. We need to come together, not separate into groups! (M,W,23-30,ND)
62. There is such an effort to be multi-cultural that reverse racism is becoming unbearable. (F,W,23-30,ND)
63. I am a part-time (night) student and don't know much about those things. (F,A,31-40,ND)
64. The problem with cultural diversity is that students who can hardly speak the language (English) have a difficult time understanding the course or writing for the class. (F,W,23-30,ND)
65. I think that is interesting because you'll know how you are feeling when something happens to us, and I hope you will help us. (F,H,19-22,ND)
66. I think it is very good because that way all ethnic groups feel comfortable here at RSC. (F,H,19-22,ND)
67. I think it's great there are clubs and groups within each ethnic background. (F,H,19-22,ND)
68. RSC is good enough for their students, the teachers are kind and I like attending here. (M,A,18 & under,ND)
69. It is too expensive to foreigners. (M,A,23-30,ND)
70. I think we are getting along! (M,H,19-22,ND)
71. Need positive book and material about Islamic religion and Moslem people and their culture. There are very few books and they come on biased against muslims in the library. Also when I tried to research Pakistan there were almost no books that were written recently. (M,A,23-30,ND)
72. The culture is set up in different groups that sometimes interact. (M,W,19-22,ND)

**Note:** (gender, ethnicity, age group, disability status)

| <u>Gender</u> | <u>Ethnicity</u>      | <u>Age Group</u> | <u>Disability Status</u> |         |                    |
|---------------|-----------------------|------------------|--------------------------|---------|--------------------|
| M = Male      | AA = Am Ind/Al Ntv    | H = Hispanic     | 18 and under             | 41 - 50 | D = Disability     |
| F = Female    | B = Black             | F = Filipino     | 19 - 22                  | 51 - 60 | ND = No Disability |
|               | A = Asian             | W = White        | 23 - 30                  | Over 60 |                    |
|               | Pi = Pacific Islander | O = Other        | 31 - 40                  |         |                    |



**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

73. Ethnic backgrounds among the students in RSC have no problem in studying. So far, there is no contradiction among them. (M,A,19-22,ND)
74. I think you dwell too much on race and sex! You need to be concerned with the important issues, such as working on the budget & job opportunities for everyone, not just minorities! (M,W,19-22,ND)
75. The Asian Clubs, African American Club (BSU), etc., aren't considered racist?? If there were a White Club it would be. (M,F,18 & under,ND)
76. The cultural diversity has helped me be a much more sensitive, racially non-biased person. It has also helped me to become bilingual. (F,W,19-22,ND)
77. I think it is great to promote greater understanding, interaction, and open communication; yet not discriminate by having certain clubs which exclude other ethnic or cultural groups. (F,W,19-22,ND)
78. It's very important to have special student groups and cultural diversity at RSC. (F,A,19-22,ND)
79. I would like to have more cultural shows in the college's amphitheater. (F,H,19-22,ND)
80. Be sure to bring all cultures into one culture or else you will only end up with fragmentation instead of unity. (F,W,41-50,ND)
81. At the main campus I see a lot of "ethnic groups" and that's good! At the Orange Campus I don't see as much ethnic diversity. (F,H,31-40,ND)
82. There are more special student groups and cultural diversity at RSC-which is good-than at Saddleback College. (F,B,19-22,ND)
83. Cultural groups are the best things that could have happened to this school! (F,W,23-30,ND)
84. The cultural diversity has been a very special experience. (F,W,41-50,ND)
85. I enjoy the diversity. (M,W,23-30,ND)
86. The more people know about others, the more they will learn that we are all pretty much the same. (M,F,18 & under,ND)
87. The International Student Office should carry more on-campus activities and let more students know about the world. (F,A,19-22,ND)
88. I think that the instructors should encourage students to come to school and make them feel that they could do it. (F,H,18 & under,ND)

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

- 89. I believe that if African-Americans are allowed in the special interest groups, then Caucasians should be allowed in them also, i.e. "Where did we come from? How did we interact before coming to America?" And we shouldn't be called "Racist" if we wish to have these special interest groups. (F,W,19-22,ND)
- 90. Older students should be treated by instructors with equal respect to the student. Instructors should treat all students like adults, belittling questions gets students nowhere. (F,W,31-40,ND)
- 91. Sometime other treat you like "nothing", they don't respect you. Only those people who enjoy you. (M,A,19-22,ND)
- 92. Every class I have has all different ethnic groups. (F,F,23-30,ND)
- 93. I think the school's just fine. (M,H,19-22,ND)
- 94. Everybody wants to be equal and not singled out, but people and schools continue to form groups according to race and sex. (M,W,23-30,ND)
- 95. I don't know how many students get to fill this out, but it makes me feel good to think that RSC is taking time and effort to do such a survey. Shows interest and will probably let all who participate feel like a part of major streamline (A group as whole). (F,H,31-40,ND)
- 96. I hope there will be special counselors who take charge of specific ethnic groups. (M,A,23-30,ND)
- 97. We should see students for their ability not race, gender, age, etc... (M,A,23-30,ND)
- 98. Cultural diversity at RSC is prime!. (F,H,19-22,ND)
- 99. I believe that because the country is a multinational country, the institution should not consider the ethnic group different. I believe all people living in U.S.A are and should be counted as one unit and not be separated because of other aspects. (F,W,23-30,ND)
- 100. Discussion groups speaker (Special invitation of other professors from schools, CSUF, UCI, Cal State Long Beach, Cal Poly Pomona,etc...) to speak on intercultural relations issues within RSC community. (F,A,23-30,ND)

**Note: (gender, ethnicity, age group, disability status)**

| <u>Gender</u> |                       | <u>Ethnicity</u> |              | <u>Age Group</u> |                    | <u>Disability Status</u> |  |
|---------------|-----------------------|------------------|--------------|------------------|--------------------|--------------------------|--|
| M = Male      | AA = Am Ind/Al Ntv    | H = Hispanic     | 18 and under | 41 - 50          | D = Disability     |                          |  |
| F = Female    | B = Black             | F = Filipino     | 19 - 22      | 51 - 60          | ND = No Disability |                          |  |
|               | A = Asian             | W = White        | 23 - 30      | Over 60          |                    |                          |  |
|               | PI = Pacific Islander | O = Other        | 31 - 40      |                  |                    |                          |  |

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

101. Stop worrying about a person's ethnic background or sex. This survey makes you sound very prejudice. (M,W,19-22,ND)
102. Cultural diversity is great at RSC, but we must control it at some point. (F,H,31-40,ND)
103. I feel ethnic background should never give you an easier opportunity to get a student loan or be accepted in a university. I feel we should only choose the best students applying, not because of their background but because they are intelligent, etc. (F,W,19-22,ND)
104. International flag day, I really like that one because you feel so close to home, because it part of us students. (F,H,23-30,ND)
105. Priority should be given to teaching students what they need to work in the real world. Everything else should be secondary. The survey responses are not very accurate and could throw the statistics off. (M,W,19-22,ND)
106. There are so many races on our campus. I think we need more communication between other races and my race. (M,A,23-30,ND)
107. They don't show much activities offered. (M,A,19-22,ND)
108. We must emphasize the diversity of different ethnic groups and educate each other, so that we can better understand, relate, and interact with each other.(M,H,19-22,ND)
109. Most people involved make an honest effort to promote equality, however it appears that the struggle is never ending, which in general is life. (M,H,23-30,ND)
110. I think people of different ethnic groups should come together more often because there are individual clubs for certain races & I don't see them coming together. (F,H,19-22,ND)
111. Special services for the learning disabled need much more effort & funding because of the great need of these students. (M,W,23-30,ND)
112. Cultural diversity is very important to education because it opens the minds of people who have not been exposed to other cultures.
113. Speech Communication classes are excellent to learn these. (M,H,23-30,ND)
114. Cultural diversity is harmonious. (M,A,51-60,ND)
115. I am a 21 year old white female. I have had no problems at RSC. But in my opinion more courses should be offered for the different cultures about their history. We generally teach the history of the white man in our history courses.

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

116. I personally have a problem with the clubs. Not the clubs themselves but about the feelings behind it. If a "Caucasian club" would try to be started, it would probably raise a lot of them do to "white superiority" or "discrimination"; but isn't it discrimination against whites, I believe more racial problems are going to be caused by racial groups banning together against other racial groups. This campus should be one collective body, not a campus of groups. (M,W,19-22,ND)
117. We should all try and get along but not try to force the issue, unsuitable people of different ethnic groups may not always see eye to eye. (M,A,23-30,ND)
118. Cultural diversity is positive but the integration process is going to take time with the language barriers present. (F,H,19-22,ND)
119. It's good idea to have this kind. (F,A,23-30,ND)
120. Everything is fine up to now. I really like this college. Security is one of my worries (F,H,19-22,ND)
121. My comment is I hope to see more service for disabled students. (M,A,23-30,D)
122. I think it's a load of crap. You judge a person by their mind. Not their sex or color. I find it offensive asking such questions. Minorities should be treated the same as non minorities. "Judge Mind Not Color". (M,W,18 & under,ND)
123. I'm here to learn as are most students I know. Cultural diversity act is not in portant. We're all here for the same reason and that seems to be respected. (F,W,23-30,ND)
124. Everybody's equal here. (M,H,18 & under,ND)
125. I have stopped going to the Santa Ana Campus, because of the Mexican race, Vietnamese race, it seems they live at the campus while getting financial aid, they know how to fill out the paperwork. (F,W,41-50,ND)
126. I don't know if this goes on as much at Orange Campus, and I only take classes at Orange Campus, I'm not real certain of safety in Santa Ana. (F,W,31-40,ND)
127. I realize that most of the students in this school know about different cultures of different countries a little but the instructor must make some ways to let students study in a group as much as possible. (M,A,19-22,ND)

**Note: (gender, ethnicity, age group, disability status)**

| <u>Gender</u> |                       | <u>Ethnicity</u> |              | <u>Age Group</u> |                    | <u>Disability Status</u> |  |
|---------------|-----------------------|------------------|--------------|------------------|--------------------|--------------------------|--|
| M = Male      | AA = Am Ind/Al Ntv    | H = Hispanic     | 18 and under | 41 - 50          | D = Disability     |                          |  |
| F = Female    | B = Black             | F = Filipino     | 19 - 22      | 51 - 60          | ND = No Disability |                          |  |
|               | A = Asian             | W = White        | 23 - 30      | Over 60          |                    |                          |  |
|               | PI = Pacific Islander | O = Other        | 31 - 40      |                  |                    |                          |  |

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

128. Good and helpful. (M,A,41-50,ND)
129. The Financial Aid department is usually not friendly and gives people a hard time. (F,A,23-30,ND)
130. There should be an hispanic club, not just Vietnamese!!! (F,H,19-22,ND)
131. Most of the questions I feel have no relationship to me, because I have had little experience or overall campus contact except for classroom. (F,W,41-50,ND)
132. I think it's great that Rancho Santiago has students from various cultures & that they seem to have lots of activities & clubs that help out students from various cultures. (F,W,23-30,ND)
133. I think that there's so much emphasis on "group" that you'll never have enough to satisfy everyone. Why not start zeroing in on "human" rather than separating and grouping everyone by color, gender and age. Why don't you ask about what we think about safety on campus or about the cost of books or about the hike in tuition? The campus is too dark at night. (F,W,41-50,ND)
134. Cultural diversity is very well represented here. (F,W,41-50,ND)
135. I don't have much interaction with those culturally different than me. (F,W,19-22,ND)
136. RSC is not culturally diversified. There needs to be equal participation in all ethnic activities, some are more supported and culturally accepted. (F,B,31-40,D)
137. I think you are asking too may useless questions. Just let people do their own thing. (M,W,23-30,ND)
138. It is needed if the groups want it. Personally it doesn't matter. (M,W,19-22,ND)
139. Cultural diversity I believe is a priority in our day and age. (M,W,23-30,ND)
140. My experience so far is that everybody treats everyone else the same. This college is a much more positive experience than at Fullerton College. (F,W,19-22 ND)
141. I am not on campus enough to really get a substantial viewpoint on this issue. (F,W,41-50,ND)
142. I think more programs or workshops for older students would be good. (F,W,41-50,ND)
143. I am here to learn-not to be placed in a group! (F,W,51-60,ND)
144. I feel there should be no special student attention to any group. (M,W,19-22,ND)

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

145. There is very little diversity on campus in Orange. (M,W,18 & under,ND)
146. I'm a white female. I have not personally experienced or witnessed or heard of any ethnically oriented negative experiences, I think the college's responsibility is to provide educational material that will prepare students for their field of choice and transfer goals. (F,W,31-40,ND)
147. I don't think there is a problem with cultural diversity. If it's not broke why fix it. (M,W,19-22,ND)
148. I think that cultural diversity is important but this survey seems to take it too far. I do agree that we should discuss different ethnic groups and women in class, but only as it pertains to the class. (F,W,18 & under,ND)
149. Please contact Federal Aid to give us more money for study because the learning is very expensive. (M,A,19-22,ND)
150. Yes there is a wide diversity of cultures on campus, but I think that is only more enriching for the students. (F,A,18 & under,ND)
151. I feel that ethnic & cultural diversity is well established at RSC and I feel this is good. (M,W,19-22,ND)
152. Don't get involved!. (F,H,23-30,ND)
153. They need to be more cooperate. (F,A,19-22,ND)
154. No transfer Japanese course offered at RSC. (F,A,19-22,ND)
155. I agree with cultural diversity at RSC. (F,A,19-22,ND)
156. I think it's a good idea to have the international week/day, so we can get to know people from other cultures and maybe learn more about their culture. (M,H,23-30,ND)
157. I really like RSC, but it needs to be more sensitive to every group of ethnicity. (M,B,23-30,ND)

**Note: (gender, ethnicity, age group, disability status)**

| Gender     |                       | Ethnicity    |              | Age Group |                    | Disability Status |  |
|------------|-----------------------|--------------|--------------|-----------|--------------------|-------------------|--|
| M = Male   | AA = Am Ind/Al Ntv    | H = Hispanic | 18 and under | 41 - 50   | D = Disability     |                   |  |
| F = Female | B = Black             | F = Filipino | 19 - 22      | 51 - 60   | ND = No Disability |                   |  |
|            | A = Asian             | W = White    | 23 - 30      | Over 60   |                    |                   |  |
|            | PI = Pacific Islander | O = Other    | 31 - 40      |           |                    |                   |  |

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

158. It is good to have a variety of student groups & the diversity of cultural diversity in the campus, in order to make students appreciate other cultures besides their own. (M,H,19-22,ND)
159. I think that the diversity of the ethnic groups among the students will make the students respect the other students, with understanding of their diversities. (F,A,19-22,ND)
160. Cultural diversity is better than I would have expected in mostly WASP Orange. I have little knowledge of special student groups. (M,W,41-50,ND)
161. I was satisfy about that, and I would like to support it if I could. (M,A,19-22,ND)
162. For the handicapped, I feel everything should be done to make them comfortable. As for other ethnic groups-why try and make them feel comfortable? If their personality and attitude can't make them comfortable, then what is the point. (F,W,18 & under,ND)
163. It seems to me that all social groups are not of mixed ethnic backgrounds. That, however, is a student's decision and nothing can be done to change students choices. (F,H,19-22,ND)
164. I think it's great to have all these different diversity clubs & groups. (F,A,19-22,ND)
165. I think the more our differences are emphasized the more difficult it will be to bond together. Sometimes it increases hostility. For a good attitude on cultural diversity appreciation, look to Le Var Burton on Reading Rainbow. (F,W,31-40,ND)
166. Nothing will be done about it, so why should I say something!!! (M,H,23-30,ND)
167. RSC is very diverse and racially equitable, I like this college and instructors. (M,O,23-30,ND)
168. Do not be so liberal and don't encourage the gay/lesbian community. Its not an issue of civil rights it's and ABNORMAL life style. (M,H,19-22,-)
169. They're doing a good job. (M,H,19-22,ND)
170. I think that there should be more ciasses offered on cultural diversity at RSC. (M,H,19-22,ND)
171. RSC should not be concerned about it cultural diversity. The ethnic people out number the caucasians now. (F,W,31-40,ND)
172. It's important to respect people from other backgrounds. (M,H,--,ND)

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

- 173. They get along usually, it is only groups of ethnic groups that hang around w/each other. (F,H,19-22,ND)
- 174. Very interesting for a foreign student. (M,O,23-30,ND)
- 175. I am an older student not involved in student groups or activities so I really cannot give any input, there appears to be many (as advertised on signs throughout campus). (M,W,31-40,ND)
- 176. Need to be stronger than what it is right now. For example, I attended RSC for almost 3 years and I still don't know if there is student group or cultural group of diversities at RSC. (M,A,18 & under,ND)
- 177. That R.S.C.should have classes on weekends and aerobics classes more than 1 a day. (F,H,23-30,ND)
- 178. I think the BSU has been instrumental in promoting good feeling. (F,W,31-40,ND)
- 179. Programs are not geared for night students. (F,B,23-30,ND)
- 180. Cultural diversity is great. I like diversity in my friends. People in general are nice. I feel honored to be part of RSC. (F,H,over 60,ND)
- 181. All of the instructors shouldn't look at people as a group, but as individuals. (M,A,19-22,ND)
- 182. I think there should be counselors of the same ethnic background. (F,H,23-30,ND)
- 183. Race is not important; people are. (F,H,19-22,ND)
- 184. I wish students understood the ethnicity more. (M,A,19-22,ND)
- 185. I know there are culturally diverse groups, I just don't have any time to participate in them. (M,H,19-22,ND)
- 186. Very friendly, very cooperative for all people at RSC. (F,A,51-60,ND)
- 187. I'm not interested in cultural diversity, I'm interested in completing my education as quickly as possible. (F,W,41-50,ND)

**Note: (gender, ethnicity, age group, disability status)**

| <u>Gender</u> |                       | <u>Ethnicity</u> |              | <u>Age Group</u> |                    | <u>Disability Status</u> |  |
|---------------|-----------------------|------------------|--------------|------------------|--------------------|--------------------------|--|
| M = Male      | AA = Am Ind/Al Ntv    | H = Hispanic     | 18 and under | 41 - 50          | D = Disability     |                          |  |
| F = Female    | B = Black             | F = Filipino     | 19 - 22      | 51 - 60          | ND = No Disability |                          |  |
|               | A = Asian             | W = White        | 23 - 30      | Over 60          |                    |                          |  |
|               | PI = Pacific Islander | O = Other        | 31 - 40      |                  |                    |                          |  |



**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

188. It seems as if "you" go out of "your" way to be culturally diverse. It's a little uncomfortable and unnecessary. (F,W,23-30,ND)
189. I think it is important to address this topic. (M,H,23-30,ND)
190. Tuition should never have been raised. I know a lot of people who cannot even go to RSC b/c they can not afford to. (F,F,19-22,ND)
191. In God's eyes we are all the same. (M,B,31-40,ND)
192. I feel that RSC should have a program to promote international friendships. Which would allow students to learn about and from other cultures, thus making students more tolerant of other cultures and ethnic groups. (M,H,31-40,ND)
193. There is diversity at RSC but the Asians, Mexicans, etc. seem to stay in their groups and do not mingle. They don't accept our culture as their own. They need to speak English. (M,W,19-22,ND)
194. People should not smoke on campus. (M,W,23-30,ND)
195. I think we should have a white (American) culture month. (M,AA,23-30,ND)
196. People create groups just for the point. They have their priorities backwards. (M,W,23-30,ND)
197. Cultural diversity is wonderful and has been a positive experience for me. (F,W,31-40,ND)
198. Who cares. I come here to get an education not to worry about racial issues. I kind of resent this entire survey. (M,W,23-30,ND)
199. They seem to be balanced. (F,W,41-50,ND)
200. This cultural stuff is racist against whites, there is no "White Club" although there is a "Black Club", "Chicano(or something of the native) Club", "Oriental Club", etc. Its --- and it should be stopped. I don't enjoy being treated as a "underprivileged minority" by ethnic groups. (F,W,18 & under,ND)
201. There should be no social groups which encourage a split in ethnic diversity. NO women's groups, no African-American group-how about a melting pot?. (M,W,18 & under,ND)
202. Too much emphasis is being placed on ethnic/cultural diversity. The school should be concerned with education in basic areas of reading, writing, math, & science, with these basics we can improve our state/nation as a whole. (F,O,23-30,ND)
203. Everyone is a racist, whether they know it or not. (M,W,19-22,ND)

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

204. Overall I think RSC does not discriminate but it is the students themselves that do. (F,W,19-22,ND)
205. Very diverse. (F,W,18 & under,ND)
206. Well, I feel it is a shame an Anglo group has not been formed because we are the ones that are trying hardest to get along here at RSC. We are the minority, people feel we got it easy too, that is false. (M,W,18 & under,ND)
207. I believe "most" of the ethnically oriented clubs inadvertently promote discrimination and segregation. (M,W,41-50,ND)
208. None-here to learn. Stop trying to make an ethnic atmosphere or you'll end up with riots and division-make it an educational atmosphere. (\_\_,W,31-40,ND)
209. The Vietnamese students have given a lot of an examples of integrating with each other. Furthermore, they're also inviting in cultural activities. (M,A,19-22,ND)
210. It's good, for the students and community. (M,W,23-30,ND)
211. I like that this school is so culturally diverse, it's a great caring experience and helps other ethnic groups to feel at home. (F,A,19-22,ND)
212. All groups should be ethnically diverse and focused by a particular activity not by ethnic orientation. This would prevent ethnic clique groups from developing and promote cultural assimilation of individual students. (M,H,41-50,ND)
213. RSC is very fair. To try to give women and certain cultural backgrounds more recognition would only open a hornets nest to the opposites. Leave well enough alone. (F,W,31-40,ND)
214. I think that by going out of your way to be especially accommodating to everyone but white male, that you are being racist and discriminatory to them (white males). I feel like I am a lower human when I am here because my skin is white and because I am of the male gender. (M,W,19-22,ND)
215. Most groups are for non-whites. I do not think people of just one ethnic background should meet-I don't like ethnic segregation. Either everyone can be involved or no group should exist. I know an all-white group would be frowned upon, so why aren't other "ethnic" clubs frowned upon as well. (F,W,19-22,ND)

**Note: (gender, ethnicity, age group, disability status)**

| Gender     |                       | Ethnicity    |              | Age Group |                    | Disability Status |  |
|------------|-----------------------|--------------|--------------|-----------|--------------------|-------------------|--|
| M = Male   | AA = Am Ind/Al Ntv    | H = Hispanic | 18 and under | 41 - 50   | D = Disability     |                   |  |
| F = Female | B = Black             | F = Filipino | 19 - 22      | 51 - 60   | ND = No Disability |                   |  |
|            | A = Asian             | W = White    | 23 - 30      | Over 60   |                    |                   |  |
|            | PI = Pacific Islander | O = Other    | 31 - 40      |           |                    |                   |  |

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

216. I would like to have Mexican studies on campus. (M,H,23-30,ND)
217. I'm lucky to be a student of RSC. (M,H,23-30,ND)
218. Rancho Santiago is a good school where we learn whatever we want. (M,H,23-30,ND)
219. Friendly for special students groups. (M,AA,19-22,ND)
220. I just love RSC, my favorite school. (M,H,23-30,ND)
221. I'm a white, female, single-parent, Science Major who didn't realize she was somewhat racially prejudicial. I don't like my racism and I find it slips away more and I feel better about myself and my fellows as I learn more about myself and others who are different and/or similar to me. I appreciate the diversity. I love the growth! Also, I didn't realize how many other single parents there are facing so many of the same hurdles I am and it helps me to see them keep going and succeeding. (F,AA,31-40, ND)
222. My comments about this is we are different in culture, but in other things we are same. (M,H,23-30,ND)
223. It would be nice having a swim team. A swim team is important. (F,H,19-22,ND)
224. Personally I think everything is o.k. in general, I would like students to participate in sports, and entire programs. (M,H,23-30,ND)
225. Lots of cultures and groups but not integral in attitudes-eg black students union-as long as you are not dark in completion and practice African cultures, you are not accepted even if you are more African than they are. (F,O,23-30,ND)
226. I really enjoyed the International Day because I felt as if I was in my state. (F,H,23-30,ND)
227. I don't have problems with anybody here, don't worry if they're women or men, or belong to different ethnic group. I'm glad to belong to RSC. (M,H,31-40,ND)
228. Everyone is working hard here. Congratulations. (M,H,23-30,ND)
229. Today there is a small atmosphere of discrimination. It's little, but it exists. (M,H,19-22,ND)
230. I really thank RSC for giving me the opportunity to learn and be prepared for my future in this country. (M,H,23-30,ND)
231. I think this student survey is very important for us. (F,H,23-30,ND)
232. Mexican study group. (M,H,19-22,ND)

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

- 233. I feel that special student groups are fine as long as you make sure all cultures are noticed and not ignored. (M,AA,23-30,ND)
- 234. I can see that students tend to separate and form groups with the people from the same background. Young adults tend to be racist and mean. (F,H,23-30,ND)
- 235. Cultural diversity is not a problem for me and it shouldn't be any body. (M,H,31-40,ND)
- 236. Please continue helping us with all the needs that we have. (\_\_,H,19-22,ND)
- 237. I think that every culture is accepted. What matters is that all cultures are interesting. But there are also diversities against each culture. The diversities are based on the difference of races. For example, there are some people that discriminate against other people or their religion, culture, and origin. (M,F,19-22,ND)
- 238. I think RSC. has been very good at educating people of different ethnic groups, I get along very well with everybody. (M,H,19-22,ND)
- 239. Cultural planning, continuing education and recruiting people for a chance of an education. Graduations, financial planning. (F,AA,31-40,ND)
- 240. I think every race should have a group that makes them feel proud of themselves. That includes whites, hispanics, blacks and asians. At the same time, these groups should make a point of mentioning that although they are proud of their race, there are still other human beings which make up other different races and those races are just as deserving of respect and appreciation as the other. No group should be allowed to keep out other people of different races who would support them, and the different races shouldn't be able to demean another entire race because of their anger towards them. That is also being racist. And besides every race has its good guys and its bad guys. But no entire race is bad. (F,H,19-22,ND)
- 241. Could be good but it also could create new problems. (M,H,19-22,ND)
- 242. Basically there is too much discrimination toward minorities such as asian people and hispanics from the white anglo. (M,H,19-22,ND)
- 243. I think that in order to make the school a greater school we all have to work together and integrate other ethnic student groups and staff members. (F,H,19-22,ND)

**Note: (gender, ethnicity, age group, disability status)**

| <u>Gender</u> |                       | <u>Ethnicity</u> |              | <u>Age Group</u> |                    | <u>Disability Status</u> |  |
|---------------|-----------------------|------------------|--------------|------------------|--------------------|--------------------------|--|
| M = Male      | AA = Am Ind/Al Ntv    | H = Hispanic     | 18 and under | 41 - 50          | D = Disability     |                          |  |
| F = Female    | B = Black             | F = Filipino     | 19 - 22      | 51 - 60          | ND = No Disability |                          |  |
|               | A = Asian             | W = White        | 23 - 30      | Over 60          |                    |                          |  |
|               | PI = Pacific Islander | O = Other        | 31 - 40      |                  |                    |                          |  |

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

244. Students should associate with each other according to their social activities through different events like sports, theater, dance group etc. (F,H,31-40,ND)
245. I attend RSC because of the ethnic mix found here. It is a wonderful chance to make friends with foreign students and students of different backgrounds. (M,W,51-60,ND)
246. I have never participated in any campus activities. (M,AA,31-40,ND)
247. Things are quite diverse but relaxed. Scholarly intentions. Seem to cross cultural barriers. (M,W,41-50,ND)
248. Keep the price of unit to 10.00 per unit in the fall. (M,W,31-40,ND)
249. The cultural diversity is wonderful, not always respected by my own race. (M,W,31-40,ND)
250. The cultural diversity is fine. (M,B,31-40,ND)
251. So far, so good. (F,B,31-40,D)
252. Overall is a good place to study, we have good instructors. (F,H,23-30,ND)
253. The cultural at RSC, the student, the opportunity to interact with different people, learning their customs, and beliefs, which give us a very good understanding of them. (M,H,23-30,ND)
254. The counseling class has helped me a lot. (M,H,19-22,ND)
255. I learned that RSC has really helped me a lot in thinking of what kind of major I want etc. (F,H,23-30,ND)
256. RSC is doing good job. (F,H,19-22,ND)
257. Puerto club is good. (M,H,19-22,ND)
258. All I can say is that I love coming to RSC. Stop the violence and increase the peace. (M,H,19-22,ND)
259. Very diversified. (F,W,41-50,ND)
260. Too many questions on this form-take away from learning time. Stop doing this now. (M,W,31-40,ND)
261. Don't have enough information to give you an opinion. (M,W,41-50,D)
262. Is a melting pot of ethnic groups and does very well to accommodate everyone's learning needs. (M,H,31-40,ND)

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

263. I do not believe equality or equal opportunity will ever be accomplished by either stressing or suppressing information about various ethnic or gender groups. Give credit where earned and blame where merited-let's stop the liberal reverse discrimination whereby I am deemed to be guilty of some racial wrong solely because my skin is white. (M,W, 51-60,ND)
264. Well I understand and find out a lot about the ethnic groups different from my ethnic group, and it is great to evaluate this terms. (F,A,19-22,ND)
265. I come to school to learn my classes for my degree. I have acquaintances of different ethnic backgrounds. Frankly, I do not care whether the "atmosphere" here at the Orange Campus promotes any extra-activities to integrate everyone. I don't feel as if there is a negative atmosphere so the present one is A-okay. (F,W,31-40,ND)
266. I think this is a lame questionnaire - no offense, but all groups are of special interests - whites, make, female, other races male, female have similar needs and desires. To specially focus on particular groups is reverse discrimination - all services should be available to all groups. There are blacks, asians, whites, and everyone else who need - financial aid, have learning disabilities, need special services like medical clubs to socialize in. I think RSC needs to teach unity, not separation. (F,W,23-30,ND)
267. Really, really stinks! The reason we have racial problems is because we keep making an issue of it. Quit reminding us that we're different. (M,W,23-30,ND)
268. I wish there was not always so much emphasis on "minorities." (F,W,19-22,ND)
269. Students from different groups and cultural diversity enrich everybody's knowledge and interest for people from all over the world. (F,H,23-30,ND)
270. If the college is in financial trouble, why are you spending money printing these unimportant questionnaires? Stop trying to favor minorities and women and treat everybody equally. (M,W,19-22,ND)
271. This survey will be helpful to pinpoint cultural interest in order to create a harmonious atmosphere. (M,A,31-40,ND)
272. Ethnic groups should be integrated to create a more unified diverse college. (M,H,19-22,ND)

Note: (gender, ethnicity, age group, disability status)

| Gender     |                       | Ethnicity    |              | Age Group |                    | Disability Status |  |
|------------|-----------------------|--------------|--------------|-----------|--------------------|-------------------|--|
| M = Male   | AA = Am Ind/Al Ntv    | H = Hispanic | 18 and under | 41 - 50   | D = Disability     |                   |  |
| F = Female | B = Black             | F = Filipino | 19 - 22      | 51 - 60   | ND = No Disability |                   |  |
|            | A = Asian             | W = White    | 23 - 30      | Over 60   |                    |                   |  |
|            | PI = Pacific Islander | O = Other    | 31 - 40      |           |                    |                   |  |

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

273. Very inclusive to minorities only, there is no place for me and I can't wait to leave. (M,W,23-30,ND)
274. To have an authentic cultural diversity, we must believe that America is for everybody and "we are the world", too. (M,A,31-40,ND)
275. The students are great, they are all nice. They all are helping each other, I am really satisfied with this school. It's just that my family expect me to go to university. (F,A,19-22,ND)
276. I think that it would be better to have more diversity at RSC and for students to get along well. (M,H,19-22,ND)
277. I believe a college should be for educational purposes, and have academic standards for all students. Cultural diversity should not be an issue. (M,W,31-40,ND)
278. Ethnicity and gender are almost always neutral issues here which I think is excellent. (M,W,31-40,ND)
279. I think the groups and cultural diversity were great. (F,A,23-30,ND)
280. I believe that some organizations do more to hurt cultural diversity than to help. (M,W,23-30,ND)
281. I personally find this entire questionnaire a waste of paper. All this does is stir the pot by people who think they are being discriminated against. (M,W,23-30,ND)
282. They should be treated like everyone and everybody else. (M,W,19-22,ND)
283. I would like to see more. (F,H,19-22,ND)
284. If tuition goes up people like me lose out on a education and end up flipping burgers at McDonalds, and you lose money. Think about it, 15 years ago you could go to a community college for pennies not hundreds of dollars. If I work full-time to have money to pay for school how am I supposed to study and learn and not burn out in 6 months. (F,W,19-22,ND)
285. Being a white person I feel that we are now the special student group. Because I am white I feel there are not as many options open to me because of the large amount of immigrants in this country. I feel we should be considered equal and all options open regardless of race or color. (F,W,31-40,ND)
286. This form is a waste of money, an ice cream cone for each student would have been better. (M,W,51-60,ND)
287. ASB does a splendid job. (F,H,19-22,ND)

**Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)**

- 288. I wish the college would spend as much time worrying about educating students as it does worrying about discrimination. (M,W,23-30,ND)
- 289. There are other ethnic groups that are given more financial assistance because they are foreigners, especially Asian students. Financial Assistance should not be given to people of different ethnic groups. The only factor that should be considered is their financial status. (F,H,19-22,ND)
- 290. I have attended SAC/RSC for almost 20 years and it has definitely changed. The composition of the student body seem to go through ethnic phases. (F,W,41-50,ND)
- 291. I believe rather than have certain ethnic clubs going, make one so many different ethnic groups can interact together, and learn about each other. (F,H,19-22,ND)
- 292. I feel there is a lot of help if you have come from another country ex: Asia but if you have not then they just don't pay as much attention. I don't feel it is my fault that I didn't come from Asia. (F,H,19-22,ND)
- 293. It's great. (M,H,31-40,ND)

**Note: (gender, ethnicity, age group, disability status)**

| <u>Gender</u> |                       | <u>Ethnicity</u> |              | <u>Age Group</u> |                    | <u>Disability Status</u> |  |
|---------------|-----------------------|------------------|--------------|------------------|--------------------|--------------------------|--|
| M = Male      | AA = Am Ind/Al Ntv    | H = Hispanic     | 18 and under | 41 - 50          | D = Disability     |                          |  |
| F = Female    | B = Black             | F = Filipino     | 19 - 22      | 51 - 60          | ND = No Disability |                          |  |
|               | A = Asian             | W = White        | 23 - 30      | Over 60          |                    |                          |  |
|               | PI = Pacific Islander | O = Other        | 31 - 40      |                  |                    |                          |  |





## Responses to Statements About Educational Experiences by Ethnicity from 1991-92 Student Satisfaction Survey

|  | White | Hispanic | Asian | African-<br>American | Other | TOTAL<br>1992 | TOTAL<br>1991 |
|--|-------|----------|-------|----------------------|-------|---------------|---------------|
| <b>It is very hard for students to get their concerns known and acted upon.</b>            |       |          |       |                      |       |               |               |
| Yes  | 35%   | 45%      | 56%   | 40%                  | 42%   | 43%           | 32%           |
| No   | 65%   | 55%      | 44%   | 60%                  | 58%   | 57%           | 68%           |
| <b>I have an individual educational plan that I developed with a counselor or advisor.</b> |       |          |       |                      |       |               |               |
| Yes  | 39%   | 41%      | 52%   | 43%                  | 43%   | 43%           | 43%           |
| No   | 61%   | 57%      | 48%   | 57%                  | 57%   | 57%           | 57%           |
| <b>I am certain about what I am getting from college.</b>                                  |       |          |       |                      |       |               |               |
| Yes  | 72%   | 68%      | 79%   | 84%                  | 98%   | 73%           | 79%           |
| No   | 28%   | 32%      | 21%   | 16%                  | 2%    | 27%           | 21%           |
| <b>I have learned to study well enough to handle the work in the time I have.</b>          |       |          |       |                      |       |               |               |
| Yes  | 78%   | 66%      | 67%   | 76%                  | 62%   | 72%           | 74%           |
| No   | 22%   | 34%      | 33%   | 24%                  | 38%   | 28%           | 26%           |
| <b>I would recommend RSC to a friend.</b>  |       |          |       |                      |       |               |               |
| Yes  | 95%   | 97%      | 83%   | 83%                  | 95%   | 92%           | 95%           |
| No   | 5%    | 3%       | 17%   | 17%                  | 5%    | 8%            | 5%            |
| <b>Going to college has been a growth experience for me.</b>                               |       |          |       |                      |       |               |               |
| Yes  | 87%   | 93%      | 89%   | 91%                  | 97%   | 89%           | ---           |
| No   | 13%   | 7%       | 11%   | 9%                   | 3%    | 11%           | ---           |



**Higher levels of dissatisfaction are noted.**

## **Selected Student Comments Addressing Diversity Issues from the 1991-92 Graduate Student Survey**

### **Quality of the academic preparation offered at RSC:**

- ◆ RSC offers a good preparation for student, especially for international students.

### **Satisfaction with services provided by RSC:**

- ◆ The services RSC provides are very helpful.
- ◆ RSC adequately provides a diverse student life, I really enjoy cultural programs and international student activities on campus.

### **Overall impression of campus environment:**

- ◆ On-campus cultural activities are important and very enriching.
- ◆ It was an adjustment at first because of all the ethnic cultures. (3)
- ◆ The students tend to stay in their own cultural groups, and I find it difficult to communicate with the foreign students on a social level.
- ◆ I'm from a different sub-culture; I didn't fit in with the people. I learned about other cultures.
- ◆ I really love the atmosphere of the campus. It represents almost all kinds of races in the world.
- ◆ I enjoyed International week and cultural events put on by the Latin club.
- ◆ Try to encourage more American people to enroll.

### **Most pleased/satisfied with at RSC:**

- ◆ An exceptional staff of instructors and supporting staff, good intercultural atmosphere.
- ◆ Many activities offered but need more cultural diversity programs. (5)
- ◆ I had one chance to participate in a ceremony to honor minority students for their achievements at the junior college level. RSC is a multi-ethnic college and appears to be working towards the demands and goals of students.

### **Most in need of improvement at RSC:**

- ◆ As far as I am concerned no major changes are needed, perhaps a Chicano Studies Department.
- ◆ Recruitment of more minority instructors for better student representation.
- ◆ Black Student Union.
- ◆ More of a conservative approach to problems in History. Ethnic diversity is over emphasized.
- ◆ International student office is always out of reach and can't help students who need help. This needs to be changed.
- ◆ Like most of other students in RSC, I came to USA as boat people, we tried to catch up our education here in this country; sometimes we all have a hard time with instructors, some of them are Racist (prejudiced) or not communicated well with oriental students, rather than other white students in the class room.
- ◆ One improvement RSC needs is student participation and activities to unite students with different cultural backgrounds. This will stimulate learning and understanding in other people who will eventually be working together in the future.
- ◆ You need to go to the predominantly white schools and let the students (parents) know what "a good deal" junior colleges are. A lot of my friends don't think junior colleges are as good as universities for the first two years.
- ◆ Need to hire more interpreters with skill to sign for the hearing impaired. (3)
- ◆ Teachers would allow non-English students to turn in papers and projects that were written at less than sixth grade level and still give them good grades. They would also take class time to explain English to these students. These students would also not do "their share" in group projects, yet still get good grades.

## **Selected Student Comments Addressing Diversity Issues from the 1991-92 Student Satisfaction Survey**

### **One thing most in need of improvement at RSC:**

- ◆ More activities involving students, clubs, games, returning older students, etc.
- ◆ Financial aid for foreign students. (2)
- ◆ Personal counseling for minority students. (2)
- ◆ Parking, especially for handicapped students.
- ◆ ESL program.
- ◆ The Health Center needs some people that can speak other languages. (3)
- ◆ The math lab and study center need clear speaking tutors that teach instead of just doing the problems for you.
- ◆ Non-resident tuition.
- ◆ Have more courses, especially in foreign languages. Have organizations that join native and non-native speakers.
- ◆ Accounting, Math, English, Hispanic Art.
- ◆ More availability of ESL classes.

### **Faculty/Instructors:**

- ◆ Teachers that don't have a strong accent so you can understand better.
- ◆ Get more variety of teachers to teach certain subjects.
- ◆ More Latino/Chicano faculty.

### **Cultural diversity:**

- ◆ More opportunities for people with multi-ethnic backgrounds. (6)
- ◆ The efficiency of the international student office has to improve. (2)
- ◆ International students association. (2)
- ◆ RSC needs a better mix of cultures. Right now there are too many Asians - Where are the Hispanics that live/work in Santa Ana, my wonder is if they're able to afford to attend college. I think that is something to look into.
- ◆ Leadership.

### **English:**

- ◆ I want to learn more English (8)
- ◆ English language speaking. (3)
- ◆ Language skills necessary to enroll in courses.
- ◆ Using English language instead of others.

### **One thing most pleased/satisfied with at RSC:**

- ◆ International student counselors.
- ◆ Good character of ESL teacher (very excellent).
- ◆ No discrimination toward international students. (2)
- ◆ You are treated equally and with great respect. (2)
- ◆ Opportunities/help offered at RSC for disabled students.
- ◆ No discrimination between instructors and students.
- ◆ Diversity of students and culture--variety of ethnic backgrounds. (3)
- ◆ Ethnic diversity.
- ◆ Can see many international students.

## Selected Student Comments Addressing Diversity Issues from the 1991-92 Transfer Survey

Were you eligible for the California State University when you left high school?

- ◆ I don't know because I didn't graduate in the U.S.A.
- ◆ I can't go directly to CSU since I don't have transcript from my high school in Vietnam.
- ◆ I came from Vietnam--had to retake everything.
- ◆ Foreign Student (4), learning the English language.

What aspects of RSC did you like most?

- ◆ Cultural diversity. (6)

Do you have any suggestions for improvement at RSC?

- ◆ Give poor whites the same chance at financial aid, etc. as minorities, help minorities understand definitions that pertain to the educational process.
- ◆ International office workers to speed up and be kind.
- ◆ Have more student activities (2), and more English speaking people in the math lab--sometimes it was hard to learn when the people didn't speak the same language.
- ◆ There are some white counselors and instructors, who discriminate against non-white students. (more English speaking counselors) It's unfair for students who are treated unequal.
- ◆ Introduce more career planning opportunities for all races after graduation.

What suggestions do you have for improving the transfer program at RSC?

- ◆ Appeal more toward the minorities at school Chicano/Mexicans/Latinos.

Were the expectations you had entering CSUF fulfilled?

- ◆ Not the same cultural diversity as at CC level. It is unfortunate and scandalous.

What was the one greatest obstacle or problem to reaching your educational goal at RSC? Were you able to overcome it?

- ◆ Feeling out of place because of my age (older than any student) / I used it to my advantage -I got more respect from most instructors.
- ◆ Language problem (4) / Time and endeavor-study, classes (ESL courses)
- ◆ English language / learn English and practice speaking English.

**\*\*\* Student Performance and Retention \*\*\***  
**Table of Contents**

|   |      |
|---|------|
| Summary .....   | 3-1  |
| A Comparison of Ethnic Distributions .....                      | 3-2  |
| Educational Objectives by Ethnicity .....                       | 3-3  |
| Semester-to-Semester Persistence for:                           |      |
| Asian Students .....  | 3-4  |
| White Students .....  | 3-4  |
| Hispanic Students .....   | 3-5  |
| Black Students .....  | 3-5  |
| Matriculated Students .....                                     | 3-6  |
| EOPS Students .....   | 3-7  |
| Financial Aid Students .....                                    | 3-7  |
| Grades, Degrees & Certificates Earned by Special Groups .....   | 3-8  |
| Drop-Out Rates by Special Groups .....                          | 3-9  |
| Course Withdrawal Rates of Students in Special Groups .....     | 3-9  |
| Distribution of Students in Course Sequences by Special Groups: |      |
| English .....   | 3-10 |
| ESL .....   | 3-10 |
| Math .....  | 3-11 |
| Nursing .....   | 3-12 |
| EOPS Student Population Served .....                            | 3-13 |
| Puente Project .....  | 3-14 |
| Career Beginnings Outcomes .....                                | 3-14 |
| Higher Ground Student Outcomes .....                            | 3-15 |

### Sources

- ◆ Betty Dixon, Puente Program
- ◆ Danita Terry, Higher Ground Counselor
- ◆ Carolyn Wilson-Poston, Career Beginnings Program
- ◆ Existing statistics and studies:
  - Pathways to Persistence, 1993
  - Special RSC ITS Computering Programs for Equity Study
- ◆ Interviews:
  - Chris Arce, Director of EOPS

### 3

## \*\*\* Student Performance and Retention \*\*\* Summary

#### Questions:

- ◆ Do students of all groups (gender, ethnicity, age, disability) perform and persist equitably?
- ◆ Do special student programs enhance student performance?

#### Conclusions:

- ◆ Special programs (e.g. Higher Ground, Puente, Matriculation) greatly enhance persistence and performance of underrepresented students.
- ◆ Semester-to-semester persistence rates and transfer performance are greatest for Asians. Persistence rates for African-Americans are lower than for other ethnic groups. EOPS and financial aid students have high semester-to-semester persistence rates.
- ◆ Hispanic students are not as prevalent in the higher level courses of the English, Math, and ESL sequence of courses as other ethnic groups.
- ◆ Only 17% of RSC's Fall 1991 transfer students were Hispanic. The average g.p.a. for Hispanic students was lower than that for other ethnic groups.
- ◆ The older the student, the better the g.p.a.

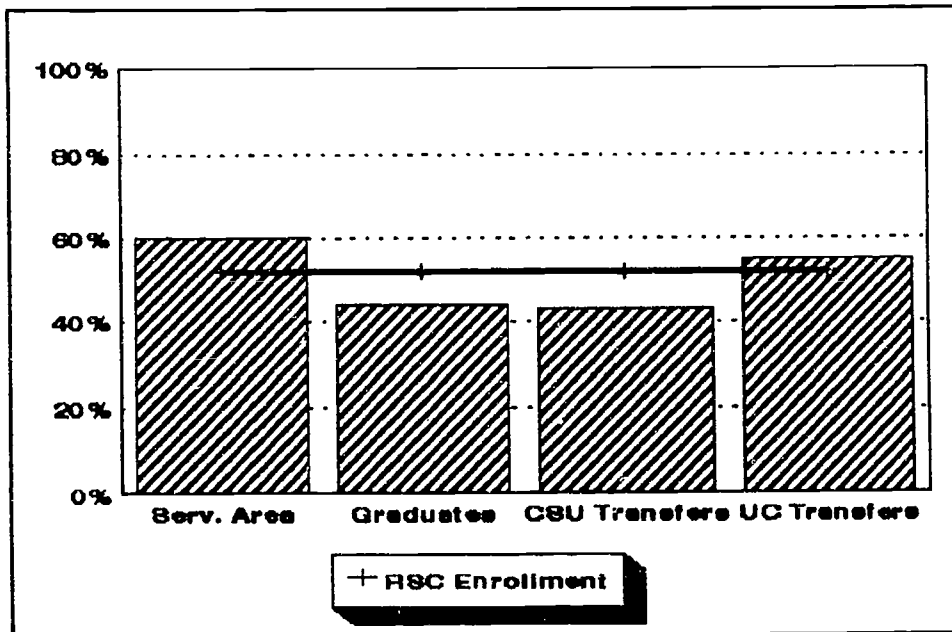
#### Recommendations:

- ◆ Continue to expand and implement support programs that are designed specially to enhance performance of underrepresented groups.
- ◆ Performance and success rates of Hispanic students must be improved.
- ◆ Special support to facilitate success of underprepared students in Math, English, Political Science and Psychology---disciplines needed for transfer---is needed.
- ◆ Valuable components of special support programs should be studied and identified. We think they include:
  - encouraging underrepresented students to aspire to transfer;
  - teamwork between counselors and classroom faculty;
  - mentoring of students;
  - forms of financial aid;
  - study groups; and
  - enhancing and supporting students' commitment to their educational goals.

## A Comparison of Ethnic Distributions

|   | White | Hispanic | Asian | Black | Other |
|---|-------|----------|-------|-------|-------|
| RSC Service Area*<br>1990                   | 39%   | 48%      | 11%   | 2%    | -     |
| RSC Enrollment<br>Fall 1992                 | 48%   | 27%      | 16%   | 3%    | 6%    |
| RSC Graduates (AA's & AS's)<br>1991-92      | 56%   | 17%      | 20%   | 2%    | 5%    |
| RSC Transfer Students to a CSU<br>Fall 1991 | 57%   | 17%      | 21%   | 2%    | 4%    |
| RSC Transfer Students to a UC<br>Fall 1991  | 45%   | 17%      | 30%   | 2%    | 6%    |

**Percent Non-White**



- \* The ethnic distribution of the 1990 Census population within a 30-mile radius of RSC, a comparative measure used by the California Community Colleges' Chancellor's Office, was: 44% White, 37% Hispanic, 9% Black, and 10% Asian. For the population 18 years of age or older, the population was slightly less diverse (48% White).

Source: RSC Research Department

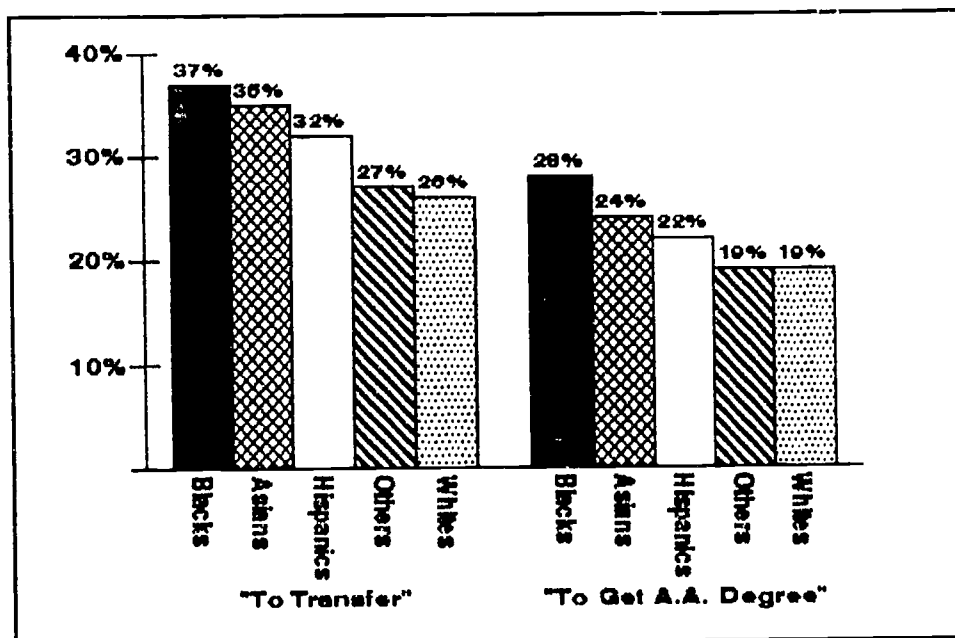


## Educational Objective by Ethnicity

### Fall 1992

| Educational Objective  | Asian |      | Black |      | Hispanic |      | White  |      | Other |      |
|------------------------|-------|------|-------|------|----------|------|--------|------|-------|------|
|                        | n     | %    | n     | %    | n        | %    | n      | %    | n     | %    |
| Vocational Certificate | 298   | 7    | 45    | 5    | 416      | 6    | 760    | 6    | 84    | 5    |
| Employment Courses:    | 644   | 14   | 210   | 25   | 1508     | 20   | 3856   | 29   | 410   | 25   |
| a. Career Interest     | (113) | (18) | (32)  | (15) | (418)    | (28) | (701)  | (18) | (91)  | (22) |
| b. New Career          | (256) | (40) | (52)  | (25) | (523)    | (35) | (1099) | (29) | (114) | (28) |
| c. Career PRM          | (180) | (28) | (68)  | (32) | (362)    | (24) | (1335) | (35) | (117) | (29) |
| d. Get License         | (95)  | (15) | (58)  | (28) | (215)    | (14) | (721)  | (19) | (88)  | (21) |
| A.A. Degree:           | 1295  | 30   | 283   | 34   | 2259     | 30   | 3302   | 25   | 414   | 25   |
| a. Transfer            | (959) | (74) | (231) | (82) | (1782)   | (79) | (2506) | (76) | (320) | (77) |
| b. Vocational          | (336) | (26) | (52)  | (18) | (477)    | (21) | (796)  | (24) | (94)  | (23) |
| Transfer, no A.A.      | 639   | 14   | 76    | 9    | 599      | 8    | 950    | 7    | 125   | 8    |
| Personal Interest      | 353   | 8    | 58    | 7    | 403      | 5    | 1762   | 13   | 156   | 9    |
| Other                  | 162   | 4    | 29    | 3    | 236      | 3    | 405    | 3    | 53    | 3    |
| Improve Basic Skills   | 253   | 6    | 8     | 1    | 435      | 6    | 138    | 1    | 30    | 2    |
| Undecided              | 793   | 18   | 119   | 14   | 1552     | 21   | 2018   | 15   | 364   | 22   |
| High School Diploma    | 38    | 1    | 8     | 1    | 90       | 1    | 73     | 1    | 10    | 1    |

Put another way (with some of the categories in the above table combined), the percentages of students desiring to transfer and to get an A.A. degree are shown in the graph below. It is important to look at objectives this way so that we can assess the extent to which these objectives are met by each special group.



## Semester-to-Semester Persistence for Asian Students

| Cohort          | Semesters Enrolled After Initial Enrollment |     |     |     |     |     |     |     |      |      |      |
|-----------------|---|-----|-----|-----|-----|-----|-----|-----|------|------|------|
|                 | 2nd   | 3rd | 4th | 5th | 6th | 7th | 8th | 9th | 10th | 11th | 12th |
| Fall 1983 Group | 66%   | 48% | 39% | 35% | 28% | 19% | 17% | 12% | 11%  | 8%   | 6%   |
| Fall 1984 Group | 59  | 46  | 40  | 29  | 24  | 19  | 14  | 11  | 10   |      |      |
| Fall 1985 Group | 61  | 43  | 36  | 28  | 23  | 14  | 13  |     |      |      |      |
| Fall 1986 Group | 56  | 40  | 32  | 22  | 19  |     |     |     |      |      |      |
| Fall 1987 Group | 55  | 36  | 29  | *   |     |     |     |     |      |      |      |
| Fall 1988 Group | 49  | 35  | 30  | 23  | 19  | 17  | 13  | 11  | 9    |      |      |
| Fall 1989 Group | 60  | 42  | 36  | 28  | 24  | 16  | 13  |     |      |      |      |
| Fall 1990 Group | 55  | 46  | 40  | 33  | 27  |     |     |     |      |      |      |
| Fall 1991 Group | 62  | 45  | 41  |     |     |     |     |     |      |      |      |
| Fall 1992 Group | 61  |     |     |     |     |     |     |     |      |      |      |

## Semester-to-Semester Persistence for White Students

| Cohort          | Semesters Enrolled After Initial Enrollment |     |     |     |     |     |     |     |      |      |      |
|-----------------|---|-----|-----|-----|-----|-----|-----|-----|------|------|------|
|                 | 2nd   | 3rd | 4th | 5th | 6th | 7th | 8th | 9th | 10th | 11th | 12th |
| Fall 1983 Group | 41%   | 25% | 20% | 16% | 13% | 11% | 9%  | 7%  | 6%   | 5%   | 4%   |
| Fall 1984 Group | 39  | 24  | 18  | 14  | 12  | 9   | 8   | 5   | 5    |      |      |
| Fall 1985 Group | 38  | 23  | 18  | 14  | 14  | 9   | 8   |     |      |      |      |
| Fall 1986 Group | 36  | 22  | 18  | 12  | 10  |     |     |     |      |      |      |
| Fall 1987 Group | 39  | 21  | 17  | *   |     |     |     |     |      |      |      |
| Fall 1988 Group | 34  | 22  | 18  | 14  | 12  | 11  | 9   | 8   | 6    |      |      |
| Fall 1989 Group | 43  | 29  | 25  | 19  | 17  | 12  | 11  |     |      |      |      |
| Fall 1990 Group | 47  | 30  | 26  | 19  | 17  |     |     |     |      |      |      |
| Fall 1991 Group | 48  | 30  | 23  |     |     |     |     |     |      |      |      |
| Fall 1992 Group | 48  |     |     |     |     |     |     |     |      |      |      |

\* Reliable figures are no longer available for cohorts beginning prior to 1988 because of a change in the way student identification numbers are issued.

**Semester-to-semester persistence rates are highest for Asians and lowest for Blacks.**

## Semester-to-Semester Persistence for Hispanic Students

| Cohort          | Semesters Enrolled After Initial Enrollment |     |     |     |     |     |     |     |      |      |      |
|-----------------|---|-----|-----|-----|-----|-----|-----|-----|------|------|------|
|                 | 2nd   | 3rd | 4th | 5th | 6th | 7th | 8th | 9th | 10th | 11th | 12th |
| Fall 1983 Group | 45%   | 26% | 22% | 17% | 16% | 14% | 11% | 9%  | 9%   | 3%   | 6%   |
| Fall 1984 Group | 41  | 26  | 23  | 18  | 15  | 12  | 11  | 9   | 8    |      |      |
| Fall 1985 Group | 45  | 28  | 23  | 19  | 18  | 14  | 12  |     |      |      |      |
| Fall 1986 Group | 42  | 28  | 22  | 15  | 14  |     |     |     |      |      |      |
| Fall 1987 Group | 44  | 23  | 21  | *   |     |     |     |     |      |      |      |
| Fall 1988 Group | 41  | 31  | 27  | 24  | 19  | 18  | 16  | 13  | 11   |      |      |
| Fall 1989 Group | 51  | 37  | 30  | 27  | 24  | 19  | 17  |     |      |      |      |
| Fall 1990 Group | 53  | 39  | 35  | 28  | 25  |     |     |     |      |      |      |
| Fall 1991 Group | 56  | 42  | 34  |     |     |     |     |     |      |      |      |
| Fall 1992 Group | 52  |     |     |     |     |     |     |     |      |      |      |

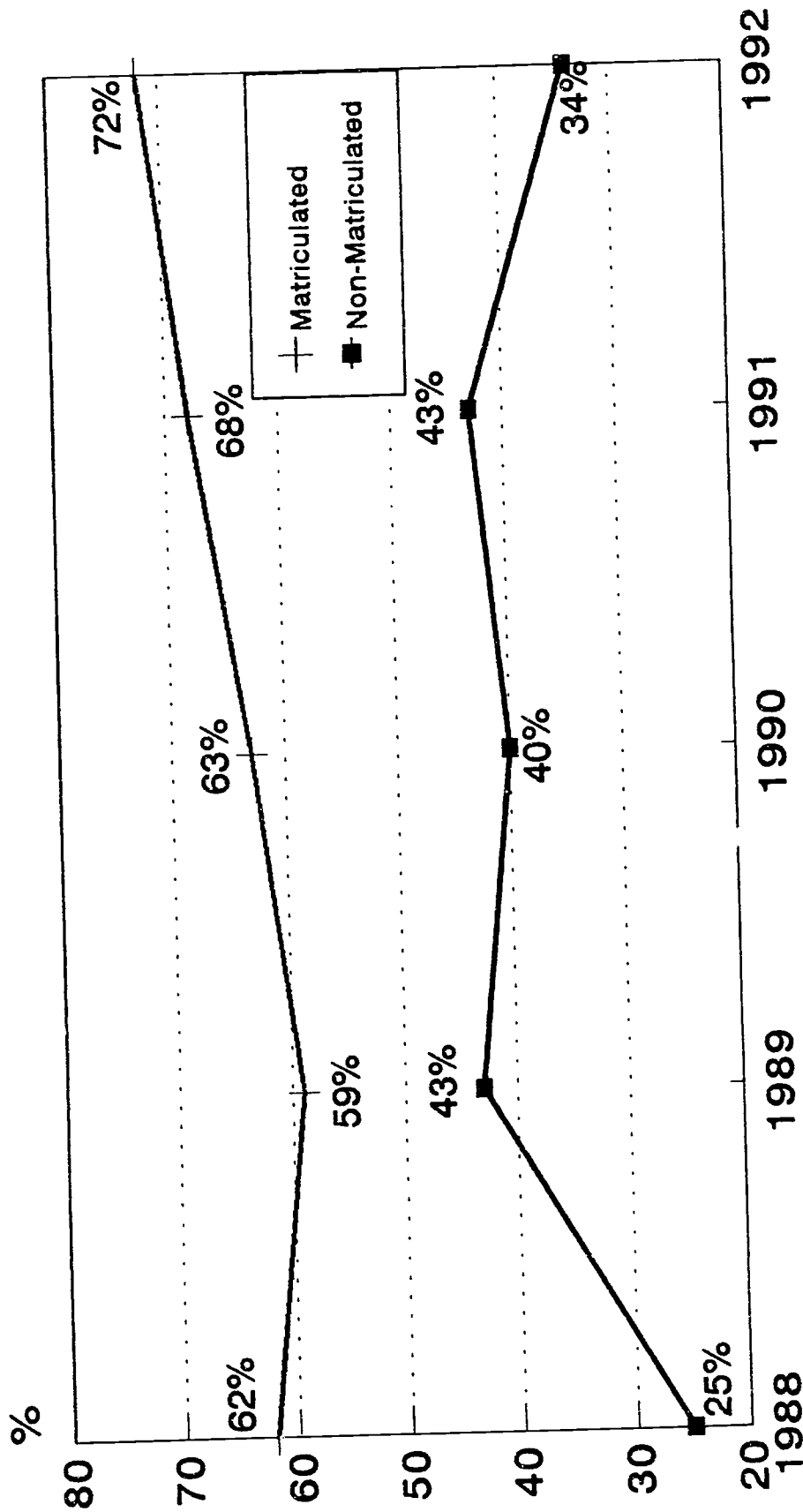
## Semester-to-Semester Persistence for Black Students

| Cohort          | Semesters Enrolled After Initial Enrollment |     |     |     |     |     |     |     |      |      |      |
|-----------------|---|-----|-----|-----|-----|-----|-----|-----|------|------|------|
|                 | 2nd   | 3rd | 4th | 5th | 6th | 7th | 8th | 9th | 10th | 11th | 12th |
| Fall 1983 Group | 39%   | 20% | 17% | 11% | 9%  | 8%  | 8%  | 6%  | 6%   | 4%   | 3%   |
| Fall 1984 Group | 33  | 22  | 18  | 15  | 13  | 10  | 9   | 8   | 5    |      |      |
| Fall 1985 Group | 33  | 19  | 16  | 12  | 10  | 7   | 6   |     |      |      |      |
| Fall 1986 Group | 32  | 23  | 19  | 10  | 10  |     |     |     |      |      |      |
| Fall 1987 Group | 55  | 36  | 29  | *   |     |     |     |     |      |      |      |
| Fall 1988 Group | 37  | 26  | 26  | 16  | 14  | 13  | 12  | 8   | 7    |      |      |
| Fall 1989 Group | 47  | 30  | 24  | 18  | 16  | 10  | 9   |     |      |      |      |
| Fall 1990 Group | 44  | 28  | 26  | 18  | 17  |     |     |     |      |      |      |
| Fall 1991 Group | 44  | 24  | 19  |     |     |     |     |     |      |      |      |
| Fall 1992 Group | 40  |     |     |     |     |     |     |     |      |      |      |

\* Reliable figures are no longer available for cohorts beginning prior to 1988 because of a change in the way student identification numbers are issued.

Source: Pathways of Student Persistence at RSC, 1993

# SECOND SEMESTER PERSISTENCE RATES MATRICULATED AND NON-MATRICULATED STUDENTS



Fall Cohorts

## Semester-to-Semester Persistence for EOPS Students

| Cohort          | Semesters Enrolled After Initial Enrollment |     |     |     |     |     |     |     |      |      |      |
|-----------------|---|-----|-----|-----|-----|-----|-----|-----|------|------|------|
|                 | 2nd   | 3rd | 4th | 5th | 6th | 7th | 8th | 9th | 10th | 11th | 12th |
| Fall 1986 Group | 97%   | 48% | 68% | 47% | 47% |     |     |     |      |      |      |
| Fall 1987 Group | 98  | 86  | 78  | *   |     |     |     |     |      |      |      |
| Fall 1988 Group | 90  | 85  | 79  | 61  | 52  | 9   | 5   | 1   | 1    |      |      |
| Fall 1989 Group | 89  | 79  | 70  | 39  | 33  | 4   | 2   |     |      |      |      |
| Fall 1990 Group | 89  | 80  | 74  | 58  | 52  |     |     |     |      |      |      |
| Fall 1991 Group | NA  | NA  | NA  |     |     |     |     |     |      |      |      |
| Fall 1992 Group | 95  |     |     |     |     |     |     |     |      |      |      |

## Semester-to-Semester Persistence for Financial Aid Students

| Cohort          | Semesters Enrolled After Initial Enrollment |     |     |     |     |     |     |     |      |      |      |
|-----------------|---|-----|-----|-----|-----|-----|-----|-----|------|------|------|
|                 | 2nd   | 3rd | 4th | 5th | 6th | 7th | 8th | 9th | 10th | 11th | 12th |
| Fall 1986 Group | 91%   | 42% | 45% | 28% | 28% |     |     |     |      |      |      |
| Fall 1987 Group | 91  | 55  | 26  | *   |     |     |     |     |      |      |      |
| Fall 1988 Group | 87  | 55  | 56  | 33  | 38  | 15  | 18  | 11  | 9    |      |      |
| Fall 1989 Group | 93  | 56  | 57  | 35  | 37  | 12  | 11  |     |      |      |      |
| Fall 1990 Group | 91  | 61  | 65  | 46  | 44  |     |     |     |      |      |      |
| Fall 1991 Group | NA  | NA  | NA  |     |     |     |     |     |      |      |      |
| Fall 1992 Group | 94  |     |     |     |     |     |     |     |      |      |      |

\* Reliable figures are no longer available for cohorts beginning prior to 1988 because of a change in the way student identification numbers are issued.

Source: Pathways of Student Persistence at RSC, 1993

# Grades, Degrees & Certificates Earned by Special Groups Fall 1992

|  | Degrees (%)       |                 |                    |
|--|-------------------|-----------------|--------------------|
|  | AA<br>(n = 1,857) | AS<br>(n = 790) | Cert.<br>(n = 798) |
|  | 1%                | 1%              | 1%                 |
|  | 3                 | 2               | 3                  |
|  | 14                | 19              | 31                 |
|  | 1                 | 1               | 1                  |
|  | 19                | 12              | 19                 |
|  | 1                 | 2               | 1                  |
|  | 2                 | 3               | 1                  |
|  | 59                | 60              | 44                 |
|  | -                 | -               | -                  |
|  | 100               | 100             | 100                |
|  | 1                 | -               | -                  |
|  | 24                | 16              | 6                  |
|  | 17                | 21              | 15                 |
|  | 47                | 59              | 66                 |
|  | 11                | 4               | 14                 |
|  | 47                | 70              | 51                 |
|  | 53                | 30              | 49                 |
|  | 2                 | 2               | 4                  |
|  | 13                | 13              | 15                 |

|                       | Course GPAs              |                          | # of course seats represented |     |
|-----------------------|--------------------------|--------------------------|-------------------------------|-----|
|                       | 100+<br>level<br>courses | <100<br>level<br>courses | n                             | %   |
| <b>Ethnicity</b>      |                          |                          |                               |     |
| American Indian       | 2.95                     | 2.93                     | 483                           | 1%  |
| Black                 | 2.79                     | 2.97                     | 1,143                         | 3   |
| Asian                 | 2.93                     | 3.11                     | 5,099                         | 15  |
| Pacific Islander      | 2.83                     | 3.12                     | 190                           | 1   |
| Hispanic              | 2.67                     | 2.74                     | 8,551                         | 25  |
| Filipino              | 2.77                     | 3.02                     | 546                           | 2   |
| Other Non-White       | 2.90                     | 3.05                     | 905                           | 3   |
| White                 | 3.07                     | 3.16                     | 16,718                        | 50  |
| Alaskan Native        | 3.25                     | 3.50                     | 5                             | -   |
| Total                 | 2.92                     | 3.01                     | 33,640                        | 100 |
| <b>Age</b>            |                          |                          |                               |     |
| <20                   | 2.71                     | 2.46                     | 2,748                         | 8   |
| 20 - 24               | 2.75                     | 2.79                     | 8,733                         | 26  |
| 25 - 29               | 3.03                     | 3.10                     | 6,097                         | 18  |
| 30 - 49               | 3.21                     | 3.27                     | 12,972                        | 39  |
| 50+                   | 3.28                     | 3.31                     | 3,090                         | 9   |
| <b>Gender</b>         |                          |                          |                               |     |
| Male                  | 2.90                     | 3.00                     | 18,632                        | 55  |
| Female                | 2.94                     | 3.01                     | 14,984                        | 45  |
| <b>Disabled</b>       |                          |                          |                               |     |
| Disabled Economically | 2.88                     | 2.78                     | 673                           | 2   |
|                       | 2.78                     | 2.81                     | 4,384                         | 13  |

## Drop-Out Rates\* by Special Groups (Fall 1992)

|                  | Total Students |    | Drop-Out Rate |
|------------------|----------------|----|---------------|
|                  | N              | %  | %             |
| <b>Ethnicity</b> |                |    |               |
| American Indian  | 347            | 1% | 15%           |
| Black            | 742            | 3  | 15            |
| Asian            | 4,273          | 17 | 11            |
| Pacific Islander | 139            | 2  | 14            |
| Hispanic         | 6,746          | 27 | 14            |
| Filipino         | 421            | 2  | 13            |
| Other Non-White  | 615            | 2  | 12            |
| White            | 12,051         | 48 | 12            |
| Alaskan Native   | 5              | -  | -             |
| <b>Age</b>       |                |    |               |
| < 20             | 2,533          | 10 | 11            |
| 20 - 24          | 7,550          | 30 | 12            |
| 25 - 29          | 4,481          | 18 | 14            |
| 30 - 49          | 8,687          | 34 | 13            |
| 50 +             | 2,088          | 8  | 12            |
| <b>Gender</b>    |                |    |               |
| Male             | 13,326         | 53 | 12            |
| Female           | 12,011         | 47 | 13            |
| <b>Disabled</b>  |                |    |               |
| Disabled         | 592            | 2  | 7             |
| Economically     | 4,058          | 16 | 11            |

\* A student who totally withdraws from all classes during the semester.

## Course Withdrawal Rates\* of Students in Special Programs\* (Fall 1992 Seatcount)

| Special Program                  | Withdrawal Rate (%)* |
|----------------------------------|----------------------|
| Puente (n = 434)                 | 23.3%                |
| Higher Ground (n = 413)          | 20.7%                |
| EOPS (n = 3,409)                 | 13.3%                |
| Courses 100+ (n = 31,677)        | 22.7%                |
| Courses < 100 (n = 12,744)       | 19.0%                |
| Athletic Eligibility (n = 356)   | 21.6%                |
| Total College Seats (n = 44,421) | 27.7%                |

\* Of all courses in which special program students are enrolled.

## Distributions of Students in Course Sequences by Special Groups Fall 1992

|                   | * English *          |                      |                      |
|-------------------|----------------------|----------------------|----------------------|
|                   | English 060<br>n=487 | English 061<br>n=755 | English 101<br>n=931 |
| <b>Ethnicity:</b> |                      |                      |                      |
| Black             | 3%                   | 2%                   | 2%                   |
| Asian             | 11                   | 8                    | 19                   |
| Hispanic          | 63                   | 46                   | 33                   |
| White             | 17                   | 37                   | 40                   |
| Other Non-White   | 6                    | 6                    | 5                    |
| <b>Age:</b>       |                      |                      |                      |
| <20               | 57                   | 47                   | 29                   |
| 20 - 24           | 29                   | 34                   | 46                   |
| 25 - 29           | 6                    | 7                    | 11                   |
| 30 - 49           | 8                    | 10                   | 13                   |
| 50 +              | -                    | 1                    | 1                    |
| <b>Gender:</b>    |                      |                      |                      |
| Male              | 47                   | 49                   | 51                   |
| Female            | 53                   | 51                   | 50                   |
| <b>Other:</b>     |                      |                      |                      |
| Disabled          | 3                    | 2                    | 2                    |
| Ec. Dis.*         | 47                   | 28                   | 26                   |

|                   | * ESL *          |                  |                  |                  |
|-------------------|------------------|------------------|------------------|------------------|
|                   | ESL 105<br>n=395 | ESL 107<br>n=332 | ESL 109<br>n=299 | ESL 110<br>n=248 |
| <b>Ethnicity:</b> |                  |                  |                  |                  |
| Black             | -                | -                | -                | -                |
| Asian             | 55%              | 53%              | 61%              | 71%              |
| Hispanic          | 41               | 42               | 36               | 22               |
| White             | 2                | 2                | 1                | 4                |
| Other Non-White   | 1                | 2                | 1                | 2                |
| <b>Age:</b>       |                  |                  |                  |                  |
| <20               | 10               | 12               | 7                | 6                |
| 20 - 24           | 34               | 35               | 41               | 39               |
| 25 - 29           | 18               | 22               | 24               | 19               |
| 30 - 49           | 33               | 27               | 24               | 32               |
| 50 +              | 5                | 4                | 4                | 4                |
| <b>Gender:</b>    |                  |                  |                  |                  |
| Male              | 56               | 57               | 57               | 45               |
| Female            | 42               | 43               | 44               | 55               |
| <b>Other:</b>     |                  |                  |                  |                  |
| Disabled          | 1                | 2                | 2                | 3                |
| Ec. Dis.*         | 43               | 49               | 43               | 38               |

\* Economically Disadvantaged



## Distributions of Students in Course Sequences by Special Groups Fall 1992

|                   | * Math *         |                   |                   |                   |
|-------------------|------------------|-------------------|-------------------|-------------------|
|                   | Math 008<br>n=53 | Math 050<br>n=659 | Math 060<br>n=375 | Math 080<br>n=657 |
| <b>Ethnicity:</b> |                  |                   |                   |                   |
| Black             | 4%               | 3%                | 1%                | 2%                |
| Asian             | 11               | 6                 | 14                | 14                |
| Hispanic          | 47               | 49                | 48                | 40                |
| White             | 32               | 38                | 30                | 38                |
| Other Non-White   | 6                | 3                 | 6                 | 4                 |
| <b>Age:</b>       |                  |                   |                   |                   |
| <20               | 9                | 30                | 56                | 29                |
| 20 - 24           | 47               | 37                | 29                | 45                |
| 25 - 29           | 4                | 13                | 8                 | 11                |
| 30 - 49           | 38               | 19                | 7                 | 15                |
| 50+               | 2                | 2                 | -                 | -                 |
| <b>Gender:</b>    |                  |                   |                   |                   |
| Male              | 45               | 50                | 41                | 46                |
| Female            | 55               | 51                | 59                | 54                |
| <b>Other:</b>     |                  |                   |                   |                   |
| Disabled          | 21               | 4                 | 1                 | 3                 |
| Ec. Dis.*         | 36               | 33                | 37                | 28                |

|                   | * Math *          |                   |                   |                   |                  |
|-------------------|-------------------|-------------------|-------------------|-------------------|------------------|
|                   | Math 080<br>n=657 | Math 105<br>n=172 | Math 140<br>n=345 | Math 150<br>n=167 | Math 219<br>n=60 |
| <b>Ethnicity:</b> |                   |                   |                   |                   |                  |
| Black             | 2%                | 3%                | 3%                | 4%                | 5%               |
| Asian             | 14                | 10                | 19                | 49                | 18               |
| Hispanic          | 40                | 29                | 34                | 16                | 25               |
| White             | 38                | 54                | 39                | 31                | 37               |
| Other Non-White   | 4                 | 4                 | 6                 | -                 | 5                |
| <b>Age:</b>       |                   |                   |                   |                   |                  |
| <20               | 29                | 20                | 25                | 10                | 5                |
| 20 - 24           | 45                | 55                | 50                | 60                | 57               |
| 25 - 29           | 11                | 14                | 12                | 19                | 20               |
| 30 - 49           | 15                | 11                | 12                | 10                | 18               |
| 50+               | -                 | 1                 | 1                 | -                 | -                |
| <b>Gender:</b>    |                   |                   |                   |                   |                  |
| Male              | 46                | 42                | 52                | 51                | 48               |
| Female            | 54                | 58                | 48                | 49                | 52               |
| <b>Other:</b>     |                   |                   |                   |                   |                  |
| Disabled          | 3                 | 3                 | 2                 | 2                 | 3                |
| Ec. Dis.*         | 28                | 23                | 29                | 32                | 18               |

\* Economically Disadvantaged

## Distributions of Students in Course Sequences by Special Groups Fall 1992

|                   | * Math *            |                     |                     |                     |                    |
|-------------------|---------------------|---------------------|---------------------|---------------------|--------------------|
|                   | Math 080<br>n = 657 | Math 160<br>n = 189 | Math 170<br>n = 149 | Math 180<br>n = 232 | Math 185<br>n = 71 |
| <b>Ethnicity:</b> |                     |                     |                     |                     |                    |
| Black             | 2%                  | -                   | 4%                  | -                   | 1%                 |
| Asian             | 14                  | 28%                 | 40                  | 53%                 | 54                 |
| Hispanic          | 40                  | 32                  | 22                  | 19                  | 16                 |
| White             | 38                  | 32                  | 28                  | 25                  | 27                 |
| Other Non-White   | 4                   | 7                   | 6                   | 2                   | 3                  |
| <b>Age:</b>       |                     |                     |                     |                     |                    |
| < 20              | 29                  | 22                  | 23                  | 37                  | 16                 |
| 20 - 24           | 45                  | 47                  | 44                  | 39                  | 52                 |
| 25 - 29           | 11                  | 14                  | 18                  | 15                  | 17                 |
| 30 - 49           | 15                  | 16                  | 15                  | 10                  | 14                 |
| 50 +              | -                   | -                   | -                   | -                   | 1                  |
| <b>Gender:</b>    |                     |                     |                     |                     |                    |
| Male              | 46                  | 68                  | 71                  | 69                  | 78                 |
| Female            | 54                  | 32                  | 30                  | 32                  | 23                 |
| <b>Other:</b>     |                     |                     |                     |                     |                    |
| Disabled          | 3                   | 1                   | -                   | -                   | 1                  |
| Ec. Dis.*         | 28                  | 37                  | 35                  | 41                  | 34                 |

|                   | * Nursing *            |                       |                       |
|-------------------|------------------------|-----------------------|-----------------------|
|                   | Nursing 100<br>n = 140 | Nursing 140<br>n = 66 | Nursing 240<br>n = 66 |
| <b>Ethnicity:</b> |                        |                       |                       |
| Black             | 4%                     | 3%                    | 6%                    |
| Asian             | 11                     | 11                    | 3                     |
| Hispanic          | 29                     | 9                     | 9                     |
| White             | 48                     | 62                    | 59                    |
| Other Non-White   | 6                      | 15                    | 23                    |
| <b>Age:</b>       |                        |                       |                       |
| < 20              | 19                     | -                     | -                     |
| 20 - 24           | 45                     | 20                    | 18                    |
| 25 - 29           | 13                     | 29                    | 20                    |
| 30 - 49           | 24                     | 49                    | 52                    |
| 50 +              | -                      | 3                     | 11                    |
| <b>Gender:</b>    |                        |                       |                       |
| Male              | 15                     | 12                    | 8                     |
| Female            | 85                     | 88                    | 92                    |
| <b>Other:</b>     |                        |                       |                       |
| Disabled          | -                      | 5                     | 3                     |
| Ec. Dis.*         | 17                     | 18                    | 29                    |

\* Economically Disadvantaged

## EOPS Student Population Served

| Total number of EOPS students served:             | 1991-92<br>(N=965) |     | 1990-91<br>(N=985) |     | 1989-90<br>(N=1032) |     | 1988-89<br>(N=923) |     |
|---|--------------------|-----|--------------------|-----|---------------------|-----|--------------------|-----|
| <b>Gender:</b>                                    |                    |     |                    |     |                     |     |                    |     |
| Male  | 399                | 41% | 415                | 42% | 452                 | 44% | 426                | 46% |
| Female  | 566                | 59% | 570                | 58% | 580                 | 56% | 497                | 54% |
| <b>Age:</b>                                       |                    |     |                    |     |                     |     |                    |     |
| under 18  | 40                 | 4%  | 35                 | 4%  | 32                  | 3%  | 16                 | 2%  |
| 18-25   | 620                | 64% | 705                | 72% | 739                 | 72% | 642                | 70% |
| 26-35   | 199                | 21% | 168                | 17% | 190                 | 18% | 190                | 21% |
| 36 +  | 106                | 11% | 77                 | 8%  | 71                  | 7%  | 70                 | 8%  |
| Unknown   | 0                  | -   | 0                  | -   | 0                   | -   | 5                  | -   |
| <b>Ethnicity:</b>                                 |                    |     |                    |     |                     |     |                    |     |
| Asian/Pac Isl                                     | 555                | 57% | 493                | 50% | 525                 | 51% | 586                | 64% |
| Black   | 31                 | 3%  | 40                 | 4%  | 52                  | 1%  | 41                 | 5%  |
| Caucasian   | 73                 | 8%  | 94                 | 10% | 104                 | 10% | 102                | 11% |
| Filipino  | 4                  | -   | 6                  | 1%  | 9                   | 1%  | -                  | -   |
| Latino  | 285                | 30% | 336                | 34% | 318                 | 31% | 178                | 19% |
| Native Am   | 6                  | -   | 2                  | -   | 18                  | 2%  | 7                  | 1%  |
| Other   | 11                 | 1%  | 14                 | 1%  | 6                   | -   | 9                  | 1%  |
| <b>Educational Goals</b>                          |                    |     |                    |     |                     |     |                    |     |
| Transfer without AA/AS degree                     | Not Available      |     | 200                | 20% | 183                 | 18% | 86                 | 9%  |
| Transfer with AA/AS degree                        |                    |     | 587                | 60% | 579                 | 56% | 472                | 51% |
| Vocational AA/AS degree                           |                    |     | 72                 | 7%  | 128                 | 12% | 147                | 16% |
| Other AA/AS degree                                |                    |     | 42                 | 4%  | 16                  | 2%  | 115                | 13% |
| Certificate/License                               |                    |     | 31                 | 3%  | 33                  | 3%  | 16                 | 2%  |
| Other   |                    |     | 53                 | 5%  | 93                  | 10% | 87                 | 9%  |
| <b>High School Graduation</b>                     |                    |     |                    |     |                     |     |                    |     |
| High school diploma                               | Not available      |     | 768                | 78% | 751                 | 73% | 549                | 60% |
| Equivalency (GED)                                 |                    |     | 69                 | 7%  | 77                  | 8%  | 104                | 11% |
| Non-graduate                                      |                    |     | 75                 | 8%  | 75                  | 7%  | 43                 | 5%  |
| Unknown   |                    |     | 73                 | 7%  | 129                 | 13% | 227                | 25% |
| <b>Outcome Measures</b>                           |                    |     |                    |     |                     |     |                    |     |
| # of students receiving an AA/AS degree           | Not available      |     | 41                 | 4%  | 38                  | 4%  | 35                 | 4%  |
| # of students receiving a Certificate/License     |                    |     | 27                 | 3%  | 8                   | 1%  | 15                 | 2%  |
| # of students requesting transcripts for transfer |                    |     | N/A                | -   | N/A                 | -   | 123                | 13% |

Source: EOPS Program

## Puente Project

The table below shows the grade distributions in English 061 and Freshman Composition for nine Puente groups:

| Group        | English 061 |      |     |             | English 101 |      |     |             |
|--------------|-------------|------|-----|-------------|-------------|------|-----|-------------|
|              | A, B, C     | D, F | W   | # of Grades | A, B, C     | D, F | W   | # of Grades |
| SP 86 - F 86 | 71%         | 29%  | 0%  | 34          | 51%         | 12%  | 27% | 26          |
| F 86 - SP 87 | 92%         | 8%   | 0%  | 37          | 51%         | 22%  | 28% | 32          |
| SP 87 - F 87 | 86%         | 14%  | 0%  | 36          | 76%         | 4%   | 20% | 27          |
| SP 88 - F 88 | 82%         | 7%   | 11% | 28          | 73%         | 0%   | 26% | 23          |
| SP 89 - F 89 | 76%         | 10%  | 13% | 30          | 88%         | 8%   | 4%  | 25          |
| F 90 - SP 91 | 97%         | 0%   | 3%  | 30          | 97%         | 0%   | 3%  | 29          |
| F 91 - SP 92 | 87%         | 3%   | 10% | 30          | 73%         | 12%  | 15% | 26          |
| SP 92 - F 92 | 85%         | 15%  | 0%  | 26          | 36%         | 56%  | 8%  | 25          |
| F 92 - SP 93 | 81%         | 3%   | 16% | 32          | *           |      |     |             |

\* Grades will not be available until the end of Spring 1993 semester

Source: Betty Dixon

## Career Beginnings Outcomes 1986-1992

| Student Outcome                                    | 86-87 | 87-88 | 88-89 | 89-90 | 90-91 | 91-92 | Average |
|--|-------|-------|-------|-------|-------|-------|---------|
| Attending 2 or 4-year College                      | 61%   | 72%   | 76%   | 82%   | 85%   | 82%   | 77%     |
| Work Only  | 15%   | 9%    | 7%    | 7%    | 8%    | 6%    | 9%      |
| Military   | 10%   | 10%   | 5%    | 7%    | 2%    | 5%    | 5%      |
| Training/Trade School                              | 4%    | 3%    | 4%    | 3%    | 2%    | 3%    | 3%      |
| Others:<br>Unemployment<br>Relocating<br>Parenting | 15%   | 11%   | 8%    | 3%    | 3%    | 6%    | 8%      |

Source: Career Beginnings, April 1993

## Higher Ground Student Outcomes

| Indicator<br>(as of 9/91)   | Freshmen              |                           | Sophomores            |                           |
|---|-----------------------|---------------------------|-----------------------|---------------------------|
|   | Higher Ground<br>n=68 | Comparison Group*<br>n=65 | Higher Ground<br>n=23 | Comparison Group*<br>n=21 |
| Gender: Male  | 36%                   | 35%                       | 52%                   | 48%                       |
| Female  | 64%                   | 65%                       | 48%                   | 52%                       |
| Average age   | 19.1                  | 18.1                      | 19.6                  | 19.8                      |
| Non-white   | 100%                  | 100%                      | 100%                  | 100%                      |
| Families in receipt of public assistance                                    | 18%                   | NA                        | 38%                   | NA                        |
| Recipients of financial aid from college or university                      | 52%                   | 99%                       | 52%                   | 38%                       |
| Students with (both) parents who never attended a college or university     | 90%                   | NA                        | 100%                  | NA                        |
| Students who live in the county where your college or university is located | 100%                  | 100%                      | 100%                  | 100%                      |
| Students with B or better average in HS                                     | 40%                   | NA                        | 26%                   | NA                        |
| Comparable basic skills   | NA                    | NA                        | 100%                  | 100%                      |
| No summer intervention  | NA                    | NA                        | 100%                  | 100%                      |
| First time Freshman   | NA                    | NA                        | 100%                  | 100%                      |
| Still enrolled as of 1/92   | NA                    | NA                        | 91%                   | 81%                       |
| Still enrolled as of 5/92   | 95%                   | NA                        | 78%                   | 66%                       |
| Grade Point Average (fall semester)   | 2.38                  | 2.37                      | 1.83                  | 2.13                      |
| Grade Point Average (spring semester)                                       | 2.17                  | 2.20                      | 2.19                  | 2.43                      |
| On academic probation (spring semester)                                     | 24%                   | 29%                       | 25%                   | 24%                       |
| Passed all courses (fall semester)  | 74%                   | 78%                       | 57%                   | 62%                       |
| Passed all courses (spring semester)  | 69%                   | 63%                       | 70%                   | 57%                       |
| Left college to join the military during the last year                      | 1%                    | NA                        | NA                    | NA                        |
| Left college during past 2 years & status is now unknown                    | NA                    | NA                        | 9%                    | NA                        |
| Currently on Dean's List (GPA - 3.5 or higher)                              | 6%                    | 3%                        | 4%                    | 10%                       |
| Received scholarships   | 6%                    | NA                        | NA                    | NA                        |

\* a selected control group

Source: Higher Ground Program

**\*\*\* Curriculum and Pedagogy \*\*\***  
**Table of Contents**

|  |      |
|--|------|
| Summary .....  | 4-1  |
| Responses to Questions from the Faculty Equity Questionnaire .....   | 4-2  |
| Responses to Questions from the Student Equity Questionnaire .....   | 4-4  |
| Interview with Curriculum and Instruction Council Chair/<br>Academic Senate President - Bonnie Jaros ..... | 4-6  |
| RSC Classroom Research Project .....   | 4-7  |
| RSC Diversity Resource Specialist .....  | 4-9  |
| Seatcount by Subject by Ethnicity .....  | 4-10 |
| RSC Library .....  | 4-12 |
| RSC Grants for Underrepresented Students .....   | 4-15 |
| "Non-Traditional Career" Programs at RSC (Gender) .....  | 4-22 |
| RSC Courses That Include/Address Diversity Theme .....   | 4-23 |
| 1992-93 Staff Development Program .....  | 4-27 |
| RSC Foundation Grants That Address/Include<br>Underrepresented Groups .....                                | 4-29 |
| Faculty Mini-Grants That Address Underrepresented Groups .....   | 4-30 |
| Interview with Dean of Physical Education - Nancy Warren .....   | 4-31 |
| International Business Program .....   | 4-32 |
| RSC's Use of VATEA Funds to Assist Special Populations .....   | 4-33 |

### Sources

- ◆ RSC Resource Development Office
- ◆ Faculty Equity Questionnaire
- ◆ Student Equity Questionnaire
- ◆ Existing statistics and studies:
  - Staff Development Program
  - RSC 1992-1994 Catalog
- ◆ Interviews:
  - Paul Amorino, Director of Occupational Education & Economic Development
  - Mary Anne Anthony, Classroom Research Coordinator & Mathematics Instructor
  - Robert Ash, Chair of Management Department
  - Yolanda Garcia, Librarian & Jean Williams, Library Technician
  - Bonnie Jaros, Curriculum & Instruction Council Chair/Academic Senate President
  - Fran Williams, Diversity Specialist (1991-92) & Human Development Instructor
  - Nancy Warren, Interim Dean of Physical Education

**\*\*\* Curriculum and Pedagogy \*\*\***  
**Summary**

**Questions:**

- ◆ Is RSC curriculum broadened to include multi-cultural and other multiple perspectives?
- ◆ Is classroom pedagogy reflective of the needs of RSC's diverse students?
- ◆ Is college media and literature inclusive of multicultural perspectives?

**Conclusions:**Faculty Equity Study Questionnaire responses

- ◆ Non-minority faculty believe greater efforts have been made to have an inclusive curriculum than do minority faculty (minority was defined here with respect to ethnicity or gender).
- ◆ All Black, Hispanic, and Asian faculty responding agreed with the statement "I am willing to further modify course content in order to include minority and/or non-Western ideas."
- ◆ All Black, Hispanic, and "Other" faculty agreed that all general education courses should include topics and examples related to a variety of ethnic groups and topics and examples in which people from various ethnic groups interact positively.
- ◆ Teachers who have been at RSC longest ( $\geq 20$  years) answered in greater proportions than those with less tenure at RSC that they have continually changed the content of their courses to incorporate ethnic and gender issues.
- ◆ Just over half the faculty responding said that their courses incorporate material acknowledging: 1) women's contributions to their field and 2) societal contributions made by all ethnic groups.
- ◆ Over 60% of the faculty responding said that their courses incorporate multicultural perspectives on issues.

Other Conclusions

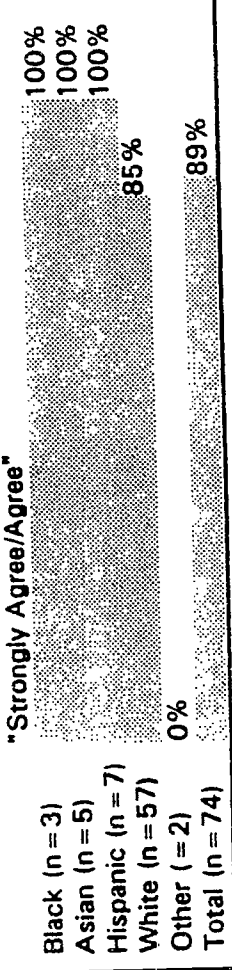
- ◆ Progress in this area at RSC is pervasive and has been great. More work, however, remains to be done.

**Recommendations:**

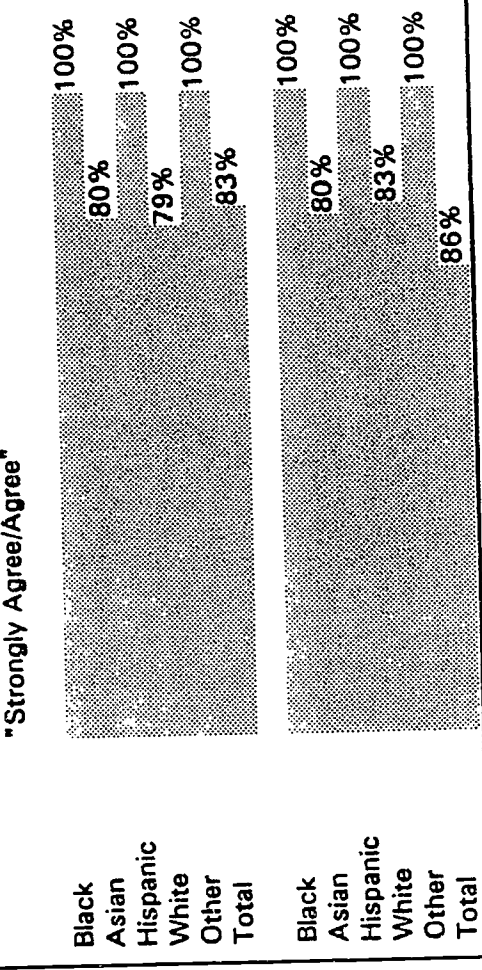
- ◆ Continue to develop staff development and other strategies (such as those of the classroom research project) that encourage all faculty to broaden their curricula and teaching strategies.

### Faculty Equity Questionnaire

I am willing to further modify my course content in order to include minority and/or non-Western ideas. (quest3)



All general education courses should include topics and examples...  
...related to a variety of ethnic groups. (quest14b)

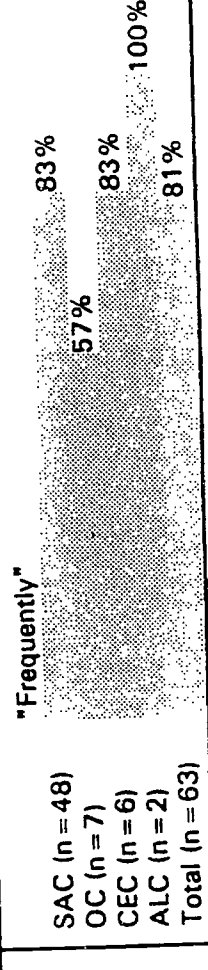


...in which people from various ethnic groups interact positively. (quest14c)

Faculty and staff on this campus are generally act as though they are: willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses. (12d)



My department is receptive to the incorporation of multiple ethnic and gender perspectives material into the curriculum. (39)





| Faculty Equity Questionnaire   |  |
|--|--|
| I have continually changed the content of my course(s) to incorporate ethnic and gender issues. (42)                         | <p>"Frequently"</p> <p>Male (n = 19) 42%</p> <p>Female (n = 32) 75%</p> <p>Total (n = 51) 63%</p>  |
| I have continually changed the content of my course(s) to incorporate ethnic and gender issues. (42)                         | <p>"Frequently"</p> <p>Years at RSC</p> <p>1-5 (n = 14) 63%</p> <p>6-10 (n = 13) 60%</p> <p>11-15 (n = 13) 67%</p> <p>16-20 (n = 23) 59%</p> <p>20+ (n = 12) 71%</p> <p>Total (n = 75) 63%</p> |
| Faculty here generally incorporate into their course curricula: material acknowledging women's societal contributions. (27a) | <p>"Frequently"</p> <p>Male (n = 31) 35%</p> <p>Female (n = 44) 40%</p> <p>Total (n = 75) 38%</p>  |
| Faculty here generally incorporate into their course curricula...  | <p>"Frequently"</p> <p>Total 38%</p> <p>Total 43%</p>  |
| My courses incorporate...  | <p>"Frequently"</p> <p>Total 53%</p>   |
| material acknowledging women's contributions to the field. (28a)   | <p>Total 54%</p>   |
| material acknowledging societal contributions made by all ethnic groups. (28b)   | <p>Total 61%</p>   |
| material acknowledging societal contributions made by all ethnic groups. (28c)   | <p>Total 61%</p>   |
| I would be interested in attending a faculty workshop(s) on issues pertaining to: women. (30b)                               | <p>"Frequently"</p> <p>Male 22%</p> <p>Female 52%</p> <p>Total 41%</p>   |

| Faculty Equity Questionnaire  |              |
|---|--------------|
| I would be interested in attending workshop(s) on issues pertaining to... | "Frequently" |
| ...ethnic minorities. (30a)   | 44%          |
| ...women. (30b)   | 41%          |
| ...people with disabilities. (30c)  | 42%          |
| ...gays and lesbians. (30d)   | 35%          |

| Student Questionnaire  |  |       |     |       |     |          |     |       |     |       |     |       |     |
|--|--|-------|-----|-------|-----|----------|-----|-------|-----|-------|-----|-------|-----|
| The education of students should include course material that addresses the contributions of women and ethnic minorities to the field. (item27)  | <table border="1"> <tr> <td>Black</td> <td>76%</td> </tr> <tr> <td>Asian</td> <td>84%</td> </tr> <tr> <td>Hispanic</td> <td>71%</td> </tr> <tr> <td>White</td> <td>81%</td> </tr> <tr> <td>Other</td> <td>78%</td> </tr> <tr> <td>Total</td> <td>96%</td> </tr> </table> | Black | 76% | Asian | 84% | Hispanic | 71% | White | 81% | Other | 78% | Total | 96% |
| Black  | 76%  |       |     |       |     |          |     |       |     |       |     |       |     |
| Asian  | 84%  |       |     |       |     |          |     |       |     |       |     |       |     |
| Hispanic   | 71%  |       |     |       |     |          |     |       |     |       |     |       |     |
| White  | 81%  |       |     |       |     |          |     |       |     |       |     |       |     |
| Other  | 78%  |       |     |       |     |          |     |       |     |       |     |       |     |
| Total  | 96%  |       |     |       |     |          |     |       |     |       |     |       |     |
| My instructors incorporated into their classes: materials that acknowledge the contributions of people from a variety of ethnic groups. (item46) | <table border="1"> <tr> <td>Black</td> <td>63%</td> </tr> <tr> <td>Asian</td> <td>73%</td> </tr> <tr> <td>Hispanic</td> <td>78%</td> </tr> <tr> <td>White</td> <td>75%</td> </tr> <tr> <td>Other</td> <td>81%</td> </tr> <tr> <td>Total</td> <td>75%</td> </tr> </table> | Black | 63% | Asian | 73% | Hispanic | 78% | White | 75% | Other | 81% | Total | 75% |
| Black  | 63%  |       |     |       |     |          |     |       |     |       |     |       |     |
| Asian  | 73%  |       |     |       |     |          |     |       |     |       |     |       |     |
| Hispanic   | 78%  |       |     |       |     |          |     |       |     |       |     |       |     |
| White  | 75%  |       |     |       |     |          |     |       |     |       |     |       |     |
| Other  | 81%  |       |     |       |     |          |     |       |     |       |     |       |     |
| Total  | 75%  |       |     |       |     |          |     |       |     |       |     |       |     |

**Student Questionnaire**

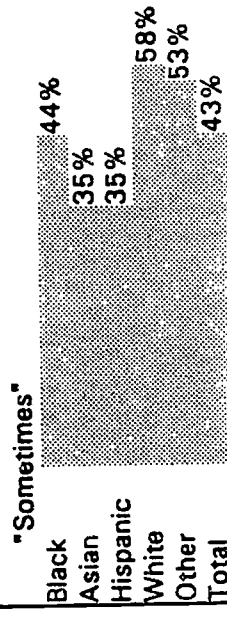
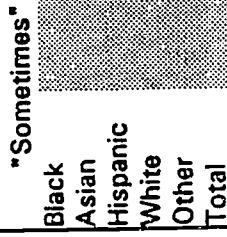
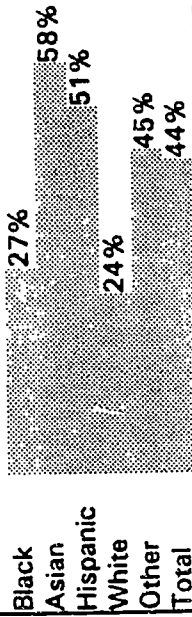
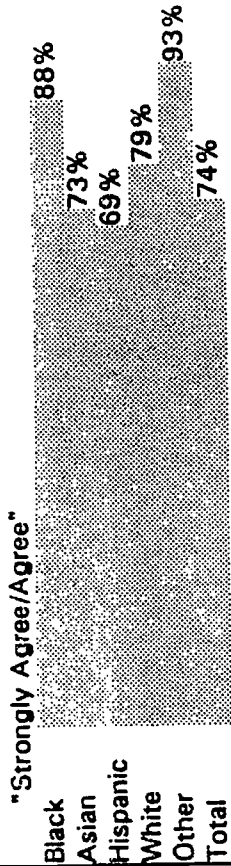
Multiple viewpoints on ethnicity are discussed...

...in various department throughout campus. (item 49)

...with reluctance by instructors and students.  
(item 51)

I interact with my instructors after class or outside of the classroom. (item 83)

I have seen on campus: textbooks in the bookstore written from a variety of racial, ethnic, or cultural viewpoints. (item 129)



## **Interview with Curriculum and Instruction Council Chair/ Academic Senate President - Bonnie Jaros**

**Question:** What is the status of RSC curriculum and the integration of multicultural perspectives?

**Response:** Overall, RSC has made great progress in this area, in advanced compared to most California Community Colleges, but still has work to do.

### **Examples of recent progress:**

- ◆ The A.A. degree includes a cultural breadth requirement (see page 33 of the College Catalog). Students must complete one of many designated courses. RSC was one of the first colleges to implement this requirement, but many colleges have since followed. There is continual discussion in the Curriculum and Instruction Council about which courses may be included to respond to this requirement. World Music was developed this year to be included, and Anthropology 104 (Language and Culture) will be modified soon to add to the list.
- ◆ Of the six new faculty planned to be hired for next year, two are in multicultural fields: History/Ethnic Studies and Music/Ethnic Studies.
- ◆ Ms. Jaros will soon propose to the Curriculum and Instruction Council that three changes be made to course outlines next year; one of those changes will be an added section for a description of how the course addresses multicultural issues.
- ◆ The Academic Senate passed a resolution in August 1992 affirming diversity at RSC and specifically supporting the expansion of Ethnic Studies programs (see Appendix of this report).
- ◆ The Title III Classroom Research project has been greatly responsible for the modification of pedagogies for a diverse student population.
- ◆ The Math and English departments, which comprise approximately one-sixth of delivered curriculum, are the most advanced in this regard. Vocational education program are also responsive to change. Course outlines have been changed to respond to the change in students' basic skills. History and the Social Sciences are changing noticeably, and "older" faculty are just as responsive as new faculty.
- ◆ Ms. Jaros is working on this issue individually as well, "one-on-one" with faculty, and is being successful and well-received.

## RSC Classroom Research Project

Funded by Title III, 1989-1994

RSC's Classroom Research Project, funded as a consortium project with three other local colleges through Title III, is officially titled "Strengthening Institutional Capability to Serve a Diverse Multicultural Student Population through Cooperative Effort." The five year grant began in Fall 1989 and will expire in September 1994. The project has to date included over 60 full- and part-time RSC faculty in on-going activities and has reached many more through "flex" activities, division meetings, and a newsletter.

One of the underlying tenets of the project is that the traditional lecture method of instruction has been shown to be less effective with students from non-European cultures. The project has sponsored workshops to give teachers an understanding of the effects of culture on learning styles and cognitive development, so that they can create more successful learning opportunities for our diverse, multicultural students. Teachers in the project have been encouraged to experiment with alternative instructional delivery systems, such as cooperative learning and computer assisted instruction. "Active learning" is the tenet underlying of all of the activities.

All Classroom Research Projects made frequent use of "Cross-Angelo Classroom Assessments Techniques" (CATs) to assess learning, a means by which the instructor seeks frequent input from her students in such a way as to be inclusive of all students. Students, for example, respond to questions anonymously in writing. Student and teacher assessment of the outcomes of the project include:

- 1) a sense of more inclusiveness and cohesion of the classroom
- 2) greater participation by students of all ethnicities, and, in particular, students uncertain of their skills in oral English.

These points are illustrated in the following quotes from project participants:

"A change I noticed...was that students were friendlier with their classmates. Another change was an increase in the number of students contributing to class discussion...I feel I gained from being in this project by trying to be more diverse in my teaching strategies."

Priscilla Leathers, Nursing

"We have been able to use this simple method to change the environment when necessary and to help students feel that their input is important. In a large class this last is crucial - if students think that what they do in class is valuable - that they are not just numbers - they are much more likely to continue attending. We do seem to have had a higher retention rate this semester than in previous fall semesters."

Judy Othmer & Peggy Patterson, High School Subjects open-entry/open-exit

"I used several Cross-Angelo assessment techniques in my English 102, Literature and Composition (Black Studies) class. Responses from the students provided immediate information (for me) to direct future assignments. Using the assessment as a tool for identifying what the students understood about certain concepts was helpful to them and me...This knowledge was key to the types of assignments given to the students."

Gloria Bailey, Black Studies

Teachers incorporating cooperative learning into their classrooms found that these types of activities benefit our traditionally underrepresented students the most. Students hesitant to speak up before a whole class group do participate fully in small group discussions and gain increased self-esteem as they see their contributions valued by their classmates. These classes also seem to have had particular impact, with respect to appreciating diversity, on the students involved.

"It was a good experience to work with other people especially different nationality."

"Although we look very different there are a lot of things that we have in common."

student comments from Lynda Armbruster's class  
Introduction to Information Systems and Computer Programs

The use of Computer Assisted Instruction in a High School Subjects classroom was also particularly beneficial to our culturally diverse students. Students from cultures where it is not considered acceptable to draw attention to oneself by excelling in the classroom as well as by falling behind found the self-paced and private nature of Computer Assisted Instruction to be an ideal medium. In addition, these students felt they were gaining useful computer skills that will help them in the job market.

Many teachers in the project have had their students keep journals or learning logs. Students whose primary language is not English seemed to especially appreciate the opportunity to express their thoughts, questions, and concerns in writing to the teacher and receive an individual reply.

## Beacon Project

Since Fall 1991, RSC has also been involved in the AACC-funded Beacon Project, coordinated through Rio Hondo College. The Beacon Project was designed to build upon the work of the Title III Consortium, and its goals are:

- ◆ to increase the use of inclusive, pro-diversity curricula and methods across all disciplines and programs
- ◆ to increase the success of students from ALL groups through the contact with faculty and students from backgrounds outside their own.

The Beacon Project at RSC has taken the form of a semester-long series of workshops where teachers plan pro-diversity activities in their classrooms and then discuss the results with each other. The choice of Staff Development credit or stipends through the Classroom Research Project was offered as an incentive to participating teachers. Ten teachers participated in 1992-93.

Source: Mary Anne Anthony, RSC Classroom Research Project Coordinator

## RSC Diversity Resource Specialist

The RSC Diversity Resource Specialist was a full-time district funded position in 1992-93 and provided leadership and expertise in the implementation of the District's Affirmative Action Plan through the development of an environment that supports and encourages success and achievement among all cultural and protected groups.

Activities and services created by the Diversity Resource Specialist included:

- ◆ Brown Bag Series - 7 noon hour staff development workshops that focus on diversity taught by faculty from the different divisions, such as:
  - American Disability Act (ADA) 504
  - Black History Month/King Day
  - Celebrating Women's Leadership
  - Ethnic Religious
  - Halloween/All Saints Day and Other Related Holidays
  - Mexican Independence
  - Preparing Young Children for a Multicultural World
- ◆ Diversity News Note newsletter
- ◆ Celebrating Diversity - ethnic literature exhibits and authors scheduled throughout the school year
- ◆ Acculturation, cultural diversity, intercultural education and multiculturalism bibliography
- ◆ Assist faculty with course outlines for multicultural infusion
- ◆ Contact ethnically diverse speakers for departments on request
- ◆ Help coordinate ethnic activities for special occasions (i.e. Black History Month)
- ◆ Provide or recommend diverse materials for classrooms
- ◆ Attend and recruit ethnic applicants at Job Fairs

In 1993-94, diversity resource responsibilities will be shared by three faculty, each funded by Staff Development for using a portion of their time to fulfill the responsibilities.

Source: Fran Williams, Diversity Resource Specialist

# Seatcount by Subject by Ethnicity - Spring 1993

Fall 1992 White student enrollment = 48%

- \* = 68% or more White enrollment (20 percentage points more than average White enrollment) (12 of 98 subjects)
- \*\* = 28% or less White enrollment (20 percentage points less than average White enrollment) (13 of 98 subjects)

| <u>Subject</u>  | <u>Total #</u> | <u>White %</u> | <u>Black %</u> | <u>Hispanic %</u> | <u>Asian %</u> |
|---|----------------|----------------|----------------|-------------------|----------------|
| Accounting  | 915            | 29             | 2              | 25                | 38             |
| Anthropology  | 352            | 51             | 2              | 19                | 19             |
| ** Apprenticeship-Barbering                           | 32             | 28             | 16             | 34                | 19             |
| Apprenticeship-Carpentry                              | 1,320          | 47             | 5              | 40                | 1              |
| * Apprenticeship-Electrician                          | 191            | 74             | 3              | 16                | 2              |
| Apprenticeship-Maintenance Mechanic                   | 31             | 45             | 3              | 42                | 3              |
| Apprenticeship-Operating Engineers                    | 169            | 62             | 7              | 9                 | 1              |
| * Apprenticeship-Power Lineman                        | 84             | 82             | 10             | 5                 | 0              |
| Apprenticeship-Surveying                              | 141            | 66             | 3              | 26                | 1              |
| Apprenticeship-Tool, Die,<br>Machinist and Mold Maker | 57             | 53             | 0              | 30                | 9              |
| Architecture  | 178            | 41             | 0              | 42                | 13             |
| Art   | 1,248          | 52             | 2              | 25                | 15             |
| Astronomy   | 363            | 48             | 2              | 28                | 17             |
| ** Automotive Technology                              | 271            | 16             | 1              | 35                | 43             |
| Biology   | 2,104          | 36             | 3              | 24                | 28             |
| Business  | 892            | 40             | 4              | 23                | 28             |
| Business Seminar                                      | 1,720          | 45             | 4              | 26                | 13             |
| Catering  | 5              | 40             | 0              | 60                | 0              |
| ** Chemistry  | 419            | 26             | 1              | 17                | 52             |
| Communication   | 177            | 40             | 6              | 42                | 9              |
| Computer Information Systems                          | 2,693          | 41             | 2              | 23                | 29             |
| Computer Science                                      | 3,181          | 37             | 3              | 26                | 27             |
| * Contract Management                                 | 117            | 76             | 5              | 9                 | 4              |
| Cosmetology   | 248            | 30             | 6              | 25                | 28             |
| ** Counseling   | 1,050          | 25             | 4              | 40                | 26             |
| * Court Reporting                                     | 73             | 71             | 4              | 18                | 3              |
| Criminal Justice                                      | 655            | 36             | 5              | 51                | 4              |
| * Criminal Justice Academies                          | 2,004          | 69             | 4              | 15                | 3              |
| Dance   | 372            | 48             | 6              | 33                | 5              |
| Diesel  | 113            | 36             | 2              | 41                | 3              |
| Drafting Technology                                   | 31             | 58             | 0              | 16                | 26             |
| Earth Science   | 254            | 38             | 4              | 38                | 14             |
| Economics   | 440            | 33             | 1              | 16                | 43             |
| Education   | 13             | 69             | 0              | 31                | 0              |
| ** Electronics  | 377            | 19             | 1              | 27                | 48             |
| * Emergency Medical Technician                        | 77             | 69             | 4              | 5                 | 4              |
| Engineering   | 809            | 36             | 1              | 25                | 33             |
| English   | 2,574          | 34             | 4              | 40                | 14             |
| ** English as a Second Language                       | 2,706          | 2              | 0              | 32                | 63             |
| Environmental Studies                                 | 154            | 64             | 8              | 19                | 7              |
| ** Fashion Design Merchandising                       | 161            | 28             | 4              | 28                | 33             |
| * Fire Academy  | 3,560          | 78             | 3              | 11                | 2              |
| * Fire Technology                                     | 1,460          | 72             | 2              | 16                | 2              |
| ** French   | 406            | 18             | 2              | 24                | 52             |



| <u>Subject</u>               | <u>Total #</u> | <u>White %</u> | <u>Black %</u> | <u>Hispanic %</u> | <u>Asian %</u> |
|------------------------------|----------------|----------------|----------------|-------------------|----------------|
| Gemology                     | 44             | 55             | 0              | 11                | 27             |
| Geography                    | 227            | 45             | 2              | 30                | 17             |
| Geology                      | 318            | 67             | 2              | 19                | 6              |
| German                       | 16             | 63             | 6              | 19                | 0              |
| Health Education             | 343            | 48             | 6              | 34                | 7              |
| History                      | 838            | 49             | 4              | 21                | 21             |
| Human Development            | 867            | 44             | 4              | 33                | 8              |
| Humanities                   | 104            | 57             | 3              | 20                | 11             |
| * Insurance                  | 56             | 70             | 4              | 13                | 4              |
| Interdisciplinary Studies    | 316            | 50             | 4              | 34                | 5              |
| Interior Design              | 109            | 64             | 1              | 21                | 6              |
| ** Japanese                  | 11             | 27             | 0              | 0                 | 45             |
| Journalism                   | 60             | 58             | 3              | 20                | 7              |
| Legal Assistant              | 420            | 57             | 5              | 28                | 5              |
| * Library Technology         | 25             | 68             | 0              | 8                 | 20             |
| ** Machine Technology        | 341            | 15             | 0              | 24                | 56             |
| Management                   | 154            | 48             | 5              | 30                | 10             |
| Marketing                    | 90             | 54             | 2              | 23                | 10             |
| Mathematics                  | 6,461          | 34             | 3              | 35                | 23             |
| Medical Assistant            | 290            | 38             | 1              | 32                | 18             |
| Music                        | 1,726          | 42             | 3              | 23                | 25             |
| Nursing-Continuing Education | 32             | 66             | 9              | 9                 | 6              |
| Nursing-Registered           | 1,142          | 61             | 2              | 14                | 10             |
| Nutrition & Food             | 139            | 61             | 2              | 19                | 8              |
| Office Technology            | 2,611          | 32             | 3              | 37                | 24             |
| Pharmacy Technology          | 313            | 33             | 2              | 16                | 43             |
| Philosophy                   | 972            | 47             | 3              | 22                | 23             |
| Photography                  | 171            | 36             | 1              | 33                | 20             |
| PE-Activities                | 812            | 42             | 2              | 26                | 22             |
| PE-Adapted                   | 58             | 57             | 3              | 17                | 7              |
| PE-Aquatics                  | 115            | 37             | 4              | 35                | 17             |
| PE-Fitness                   | 2,016          | 34             | 5              | 46                | 9              |
| PE-Intercollegiate Athletics | 160            | 48             | 9              | 26                | 5              |
| PE-Professional              | 9              | 33             | 0              | 44                | 0              |
| PE-Sports Medicine           | 105            | 49             | 0              | 37                | 3              |
| Physical Science             | 485            | 64             | 1              | 21                | 5              |
| ** Physics                   | 229            | 20             | 1              | 16                | 56             |
| Political Science            | 1,029          | 40             | 3              | 26                | 25             |
| Psychology                   | 759            | 42             | 3              | 32                | 16             |
| Public Works                 | 96             | 66             | 3              | 19                | 5              |
| Quality Assurance            | 230            | 50             | 16             | 14                | 4              |
| ** Reading                   | 862            | 11             | 3              | 38                | 45             |
| Real Estate                  | 258            | 55             | 2              | 20                | 11             |
| * Science                    | 16             | 69             | 0              | 25                | 0              |
| Sociology                    | 454            | 45             | 3              | 24                | 20             |
| Spanish                      | 752            | 42             | 3              | 37                | 13             |
| Special Services             | 583            | 61             | 5              | 23                | 4              |
| Speech Communication         | 1,987          | 32             | 2              | 28                | 33             |
| ** Study Skills              | 522            | 25             | 4              | 34                | 32             |
| Television                   | 188            | 51             | 7              | 23                | 11             |
| Theatre Arts                 | 205            | 61             | 4              | 23                | 4              |
| Travel & Tourism             | 316            | 47             | 1              | 15                | 28             |
| * Water Utility Science      | 62             | 72             | 2              | 14                | 3              |
| Welding                      | 92             | 37             | 9              | 39                | 9              |

# RSC Library

## Introduction

As an integral part of the college's process for the improvement and support of instruction, the Library is intimately involved in the entire educational program. The library staff strives to provide an environment that meets the library needs of all students, staff and community members, and feels it is important to provide a comfortable, inviting users-friendly environment. Aiming to serve the needs of all who enter the library, they try to meet the needs of the gifted, the remedial student, the recent high school graduate, the mature adult, the physically disabled and the limited English speaking student.

## Materials

This past year the Reference Desk has noticed a definite emphasis on multiculturalism/cultural diversity assignments across the curriculum. Students taking english, ESL, speech, human development, nursing, history, business courses etc..., have been requesting assistance with diversity-related research.

In serving student informational needs, the Library tries to make available books, periodicals and non-print materials which serve to enrich the cultural understanding of students and members of the community, as well as resources which broaden the base of communication with students of differing language skills and reading levels.

The acquisition of library materials is driven by curriculum. The library strives, within budgetary restrictions, to develop collections appropriate to the instructional mission of each campus in formats appropriate to the learning levels and styles of individual students. Designated division librarians are assigned to work with individual divisions to ensure that appropriate resources are available to students in the library. Each campus library attempts to meet the needs of the students on the campus it serves, but students are not limited to materials and services on one campus; inter-campus borrowing is available for most circulating items. Library materials (books and pamphlets) are frequently lent from one campus library to another. Since no one library can meet the informational/recreational needs of all its users, the staff also refers students to appropriate neighboring libraries whenever needed.

Our nation's media, specifically the print media as represented by books and periodicals is increasingly reflecting society's current sensitivity to diversity. Today, almost all magazines, journals and newspapers address issues relating to special population groups, multiculturalism and intercultural communication. The library subscribes to over 500 periodical titles most of which address diversity issues. For a subject approach to articles from these publications library users need to utilize a variety of periodical indexes available at the library.

## Periodical Indexes

Art Index

Business Periodicals Index

Chicano Periodicals Index

Chicanos in These Times

Cumulative Index to Nursing & Allied  
Health Literature (CINAHL)

Education Index  
 Expanded Academic Index CD-ROM  
 General Science Index  
 Humanities Index  
 Index to Periodicals By and About Blacks  
 Index to Periodicals By and About Negroes  
 Los Angeles Times Index

Magazine Articles Summaries CD-ROM  
 National Geographic Index  
 New York Times Index  
 Orange County Register CD-ROM  
 Psychological Abstracts  
 Readers' Guide to Periodical Literature  
 Sage Family Studies Abstract  
 Social Science Index  
 Women's Studies Abstract

The library owns some periodicals which have been published for or address these special interest groups. The following list reflects current RSC periodical subscriptions that target or focus on special population groups:

**Ethnic Interests -- African Americans**

American Visions  
 Black Enterprise  
 Black Scholar  
 Ebony  
 Essence  
 Jet

**Ethnic Interests -- Asian**

Amerasian Journal  
 AsianWeek  
 Beijing Review

**Ethnic Interests -- Chicano/Latino**

Americas  
 Americas (Spanish)  
 Americas Review  
 Aztlan  
 Hispanic  
 Hispanic Business  
 Hispanic Outlook In Higher Education  
 Latino Studies Journal  
 Saguaro  
 TQS News

**Ethnic Interests -- Vietnamese**

Hon Viet  
 Nguoi Viet Daily New  
 Tien Phong  
 Van Magazine

**Gerontology & Geriatrics**

Aging  
 Gerontologist  
 Modern Maturity  
 New Choices

**Religions & Theology**

America  
 Christian Century  
 Christianity Today  
 Commonweal

**Women's Interests**

Essence  
 Feminist Studies  
 Good Housekeeping  
 Ladies Home Journal  
 Mademoiselle  
 McCall's  
 MS.  
 New Directions For Women  
 Signs  
 WFS Quarterly  
 Women's Sports & Fitness  
 Women's Studies Quarterly  
 Working Mother  
 Working Woman

**Newspapers**

LA Opinion (Spanish Language)  
 Los Angeles Sentinel (Afro-American)

The online catalog provides book, audiovisual material and pamphlet information. Users approaching the online catalog may search for items by title, title keyword, author, subject and subject keyword. The title keyword and subject keyword features of the catalog provide

the searcher with greater chances of locating the items he wants. It should be noted that the subject terminology used by libraries for their catalogs is "controlled"; this means that the subject headings used may not be the ones a user first thinks of, and this may pose some initial inconveniences which are cleared when the user interacts with a librarian for clarification and direction.

### Displays

The library works jointly with faculty, departments and students clubs and organizations to set up quality displays and exhibits. The themes of the displays have varied and have covered many topics of interest. Diversity-related displays have been set up in cooperation with student associations such as International Student Club, Black Student Union, Tribes and Mecha, as well as with the Diversity Resource Specialist.

They have also featured two major programs:

- ◆ a book fair sponsored by the Mexican government through the Mexican Consulate to which teachers from local school districts were invited to attend, and
- ◆ planned in conjunction with the District's Diversity Resource Specialist, the library hosted an Ethnic Literature Exhibit of materials and resources owned by RSC and local public libraries.

### Wheelchair access to library

The library has exterior automatic doors to enable easy access and exit for our disabled student population. Although the online catalog as well as the CD-ROM periodical indexes are wheelchair accessible, there are still some restrictions that limit the mobility of some students. The following recommendations for improvement of internal accessibility of disabled student access need to be addressed:

- ◆ internal doors of the library are very heavy and are difficult to open,
- ◆ accessibility to restrooms, lavatories, and water fountains for disabled is poor,
- ◆ video/audio media stations need to be wheelchair accessible,
- ◆ library needs improved modifications to accommodate people with reduced fine-motor coordination, and
- ◆ greater space between shelves and furniture needs to be provided to allow unobstructed passage of wheelchairs.

## Summary of RSC Grants for Underrepresented Students (1989-1993)

| (Competitive Grants) Program Name   | Funding Amount | Funding Source                         |
|---|----------------|--|
| <p><u>ABE/OTAN Resource Center</u><br/>Funds support the coordination of over 200 staff development workshops and operation of an ESL/ABE instructional resource center open to all providers in our region. (1989-1994)</p>  | \$ 44,700      | California Department of Education     |
| <p><u>Adult Basic Education</u><br/>This on-going Federal grant program provides supplemented funds for our ABE/ESL instructional programs. We use the funds for instructional assistants, instructional materials, curriculum development and staff development. A major emphasis of this grant is educationally disadvantaged adults and the learning gains demonstrated by such adults. (on-going)</p>   | \$ 698,706     | California Department of Education     |
| <p><u>Allocation for Learning Disabled Students</u><br/>This allocation was specifically for services, particularly assessment and verification of students with learning disabilities at the Santa Ana Campus and CEC. This assessment was done by all community colleges to identify and verify learning disabilities. (1989 - 1990)</p>  | \$ 24,775      | Chancellor's Office                    |
| <p><u>Career Advancement Transition Training Project</u><br/>This project funded program development and articulation for an "exceptionality/transitional services" option that was put into place by the Disabled Student Services Program. (1989-1992)</p>  | \$ 4,650       | CSULB/U.S. Department of Education     |
| <p><u>Career Beginnings</u><br/>Provided comprehensive support services to assist high school students at-risk of dropping out. Program activities encouraged students to complete school and make productive after-graduation plans. Services included educational workshops and activities, mentors, counseling and summer jobs. It was the philosophy of Career Beginnings that if a student was educated chances for meaningful employment increased which in turn would improve the lives of the families and the community. (1986-1990)</p> | \$ 178,741     | Brandeis University/<br>PEW Foundation |
| <p><u>Career Beginnings - Santa Ana Block Grant</u><br/>During the year 1992/93, 91.4% of the Career Beginnings students have chosen to go on to college. This is an extraordinarily high number when compared to the average high school class which is usually 35% to 50% of all students. (1991-1993)</p>  | \$ 15,000      | City of Santa Ana                      |

| (Competitive Grants) Program Name   | Funding Amount | Funding Source  |
|---|----------------|---|
| <p><u>Child Development State Preschool - OALC</u><br/> This program provides a half-day pre-school program for three and four year olds from low-income families, especially families with special needs, such as limited English speaking ability. This program will be offered at the Rancho Orange Child Development Center and is available to children of students at the Orange Adult Learning Center and other community children. (1992-1993)</p>  | \$ 163,000     | California Department of Education                      |
| <p><u>Child Development Training Consortium</u><br/> Provides reimbursement for tuition, fees and books to RSC students planning to become child development teachers. Provides instruction for special coursework required by this population. These funds allow us to offer new coursework in a bilingual Spanish/English mode to meet the special needs of the participants. (1989-1993)</p>   | \$ 30,400      | Yosemite Community College District/Chancellor's Office |
| <p><u>Cooperative Demonstration Project (Dropout Prevention Phase II, STAR Program)</u><br/> The STAR project targeted 17-year-old high school students one or more years behind their entry class and identified at high-risk students for dropping out. The project involved a proven dropout prevention program in which students were evaluated and placed in English literacy, GED and high school diploma classes in an alternative educational setting which fostered improved student success. Students also received concurrent vocational skills training, part-time job placement and pre-employment work maturity skills instruction. (1989-1992)</p> | \$ 686,243     | U.S. Department of Education                            |
| <p><u>CSULB Transition Training</u><br/> This was a project to develop curriculum, for a paraprofessional career ladder in transitional services which would articulate with CSULB BS degree in vocational education. The need for this project was a direct result of the "mainstreaming" of special needs students. The goal was to increase the potential of students with disabilities able to enter the workforce. (1989-1990)</p>   | \$ 1,500       | California State University, Long Beach                 |
| <p><u>Curriculum Based Vocational Assessment Project</u><br/> Team members became trained in Curriculum Based Vocational Assessment designed to be used with students who have disabilities. Training helped RSC faculty and staff determine needed academic adjustments for disabled students in vocational programs. Survey of vocational classes was conducted to determine course instructional methods and evaluation methods and criteria. (1991-1992)</p>  | \$ 1,600       | Colorado State University/ U.S. Department of Education |

| (Competitive Grants) Program Name   | Funding Amount | Funding Source                         |
|---|----------------|--|
| <p><u>Fund for Instructional Improvement (FII) - Auto/Diesel Dictionary</u><br/> This project responds to students with educational disadvantages by addressing the language obstacles they encounter in automotive and diesel technology classes at RSC. The majority of students enrolled speak English as a second language. An auto/diesel dictionary is in the process of being translated from English to Vietnamese. (1992-1993)</p>   | \$ 14,000      | Chancellor's Office                    |
| <p><u>Fund for instructional Improvement (FII) - CNC Laboratory Improvement</u><br/> This grant addresses the special learning needs of students with educational disadvantages. An effective means of presenting complicated, technical materials to students with limited English skills is being developed. (1992-1993)</p>  | \$ 13,800      | Chancellor's Office                    |
| <p><u>Fund for Instructional improvement (FII) - Logic: An Interdisciplinary Approach</u><br/> Electronics and philosophy instructors worked together to develop a computer-based logic course that shows the relationship between humanities and technology by integrating materials from the two disciplines. The outcome of this project was an interdisciplinary, computer based logic course that was culture and gender bias free. (1991-1992)</p>  | \$ 14,993      | Chancellor's Office                    |
| <p><u>Fund for Instructional Improvement (FII) - Staff Development and Student Success: Evaluating the Link</u><br/> RSC in cooperation with four other southern California community colleges developed an evaluation model that will enable colleges to define and measure the impact of these programs on teaching, student success, and student learning. This survey will help ascertain data on all students but a special emphasis will be on underrepresented students. (1992-1993)</p> | \$ 60,000      | Chancellor's Office                    |
| <p><u>Higher Ground Program</u><br/> Higher Ground is a career-focused retention program designed for low-income minority students. It consists primarily of specialized counseling, summer employment, pre-freshman orientation, facilitated group study and assigning a peer or faculty mentor to each student. (1991-1993)</p>   | \$ 120,000     | Brandeis University/<br>PEW Foundation |
| <p><u>Middle College High School Evaluation</u><br/> Rancho Santiago Research Center serves as the state evaluator for the California Community College Chancellor's Office for two state-funded Middle College High Schools, one at L.A. Southwest College and one at Contra Costa College. The purpose of the MCHS is to provide an alternative high school program for students at-risk of dropping out, and by doing so, reduce the drop-out rate of these students. (1990-1993)</p>        | \$ 45,000      | Chancellor's Office                    |

| <b>(Competitive Grants) Program Name</b>  | <b>Funding Amount</b> | <b>Funding Source</b>  |
|---|-----------------------|--|
| <p><b><u>Mobile Higher Education Consortium</u></b><br/>           The goal of the MHEC was to provide information to prospective students about the value of higher education and opportunities at participating colleges. Efforts were concentrated in the Hispanic communities of Orange County and the intent was to increase minority enrollments in higher education. The project represented five higher education college/university consortium members. (1988-1990)</p>  | \$ 76,539             | Six Member Consortium  |
| <p><b><u>Networks</u></b><br/>           Rancho Santiago College and the City of Santa Ana have been chosen to join 15 other cities across the nation as a site for the National Center for Urban Partnerships (NCUP). Under this initiative, entitled Networks, the college, the City of Santa Ana, Santa Ana Unified School District, University of California, Irvine and California State University, Fullerton will develop strategies to greatly improve the educational success of the many disadvantaged and at-risk students in K-16 in Santa Ana. This is expected to be a multi-year grant. (on-going)</p> | \$ 175,000            | Ford Foundation through the Research Foundation of the City University of New York |
| <p><b><u>Project Eclosion</u></b><br/>           RSC has been very successful in working along with local school districts and Chapman University in creating a career ladder program for future Latino teachers. Overall students are excelling in academics towards university transfer. (1991-1993)</p>  | \$ 30,000             | Chapman University/<br>Philip Morris, Inc.   |
| <p><b><u>Scholarships for Disadvantaged Students Program</u></b><br/>           Provided scholarships to ten nursing students who were on financial aid, had over \$1,000 in designated "unmet" needs and at least one semester away from graduation. They received \$439 each. In most cases this enabled these students to stay in the nursing program. (1991-1992)</p>   | \$ 4,831              | U.S. Department of Health & Human Services   |
| <p><b><u>SLIAG</u></b><br/>           Because Amnesty educational requirements have been incorporated into existing curriculum, these funds extend support to the overall continuing education programs. (ends 1993)</p>  | \$ 6,502,408          | California Department of Education/<br>Chancellor's Office                         |
| <p><b><u>Statewide 2+2+2 Articulated Career Education Evaluation</u></b><br/>           The Rancho Santiago College Research Center served as the state's external evaluator for the California Community College Chancellor's Office for 28 state-funded 2+2+2 projects. The project was evaluated for its effectiveness in recruiting underrepresented students for teacher education programs. (1988-1991)</p>   | \$ 110,500            | Chancellor's Office  |



| (Competitive Grants) Program Name  | Funding Amount      | Funding Source               |
|--|---------------------|------------------------------|
| <p><u>Title III Consortium</u><br/>RSC is in a consortium with Rio Hondo, Cerritos, and Mt. SAC colleges. Activities at RSC included training full-time teachers in the use of classroom assessment techniques and the experimentation in class of alternative delivery systems, such as co-operative learning, CAI, the use of learning logs, and other projects. The purpose of the grant is to cooperatively address the special learning styles of non-traditional students. The project focuses on "learning" more specifically helping instructors understand how to teach diverse learners. (1989-1994)</p> | \$ 398,125          | U.S. Department of Education |
| <p><u>Tomorrow's Teachers 2+2+2</u><br/>This was an articulation and outreach project to recruit underrepresented students to become future teachers. High school students and elementary instructional assistants were targeted. These students were provided with special services to increase their success in college. (1989-1992)</p>   | \$ 74,712           | Chancellor's Office          |
| <b>TOTAL Competitive Grants</b>  | <b>\$ 9,891,523</b> |                              |

| (Entitlement Grants) Program Name   | Funding Amount | Funding Source      |
|---|----------------|---------------------|
| <p><u>CARE Program</u><br/>This program combines a strong support program for single parents currently funded through VEA, and existing child care reimbursement programs. (VEA and GAIN) active this program year, and a district-wide EOPS program which is involved in all aspects of recruitment, enrollment, and retention as related to the financially disadvantaged student. These existing programs will work with the Department of Social Services to create a referral and feed back process that will maximize the progress single parent students can make from welfare dependency to economic self-sufficiency. (on-going)</p> | \$ 159,592     | Chancellor's Office |
| <p><u>Disabled Student Programs and Services (DSP&amp;S)</u><br/>The Disabled Student Programs and Services (DSP&amp;S) offers opportunities for equal access to education for students with physical, communicative and learning disabilities, and acquired brain injuries. RSC's DSP&amp;S Program was selected as one of the top six programs in the state. Starting in 1992/93 students with psychological disabilities will be served. (on-going)</p>  | \$ 2,025,889   | Chancellor's Office |
| <p><u>Extended Opportunities Program (EOPS)</u><br/>A state funded program to serve underrepresented students. At RSC this means serving primarily Hispanic, Black, Native Americans and a large number of Asians, due to language deficiency. (on-going)</p>   | \$ 1,711,670   | Chancellor's Office |

| (Entitlement Grants) Program Name  | Funding Amount     | Funding Source               |
|--|--------------------|------------------------------|
| <p><u>High Tech Center Allocation - Base Allocation (DSP&amp;S)</u><br/>           The DSP&amp;S Tech Center provides adapted computer access to students with physical disabilities, learning disabilities and acquired brain injuries. (on-going)</p>  | \$ 29,523          | Chancellor's Office          |
| <p><u>Job Development, Training &amp; Placement Program for the Disabled (Workability III)</u><br/>           Workability provides assistance to students with disabilities in obtaining employment. Services include: assessment, career exploration class, counseling, job placement and follow-up. This program has provided services for students for eight years. It is anticipated that funding will continue. (on-going)</p>  | \$ 164,425         | Department of Rehabilitation |
| <p><u>Matriculation</u><br/>           The purpose of matriculation funds is to assist all credit students in meeting their individual educational goals through the coordination and integration of admissions, orientation, skills assessment, advisement, student follow-up, coordination and training and research. Because of the diverse population at RSC, each component implements activities, such as ESL assessment and financial aid information, to support special student groups. (on-going)</p>              | \$ 3,752,326       | Chancellor's Office          |
| <p><u>Veterans Education Outreach Program</u><br/>           Funds from this program are used to establish services for veterans in areas such as outreach, recruitment, comprehensive counseling, tutorial, special education and dissemination of information. The emphasis for 1992/93 is on veterans with "educational disadvantages" and veterans with handicaps. Because of the Higher Education Reauthorization Act of 1992, these funds are no longer available through the Department of Education. (ends 1993)</p> | \$ 44,944          | U.S. Department of Education |
| <b>TOTAL Entitlement Grants</b>  | <b>\$7,888,369</b> |                              |

| (Financial Aid) Program Name  | Funding Amount      | Funding Source               |
|---|---------------------|------------------------------|
| <u>Board of Financial Assistance Program</u><br>Funds allocated to the college for the administration of the Board of Governor's Grant program. These state funds provide personnel to process the BOGG. (on-going)   | \$ 92,006           | Chancellor's Office          |
| <u>College Work Study</u><br>Provides jobs to earn money for college. Generally, students must be enrolled at least half-time. The amount of award based on need. (on-going)  | \$ 1,066,678        | U.S. Department of Education |
| <u>Pell Grant</u><br>Grant program available to undergraduates who have not received their first bachelors degree. The amount the student receives will depend on his/her eligibility as determined by the "Pell Formula". The Pell Grant is the primary source of financial aid for RSC students. (on-going) | \$ 4,581,143        | U.S. Department of Education |
| <u>Pell Grant - Administrative Allowance</u><br>Funds are allocated to the college for the administration of the Pell Grant program. (on-going)   | \$ 27,060           | U.S. Department of Education |
| <u>Perkins Loan</u><br>Loans are provided to students at low interest rate. Generally, students must be enrolled at least half-time. The amount of the award is based on need. (on-going)   | \$ 287,170          | U.S. Department of Education |
| <u>Supplemental Education Opportunity Grant</u><br>Students are able to use grants to underwrite the cost of education. This grant program is available to undergraduates only. Generally students must be enrolled at least half-time. The amount of the award is based on need. (on-going)                  | \$ 716,778          | U.S. Department of Education |
| <b>TOTAL Financial Aid Grants</b>   | <b>\$ 6,770,835</b> |                              |

## "Non-Traditional Career" Programs at RSC (Gender)

Non-traditional careers are occupations that have historically been dominated by members of the opposite sex. RSC New Horizons staff provides academic support to students enrolled in subjects nontraditional for their gender highlighting the tutorial and counseling services. New Horizons also encourages students to enroll in these programs. These efforts are supported by VATEA gender equity funding. Below is a list of majors that have been identified as having less than 20% enrollment from the non-dominated gender:

| Instructional Program    | % Gender Balance<br>(Gender Imbalance)<br>1991-92 | % Gender Balance<br>(Gender Imbalance)<br>1990-91 | % Gender Balance<br>(Gender Imbalance)<br>1989-90 |
|--------------------------|---|---|---|
| Credit Management        | 20% (M)   | 14% (M)   | 17% (M)   |
| Engineering/Design       | 7% (F)  | 7% (F)  | 15% (F)   |
| Electronics              | 9% (F)  | 9% (F)  | 10% (F)   |
| Tool & Machine Design    | 0% (F)  | 0% (F)  | 13% (F)   |
| Diesel Technology        | 2% (F)  | 3% (F)  | 4% (F)  |
| Auto Technology          | 3% (F)  | 3% (F)  | 3% (F)  |
| Drafting Technology      | 13% (F)   | 15% (F)   | 15% (F)   |
| Food & Nutrition         | 18% (M)   | 20% (M)   | 18% (M)   |
| Quality Assurance        | 17% (F)   | *   | 17% (F)   |
| Machine Tool/Machining   | 3% (F)  | 5% (F)  | 7% (F)  |
| Welding & Cutting        | 2% (F)  | 6% (F)  | 8% (F)  |
| Construction Inspection  | 6% (F)  | 8% (F)  | 12% (F)   |
| Surveying                | 15% (F)   | 17% (F)   | 12% (F)   |
| Water Utility Science    | 6% (F)  | 7% (F)  | 8% (F)  |
| Nursing RN               | 17% (M)   | 16% (M)   | 16% (M)   |
| Medical Assistant/Office | 15% (M)   | 11% (M)   | 9% (M)  |
| Occupation Home          | 5% (M)  | 12% (M)   | 9% (M)  |
| Child Development        | 9% (M)  | 10% (M)   | 9% (M)  |
| Library Technology       | 9% (M)  | 13% (M)   | *   |
| Legal Assistant          | 17% (M)   | 20% (M)   | 17% (M)   |
| Office Technology        | *   | *   | 17% (M)   |
| Criminal Justice         | *   | 18% (F)   | 15% (F)   |
| Education Aide           | 16% (M)   | 10% (M)   | *   |
| Fire Technology          | 5% (F)  | 7% (F)  | 7% (F)  |
| Cosmetology              | 11% (M)   | 12% (M)   | 11% (M)   |

\* More than 20% enrollment of non-dominated gender.

Source: Occupational Education and Economic Development

## RSC Courses That Include/Address Diversity Themes

(275 out of 2500 courses, 11%)

- ANTH 100 - Introduction to Cultural Anthropology  
ANTH 103 - Introduction to Archeology  
ANTH 104 - Language and Culture  
ANTH 105 - Ancient Mesoamerican Civilization  
ANTH 125 - Native Americans in the U.S.  
ANTH 126 - Native American Rock Art
- ARCH 101 - Introduction to Architecture
- ART 054 - Primitive Pottery Techniques: Basic Level  
ART 098A - Intro. to Chinese Painting  
ART 101 - Survey of Western Art History  
ART 102 - Western Art History  
ART 103 - African Art History  
ART 104 - Mexican & Chicano Art History  
ART 105 - History of Modern Art  
ART 106 - Asian Art History  
ART 107 - Intro. to American Folk Art  
ART 108 - Contemporary Art History  
ART 175A - Intro. to Lettering & Calligraphy  
ART 175C - Lettering & Calligraphy-Italics  
ART 198 - Primitivism: Affinity of the Tribal and the Modern  
ART 198 - Films of Modern Art  
ART 198 - Concepts of Postmodernism  
ART 198 - Primitivism and Modern Art  
ART 200 - Women in the Arts  
ART 201 - The Concert, Gallery, and Theatre Experience
- BUS 125 - International Business  
BUS 126 - International Marketing  
BUS 155 - International Business Law  
BUS 175 - Fundamentals of Import-Export  
BUS 176 - International Banking/Finance  
BUS 177 - U.S. Customs, Duties, and Harmonized System  
BUS 178 - Export Licensing & Regulations  
BUS 179 - Import & Export Problem Solving
- BUSS 019 - Diversity in the Workforce  
BUSS 035 - Pronunciation Skills for Non-Native Speakers
- BUSS 037 - Differing Perceptions in the Workplace  
BUSS 048 - Cross-cultural Communication
- CATR 135 - Catering Gourmet and International Foods
- CJ 097 - Gangs/Child Abuse  
CJ 098 - Issues for Women in Law Enforcement  
CJ N25 - Satanic Cults & Law Enforcement
- CNSL 105 - Orientation for International Students  
CNSL N98 - Foreign Transcript Evaluation and Employment Opportunities
- COMM 101 - Television and Society: A Visual History  
COMM 123 - History of Film from 1945 to Present  
COMM 204H - Mediated Culture: Media's Influence on Modern Society
- DNCE 010 - Beginning Mexican Folk Dance  
DNCE 011 - Intermediate Mexican Folk Dance  
DNCE 100 - Dance History & Appreciation  
DNCE 101 - The Concert, Gallery & Theatre Experience  
DNCE 112 - Ethnic Dance  
DNCE 200 - Women in the Arts
- EDUC 052 - The Teacher Assistant
- ENGL 104 - Language and Culture  
ENGL 231 - Survey of English Literature  
ENGL 232 - Survey of English Literature  
ENGL 233A,B,C,D - Shakespeare's Theatre  
ENGL 241 - Survey of American Literature  
ENGL 242 - Survey of American Literature  
ENGL 243 - The Modern American Novel  
ENGL 245 - The Image of African-Americans in Literature and Films  
ENGL 271 - Survey of World Literature  
ENGL 272 - Survey of World Literature  
ENGL 278 - Survey of Literature by Women  
ESL 090 - Spelling for Non-Natives

ESL 091 - Practical Use of Articles & Nouns  
ESL 092 - Practical Use of Gerunds and Infinitives  
ESL 093 - Practical Use of Prepositions and Two-Word Verbs  
ESL 094 - Idioms of American English  
ESL 095 - Vocabulary Development Through Word Forms  
ESL 096 - Punctuation for Non-Natives  
ESL 097 - Connecting & Combining Sentences  
ESL 099 - Practical Use of Verbs  
ESL 105 - American English I  
ESL 107 - American English II  
ESL 109 - American English III  
ESL 110 - American English IV  
ESL 112 - Critical Reading and Discussion  
ESL 113 - Research Methods for Non-Natives  
ESL N09A,B,C,D - ESL Laboratory

F-AC 005 - Management Issues Involving Female Firefighters

FDM 058A - Decorative Sewing: Beading  
FDM 058D - Decorative Sewing: Fabric Printing

FREN 098 - Topics  
FREN 101 - Elementary French I  
FREN 102 - Elementary French II  
FREN 195 - Adv. Conversational French  
FREN 198 - Topics  
FREN 201 - Intermediate French I  
FREN 201H - Honors Intermediate French I  
FREN 202 - Intermediate French II  
FREN 202H - Honors Intermediate French II  
FREN N09A,B,C,D - Language Laboratory  
FREN N75A - Elementary Conversational French I  
FREN N75B - Elementary Conversational French II  
FREN N85 - Intermediate Conversational French  
FREN N98 - Topics

GEOG 100 - World Geography  
GEOL 228 - Intro. to Historical Geology

GER 098,198 - Topics  
GER 199 - Independent Study

GER N75A - Elementary Conversational German I  
GER N75B - Elementary Conversational German II  
GER N85 - Intermediate Conversational German  
GER 098 - Topics

HIST 101 - The West & the World to 1560  
HIST 101H - Honors Western Civilization to 1560  
HIST 102 - The West & the World since 1560  
HIST 102H - Honors West and the World since 1560  
HIST 105 - Ancient Mesoamerican Civilization  
HIST 108 - Twentieth Century Europe  
HIST 115 - History of Russia  
HIST 118 - Social and Cultural History of the United States  
HIST 118H - Honors Social and Cultural History of the United States  
HIST 120 - The United States to 1865  
HIST 120H - Honors The United States to 1865  
HIST 121 - The United States since 1865  
HIST 121H - Honors The United States since 1865  
HIST 122 - American History-Dynamics of Change  
HIST 123 - History of Black People in the United States  
HIST 124 - Mexican-American History in the United States  
HIST 125 - Native Americans in the United States  
HIST 127 - Women in United States  
HIST 128 - America and the Quest for Global Reform  
HIST 133 - History of California  
HIST 146 - Black People in 20th Century America  
HIST 150 - Latin American Civilization to Independence  
HIST 151 - Modern Latin American Civilization  
HIST 153 - History of Mexico  
HIST 160 - Asian Civilization to 1700  
HIST 161 - Asian Civilization since 1700  
HIST 198 - "American Century," United States from 1945-2000

HU-D 098 - Seminar on Early Childhood  
HU-D 221 - Children in a Multicultural  
Setting

HUM 101 - Introduction to Women's  
Studies  
HUM 102 - Women in America: Work,  
Family, & Self  
HUM 201 - Contemporary Women's Issues

ID 135 - History and Styles in Furnishing

IDS 120 - Conflict Resolution & Negotiation  
IDS 128 - America & the Quest for Global  
Reform

IDS 154 - Mexican Civilization  
IDS 155 - Human Sexuality  
IDS 160 - Seasons of Life-Life Span  
Development  
IDS 198 - Conflict Resolution &  
Negotiation  
IDS 201 - Seminar: America and the Quest  
for Global Reform  
IDS 204H - Honors Mediated Culture:  
Media's Influence on Modern Society

ITAL 098 - Topics  
ITAL 101 - Elementary Italian I  
ITAL 102 - Elementary Italian II  
ITAL 195 - Advanced Conversational Italian  
ITAL 198 - Topics  
ITAL N75A - Elementary Conversational  
Italian I  
ITAL N75B - Elementary Conversational  
Italian II  
ITAL N85 - Intermediate Conversational  
Italian  
ITAL N98 - Topics

JAPN 098,198 - Topics  
JAPN N75A - Elementary Conversational  
Japanese I  
JAPN N75B - Elementary Conversational  
Japanese II  
JAPN N85 - Intermediate Conversational  
Japanese  
JAPN N98 - Topics

MUS 102 - World Music  
MUS 103 - Jazz in America  
MUS 200 - Women in the Arts

MUS 201 - The Concert, Gallery and  
Theatre Experience  
MUS 211 - Music History and Literature

N-CE 155 - Human Sexuality  
N-CE 160 - Seasons of Life-Life Span  
Development  
N-CE 225 - Children in a Multicultural  
Setting

OFFC 052 - Spanish Bilingual Office Skills  
OFFC 053 - Spanish Bilingual Interpreting-  
General Offices and Legal Profession  
OFFC 054 - Spanish Bilingual Word  
Processing

PEFI 165A&B - Fitness for Mature Citizens-  
Beginning  
PEFI 166 - Fitness for Mature Citizens-  
Intermediate  
PEFI 167 - Fitness for Mature Citizens-  
Advanced

PHIL 112 - World Religions  
PHIL 118 - History of Philosophy

POLT 201 - Intro. to Comparative Politics  
POLT 220 - International Politics  
PSYC 106 - Psychology of Women  
PSYC 140 - Psychology of Adulthood &  
Aging

SOC 240 - Introduction to Social  
Psychology

SPAN 098 - Topics  
SPAN 101 - Elementary Spanish I  
SPAN 102 - Elementary Spanish II  
SPAN 195A - Adv. Conversational Spanish  
SPAN 195B - Adv. Conversational Spanish  
SPAN 198 - Topics  
SPAN 201 - Intermediate Spanish  
SPAN 201H - Honors Intermediate Spanish  
SPAN 202 - Intermediate Spanish II  
SPAN 202H - Intermediate Spanish II (H)  
SPAN N09A,B,C,D - Language Laboratory  
SPAN N10B - Language Laboratory  
SPAN N51 - Spanish for Publish Personnel  
SPAN N75A - Elementary Conversational  
Spanish I  
SPAN N75B - Element y Conversational  
Spanish II

SPAN N85 - Intermediate Conversational Spanish  
SPAN N98 - Topics

SPCH 096 - Listening Skills for Non-Native Speakers  
SPCH 097 - Conversational English  
SPCH 098 - American Sign Language: Fingerspelling  
SPCH 103 - Intro. to Intercultural Communication  
SPCH 103H - Honors Introduction to Intercultural Communication  
SPCH 105 - Business Communication  
SPCH 110 - Beginning Communication with the Deaf  
SPCH 111A - Intermediate Communication with the Deaf  
SPCH 111B - Advanced/Intermediate Communication with the Deaf  
SPCH N50 - Pronunciation Skills Laboratory  
SPCH N51 - Speech & Language Development  
SPCH N52 - Pronunciation Skills for Non-Native Speakers  
SPCH N53 - Advanced Pronunciation for Non-Native Speakers  
SPCH N98 - Accent Reduction

SPEC 098 - Topics  
SPEC 110 - Beginning Communication with the Deaf  
SPEC 111A - Intermediate Communication with the Deaf  
SPEC 111B - Advanced/Intermediate Communication with the Deaf  
SPEC 112 - Adv. Communication with the Deaf  
SPEC 113 - Beginning Interpreting for the Deaf  
SPEC 116 - Perspective on Deafness  
SPEC 198 - Topics  
SPEC 205 - Exceptionality and Special Needs in Human Development  
SPEC 206 - Introduction to Transition Services  
SPEC N50A - English for the Hearing Impaired  
SPEC N50B - English for the Hearing Impaired

SPEC N53 - Lipreading and Aural Rehabilitation  
SPEC N62 - Assessment of Learning Potential  
SPEC N63 - Advances in Learning Potential  
SPEC N70A - Advances in Self-Adjustment  
SPEC N70B - Advances in Self-Adjustment  
SPEC N71A - Advances in Thinking Skills  
SPEC N71B - Advances in Thinking Skills  
SPEC N82A - Advances in Career Development  
SPEC N82B - Advances in Career Development  
SPEC N83 - Career Exploration  
SPEC N90 - Adapted Computer Lab  
SPEC N91 - Adapted Computer: Learning Skills  
SPEC N92 - Adapted Computer Instruction  
SPEC N98 - Adapted Choral Music Skills  
SPEC N98 - Intermediate Signing for Families with a Deaf Child  
SPEC N98 - Learning Strategies  
SPEC N98 - Beginning Signing for Families with a Deaf Child  
SPEC N98 - Topics

THEA 200 - Women in the Arts  
THEA 201A,B,C,& D - Shakespeare's Theatre  
THEA 212 - Workshop in Shakespearean Acting

TRVL 137 - Destination Geography: Pacific, Africa, Asia, Central and South America  
TRVL 138 - Destination Geography: Europe and North America

VIET 098 - Topics  
VIET 195 - Advanced Conversational Vietnamese  
VIET 198 - Topics  
VIET 198 - Elementary Vietnamese II  
VIET N51 - Vietnamese for Public Personnel  
VIET N75 - Elementary Conversational Vietnamese  
VIET N85 - Intermediate Conversational Vietnamese  
VIET N98 - Topics



# 1992 - 1993 Staff Development "Flex" Program

Activities that Focus on Issues of Underrepresented Groups

(63 out of 201 courses, 31%)

## COURSES OFFERED FOR CREDIT

- Parlons En Francais (Let's Speak in Francais)
- Sign Language Communication for Staff Members
- Speed Spanish I and II
- The Enneagram: A Personality -Type System for Appreciating and Understanding Differences

## CULTURAL/HISTORICAL

- Beyond Classroom Assessment
- Brown Bag Diversity Series:
  - American Disability Act (ADA) 504
  - Black History Month/King Day
  - Celebrating Women's Leadership
  - Ethnic Religious
  - Halloween/All Saints Day and Other Related Holidays
  - Mexican Independence
  - Preparing Young Children for a Multicultural World
- Cultural and Historical Survey of Mexican Traditions
- Cultural Awareness of Southeast Asian in the ESL Classroom
- Jazz in America
- Multi-Culture Diversity Through Video Arts, Graffiti and Murals
- Non-Verbal Communication: Gestures Across Cultures
- Student Cheating - A Cultural Orientation
- Understanding of Mexican Culture Through Current Literature
- Vietnamese for Instructors

## DISABILITIES

- Enabling the Disabled: Challenges in Working with Disabled Students
- Multi-Model Instructional Strategies (2 part presentation)
- The Many Disguises of a Learning Disability (2 part presentation)
- Mandatory Learning Disability Meeting for Learning Skills Lab Personnel

## ESL

- Adapting Directed Reading Thinking Activity (DRTA) for Beginning ESL Students
- Adapting Holiday Materials to Fit Different ESL Levels Crossroads - An ESL Series
- ESL Institute - Cooperative Learning Strand (4 day series)
- ESL Kick-off Speaker Practical Applications of Second Language Learning
- ESL Panel: ESL Issues at the Community College
- Culture Awareness of Southeast Asians in the ESL Classroom
- From License Plates to Vending Machines: English in Action
- Get What? Put it Where? Clarification Strategies in ESL
- Hear Here! Focused Listening Tasks for ESL Students
- How to Have an Effective ESL Field Trip
- In English: Video ESL that Begins at the Beginning Introducing "In Contact"
- Introducing the Interchange Series for the Intermediate ESL Students

- Lesson Planning for a Multi-Level ESL Class
- Listening and Reading for Beginning ESL Students
- Literacy and Beginning ESL Activities
- Literacy in Lifeskills - A Beginning Adult Series
- Magic 7: Optimal Conditions for Second Language Acquisition
- Oxford Picture Dictionary
- Practical Ideas for ESL Beginning I, Part II Publishing your Teaching Ideas Survival English
- Tapes, the Untapped Resource: Using Tapes to Teach Listening Comprehension in the ESL Classroom
- Teach Reading Skills Using the Newspaper
- Teaching ESL to Vietnamese Students: A Focus on their Linguistic Problems
- Teaching ESL to Vietnamese Students: A Focus on the Vietnamese Culture
- The Art of Learning their Style
- The Art of Orchestrating Your Teaching
- Tour of the ESL/ABE Resource Center
- Using Discovery Toys in the ESL Classroom
- Vistas: An Interactive Course in ESL
- Writing as a Process - Multi-Level ESL Approach

#### **HEALTH AND SAFETY**

- Choosing Quality Child Care for Your Young Child
- Personal Safety - Rape Seminar
- Self Defense Awareness
- Gang Awareness
- Gangs in Santa Ana
- Women's Self-Defense (Women Only)

#### **HIGH SCHOOL SUBJECTS**

- The High Risk Student

#### **KEYNOTE SPEAKERS & SPECIAL EVENTS**

- The Art of Learning Their Style
- The Art of Orchestrating your Teaching

#### **OLDER ADULTS**

- Caring for your Aging Parents
- Effective Communication With Students Who Have Hearing Loss
- Information Exchange for Instructors in the Older Adult Program
- Aspects of Bringing Adult Literacy to the Classroom (A Roundtable Discussion)
- Older Adult Program Mandatory Meeting: Dialogue in Communication for Activity Directors and Instructors in the Older Adult Program
- Motivating the Adult Learner
- Adult Learning Styles

## **RSC Foundation Grants That Address/Include Underrepresented Groups**

### July 1989 - May 1990

- ◆ Emergency Grant/EOPS - \$2,500.00
- ◆ Career Beginnings Grant - Outward Bound Students - \$400.00
- ◆ Sponsorship for Women of Achievement Awards - \$1,000.00
- ◆ Faculty Mini-Grant Awards - \$1,430.00
- ◆ Career Beginnings Scholarship (50 @\$100) - \$5,000.00

### July 1990 - May 1991

- ◆ International Scholarship for Russian Student - \$3,600.00
- ◆ International Scholarship for Soviet Bloc Students - \$4,000.00
- ◆ Spring Scholarship Program/EOPS (50 @ \$100) - \$5,000.00
- ◆ Faculty Mini Grants (Fall) - \$2,985.00
- ◆ Adult Literacy Program - \$4,000.00
- ◆ Latina Leadership Conference - \$462.00
- ◆ University Dance Theatre/Dance Program - \$500.00
- ◆ Adelante Mujer Hispana Conference - \$500.00
- ◆ Summer Readiness Program - \$500.00
- ◆ Funds for CARE Program Spring Activity - \$500.00

### July 1991 - May 1992

- ◆ Disabled Student Center (Seed Money for Candy Sales) - \$350.00
- ◆ Money for CARE Program Christmas Program - \$300.00
- ◆ Faculty Mini Grants (Fall) - \$1,980.00
- ◆ Malt Funds - \$5,000.00
- ◆ Northern California Trip/Underrepresented Students - \$1,400.00
- ◆ Jimmy Santiago Baca/Ethnic Studies - \$650.00
- ◆ 2nd Annual Adelante Mujer Hispana Conference - \$500.00
- ◆ EOPS Summer Readiness Program - \$1,266.00
- ◆ Hispanic Youth Leadership Conference - \$500.00

### July 1992 - January 1993

- ◆ Dr. Jeff McMillian/12th Biennial National Conference - \$450.00
- ◆ Faculty Mini-Grants - \$2,989.00

Source: RSC Foundation

## Faculty Staff Development Mini-Grants That Address Diversity Themes Since 1987

### 1987/88

- ◆ Early Critical Thinking - ESL Demonstration Project, Robert Putman (\$900.00)

### 1988/89

- ◆ Purchase of Instructional Videos for Counseling Center, Betty Cotton (\$820.00)
- ◆ Travel to New Orleans for Jazz History/Jazz in America Curriculum, Ben Glover (\$500.00)
- ◆ Speech Communication Association, Annual Conference, Marilou Morris (\$250.00)
- ◆ Speech Communications Association, National Conference, New Orleans, Ken Turknette (\$250.00)

### 1989/90

- ◆ Mathematics Teaching Methods Seminar, Cheryl Ooten/Wayne Gibson (\$250.00)
- ◆ Mathematics Conference, Cheryl Ooten/Wayne Gibson (\$600.00)
- ◆ Third International Colloquium for Librarians (Mexico), Susan Luevano (\$580.00)

### 1990/91

- ◆ One-time Personal/Professional Development Activity: Puente Project, Betty Dixon (\$300.00)
- ◆ Visitation to San Francisco City College, Marguerite Albanez/Mary Castellanos (\$600.00)
- ◆ National Conference on Education for the Ceramic Arts Conference, Patrick Crabb (\$110.00)
- ◆ Critical Thinking Skills Research, Charlene Pearson (\$500.00)
- ◆ Lauback Literary Action Biennial Conference - Missouri, Kay Avila (\$400.00)
- ◆ Latina Leadership Network Conference - Sacramento, Betty Cotton (\$100.00)

### 1992/93

- ◆ Research of Teaching Effective Study Skills to Continuing Education Students, Terry Tomlinson - (\$400.00)
- ◆ Enhancement of Cultural Awareness/Black History Month, Danita Terry (\$1,500.00)
- ◆ Multimedia Calculus - Modern approach to Calculus, Wayne Gibson (\$1,089.00)

Source: Staff Development, Faculty Grant Workgroup

## **Interview with Dean of Physical Education**

**Nancy Warren**

**Regarding Title IX and Athletics**

- ◆ Physical Education staff having been preparing a report for internal college purposes regarding compliance with Title IX for RSC's Athletic programs.
- ◆ We are making progressive steps towards compliance. We currently have 8 men's sports, 6 women's sports, and 2 co-educational sports (however, no women are currently involved).
- ◆ Factors contributing to our current inability for full compliance include:
  - inadequate field space
  - difficulty finding part-time female coaches
  - difficulty recruiting female athletes

## International Business Program

The International Business Program offers an overview of international business and is designed to provide both beginners and experienced business people with a global perspective on international trade, including foreign investments, impact of financial markets, international marketing, and the operation of multi-national corporations.

The program was first initiated as a response to the numerous requests from the community and students who have families in their homelands, such as Mexico and Vietnam, who were interested in doing business there. They have expressed the need to understand what is required by the regulatory agencies to import and export from the United States; to determine if a commodity is acceptable for export; what duties commodities might be subject to for import; and how to prepare the proper documentation.

The International Business Program is nested within the Management Degree and Certificate Program as an option. The following are International Business classes that RSC offers to students, as well as the number of course completers, per semester.

| Course  | Number of Course Completers |      |      |      |      |      |      |
|---|-----------------------------|------|------|------|------|------|------|
|   | S 93                        | F 92 | S 92 | F 91 | S 91 | F 90 | S 90 |
| BUS 125 International Business  |                             |      |      | 25   |      | 22   |      |
| BUS 126 International Marketing   | 15                          | 20   | 24   |      | 28   |      | 14   |
| BUS 175 Fundamentals of Import-Export   | 16                          | 31   | 32   | 42   | 29   | 31   | 21   |
| <ul style="list-style-type: none"> <li>* BUS 176 - International Banking/Finance</li> <li>BUS 177 - U.S. Customs, Duties, and Harmonized System</li> <li>BUS 178 - Export Licensing and Regulations</li> <li>BUS 179 - Import and Export Problem Solving</li> </ul> |                             |      |      |      |      |      |      |

\* These classes have not been offered due to budget constraints.

Source: Robert Ash, Chair of Management

## RSC's Use of VATEA Funds to Assist Special Populations

Funds from the federal Carl D. Perkins Vocational and Applied Technology Education Act (VATEA) may only be used for program improvement with the full participation of special populations.

RSC uses VATEA funding to provide the following types of services to special populations:

- outreach and recruitment of potential vocational students
- bilingual personal, career, and educational counseling emphasizing overcoming barriers to success, selecting a career and retention in vocational programs
- academic and followup counseling for students not performing satisfactorily in their vocational programs
- basic skills and vocational assessment for career guidance and selection
- tri-lingual (English, Spanish, Vietnamese) instructional support including one-to-one tutoring, small group instructional assistance, both in classroom and in learning center environments
- paraprofessional staff assistance in various settings
- job development assistance for completers
- special outreach activities targeted to non-traditional careers such as the Latina Youth Conference
- specialized matriculation services
- college survival training

The special populations served through VATEA funds include disabled students, economically disadvantaged, and educationally disadvantaged, single parents, displaced homemakers, students in non-traditional occupations, and students in limited English proficiency.

Source: Paul Amorino, Director of Occupational Education & Economic Development

**\*\*\* Faculty and Staff \*\*\***  
**Table of Contents**

|  |      |
|--|------|
| Summary .....  | 5-1  |
| A Comparison of Ethnic Distributions .....   | 5-3  |
| Faculty Equity Questionnaire:  |      |
| Responses to Questions About Diversity Among Faculty and Staff .....                                     | 5-4  |
| Responses to Questions About Relationships with Students,<br>Staff, and Faculty .....                    | 5-6  |
| Staff Equity Questionnaire:  |      |
| Responses Showing Different Perceptions and Experiences<br>for Whites and Non-Whites .....               | 5-11 |
| Other Issues .....   | 5-16 |
| RSC's Staff Perception of RSC in Regard to Issues of Diversity .....                                     | 5-18 |
| RSC's Staff Feelings About How They are Viewed at RSC .....  | 5-20 |
| Staff & Faculty Equity Questionnaires  |      |
| Percent of Staff and Faculty Who Have Participated<br>in Activity to Promote Diversity/Sensitivity ..... | 5-21 |
| RSCCD Employee Profile .....   | 5-22 |
| RSCCD Staff Diversity/Affirmative Action Plan .....  | 5-23 |
| RSC Affirmative Action Plan - Recommendation Strategies .....  | 5-24 |
| RSCCD Affirmative Action Goals and Timetables .....  | 5-32 |
| Interview with Affirmative Action & Title IX Officer - Ed Hernandez .....                                | 5-35 |
| Interview with Director of Personnel - Liz Harris .....  | 5-35 |
| RSCCD Recruitment Procedures .....   | 5-36 |
| RSCCD New Hire Data .....  | 5-37 |
| Comments from the Staff Equity Questionnaire .....   | 5-39 |
| Comments from the Faculty Equity Questionnaire .....   | 5-44 |

### Sources

- ◆ Faculty Equity Questionnaire
- ◆ Staff Equity Questionnaire
- ◆ Student Equity Questionnaire
- ◆ Existing statistics and studies:
  - RSCCD Recruitment Procedures
  - RSCCD Employee Profile
  - RSCCD Staff Diversity/Affirmative Action Plan
- ◆ Interviews:
  - Liz Harris, Director of Personnel
  - Ed Hernandez, Affirmative Action & Title IX Officer
  - Elouise Marasigan, Personnel Analyst



**5**  
**\*\*\* Faculty and Staff \*\*\***  
**Summary**

**Questions:**

- ◆ Are RSC faculty and staff demographically representative of the college's students and service area?
- ◆ Is the environment of RSC campuses friendly and welcoming to all faculty and staff?

**Conclusions:**

- ◆ There were as many concerns expressed in faculty respondent comments about gender equity as there were about ethnic group equity. There were comments about sexist behavior and policies favoring both male and female faculty and staff.
- ◆ A significant number of faculty respondents expressed that special programs for faculty, staff, and student special groups lead to resentment. There is also still a little resistance to affirmative action.
- ◆ The ethnic diversity of RSC faculty is not yet consistent with that of RSC students or community.
- ◆ Assessments of campus climate were more positive for White staff than Hispanic staff. (This differs from the same assessment findings of students.) The climate for diversity for faculty and staff has room for improvement.
- ◆ The issue of classism at RSC among groups, anti-classified, faculty vs administration, tenured vs non-tenured, credit vs non-credit, was expressed frequently as a serious problem.

**Recommendations:**

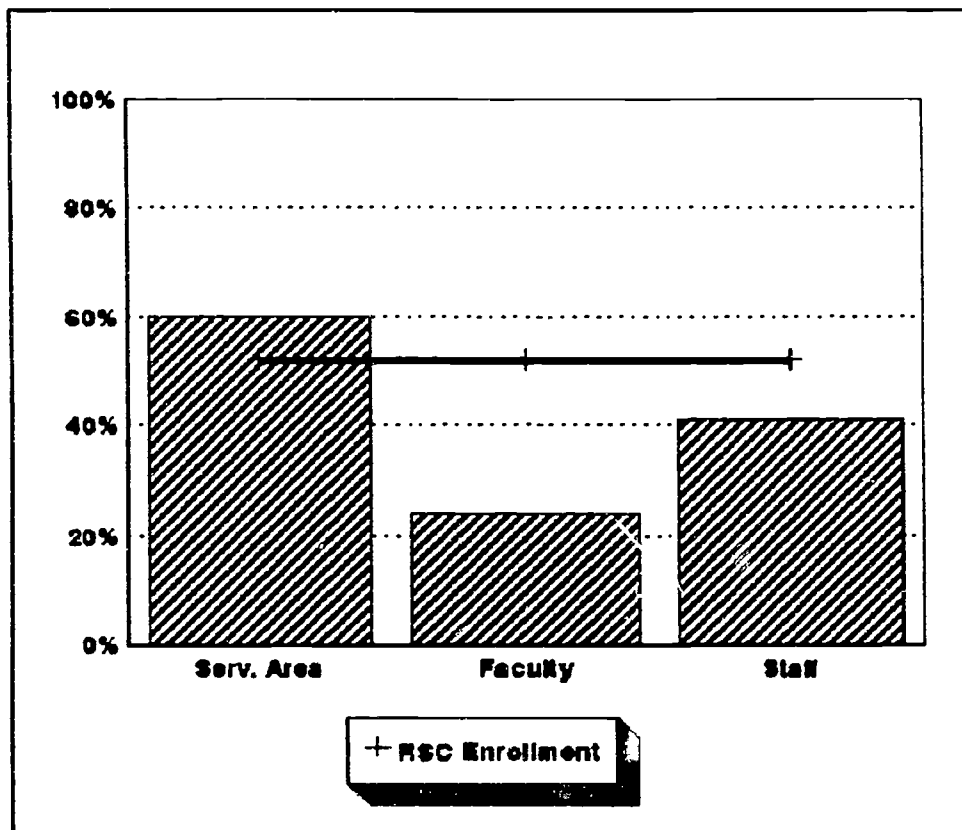
- ◆ Rigorously expand efforts to hire ethnically diverse faculty.
- ◆ Broadly disseminate, to college faculty and staff, the RSC Affirmative Action goals and plans. Re-invigorate implementation of the plans and responsibilities in that report.

- ◆ There is a need for regular college activities that bring all groups together - classified staff, management, and faculty; all ethnicities; faculty and staff with students.
- ◆ There is a need for more staff development and other activities that address these diversity/equity issues.
- ◆ It is important to be sensitive and responsive to the perceptions and training needs of "majority group" faculty and staff. Strategies should be used that will bring groups together and encourage an equitable environment without alienating any groups.
- ◆ More information about the (great) benefits and (low) costs of special programs should be disseminated in order to reduce resentment towards special programs.

## A Comparison of Ethnic Distributions

|                                      | White | Hispanic | Asian | Black | Other |
|--------------------------------------|-------|----------|-------|-------|-------|
| RSC Service Area*<br>1990            | 39%   | 48%      | 11%   | 2%    | -     |
| RSC Enrollment<br>Fall 1992          | 48%   | 27%      | 16%   | 3%    | 6%    |
| RSC Full-time Faculty<br>Spring 1993 | 76%   | 12%      | 5%    | 6%    | -     |
| RSC Full-time Staff<br>Spring 1993   | 59%   | 26%      | 8%    | 5%    | 2%    |

**Percent Non-White**



\* The ethnic distribution of the 1990 Census population within a 30-mile radius of RSC, a comparative measure used by the California Community Colleges' Chancellor's Office, was: 44% White, 37% Hispanic, 9% Black, and 10% Asian. For the population 18 years of age or older, the population was slightly less diverse (48% White).

Source: RSC Research Department

### Diversity Among Faculty and Staff (Faculty Equity Questionnaire)

|   | <p>White (n = 54)<br/>Non-White (n = 18)<br/>Total (n = 72)</p>   | <p>"Strongly Agree/Agree"<br/>26%<br/>61%</p> |
|---|---|---|
| <p>The percentage of minority faculty should reflect the percentage of minority students at RSC. (quest2)</p>   | <p>"Strongly Agree/Agree"<br/>35%</p>   |   |
| <p>With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by...</p> <ul style="list-style-type: none"> <li>...enhancing resources available for their recruitment. (quest17a)</li> <li>...developing mentorships for those hired. (quest17b)</li> <li>...enhancing resources available for their retention. (quest17c)</li> <li>...reconceptualizing the definition of "qualified" when making hiring and promotional decisions. (quest17f)</li> <li>...including public service contributions in the criteria for promotion and tenure. (quest17g)</li> <li>...including the contributions that they make in assisting students from ethnic groups traditionally underrepresented in higher education to be successful on this campus. (quest17h)</li> </ul> <p>RSC is committed to increasing the numbers and percentages of ethnic minorities in classified, faculty, and administrative positions. (quest9)</p> | <p>White<br/>Non-White<br/>Total</p> <p>38%<br/>50%<br/>87%</p> <p>White<br/>Non-White<br/>Total</p> <p>62%<br/>68%<br/>88%</p> <p>White<br/>Non-White<br/>Total</p> <p>39%<br/>48%<br/>75%</p> <p>White<br/>Non-White<br/>Total</p> <p>16%<br/>24%<br/>54%</p> <p>White<br/>Non-White<br/>Total</p> <p>28%<br/>39%<br/>73%</p> <p>White<br/>Non-White<br/>Total</p> <p>46%<br/>55%<br/>81%</p> <p>White<br/>Non-White<br/>Total</p> <p>53%<br/>78%<br/>86%</p> | <p>"Strongly Agree/Agree"</p>                 |

**Diversity Among Faculty and Staff (Faculty Equity Questionnaire)**

|  |                                      | "Strongly Agree/Agree"                                |
|--|--------------------------------------|---|
| <p>In my opinion, special programs and policies...<br/>                     ...often result in the hiring of instructors and support personnel who lack adequate qualifications. (quest11b)<br/>                     ...are necessary for the faculty to be representative of the student body and community. (quest11h)</p> | <p>White<br/>Non-White<br/>Total</p> | <p>29%<br/>60%<br/>53%</p>                            |
| <p>I sense/have experienced a sincere desire among my colleagues to enhance the diversity of staff members in my department. (40)</p>  | <p>White<br/>Non-White<br/>Total</p> | <p>47%<br/>65%<br/>52%</p>                            |
| <p>The highest priorities for the campus in hiring faculty should be...</p>  | <p>Male<br/>Female<br/>Total</p>     | <p>"Frequently"<br/>46%<br/>57%<br/>53%</p>           |
| <p>...selecting the most qualified regardless of ethnic group. (quest18b)</p>  | <p>White<br/>Non-White<br/>Total</p> | <p>"Strongly Agree/Agree"<br/>93%<br/>88%<br/>92%</p> |
| <p>...selecting those who are qualified and of the same ethnic groups as the student body as a whole. (quest18c)</p>   | <p>White<br/>Non-White<br/>Total</p> | <p>25%<br/>59%<br/>33%</p>                            |
| <p>...selecting those who are sensitive to the needs of students from all ethnic groups. (quest18e)</p>  | <p>White<br/>Non-White<br/>Total</p> | <p>80%<br/>81%<br/>81%</p>                            |

| Relationships with Students, Staff, and Faculty (Faculty Equity Questionnaire)                     |  |       |     |           |     |          |     |       |     |        |     |       |     |
|--|--|-------|-----|-----------|-----|----------|-----|-------|-----|--------|-----|-------|-----|
| RSC is responsive to the diverse needs of the changing demographics of our student body. (quest5)  | <p>"Strongly Agree/Agree" (SAC only)</p> <table border="1"> <tr><td>Black</td><td>67%</td></tr> <tr><td>Asian</td><td>75%</td></tr> <tr><td>Hispanic</td><td>60%</td></tr> <tr><td>White</td><td>90%</td></tr> <tr><td>Other</td><td>0%</td></tr> <tr><td>Total</td><td>85%</td></tr> </table> | Black | 67% | Asian     | 75% | Hispanic | 60% | White | 90% | Other  | 0%  | Total | 85% |
| Black  | 67%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Asian  | 75%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Hispanic   | 60%  |       |     |           |     |          |     |       |     |        |     |       |     |
| White  | 90%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Other  | 0%   |       |     |           |     |          |     |       |     |        |     |       |     |
| Total  | 85%  |       |     |           |     |          |     |       |     |        |     |       |     |
| My relationship with other faculty members is generally: includes personal acquaintanceships. (8c) | <p>"Frequently"</p> <table border="1"> <tr><td>1-5</td><td>7%</td></tr> <tr><td>6-10</td><td>29%</td></tr> <tr><td>11-15</td><td>42%</td></tr> <tr><td>16-20</td><td>44%</td></tr> <tr><td>20+</td><td>50%</td></tr> <tr><td>Total</td><td>34%</td></tr> </table>                              | 1-5   | 7%  | 6-10      | 29% | 11-15    | 42% | 16-20 | 44% | 20+    | 50% | Total | 34% |
| 1-5  | 7%   |       |     |           |     |          |     |       |     |        |     |       |     |
| 6-10   | 29%  |       |     |           |     |          |     |       |     |        |     |       |     |
| 11-15  | 42%  |       |     |           |     |          |     |       |     |        |     |       |     |
| 16-20  | 44%  |       |     |           |     |          |     |       |     |        |     |       |     |
| 20+  | 50%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Total  | 34%  |       |     |           |     |          |     |       |     |        |     |       |     |
| I am treated rudely at RSC by: both male and female faculty, staff, or administrators. (9f)        | <p>"Never"</p> <table border="1"> <tr><td>White</td><td>75%</td></tr> <tr><td>Non-white</td><td>53%</td></tr> </table>   | White | 75% | Non-white | 53% |          |     |       |     |        |     |       |     |
| White  | 75%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Non-white  | 53%  |       |     |           |     |          |     |       |     |        |     |       |     |
| I collaborate professionally with faculty and/or staff of...                                       | <p>"Frequently"</p> <table border="1"> <tr><td>Male</td><td>71%</td></tr> <tr><td>Female</td><td>91%</td></tr> <tr><td>Total</td><td>83%</td></tr> <tr><td>Male</td><td>61%</td></tr> <tr><td>Female</td><td>84%</td></tr> <tr><td>Total</td><td>75%</td></tr> </table>                        | Male  | 71% | Female    | 91% | Total    | 83% | Male  | 61% | Female | 84% | Total | 75% |
| Male   | 71%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Female   | 91%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Total  | 83%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Male   | 61%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Female   | 84%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Total  | 75%  |       |     |           |     |          |     |       |     |        |     |       |     |
| I interact socially with faculty and/or staff of...  | <p>"Frequently"</p> <table border="1"> <tr><td>Male</td><td>52%</td></tr> <tr><td>Female</td><td>50%</td></tr> <tr><td>Total</td><td>51%</td></tr> <tr><td>Male</td><td>41%</td></tr> <tr><td>Female</td><td>39%</td></tr> <tr><td>Total</td><td>40%</td></tr> </table>                        | Male  | 52% | Female    | 50% | Total    | 51% | Male  | 41% | Female | 39% | Total | 40% |
| Male   | 52%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Female   | 50%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Total  | 51%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Male   | 41%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Female   | 39%  |       |     |           |     |          |     |       |     |        |     |       |     |
| Total  | 40%  |       |     |           |     |          |     |       |     |        |     |       |     |

**Relationships with Students, Staff, and Faculty (Faculty Equity Questionnaire)**

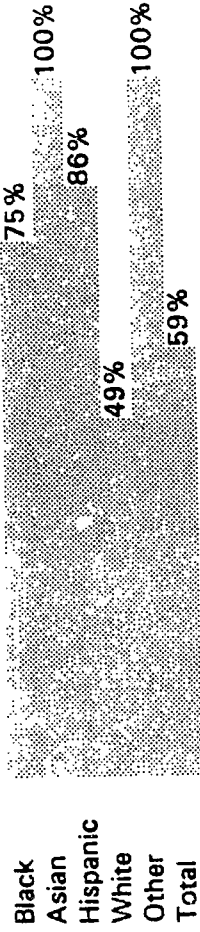
|  |  |
|--|--|
| <p>I interact socially with faculty and/or staff of...</p>   | <p>"Frequently"</p>  |
| <p>...my ethnic group. (11a)</p>   | <p>46%</p>   |
| <p>...other ethnic groups. (11b)</p>   | <p>40%</p>   |
| <p>...my gender. (11c)</p>   | <p>51%</p>   |
| <p>The highest priorities on this campus in terms of students should be to enhance support for: retention of students from specific ethnic groups. (quest 13e)</p> | <p>"Strongly Agree/Agree"</p> <p>Black 75%</p> <p>Asian 50%</p> <p>Hispanic 67%</p> <p>White 46%</p> <p>Other 0%</p> <p>Total 4%</p> |
| <p>I interact socially with faculty and/or staff of...</p>   | <p>"Frequently"</p>  |
| <p>...my ethnic group. (11a)</p>   | <p>31%</p> <p>46%</p> <p>39%</p> <p>55%</p> <p>55%</p> <p>46%</p>  |
| <p>...other ethnic group. (11b)</p>  | <p>31%</p> <p>39%</p> <p>44%</p> <p>55%</p> <p>40%</p>   |
| <p>...my gender. (11c)</p>   | <p>46%</p> <p>39%</p> <p>39%</p> <p>61%</p> <p>64%</p> <p>51%</p>  |

**Relationships with Students, Staff, and Faculty (Faculty Equity Questionnaire)**

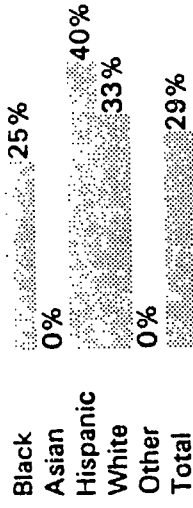
In my opinion, special programs and policies...

...are necessary to attract students from a variety of ethnic groups. (quest11a)

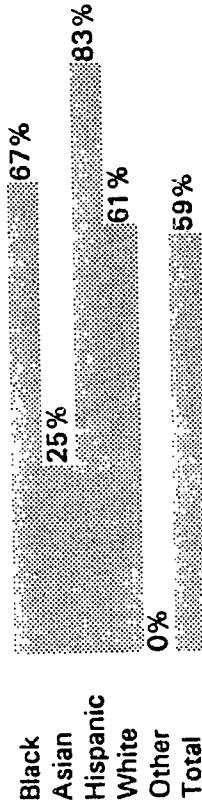
"Strongly Agree/Agree"



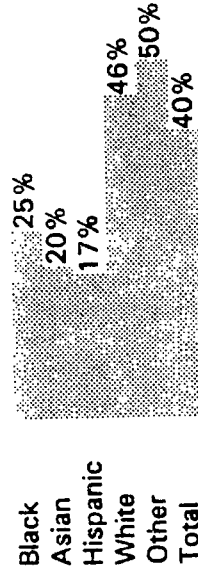
...lead to resentment among students. (quest11c)



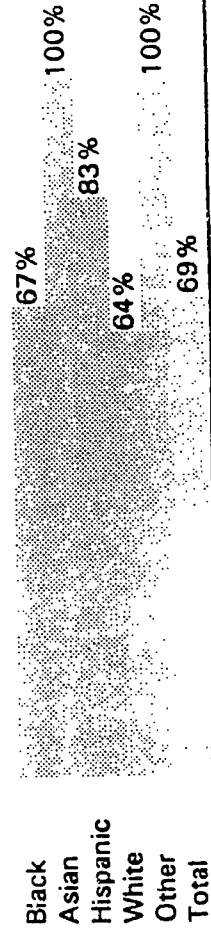
...lead to resentment among faculty members. (quest11d)



\* ...lead to admission of too many underprepared students. (quest11g)



...help to create a positive campus environment. (quest11i)





| Relationships with Students, Staff, and Faculty (Faculty Equity Questionnaire)                  |  |
|---|--|
| The highest priorities on this campus in terms of students should be to enhance support for...  | "Strongly Agree/Agree"<br>Total 90%                          |
|   | Total 49%  |
| ...retention of all enrolled students. (quest13d)   | "Occasionally/Seldom"<br>Male 7%<br>Female 26%<br>Total 19%  |
|   | "Never"<br>Total 78%   |
| I have seen or heard about campus events where women in general are portrayed negatively. (15b) | Total 78%  |
|   | Total 74%  |
| I have seen or heard about racist behavior initiated by...                                      | Total 64%  |
|   | Total 67%  |
| ...ethnic minority support personnel. (16a)   | Total 58%  |
| ...non-ethnic minority support personnel. (16b)   |  |
| ...ethnic minority faculty. (16c)   |  |
| ...non-ethnic minority faculty. (16d)   |  |
| ...ethnic minority students. (16e)  |  |
| ...non-ethnic minority students. (16f)  |  |
| I have seen or heard about sexist behavior initiated by...                                      | "Occasionally/Seldom"<br>Male 31%<br>Female 48%<br>Total 41% |
|   | Total 39%<br>Female 36%                                      |
| ...male faculty. (17d)  |  |
| ...male students. (17f)   |  |
| I have seen on this campus: negative graffiti about women. (18d)                                | "Occasionally/Seldom"<br>Male 28%<br>Female 20%<br>Total 23% |
|   |  |

| Relationships with Students, Staff, and Faculty (Faculty Equity Questionnaire)  |   |
|---|---|
| I have seen or heard about sexist behavior initiated by...  | "Never"<br>Total 20%                                |
|   | Total 29%   |
|   | Total 25%   |
|   | Total 41%   |
|   | Total 36%   |
| Administrators on this campus act as though they are...   | "Frequently"<br>Male 82%<br>Female 68%<br>Total 73% |
|   | Male 23%<br>Female 14%<br>Total 18%                 |
|   | "Frequently"<br>Male 55%<br>Female 79%<br>Total 69% |
| I mentor students who are of...   | Male 43%<br>Female 63%<br>Total 55%                 |
|   | "Never"<br>Male 100%<br>Female 73%<br>Total 84%     |
| At RSC, I have been discriminated against recently because of my: gender. (32b)   | "Frequently"<br>Male 79%<br>Female 93%<br>Total 87% |
| I support the presence of different perspectives on ethnic and gender related issues in discussions of my department colleagues. (under "ethnic" also) (41) |   |

**Responses Showing Different Perceptions and Experiences for Whites and Non-Whites  
(Staff Equity Questionnaire)**

|   | "Never"   |       |     |          |     |       |     |
|---|---|-------|-----|----------|-----|-------|-----|
| I have seen or heard about campus events where specific ethnic groups are portrayed negatively. (item11a) | Asian (n=6) 40%   |       |     |          |     |       |     |
|   | Hispanic (n=29) 67%   |       |     |          |     |       |     |
|   | White (n=115) 89%   |       |     |          |     |       |     |
| Faculty and staff on this campus generally act as though they are...                                      | "Frequently"  |       |     |          |     |       |     |
|   | Asian 0%  |       |     |          |     |       |     |
|   | Hispanic 40%  |       |     |          |     |       |     |
|   | White 84%   |       |     |          |     |       |     |
|   | Asian 35%   |       |     |          |     |       |     |
|   | Hispanic 50%  |       |     |          |     |       |     |
|   | White 75%   |       |     |          |     |       |     |
|   | Asian 8%  |       |     |          |     |       |     |
|   | Hispanic 24%  |       |     |          |     |       |     |
|   | White 50%   |       |     |          |     |       |     |
|   | Asian 40%   |       |     |          |     |       |     |
|   | Hispanic 29%  |       |     |          |     |       |     |
| White 71%   |   |       |     |          |     |       |     |
| Asian 0%  |   |       |     |          |     |       |     |
| Hispanic 35%  |   |       |     |          |     |       |     |
| White 66%   |   |       |     |          |     |       |     |
| RSC is responsive to the diverse needs of the changing demographics of our student body. (quest2)         | <table border="0"> <tr> <td>Asian</td> <td>50%</td> </tr> <tr> <td>Hispanic</td> <td>33%</td> </tr> <tr> <td>White</td> <td>85%</td> </tr> </table> | Asian | 50% | Hispanic | 33% | White | 85% |
| Asian   | 50%   |       |     |          |     |       |     |
| Hispanic  | 33%   |       |     |          |     |       |     |
| White   | 85%   |       |     |          |     |       |     |

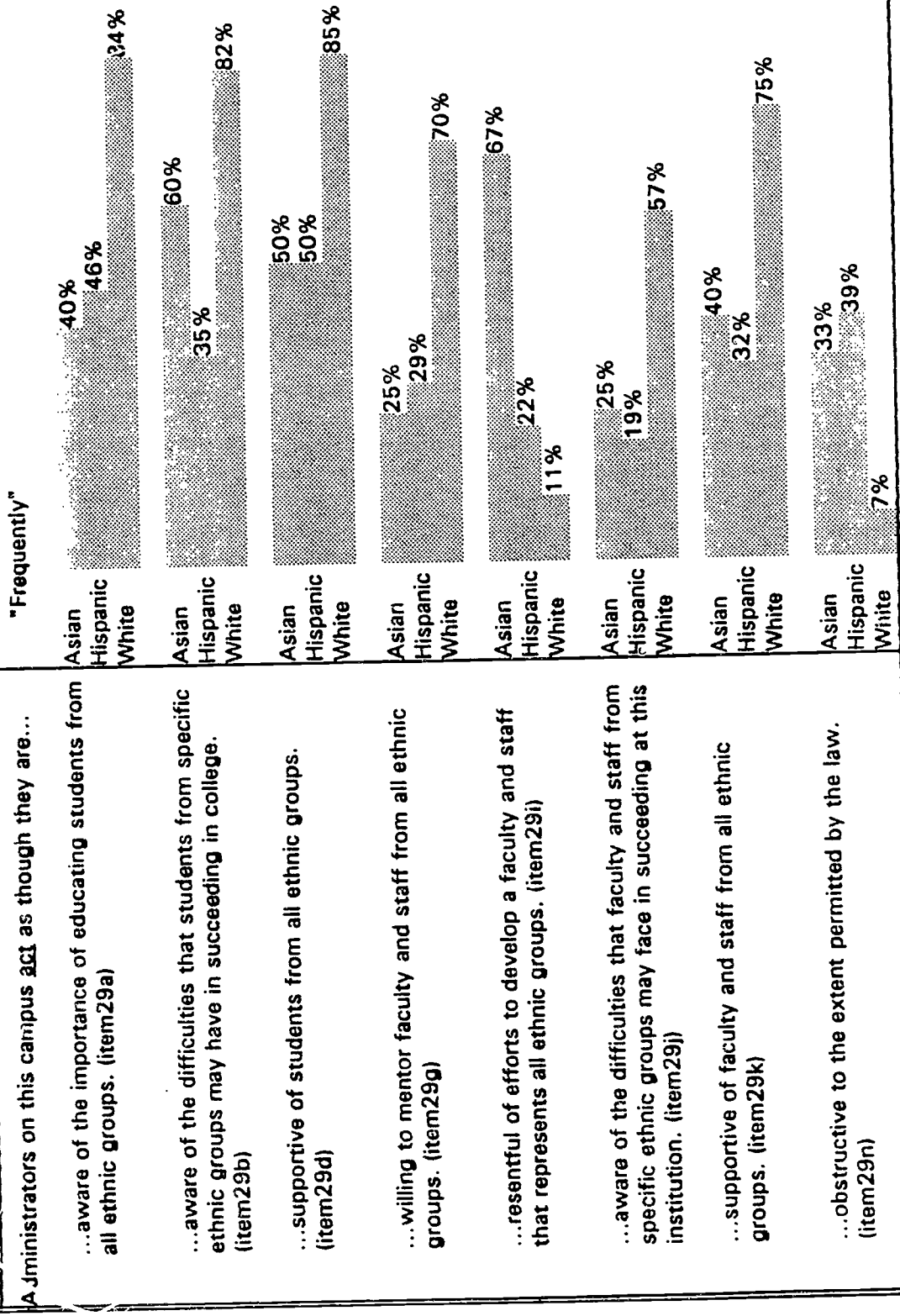
**Responses Showing Different Perceptions and Experiences for Whites and Non-Whites  
(Staff Equity Questionnaire)**

|  | "Frequently"   |           |            |       |      |          |     |       |     |
|--|--|-----------|------------|-------|------|----------|-----|-------|-----|
| Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as...                |  |           |            |       |      |          |     |       |     |
| ...critical to the institution's mission. (item25a)  | <table border="1"> <tr><th>Ethnicity</th><th>Percentage</th></tr> <tr><td>Asian</td><td>0%</td></tr> <tr><td>Hispanic</td><td>41%</td></tr> <tr><td>White</td><td>63%</td></tr> </table>   | Ethnicity | Percentage | Asian | 0%   | Hispanic | 41% | White | 63% |
| Ethnicity  | Percentage   |           |            |       |      |          |     |       |     |
| Asian  | 0%   |           |            |       |      |          |     |       |     |
| Hispanic   | 41%  |           |            |       |      |          |     |       |     |
| White  | 63%  |           |            |       |      |          |     |       |     |
| ...effective educationally. (item25b)  | <table border="1"> <tr><th>Ethnicity</th><th>Percentage</th></tr> <tr><td>Asian</td><td>25%</td></tr> <tr><td>Hispanic</td><td>29%</td></tr> <tr><td>White</td><td>58%</td></tr> </table>  | Ethnicity | Percentage | Asian | 25%  | Hispanic | 29% | White | 58% |
| Ethnicity  | Percentage   |           |            |       |      |          |     |       |     |
| Asian  | 25%  |           |            |       |      |          |     |       |     |
| Hispanic   | 29%  |           |            |       |      |          |     |       |     |
| White  | 58%  |           |            |       |      |          |     |       |     |
| ...a drain on institutional resources. (item25c)   | <table border="1"> <tr><th>Ethnicity</th><th>Percentage</th></tr> <tr><td>Asian</td><td>100%</td></tr> <tr><td>Hispanic</td><td>24%</td></tr> <tr><td>White</td><td>12%</td></tr> </table> | Ethnicity | Percentage | Asian | 100% | Hispanic | 24% | White | 12% |
| Ethnicity  | Percentage   |           |            |       |      |          |     |       |     |
| Asian  | 100%   |           |            |       |      |          |     |       |     |
| Hispanic   | 24%  |           |            |       |      |          |     |       |     |
| White  | 12%  |           |            |       |      |          |     |       |     |
| ...a stigma on the institution's prestige. (item25d)   | <table border="1"> <tr><th>Ethnicity</th><th>Percentage</th></tr> <tr><td>Asian</td><td>33%</td></tr> <tr><td>Hispanic</td><td>23%</td></tr> <tr><td>White</td><td>5%</td></tr> </table>   | Ethnicity | Percentage | Asian | 33%  | Hispanic | 23% | White | 5%  |
| Ethnicity  | Percentage   |           |            |       |      |          |     |       |     |
| Asian  | 33%  |           |            |       |      |          |     |       |     |
| Hispanic   | 23%  |           |            |       |      |          |     |       |     |
| White  | 5%   |           |            |       |      |          |     |       |     |
| Campus administrators behave as though high priorities for them are to...  | "Frequently"   |           |            |       |      |          |     |       |     |
| ...increase the number of students from all ethnic groups. (item30f)   | <table border="1"> <tr><th>Ethnicity</th><th>Percentage</th></tr> <tr><td>Asian</td><td>33%</td></tr> <tr><td>Hispanic</td><td>32%</td></tr> <tr><td>White</td><td>64%</td></tr> </table>  | Ethnicity | Percentage | Asian | 33%  | Hispanic | 32% | White | 64% |
| Ethnicity  | Percentage   |           |            |       |      |          |     |       |     |
| Asian  | 33%  |           |            |       |      |          |     |       |     |
| Hispanic   | 32%  |           |            |       |      |          |     |       |     |
| White  | 64%  |           |            |       |      |          |     |       |     |
| ...educate students from all ethnic groups. (item30h)  | <table border="1"> <tr><th>Ethnicity</th><th>Percentage</th></tr> <tr><td>Asian</td><td>33%</td></tr> <tr><td>Hispanic</td><td>33%</td></tr> <tr><td>White</td><td>67%</td></tr> </table>  | Ethnicity | Percentage | Asian | 33%  | Hispanic | 33% | White | 67% |
| Ethnicity  | Percentage   |           |            |       |      |          |     |       |     |
| Asian  | 33%  |           |            |       |      |          |     |       |     |
| Hispanic   | 33%  |           |            |       |      |          |     |       |     |
| White  | 67%  |           |            |       |      |          |     |       |     |
| RSC is committed to increasing the numbers and percentages of ethnic minorities in classified, faculty, and administrative positions. (quest5) | "Strongly Agree/Agree"   |           |            |       |      |          |     |       |     |
|  | <table border="1"> <tr><th>Ethnicity</th><th>Percentage</th></tr> <tr><td>Asian</td><td>60%</td></tr> <tr><td>Hispanic</td><td>33%</td></tr> <tr><td>White</td><td>79%</td></tr> </table>  | Ethnicity | Percentage | Asian | 60%  | Hispanic | 33% | White | 79% |
| Ethnicity  | Percentage   |           |            |       |      |          |     |       |     |
| Asian  | 60%  |           |            |       |      |          |     |       |     |
| Hispanic   | 33%  |           |            |       |      |          |     |       |     |
| White  | 79%  |           |            |       |      |          |     |       |     |

**Responses Showing Different Perceptions and Experiences for Whites and Non-Whites  
(Staff Equity Questionnaire)**

|  |                            | "Frequently"      |
|--|----------------------------|-------------------|
| Students that I interact with on this campus generally behave as though they are...                                  |                            |                   |
| ...pleased with developing a student body that represents all ethnic groups. (item26a)                               | Asian<br>Hispanic<br>White | 20%<br>33%<br>67% |
| ...resentful of efforts to develop a student body that represents all ethnic groups. (item26b)                       | Asian<br>Hispanic<br>White | 50%<br>19%<br>8%  |
| ...aware of the importance of educating students from all ethnic groups. (item26c)                                   | Asian<br>Hispanic<br>White | 67%<br>42%<br>55% |
| ...aware of the difficulties that students from underrepresented groups may face in succeeding in college. (item26d) | Asian<br>Hispanic<br>White | 40%<br>32%<br>49% |
| ...supportive of students from underrepresented groups. (item26e)  | Asian<br>Hispanic<br>White | 33%<br>36%<br>55% |
| I interact socially with faculty and/or staff of...  |                            | "Never"           |
| ...my ethnic group. (item9a)   | Asian<br>Hispanic<br>White | 33%<br>21%<br>9%  |
| ...other ethnic groups. (item9b)   | Asian<br>Hispanic<br>White | 33%<br>21%<br>10% |

**Responses Showing Different Perceptions and Experiences for Whites and Non-Whites  
(Staff Equity Questionnaire)**



**"Strongly Agree/Agree"**

|          |     |
|----------|-----|
| Asian    | 46% |
| Hispanic | 67% |
| White    | 90% |



**Responses Showing Different Perceptions and Experiences for Whites and Non-Whites  
(Staff Equity Questionnaire)**

|  |  | "Strongly Agree/Agree" |
|--|--|------------------------|
| In my opinion, special programs and policies...  |  |                        |
| ...often result in the hiring of instructors and support personnel who lack adequate qualifications. (quest8b)         | Asian<br>Hispanic<br>White                 | 17%<br>13%<br>43%      |
| ...enhance the quality of the student body. (quest8e)  | Asian<br>Hispanic<br>White                 | 83%<br>80%<br>68%      |
| ...lead to admission of too many underprepared students. (quest8g)   | Asian<br>Hispanic<br>White                 | 0%<br>16%<br>27%       |
| ...are necessary for the faculty and staff to be representative of the student body and community. (quest8h)           | Asian<br>Hispanic<br>White                 | 80%<br>85%<br>69%      |
| ...help to create a positive campus environment. (quest8i)   | Asian<br>Hispanic<br>White                 | 100%<br>84%<br>64%     |
| I have seen or heard about <u>racist</u> behavior initiated by: non-ethnic minority support personnel. (item 10b)      | "Never"<br>Asian<br>Hispanic<br>White      | 50%<br>52%<br>63%      |
| At RSC, I have been <u>harassed</u> recently because of my: race/ethnicity. (item 16a)                                 | "Frequently"<br>Asian<br>Hispanic<br>White | 25%<br>4%<br>2%        |
| At RSC, I have recently heard insensitive or disparaging comments about <u>ethnic minorities</u> by: staff. (item 19b) | "Frequently"<br>Asian<br>Hispanic<br>White | 50%<br>15%<br>5%       |

**Other Issues (Staff Equity Questionnaire)**

|  |  |       |     |          |     |       |     |       |     |          |     |       |     |
|--|--|-------|-----|----------|-----|-------|-----|-------|-----|----------|-----|-------|-----|
| <p>At RSC, I have been discriminated against recently because of...</p> <ul style="list-style-type: none"> <li>...my religion. (item16e)</li> <li>...my disability. (item16d)</li> <li>...my sexual orientation. (item16c)</li> <li>...my age. (item16f)</li> <li>...my race/ethnicity. (item16a)</li> </ul> | <p>"Never"</p> <table border="1"> <tr><td>96%</td></tr> <tr><td>95%</td></tr> <tr><td>95%</td></tr> <tr><td>87%</td></tr> <tr><td>81%</td></tr> </table>   | 96%   | 95% | 95%      | 87% | 81%   |     |       |     |          |     |       |     |
| 96%  |  |       |     |          |     |       |     |       |     |          |     |       |     |
| 95%  |  |       |     |          |     |       |     |       |     |          |     |       |     |
| 95%  |  |       |     |          |     |       |     |       |     |          |     |       |     |
| 87%  |  |       |     |          |     |       |     |       |     |          |     |       |     |
| 81%  |  |       |     |          |     |       |     |       |     |          |     |       |     |
| <p>At RSC, I have been harassed recently because of my gender. (item17b)</p>   | <p>"Never"</p> <table border="1"> <tr><td>Male</td><td>83%</td></tr> <tr><td>Female</td><td>83%</td></tr> </table>   | Male  | 83% | Female   | 83% |       |     |       |     |          |     |       |     |
| Male   | 83%  |       |     |          |     |       |     |       |     |          |     |       |     |
| Female   | 83%  |       |     |          |     |       |     |       |     |          |     |       |     |
| <p>At RSC, I have recently heard insensitive or disparaging comments by staff about...</p> <ul style="list-style-type: none"> <li>...ethnic minorities (item19b)</li> <li>...gays and lesbians (item20b)</li> <li>...people with disabilities (item21b)</li> </ul>   | <p>"Never"</p> <table border="1"> <tr><td>61%</td></tr> <tr><td>75%</td></tr> <tr><td>89%</td></tr> </table>   | 61%   | 75% | 89%      |     |       |     |       |     |          |     |       |     |
| 61%  |  |       |     |          |     |       |     |       |     |          |     |       |     |
| 75%  |  |       |     |          |     |       |     |       |     |          |     |       |     |
| 89%  |  |       |     |          |     |       |     |       |     |          |     |       |     |
| <p>My relationship with other staff members is generally...</p> <ul style="list-style-type: none"> <li>...conducive to social interaction on-campus. (item23d)</li> <li>...uncomfortable with those of other ethnic groups. (item23f)</li> </ul>   | <p>"Frequently"</p> <table border="1"> <tr><td>Asian</td><td>25%</td></tr> <tr><td>Hispanic</td><td>36%</td></tr> <tr><td>White</td><td>53%</td></tr> </table> <p>"Never"</p> <table border="1"> <tr><td>Asian</td><td>60%</td></tr> <tr><td>Hispanic</td><td>85%</td></tr> <tr><td>White</td><td>86%</td></tr> </table> | Asian | 25% | Hispanic | 36% | White | 53% | Asian | 60% | Hispanic | 85% | White | 86% |
| Asian  | 25%  |       |     |          |     |       |     |       |     |          |     |       |     |
| Hispanic   | 36%  |       |     |          |     |       |     |       |     |          |     |       |     |
| White  | 53%  |       |     |          |     |       |     |       |     |          |     |       |     |
| Asian  | 60%  |       |     |          |     |       |     |       |     |          |     |       |     |
| Hispanic   | 85%  |       |     |          |     |       |     |       |     |          |     |       |     |
| White  | 86%  |       |     |          |     |       |     |       |     |          |     |       |     |



| Other Issues (Staff Equity Questionnaire)  |                     |
|--|---------------------|
| <p>Campus activities in which I participated that have increased my sensitivity to <u>other ethnic groups</u> are...</p> | <p>"Frequently"</p> |
| <p>...informal discussions with others on campus. (item27a)</p>  | <p>43%</p>          |
| <p>...special events (cultural celebrations, etc). (item27e)</p>   | <p>36%</p>          |
| <p>...conferences and workshops. (item27c)</p>   | <p>32%</p>          |
| <p>...staff development activities. (item27b)</p>  | <p>31%</p>          |
| <p>...committee assignments and/or department/division meetings. (item27d)</p>   | <p>28%</p>          |
| <p>...concerts and exhibits. (item27f)</p>   | <p>25%</p>          |

| Other Issues (Staff Equity Questionnaire)   |              |
|---|--------------|
|   | "Frequently" |
| Campus activities in which I participated that have increased my sensitivity to <u>other ethnic groups</u> are... |              |
| ...informal discussions with others on campus. (item27a)  | 43%          |
| ...special events (cultural celebrations, etc). (item27e)   | 36%          |
| ...conferences and workshops. (item27c)   | 32%          |
| ...staff development activities. (item27b)  | 31%          |
| ...committee assignments and/or department/division meetings. (item27d)   | 28%          |
| ...concerts and exhibits. (item27f)   | 25%          |

## Staff's Perception of RSC in Regard to Issues of Diversity (Staff Equity Questionnaire)

|               | Percent Distribution and Average Rating for Responses by Ethnicity<br>(responses reported on a 1-5 scale, 1 = most positive response/5 = most negative response) |     |     |     |               |                |
|---------------|--|-----|-----|-----|---------------|----------------|
|               | 1  | 2   | 3   | 4   | 5             | Average Rating |
|               | Relaxed  |     |     |     | Tense         |                |
| Hispanic n=27 | 7%   | 15% | 30% | 26% | 22%           | 3.4            |
| White n=124   | 14   | 24  | 36  | 15  | 11            | 2.9            |
|               | Comfortable  |     |     |     | Uncomfortable |                |
| Hispanic      | 7  | 15  | 33  | 26  | 19            | 3.3            |
| White         | 15   | 36  | 32  | 14  | 5             | 2.6            |
|               | Friendly   |     |     |     | Hostile       | < = = =        |
| Hispanic      | 19   | 33  | 37  | 4   | 7             | 2.5            |
| White         | 23   | 40  | 28  | 6   | 3             | 2.3            |
|               | Warm   |     |     |     | Cold          |                |
| Hispanic      | 11   | 22  | 52  | 7   | 7             | 2.8            |
| White         | 16   | 37  | 34  | 12  | 2             | 2.5            |
|               | Communicative  |     |     |     | Reserved      |                |
| Hispanic      | 4  | 11  | 48  | 19  | 19            | 3.4            |
| White         | 11   | 30  | 38  | 19  | 2             | 2.3            |
|               | Enjoyable  |     |     |     | Unenjoyable   |                |
| Hispanic      | 4  | 22  | 37  | 30  | 7             | 3.1            |
| White         | 16   | 37  | 37  | 7   | 3             | 2.4            |
|               | Concerned  |     |     |     | Indifferent   |                |
| Hispanic      | 15   | 11  | 30  | 26  | 19            | 3.2            |
| White         | 20   | 33  | 37  | 8   | 3             | 2.4            |
|               | Respectful   |     |     |     | Disrespectful |                |
| Hispanic      | 7  | 33  | 26  | 30  | 4             | 2.9            |
| White         | 9  | 34  | 36  | 8   | 2             | 2.4            |
|               | Cooperative  |     |     |     | Competitive   |                |
| Hispanic      | 7  | 26  | 26  | 33  | 7             | 3.1            |
| White         | 16   | 34  | 36  | 8   | 6             | 2.5            |
|               | Sensitive  |     |     |     | Insensitive   |                |
| Hispanic      | 4  | 33  | 15  | 30  | 19            | 3.3            |
| White         | 17   | 29  | 41  | 10  | 3             | 2.5            |

\* Only Hispanics and Whites are included because the number of respondents for other ethnic groups were too low.

|          | Percent Distribution and Average Rating for Responses by Ethnicity<br>(responses reported on a 1-5 scale, 1 = most positive response/5 = most negative response) |     |     |     |              |                |
|----------|--|-----|-----|-----|--------------|----------------|
|          | 1  | 2   | 3   | 4   | 5            | Average Rating |
|          | Welcoming  |     |     |     | Unwelcoming  |                |
| Hispanic | 11%  | 26% | 33% | 19% | 11%          | 2.9            |
| White    | 20   | 33  | 35  | 11  | 2            | 2.4            |
|          | Supportive   |     |     |     | Unsupportive |                |
| Hispanic | 7  | 19  | 41  | 26  | 7            | 3.2            |
| White    | 10   | 25  | 50  | 12  | 3            | 2.4            |
|          | Easy   |     |     |     | Hard         |                |
| Hispanic | 7  | 19  | 41  | 26  | 7            | 3.1            |
| White    | 10   | 25  | 50  | 12  | 3            | 2.7            |
|          | Accepting  |     |     |     | Unaccepting  |                |
| Hispanic | 7  | 26  | 33  | 26  | 7            | 3.0            |
| White    | 17   | 35  | 37  | 10  | 2            | 2.4            |
|          | Tolerant   |     |     |     | Intolerant   |                |
| Hispanic | 7  | 19  | 44  | 22  | 7            | 3.0            |
| White    | 16   | 37  | 35  | 9   | 2            | 2.4            |
|          | Flexible   |     |     |     | Structured   |                |
| Hispanic | 7  | 30  | 41  | 11  | 11           | 2.9            |
| White    | 17   | 30  | 32  | 14  | 7            | 2.6            |
|          | Open   |     |     |     | Closed       |                |
| Hispanic | 11   | 26  | 30  | 19  | 15           | 3.0            |
| White    | 19   | 28  | 35  | 15  | 3            | 2.6            |
|          | Non-Bureaucratic   |     |     |     | Bureaucratic | < = = =        |
| Hispanic | 7  | 4   | 37  | 15  | 37           | 3.7            |
| White    | 8  | 15  | 24  | 21  | 31           | 3.5            |

**Note: In every case, White staff rated the climate more positively than Hispanic staff. The climate was rated the most negatively by both groups on the measure "bureaucratic", and most positively on the measure "friendly".**

\* Only Hispanics and Whites are included because the number of respondents for other ethnic groups were too low.

## Staff's Feelings About How They Are Viewed at RSC (Staff Equity Questionnaire)

|                    |                           | Percent Distribution and Average Rating for Responses by Ethnicity<br>(responses reported on a 1-5 scale, 1 = most positive response/5 = most negative response) |     |     |    |                        |                |
|--------------------|---------------------------|--|-----|-----|----|------------------------|----------------|
|                    |                           | 1  | 2   | 3   | 4  | 5                      | Average Rating |
| Hispanic<br>n = 27 | Respected                 | 44%  | 19% | 30% | 7% | Disrespected           | 2.0            |
|                    | White<br>n = 124          | 27   | 44  | 24  | 4  | 0%                     | 2.1            |
| Hispanic           | Admired                   | 11   | 33  | 37  | 11 | Resented               | 2.7            |
|                    | White                     | 11   | 33  | 49  | 6  | 7                      | 2.5            |
| Hispanic           | Successful                | 15   | 30  | 44  | 7  | Unsuccessful           | 2.6            |
|                    | White                     | 20   | 46  | 31  | 2  | 4                      | 2.2            |
| Hispanic           | Intelligent               | 26   | 37  | 30  | 7  | Unintelligent          | 2.2            |
|                    | White                     | 22   | 53  | 23  | 2  | 0                      | 2.1            |
| Hispanic           | Valued                    | 26   | 30  | 26  | 11 | Demeaned               | 2.4            |
|                    | White                     | 21   | 39  | 28  | 7  | 7                      | 2.4            |
| Hispanic           | Appreciated               | 30   | 15  | 30  | 15 | Worthless              | 2.6            |
|                    | White                     | 19   | 42  | 27  | 9  | 11                     | 2.3            |
| Hispanic           | Integral on<br>the Campus | 22   | 15  | 37  | 15 | Tolerated on<br>Campus | 2.8            |
|                    | White                     | 24   | 29  | 33  | 11 | 11                     | 2.4            |

Note that 44% of the 27 Hispanic respondents rated that they felt "respected" on the highest rating possible (1).

- Only Hispanics and Whites are included because the number of respondents for other ethnic groups were too low.

**Percent of Staff Who Have Participated in an  
Activity To Promote Diversity/Sensitivity  
(Staff Equity Survey)**

| <b>Have you participated in a workshop.....?</b> | <b>Black<br/>n=3</b> | <b>Asian<br/>n=6</b> | <b>Hispanic<br/>n=28</b> | <b>White<br/>n=123</b> | <b>Other<br/>n=8</b> | <b>TOTAL<br/>n=168</b> |
|--|----------------------|----------------------|--------------------------|------------------------|----------------------|------------------------|
| No   | 67%                  | 67%                  | 50%                      | 53%                    | 50%                  | 53%                    |
| Yes, mostly beneficial                           | 33                   | 17                   | 21                       | 20                     | 25                   | 20                     |
| Yes, somewhat beneficial                         | 0                    | 17                   | 21                       | 25                     | 25                   | 24                     |
| Yes, but not beneficial                          | 0                    | 0                    | 7                        | 2                      | 0                    | 3                      |
| <b>TOTAL</b>                                     | <b>2%</b>            | <b>4%</b>            | <b>17%</b>               | <b>73%</b>             | <b>5%</b>            | <b>100%</b>            |

**Percent of Faculty Who Have Participated in an  
Activity To Promote Diversity/Sensitivity  
(Faculty Equity Survey)**

| <b>Have you participated in a workshop.....?</b> | <b>Black<br/>n=3</b> | <b>Asian<br/>n=5</b> | <b>Hispanic<br/>n=8</b> | <b>White<br/>n=60</b> | <b>Other<br/>n=2</b> | <b>TOTAL<br/>n=78</b> |
|--|----------------------|----------------------|-------------------------|-----------------------|----------------------|-----------------------|
| No   | 33%                  | 40%                  | 25%                     | 30%                   | 100%                 | 32%                   |
| Yes, mostly beneficial                           | 67                   | 20                   | 50                      | 30                    | 0                    | 32                    |
| Yes, somewhat beneficial                         | 0                    | 40                   | 25                      | 38                    | 0                    | 35                    |
| Yes, but not beneficial                          | 0                    | 0                    | 0                       | 2                     | 0                    | 1                     |
| <b>TOTAL</b>                                     | <b>4%</b>            | <b>6%</b>            | <b>10%</b>              | <b>77%</b>            | <b>3%</b>            | <b>100%</b>           |

**Note that more faculty than staff have participated in a staff development or other activity promoting sensitivity to diversity.**



## **RSCCD Staff Diversity/Affirmative Action Plan (1989)**

The College maintains a comprehensive affirmative action plan, created and administered through the Personnel Department and Affirmative Action Committee. This plan addresses the following issues:

1. Policy statement - A statement affirming the college's commitment to a diverse environment, to fulfilling all of the many related legal mandates, and to vigorous affirmative action efforts in hiring.
2. Responsibilities - The responsibilities in the effort to achieve staff diversity are specified for 1) the Board of Trustees; 2) the Chancellor; 3) the Affirmative Action Officers; 4) the Affirmative Action Committee; 5) the faculty and staff; and 6) the Title IX Officer.
3. Work Force Analysis - Using guidelines provided by the state Chancellor's Office, an analysis of the numbers of minorities and women, by department, as well as future hiring goals and timelines, are provided (see attached) (updated through 1992-93).
4. Training of Faculty and Staff - Opportunities for faculty and staff to receive training (e.g., Staff Development Programs, training for screening committee members, community involvement) in topics of diversity are very briefly discussed.
5. Employment - Procedures for all phases of employment - job descriptions, recruitment, application, applicant pools, screening and selection, record-keeping and reports are described. These procedures were developed to maximize diversity in new hires.
6. Complaint Procedures
7. Strategies for Changes - Long lists of activities by which to enhance a pro-diverse climate at RSC are presented. The lists include recommendations for hiring practices, curriculum, training, and responsibilities of the Diversity Specialist. This is a good resource for this study. (See the next item in this report.)
8. Plan Revision & Dissemination of Policy - This section indicates that the plan will be updated every three years and disseminated to designated groups.
9. Program Areas Related to Provisions of a Hospitable Campus Environment for All Groups - This section addresses:
  - Sexual harassment policy and definition
  - Gender equity policies and proposed activities for RSC to promote gender equity
  - Disabilities policies
  - Unlawful discrimination
  - Sexual orientation statement of non-discrimination
  - AIDS in the workplace policy statements for the afflicted and non-afflicted employee.



RSC Affirmative Action Plan  
Recommended Strategies

5. STRATEGIES FOR CHANGE

Legal Reference: Title 5, Section 53050

a. Recruitment

The strategy in this category is to seek candidates for positions who would not be reached through traditional recruitment efforts.

- 1) Institute criteria for District-paid travel and reimbursement, expense-sharing or stipend for relocation costs.
- 2) Develop criteria for District participation in a housing assistance program for all new-hires relocating within the District's boundaries.
- 3) Provide all new-hires with information about avenues for possible spousal employment, child care, community information, schools, new-resident interests, etc.
- 4) List all position openings with the District's Job Placement Office to capitalize on our student population diversity.
- 5) Institute and maintain an on-going file of persons from protected groups who are interested in future District openings and send timely information.
- 6) Develop a comprehensive search plan for each employment action which involves the Division Dean, screening committee chair, Cultural Diversity Leadership Chair and/or the Staff Diversity/Affirmative Action Officer.
- 7) Develop an efficient process for participating in system-sponsored job fairs and career programs on university campuses.
- 8) Involve department faculty and staff in networking and recruiting for current openings through professional organizations, conferences, telephone calls, etc.
- 9) Create new positions or reorganize to enable the hiring of additional, exceptionally qualified protected group members in accordance with institutional needs and

RSC Affirmative Action Plan  
Recommended Strategies

resources available in targeted affirmative action categories.

b. Pipelines

Pipelines are long-term recruiting strategies that rely on creating avenues for targeted groups to gain employment with the District. Investing resources in a variety of areas should promote access that will eliminate or drastically reduce the District's dependence on advertising and outreach for each opening as it occurs.

- 1) Establish a mentoring program for aspiring graduate students. The process would involve faculty pairing with students to provide motivation, positive reinforcement, guidance and encouragement. A mentoring program for new faculty during their first year on the job might also help in retaining protected group members once we have hired them.
- 2) Establish an internship program by which graduate students are paid a stipend for "student teaching" during the summer session. Not only would the District be assisting the student financially, but by working with our faculty, they would gain classroom skills and/or counseling skills that are difficult to come by for new graduates.
- 3) Invite K-12 teachers to apply for part-time faculty and guest lecturer positions. Part-time faculty are now a component of our plan (goals and timetables). There is much talent and diversity in our District's service area, and this is one way to capitalize on both.
- 4) Visit four-year schools and addressing Bachelor students to create an awareness of teaching at a two-year college. This would encourage the view that RSC is a viable career option.
- 5) Establish a formal program to qualify existing part-time staff for future full-time positions. This would pay us dividends not only in diversity, but could serve to improve candidate pools in hard-to-hire disciplines and career fields, i.e., clerical.

RSC Affirmative Action Plan  
Recommended Strategies

- 6) Set up faculty networking mechanisms that take advantage of professional organizations and other affiliations.

c. Curriculum, Culture and Environment

The strategy in this category is to provide a working atmosphere that promotes diversity in all aspects of the institution. The value of diversity should serve to retain faculty and staff once they have been hired.

To initiate the implementation of this plan, the District will provide 1.0 FTE (Full Time Equivalent) release time for faculty to develop and promote the concept of cultural diversity in curriculum, culture and environment. It is understood that this position is a one-year position with a review of outcomes at the end of that year.

FOR FACULTY:

1. Assist faculty to replace or revise culturally and sex-biased classroom materials, textbooks, filmstrips, cassettes, charts, etc.
2. Assist faculty to develop up-to-date classroom resource materials that promote cultural diversity and acceptance of protected groups.
3. Promote student diversity in classes, courses and programs.
4. Assist counselors with the development of career and job information for protected groups, as well as sex equity in non-traditional careers.
5. Assist in referring students to the Job Placement Office with special emphasis for those students from the protected groups.
6. Encourage participation of protected groups in student organization activities, including leadership roles.
7. Recommend that adequate space and/or class sections be allocated to meet the needs of

RSC Affirmative Action Plan  
Recommended Strategies

programs for students from the protected groups.

8. Develop demonstration projects that promote cultural diversity and eliminate sex and disability bias in the curriculum.
9. Apply for research grants for innovative programs that promote cultural diversity on the campus, that infuse cultural diversity, and that eliminate sex and disability bias in the curriculum.
10. Promote the concept that protected groups can and should transfer to four-year colleges and universities.
11. Make students aware of District support services, i.e., Learning Center, Disabled Student Center, Financial Aid Office, New Horizons and non-traditional careers.
12. Establish a visiting minority professors program. Priority would be given to disciplines where few protected group faculty are teaching.
13. Performance in promoting cultural diversity/gender equity, i.e., participation in pipeline and recruitment activities, training, gender equity etc., will be a part of either peer and/or administrative performance evaluations.

FOR STUDENT SERVICES:

14. Replace or revise all biased information materials in counseling.
15. Eliminate all biased testing materials for determining personality traits and aptitudes. Develop and use testing materials free from cultural, sexual biases and disabled biases.
16. Search and maintain the most recent available information for employment outlook for protected groups.
17. Utilize data on employment patterns and projections to guide student choice without regard to cultural background.

RSC Affirmative Action Plan  
Recommended Strategies

18. Take an active role in recruiting under-represented students to consider transferring to four-year universities and into majors that have traditionally been avoided by under-represented groups.
19. Provide counseling services to under-represented students concerning university opportunities with emphasis on reasons to consider transfer opportunities, problems to be overcome in the pursuit of transfer opportunities, and academic preparation needed, and available for transferring to the university.
20. Invite speakers to address under-represented students of the opportunities available to attend the university.
21. Use resource persons who can provide information to under-represented students on the how's and why's of transferring.
22. Provide teachers, administrators, students and community members with materials on the career choices available to protected groups.
23. Provide information on employers who are receptive to hiring persons from the protected groups.
24. Apply for grants to address the issue of under-represented students at the university: How can we get community college students to transfer to the university?
25. Performance in promoting cultural diversity, i.e., participation in pipeline and recruitment of either peer and/or administrative performance evaluations.
26. Provide school and financial aid information and training to students from protected groups.
27. Provide guidance to student organizations to assure that they are not discriminatory or biased.
28. Take an active role in recruiting under-represented students to consider vocational

RSC Affirmative Action Plan  
Recommended Strategies

programs that have traditionally been avoided by under-represented groups.

29. Apply for grants to address the issue of vocational programs that have been traditionally avoided by under-represented groups.

FOR ADMINISTRATION:

30. Plan staff development meetings to explain affirmative action and cultural diversity, assess course content and textbooks for bias, and involve staff in the effort and implementation.
31. Examine student enrollment patterns to identify trends of protected groups in order to ascertain areas of bias and stereotyping.
32. Revise and design District brochures to promote cultural diversity and eliminate sex and disability bias and sex-role stereotyping.
33. Develop signage that addresses the need of the limited or non-English speaking and the visually impaired.
34. Identify employers interested in hiring persons from the protected groups.
35. Identify community people from the protected groups who would be willing to participate in programs.
36. Provide students with bilingual and special services support (disability) contact persons in all instructional programs and in those areas that provide services to students.
37. Provide career fairs or career days to develop awareness of job opportunities for protected groups.
38. Foster student activities that promote cultural diversity.
39. Supervise the elimination or revision of teaching, resource, counseling, and testing materials that are biased.

RSC Affirmative Action Plan  
Recommended Strategies

40. Apply for research grants that address the issues of cultural diversity and protected groups.
41. Review retention rates of protected groups in all disciplines to identify problem areas for attention and correction. Also, to give positive recognition to successful programs.
42. In the development of all District publications, consideration should be given to the appropriateness of translation in languages other than English.
43. Set aside annual funding for departments that make progress in meeting District departmental/division Staff Diversity/Affirmative Action goals and timetables for one-time expenditures.
44. A Manager's achievement and promotion of cultural and staff diversity, i.e., implementing recruitment and pipeline activities, organizing workshops, bringing in speakers, will be a significant part of the performance appraisal process, taking into account workforce analysis and departmental/division goals and timetables. Each manager, starting with the Vice Chancellors, will be held accountable for creating an environment that values cultural diversity and strives to achieve Affirmative Action goals.

d. Training

FOR FACULTY:

1. Participate in in-service training, which seeks to promote cultural diversity and the elimination of sex and disability bias and sex-role stereotyping in education.
2. Improve teaching skills through in-service training in how to infuse the curriculum with cultural diversity.

FOR STUDENT SERVICES FACULTY:

3. Participate in in-service training that addresses the issues of under-represented students: financial aid, admissions, housing, etc.

RSC Affirmative Action Plan  
Recommended Strategies

FOR FACULTY AND STAFF:

4. Provide and encourage attendance at training programs where all staff are given an opportunity to attend.
5. Provide training on the impact of AB-1725.
6. Provide orientation on staff diversity and the affirmative action plan.
7. Provide training on history and responsibilities of affirmative action.
8. Provide training on workforce analysis, utilization analysis, goals and timetables.
9. Provide Faculty/Staff in-service training on diversity including, but not limited to language, cultural sensitivity, sex equity, sexual harassment, disabilities, and sexual orientation.
10. Provide training on employment procedures.
11. Provide training on complaint process.
12. Provide training on job analysis, job descriptions/class specifications application instruments and job announcements.
13. Provide training on recruitment, applicant pool and applicant flow.
14. Provide faculty/staff in-service training on AIDS in the workplace and sexual harassment.
15. Develop and implement specialized programs to integrate new faculty into the campus, with special sensitivity to minority faculty.
16. Training of staff involved with screening and selection processes through seminars, training workshops or approved videotapes designed to improve understanding of current equal opportunity policy and affirmative action is required prior to serving on a screening committee.



# RSCCD Affirmative Action Goals and Timetables

|  | Number of Employees<br>in this Job Category<br>(1989-90) | Number of persons<br>underrepresented for 1989-<br>90 for this job category | 1989-90 Goals<br>for this<br>category | 1990-91<br>Goals for this<br>category | 1991-92 goals<br>for this job<br>category |
|--|--|---|---------------------------------------|---------------------------------------|---|
| <b>Executive/Administrative/Managerial</b> |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian                  | 2  | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander                     | 1  | 1   | 0                                     | 0                                     | 1   |
| Black                                      | 2  | 1   | 0                                     | 1                                     | 0   |
| Hispanic                                   | 4  | 0   | 0                                     | 0                                     | 0   |
| Women                                      | 14   | 2   | 1                                     | 1                                     | 0   |
| <b>Social Science</b>                      |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian                  | 0  | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander                     | 0  | 1   | 0                                     | 0                                     | 0   |
| Black                                      | 1  | 0   | 0                                     | 0                                     | 0   |
| Hispanic                                   | 3  | 0   | 0                                     | 0                                     | 0   |
| Women                                      | 2  | 10  | 0                                     | 0                                     | 0   |
| <b>Humanities</b>                          |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian                  | 0  | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander                     | 2  | 1   | 0                                     | 1                                     | 0   |
| Black                                      | 3  | 0   | 0                                     | 0                                     | 0   |
| Hispanic                                   | 3  | 3   | 0                                     | 1                                     | 2   |
| Women                                      | 29   | 0   | 0                                     | 0                                     | 0   |
| <b>Career Education</b>                    |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian                  | 1  | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander                     | 4  | 0   | 0                                     | 0                                     | 0   |
| Black                                      | 5  | 0   | 0                                     | 0                                     | 0   |
| Hispanic                                   | 3  | 6   | 1                                     | 2                                     | 3   |
| Women                                      | 31   | 0   | 0                                     | 0                                     | 0   |
| <b>Natural Science</b>                     |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian                  | 0  | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander                     | 0  | 1   | 0                                     | 1                                     | 0   |
| Black                                      | 0  | 1   | 0                                     | 1                                     | 0   |
| Hispanic                                   | 0  | 2   | 0                                     | 1                                     | 1   |
| Women                                      | 8  | 3   | 0                                     | 1                                     | 1   |

RSCCD Affirmative Action Goals and Timetables (Cont.)

|   | Number of Employees<br>in this Job Category<br>(1988-90) | Number of persons<br>underrepresented for 1989-<br>90 for this job category | 1989-90 Goals<br>for this<br>category | 1990-91<br>Goals for this<br>category | 1991-92 goals<br>for this job<br>category |
|---|--|---|---------------------------------------|---------------------------------------|---|
| <b>Health &amp; Physical Education</b>  |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian               | 0  | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander                  | 0  | 1   | 0                                     | 0                                     | 0   |
| Black                                   | 1  | 0   | 0                                     | 0                                     | 0   |
| Hispanic                                | 3  | 0   | 0                                     | 0                                     | 0   |
| Women                                   | 2  | 10  | 0                                     | 0                                     | 0   |
| <b>Instructional/Support Services</b>   |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian               | 0  | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander                  | 3  | 0   | 0                                     | 0                                     | 0   |
| Black                                   | 3  | 0   | 0                                     | 0                                     | 0   |
| Hispanic                                | 12   | 0   | 0                                     | 0                                     | 0   |
| Women                                   | 36   | 0   | 0                                     | 0                                     | 0   |
| <b>Adult Education/Other Non-Credit</b> |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian               | 0  | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander                  | 4  | 0   | 0                                     | 0                                     | 0   |
| Black                                   | 4  | 0   | 0                                     | 0                                     | 0   |
| Hispanic                                | 8  | 0   | 0                                     | 0                                     | 0   |
| Women                                   | 24   | 0   | 0                                     | 0                                     | 0   |
| <b>Faculty (Part-time)</b>              |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian               | 19   | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander                  | 75   | 8   | 3                                     | 5                                     | 7   |
| Black                                   | 27   | 55  | 5                                     | 10                                    | 15  |
| Hispanic                                | 182  | 0   | 0                                     | 0                                     | 0   |
| Women                                   | 818  | 0   | 0                                     | 0                                     | 0   |
| <b>Professional (Non-faculty)</b>       |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian               | 1  | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander                  | 1  | 0   | 0                                     | 0                                     | 0   |
| Black                                   | 0  | 1   | 0                                     | 1                                     | 0   |
| Hispanic                                | 4  | 0   | 0                                     | 0                                     | 0   |
| Women                                   | 8  | 0   | 0                                     | 0                                     | 0   |

RSCGD Affirmative Action Goals and Timetables (Cont.)

|                                   | Number of Employees<br>in this Job Category<br>(1988-90) | Number of persons<br>underrepresented for 1989-<br>90 for this job category | 1989-90 Goals<br>for this<br>category | 1990-91<br>Goals for this<br>category | 1991-92 goals<br>for this job<br>category |
|-----------------------------------|--|---|---------------------------------------|---------------------------------------|---|
| <b>Technical/Paraprofessional</b> |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian         | 0  | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander            | 3  | 0   | 0                                     | 0                                     | 0   |
| Black                             | 5  | 0   | 0                                     | 0                                     | 0   |
| Hispanic                          | 5  | 0   | 0                                     | 0                                     | 0   |
| Women                             | 16   | 0   | 0                                     | 0                                     | 0   |
| <b>Secretarial/Clerical</b>       |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian         | 1  | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander            | 18   | 0   | 0                                     | 0                                     | 0   |
| Black                             | 9  | 0   | 0                                     | 0                                     | 0   |
| Hispanic                          | 49   | 0   | 0                                     | 0                                     | 0   |
| Women                             | 186  | 0   | 0                                     | 0                                     | 0   |
| <b>Skilled Crafts</b>             |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian         | 0  | 0   | 0                                     | 0                                     | 0   |
| Asian/Pacific Islander            | 0  | 0   | 0                                     | 0                                     | 0   |
| Black                             | 1  | 0   | 0                                     | 0                                     | 0   |
| Hispanic                          | 2  | 0   | 0                                     | 0                                     | 0   |
| Women                             | 0  | 2   | 0                                     | 0                                     | 1   |
| <b>Service/Maintenance</b>        |  |   |                                       |                                       |   |
| Alskn Ntv/American Indian         | 0  | 1   | 0                                     | 1                                     | 0   |
| Asian/Pacific Islander            | 5  | 0   | 0                                     | 0                                     | 0   |
| Black                             | 3  | 0   | 0                                     | 0                                     | 0   |
| Hispanic                          | 23   | 0   | 0                                     | 0                                     | 0   |
| Women                             | 10   | 7   | 1                                     | 3                                     | 3   |

Source: Personnel Services

## **Interview with Affirmative Action & Title IX Officer Ed Hernandez**

- ◆ Affirmative action policy addresses hiring, and Title IX addresses gender equity. (Responsibilities of the Affirmative Action Officer and Title IX Officer are listed in RSC's Affirmative Action Plan.)
- ◆ An all-day Saturday workshop for the Board of Trustees was held earlier this year to inform them of diversity issues for RSC's service area. The Board and the Chancellor have a commitment to affirmative action hiring. This has become apparent with the progress being made in the most recent faculty hires.
- ◆ Although progress has been made in increasing the diversity of new hires, there remains some residual resistance on the part of staff. The Affirmative Action Committee does have strong classified staff support.
- ◆ A statement indicating a "preference for bilingualism" has been added to job announcements, a policy representing Affirmative Action progress.
- ◆ The Affirmative Action Officer receives five to ten complaints a year from faculty and staff about "the way they have been treated by an administrator". These complaints really should be addressed to the Personnel Office.
- ◆ In regard to Title IX, gender parity for our athletics programs has been an ongoing issue of concern to some in the Academic Senate.
- ◆ In regard to sexual harassment complaints, very few have been made by staff. An official college policy about sexual harassment is included in RSC's Affirmative Action plan and will be approved by the Board of Trustees.
- ◆ Overall, students do feel welcome here, and our special programs and caring staff are responsible for this. There are, however, some perceived problems among faculty and staff regarding equity issues.

## **Interview with Director of Personnel Liz Harris**

- ◆ Every employee screening committee is oriented with information about RSC's affirmative action goals. The state's goal is that 30% of new hires be diverse. We have met and surpassed our goals. (Although there has been no staff hiring due to budget constraints, faculty have been hired.)
- ◆ The Personnel Department has been very aggressive in its efforts to create diverse pools of candidates.
- ◆ There is still a little resistance from some faculty and staff to affirmative action hiring.
- ◆ There are very, very few incidences of sexual harassment or problems associated with ethnicity among staff. A slight increase in sexual harassment complaints was noted after the Clarence Thomas hearings, however.

## RSCCD Recruitment Procedures

The primary goal of Personnel Services during the recruitment phase of the employment process is to obtain a qualified and diverse applicant pool. In order to be successful in meeting this important goal, RSCCD recognizes the need to explore all possible options for attracting top quality candidates. We are committed to providing equal opportunity in employment for all applicants without discrimination based on race, sex, color, religion, age, national origin, disability, marital status, Vietnam-era veteran status or sexual orientation. In support of the Rancho Santiago Community College District's Staff Diversity and Affirmative Action Plan, a well-defined recruitment plan has been established to ensure the recruitment process is in accordance with the principles of equal opportunity and staff diversity. It will be the responsibility of Personnel Services to look at the widest possible range of recruiting sources. The Recruitment Plan serves as a guideline, offering different avenues of reaching the widest range of applicants for every opening within time and resource constraints.

In order to facilitate recruitment and hiring of faculty representative of RSC students, in Spring 1993 it was decided to add to the job announcements advertising faculty openings the statement, "Bilingual ability in Spanish, Vietnamese, or other Asian languages."

In addition to *The Los Angeles Times* and *Orange County Register*, the following newspapers are used as appropriate:

- ◆ Black - *Los Angeles Sentinel, Black Issues in Higher Education*
- ◆ Hispanic - *La Opinion* and/or *La Guia T.V. En Espanol, Hispanic Hotline, Vista, The Hispanic Outlook in Higher Education*
- ◆ Native American - *American Indian Times* and/or *Talking Leaf*
- ◆ Chinese - *Chinese Daily News*
- ◆ Japanese - *Rafu Shimpo, Kashu* or *Pacific Citizen*
- ◆ Korean - *Korean Street Journal, Korean Times*
- ◆ Filipino - *The Philippine News*
- ◆ Vietnamese - *Saigon Nho*
- ◆ *Asian Week*
- ◆ *Chronicle of Higher Education*

# RSCCD New Hire Data

January - December 1992

|  | Asian | Black | Filipino | Hispanic | Native American | White | Other | Male | Female | Total |
|--|-------|-------|----------|----------|-----------------|-------|-------|------|--------|-------|
| <b>Administrative/Organizational Administration Classified Faculty</b>       | -     | -     | -        | -        | -               | 3     | -     | -    | 3      | 3     |
| <b>Applied Arts/Science Division Administration Classified Faculty</b>       | -     | -     | -        | -        | -               | 1     | -     | 1    | -      | 1     |
| <b>Business Division Administration Classified Faculty</b>                   | -     | -     | -        | 2        | -               | 1     | -     | -    | 3      | 3     |
| <b>Business Operation/Fiscal Services Administration Classified Faculty</b>  | -     | -     | -        | -        | -               | 2     | -     | -    | 2      | 2     |
| <b>Continuing Education Administration Classified Faculty</b>                | -     | -     | -        | 1        | -               | 6     | 1     | 4    | 4      | 8     |
| <b>Fine &amp; Performing Arts Division Administration Classified Faculty</b> | -     | 1     | -        | -        | -               | 2     | 1     | -    | 2      | 2     |
| <b>Humanities/Social Science Division Administration Classified Faculty</b>  | -     | -     | -        | -        | -               | 1     | -     | -    | 1      | 1     |



|  | Asian    | Black    | Filipino | Hispanic | Native American | White     | Other    | Male      | Female    | Total     |
|--|----------|----------|----------|----------|-----------------|-----------|----------|-----------|-----------|-----------|
| Learning Resources Administration Classified Faculty           | -        | -        | -        | -        | -               | -         | -        | -         | -         | -         |
|  | -        | -        | -        | 1        | 1               | -         | -        | 1         | 1         | 2         |
| Orange Campus Administration Classified Faculty                | -        | -        | -        | -        | -               | 1         | -        | -         | -         | 3         |
|  | 1        | -        | 1        | -        | -               | -         | -        | 3         | -         | -         |
| Orange Adult Learning Center Administration Classified Faculty | -        | -        | -        | -        | -               | 1         | -        | -         | 2         | 2         |
|  | -        | -        | -        | 1        | -               | -         | -        | -         | -         | -         |
| Science/Math Division Administration Classified Faculty        | -        | -        | -        | -        | -               | -         | -        | -         | -         | -         |
|  | -        | -        | -        | -        | -               | -         | -        | 1         | -         | 1         |
| Student Services Administration Classified Faculty             | 2        | -        | 2        | 2        | -               | 5         | -        | 1         | 10        | 11        |
|  | -        | 1        | -        | -        | -               | 1         | -        | -         | 2         | 2         |
| Technology Division Administration Classified Faculty          | -        | -        | -        | -        | -               | -         | -        | -         | -         | -         |
|  | -        | -        | -        | -        | 1               | -         | -        | -         | 1         | 1         |
|  | -        | -        | -        | -        | -               | -         | -        | -         | -         | -         |
| <b>TOTAL</b>   | <b>3</b> | <b>2</b> | <b>3</b> | <b>7</b> | <b>2</b>        | <b>27</b> | <b>1</b> | <b>11</b> | <b>34</b> | <b>45</b> |

## Staff's comments on the issue of equity at RSC...

### (Staff Equity Questionnaire)

1. The administration spends too much money on issues such as this. Get back to the basics and put all students first. Do not discriminate, e.g., give one group preference, for any reason!!!
2. I think that there is good equity among students and classified staff, and perhaps among faculty. At the administrative level, ethnic minorities are underrepresented. I sense a generally good atmosphere among different ethnic groups at RSC.
3. Some are more equal than others.
4. I think RSC is adequately aware of diversity issues; however, I am of the opinion that "the more we divide into special groups, the more divided we are". Aren't we missing the point of encouraging action & reaction which is not based in any way on color, gender, age, disability, etc.?
5. It is a sad day for us when people are hired based on their ethnicity or color. I'm all for equal opportunity but this college's hiring practices are neither color blind nor ethnic blind. It is reverse discrimination when a white person who is best qualified for a position is turned down based on the need to fill a quota.
6.
  - ◆ Great disparity with regards to the hiring of ethnic faculty, this community needs these models.
  - ◆ We are not responsive to this community in maintaining a "welcome" mat for them-in view of the fact that the BOGG may not be accepted and because non-residents will have to pay prohibitive fees- this institution will be viewed as "foreign" in a minority territory.
  - ◆ We need to work out a new way to extend education to those High School graduates, at least (what a waste), who cannot afford us.
7. Much reverse discrimination goes on here, if you are not a minority (ethnic) you are not considered in the same light.
8. Faculty is too controlling, they do not respect other employee groups.
9. There is still not equity in opportunities in this atmosphere of paranoia. Not enough ethnics, women are being recognized. Asians are the least represented. Audrey Noji is one exception.
10. In general, RSC staff are responsive to needs, respectful, cooperative, and professional. They are to be applauded for their efforts- both to inform and to perform.
11. The deteriorated condition with the change in chancellors and with her reorganization plan have failed to create a positive equity environment for minorities, especially Chicanos. The white dominated Faculty Senate who dominate the Chancellor have taken us off course in the equity issue. Sorry, I feel we have digressed.



### Staff's comments on the issue of equity at RSC...

12. In all, RSC is better than most places in respect to awareness and sensitivity to equity. It still has a long way to go before it can put itself on the block for a job well done but it has made some good progress over the last several years. So long as it keeps making progress and keeps being aware of the community it serves, it will do well on the equity issue.
13. White males & males overall still dominate the higher paying positions. Women are passed over for promotional opportunities & males are hired into the positions from outside. This seems especially true in technical areas since this is considered a man's job.
14. Instead of taking a step forward we have taken a step backward. We need to increase multicultural awareness and sensitivity on campus. When the limited activities (workshops, forums) do take place on diversity issues, the people in attendance are always the same. Are we preaching to the choir? Those limited individuals - administrators, faculty, staff - that do work on addressing the needs of diverse student issues are constantly scrutinized.
15. Please be aware that in your survey even though you do mention gays and lesbians once page 3 question 20, you fail to include them in the rest of the survey. This is one of the problems we face, we are here, we exist. We are students, staff, faculty, and administrators. We are discriminated against every day on campus, but according to this survey it's not as important as race or gender. Please consider it is.
16. We have a much more conscious effort to make to keep things equal within the district although something will only change with generations and children who have been taught to be open minded and fair going into the work force. Some "old dogs" refuse to learn new/better ways. This survey should be directed at one campus because each campus has an entirely different climate. I've had the fortunate experience of working at four campus (one only p/t) and have difficulty answering your questions.
17. Due to the extremes in management reviews I think it is difficult to express the views of equity @ RSC as a whole. Some are so pro that they almost move over many others in their quest for "equity".
18. Questions 29&30 asked about administrators only. There should have been questions about faculty and staff. Among faculty, there seems to be more priority placed on serving traditional, well-prepared students. This undermines importance of equity on campus.
19. It's who you know that counts.
20. Survey too long!
21. A lot depends on the particular individual, I think you should ask for a rating of this survey.

### **Staff's comments on the issue of equity at RSC...**

22. 1) equity involves social economic level not just race-therefore your questions were impossible to answer. 2) never group together faculty and classified staff (i.e. question #24 & 25). I believe each group's interaction with students is unique because of the level of service and variety of contact.
23. It would appear that equity is customarily @ a high level on this campus. When just supposed w/issues of budget/personnel cutbacks it suffers dramatically-staff and the students represented by programs which have been identified for reductions in funding seem to quickly develop prejudices against other programs and specific student groups (racial, ethnic or other) which have not been compromised. Otherwise, a general homogeneity would appear prevail in spite of the few bad apples who definitely represent the minority opinion.
24. With few exceptions I have personally not witnessed discrimination at CEC campus. Students and staff are treated well, fairly, and are encouraged to grow and succeed. My own supervisor is the exception.
25. Part-time staff is not treated equally with the full time staff. Handicap people are not treated equally with the non-handicapped people. Full-time staff gets all the group, part-time staff gets all the work and no group.
26. Disabled students (both physically and learning disabled) still suffer a great deal of subtle discrimination from faculty. Also, as a part-time staff member, I suffer from discrimination because I'm not considered as important. I can deal w/that, but I sure would like to see disabled students treated better.
27. Whites are now the minority at RSC.
28. This survey was biased against men.
29. The issue of equity has become very political and, as a result students of all ethnicities, races and gender will and do suffer.
30. RSC (and the world) will never have perfect harmony, but I think we are doing a very reasonable job of moving ahead with equity issues.
31. Sometimes too much time is paid to make people different rather than working to make people see how much we are alike.
32. There are some old guard faculty who resist change related to the needs of diverse students. There is lack of knowledge and/or disagreement about diversity-related needs. The administration is committed to this, and our college is advanced in this regard.
33. I do not see diversity as a problem on this campus. I do however feel that faculty needs to be more aware of the different ethnic groups they serve, and more respectful of staff in general.

### Staff's comments on the issue of equity at RSC...

34. It should remain as a high priority especially in light of our economic constraints.
35. This questionnaire is too long. I think a laissez faire attitude is best...The campus will achieve a racial, gender, and disability equilibrium level on its own. Too much time is spent (and \$ too) on trying to "level" the playing field...To the point that the "minorities" gain a majority voice by screaming and yelling for equality. Equality is spoken about, but feared! e.g. a men's club on campus would be scoffed/sneered at, if it was allowed at all...
36. **EQUITY: FREEDOM FROM BIAS OR FAVORITISM**  
Unfortunately, RSC has a long way to go before reaching this point. And although the college has taken some positive steps in this direction, I believe it can and needs to do much more. Our faculty and administrative body does not reflect the cultural diversity of this community, nor does it meet all of its needs. We as a college need....
1. A more culturally diverse faculty in all departments.
  2. Administrators that better reflect the community ethnicity.
  3. To cater to the needs of all students, especially those of minority groups by:  
Strongly recruiting students from underrepresented groups and helping to keep them in college (AA programs-transfer etc.).  
Offering more courses in Ethnic/Black/Chicano/women studies etc.
  4. Finally RSC must fulfill the needs of this community, the community of Santa Ana, not the city of Orange (i.e. Orange Campus). After all, the college is and has been centered in the city of Santa Ana and must therefore meet its needs first. All others last.
37. Things are tense because this racial diversity is always shoved down our throats. Special treatment is given to some ethnic groups usually Latinos.
38. I think the word "ethnic" should be taken out of our vocabulary. Heritage, culture or nationality should be used. Our registration forms for example want to know "ethnic" information but a black student from Africa is very different than one of American background. This also applies to "white" vs. European. This is just as much discrimination as anything else.
39. Here at the adult learning center in Orange, I believe we do an excellent job and enjoy a very wide diversity in students and staff. I don't believe ethnic requirement should be placed in anything, due to the very fact this goes against what a college stands for. "Freedom to do what you want!"
40. More activities involving other students of diverse backgrounds other than Hispanic, Black and Gay. Our campus is so diverse, we should take advantage of these worldwide cultures-not just focus in on a few.
41. I think this questionnaire had too many "loaded" questions, words used in some could have been more neutral and reflected the differences in the response choices.

### **Staff's comments on the issue of equity at RSC...**

42. I have more experience at RSC as a student rather than an employee, but my initial impression of equity and opportunity has been positive. I believe everyone should have equal opportunity and that one group should never be elevated at the expense of another group. This breeds prejudice and discontent. The school should be sensitive to this in designing their policies-its a very delicate, volatile issue.
43. This is a poorly timed survey for cultural diversity, when people are in fear of getting lay-off and knowing that when things do get better they will not be rehired because they are not the right color or gender.
44. I don't think we have much of an equity problem at RSC. I do think the best persons should be hired with no regard to gender/ethnicity.

## **Faculty's comments on the issue of equity at RSC...**

**(Faculty Equity Questionnaire)**

1. Cultural and ethnic differences has been an integral part of this campus for more than half of the school's existence. My experiences as a student and faculty has always been positive in areas of gender, culture, and ethnic encounters. But probably all is not the same for others.
2. It appears to me that there have been a few hiring not based on the most qualified individual, regardless of gender or ethnicity, but to fill an ethnic "quota." I do not believe quotas are the best way to hire the most qualified staff.
3. **Define equity!**
4. In regards to faculty it is more important to hire the best teachers than one that may not be the best but is of color or gender. If the best aren't teaching what are the students learning?
5. Overall RSC is trying to be fair on the equity issue.
6. Question #3, students are concerned with getting themselves through school and give little thought about others getting through school.
7. We have hardly any female students in our program, we always try to recruit female students whenever possible. As far as ethnic minority students we have a large member of Asian and Hispanic students.
8. There are no visible African-American administrators in this institution. Effort's should be made to hire from within or recruit qualified individuals to serve in various administrative positions.
9. I think this survey should have been directed to credit and non-credit separately. Non-credit certainly does not have a problem with affirmative action nor do we have problems with our students. Almost 100% of our students are ethnic minorities. Our problem quite often is intolerance.
10. The time and money spent on surveys might be better directed at services for our students.
11. I am concerned that some of our female faculty leaders are promoting anti-maleness on campus, promoting female leadership because of gender, not ability. As a woman, I feel this discrimination against males by women is no less tragic than other forms. The problem swings too far pro-woman sometimes.
12. I am satisfied with my dean and colleagues! I love working here and believe we are helping all students.

### Faculty's comments on the issue of equity at RSC...

13. Part of the problem that causes biases is allowing RSC to broadcast racial, ethnic and greater differences. As an example, during one of the chancellor's welcome back meetings held in August, there was a great deal.
14. Promote more inter-cultural activities, increase availability of multicultural studies and religious studies in general education requirements-why religion?? Because of continuing moral decay in education-with no options for improvement.
15. This is a ridiculous survey.
16. A waste of time to do this. We should worry about student success-excellence in education. Too many people seem worried about lawsuits from minority faculty and, therefore, don't require the same workload from them. In other words there is sometimes reverse discrimination.
17. The quality of a teacher/administration/support person is very important. When interviewing, I have seen a real scarcity of excellent minority candidates. The best answer is continued mentoring and financial support of top minority students.
18. Problematic are attitudes older white male faculty who seem to feel threatened by female and non-white faculty and administrators.
19. In my area I have always had minority students (mostly Asian). Hispanics have increased numbers lately. Women are unfortunately severely underrepresented in my classes. Nevertheless, we have, and have had, female faculty members.
20. This survey is much too long. Because of this your response rate is lessened.
21. Some males on campus have made disparaging comments regarding women and ethnic origin not matching their own. I spend more time in my department so I notice it more there but have seen and heard the same outside the department or been told by other women that they have experienced discrimination. It's usually in one-on-one interactions, not openly in groups or committees, and it's almost always white men, many of whom would describe themselves as sensitive.
22. The equity door has been open for a long time at this campus. To force this issue any further will bring resentment.
23. Racism, especially Anglo prejudice against Hispanics, continues to be a serious problem at RSC. The dominant culture of the institution is to hope "Mexicans" go away.
24. We have a lot of work to do in the issue of diversity.

**A**  
**\*\*\* Appendix \*\*\***  
**Table of Contents**

1. Equity Study Questionnaire Response Distributions (included in complete editions of study only):
  - Faculty Equity Questionnaire
    - Responses by Ethnicity
    - Responses by Gender
    - Responses by Years Worked at RSC
  - Staff Equity Questionnaire
    - Responses by Ethnicity
    - Responses by Gender
    - Responses by Years Worked at RSC
  - Student Equity Questionnaire
    - Responses by Age
    - Responses by Disability
    - Responses by Ethnicity
    - Responses by Gender
2. Survey Instruments:
  - RSC Faculty Equity Questionnaire
  - RSC Staff Equity Questionnaire
  - RSC Student Equity Questionnaire
  - High School Student Questionnaire
  - High School Teachers and Counselors Questionnaire
3. RSC Catalog - Cultural Breath Requirement
4. Academic Senate Resolution Regarding Ethnic Studies
5. Academic Senate Memo to Chancellor Regarding Chicano Studies
6. Memo to Faculty Regarding Student Equity Questionnaire
7. Memo to Faculty/Staff Regarding Equity Questionnaire
8. CCLC Commission on Education Policy Statement
  - About Campus Climate & Equity
9. RSCCD Board of Trustees Resolution on Staff Diversity/Affirmative Action
10. RSCCD Philosophy
11. RSC Annual Goals 1989-1994

**Equity Study Questionnaire Response Distributions  
Faculty Questionnaire  
Responses by Gender**

|   | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|---|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|   | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|   | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| I am treated rudely at RSC by: faculty, staff or administrators of my sex. (item9d)             |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 0          | 100    | 4     | 13                  | 15     | 14    | 88    | 79     | 83    | 2.9     | 2.7    | 2.8   |
| Orange Campus   | -          | -      | -     | 20                  | 20     | 20    | 80    | 80     | 80    | 2.7     | 2.8    | 2.8   |
| Centennial Education Center   | -          | -      | -     | 0                   | 44     | 33    | 100   | 60     | 67    | 3.0     | 2.6    | 2.7   |
| Adult Learning Center   | -          | -      | -     | -                   | -      | -     | -     | 100    | 100   | -       | 3.0    | 3.0   |
| TOTAL   | 0          | 4      | 33    | 13                  | 18     | 16    | 87    | 78     | 81    | 2.8     | 2.7    | 2.8   |
| I am treated rudely at RSC by: faculty, staff or administrators of the opposite sex. (item9e)   |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 0          | 3      | 2     | 17                  | 21     | 10    | 83    | 76     | 79    | 2.8     | 2.7    | 2.8   |
| Orange Campus   | 0          | 20     | 10    | 20                  | 20     | 20    | 80    | 60     | 70    | 2.7     | 2.4    | 2.6   |
| Centennial Education Center   | -          | -      | -     | 0                   | 44     | 33    | 100   | 60     | 67    | 3.0     | 2.6    | 2.7   |
| Adult Learning Center   | -          | -      | -     | -                   | -      | -     | -     | 100    | 100   | -       | 3.0    | 3.0   |
| TOTAL   | 0          | 4      | 3     | 17                  | 22     | 20    | 83    | 73     | 77    | 2.8     | 2.7    | 2.7   |
| I am treated rudely at RSC by: both male and female faculty, staff, or administrators. (item9f) |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | -          | -      | -     | 25                  | 22     | 23    | 75    | 78     | 77    | 2.8     | 2.8    | 2.8   |
| Orange Campus   | -          | -      | -     | 20                  | 40     | 30    | 80    | 60     | 70    | 2.7     | 2.6    | 2.7   |
| Centennial Education Center   | -          | -      | -     | 0                   | 60     | 50    | 100   | 40     | 50    | 3.0     | 2.4    | 2.5   |
| Adult Learning Center   | -          | -      | -     | -                   | -      | -     | -     | 100    | 100   | -       | 3.0    | 3.0   |
| TOTAL   | -          | -      | -     | 23                  | 27     | 26    | 77    | 73     | 74    | 2.8     | 2.7    | 2.7   |
| I collaborate professionally with faculty and/or staff of: my gender. (item10c)                 |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 67         | 91     | 81    | 21                  | 9      | 14    | 13    | 0      | 5     | 1.5     | 1.1    | 1.2   |
| Orange Campus   | 83         | 100    | 91    | 17                  | 0      | 91    | -     | -      | -     | 1.1     | 1.0    | 1.1   |
| Centennial Education Center   | 100        | 80     | 83    | 0                   | 20     | 17    | -     | -      | -     | 1.0     | 1.2    | 1.2   |
| Adult Learning Center   | -          | 100    | 100   | -                   | -      | -     | -     | -      | -     | -       | 1.0    | 1.0   |
| TOTAL   | 71         | 91     | 83    | 19                  | 9      | 13    | 10    | 0      | 4     | 1.4     | 1.1    | 1.2   |



|  | By Gender                   |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |     |
|--|-----------------------------|--------|-------|------|---------------------|-------|------|--------|-------|------|--------|-------|---------|--------|-------|-----|
|  | Frequently                  |        |       |      | Occasionally/Seldom |       |      |        | Never |      |        |       | Average |        |       |     |
|  | Male                        | Female | Total | Male | Female              | Total | Male | Female | Total | Male | Female | Total | Male    | Female | Total |     |
|  |                             |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |     |
| I collaborate professionally with faculty and/or staff of: the opposite gender. (item10d)  | 58                          | 85     | 74    | 29   | 15                  | 21    | 13   | 0      | 5     | 1.5  | 1.2    | 1.3   | 1.5     | 1.2    | 1.3   |     |
|  | Santa Ana Campus            |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |     |
|  | Orange Campus               | 67     | 80    | 73   | 33                  | 20    | 27   | -      | -     | 1.3  | 1.2    | 1.2   | 1.3     | 1.2    | 1.2   |     |
|  | Centennial Education Center | 100    | 80    | 83   | 0                   | 20    | 17   | -      | -     | 1.0  | 1.2    | 1.2   | 1.0     | 1.2    | 1.2   |     |
|  | Adult Learning Center       | -      | 100   | 100  | -                   | -     | -    | -      | -     | -    | -      | 1.0   | 1.0     | -      | 1.0   | 1.0 |
| TOTAL  | 61                          | 84     | 75    | 29   | 16                  | 21    | 10   | 0      | 4     | 1.5  | 1.2    | 1.3   | 1.5     | 1.2    | 1.3   |     |
| I interact socially with faculty and/or staff of: my gender. (item11c)   | 55                          | 41     | 46    | 36   | 59                  | 50    | 9    | 0      | 4     | 1.5  | 1.6    | 1.6   | 1.5     | 1.0    | 1.5   |     |
|  | Santa Ana Campus            | 33     | 100   | 64   | 33                  | 0     | 18   | -      | -     | 1.8  | 1.0    | 1.5   | 1.8     | 1.0    | 1.5   |     |
|  | Orange Campus               | 100    | 40    | 50   | 0                   | 60    | 50   | 33     | 0     | 1.0  | 1.6    | 1.5   | 1.0     | 1.6    | 1.5   |     |
|  | Centennial Education Center | -      | 100   | 100  | -                   | -     | -    | -      | -     | -    | -      | 1.0   | 1.0     | -      | 1.0   | 1.0 |
|  | Adult Learning Center       | 52     | 50    | 51   | 35                  | 50    | 44   | 14     | 0     | 6    | 1.6    | 1.5   | 1.5     | 1.6    | 1.5   | 1.5 |
| TOTAL  |                             |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |     |
| I interact socially with faculty and/or staff of: the opposite gender. (item11d)   | 46                          | 38     | 41    | 46   | 59                  | 54    | 9    | 3      | 6     | 1.7  | 1.7    | 1.7   | 1.7     | 1.7    | 1.7   |     |
|  | Santa Ana Campus            | 17     | 60    | 36   | 50                  | 46    | 33   | 0      | 18    | 1.9  | 1.4    | 1.7   | 1.9     | 1.4    | 1.7   |     |
|  | Orange Campus               | 100    | 40    | 50   | 0                   | 60    | 50   | -      | -     | 1.0  | 1.6    | 1.5   | 1.0     | 1.6    | 1.5   |     |
|  | Centennial Education Center | -      | -     | -    | -                   | 100   | 100  | -      | -     | 1.6  | 2.0    | 2.0   | 1.6     | 2.0    | 2.0   |     |
|  | Adult Learning Center       | 41     | 39    | 40   | 45                  | 59    | 53   | 14     | 2     | 7    | 1.7    | 1.7   | 1.7     | 1.7    | 1.7   |     |
| TOTAL  |                             |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |     |
| Faculty and staff on this campus generally act as though they are: willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses. (under "ethnic" also) (item12d) | 47                          | 52     | 50    | 53   | 45                  | 48    | 0    | 3      | 2     | 1.5  | 1.5    | 1.5   | 1.5     | 1.5    | 1.5   |     |
|  | Santa Ana Campus            | 75     | 60    | 67   | 25                  | 40    | 33   | -      | -     | 1.5  | 1.4    | 1.5   | 1.5     | 1.4    | 1.5   |     |
|  | Orange Campus               | 0      | 60    | 50   | 100                 | 40    | 50   | -      | -     | 2.0  | 1.4    | 1.5   | 2.0     | 1.4    | 1.5   |     |
|  | Centennial Education Center | -      | 100   | 100  | -                   | -     | -    | -      | -     | -    | 1.0    | 1.0   | -       | 1.0    | 1.0   |     |
|  | Adult Learning Center       | 50     | 55    | 53   | 50                  | 43    | 45   | 0      | 3     | 2    | 1.5    | 1.5   | 1.5     | 1.5    | 1.5   |     |
| TOTAL  |                             |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |     |

|   | By Gender  |        |       |                     |        |       |       |        |       |       |        |       | Average |        |       |
|---|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|-------|--------|-------|---------|--------|-------|
|   | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Total |        |       |         |        |       |
|   | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male  | Female | Total | Male    | Female | Total |
| have seen or heard about campus events where:<br>women in general are portrayed negatively.<br>(item 15b) | -          | -      | -     | 10                  | 20     | 16    | 91    | 80     | 84    | 2.9   | 2.8    | 2.8   | 2.9     | 2.8    | 2.8   |
| Santa Ana Campus  | -          | -      | -     | 0                   | 20     | 9     | 100   | 80     | 91    | 2.6   | 2.8    | 2.7   | 2.6     | 2.8    | 2.7   |
| Orange Campus   | -          | -      | -     | 0                   | 60     | 50    | 100   | 40     | 50    | 3.0   | 2.4    | 2.5   | 3.0     | 2.4    | 2.5   |
| Centennial Education Center   | -          | -      | -     | -                   | 50     | 50    | -     | 50     | 50    | -     | 2.5    | 2.5   | -       | 2.5    | 2.5   |
| Adult Learning Center   | -          | -      | -     | 7                   | 26     | 19    | 93    | 74     | 81    | 2.8   | 2.7    | 2.8   | 2.8     | 2.7    | 2.8   |
| TOTAL   | 0          | 3      | 2     | 10                  | 7      | 8     | 91    | 90     | 90    | 2.9   | 2.9    | 2.9   | 2.9     | 2.9    | 2.9   |
| have seen or heard about campus events where:<br>men in general are portrayed negatively.<br>(item 15c)   | -          | -      | -     | 17                  | 0      | 9     | 83    | 100    | 91    | 2.8   | 3.0    | 2.9   | 2.8     | 3.0    | 2.9   |
| Santa Ana Campus  | -          | -      | -     | 100                 | 60     | 67    | 0     | 40     | 33    | 2.0   | 2.4    | 2.3   | 2.0     | 2.4    | 2.3   |
| Orange Campus   | -          | -      | -     | -                   | -      | -     | -     | 100    | 100   | -     | 3.0    | 3.0   | -       | 3.0    | 3.0   |
| Centennial Education Center   | 0          | 2      | 1     | 14                  | 12     | 13    | 86    | 86     | 86    | 2.8   | 2.8    | 2.8   | 2.8     | 2.8    | 2.8   |
| Adult Learning Center   | -          | -      | -     | -                   | -      | -     | -     | -      | -     | -     | -      | -     | -       | -      | -     |
| TOTAL   | 0          | 2      | 1     | 14                  | 12     | 13    | 86    | 86     | 86    | 2.8   | 2.8    | 2.8   | 2.8     | 2.8    | 2.8   |
| have seen or heard about sexist behavior<br>initiated by: female support personnel. (item 17a)            | -          | -      | -     | 14                  | 17     | 15    | 86    | 83     | 85    | 2.9   | 2.8    | 2.8   | 2.9     | 2.8    | 2.8   |
| Santa Ana Campus  | 0          | 20     | 9     | 33                  | 0      | 18    | 67    | 80     | 73    | 2.4   | 2.6    | 2.5   | 2.4     | 2.6    | 2.5   |
| Orange Campus   | -          | -      | -     | 100                 | 75     | 80    | 0     | 26     | 20    | 2.0   | 2.3    | 2.2   | 2.0     | 2.3    | 2.2   |
| Centennial Education Center   | -          | -      | -     | -                   | -      | -     | -     | 100    | 100   | -     | 3.0    | 3.0   | -       | 3.0    | 3.0   |
| Adult Learning Center   | 0          | 3      | 1     | 21                  | 20     | 20    | 79    | 78     | 78    | 2.7   | 2.8    | 2.7   | 2.7     | 2.8    | 2.7   |
| TOTAL   | 0          | 3      | 1     | 21                  | 20     | 20    | 79    | 78     | 78    | 2.7   | 2.8    | 2.7   | 2.7     | 2.8    | 2.7   |
| have seen or heard about sexist behavior<br>initiated by: male support personnel. (item 17b)              | 0          | 7      | 4     | 23                  | 30     | 27    | 77    | 63     | 69    | 2.8   | 2.6    | 2.7   | 2.8     | 2.6    | 2.7   |
| Santa Ana Campus  | -          | -      | -     | 17                  | 20     | 18    | 83    | 80     | 82    | 2.5   | 2.8    | 2.6   | 2.5     | 2.8    | 2.6   |
| Orange Campus   | -          | -      | -     | 100                 | 75     | 80    | 0     | 25     | 20    | 2.0   | 2.3    | 2.2   | 2.0     | 2.3    | 2.2   |
| Centennial Education Center   | -          | -      | -     | -                   | -      | -     | -     | 100    | 100   | -     | 3.0    | 3.0   | -       | 3.0    | 3.0   |
| Adult Learning Center   | 0          | 5      | 3     | 24                  | 33     | 29    | 76    | 63     | 68    | 2.7   | 2.8    | 2.7   | 2.7     | 2.8    | 2.7   |
| TOTAL   | 0          | 5      | 3     | 24                  | 33     | 29    | 76    | 63     | 68    | 2.7   | 2.8    | 2.7   | 2.7     | 2.8    | 2.7   |

|   | By Gender  |           |          |                     |           |           |           |           |           |            |            |            |
|---|------------|-----------|----------|---------------------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|
|   | Frequently |           |          | Occasionally/Seldom |           |           | Never     |           |           | Average    |            |            |
|   | Male       | Female    | Total    | Male                | Female    | Total     | Male      | Female    | Total     | Male       | Female     | Total      |
| have seen or heard about sexist behavior initiated by: female faculty. (item17c)  |            |           |          |                     |           |           |           |           |           |            |            |            |
| Santa Ana Campus  | -          | -         | -        | 18                  | 29        | 25        | 62        | 71        | 76        | 2.8        | 2.7        | 2.8        |
| Orange Campus   | 0          | 20        | 9        | -                   | -         | -         | 100       | 80        | 91        | 2.8        | 2.6        | 2.7        |
| Centennial Education Center   | -          | -         | -        | 100                 | 75        | 80        | 0         | 25        | 20        | 2.0        | 2.3        | 2.2        |
| Adult Learning Center   | -          | -         | -        | -                   | 50        | 50        | -         | 50        | 50        | -          | 2.5        | 2.5        |
| <b>TOTAL</b>  | <b>0</b>   | <b>2</b>  | <b>1</b> | <b>17</b>           | <b>31</b> | <b>25</b> | <b>83</b> | <b>67</b> | <b>73</b> | <b>2.8</b> | <b>2.7</b> | <b>2.7</b> |
| have seen or heard about sexist behavior initiated by: male faculty. (item17d)    |            |           |          |                     |           |           |           |           |           |            |            |            |
| Santa Ana Campus  | 0          | 10        | 6        | 32                  | 52        | 43        | 68        | 39        | 51        | 2.7        | 2.3        | 2.4        |
| Orange Campus   | 0          | 20        | 9        | 17                  | 0         | 9         | 83        | 80        | 82        | 2.4        | 2.6        | 2.5        |
| Centennial Education Center   | -          | -         | -        | 100                 | 75        | 80        | 0         | 25        | 20        | 2.0        | 2.3        | 2.2        |
| Adult Learning Center   | -          | -         | -        | -                   | 50        | 50        | -         | 50        | 50        | -          | 2.5        | 2.5        |
| <b>TOTAL</b>  | <b>0</b>   | <b>10</b> | <b>6</b> | <b>31</b>           | <b>48</b> | <b>41</b> | <b>69</b> | <b>43</b> | <b>54</b> | <b>2.6</b> | <b>2.3</b> | <b>2.4</b> |
| have seen or heard about sexist behavior initiated by: female students. (item17e) |            |           |          |                     |           |           |           |           |           |            |            |            |
| Santa Ana Campus  | -          | -         | -        | 14                  | 20        | 17        | 86        | 80        | 83        | 2.9        | 2.8        | 2.8        |
| Orange Campus   | 0          | 20        | 9        | -                   | -         | -         | 100       | 80        | 91        | 2.9        | 2.6        | 2.8        |
| Centennial Education Center   | -          | -         | -        | 0                   | 75        | 60        | 100       | 25        | 40        | 3.0        | 2.3        | 2.4        |
| Adult Learning Center   | -          | -         | -        | -                   | 50        | 50        | -         | 50        | 50        | -          | 2.5        | 2.5        |
| <b>TOTAL</b>  | <b>0</b>   | <b>2</b>  | <b>1</b> | <b>10</b>           | <b>24</b> | <b>19</b> | <b>90</b> | <b>73</b> | <b>80</b> | <b>2.9</b> | <b>2.7</b> | <b>2.8</b> |
| have seen or heard about sexist behavior initiated by: male students. (item17f)   |            |           |          |                     |           |           |           |           |           |            |            |            |
| Santa Ana Campus  | 0          | 7         | 4        | 41                  | 40        | 40        | 59        | 53        | 56        | 2.6        | 2.5        | 2.5        |
| Orange Campus   | -          | -         | -        | 0                   | 20        | 9         | 100       | 80        | 91        | 2.6        | 2.8        | 2.7        |
| Centennial Education Center   | -          | -         | -        | 0                   | 75        | 60        | 100       | 25        | 40        | 3.0        | 2.3        | 2.4        |
| Adult Learning Center   | -          | 50        | 50       | -                   | -         | -         | -         | 50        | 50        | -          | 2.0        | 2.0        |
| <b>TOTAL</b>  | <b>0</b>   | <b>7</b>  | <b>4</b> | <b>31</b>           | <b>39</b> | <b>36</b> | <b>69</b> | <b>54</b> | <b>60</b> | <b>2.6</b> | <b>2.5</b> | <b>2.5</b> |

241

|  | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|--|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|  | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|  | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| have seen on this campus: negative graffiti about women. (item18d)   |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 11         | 7      | 9     | 37                  | 14     | 23    | 53    | 79     | 68    | 2.4     | 2.7    | 2.6   |
| Orange Campus  | -          | -      | -     | 0                   | 20     | 10    | 100   | 80     | 90    | 2.9     | 2.8    | 2.8   |
| Centennial Education Center  | -          | -      | -     | 0                   | 40     | 33    | 100   | 60     | 67    | 3.0     | 2.6    | 2.7   |
| Adult Learning Center  | -          | -      | -     | -                   | 50     | 50    | -     | 50     | 50    | -       | 2.5    | 2.5   |
| TOTAL  | 8          | 5      | 6     | 28                  | 20     | 23    | 64    | 75     | 71    | 2.6     | 2.7    | 2.6   |
| see materials in campus media that increase my understanding of individuals based on: their sex. (item19b) |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 25         | 39     | 34    | 63                  | 48     | 52    | 13    | 14     | 14    | 1.9     | 1.7    | 1.8   |
| Orange Campus  | 20         | 40     | 30    | 80                  | 60     | 70    | -     | -      | -     | 1.9     | 1.6    | 1.8   |
| Centennial Education Center  | 0          | 50     | 40    | 100                 | 50     | 60    | -     | 100    | 100   | 2.0     | 1.5    | 1.6   |
| Adult Learning Center  | -          | -      | -     | -                   | -      | -     | -     | -      | -     | -       | 3.0    | 3.0   |
| TOTAL  | 23         | 40     | 33    | 68                  | 47     | 55    | 9     | 13     | 12    | 1.9     | 1.7    | 1.8   |
| see materials in campus media in which individuals are stereotyped based on: their sex. (item20b)          |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 0          | 4      | 2     | 24                  | 19     | 21    | 77    | 77     | 77    | 2.8     | 2.7    | 2.8   |
| Orange Campus  | -          | -      | -     | 33                  | 20     | 27    | 67    | 80     | 73    | 2.4     | 2.8    | 2.5   |
| Centennial Education Center  | -          | -      | -     | 0                   | 50     | 40    | 100   | 50     | 60    | 3.0     | 2.5    | 2.6   |
| Adult Learning Center  | -          | -      | -     | -                   | -      | -     | -     | 100    | 100   | -       | 3.0    | 3.0   |
| TOTAL  | 0          | 3      | 2     | 25                  | 22     | 23    | 75    | 76     | 75    | 2.7     | 2.7    | 2.7   |
| Administrators on this campus act as though they are: supportive of women students. (item21e)              |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 86         | 81     | 83    | 14                  | 19     | 17    | -     | -      | -     | 1.1     | 1.1    | 1.2   |
| Orange Campus  | 100        | 80     | 91    | 0                   | 20     | 9     | -     | -      | -     | 1.3     | 1.2    | 1.2   |
| Centennial Education Center  | 100        | 60     | 67    | 0                   | 40     | 30    | -     | -      | -     | 1.0     | 1.4    | 1.3   |
| Adult Learning Center  | -          | 100    | 100   | -                   | -      | -     | -     | -      | -     | -       | 1.0    | 1.0   |
| TOTAL  | 89         | 80     | 83    | 11                  | 21     | 17    | -     | -      | -     | 1.2     | 1.2    | 1.2   |

|  | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|--|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|  | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|  | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| Administrators on this campus act as though they are: willing to mentor women faculty. (item21h)   |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 47         | 62     | 56    | 47                  | 33     | 39    | 7     | 5      | 6     | 1.6     | 1.4    | 1.5   |
| Orange Campus  | 100        | 60     | 80    | 0                   | 40     | 20    | -     | -      | -     | 1.3     | 1.4    | 1.3   |
| Centennial Education Center  | 0          | 60     | 50    | 100                 | 20     | 33    | 0     | 20     | 17    | 2.0     | 1.6    | 1.7   |
| Adult Learning Center  | -          | 50     | 50    | -                   | 50     | 50    | -     | -      | -     | -       | 1.5    | 1.5   |
| TOTAL  | 57         | 61     | 59    | 38                  | 33     | 35    | 5     | 6      | 6     | 1.5     | 1.5    | 1.5   |
| Administrators on this campus act as though they are: supportive of women faculty. (item21i)   |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 75         | 69     | 71    | 25                  | 31     | 29    | -     | -      | -     | 1.3     | 1.3    | 1.3   |
| Orange Campus  | 100        | 80     | 91    | -                   | -      | -     | 0     | 20     | 0     | 1.3     | 1.4    | 1.3   |
| Centennial Education Center  | 100        | 40     | 50    | 0                   | 40     | 33    | 0     | 20     | 17    | 1.0     | 1.8    | 1.7   |
| Adult Learning Center  | -          | 100    | 100   | -                   | -      | -     | -     | -      | -     | -       | 1.0    | 1.0   |
| TOTAL  | 82         | 68     | 73    | 19                  | 27     | 24    | 0     | 5      | 3     | 1.2     | 1.4    | 1.3   |
| Administrators on this campus act as though they are: obstructive to the extent permitted by the law. (under "ethnic" and "years of service" also) (item21n) |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 25         | 13     | 18    | 19                  | 17     | 18    | 56    | 71     | 65    | 2.3     | 2.5    | 2.4   |
| Orange Campus  | 20         | 40     | 330   | 0                   | 20     | 10    | 80    | 40     | 60    | 2.1     | 2.0    | 2.1   |
| Centennial Education Center  | -          | -      | -     | 100                 | 50     | 60    | 0     | 50     | 40    | 2.0     | 2.5    | 2.4   |
| Adult Learning Center  | -          | -      | -     | -                   | -      | -     | -     | 100    | 100   | -       | 3.0    | 3.0   |
| TOTAL  | 23         | 14     | 18    | 18                  | 20     | 19    | 59    | 66     | 63    | 2.3     | 2.5    | 2.4   |
| Campus administrators behave as though they are responsive to the concerns of: women staff members. (item23c)  |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 75         | 74     | 75    | 25                  | 26     | 26    | -     | -      | -     | 1.3     | 1.3    | 1.3   |
| Orange Campus  | 83         | 80     | 82    | 17                  | -      | 9     | 0     | 20     | 9     | 1.5     | 1.4    | 1.5   |
| Centennial Education Center  | -          | -      | -     | 100                 | 50     | 60    | 0     | 50     | 40    | 1.0     | 1.6    | 1.5   |
| Adult Learning Center  | -          | 50     | 50    | -                   | 50     | 50    | -     | -      | -     | -       | 1.5    | 1.5   |
| TOTAL  | 78         | 69     | 73    | 22                  | 28     | 26    | 0     | 3      | 2     | 1.3     | 1.3    | 1.3   |

245

|   | By Gender  |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |
|---|------------|--------|-------|------|---------------------|-------|------|--------|-------|------|--------|-------|---------|--------|-------|
|   | Frequently |        |       |      | Occasionally/Seldom |       |      |        | Never |      |        |       | Average |        |       |
|   | Male       | Female | Total | Male | Female              | Total | Male | Female | Total | Male | Female | Total | Male    | Female | Total |
| Campus administrators behave as though they are responsive to the concerns of: men staff members. (item23d)   |            |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |
| Santa Ana Campus  | 67         | 82     | 75    | 33   | 19                  | 25    | -    | -      | -     | -    | -      | -     | 1.3     | 1.2    | 1.2   |
| Orange Campus   | 83         | 100    | 91    | 17   | 0                   | 9     | -    | -      | -     | -    | -      | -     | 1.1     | 1.0    | 1.1   |
| Centennial Education Center   | 0          | 40     | 33    | 100  | 60                  | 67    | -    | -      | -     | -    | -      | -     | 2.0     | 1.6    | 1.7   |
| Adult Learning Center   | -          | 50     | 50    | -    | 50                  | 50    | -    | -      | -     | -    | -      | -     | -       | 1.5    | 1.5   |
| TOTAL   | 68         | 77     | 73    | 32   | 23                  | 27    | -    | -      | -     | -    | -      | -     | 1.3     | 1.2    | 1.3   |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: Informal discussions with others on campus. (item24a) |            |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |
| Santa Ana Campus  | 24         | 41     | 34    | 57   | 55                  | 56    | 19   | 3      | 10    | 2.0  | 1.7    | 1.8   |         |        |       |
| Orange Campus   | 20         | 80     | 50    | 60   | 0                   | 30    | 20   | 20     | 20    | 1.9  | 1.4    | 1.7   |         |        |       |
| Centennial Education Center   | 0          | 40     | 30    | 100  | 40                  | 50    | 0    | 20     | 17    | 2.0  | 1.8    | 1.8   |         |        |       |
| Adult Learning Center   | -          | 100    | 100   | -    | -                   | -     | -    | -      | -     | -    | 1.0    | 1.0   |         |        |       |
| TOTAL   | 22         | 48     | 37    | 59   | 45                  | 51    | 19   | 8      | 12    | 1.9  | 1.6    | 1.8   |         |        |       |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: staff development and flex activities. (item24b)      |            |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |
| Santa Ana Campus  | 5          | 31     | 20    | 40   | 38                  | 39    | 55   | 31     | 41    | 2.5  | 2.0    | 2.2   |         |        |       |
| Orange Campus   | 20         | 60     | 40    | 60   | 40                  | 50    | 20   | 0      | 10    | 1.9  | 1.4    | 1.7   |         |        |       |
| Centennial Education Center   | 0          | 40     | 33    | 100  | 40                  | 50    | 0    | 20     | 17    | 2.0  | 1.8    | 1.8   |         |        |       |
| Adult Learning Center   | -          | -      | -     | -    | 100                 | 100   | -    | -      | -     | -    | 2.0    | 2.0   |         |        |       |
| TOTAL   | 8          | 35     | 24    | 46   | 40                  | 42    | 46   | 25     | 33    | 2.3  | 1.9    | 2.1   |         |        |       |

|  | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|--|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|  | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|  | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: conferences and workshops. (item24c)                                 |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 15         | 43     | 31    | 30                  | 36     | 33    | 55    | 21     | 35    | 2.4     | 1.8    | 2.0   |
| Orange Campus  | 25         | 80     | 56    | 75                  | 0      | 33    | 0     | 20     | 11    | 1.7     | 1.4    | 1.5   |
| Centennial Education Center  | 0          | 20     | 17    | 100                 | 40     | 50    | 0     | 40     | 33    | 2.0     | 2.2    | 2.2   |
| Adult Learning Center  | -          | -      | -     | -                   | 100    | 100   | -     | -      | -     | -       | 2.0    | 2.0   |
| TOTAL  | 16         | 44     | 33    | 40                  | 33     | 36    | 44    | 23     | 31    | 2.2     | 1.8    | 2.0   |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: committee assignments and/or department/division meetings. (item24d) |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 19         | 38     | 30    | 48                  | 28     | 36    | 33    | 35     | 34    | 2.1     | 2.0    | 2.1   |
| Orange Campus  | 25         | 60     | 44    | 50                  | 20     | 33    | 25    | 20     | 22    | 1.8     | 1.6    | 1.7   |
| Centennial Education Center  | 0          | 50     | 40    | 0                   | 25     | 20    | 100   | 25     | 40    | 3.0     | 1.8    | 2.0   |
| Adult Learning Center  | -          | 100    | 100   | -                   | -      | -     | -     | -      | -     | -       | 1.0    | 1.0   |
| TOTAL  | 19         | 44     | 34    | 46                  | 26     | 34    | 35    | 31     | 32    | 2.1     | 1.9    | 2.0   |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: reading books. (item24e)   |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 23         | 40     | 33    | 32                  | 50     | 42    | 46    | 10     | 25    | 2.2     | 1.7    | 1.9   |
| Orange Campus  | 50         | 80     | 67    | 25                  | 20     | 22    | 25    | 0      | 11    | 1.7     | 1.2    | 1.5   |
| Centennial Education Center  | 0          | 40     | 33    | 100                 | 40     | 50    | 0     | 20     | 17    | 2.0     | 1.8    | 1.8   |
| Adult Learning Center  | -          | 100    | 100   | -                   | -      | -     | -     | -      | -     | -       | 1.0    | 1.0   |
| TOTAL  | 26         | 46     | 38    | 33                  | 44     | 400   | 41    | 10     | 22    | 2.1     | 1.6    | 1.8   |

|  | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|--|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|  | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|  | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| Campus activities in which I participated that have increased my sensitivity to women's issues (are: special events (cultural celebrations, etc.) (Item24f)) |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 19         | 41     | 32    | 48                  | 41     | 44    | 33    | 17     | 24    | 2.1     | 1.8    | 1.9   |
| Orange Campus  | 20         | 80     | 50    | 40                  | 20     | 30    | 40    | 0      | 20    | 2.0     | 1.2    | 1.7   |
| Centennial Education Center  | 0          | 20     | 17    | 100                 | 60     | 67    | 0     | 20     | 17    | 2.0     | 2.0    | 2.0   |
| Adult Learning Center  | -          | -      | -     | -                   | 100    | 100   | -     | -      | -     | -       | 2.0    | 2.0   |
| TOTAL  | 19         | 43     | 33    | 48                  | 43     | 45    | 33    | 15     | 22    | 2.1     | 1.7    | 1.9   |
| Campus activities in which I participated that have increased my sensitivity to women's issues (are: concerts and exhibits. (Item24g))                       |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 14         | 27     | 22    | 43                  | 57     | 51    | 43    | 17     | 28    | 2.3     | 1.9    | 2.1   |
| Orange Campus  | 25         | 60     | 44    | 25                  | 20     | 22    | 50    | 20     | 33    | 2.0     | 1.6    | 1.8   |
| Centennial Education Center  | 0          | 20     | 17    | 100                 | 60     | 67    | 0     | 20     | 17    | 2.0     | 2.0    | 2.0   |
| Adult Learning Center  | -          | -      | -     | -                   | 100    | 100   | -     | -      | -     | -       | 2.0    | 2.0   |
| TOTAL  | 15         | 29     | 24    | 42                  | 54     | 49    | 42    | 17     | 27    | 2.2     | 1.9    | 2.0   |
| Campus activities in which I participated that have increased my sensitivity to women's issues (are: athletic events. (Item24h))                             |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 11         | 0      | 4     | 32                  | 30     | 30    | 58    | 70     | 65    | 2.5     | 2.7    | 2.6   |
| Orange Campus  | 33         | 25     | 29    | 0                   | 25     | 14    | 67    | 50     | 57    | 2.4     | 2.3    | 2.3   |
| Centennial Education Center  | -          | -      | -     | 0                   | 80     | 67    | 100   | 20     | 33    | 3.0     | 2.2    | 2.3   |
| Adult Learning Center  | -          | -      | -     | -                   | -      | -     | -     | 100    | 100   | -       | 3.0    | 3.0   |
| TOTAL  | 13         | 3      | 7     | 26                  | 35     | 32    | 61    | 62     | 62    | 2.5     | 2.6    | 2.6   |



|  | By Gender  |        |       |      |                     |       |      |        |       |      |        |       | Average |        |       |
|--|------------|--------|-------|------|---------------------|-------|------|--------|-------|------|--------|-------|---------|--------|-------|
|  | Frequently |        |       |      | Occasionally/Seldom |       |      |        | Never |      |        |       |         |        |       |
|  | Male       | Female | Total | Male | Female              | Total | Male | Female | Total | Male | Female | Total | Male    | Female | Total |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: other. (item24)              | 14         | 25     | 18    | 29   | 0                   | 18    | 57   | 75     | 64    | 2.4  | 2.5    | 2.5   | 2.4     | 2.5    | 2.5   |
| Santa Ana Campus   | 100        | 100    | 100   | -    | -                   | -     | -    | -      | -     | 1.5  | 1.0    | 1.3   | 1.5     | 1.0    | 1.3   |
| Orange Campus  | -          | -      | -     | -    | 50                  | 50    | -    | 50     | 50    | -    | 2.5    | 2.5   | -       | 2.5    | 2.5   |
| Centennial Education Center  | -          | -      | -     | -    | -                   | -     | -    | -      | -     | -    | -      | -     | -       | -      | -     |
| Adult Learning Center  | 25         | 29     | 27    | 25   | 14                  | 20    | 50   | 57     | 53    | 2.2  | 2.3    | 2.3   | 2.2     | 2.3    | 2.3   |
| TOTAL  |            |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |
| Faculty here generally incorporate into their course curricula: material acknowledging women's societal contributions. (item27a) | 31         | 32     | 31    | 69   | 55                  | 60    | 0    | 14     | 9     | 1.7  | 1.8    | 1.8   | 1.7     | 1.8    | 1.8   |
| Santa Ana Campus   | 67         | 67     | 67    | 33   | 33                  | 33    | -    | -      | -     | 1.6  | 1.3    | 1.5   | 1.6     | 1.3    | 1.5   |
| Orange Campus  | 0          | 50     | 40    | 100  | 50                  | 60    | -    | -      | -     | 2.0  | 1.5    | 1.6   | 2.0     | 1.5    | 1.6   |
| Centennial Education Center  | -          | 100    | 100   | -    | -                   | -     | -    | -      | -     | -    | 1.0    | 1.0   | -       | 1.0    | 1.0   |
| Adult Learning Center  | 35         | 40     | 38    | 65   | 50                  | 55    | 0    | 10     | 6     | 1.7  | 1.7    | 1.7   | 1.7     | 1.7    | 1.7   |
| TOTAL  |            |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |
| My courses incorporate: material acknowledging women's contributions to the field. (item28a)                                     | 44         | 50     | 48    | 33   | 39                  | 37    | 22   | 11     | 15    | 1.8  | 1.6    | 1.6   | 1.8     | 1.6    | 1.7   |
| Santa Ana Campus   | 40         | 100    | 67    | 40   | 0                   | 22    | 20   | 0      | 11    | 1.7  | 1.0    | 1.0   | 1.7     | 1.0    | 1.5   |
| Orange Campus  | 0          | 80     | 67    | 100  | 20                  | 33    | -    | -      | -     | 2.0  | 1.2    | 1.3   | 2.0     | 1.2    | 1.3   |
| Centennial Education Center  | -          | 100    | 100   | -    | -                   | -     | -    | -      | -     | -    | 1.0    | 1.0   | -       | 1.0    | 1.0   |
| Adult Learning Center  | 42         | 61     | 53    | 38   | 32                  | 34    | 21   | 8      | 13    | 1.8  | 1.5    | 1.5   | 1.8     | 1.5    | 1.6   |
| TOTAL  |            |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |
| Mentor students who are of: my gender. (item29a)   | 57         | 80     | 70    | 30   | 10                  | 19    | 13   | 10     | 11    | 1.6  | 1.3    | 1.3   | 1.6     | 1.3    | 1.4   |
| Santa Ana Campus   | 40         | 80     | 60    | 40   | 20                  | 30    | 20   | 0      | 10    | 1.6  | 1.2    | 1.2   | 1.6     | 1.2    | 1.4   |
| Orange Campus  | 100        | 60     | 67    | 0    | 40                  | 33    | -    | -      | -     | 1.0  | 1.4    | 1.4   | 1.0     | 1.4    | 1.3   |
| Centennial Education Center  | -          | 100    | 100   | -    | -                   | -     | -    | -      | -     | -    | 1.0    | 1.0   | -       | 1.0    | 1.0   |
| Adult Learning Center  | 55         | 79     | 69    | 31   | 14                  | 21    | 14   | 7      | 10    | 1.5  | 1.3    | 1.3   | 1.5     | 1.3    | 1.4   |
| TOTAL  |            |        |       |      |                     |       |      |        |       |      |        |       |         |        |       |

|  | By Gender  |        |       |                     |        |       |       |        |       |       |        |       | Average |        |       |     |
|--|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|-------|--------|-------|---------|--------|-------|-----|
|  | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Total |        |       |         |        |       |     |
|  | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male  | Female | Total | Male    | Female | Total |     |
| I mentor students who are of: the opposite gender. (Item29b)                                       | 46         | 62     | 55    | 41                  | 28     | 33    | 14    | 10     | 12    | 1.7   | 1.5    | 1.6   | 1.7     | 1.5    | 1.6   |     |
|  | 40         | 60     | 50    | 40                  | 40     | 40    | 20    | 0      | 10    | 1.6   | 1.4    | 1.5   | 1.6     | 1.4    | 1.5   |     |
|  | 0          | 60     | 50    | 100                 | 40     | 50    | -     | -      | -     | 2.0   | 1.4    | 1.5   | 2.0     | 1.4    | 1.5   |     |
|  | -          | 100    | 100   | -                   | -      | -     | -     | -      | -     | -     | 1.0    | 1.0   | 1.0     | -      | 1.0   | 1.0 |
|  | 43         | 63     | 55    | 43                  | 29     | 35    | 14    | 7      | 10    | 1.7   | 1.5    | 1.5   | 1.7     | 1.5    | 1.5   |     |
| I would be interested in attending a faculty workshop(s) on issues pertaining to: women. (Item30b) | 23         | 50     | 39    | 59                  | 43     | 50    | 18    | 7      | 12    | 2.0   | 1.6    | 1.8   | 2.0     | 1.6    | 1.8   |     |
|  | 25         | 60     | 44    | 50                  | 40     | 44    | 25    | 0      | 11    | 1.8   | 1.4    | 1.6   | 1.8     | 1.4    | 1.6   |     |
|  | 0          | 60     | 50    | 100                 | 40     | 50    | -     | -      | -     | 2.0   | 1.4    | 1.5   | 2.0     | 1.4    | 1.5   |     |
|  | -          | 50     | 50    | -                   | -      | -     | -     | 50     | 50    | -     | 2.0    | 2.0   | 2.0     | -      | 2.0   | 2.0 |
|  | 22         | 52     | 41    | 59                  | 41     | 48    | 19    | 7      | 12    | 1.9   | 1.6    | 1.7   | 1.9     | 1.6    | 1.7   |     |
| At RSC, I have been discriminated against recently because of my: gender. (Item32b)                | 0          | 3      | 2     | 0                   | 13     | 8     | 100   | 83     | 90    | 3.0   | 2.8    | 2.9   | 3.0     | 2.8    | 2.9   |     |
|  | 0          | 20     | 9     | 0                   | 20     | 9     | 100   | 60     | 82    | 2.8   | 2.4    | 2.6   | 2.8     | 2.4    | 2.6   |     |
|  | 0          | 20     | 17    | 0                   | 60     | 50    | 100   | 20     | 33    | 3.0   | 2.0    | 2.2   | 3.0     | 2.0    | 2.2   |     |
|  | -          | -      | -     | -                   | -      | -     | -     | 100    | 100   | -     | 3.0    | 3.0   | 3.0     | -      | 3.0   | 3.0 |
|  | 0          | 7      | 4     | 0                   | 20     | 12    | 100   | 73     | 84    | 2.9   | 2.7    | 2.8   | 2.9     | 2.7    | 2.8   |     |
| At RSC, I have been harassed recently because of my: gender. (Item34b)                             | 0          | 3      | 2     | 0                   | 3      | 2     | 100   | 94     | 96    | 3.0   | 2.9    | 2.9   | 3.0     | 2.9    | 2.9   |     |
|  | 0          | 20     | 9     | 0                   | -      | -     | 100   | 80     | 91    | 2.8   | 2.6    | 2.7   | 2.8     | 2.6    | 2.7   |     |
|  | -          | -      | -     | 0                   | 20     | 17    | 100   | 80     | 83    | 3.0   | 2.8    | 2.8   | 3.0     | 2.8    | 2.8   |     |
|  | -          | -      | -     | -                   | -      | -     | -     | 100    | 100   | -     | 3.0    | 3.0   | -       | 3.0    | 3.0   | 3.0 |
|  | 0          | 5      | 3     | 0                   | 5      | 3     | 100   | 91     | 94    | 2.9   | 2.9    | 2.9   | 2.9     | 2.9    | 2.9   |     |

|   | By Gender  |        |       |                     |        |       |       |        |       |       |        |       | Average |        |       |
|---|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|-------|--------|-------|---------|--------|-------|
|   | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Total |        |       | Male    | Female | Total |
|   | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male  | Female | Total | Male    | Female | Total |
| My department is receptive to the incorporation of multiple ethnic and gender perspectives material into the curriculum. (under "ethnic" also) (item39)         | 84         | 83     | 83    | 16                  | 14     | 15    | 0     | 3      | 2     | 1.2   | 1.2    | 1.2   | 1.2     | 1.2    | 1.2   |
| Santa Ana Campus  |            |        |       |                     |        |       |       |        |       |       |        |       |         |        |       |
| Orange Campus   | 33         | 75     | 57    | 67                  | 25     | 23    | -     | -      | -     | 1.4   | 1.3    | 1.3   | 1.3     | 1.3    | 1.3   |
| Centennial Education Center   | 100        | 80     | 83    | 0                   | 20     | 17    | -     | -      | -     | 1.0   | 1.2    | 1.2   | 1.2     | 1.2    | 1.2   |
| Adult Learning Center   | -          | 100    | 100   | -                   | -      | -     | -     | -      | -     | -     | -      | -     | -       | -      | -     |
| TOTAL   | 78         | 83     | 81    | 22                  | 15     | 18    | 0     | 3      | 2     | 1.2   | 1.2    | 1.2   | 1.2     | 1.2    | 1.2   |
| I sense/have experienced a sincere desire among my colleagues to enhance the diversity of staff members in my department. (under "ethnic" also) (item40)        | 46         | 60     | 54    | 50                  | 30     | 39    | 5     | 10     | 8     | 1.6   | 1.5    | 1.5   | 1.5     | 1.5    | 1.5   |
| Santa Ana Campus  |            |        |       |                     |        |       |       |        |       |       |        |       |         |        |       |
| Orange Campus   | 33         | 60     | 50    | 33                  | 20     | 25    | 33    | 20     | 25    | 1.6   | 1.6    | 1.6   | 1.6     | 1.6    | 1.6   |
| Centennial Education Center   | 100        | 40     | 50    | 0                   | 60     | 50    | -     | -      | -     | 1.0   | 1.6    | 1.6   | 1.6     | 1.6    | 1.6   |
| Adult Learning Center   | -          | 50     | 50    | -                   | 50     | 50    | -     | -      | -     | -     | -      | -     | -       | -      | -     |
| TOTAL   | 46         | 57     | 53    | 46                  | 33     | 38    | 8     | 10     | 9     | 1.6   | 1.5    | 1.5   | 1.5     | 1.5    | 1.5   |
| I support the presence of different perspectives on ethnic and gender related issues in discussions of my department colleagues. (under "ethnic" also) (item41) | 86         | 93     | 90    | 14                  | 7      | 10    | -     | -      | -     | 1.1   | 1.1    | 1.1   | 1.1     | 1.1    | 1.1   |
| Santa Ana Campus  |            |        |       |                     |        |       |       |        |       |       |        |       |         |        |       |
| Orange Campus   | 50         | 100    | 70    | 50                  | 0      | 30    | -     | -      | -     | 1.4   | 1.0    | 1.0   | 1.0     | 1.0    | 1.0   |
| Centennial Education Center   | 100        | 80     | 83    | 0                   | 20     | 17    | -     | -      | -     | 1.0   | 1.2    | 1.2   | 1.2     | 1.2    | 1.2   |
| Adult Learning Center   | -          | 100    | 100   | -                   | -      | -     | -     | -      | -     | -     | -      | -     | -       | -      | -     |
| TOTAL   | 79         | 93     | 87    | 21                  | 7      | 13    | -     | -      | -     | 1.2   | 1.1    | 1.1   | 1.1     | 1.1    | 1.1   |

|  | By Gender  |        |       |      |        |                     |      |        |       |      | Average |     |       |      |        |       |
|--|------------|--------|-------|------|--------|---------------------|------|--------|-------|------|---------|-----|-------|------|--------|-------|
|  | Frequently |        |       |      |        | Occasionally/Seldom |      |        |       |      | Never   |     | Total | Male | Female | Total |
|  | Male       | Female | Total | Male | Female | Total               | Male | Female | Total | Male | Female  |     |       |      |        |       |
| I have continually changed the content of my course(s) to incorporate ethnic and gender issues. (under "ethnic" also) (item42) | 33         | 77     | 60    | 53   | 18     | 32                  | 13   | 5      | 8     | 1.8  | 1.3     | 1.5 |       |      |        |       |
| Santa Ana Campus   | 67         | 100    | 86    | -    | -      | -                   | 33   | 0      | 14    | 1.6  | 1.0     | 1.3 |       |      |        |       |
| Orange Campus  | 100        | 44     | 50    | 0    | 60     | 50                  | -    | -      | -     | 1.0  | 1.6     | 1.5 |       |      |        |       |
| Centennial Education Center  | -          | 100    | 100   | -    | -      | -                   | -    | -      | -     | -    | 1.0     | 1.0 |       |      |        |       |
| Adult Learning Center  | 42         | 75     | 63    | 42   | 22     | 29                  | 16   | 3      | 8     | 1.7  | 1.3     | 1.5 |       |      |        |       |
| TOTAL  |            |        |       |      |        |                     |      |        |       |      |         |     |       |      |        |       |

|  | By Gender            |        |       |      |        |         |      |        |       |      | Average                    |     |       |      |        |       |
|--|----------------------|--------|-------|------|--------|---------|------|--------|-------|------|----------------------------|-----|-------|------|--------|-------|
|  | Strongly Agree/Agree |        |       |      |        | Neutral |      |        |       |      | Disagree/Strongly Disagree |     | Total | Male | Female | Total |
|  | Male                 | Female | Total | Male | Female | Total   | Male | Female | Total | Male | Female                     |     |       |      |        |       |
| Women have equal opportunities with men for recognition, respect, and advancement in my department. (quest6) | 100                  | 83     | 90    | 0    | 3      | 2       | 0    | 13     | 8     | 1.4  | 1.8                        | 1.7 |       |      |        |       |
| Santa Ana Campus   | 100                  | 80     | 91    | -    | -      | -       | 0    | 20     | 9     | 2.3  | 2.0                        | 2.2 |       |      |        |       |
| Orange Campus  | 100                  | 80     | 83    | -    | -      | -       | 0    | 20     | 17    | 1.0  | 2.2                        | 2.0 |       |      |        |       |
| Centennial Education Center  | -                    | 100    | 100   | -    | -      | -       | -    | -      | -     | -    | 1.0                        | 1.0 |       |      |        |       |
| Adult Learning Center  | 100                  | 83     | 90    | 0    | 2      | 1       | 0    | 14     | 9     | 1.6  | 1.9                        | 1.8 |       |      |        |       |
| TOTAL  |                      |        |       |      |        |         |      |        |       |      |                            |     |       |      |        |       |
| RISC is committed to the curtailment of sexual harassment. (quest10)   | 89                   | 91     | 90    | -    | -      | -       | 11   | 9      | 10    | 1.5  | 1.8                        | 1.7 |       |      |        |       |
| Santa Ana Campus   | 100                  | 100    | 100   | -    | -      | -       | -    | -      | -     | 2.1  | 1.2                        | 1.8 |       |      |        |       |
| Orange Campus  | 100                  | 80     | 83    | 0    | 20     | 17      | -    | -      | -     | 2.0  | 1.8                        | 1.8 |       |      |        |       |
| Centennial Education Center  | -                    | 50     | 50    | -    | 50     | 50      | -    | -      | -     | -    | 2.0                        | 2.0 |       |      |        |       |
| Adult Learning Center  | 90                   | 85     | 87    | 10   | 15     | 13      | -    | -      | -     | 1.7  | 1.7                        | 1.7 |       |      |        |       |
| TOTAL  |                      |        |       |      |        |         |      |        |       |      |                            |     |       |      |        |       |

|  | By Gender            |           |           |           |           |           |                            |           |           |            |            |            |
|--|----------------------|-----------|-----------|-----------|-----------|-----------|----------------------------|-----------|-----------|------------|------------|------------|
|  | Strongly Agree/Agree |           |           | Neutral   |           |           | Disagree/Strongly Disagree |           |           | Average    |            |            |
|  | Male                 | Female    | Total     | Male      | Female    | Total     | Male                       | Female    | Total     | Male       | Female     | Total      |
| I prefer to serve students who are of my gender. (quest12f)  |                      |           |           |           |           |           |                            |           |           |            |            |            |
| Santa Ana Campus   | 30                   | 41        | 36        | 57        | 56        | 56        | 13                         | 4         | 8         | 2.7        | 2.3        | 2.5        |
| Orange Campus  | 60                   | 80        | 70        | 20        | 20        | 20        | 20                         | 0         | 10        | 2.7        | 1.4        | 2.2        |
| Centennial Education Center  | 0                    | 20        | 17        | 100       | 60        | 67        | 0                          | 20        | 17        | 3.0        | 3.2        | 3.2        |
| Adult Learning Center  | -                    | 50        | 50        | -         | 50        | 50        | -                          | -         | -         | -          | 2.0        | 2.0        |
| <b>TOTAL</b>   | <b>35</b>            | <b>44</b> | <b>40</b> | <b>52</b> | <b>51</b> | <b>52</b> | <b>14</b>                  | <b>5</b>  | <b>9</b>  | <b>2.7</b> | <b>2.3</b> | <b>2.5</b> |
| I prefer to serve students who are of the opposite gender. (quest12g)  |                      |           |           |           |           |           |                            |           |           |            |            |            |
| Santa Ana Campus   | 35                   | 41        | 38        | 61        | 56        | 58        | 4                          | 4         | 4         | 2.6        | 2.3        | 2.4        |
| Orange Campus  | 60                   | 80        | 70        | 40        | 20        | 30        | -                          | -         | -         | 2.7        | 1.4        | 2.2        |
| Centennial Education Center  | 0                    | 20        | 17        | 100       | 60        | 67        | 0                          | 20        | 17        | 3.0        | 3.2        | 3.2        |
| Adult Learning Center  | -                    | 50        | 50        | -         | 50        | 50        | -                          | -         | -         | -          | 2.0        | 2.0        |
| <b>TOTAL</b>   | <b>38</b>            | <b>44</b> | <b>41</b> | <b>59</b> | <b>51</b> | <b>54</b> | <b>3</b>                   | <b>5</b>  | <b>4</b>  | <b>2.6</b> | <b>2.3</b> | <b>2.4</b> |
| The highest priorities on this campus in terms of students should be to enhance support for: recruitment of women students. (quest13c) |                      |           |           |           |           |           |                            |           |           |            |            |            |
| Santa Ana Campus   | 30                   | 29        | 29        | 39        | 43        | 41        | 30                         | 29        | 29        | 3.0        | 3.0        | 3.0        |
| Orange Campus  | 33                   | 50        | 40        | 50        | 0         | 30        | 17                         | 50        | 30        | 2.5        | 2.8        | 2.6        |
| Centennial Education Center  | 0                    | 20        | 17        | 100       | 20        | 33        | 0                          | 60        | 50        | 3.0        | 3.8        | 3.7        |
| Adult Learning Center  | -                    | 100       | 100       | -         | -         | -         | -                          | -         | -         | -          | 1.0        | 1.0        |
| <b>TOTAL</b>   | <b>30</b>            | <b>33</b> | <b>32</b> | <b>43</b> | <b>33</b> | <b>38</b> | <b>27</b>                  | <b>33</b> | <b>30</b> | <b>2.6</b> | <b>3.0</b> | <b>2.9</b> |
| All general education courses should include topics and examples related specifically to women. (quest14a)                             |                      |           |           |           |           |           |                            |           |           |            |            |            |
| Santa Ana Campus   | 49                   | 62        | 61        | 27        | 21        | 24        | 14                         | 17        | 16        | 2.5        | 2.2        | 2.4        |
| Orange Campus  | 17                   | 60        | 36        | 17        | 0         | 9         | 67                         | 40        | 55        | 2.9        | 2.4        | 2.7        |
| Centennial Education Center  | 0                    | 40        | 33        | 0         | 40        | 33        | 100                        | 20        | 33        | 4.0        | 2.4        | 2.7        |
| Adult Learning Center  | -                    | 50        | 50        | -         | -         | -         | -                          | 50        | 50        | -          | 3.0        | 3.0        |
| <b>TOTAL</b>   | <b>48</b>            | <b>59</b> | <b>54</b> | <b>24</b> | <b>20</b> | <b>21</b> | <b>28</b>                  | <b>22</b> | <b>24</b> | <b>2.6</b> | <b>2.3</b> | <b>2.5</b> |

|   | By Gender            |        |       |         |        |       |                            |        |       |         |        |       |
|---|----------------------|--------|-------|---------|--------|-------|----------------------------|--------|-------|---------|--------|-------|
|   | Strongly Agree/Agree |        |       | Neutral |        |       | Disagree/Strongly Disagree |        |       | Average |        |       |
|   | Male                 | Female | Total | Male    | Female | Total | Male                       | Female | Total | Male    | Female | Total |
| In general, students respect women faculty less than men faculty. (quest15b)  | 0                    | 17     | 10    | 17      | 30     | 25    | 82                         | 52     | 65    | 4.1     | 3.5    | 3.8   |
| Santa Ana Campus  | -                    | -      | -     | 25      | 0      | 11    | 75                         | 100    | 89    | 3.0     | 4.2    | 3.6   |
| Orange Campus   | -                    | -      | -     | 100     | 60     | 67    | 0                          | 40     | 33    | 3.0     | 3.8    | 3.7   |
| Centennial Education Center   | -                    | -      | -     | -       | -      | -     | -                          | 100    | 100   | -       | 4.0    | 4.0   |
| Adult Learning Center   | -                    | -      | -     | -       | -      | -     | -                          | -      | -     | -       | 4.0    | 4.0   |
| TOTAL   | 0                    | 12     | 7     | 23      | 29     | 27    | 77                         | 59     | 66    | 3.8     | 3.7    | 3.7   |
| Obstacles to achieving gender balance of the faculty here are: the scarcity of women who are interested in teaching. (quest16a) | 5                    | 8      | 7     | 11      | 8      | 9     | 84                         | 85     | 84    | 4.1     | 4.3    | 4.3   |
| Santa Ana Campus  | -                    | -      | -     | 67      | 0      | 25    | 33                         | 100    | 75    | 4.0     | 4.2    | 4.1   |
| Orange Campus   | -                    | -      | -     | 100     | 25     | 40    | 0                          | 75     | 60    | 3.0     | 4.5    | 4.2   |
| Centennial Education Center   | -                    | -      | -     | -       | -      | -     | -                          | 100    | 100   | -       | 4.0    | 4.0   |
| Adult Learning Center   | 4                    | 6      | 5     | 22      | 8      | 14    | 74                         | 86     | 81    | 4.0     | 4.3    | 4.2   |
| TOTAL   | 9                    | 14     | 11    | 5       | 4      | 4     | 84                         | 85     | 85    | 4.0     | 4.3    | 4.2   |
| Obstacles to achieving gender balance of the faculty here are: the scarcity of qualified female faculty. (quest16b)             | 11                   | 11     | 11    | 5       | 4      | 4     | 84                         | 85     | 85    | 4.0     | 4.3    | 4.2   |
| Santa Ana Campus  | -                    | -      | -     | 50      | 0      | 14    | 50                         | 100    | 86    | 4.3     | 4.4    | 4.3   |
| Orange Campus   | -                    | -      | -     | 100     | 25     | 40    | 0                          | 75     | 60    | 3.0     | 4.2    | 4.2   |
| Centennial Education Center   | -                    | -      | -     | -       | -      | -     | -                          | 100    | 100   | -       | 5.0    | 5.0   |
| Adult Learning Center   | 9                    | 8      | 9     | 14      | 5      | 9     | 77                         | 87     | 83    | 4.0     | 4.4    | 4.2   |
| TOTAL   | 20                   | 29     | 20    | 14      | 11     | 16    | 76                         | 67     | 70    | 3.7     | 3.6    | 3.6   |
| Obstacles to achieving gender balance of the faculty here are: lack of campus interest in recruiting female faculty. (quest16c) | 0                    | 31     | 19    | 18      | 8      | 17    | 82                         | 62     | 70    | 4.1     | 3.3    | 3.6   |
| Santa Ana Campus  | -                    | -      | -     | 33      | 20     | 25    | 67                         | 80     | 75    | 2.6     | 4.0    | 3.3   |
| Orange Campus   | -                    | -      | -     | 100     | 25     | 40    | 0                          | 75     | 60    | 3.0     | 4.5    | 4.2   |
| Centennial Education Center   | -                    | -      | -     | -       | -      | -     | -                          | 100    | 100   | -       | 4.0    | 4.0   |
| Adult Learning Center   | -                    | -      | -     | -       | -      | -     | -                          | -      | -     | -       | 4.0    | 4.0   |
| TOTAL   | 0                    | 22     | 14    | 24      | 11     | 16    | 76                         | 67     | 70    | 3.7     | 3.6    | 3.6   |

|  | By Gender            |        |       |      |         |       |      |        |                            |      |        |       | Average |        |       |
|--|----------------------|--------|-------|------|---------|-------|------|--------|----------------------------|------|--------|-------|---------|--------|-------|
|  | Strongly Agree/Agree |        |       |      | Neutral |       |      |        | Disagree/Strongly Disagree |      |        |       |         |        |       |
|  | Male                 | Female | Total | Male | Female  | Total | Male | Female | Total                      | Male | Female | Total | Male    | Female | Total |
| Obstacles to achieving gender balance of the faculty here are: difficulty of retaining qualified faculty from all groups. (quest16d) |                      |        |       |      |         |       |      |        |                            |      |        |       |         |        |       |
| Santa Ana Campus   | 37                   | 31     | 33    | 16   | 19      | 18    | 47   | 50     | 49                         | 3.1  | 3.3    | 3.2   |         |        |       |
| Orange Campus  | 25                   | 0      | 11    | 25   | 20      | 22    | 50   | 80     | 67                         | 3.3  | 4.0    | 3.6   |         |        |       |
| Centennial Education Center  | 100                  | 25     | 40    | 0    | 75      | 60    | -    | -      | -                          | 2.0  | 2.5    | 2.4   |         |        |       |
| Adult Learning Center  | -                    | -      | -     | -    | -       | -     | -    | 100    | 100                        | -    | 4.0    | 4.0   |         |        |       |
| TOTAL  | 38                   | 25     | 30    | 17   | 25      | 22    | 46   | 50     | 48                         | 3.1  | 3.3    | 3.2   |         |        |       |
| Obstacles to achieving gender balance of the faculty here are: absence of top administrators from all groups. (quest16e)             |                      |        |       |      |         |       |      |        |                            |      |        |       |         |        |       |
| Santa Ana Campus   | 15                   | 26     | 21    | 20   | 19      | 19    | 65   | 56     | 60                         | 3.7  | 3.3    | 3.5   |         |        |       |
| Orange Campus  | 0                    | 40     | 25    | 33   | 0       | 13    | 67   | 60     | 63                         | 3.0  | 3.2    | 3.1   |         |        |       |
| Centennial Education Center  | 100                  | 235    | 40    | 0    | 50      | 40    | 0    | 25     | 20                         | 2.0  | 3.3    | 3.0   |         |        |       |
| Adult Learning Center  | -                    | 50     | 50    | -    | -       | -     | -    | 50     | 50                         | -    | 3.0    | 3.0   |         |        |       |
| TOTAL  | 17                   | 29     | 24    | 21   | 18      | 19    | 63   | 53     | 57                         | 3.5  | 3.3    | 3.4   |         |        |       |
| Obstacles to achieving gender balance of the faculty here are: lack of desire on the part of the faculty. (quest16f)                 |                      |        |       |      |         |       |      |        |                            |      |        |       |         |        |       |
| Santa Ana Campus   | 0                    | 19     | 11    | 20   | 15      | 17    | 80   | 67     | 72                         | 4.0  | 3.6    | 3.8   |         |        |       |
| Orange Campus  | 0                    | 20     | 13    | 33   | 0       | 13    | 67   | 80     | 75                         | 2.8  | 3.8    | 3.3   |         |        |       |
| Centennial Education Center  | 100                  | 25     | 40    | 0    | 50      | 40    | 0    | 25     | 20                         | 1.0  | 3.3    | 2.8   |         |        |       |
| Adult Learning Center  | -                    | -      | -     | -    | -       | -     | -    | 100    | 100                        | -    | 4.5    | 4.5   |         |        |       |
| TOTAL  | 4                    | 18     | 13    | 21   | 16      | 18    | 75   | 66     | 69                         | 3.7  | 3.6    | 3.6   |         |        |       |

**Equity Study Questionnaire Response Distributions  
Faculty Questionnaire  
Responses by Number Years Worked at RSC**

|   | By Years Worked at RSC |      |       |       |                     |       |     |      |       |       |     |       |     | Average |       |       |     |       |   |
|---|------------------------|------|-------|-------|---------------------|-------|-----|------|-------|-------|-----|-------|-----|---------|-------|-------|-----|-------|---|
|   | Frequently             |      |       |       | Occasionally/Seldom |       |     |      | Never |       |     |       |     |         |       |       |     |       |   |
|   | 1-5                    | 6-10 | 11-15 | 16-20 | 20+                 | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5 | 6-10    | 11-15 | 16-20 | 20+ | Total |   |
| My relationship with other faculty members is generally based upon a common set of professional interests. (item8a) | 83                     | 75   | 91    | 88    | 88                  | 86    | 17  | 25   | 9     | 12    | 13  | 14    | -   | -       | -     | -     | -   | -     | - |
| Santa Ana Campus  |                        |      |       |       |                     |       |     |      |       |       |     |       |     |         |       |       |     |       |   |
| Orange Campus   | 0                      | 100  | 100   | 0     | 0                   | 78    | 100 | 0    | 0     | 0     | 100 | 22    | -   | -       | -     | -     | -   | -     | - |
| Centennial Education Center   | -                      | 100  | 100   | -     | -                   | 100   | -   | -    | -     | -     | -   | -     | -   | -       | -     | -     | -   | -     | - |
| Adult Learning Center   | 100                    | -    | -     | 100   | -                   | 100   | -   | -    | -     | -     | -   | -     | -   | -       | -     | -     | -   | -     | - |
| TOTAL   | 79                     | 85   | 92    | 91    | 78                  | 86    | 21  | 15   | 8     | 9     | 22  | 14    | -   | -       | -     | -     | -   | -     |   |
| My relationship with other faculty members is generally job-related only. (item8b)                                  | 50                     | 63   | 55    | 41    | 75                  | 54    | 50  | 25   | 36    | 53    | 25  | 41    | 0   | 13      | 9     | 6     | 0   | 5     |   |
| Santa Ana Campus  |                        |      |       |       |                     |       |     |      |       |       |     |       |     |         |       |       |     |       |   |
| Orange Campus   | 0                      | 75   | 0     | 33    | 0                   | 40    | 100 | 25   | 100   | 67    | 100 | 60    | -   | -       | -     | -     | -   | -     |   |
| Centennial Education Center   | -                      | 50   | 100   | 100   | 0                   | 67    | 50  | 0    | 0     | 0     | 100 | 33    | -   | -       | -     | -     | -   | -     |   |
| Adult Learning Center   | 100                    | -    | -     | 0     | -                   | 50    | 0   | -    | -     | 100   | -   | 50    | -   | -       | -     | -     | -   | -     |   |
| TOTAL   | 50                     | 64   | 54    | 44    | 60                  | 53    | 50  | 29   | 39    | 52    | 40  | 43    | 0   | 7       | 8     | 4     | 0   | 4     |   |
| My relationship with other faculty members is generally includes personal acquaintanceships. (item8c)               | 33                     | 0    | 36    | 41    | 50                  | 34    | 58  | 100  | 55    | 53    | 50  | 61    | 8   | 0       | 9     | 6     | 0   | 5     |   |
| Santa Ana Campus  |                        |      |       |       |                     |       |     |      |       |       |     |       |     |         |       |       |     |       |   |
| Orange Campus   | 0                      | 0    | -     | 67    | 100                 | 33    | 100 | 100  | 0     | 33    | 0   | 67    | -   | -       | -     | -     | -   | -     |   |
| Centennial Education Center   | -                      | 50   | 100   | 50    | 0                   | 50    | 100 | 50   | 0     | 100   | 100 | 50    | -   | -       | -     | -     | -   | -     |   |
| Adult Learning Center   | -                      | -    | -     | -     | -                   | -     | 100 | -    | -     | 100   | -   | 100   | -   | -       | -     | -     | -   | -     |   |
| TOTAL   | 29                     | 7    | 42    | 44    | 50                  | 34    | 64  | 93   | 50    | 52    | 50  | 62    | 7   | 0       | 8     | 4     | 0   | 4     |   |



|  | By Years Worked at RSC |      |       |       |     |                     |     |      |       |       |       |       |     |      |       | Average |     |       |     |      |       |       |     |       |  |
|--|------------------------|------|-------|-------|-----|---------------------|-----|------|-------|-------|-------|-------|-----|------|-------|---------|-----|-------|-----|------|-------|-------|-----|-------|--|
|  | Frequently             |      |       |       |     | Occasionally/Seldom |     |      |       |       | Never |       |     |      |       |         |     |       |     |      |       |       |     |       |  |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total               | 1-5 | 6-10 | 11-15 | 16-20 | 20+   | Total | 1-5 | 6-10 | 11-15 | 16-20   | 20+ | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |  |
| My relationship with other faculty members is generally: conducive to social interaction on-campus. (item8d)       |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |         |     |       |     |      |       |       |     |       |  |
| Santa Ana Campus   | 42                     | 25   | 27    | 41    | 38  | 36                  | 58  | 75   | 46    | 59    | 63    | 59    | 0   | 0    | 27    | 0       | 0   | 5     | 1.5 | 1.8  | 2.0   | 1.6   | 1.6 | 1.7   |  |
| Orange Campus  | 0                      | 25   | 100   | 67    | 0   | 40                  | 100 | 75   | 0     | 33    | 100   | 60    | -   | -    | -     | -       | -   | -     | 2.0 | 1.8  | 1.0   | 1.3   | 2.0 | 1.6   |  |
| Centennial Education Center  | -                      | 50   | 100   | 100   | 100 | 67                  | -   | 50   | 0     | 0     | 50    | 33    | -   | -    | -     | -       | -   | -     | -   | 1.5  | 1.0   | 1.0   | 2.0 | 1.3   |  |
| Adult Learning Center  | -                      | -    | -     | -     | -   | -                   | -   | -    | -     | 100   | -     | 100   | -   | -    | -     | -       | -   | -     | -   | -    | -     | 2.0   | -   | 2.0   |  |
| TOTAL  | 39                     | 29   | 39    | 48    | 30  | 38                  | 62  | 71   | 39    | 52    | 70    | 58    | 0   | 0    | 23    | 0       | 4   | 4     | 1.6 | 1.7  | 1.8   | 1.5   | 1.7 | 1.6   |  |
| My relationship with other faculty members is generally: conducive to social interaction off-campus. (item8e)      |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |         |     |       |     |      |       |       |     |       |  |
| Santa Ana Campus   | 0                      | 0    | 0     | 12    | 43  | 9                   | 75  | 71   | 73    | 65    | 29    | 65    | 25  | 29   | 27    | 24      | 29  | 26    | 2.2 | 2.4  | 2.3   | 2.1   | 1.9 | 2.2   |  |
| Orange Campus  | 0                      | 0    | 0     | 33    | 0   | 10                  | 100 | 50   | 0     | 67    | 100   | 60    | 0   | 50   | 100   | 0       | 0   | 30    | 2.0 | 2.5  | 2.0   | 1.7   | 2.0 | 2.1   |  |
| Centennial Education Center  | -                      | 50   | 0     | 0     | 0   | 17                  | -   | 50   | 100   | 100   | 100   | 83    | -   | -    | -     | -       | -   | -     | -   | 1.5  | 2.0   | 2.0   | 2.0 | 1.8   |  |
| Adult Learning Center  | -                      | -    | -     | -     | -   | -                   | 100 | -    | -     | 100   | -     | 100   | -   | -    | -     | -       | -   | -     | 2.0 | -    | -     | 2.0   | -   | 2.0   |  |
| TOTAL  | 0                      | 8    | 0     | 13    | 33  | 10                  | 79  | 62   | 69    | 70    | 44    | 67    | 21  | 310  | 31    | 17      | 22  | 24    | 2.2 | 2.3  | 2.2   | 2.0   | 1.9 | 2.1   |  |
| My relationship with other faculty members is generally: uncomfortable with those of other ethnic groups. (item8f) |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |         |     |       |     |      |       |       |     |       |  |
| Santa Ana Campus   | -                      | -    | -     | -     | -   | -                   | 9   | 25   | 27    | 29    | 22    | 23    | 91  | 75   | 73    | 71      | 78  | 77    | 3.0 | 2.8  | 2.9   | 2.9   | 2.9 | 2.9   |  |
| Orange Campus  | -                      | -    | -     | -     | -   | -                   | -   | 33   | 0     | 67    | 0     | 30    | 100 | 75   | 100   | 33      | 100 | 70    | 3.0 | 3.0  | 3.0   | 3.0   | 3.0 | 3.0   |  |
| Centennial Education Center  | -                      | -    | -     | -     | -   | -                   | -   | 50   | 100   | 0     | 100   | 50    | -   | 50   | 0     | 100     | 0   | 50    | -   | 3.0  | 3.0   | 3.0   | 3.0 | 2.8   |  |
| Adult Learning Center  | -                      | -    | -     | -     | -   | -                   | -   | -    | -     | -     | -     | -     | 100 | -    | 100   | -       | -   | 100   | 3.0 | -    | -     | 3.0   | -   | 3.0   |  |
| TOTAL  | -                      | -    | -     | -     | -   | -                   | 8   | 29   | 31    | 30    | 27    | 26    | 92  | 71   | 69    | 70      | 73  | 74    | 3.0 | 2.9  | 2.9   | 2.9   | 2.9 | 2.8   |  |

|   | By Years Worked at RSC |      |       |       |     |                     |     |      |       |       |       |       |     | Average |       |       |     |       |     |      |       |       |     |       |
|---|------------------------|------|-------|-------|-----|---------------------|-----|------|-------|-------|-------|-------|-----|---------|-------|-------|-----|-------|-----|------|-------|-------|-----|-------|
|   | Frequently             |      |       |       |     | Occasionally/Seldom |     |      |       |       | Never |       |     |         |       |       |     |       |     |      |       |       |     |       |
|   | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total               | 1-5 | 6-10 | 11-15 | 16-20 | 20+   | Total | 1-5 | 6-10    | 11-15 | 16-20 | 20+ | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |
| My relationship with other faculty members is generally: uncomfortable with those of my opposite gender. (item8g) | -                      | -    | -     | -     | -   | -                   | 25  | 38   | 18    | 18    | 44    | 26    | 75  | 63      | 82    | 82    | 56  | 74    | 2.9 | 3.0  | 2.9   | 2.9   | 3.0 | 2.9   |
| Santa Ana Campus  | -                      | -    | -     | -     | -   | -                   | 0   | 25   | 0     | 33    | 0     | 20    | 100 | 75      | 100   | 67    | 100 | 80    | 3.0 | 3.0  | 3.0   | 2.3   | 3.0 | 2.8   |
| Orange Campus   | -                      | -    | -     | -     | -   | -                   | -   | 0    | 0     | 0     | 100   | 17    | -   | 100     | 100   | 100   | 0   | 83    | -   | 2.5  | 3.0   | 3.0   | 2.0 | 2.7   |
| Centennial Education Center   | -                      | -    | -     | -     | -   | -                   | -   | -    | -     | -     | -     | -     | 100 | -       | -     | 100   | -   | 100   | 3.0 | -    | -     | 3.0   | -   | 3.0   |
| Adult Learning Center   | -                      | -    | -     | -     | -   | -                   | 21  | 29   | 15    | 17    | 46    | 24    | 79  | 71      | 85    | 83    | 55  | 76    | 2.9 | 2.9  | 2.9   | 2.9   | 2.9 | 2.9   |
| TOTAL   | -                      | -    | -     | -     | -   | -                   | 15  | 23   | 9     | 9     | 40    | 17    | 85  | 77      | 91    | 91    | 60  | 83    | 1.1 | 1.4  | 1.1   | 1.1   | 1.1 | 1.2   |
| My relationship with other faculty members is generally: comfortable with those of my gender. (item8h)            | -                      | -    | -     | -     | -   | -                   | 18  | 29   | 11    | 6     | 38    | 17    | 82  | 71      | 89    | 94    | 63  | 83    | 1.1 | 1.6  | 1.2   | 1.2   | 1.0 | 1.2   |
| Santa Ana Campus  | -                      | -    | -     | -     | -   | -                   | 0   | 25   | 0     | 33    | 0     | 20    | 100 | 75      | 100   | 67    | 100 | 80    | 1.0 | 1.0  | 1.0   | 1.0   | 1.5 | 1.1   |
| Orange Campus   | -                      | -    | -     | -     | -   | -                   | -   | 0    | 0     | 0     | 100   | 17    | -   | 100     | 100   | 100   | 0   | 83    | -   | 1.5  | 1.0   | 1.0   | 2.0 | 1.3   |
| Centennial Education Center   | -                      | -    | -     | -     | -   | -                   | -   | -    | -     | -     | -     | -     | 100 | -       | -     | 100   | -   | 100   | 1.0 | -    | -     | 1.0   | -   | 1.0   |
| Adult Learning Center   | -                      | -    | -     | -     | -   | -                   | -   | -    | -     | -     | -     | -     | 100 | -       | -     | 100   | -   | 100   | 1.1 | 1.4  | 1.1   | 1.1   | 1.1 | 1.2   |
| TOTAL   | -                      | -    | -     | -     | -   | -                   | 15  | 23   | 9     | 9     | 40    | 17    | 85  | 77      | 91    | 91    | 60  | 83    | 1.1 | 1.4  | 1.1   | 1.1   | 1.1 | 1.2   |
| My relationship with other faculty members is generally: comfortable with those of my ethnic group. (item8i)      | -                      | -    | -     | -     | -   | -                   | 0   | 50   | 0     | 0     | 0     | 18    | 100 | 50      | 100   | 100   | 100 | 82    | 1.1 | 1.1  | 1.2   | 1.2   | 1.1 | 1.1   |
| Santa Ana Campus  | -                      | 0    | -     | 100   | 0   | 33                  | -   | -    | -     | -     | -     | -     | -   | 100     | -     | 0     | 100 | 67    | 1.0 | 1.0  | 1.0   | 1.0   | 1.0 | 1.0   |
| Orange Campus   | -                      | -    | -     | -     | -   | -                   | -   | -    | -     | -     | 100   | 100   | -   | -       | -     | -     | -   | -     | -   | 1.0  | 1.0   | 1.0   | 1.0 | 1.0   |
| Centennial Education Center   | 100                    | -    | -     | 100   | -   | 100                 | -   | -    | -     | -     | -     | -     | -   | -       | -     | -     | -   | -     | -   | -    | -     | -     | -   | -     |
| Adult Learning Center   | 0                      | 0    | 0     | 50    | 0   | 7                   | 0   | 40   | 0     | 0     | 20    | 20    | 100 | 60      | 100   | 50    | 80  | 73    | 1.1 | 1.1  | 1.1   | 1.1   | 1.1 | 1.1   |
| TOTAL   | 0                      | 0    | 0     | 50    | 0   | 7                   | 0   | 40   | 0     | 0     | 20    | 20    | 100 | 60      | 100   | 50    | 80  | 73    | 1.1 | 1.1  | 1.1   | 1.1   | 1.1 | 1.1   |

|  | By Years Worked at RSC |      |       |       |     |                     |     |      |       |       |       |       |     |      |       | Average |     |       |     |      |       |       |     |       |     |
|--|------------------------|------|-------|-------|-----|---------------------|-----|------|-------|-------|-------|-------|-----|------|-------|---------|-----|-------|-----|------|-------|-------|-----|-------|-----|
|  | Frequently             |      |       |       |     | Occasionally/Seldom |     |      |       |       | Never |       |     |      |       |         |     |       |     |      |       |       |     |       |     |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total               | 1-5 | 6-10 | 11-15 | 16-20 | 20+   | Total | 1-5 | 6-10 | 11-15 | 16-20   | 20+ | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |     |
| I collaborate professionally with faculty and/or staff of: my ethnic group. (item 10a)     | 75                     | 75   | 73    | 67    | 89  | 75                  | 25  | 18   | 20    | 0     | 18    | 0     | 0   | 0    | 9     | 13      | 11  | 7     | 1.2 | 1.3  | 1.4   | 1.5   | 1.2 | 1.3   |     |
|  | 100                    | 75   | 0     | 67    | 100 | 73                  | 0   | 100  | 33    | 0     | 27    | 0     | -   | -    | -     | -       | -   | -     | 1.0 | 1.3  | 1.5   | 1.3   | 1.0 | 1.2   |     |
|  | -                      | 100  | 100   | 100   | 0   | 83                  | -   | 0    | 0     | 0     | 100   | 17    | -   | -    | -     | -       | -   | -     | -   | -    | 1.0   | 1.0   | 1.0 | 2.0   | 1.2 |
|  | 100                    | -    | -     | 100   | -   | 100                 | -   | -    | -     | -     | -     | -     | -   | -    | -     | -       | -   | -     | -   | 1.0  | -     | -     | 1.0 | -     | 1.0 |
|  | 79                     | 79   | 69    | 71    | 83  | 76                  | 21  | 21   | 23    | 19    | 8     | 19    | 0   | 0    | 8     | 10      | 8   | 5     | 1.2 | 1.3  | 1.4   | 1.4   | 1.4 | 1.2   | 1.3 |
| I collaborate professionally with faculty and/or staff of: other ethnic groups. (item 10b) | 83                     | 63   | 73    | 71    | 78  | 74                  | 17  | 38   | 18    | 11    | 21    | 0     | 0   | 0    | 0     | 12      | 11  | 5     | 1.2 | 1.4  | 1.3   | 1.4   | 1.3 | 1.3   |     |
|  | 100                    | 50   | 0     | 100   | 100 | 73                  | 0   | 50   | 0     | 0     | 27    | -     | -   | -    | -     | -       | -   | -     | 1.0 | 1.5  | 1.5   | 1.0   | 1.0 | 1.2   |     |
|  | -                      | 100  | 100   | 100   | 100 | 100                 | -   | -    | -     | -     | -     | -     | -   | -    | -     | -       | -   | -     | -   | -    | 1.0   | 1.0   | 1.0 | 1.0   | 1.0 |
|  | 100                    | -    | -     | 100   | -   | 100                 | -   | -    | -     | -     | -     | -     | -   | -    | -     | -       | -   | -     | -   | 1.0  | -     | -     | 1.0 | -     | 1.0 |
|  | 85                     | 64   | 69    | 78    | 83  | 76                  | 14  | 36   | 31    | 13    | 8     | 20    | 0   | 0    | 0     | 9       | 8   | 4     | 1.1 | 1.4  | 1.3   | 1.3   | 1.3 | 1.2   | 1.3 |
| I collaborate professionally with faculty and/or staff of: my gender. (item 10c)           | 92                     | 75   | 82    | 71    | 89  | 81                  | 8   | 25   | 18    | 0     | 14    | 0     | 0   | 0    | 0     | 12      | 11  | 5     | 1.1 | 1.2  | 1.2   | 1.4   | 1.2 | 1.2   |     |
|  | 100                    | 75   | 100   | 100   | 100 | 91                  | 0   | 25   | 0     | 0     | 9     | -     | -   | -    | -     | -       | -   | -     | 1.0 | 1.3  | 1.0   | 1.0   | 1.0 | 1.1   |     |
|  | -                      | 100  | 100   | 100   | 0   | 83                  | -   | 0    | 0     | 0     | 100   | 17    | -   | -    | -     | -       | -   | -     | -   | -    | 1.0   | 1.0   | 1.0 | 2.0   | 1.2 |
|  | 100                    | -    | -     | 100   | -   | 100                 | -   | -    | -     | -     | -     | -     | -   | -    | -     | -       | -   | -     | -   | 1.0  | -     | -     | 1.0 | -     | 1.0 |
|  | 93                     | 79   | 85    | 78    | 83  | 83                  | 7   | 21   | 15    | 13    | 8     | 13    | 0   | 0    | 0     | 9       | 8   | 4     | 1.1 | 1.2  | 1.1   | 1.3   | 1.3 | 1.2   | 1.2 |
| I collaborate professionally with faculty and/or staff of: the opposite gender. (item 10d) | 75                     | 75   | 73    | 71    | 78  | 74                  | 25  | 18   | 24    | 11    | 21    | 0     | 0   | 0    | 9     | 6       | 11  | 5     | 1.3 | 1.3  | 1.4   | 1.4   | 1.3 | 1.3   |     |
|  | 100                    | 50   | 100   | 67    | 100 | 73                  | 0   | 50   | 33    | 0     | 27    | -     | -   | -    | -     | -       | -   | -     | 1.0 | 1.5  | 1.0   | 1.3   | 1.0 | 1.2   |     |
|  | -                      | 100  | 100   | 100   | 0   | 83                  | -   | 0    | 0     | 0     | 100   | 17    | -   | -    | -     | -       | -   | -     | -   | -    | 1.0   | 1.0   | 1.0 | 2.0   | 1.2 |
|  | 100                    | -    | -     | 100   | -   | 100                 | -   | -    | -     | -     | -     | -     | -   | -    | -     | -       | -   | -     | -   | -    | -     | -     | 1.0 | -     | 1.0 |
|  | 79                     | 71   | 77    | 74    | 75  | 75                  | 21  | 29   | 15    | 22    | 17    | 21    | 0   | 0    | 8     | 4       | 8   | 4     | 1.0 | 1.3  | 1.3   | 1.3   | 1.3 | 1.3   | 1.3 |

|  | By Years Worked at RSC |      |       |       |     |       |                     |      |       |       |     |       |       |      |       |       |     |       | Average |      |       |       |     |       |
|--|------------------------|------|-------|-------|-----|-------|---------------------|------|-------|-------|-----|-------|-------|------|-------|-------|-----|-------|---------|------|-------|-------|-----|-------|
|  | Frequently             |      |       |       |     |       | Occasionally/Seldom |      |       |       |     |       | Never |      |       |       |     |       |         |      |       |       |     |       |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5                 | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5   | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5     | 6-10 | 11-15 | 16-20 | 20+ | Total |
| Interact socially with faculty and/or staff of: my ethnic group. (item11a)     | 18                     | 57   | 36    | 50    | 50  | 42    | 82                  | 43   | 55    | 44    | 50  | 55    | 0     | 0    | 9     | 6     | 0   | 4     | 1.8     | 1.4  | 1.7   | 1.6   | 1.5 | 1.6   |
| Santa Ana Campus   | 100                    | 25   | 0     | 67    | 100 | 55    | 0                   | 25   | 100   | 33    | 0   | 27    | 0     | 50   | 0     | 0     | 0   | 18    | 1.0     | 2.3  | 1.5   | 1.3   | 1.0 | 1.5   |
| Orange Campus  | -                      | 50   | 100   | 50    | 0   | 50    | -                   | 50   | 0     | 50    | 100 | 50    | -     | -    | -     | -     | -   | -     | -       | 1.5  | 1.0   | 1.5   | 2.0 | 1.5   |
| Centennial Education Center  | 100                    | -    | -     | 100   | -   | 100   | -                   | -    | -     | -     | -   | -     | -     | -    | -     | -     | -   | -     | 1.0     | -    | -     | 1.0   | -   | 1.0   |
| Adult Learning Center  | 31                     | 46   | 39    | 55    | 55  | 46    | 69                  | 39   | 54    | 41    | 46  | 49    | 0     | 15   | 8     | 5     | 0   | 6     | 1.7     | 1.7  | 1.6   | 1.5   | 1.4 | 1.6   |
| TOTAL  |                        |      |       |       |     |       |                     |      |       |       |     |       |       |      |       |       |     |       |         |      |       |       |     |       |
| Interact socially with faculty and/or staff of: other ethnic groups. (item11b) | 27                     | 43   | 27    | 29    | 63  | 35    | 73                  | 57   | 55    | 71    | 38  | 61    | 0     | 0    | 18    | 0     | 0   | 4     | 1.8     | 1.6  | 1.9   | 1.7   | 1.4 | 1.7   |
| Santa Ana Campus   | 100                    | 25   | 0     | 100   | 50  | 55    | 0                   | 25   | 100   | 0     | 50  | 27    | 0     | 50   | 0     | 0     | 0   | 18    | 1.0     | 2.3  | 1.5   | 1.0   | 1.3 | 1.5   |
| Orange Campus  | -                      | 50   | 100   | 50    | 0   | 50    | -                   | 50   | 0     | 50    | 100 | 50    | -     | -    | -     | -     | -   | -     | -       | 1.6  | 1.0   | 1.5   | 2.0 | 1.5   |
| Centennial Education Center  | 0                      | -    | -     | 100   | -   | 50    | 100                 | -    | -     | 0     | -   | 50    | -     | -    | -     | -     | -   | -     | 2.0     | -    | -     | 1.0   | -   | 1.5   |
| Adult Learning Center  | 31                     | 39   | 31    | 44    | 55  | 40    | 69                  | 46   | 54    | 57    | 46  | 55    | 0     | 15   | 15    | 0     | 0   | 6     | 1.7     | 1.8  | 1.8   | 1.6   | 1.4 | 1.6   |
| TOTAL  |                        |      |       |       |     |       |                     |      |       |       |     |       |       |      |       |       |     |       |         |      |       |       |     |       |
| Interact socially with faculty and/or staff of: my gender. (item11c)           | 36                     | 43   | 36    | 53    | 63  | 46    | 64                  | 57   | 55    | 41    | 38  | 50    | 0     | 0    | -     | 6     | 0   | 4     | 1.7     | 1.6  | 1.7   | 1.5   | 1.4 | 1.6   |
| Santa Ana Campus   | 100                    | 25   | 0     | 100   | 100 | 64    | 0                   | 25   | 100   | 0     | 0   | 18    | 0     | 50   | 0     | 0     | 0   | 18    | 1.0     | 2.3  | 1.5   | 1.0   | 1.0 | 1.5   |
| Orange Campus  | -                      | 50   | 100   | 50    | 0   | 50    | -                   | 50   | 0     | 50    | 100 | 50    | -     | -    | -     | -     | -   | -     | -       | 1.5  | 1.0   | 1.5   | 2.0 | 1.5   |
| Centennial Education Center  | 100                    | -    | -     | 100   | -   | 100   | -                   | -    | -     | -     | -   | -     | -     | -    | -     | -     | -   | -     | 1.0     | -    | -     | 1.0   | -   | 1.0   |
| Adult Learning Center  | 46                     | 39   | 39    | 61    | 64  | 51    | 54                  | 46   | 54    | 35    | 36  | 44    | 0     | 15   | 8     | 4     | 0   | 6     | 1.6     | 1.8  | 1.6   | 1.4   | 1.3 | 1.5   |
| TOTAL  |                        |      |       |       |     |       |                     |      |       |       |     |       |       |      |       |       |     |       |         |      |       |       |     |       |
| Interact socially with faculty and/or staff of: the opposite gender. (item11d) | 27                     | 43   | 36    | 47    | 50  | 41    | 64                  | 57   | 55    | 47    | 50  | 54    | 9     | 0    | 9     | 6     | 0   | 6     | 1.9     | 1.6  | 1.7   | 1.6   | 1.5 | 1.7   |
| Santa Ana Campus   | 100                    | 25   | 0     | 33    | 50  | 36    | 0                   | 25   | 100   | 67    | 50  | 46    | 0     | 50   | 0     | 0     | 0   | 18    | 1.0     | 2.3  | 1.5   | 1.7   | 1.3 | 1.7   |
| Orange Campus  | -                      | 50   | 100   | 50    | 0   | 50    | -                   | 50   | 0     | 50    | 100 | 50    | -     | -    | -     | -     | -   | -     | -       | 1.5  | 1.0   | 1.5   | 2.0 | 1.5   |
| Centennial Education Center  | -                      | -    | -     | -     | -   | -     | 100                 | -    | -     | 100   | -   | 100   | -     | -    | -     | -     | -   | -     | 2.0     | -    | -     | 2.0   | -   | 2.0   |
| Adult Learning Center  | 31                     | 39   | 39    | 44    | 46  | 40    | 62                  | 46   | 54    | 52    | 55  | 53    | 8     | 15   | 8     | 4     | 0   | 7     | 1.9     | 1.8  | 1.6   | 1.6   | 1.5 | 1.7   |
| TOTAL  |                        |      |       |       |     |       |                     |      |       |       |     |       |       |      |       |       |     |       |         |      |       |       |     |       |

|  | By Years Worked at RSC |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     | Average |     |      |       |       |     |       |     |  |
|--|------------------------|------|-------|-------|-----|---------------------|-----|------|-------|-------|-------|-------|-----|------|-------|-------|-----|---------|-----|------|-------|-------|-----|-------|-----|--|
|  | Frequently             |      |       |       |     | Occasionally/Seldom |     |      |       |       | Never |       |     |      |       |       |     |         |     |      |       |       |     |       |     |  |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total               | 1-5 | 6-10 | 11-15 | 16-20 | 20+   | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |     |  |
|  |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |     |  |
| have seen or heard about racist behavior initiated by: ethnic minority support personnel. (item 16a)     |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |     |  |
| Santa Ana Campus   |                        |      |       |       |     |                     | 0   | 17   | 22    | 12    | 43    | 16    | 100 | 83   | 78    | 88    | 57  | 84      | 3.0 | 2.8  | 2.8   | 2.9   | 2.6 | 2.8   | 2.8 |  |
| Orange Campus  |                        |      |       |       |     |                     | 0   | 0    | 0     | 33    | 0     | 9     | 100 | 100  | 100   | 67    | 100 | 91      | 3.0 | 3.0  | 2.0   | 2.0   | 2.0 | 2.7   | 2.5 |  |
| Centennial Education Center  |                        |      |       |       |     |                     | -   | 50   | 100   | 100   | 100   | 80    | -   | 50   | 0     | 0     | 0   | 20      | -   | 2.5  | 2.0   | 2.0   | 2.0 | 2.0   | 2.2 |  |
| Adult Learning Center  |                        |      |       |       |     |                     | -   | -    | -     | -     | -     | -     | 100 | -    | -     | 100   | -   | 100     | 3.0 | -    | -     | 3.0   | -   | 3.0   | -   |  |
| TOTAL  |                        |      |       |       |     |                     | 0   | 17   | 27    | 27    | 40    | 22    | 100 | 83   | 73    | 73    | 60  | 78      | 3.0 | 2.8  | 2.6   | 2.7   | 2.5 | 2.7   | 2.7 |  |
| have seen or heard about racist behavior initiated by: non-ethnic minority support personnel. (item 16b) |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |     |  |
| Santa Ana Campus   |                        |      |       |       |     |                     | 0   | 17   | 33    | 12    | 43    | 18    | 100 | 83   | 67    | 88    | 57  | 82      | 2.9 | 2.8  | 2.7   | 2.9   | 2.6 | 2.8   | 2.8 |  |
| Orange Campus  |                        |      |       |       |     |                     | 0   | 0    | 0     | 33    | 0     | 9     | 100 | 100  | 100   | 33    | 100 | 82      | 3.0 | 3.0  | 2.0   | 2.0   | 2.0 | 2.7   | 2.5 |  |
| Centennial Education Center  |                        |      |       |       |     |                     | -   | 0    | 100   | 100   | 100   | 60    | -   | 100  | 0     | 0     | 0   | 40      | -   | 3.0  | 2.0   | 2.0   | 2.0 | 2.0   | 2.4 |  |
| Adult Learning Center  |                        |      |       |       |     |                     | 100 | -    | 0     | 0     | 0     | 50    | 0   | 0    | 0     | 100   | 0   | 50      | 2.0 | -    | -     | 3.0   | -   | 2.5   | -   |  |
| TOTAL  |                        |      |       |       |     |                     | 0   | 8    | 36    | 18    | 40    | 21    | 92  | 92   | 64    | 77    | 60  | 78      | 2.9 | 2.9  | 2.5   | 2.7   | 2.5 | 2.7   | 2.7 |  |
| have seen or heard about racist behavior initiated by: ethnic minority faculty. (item 16c)               |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |     |  |
| Santa Ana Campus   | 9                      | 0    | 11    | 0     | 0   | 4                   | 9   | 17   | 11    | 18    | 44    | 19    | 82  | 83   | 78    | 82    | 56  | 77      | 2.8 | 2.8  | 2.7   | 2.8   | 2.6 | 2.7   | 2.7 |  |
| Orange Campus  |                        |      |       |       |     |                     | 0   | 0    | 0     | 67    | 0     | 18    | 100 | 100  | 100   | 33    | 100 | 82      | 3.0 | 3.0  | 2.0   | 2.3   | 2.7 | 2.6   | 2.6 |  |
| Centennial Education Center  |                        |      |       |       |     |                     | -   | 50   | 100   | 100   | 100   | 80    | -   | 50   | 0     | 0     | 0   | 20      | -   | 2.5  | 2.0   | 2.0   | 2.0 | 2.0   | 2.2 |  |
| Adult Learning Center  |                        |      |       |       |     |                     | -   | -    | -     | -     | -     | -     | 100 | -    | -     | 100   | -   | 100     | 3.0 | -    | -     | 3.0   | -   | 3.0   | -   |  |
| TOTAL  | 8                      | 0    | 9     | 0     | 0   | 3                   | 8   | 17   | 18    | 27    | 42    | 23    | 85  | 83   | 73    | 73    | 58  | 74      | 2.8 | 2.8  | 2.5   | 2.7   | 2.5 | 2.7   | 2.7 |  |
| have seen or heard about racist behavior initiated by: non-ethnic minority faculty. (item 16d)           |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |     |  |
| Santa Ana Campus   | 9                      | 0    | 11    | 6     | 13  | 8                   | 27  | 33   | 33    | 24    | 25    | 28    | 64  | 67   | 56    | 71    | 63  | 65      | 2.5 | 2.7  | 2.4   | 2.6   | 2.5 | 2.6   | 2.6 |  |
| Orange Campus  |                        |      |       |       |     |                     | 0   | 0    | 0     | 100   | 0     | 27    | 100 | 100  | 100   | 0     | 100 | 73      | 3.0 | 3.0  | 2.0   | 2.0   | 2.0 | 2.5   | 2.5 |  |
| Centennial Education Center  |                        |      |       |       |     |                     | -   | 0    | 100   | 0     | 100   | 40    | -   | 100  | 0     | 0     | 0   | 40      | -   | 3.0  | 2.0   | 1.0   | 2.0 | 2.0   | 2.2 |  |
| Adult Learning Center  |                        |      |       |       |     |                     | 100 | -    | 0     | 0     | 0     | 50    | 0   | 0    | 0     | 100   | 0   | 50      | 2.0 | -    | -     | 3.0   | -   | 2.5   | -   |  |
| TOTAL  | 8                      | 0    | 9     | 9     | 9   | 7                   | 31  | 17   | 36    | 32    | 27    | 29    | 62  | 83   | 55    | 59    | 64  | 64      | 2.5 | 2.8  | 2.3   | 2.5   | 2.4 | 2.5   | 2.5 |  |

|   | By Years Worked at RSC |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     | Average |     |      |       |       |     |       |  |
|---|------------------------|------|-------|-------|-----|---------------------|-----|------|-------|-------|-------|-------|-----|------|-------|-------|-----|---------|-----|------|-------|-------|-----|-------|--|
|   | Frequently             |      |       |       |     | Occasionally/Seldom |     |      |       |       | Never |       |     |      |       |       |     |         |     |      |       |       |     |       |  |
|   | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total               | 1-5 | 6-10 | 11-15 | 16-20 | 20+   | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |  |
| I have seen or heard about racist behavior initiated by: ethnic minority students. (item 16e)                         |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |  |
| Santa Ana Campus  | 0                      | 0    | 0     | 6     | 11  | 4                   | 27  | 33   | 38    | 24    | 33    | 29    | 73  | 67   | 63    | 71    | 56  | 67      | 2.7 | 2.7  | 2.6   | 2.6   | 2.4 | 2.6   |  |
| Orange Campus   | -                      | -    | -     | -     | -   | -                   | 0   | 0    | 0     | 67    | 0     | 18    | 100 | 100  | 100   | 33    | 100 | 82      | 3.0 | 3.0  | 2.0   | 2.3   | 2.7 | 2.6   |  |
| Centennial Education Center   | -                      | -    | -     | -     | -   | -                   | -   | 50   | 100   | 100   | 100   | 80    | -   | 50   | 0     | 0     | 0   | 20      | -   | 2.5  | 2.0   | 2.0   | 2.0 | 2.2   |  |
| Adult Learning Center   | -                      | -    | -     | -     | -   | -                   | -   | -    | -     | -     | -     | -     | 100 | -    | -     | 100   | -   | 100     | 3.0 | -    | -     | 3.0   | -   | 3.0   |  |
| TOTAL   | 0                      | 0    | 0     | 5     | 8   | 3                   | 23  | 25   | 40    | 32    | 33    | 30    | 77  | 75   | 60    | 64    | 58  | 67      | 2.7 | 2.8  | 2.5   | 2.6   | 2.5 | 2.6   |  |
| I have seen or heard about racist behavior initiated by: non-ethnic minority students. (item 16f)                     |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |  |
| Santa Ana Campus  | 0                      | 0    | 0     | 6     | 11  | 4                   | 36  | 67   | 25    | 41    | 33    | 39    | 64  | 33   | 75    | 53    | 56  | 57      | 2.6 | 2.3  | 2.8   | 2.5   | 2.4 | 2.5   |  |
| Orange Campus   | 0                      | 0    | 0     | 33    | 0   | 9                   | 0   | 0    | 0     | 33    | 0     | 9     | 100 | 100  | 100   | 33    | 100 | 82      | 3.0 | 3.0  | 2.0   | 2.0   | 2.7 | 2.5   |  |
| Centennial Education Center   | -                      | 0    | 0     | 100   | 0   | 20                  | -   | 50   | 100   | 0     | 100   | 60    | -   | 50   | 0     | 0     | 0   | 20      | -   | 2.5  | 2.0   | 1.0   | 2.0 | 2.0   |  |
| Adult Learning Center   | -                      | -    | -     | -     | -   | -                   | 100 | -    | -     | 0     | -     | 50    | 0   | -    | -     | 100   | -   | 50      | 2.0 | -    | -     | 3.0   | -   | 2.5   |  |
| TOTAL   | 0                      | 0    | 0     | 14    | 11  | 6                   | 39  | 42   | 30    | 36    | 33    | 36    | 62  | 58   | 70    | 50    | 58  | 58      | 2.6 | 2.6  | 2.5   | 2.4   | 2.5 | 2.5   |  |
| I have seen or heard about racist behavior initiated by: people from the community surrounding the campus. (item 16g) |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |  |
| Santa Ana Campus  | 13                     | 20   | 0     | 0     | 0   | 5                   | 25  | 20   | 0     | 33    | 29    | 24    | 63  | 60   | 100   | 67    | 71  | 71      | 2.4 | 2.4  | 3.0   | 2.7   | 2.7 | 2.7   |  |
| Orange Campus   | 0                      | 0    | 0     | 32    | 0   | 9                   | 0   | 0    | 0     | 33    | 50    | 18    | 100 | 100  | 100   | 33    | 50  | 73      | 3.0 | 3.0  | 2.0   | 2.0   | 2.7 | 2.5   |  |
| Centennial Education Center   | -                      | 50   | 0     | 0     | 0   | 20                  | -   | 50   | 100   | 0     | 100   | 60    | -   | 0    | 0     | 100   | 0   | 20      | -   | 1.5  | 2.0   | 3.0   | 2.0 | 2.0   |  |
| Adult Learning Center   | -                      | -    | -     | -     | -   | -                   | -   | -    | -     | -     | -     | -     | -   | -    | -     | 100   | -   | 100     | -   | -    | -     | 3.0   | -   | 3.0   |  |
| TOTAL   | 11                     | 18   | 0     | 5     | 0   | 7                   | 22  | 18   | 11    | 30    | 40    | 25    | 67  | 64   | 89    | 65    | 60  | 68      | 2.5 | 2.5  | 2.7   | 2.6   | 2.6 | 2.6   |  |

|   | By Years Worked at RSC |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     | Average |     |      |       |       |     |       |     |
|---|------------------------|------|-------|-------|-----|---------------------|-----|------|-------|-------|-------|-------|-----|------|-------|-------|-----|---------|-----|------|-------|-------|-----|-------|-----|
|   | Frequently             |      |       |       |     | Occasionally/Seldom |     |      |       |       | Never |       |     |      |       |       |     |         |     |      |       |       |     |       |     |
|   | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total               | 1-5 | 6-10 | 11-15 | 16-20 | 20+   | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |     |
| have seen or heard about sexist behavior initiated by: female support personnel. (item 17a) |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |     |
| Santa Ana Campus  | -                      | -    | -     | -     | -   | -                   | 8   | 50   | 11    | 6     | 25    | 15    | 92  | 50   | 89    | 94    | 75  | 85      | 2.9 | 2.5  | 2.9   | 2.9   | 2.8 | 2.8   | 2.8 |
| Orange Campus   | 0                      | 0    | 0     | 33    | 0   | 9                   | 0   | 25   | 100   | 0     | 0     | 18    | 100 | 75   | 0     | 67    | 100 | 18      | 3.0 | 2.8  | 1.5   | 2.3   | 2.7 | 2.5   |     |
| Centennial Education Center   | -                      | -    | -     | -     | -   | -                   | -   | 50   | 100   | 100   | 100   | 80    | -   | 50   | 0     | 0     | 0   | 20      | -   | 2.5  | 2.0   | 2.0   | 2.0 | 2.2   |     |
| Adult Learning Center   | 0                      | 0    | 0     | -     | -   | -                   | -   | -    | -     | -     | -     | -     | -   | -    | -     | 100   | -   | 100     | -   | -    | -     | 3.0   | -   | 3.0   |     |
| TOTAL   | 0                      | 0    | 0     | 5     | 0   | 1                   | 8   | 42   | 27    | 9     | 27    | 20    | 92  | 58   | 73    | 86    | 73  | 78      | 2.9 | 2.6  | 2.6   | 2.8   | 2.7 | 2.7   |     |
| have seen or heard about sexist behavior initiated by: male support personnel. (item 17b)   |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |     |
| Santa Ana Campus  | 8                      | 0    | 0     | 6     | 0   | 4                   | 25  | 17   | 33    | 29    | 25    | 27    | 67  | 83   | 83    | 65    | 75  | 69      | 2.6 | 2.8  | 2.7   | 2.6   | 2.8 | 2.7   |     |
| Orange Campus   | -                      | -    | -     | -     | -   | -                   | 0   | 0    | 100   | 33    | 0     | 18    | 100 | 100  | 100   | 67    | 100 | 82      | 3.0 | 3.0  | 1.5   | 2.7   | 2.7 | 2.6   |     |
| Centennial Education Center   | -                      | -    | -     | -     | -   | -                   | -   | 50   | 100   | 100   | 100   | 80    | -   | 50   | 50    | 0     | 0   | 20      | -   | 2.5  | 2.0   | 2.0   | 2.0 | 2.2   |     |
| Adult Learning Center   | -                      | -    | -     | -     | -   | -                   | -   | -    | -     | -     | -     | -     | -   | -    | -     | 100   | -   | 100     | -   | -    | -     | 3.0   | -   | 3.0   |     |
| TOTAL   | 8                      | 0    | 0     | 5     | 0   | 3                   | 23  | 17   | 46    | 32    | 27    | 29    | 69  | 83   | 55    | 64    | 73  | 68      | 2.6 | 2.8  | 2.4   | 2.6   | 2.7 | 2.6   |     |
| have seen or heard about sexist behavior initiated by: female faculty. (item 17c)           |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |     |
| Santa Ana Campus  | -                      | -    | -     | -     | -   | -                   | 17  | 33   | 33    | 18    | 33    | 25    | 83  | 67   | 67    | 82    | 67  | 76      | 2.8 | 2.7  | 2.7   | 2.8   | 2.7 | 2.8   |     |
| Orange Campus   | 0                      | 0    | 0     | 33    | 0   | 9                   | -   | 50   | 100   | 100   | 100   | 80    | -   | 50   | 0     | 0     | 0   | 91      | 3.0 | 3.0  | 2.5   | 2.3   | 2.7 | 2.7   |     |
| Centennial Education Center   | -                      | -    | -     | -     | -   | -                   | -   | 100  | 100   | 0     | 0     | 50    | 0   | -    | -     | 100   | -   | 50      | -   | 2.5  | 2.0   | 2.0   | 2.0 | 2.2   |     |
| Adult Learning Center   | 0                      | 0    | 0     | -     | -   | -                   | 21  | 25   | 36    | 18    | 33    | 25    | 79  | 75   | 64    | 77    | 67  | 73      | 2.8 | 2.8  | 2.6   | 2.7   | 2.6 | 2.7   |     |
| TOTAL   | 0                      | 0    | 0     | 5     | 0   | 1                   | 21  | 25   | 36    | 18    | 33    | 25    | 79  | 75   | 64    | 77    | 67  | 73      | 2.8 | 2.8  | 2.6   | 2.7   | 2.6 | 2.7   |     |
| have seen or heard about sexist behavior initiated by: male faculty. (item 17d)             |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |     |
| Santa Ana Campus  | 18                     | 17   | 0     | 6     | 0   | 6                   | 50  | 33   | 44    | 47    | 33    | 43    | 42  | 50   | 56    | 47    | 67  | 51      | 2.3 | 2.3  | 2.6   | 2.4   | 2.7 | 2.4   |     |
| Orange Campus   | 0                      | 0    | 0     | 33    | 0   | -                   | 0   | 0    | 100   | 0     | 0     | 9     | 100 | 100  | 0     | 67    | 100 | 82      | 3.0 | 3.0  | 1.5   | 2.3   | 2.3 | 2.5   |     |
| Centennial Education Center   | -                      | -    | -     | -     | -   | -                   | -   | 50   | 100   | 100   | 100   | 80    | -   | 50   | 0     | 0     | 0   | 20      | -   | 2.5  | 2.0   | 2.0   | 2.0 | 2.2   |     |
| Adult Learning Center   | -                      | -    | -     | -     | -   | -                   | 100 | -    | -     | 0     | 0     | 50    | 0   | -    | -     | 100   | -   | 50      | -   | -    | -     | 3.0   | -   | 2.5   |     |
| TOTAL   | 7                      | 8    | 0     | 9     | 0   | 6                   | 50  | 25   | 55    | 41    | 33    | 41    | 43  | 67   | 46    | 50    | 67  | 54      | 2.3 | 2.8  | 2.3   | 2.4   | 2.5 | 2.4   |     |

282

281

|  | By Years Worked at RSC |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     | Average |     |      |       |       |     |       |  |
|--|------------------------|------|-------|-------|-----|---------------------|-----|------|-------|-------|-------|-------|-----|------|-------|-------|-----|---------|-----|------|-------|-------|-----|-------|--|
|  | Frequently             |      |       |       |     | Occasionally/Seldom |     |      |       |       | Never |       |     |      |       |       |     |         |     |      |       |       |     |       |  |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total               | 1-5 | 6-10 | 11-15 | 16-20 | 20+   | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |  |
| have seen or heard about sexist behavior initiated by: female students. (item17e)  |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |  |
| Santa Ana Campus   |                        |      |       |       |     |                     | 17  | 17   | 22    | 6     | 33    | 17    | 83  | 83   | 78    | 94    | 67  | 83      | 2.8 | 2.8  | 2.8   | 2.9   | 2.7 | 2.8   |  |
| Orange Campus  | 0                      | 0    | 0     | 33    | 0   | 9                   |     |      |       |       |       |       | 100 | 100  | 100   | 67    | 100 | 3.0     | 3.0 | 3.0  | 2.5   | 2.3   | 3.0 | 2.8   |  |
| Centennial Education Center  |                        |      |       |       |     |                     | 50  | 50   | 100   | 0     | 100   | 60    |     | 50   | 0     | 100   | 0   | 40      |     | 2.5  | 2.0   | 3.0   | 2.0 | 2.4   |  |
| Adult Learning Center  |                        |      |       |       |     |                     | 100 |      |       |       |       | 50    | 0   |      |       | 100   |     | 50      | 2.0 |      |       | 3.0   |     | 2.5   |  |
| TOTAL  | 0                      | 0    | 0     | 5     | 0   | 1                   | 21  | 17   | 27    | 5     | 33    | 19    | 79  | 83   | 73    | 91    | 67  | 80      | 2.8 | 2.8  | 2.7   | 2.9   | 2.7 | 2.8   |  |
| have seen or heard about sexist behavior initiated by: male students. (item17f)  |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |  |
| Santa Ana Campus   | 0                      | 0    | 0     | 6     | 11  | 4                   | 50  | 33   | 22    | 44    | 44    | 40    | 50  | 67   | 78    | 50    | 44  | 56      | 2.5 | 2.7  | 2.8   | 2.4   | 2.3 | 2.5   |  |
| Orange Campus  |                        |      |       |       |     |                     | 0   | 0    | 0     | 33    | 0     | 9     | 100 | 100  | 100   | 67    | 100 | 91      | 3.0 | 3.0  | 2.0   | 2.7   | 2.7 | 2.7   |  |
| Centennial Education Center  |                        |      |       |       |     |                     |     | 50   | 100   | 0     | 100   | 60    |     | 50   | 0     | 100   | 0   | 40      |     | 2.5  | 2.0   | 3.0   | 2.0 | 2.4   |  |
| Adult Learning Center  | 100                    |      |       |       |     |                     |     |      |       |       |       |       | 0   |      |       | 100   |     | 50      | 1.0 |      |       | 3.0   |     | 2.0   |  |
| TOTAL  | 7                      | 0    | 0     | 5     | 8   | 4                   | 43  | 25   | 27    | 38    | 42    | 36    | 50  | 75   | 73    | 57    | 50  | 60      | 2.4 | 2.8  | 2.6   | 2.5   | 2.4 | 2.5   |  |
| Faculty here generally incorporate into their course curricula: material acknowledging women's societal contributions. (item27a) |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |  |
| Santa Ana Campus   | 33                     | 25   | 40    | 18    | 50  | 31                  | 67  | 50   | 40    | 73    | 50    | 60    | 0   | 25   | 20    | 9     | 0   | 9       | 1.7 | 2.0  | 1.8   | 1.9   | 1.5 | 1.8   |  |
| Orange Campus  |                        | 50   | 100   | 50    | 100 | 67                  |     | 50   | 0     | 50    | 0     | 33    |     |      |       |       |     |         |     | 1.5  | 1.5   | 1.5   | 1.5 | 1.5   |  |
| Centennial Education Center  |                        |      |       |       |     |                     |     | 50   | 100   | 0     | 0     | 40    |     | 50   | 0     | 100   | 100 | 60      |     | 1.5  | 1.0   | 2.0   | 2.0 | 1.8   |  |
| Adult Learning Center  |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       | 1.0   |     | 1.0   |  |
| TOTAL  | 33                     | 38   | 57    | 27    | 50  | 38                  | 67  | 50   | 29    | 67    | 50    | 55    | 0   | 13   | 14    | 7     | 0   | 6       | 1.7 | 1.8  | 1.6   | 1.8   | 1.6 | 1.7   |  |



|  | By Years Worked at RSC |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     | Average |     |      |       |       |     |       |     |
|--|------------------------|------|-------|-------|-----|---------------------|-----|------|-------|-------|-------|-------|-----|------|-------|-------|-----|---------|-----|------|-------|-------|-----|-------|-----|
|  | Frequently             |      |       |       |     | Occasionally/Seldom |     |      |       |       | Never |       |     |      |       |       |     |         |     |      |       |       |     |       |     |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total               | 1-5 | 6-10 | 11-15 | 16-20 | 20+   | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |     |
| Faculty here generally incorporate into their course curricula: material acknowledging societal contributions made by all ethnic groups. (item27b) | 30                     | 50   | 40    | 27    | 33  | 33                  | 70  | 25   | 40    | 64    | 67    | 58    | 0   | 25   | 20    | 9     | 0   | 8       | 1.7 | 1.8  | 1.8   | 1.8   | 1.8 | 1.7   | 1.8 |
| Santa Ana Campus   | -                      | 100  | 0     | 33    | 50  | 43                  | -   | 0    | 100   | 67    | 50    | 57    | -   | -    | -     | -     | -   | -       | -   | 1.0  | 2.0   | 2.0   | 1.7 | 1.7   | 1.7 |
| Orange Campus  | -                      | -    | -     | -     | -   | 100                 | -   | 50   | 100   | 50    | 0     | 50    | -   | 50   | 0     | 50    | -   | 50      | -   | 1.5  | 1.0   | 1.0   | 1.5 | 2.0   | 1.5 |
| Centennial Education Center  | -                      | -    | -     | 100   | -   | -                   | -   | -    | -     | -     | -     | -     | -   | -    | -     | -     | -   | -       | -   | -    | -     | -     | -   | -     | 1.0 |
| Adult Learning Center  | 30                     | 57   | 43    | 35    | 33  | 38                  | 70  | 29   | 43    | 59    | 67    | 56    | 0   | 14   | 14    | 6     | 0   | 6       | 1.7 | 1.6  | 1.8   | 1.7   | 1.7 | 1.7   | 1.7 |
| TOTAL  |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |     |
| Faculty here generally incorporate into their course curricula: multicultural perspectives on issues. (item27c)                                    | 50                     | 25   | 40    | 18    | 50  | 36                  | 50  | 50   | 40    | 73    | 50    | 56    | 0   | 25   | 20    | 9     | 0   | 8       | 1.5 | 2.0  | 1.8   | 1.9   | 1.5 | 1.7   |     |
| Santa Ana Campus   | -                      | 100  | -     | 33    | 50  | 50                  | -   | 0    | -     | 67    | 50    | 50    | -   | -    | -     | -     | -   | -       | -   | 1.0  | 1.0   | 2.0   | 1.7 | 1.7   | 1.6 |
| Orange Campus  | -                      | -    | -     | -     | -   | -                   | -   | 100  | 100   | 50    | 0     | 67    | -   | 0    | 0     | 50    | 100 | 33      | -   | 1.0  | 1.0   | 1.0   | 1.5 | 2.0   | 1.3 |
| Centennial Education Center  | -                      | -    | -     | 100   | -   | 100                 | -   | -    | -     | -     | -     | -     | -   | -    | -     | -     | -   | -       | -   | -    | -     | -     | -   | -     | 1.0 |
| Adult Learning Center  | 50                     | 57   | 50    | 29    | 44  | 43                  | 50  | 29   | 33    | 65    | 56    | 51    | 0   | 14   | 17    | 6     | 0   | 6       | 1.5 | 1.6  | 1.7   | 1.8   | 1.6 | 1.6   | 1.6 |
| TOTAL  |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |     |
| My courses incorporate: material acknowledging women's contributions to the field. (item28a)   | 42                     | 43   | 44    | 46    | 71  | 48                  | 42  | 43   | 33    | 36    | 29    | 37    | 17  | 14   | 22    | 18    | 0   | 15      | 1.8 | 1.7  | 1.8   | 1.7   | 1.3 | 1.7   |     |
| Santa Ana Campus   | -                      | 33   | 100   | 100   | 50  | 67                  | -   | 33   | 0     | 0     | 50    | 22    | -   | 33   | 0     | 0     | 0   | 11      | -   | 2.0  | 1.0   | 1.0   | 1.0 | 1.7   | 1.5 |
| Orange Campus  | -                      | -    | -     | -     | -   | -                   | -   | 100  | 100   | 50    | 0     | 67    | -   | 0    | 0     | 50    | 100 | 33      | -   | 1.0  | 1.0   | 1.0   | 1.5 | 2.0   | 1.3 |
| Centennial Education Center  | -                      | -    | -     | 100   | -   | 100                 | -   | -    | -     | -     | -     | -     | -   | -    | -     | -     | -   | -       | -   | -    | -     | -     | -   | -     | 1.0 |
| Adult Learning Center  | 42                     | 50   | 55    | 59    | 60  | 53                  | 42  | 33   | 27    | 29    | 40    | 34    | 17  | 17   | 18    | 12    | 0   | 13      | 1.8 | 1.7  | 1.6   | 1.8   | 1.5 | 1.6   |     |
| TOTAL  |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |      |       |       |     |       |     |

|   | By Years Worked at RSC |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     | Average |     |       |       |       |     |       |     |     |
|---|------------------------|------|-------|-------|-----|---------------------|-----|------|-------|-------|-------|-------|-----|------|-------|-------|-----|---------|-----|-------|-------|-------|-----|-------|-----|-----|
|   | Frequently             |      |       |       |     | Occasionally/Seldom |     |      |       |       | Never |       |     |      |       | Total |     | Total   |     | Total |       |       |     |       |     |     |
|   | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total               | 1-5 | 6-10 | 11-15 | 16-20 | 20+   | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10  | 11-15 | 16-20 | 20+ | Total |     |     |
| My courses incorporate material acknowledging societal contributions made by all ethnic groups. (item28b) |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |       |       |       |     |       |     |     |
| Santa Ana Campus  | 58                     | 29   | 56    | 42    | 71  | 51                  | 42  | 57   | 33    | 50    | 29    | 43    | 0   | 14   | 11    | 8     | 0   | 6       | 1.4 | 1.9   | 1.8   | 1.7   | 0   | 6     | 1.7 |     |
| Orange Campus   | -                      | 33   | 0     | 100   | 50  | 56                  | -   | 100  | 100   | 0     | 50    | 22    | -   | 67   | 0     | 0     | 0   | 22      | -   | 2.3   | 1.5   | 1.0   | 1.0 | 0     | 22  | 1.7 |
| Centennial Education Center   | -                      | -    | -     | -     | -   | 100                 | -   | 100  | 100   | 50    | 0     | 67    | -   | 0    | -     | 50    | 100 | 33      | -   | 1.0   | 1.0   | 1.0   | 1.5 | 100   | 2.0 |     |
| Adult Learning Center   | -                      | -    | -     | 100   | -   | 100                 | -   | -    | -     | -     | -     | -     | -   | -    | -     | -     | -   | -       | -   | -     | -     | 1.0   | -   | -     | 1.0 | -   |
| TOTAL   | 58                     | 42   | 55    | 56    | 60  | 54                  | 42  | 33   | 36    | 39    | 40    | 38    | 0   | 25   | 9     | 6     | 0   | 8       | 1.4 | 1.8   | 1.5   | 1.5   | 0   | 8     | 1.5 |     |
| My courses incorporate multicultural perspectives on issues. (item28c)                                    |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |       |       |       |     |       |     |     |
| Santa Ana Campus  | 75                     | 43   | 75    | 33    | 71  | 59                  | 25  | 43   | 13    | 50    | 29    | 33    | 0   | 14   | 13    | 17    | 0   | 9       | 1.2 | 1.7   | 1.4   | 1.8   | 0   | 9     | 1.3 |     |
| Orange Campus   | 0                      | 33   | -     | 100   | 50  | 56                  | 100 | 0    | -     | 0     | 50    | 22    | 0   | 67   | 0     | 0     | 0   | 22      | 2.0 | 2.3   | 1.0   | 1.0   | 0   | 22    | 1.7 |     |
| Centennial Education Center   | -                      | -    | -     | -     | -   | 100                 | -   | 100  | 100   | 100   | 0     | 83    | -   | 0    | 0     | 0     | 100 | 17      | -   | 1.0   | 1.0   | 1.0   | 1.0 | 0     | 17  | 2.0 |
| Adult Learning Center   | -                      | -    | -     | 100   | -   | 100                 | -   | -    | -     | -     | -     | -     | -   | -    | -     | -     | -   | -       | -   | -     | -     | 1.0   | -   | -     | 1.0 | -   |
| TOTAL   | 69                     | 50   | 78    | 56    | 60  | 61                  | 31  | 25   | 11    | 33    | 40    | 29    | 0   | 25   | 11    | 11    | 0   | 10      | 1.3 | 1.7   | 1.3   | 1.6   | 0   | 10    | 1.5 |     |
| I would be interested in attending workshop(s) on issues pertaining to: ethnic minorities. (item30a)      |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |       |       |       |     |       |     |     |
| Santa Ana Campus  | 55                     | 38   | 44    | 29    | 50  | 42                  | 36  | 38   | 44    | 71    | 25    | 47    | 9   | 25   | 11    | 0     | 25  | 11      | 1.7 | 1.9   | 1.7   | 1.7   | 0   | 11    | 1.8 |     |
| Orange Campus   | 0                      | 33   | 0     | 67    | 100 | 44                  | 0   | 33   | 100   | 33    | 0     | 33    | 100 | 33   | 0     | 0     | 0   | 22      | 3.0 | 2.0   | 1.5   | 1.3   | 0   | 22    | 1.5 |     |
| Centennial Education Center   | 100                    | -    | -     | 0     | -   | 50                  | -   | 50   | 100   | 100   | 0     | 67    | -   | 50   | 0     | 100   | -   | 33      | -   | 1.5   | 1.0   | 1.0   | 1.0 | 0     | 33  | 2.0 |
| Adult Learning Center   | 54                     | 39   | 46    | 39    | 50  | 44                  | 31  | 39   | 46    | 57    | 30    | 43    | 15  | 23   | 9     | 4     | 20  | 50      | 1.0 | 1.8   | 1.6   | 3.0   | 20  | 50    | 2.0 |     |
| TOTAL   | 54                     | 39   | 46    | 39    | 50  | 44                  | 31  | 39   | 46    | 57    | 30    | 43    | 15  | 23   | 9     | 4     | 20  | 13      | 1.7 | 1.8   | 1.6   | 1.7   | 20  | 13    | 1.7 |     |
| I would be interested in attending workshop(s) on issues pertaining to: women. (item30b)                  |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |       |     |         |     |       |       |       |     |       |     |     |
| Santa Ana Campus  | 46                     | 25   | 44    | 31    | 50  | 39                  | 46  | 50   | 44    | 69    | 25    | 50    | 9   | 25   | 11    | 0     | 25  | 12      | 1.8 | 2.0   | 1.7   | 1.7   | 0   | 12    | 1.8 |     |
| Orange Campus   | 0                      | 33   | 0     | 67    | 100 | 44                  | 100 | 33   | 100   | 33    | 0     | 44    | 0   | 33   | 0     | 0     | 0   | 11      | 2.0 | 2.0   | 1.5   | 1.3   | 0   | 11    | 1.5 |     |
| Centennial Education Center   | 100                    | -    | -     | 0     | -   | 50                  | -   | 50   | 100   | 50    | 0     | 50    | -   | 50   | 0     | 100   | -   | 50      | -   | 1.5   | 1.0   | 1.0   | 1.5 | 0     | 50  | 2.0 |
| Adult Learning Center   | 46                     | 31   | 46    | 36    | 50  | 41                  | 46  | 46   | 46    | 59    | 30    | 48    | 8   | 23   | 9     | 5     | 20  | 50      | 1.0 | 1.9   | 1.6   | 3.0   | 20  | 50    | 2.0 |     |
| TOTAL   | 46                     | 31   | 46    | 36    | 50  | 41                  | 46  | 46   | 46    | 59    | 30    | 48    | 8   | 23   | 9     | 5     | 20  | 12      | 1.7 | 1.9   | 1.6   | 1.7   | 20  | 12    | 1.7 |     |

|   | By Years Worked at RSC |      |       |       |     |                     |     |      |       |       |       |       |     |      |       | Average |     |       |     |      |       |       |     |       |     |
|---|------------------------|------|-------|-------|-----|---------------------|-----|------|-------|-------|-------|-------|-----|------|-------|---------|-----|-------|-----|------|-------|-------|-----|-------|-----|
|   | Frequently             |      |       |       |     | Occasionally/Seldom |     |      |       |       | Never |       |     |      |       | Average |     |       |     |      |       |       |     |       |     |
|   | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total               | 1-5 | 6-10 | 11-15 | 16-20 | 20+   | Total | 1-5 | 6-10 | 11-15 | 16-20   | 20+ | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |     |
| I would be interested in attending workshop(s) on issues pertaining to: people with disabilities. (Item30c)                       |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |         |     |       |     |      |       |       |     |       |     |
| Santa Ana Campus  | 64                     | 38   | 33    | 25    | 63  | 42                  | 27  | 38   | 56    | 63    | 13    | 42    | 9   | 25   | 11    | 13      | 25  | 15    | 1.6 | 1.9  | 1.8   | 1.9   | 1.9 | 1.6   | 1.8 |
| Orange Campus   | 100                    | 33   | 0     | 33    | 100 | 44                  | 0   | 67   | 100   | 67    | 0     | 56    | -   | -    | 0     | -       | 0   | -     | 1.0 | 1.7  | 1.5   | 1.7   | 1.5 | 1.5   |     |
| Centennial Education Center   | 100                    | 0    | 100   | 50    | 0   | 33                  | -   | 50   | 0     | 50    | 100   | 50    | 0   | 50   | 0     | 100     | 0   | 50    | 1.0 | 2.5  | 1.0   | 1.5   | 2.0 | 1.8   |     |
| Adult Learning Center   | 100                    | -    | -     | 0     | -   | 50                  | -   | -    | -     | -     | -     | -     | 0   | -    | -     | -       | -   | 50    | 1.0 | -    | -     | 3.0   | -   | 2.0   |     |
| TOTAL   | 69                     | 31   | 36    | 27    | 60  | 42                  | 23  | 46   | 55    | 59    | 20    | 44    | 8   | 23   | 9     | 14      | 20  | 15    | 1.5 | 1.9  | 1.7   | 1.9   | 1.6 | 1.7   |     |
| I would be interested in attending workshop(s) on issues pertaining to: gays and lesbians. (Item30d)                              |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |         |     |       |     |      |       |       |     |       |     |
| Santa Ana Campus  | 46                     | 38   | 33    | 19    | 38  | 33                  | 36  | 38   | 56    | 44    | 25    | 40    | 18  | 25   | 11    | 38      | 38  | 27    | 1.8 | 1.9  | 1.8   | 2.2   | 2.0 | 2.0   |     |
| Orange Campus   | 0                      | 33   | 0     | 67    | 100 | 44                  | 100 | 33   | 0     | 33    | 0     | 33    | 0   | 33   | 100   | 0       | 0   | 22    | 2.0 | 2.0  | 2.0   | 1.3   | 1.5 | 1.7   |     |
| Centennial Education Center   | 100                    | 0    | 100   | 50    | 0   | 33                  | -   | 50   | 0     | 0     | 100   | 33    | 0   | 50   | 0     | 50      | 0   | 33    | 1.0 | 2.5  | 1.0   | 2.0   | 2.0 | 2.0   |     |
| Adult Learning Center   | 100                    | -    | -     | 0     | -   | 50                  | -   | -    | -     | -     | -     | -     | 0   | -    | -     | 100     | 0   | 50    | 1.0 | -    | -     | 3.0   | -   | 2.0   |     |
| TOTAL   | 46                     | 31   | 36    | 27    | 40  | 35                  | 39  | 39   | 46    | 36    | 30    | 38    | 15  | 31   | 18    | 36      | 30  | 28    | 1.8 | 2.0  | 1.8   | 2.1   | 1.9 | 1.9   |     |
| I feel that I don't fit in very well with my colleagues. (Item38)   |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |         |     |       |     |      |       |       |     |       |     |
| Santa Ana Campus  | 0                      | 0    | 20    | 0     | 0   | 4                   | 33  | 50   | 40    | 19    | 43    | 34    | 67  | 50   | 40    | 81      | 57  | 62    | 2.6 | 2.5  | 2.2   | 2.8   | 2.6 | 2.6   |     |
| Orange Campus   | -                      | -    | -     | -     | -   | -                   | 0   | 25   | 100   | 33    | 0     | 27    | 100 | 75   | 0     | 67      | 100 | 73    | 3.0 | 2.8  | 2.5   | 2.7   | 3.0 | 2.8   |     |
| Centennial Education Center   | -                      | -    | -     | -     | -   | -                   | -   | 50   | 100   | 0     | 100   | 50    | -   | 50   | 0     | 100     | 0   | 50    | 2.5 | 2.5  | 2.0   | 3.0   | 2.0 | 2.5   |     |
| Adult Learning Center   | -                      | -    | -     | -     | -   | -                   | -   | -    | -     | -     | -     | -     | 100 | -    | -     | 100     | -   | 100   | 3.0 | -    | -     | 3.0   | -   | 3.0   |     |
| TOTAL   | 0                      | 0    | 17    | 0     | 0   | 3                   | 29  | 43   | 50    | 18    | 40    | 33    | 71  | 57   | 33    | 82      | 60  | 64    | 2.7 | 2.6  | 2.2   | 2.8   | 2.6 | 2.6   |     |
| My department is receptive to the incorporation of multiple ethnic and gender perspectives material into the curriculum. (Item39) |                        |      |       |       |     |                     |     |      |       |       |       |       |     |      |       |         |     |       |     |      |       |       |     |       |     |
| Santa Ana Campus  | 82                     | 100  | 75    | 80    | 86  | 83                  | 9   | 0    | 25    | 20    | 14    | 15    | 9   | 0    | 0     | 0       | 0   | 2     | 1.3 | 1.0  | 1.2   | 1.2   | 1.1 | 1.2   |     |
| Orange Campus   | -                      | 50   | 0     | 67    | 100 | 57                  | -   | 50   | 100   | 33    | 0     | 43    | -   | -    | -     | -       | -   | -     | -   | -    | 1.5   | 1.3   | 1.0 | 1.3   |     |
| Centennial Education Center   | -                      | 100  | 100   | 100   | 0   | 83                  | -   | 0    | 0     | 0     | 100   | 17    | -   | -    | -     | -       | -   | -     | -   | -    | 1.0   | 1.0   | 2.0 | 1.2   |     |
| Adult Learning Center   | 100                    | -    | -     | 100   | -   | 100                 | -   | -    | -     | -     | -     | -     | -   | -    | -     | -       | -   | -     | -   | 1.0  | -     | -     | 1.0 | -     | 1.0 |
| TOTAL   | 83                     | 91   | 70    | 81    | 78  | 81                  | 8   | 9    | 30    | 19    | 22    | 18    | 8   | 0    | 0     | 0       | 0   | 2     | 1.2 | 1.1  | 1.3   | 1.2   | 1.2 | 1.2   |     |

|   | By Years Worked at RSC |      |       |       |     |       |     |                     |       |       |     |       |     |      | Average |       |     |       |     |      |       |       |     |       |     |  |
|---|------------------------|------|-------|-------|-----|-------|-----|---------------------|-------|-------|-----|-------|-----|------|---------|-------|-----|-------|-----|------|-------|-------|-----|-------|-----|--|
|   | Frequently             |      |       |       |     |       |     | Occasionally/Seldom |       |       |     |       |     |      | Never   |       |     |       |     |      |       |       |     |       |     |  |
|   | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5 | 6-10                | 11-15 | 16-20 | 20+ | Total | 1-5 | 6-10 | 11-15   | 16-20 | 20+ | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |     |  |
| I sense/have experienced a sincere desire among my colleagues to enhance the diversity of staff members in my department. (item40)        |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |         |       |     |       |     |      |       |       |     |       |     |  |
| Santa Ana Campus  | 55                     | 63   | 56    | 44    | 63  | 54    | 27  | 38                  | 33    | 50    | 38  | 39    | 18  | 0    | 11      | 6     | 0   | 8     | 1.8 | 1.4  | 1.6   | 1.6   | 1.4 | 1.5   |     |  |
| Orange Campus   | 0                      | 25   | 100   | 67    | 100 | 50    | 0   | 33                  | 0     | 33    | 0   | 25    | 100 | 33   | -       | 0     | 0   | 25    | 3.0 | 2.0  | 1.0   | 1.3   | 1.0 | 1.6   |     |  |
| Centennial Education Center   | 0                      | 50   | 100   | 50    | 0   | 50    | 0   | 50                  | 0     | 50    | 100 | 50    | 50  | -    | -       | -     | -   | -     | -   | 1.5  | 1.0   | 1.0   | 1.5 | 2.0   | 1.5 |  |
| Adult Learning Center   | 0                      | -    | -     | 100   | -   | 50    | 100 | -                   | -     | 0     | -   | 50    | -   | -    | -       | -     | -   | -     | 2.0 | -    | -     | 1.0   | -   | 1.5   |     |  |
| TOTAL   | 46                     | 54   | 60    | 50    | 60  | 53    | 31  | 39                  | 30    | 46    | 40  | 38    | 23  | 8    | 10      | 5     | 0   | 9     | 1.7 | 1.5  | 1.5   | 1.5   | 1.4 | 1.5   |     |  |
| I support the presence of different perspectives on ethnic and gender related issues in discussions of my department colleagues. (item41) |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |         |       |     |       |     |      |       |       |     |       |     |  |
| Santa Ana Campus  | 91                     | 100  | 78    | 94    | 86  | 90    | 9   | 0                   | 22    | 6     | 14  | 10    | -   | -    | -       | -     | -   | -     | 1.1 | 1.0  | 1.2   | 1.1   | 1.1 | 1.1   |     |  |
| Orange Campus   | -                      | 75   | 0     | 100   | 50  | 70    | -   | 25                  | 100   | 0     | 50  | 30    | -   | -    | -       | -     | -   | -     | -   | 1.3  | 1.5   | 1.0   | 1.0 | 1.3   | 1.3 |  |
| Centennial Education Center   | -                      | 100  | 100   | 100   | 0   | 83    | -   | 0                   | 0     | 0     | 100 | 17    | -   | -    | -       | -     | -   | -     | -   | 1.0  | 1.0   | 1.0   | 1.0 | 2.0   | 1.2 |  |
| Adult Learning Center   | 100                    | -    | -     | 100   | -   | 100   | -   | -                   | -     | -     | -   | -     | -   | -    | -       | -     | -   | -     | 1.0 | -    | -     | 1.0   | -   | 1.0   | 1.0 |  |
| TOTAL   | 92                     | 93   | 73    | 96    | 70  | 87    | 8   | 7                   | 27    | 5     | 30  | 13    | -   | -    | -       | -     | -   | -     | 1.1 | 1.1  | 1.3   | 1.0   | 1.3 | 1.1   |     |  |
| I have continually changed the content of my course(s) to incorporate ethnic and gender issues. (item42)                                  |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |         |       |     |       |     |      |       |       |     |       |     |  |
| Santa Ana Campus  | 63                     | 67   | 57    | 46    | 80  | 60    | 38  | 17                  | 29    | 46    | 20  | 32    | 0   | 17   | 14      | 9     | 0   | 8     | 1.4 | 1.5  | 1.6   | 1.6   | 1.2 | 1.5   |     |  |
| Orange Campus   | -                      | 50   | 100   | 100   | 100 | 88    | -   | -                   | -     | -     | -   | -     | -   | 50   | 0       | 0     | 0   | 14    | -   | 2.0  | 1.0   | 1.0   | 1.0 | 1.5   | 1.3 |  |
| Centennial Education Center   | -                      | 50   | 100   | 50    | 0   | 50    | -   | 50                  | 0     | 50    | 100 | 50    | -   | -    | -       | -     | -   | -     | -   | 1.5  | 1.0   | 1.0   | 1.5 | 2.0   | 1.5 |  |
| Adult Learning Center   | -                      | -    | -     | 100   | -   | 100   | -   | -                   | -     | -     | -   | -     | -   | -    | -       | -     | -   | -     | -   | -    | -     | -     | 1.0 | -     | 1.0 |  |
| TOTAL   | 63                     | 60   | 67    | 59    | 71  | 63    | 38  | 20                  | 22    | 35    | 29  | 29    | 0   | 20   | 11      | 6     | 0   | 8     | 1.4 | 1.6  | 1.4   | 1.4   | 1.5 | 1.4   | 1.5 |  |

|  | By Years Worked at RSC |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |       |     | Average |     |      |       |       |     |       |     |
|--|------------------------|------|-------|-------|-----|---------|-----|------|-------|-------|----------------------------|-------|-----|------|-------|-------|-----|---------|-----|------|-------|-------|-----|-------|-----|
|  | Strongly Agree/Agree   |      |       |       |     | Neutral |     |      |       |       | Disagree/Strongly Disagree |       |     |      |       |       |     |         |     |      |       |       |     |       |     |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+                        | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |     |
| The RSC student body adequately reflects the cultural diversity of its service area. (quest1)                    |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |       |     |         |     |      |       |       |     |       |     |
| Santa Ana Campus   | 82                     | 100  | 90    | 81    | 100 | 88      | 9   | 0    | 10    | 13    | 0                          | 8     | 9   | 0    | 0     | 6     | 0   | 4       | 1.8 | 1.4  | 1.5   | 1.8   | 1.8 | 1.8   | 1.7 |
| Orange Campus  | 100                    | 100  | 100   | 100   | 100 | 100     | -   | -    | -     | -     | -                          | -     | -   | -    | -     | -     | -   | -       | 1.0 | 1.5  | 3.5   | 1.7   | 2.7 | 2.1   |     |
| Centennial Education Center  | -                      | 100  | 0     | 50    | 100 | 67      | -   | 0    | 0     | 50    | 0                          | 17    | -   | 0    | 100   | 0     | 0   | 17      | 1.0 | 1.0  | 5.0   | 2.0   | 2.0 | 2.2   |     |
| Adult Learning Center  | 100                    | -    | -     | 100   | -   | 100     | -   | -    | -     | -     | -                          | -     | -   | -    | -     | -     | -   | -       | 2.0 | -    | -     | 2.0   | -   | 2.0   |     |
| TOTAL  | 85                     | 100  | 83    | 82    | 100 | 89      | 8   | 0    | 8     | 14    | 0                          | 7     | 8   | 0    | 8     | 5     | 0   | 4       | 1.8 | 1.4  | 2.1   | 1.8   | 2.1 | 1.8   |     |
| The percentage of minority faculty should reflect the percentage of minority students at RSC. (quest2)           |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |       |     |         |     |      |       |       |     |       |     |
| Santa Ana Campus   | 46                     | 13   | 30    | 41    | 38  | 35      | 27  | 25   | 10    | 12    | 13                         | 17    | 27  | 63   | 60    | 47    | 50  | 48      | 2.9 | 3.8  | 3.3   | 2.9   | 2.8 | 3.1   |     |
| Orange Campus  | 0                      | 25   | 0     | 33    | 100 | 36      | 100 | 25   | 100   | 33    | 0                          | 36    | 0   | 50   | 0     | 33    | 0   | 27      | 3.0 | 3.3  | 2.0   | 3.0   | 1.3 | 2.5   |     |
| Centennial Education Center  | -                      | 0    | 0     | 50    | 100 | 33      | -   | 0    | 100   | 50    | 0                          | 33    | -   | 100  | 0     | 0     | 0   | 33      | -   | 4.5  | 3.0   | 2.0   | 2.0 | 3.0   |     |
| Adult Learning Center  | 100                    | -    | -     | 0     | -   | 50      | -   | -    | -     | -     | -                          | -     | 0   | -    | -     | 100   | -   | 50      | 1.0 | -    | -     | 5.0   | -   | 3.0   |     |
| TOTAL  | 46                     | 14   | 25    | 39    | 55  | 36      | 31  | 21   | 25    | 17    | 9                          | 21    | 23  | 64   | 50    | 44    | 36  | 44      | 2.8 | 3.6  | 3.1   | 3.0   | 2.3 | 3.0   |     |
| I am willing to further modify my course content in order to include minority and/or non-Western ideas. (quest3) |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |       |     |         |     |      |       |       |     |       |     |
| Santa Ana Campus   | 100                    | 80   | 100   | 83    | 100 | 93      | 0   | 20   | 0     | 17    | 0                          | 8     | -   | -    | -     | -     | -   | -       | 1.6 | 1.6  | 1.4   | 1.8   | 1.5 | 1.6   |     |
| Orange Campus  | -                      | 50   | -     | 100   | 50  | 71      | -   | 0    | -     | 0     | 50                         | 14    | -   | 50   | -     | 0     | 0   | 14      | -   | 3.0  | 1.0   | 1.3   | 1.7 | 1.8   |     |
| Centennial Education Center  | -                      | 50   | 100   | 100   | 100 | 83      | -   | 50   | 0     | 0     | 0                          | 17    | -   | -    | -     | -     | -   | -       | -   | 2.0  | 1.0   | 1.5   | 2.0 | 1.7   |     |
| Adult Learning Center  | -                      | -    | -     | 100   | -   | 100     | -   | -    | -     | -     | -                          | -     | -   | -    | -     | -     | -   | -       | -   | -    | -     | 2.0   | -   | 2.0   |     |
| TOTAL  | 100                    | 67   | 100   | 89    | 89  | 89      | 0   | 22   | 0     | 11    | 11                         | 9     | 0   | 11   | 0     | 0     | 2   | 2       | 1.6 | 2.0  | 1.3   | 1.7   | 1.6 | 1.7   |     |

|  | By Years Worked at RSC |      |       |       |     |         |     |      |       |       |                            |       |     |      |       | Average |     |       |     |      |       |       |     |       |     |
|--|------------------------|------|-------|-------|-----|---------|-----|------|-------|-------|----------------------------|-------|-----|------|-------|---------|-----|-------|-----|------|-------|-------|-----|-------|-----|
|  | Strongly Agree/Agree   |      |       |       |     | Neutral |     |      |       |       | Disagree/Strongly Disagree |       |     |      |       |         |     |       |     |      |       |       |     |       |     |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+                        | Total | 1-5 | 6-10 | 11-15 | 16-20   | 20+ | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |     |
| Ethnic minorities have equal opportunities for recognition, respect, and advancement in my department. (quest8)                                | 83                     | 100  | 89    | 94    | 100 | 93      | 8   | 0    | 11    | 0     | 0                          | 4     | 8   | 0    | 0     | 6       | 0   | 4     | 1.7 | 1.3  | 1.8   | 1.5   | 1.4 | 1.5   | 1.8 |
| Santa Ana Campus   |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |         |     |       | 2.0 | 1.3  | 1.5   | 1.3   | 2.7 | 1.7   | 1.7 |
| Orange Campus  | 100                    | 100  | 100   | 100   | 100 | 100     | -   | 0    | 0     | 50    | 0                          | 17    | -   | -    | -     | -       | -   | -     | -   | 1.0  | 1.0   | 3.5   | 2.0 | 2.0   | 2.0 |
| Centennial Education Center  | 0                      | -    | -     | 100   | -   | 50      | 100 | -    | -     | 0     | -                          | 50    | -   | -    | -     | -       | -   | -     | 3.0 | -    | -     | 1.0   | -   | 2.0   | 2.0 |
| Adult Learning Center  | 79                     | 100  | 91    | 91    | 100 | 92      | 14  | 0    | 9     | 0     | 0                          | 4     | 7   | 0    | 0     | 9       | 0   | 4     | 1.8 | 1.2  | 1.7   | 1.6   | 1.8 | 1.6   | 1.6 |
| TOTAL  |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |         |     |       |     |      |       |       |     |       |     |
| RSC is committed to increasing the numbers and percentages of ethnic minorities in classified, faculty, and administrative positions. (quest9) | 91                     | 88   | 67    | 81    | 83  | 82      | 9   | 13   | 11    | 13    | 17                         | 12    | 0   | 0    | 22    | 6       | 0   | 6     | 1.6 | 1.8  | 2.4   | 1.9   | 1.8 | 1.9   | 1.9 |
| Santa Ana Campus   |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |         |     |       | 3.0 | 2.0  | 2.5   | 2.3   | 2.3 | 2.3   | 2.3 |
| Orange Campus  | 0                      | 75   | 100   | 67    | 100 | 73      | 100 | 25   | 0     | 0     | 0                          | 18    | 0   | 0    | 0     | 33      | 0   | 5     | -   | 2.0  | 2.0   | 4.0   | 2.0 | 2.2   | 2.2 |
| Centennial Education Center  | 0                      | 50   | 100   | 0     | 100 | 60      | -   | 50   | 0     | 0     | 0                          | 20    | -   | 0    | 0     | 100     | 0   | 20    | -   | 2.0  | 1.0   | 4.0   | 2.0 | 2.0   | 2.0 |
| Adult Learning Center  | 0                      | -    | -     | 100   | -   | 50      | 100 | -    | -     | 0     | -                          | 50    | -   | -    | -     | -       | -   | -     | 3.0 | -    | -     | 1.0   | -   | 2.0   | 2.0 |
| TOTAL  | 77                     | 79   | 73    | 76    | 89  | 78      | 23  | 21   | 9     | 10    | 11                         | 15    | 0   | 0    | 18    | 14      | 0   | 7     | 1.8 | 1.9  | 2.3   | 2.0   | 2.0 | 2.0   | 2.0 |
| Obstacles to achieving gender balance of the faculty here are: the scarcity of women who are interested in teaching. (quest16a)                | 10                     | 0    | 0     | 0     | 29  | 7       | 10  | 20   | 0     | 6     | 14                         | 9     | 80  | 80   | 100   | 54      | 57  | 84    | 4.0 | 3.7  | 4.3   | 4.2   | -   | 4.2   | 4.2 |
| Santa Ana Campus   |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |         |     |       | -   | 4.0  | 4.5   | 4.0   | -   | 4.1   | 4.1 |
| Orange Campus  | -                      | -    | -     | -     | -   | -       | 0   | 0    | 100   | 0     | 50                         | 25    | 100 | 100  | 100   | 100     | 50  | 75    | -   | -    | 4.5   | 4.0   | -   | 4.2   | 4.2 |
| Centennial Education Center  | -                      | -    | -     | -     | -   | -       | -   | 0    | 0     | 100   | 100                        | 40    | 100 | 100  | 100   | 0       | 0   | 60    | -   | -    | 3.0   | 4.5   | -   | 4.0   | 4.0 |
| Adult Learning Center  | -                      | -    | -     | -     | -   | -       | -   | -    | -     | -     | -                          | -     | 100 | -    | -     | -       | -   | 100   | 4.0 | -    | -     | -     | -   | 4.0   | 4.0 |
| TOTAL  | 8                      | 0    | 0     | 0     | 20  | 5       | 8   | 13   | 13    | 10    | 30                         | 14    | 83  | 88   | 88    | 91      | 50  | 81    | 4.0 | 3.8  | 4.2   | 2     | -   | 4.2   | 4.2 |

|  | By Years Worked at RSC |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |       |     | Average |     |      |       |       |     |       |
|--|------------------------|------|-------|-------|-----|---------|-----|------|-------|-------|----------------------------|-------|-----|------|-------|-------|-----|---------|-----|------|-------|-------|-----|-------|
|  | Strongly Agree/Agree   |      |       |       |     | Neutral |     |      |       |       | Disagree/Strongly Disagree |       |     |      |       |       |     |         |     |      |       |       |     |       |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+                        | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |
| Obstacles to achieving gender balance of the faculty here are: the scarcity of qualified female faculty. (quest16b)                  | 0                      | 20   | 14    | 6     | 29  | 11      | 10  | 0    | 0     | 0     | 14                         | 4     | 90  | 80   | 86    | 94    | 57  | 85      | 4.5 | 3.8  | 4.3   | 4.3   | 3.7 | 4.2   |
| Santa Ana Campus   |                        |      |       |       |     |         |     |      |       |       | 0                          |       |     |      |       |       |     |         |     |      |       |       |     |       |
| Orange Campus  |                        |      |       |       |     |         | 0   | 0    | 100   | 0     | 0                          | 14    | 100 | 100  | 0     | 100   | 100 | 88      | 4.0 | 4.0  | 4.0   | 4.7   | 4.5 | 4.3   |
| Centennial Education Center  |                        |      |       |       |     |         |     | 0    | 0     | 100   | 100                        | 40    | 100 | 100  | 100   | 0     | 0   | 60      | 5.0 | 5.0  | 5.0   | 3.0   | 3.0 | 4.2   |
| Adult Learning Center  |                        |      |       |       |     |         |     |      |       |       |                            |       | 100 |      |       |       |     | 100     | 5.0 |      |       |       |     | 5.0   |
| TOTAL  | 0                      | 13   | 11    | 5     | 22  | 9       | 8   | 0    | 11    | 5     | 22                         | 9     | 92  | 88   | 78    | 91    | 56  | 83      | 4.5 | 4.0  | 4.3   | 4.3   | 3.8 | 4.2   |
| Obstacles to achieving gender balance of the faculty here are: lack of campus interest in recruiting female faculty. (quest16c)      | 22                     | 0    | 14    | 19    | 33  | 19      | 11  | 0    | 14    | 6     | 33                         | 12    | 67  | 100  | 71    | 75    | 33  | 70      | 3.5 | 4.2  | 3.7   | 3.8   | 2.8 | 3.8   |
| Santa Ana Campus   |                        |      |       |       |     |         | 0   | 0    | 100   | 33    | 0                          | 25    | 100 | 100  | 0     | 67    | 100 | 75      | 4.0 | 4.0  | 2.0   | 4.0   | 3.0 | 3.3   |
| Orange Campus  |                        |      |       |       |     |         |     | 0    | 0     | 100   | 100                        | 40    |     | 100  | 100   | 0     | 0   | 60      |     | 5.0  | 5.0   | 3.0   | 3.0 | 4.2   |
| Centennial Education Center  |                        |      |       |       |     |         |     |      |       |       |                            |       | 100 |      |       |       |     | 100     | 4.0 |      |       |       |     | 4.0   |
| Adult Learning Center  |                        |      |       |       |     |         |     |      | 22    | 15    | 33                         | 16    | 73  | 100  | 67    | 70    | 44  | 70      | 3.6 | 4.4  | 3.5   | 3.8   | 2.9 | 3.6   |
| TOTAL  | 18                     | 0    | 11    | 15    | 22  | 14      | 9   | 0    | 22    | 15    | 33                         | 16    | 73  | 100  | 67    | 70    | 44  | 70      | 3.6 | 4.4  | 3.5   | 3.8   | 2.9 | 3.6   |
| Obstacles to achieving gender balance of the faculty here are: difficulty of retaining qualified faculty from all groups. (quest16d) | 50                     | 20   | 43    | 29    | 17  | 33      | 10  | 40   | 0     | 6     | 67                         | 18    | 40  | 40   | 57    | 65    | 17  | 49      | 3.0 | 3.2  | 3.3   | 3.4   | 2.8 | 3.2   |
| Santa Ana Campus   |                        |      |       |       |     |         | 0   | 0    | 100   | 33    | 0                          | 22    | 100 | 50   | 0     | 67    | 100 | 67      | 4.0 | 3.0  | 4.0   | 4.0   | 3.3 | 3.8   |
| Orange Campus  |                        |      |       |       |     |         |     | 50   | 100   | 0     | 100                        | 60    |     |      |       |       |     |         |     | 2.0  | 2.0   | 3.0   | 2.0 | 2.4   |
| Centennial Education Center  |                        |      |       |       |     |         |     |      |       |       |                            |       | 100 |      |       |       |     | 100     | 4.0 |      |       |       |     | 4.0   |
| Adult Learning Center  |                        |      |       |       |     |         |     |      |       |       |                            |       |     | 33   | 44    | 62    | 33  | 48      | 3.2 | 2.9  | 3.4   | 3.4   | 3.0 | 3.2   |
| TOTAL  | 42                     | 33   | 33    | 29    | 11  | 30      | 8   | 33   | 22    | 10    | 56                         | 22    | 50  | 33   | 44    | 62    | 33  | 48      | 3.2 | 2.9  | 3.4   | 3.4   | 3.0 | 3.2   |





**Equity Study Questionnaire Response Distributions  
Staff Questionnaire  
Responses by Ethnicity**

|  | By Ethnicity |       |       |             |                     |       |       |       |             |       |       |       |         |       |       |       |       |       |       |       |       |       |     |
|--|--------------|-------|-------|-------------|---------------------|-------|-------|-------|-------------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
|  | Frequently   |       |       |             | Occasionally/Seldom |       |       |       | Never       |       |       |       | Average |       |       |       |       |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White/Other | Total               | Black | Asian | Hisp. | White/Other | Total | Black | Asian | Hisp.   | White | Other | Total | Black | Asian | Hisp. | White | Other | Total |     |
| I feel that I don't fit in very well with my colleagues. (1f)                                    | 0            | 17    | 0     | 2           | 0                   | 3     | 0     | 50    | 35          | 33    | 20    | 33    | 100     | 33    | 65    | 65    | 80    | 65    | 3.0   | 2.2   | 2.6   | 2.8   | 2.6 |
| Santa Ana Campus   | 0            | 0     | 0     | 22          | 18                  | 0     | 0     | 0     | 0           | 11    | 0     | 9     | 100     | 0     | 100   | 67    | 0     | 73    | 3.0   | 0     | 3.0   | 2.4   | 2.5 |
| Orange Campus  | -            | -     | 14    | 0           | 4                   | -     | -     | -     | 43          | 53    | 100   | 52    | -       | -     | 43    | 47    | 0     | 44    | -     | -     | 2.3   | 2.5   | 2.0 |
| Centennial Education Center  | -            | -     | -     | -           | -                   | -     | -     | -     | 0           | 33    | -     | 25    | -       | -     | 100   | 67    | -     | 75    | -     | -     | 3.0   | 2.7   | 2.8 |
| Adult Learning Center  | 0            | 17    | 4     | 3           | 0                   | 4     | 0     | 50    | 35          | 34    | 33    | 34    | 100     | 33    | 62    | 63    | 67    | 62    | 3.0   | 2.2   | 2.6   | 2.6   | 2.7 |
| TOTAL  | 0            | 0     | 0     | 2           | 0                   | 2     | 0     | 40    | 33          | 25    | 14    | 26    | 100     | 60    | 67    | 72    | 86    | 72    | 3.0   | 2.6   | 2.7   | 2.9   | 2.7 |
| I am treated rudely at RSC by: faculty, staff or administrators of my ethnic group. (item7a)     | 0            | 0     | 0     | 0           | 0                   | 0     | 0     | 0     | 0           | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0   |
| Santa Ana Campus   | -            | -     | 13    | 13          | 0                   | 13    | -     | -     | 38          | 20    | 0     | 25    | -       | -     | 50    | 67    | 100   | 63    | -     | -     | 2.4   | 2.5   | 3.0 |
| Orange Campus  | -            | -     | -     | -           | -                   | -     | -     | -     | 100         | 0     | -     | 20    | -       | -     | 0     | 100   | 0     | 80    | -     | -     | 2.0   | 3.0   | 2.8 |
| Centennial Education Center  | 0            | 0     | 4     | 4           | 0                   | 3     | 0     | 40    | 36          | 23    | 13    | 25    | 100     | 60    | 60    | 74    | 88    | 72    | 3.0   | 2.6   | 2.6   | 2.7   | 2.9 |
| Adult Learning Center  | 0            | 0     | 0     | 0           | 0                   | 0     | 0     | 0     | 0           | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0   |
| TOTAL  | 0            | 0     | 0     | 0           | 0                   | 0     | 0     | 0     | 0           | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0   |
| I am treated rudely at RSC by: faculty, staff or administrators of other ethnic groups. (item7b) | -            | -     | -     | -           | -                   | -     | -     | -     | -           | -     | -     | -     | -       | -     | -     | -     | -     | -     | -     | -     | -     | -     | -   |
| Santa Ana Campus   | -            | -     | -     | -           | -                   | -     | 7     | 80    | 40          | 26    | 29    | 30    | 100     | 20    | 60    | 74    | 71    | 70    | 3.0   | 2.2   | 2.6   | 2.7   | 2.7 |
| Orange Campus  | -            | -     | 38    | 0           | 0                   | 13    | -     | -     | 0           | 11    | -     | 9     | 10      | -     | 100   | 89    | -     | 91    | 3.0   | -     | 3.0   | 2.9   | 2.9 |
| Centennial Education Center  | -            | -     | -     | -           | -                   | -     | -     | -     | 25          | 40    | 0     | 33    | -       | -     | 38    | 60    | 100   | 54    | -     | -     | 2.0   | 2.6   | 3.0 |
| Adult Learning Center  | -            | -     | -     | -           | -                   | -     | -     | -     | 100         | 25    | -     | 40    | -       | -     | 0     | 75    | -     | 60    | -     | -     | 2.0   | 2.8   | 2.6 |
| TOTAL  | 0            | 0     | 12    | 0           | 0                   | 2     | 0     | 80    | 36          | 27    | 25    | 30    | 100     | 20    | 52    | 73    | 75    | 68    | 3.0   | 2.2   | 2.4   | 2.7   | 2.7 |
| I am treated rudely at RSC by: students. (item7f)  | 0            | 0     | 0     | 1           | 0                   | 1     | 0     | 67    | 27          | 30    | 29    | 31    | 100     | 33    | 73    | 69    | 71    | 68    | 3.0   | 2.3   | 2.7   | 2.7   | 2.7 |
| Santa Ana Campus   | 0            | 0     | 0     | 11          | 0                   | 9     | 0     | 0     | 0           | 56    | 0     | 46    | 100     | -     | 100   | 33    | 0     | 46    | 3.0   | -     | 3.0   | 2.2   | 2.4 |
| Orange Campus  | -            | -     | 14    | 0           | 0                   | 4     | -     | -     | 14          | 33    | 0     | 26    | -       | -     | 71    | 67    | 100   | 70    | -     | -     | 2.6   | 2.7   | 3.0 |
| Centennial Education Center  | -            | -     | -     | -           | -                   | -     | -     | -     | 0           | 33    | -     | 25    | -       | -     | 100   | 67    | -     | 75    | -     | -     | 3.0   | 2.7   | 2.8 |
| Adult Learning Center  | 0            | 0     | 4     | 2           | 0                   | 2     | 0     | 67    | 21          | 32    | 25    | 31    | 100     | 33    | 75    | 66    | 75    | 67    | 3.0   | 2.3   | 2.7   | 2.6   | 2.9 |
| TOTAL  | 0            | 0     | 4     | 2           | 0                   | 2     | 0     | 67    | 21          | 32    | 25    | 31    | 100     | 33    | 75    | 66    | 75    | 67    | 3.0   | 2.3   | 2.7   | 2.6   | 2.9 |

|   | By Ethnicity |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
|---|--------------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
|   | Frequently   |       |       |       |       | Occasionally/Seldom |       |       |       |       | Never |       |       |       |       | Average |       |       |       |       |       |       |       |       |     |
|   | Black        | Asian | Hisp. | White | Other | Total               | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White   | Other | Total | Black | Asian | Hisp. | White | Other | Total |     |
| I am treated rudely at RSC by: people from the community surrounding the campus. (item7g) |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
| Santa Ana Campus  | 0            | 17    | 0     | 1     | 0     | 2                   | 0     | 17    | 8     | 17    | 14    | 16    | 100   | 67    | 92    | 82      | 86    | 82    | 3.0   | 2.5   | 2.9   | 2.8   | 2.9   | 2.8   | 2.8 |
| Orange Campus   | -            | -     | -     | -     | -     | -                   | 0     | -     | 0     | 13    | -     | 10    | 100   | -     | 100   | 88      | -     | 50    | 3.0   | -     | 3.0   | 2.9   | -     | 2.9   | 2.9 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -                   | -     | -     | 29    | 21    | 0     | 23    | -     | -     | -     | 79      | 100   | -     | 77    | -     | 2.7   | 2.8   | 3.0   | 2.8   | 2.8 |
| Adult Learning Center   | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | 100     | -     | 100   | -     | -     | 3.0   | 3.0   | -     | 3.0   | 2.8 |
| TOTAL   | 0            | 17    | 0     | 1     | 0     | 1                   | 0     | 17    | 14    | 17    | 13    | 16    | 100   | 67    | 86    | 82      | 88    | 83    | 3.0   | 2.5   | 2.9   | 2.8   | 2.9   | 2.8   | 2.8 |
| I am treated rudely at RSC by: other. (item7h)  |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
| Santa Ana Campus  | 0            | 50    | 33    | 8     | 33    | 14                  | 0     | 0     | 33    | 15    | 33    | 17    | 100   | 50    | 33    | 77      | 33    | 69    | 3.0   | 2.0   | 2.0   | 2.7   | 2.0   | 2.6   | 2.6 |
| Orange Campus   | 0            | -     | -     | 50    | -     | 33                  | 0     | -     | -     | 50    | -     | 33    | 100   | -     | -     | 0       | -     | 33    | 3.0   | -     | -     | 1.5   | -     | 2.0   | 2.0 |
| Centennial Education Center   | -            | -     | 0     | 13    | 0     | 8                   | -     | -     | 33    | 38    | 0     | 33    | -     | -     | 67    | 50      | 100   | 58    | -     | -     | 2.7   | 2.4   | 3.0   | 2.5   | 2.5 |
| Adult Learning Center   | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -     | -     | -     | -   |
| TOTAL   | 0            | 50    | 17    | 11    | 25    | 14                  | 0     | 0     | 33    | 22    | 25    | 22    | 100   | 50    | 50    | 67      | 50    | 64    | 2.0   | 2.0   | 2.3   | 2.6   | 2.3   | 2.5   | 2.5 |
| I collaborate professionally with faculty and/or staff of: my ethnic group. (item8a)      |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
| Santa Ana Campus  | 50           | 17    | 78    | 76    | 71    | 73                  | 50    | 50    | 17    | 21    | 14    | 22    | 0     | 33    | 6     | 2       | 14    | 5     | 1.5   | 2.2   | 1.3   | 1.3   | 1.4   | 1.3   | 1.3 |
| Orange Campus   | 0            | -     | 100   | 80    | -     | 75                  | 100   | -     | 0     | 10    | -     | 17    | 0     | -     | 0     | 10      | 0     | 8     | 2.0   | -     | 1.0   | 1.3   | -     | 1.3   | 1.3 |
| Centennial Education Center   | -            | -     | 86    | 73    | 100   | 78                  | -     | -     | 0     | 13    | 0     | 5     | -     | -     | 14    | 13      | 0     | 13    | -     | -     | 1.3   | 1.4   | 1.0   | 1.3   | 1.3 |
| Adult Learning Center   | -            | -     | 0     | 100   | -     | 83                  | -     | -     | 100   | 0     | -     | 17    | -     | -     | -     | -       | -     | -     | -     | -     | 2.0   | 1.0   | -     | 1.2   | 1.2 |
| TOTAL   | 33           | 17    | 78    | 77    | 75    | 74                  | 67    | 50    | 15    | 19    | 13    | 20    | 0     | 33    | 7     | 4       | 13    | 6     | 1.7   | 2.2   | 1.3   | 1.3   | 1.4   | 1.3   | 1.3 |
| I collaborate professionally with faculty and/or staff of: other ethnic groups. (item8b)  |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
| Santa Ana Campus  | 50           | 33    | 74    | 73    | 100   | 73                  | 50    | 50    | 16    | 24    | 0     | 23    | 0     | 17    | 11    | 2       | 0     | 4     | 1.5   | 1.8   | 1.4   | 1.3   | 1.0   | 1.3   | 1.3 |
| Orange Campus   | 0            | -     | 100   | 70    | -     | 67                  | 100   | -     | 0     | 20    | -     | 25    | 0     | -     | 0     | 10      | 0     | 8     | 2.0   | -     | 1.0   | 1.4   | -     | 1.4   | 1.4 |
| Centennial Education Center   | -            | -     | 100   | 78    | 100   | 86                  | -     | -     | 0     | 7     | 0     | 5     | -     | -     | 0     | 14      | 0     | 9     | -     | -     | 1.0   | 1.4   | 1.0   | 1.2   | 1.2 |
| Adult Learning Center   | -            | -     | 100   | 100   | -     | 100                 | -     | -     | 0     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | 1.0   | 1.0   | -     | 1.0   | 1.0 |
| TOTAL   | 33           | 33    | 82    | 75    | 100   | 75                  | 67    | 50    | 11    | 21    | 0     | 20    | 0     | 17    | 7     | 4       | 0     | 5     | 1.7   | 1.8   | 1.3   | 1.3   | 1.0   | 1.3   | 1.3 |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| Interact socially with faculty and/or staff of: my ethnic group. (item9a)      | 50           | 33    | 32    | 43    | 80    | 42    | 50                  | 33    | 42    | 49    | 0     | 45    | 0     | 33    | 26    | 8     | 20    | 13    | 1.5     | 2.0   | 1.9   | 1.7   | 1.4   | 1.7   |
| Santa Ana Campus   | 0            | -     | 0     | 60    | 100   | 50    | 100                 | -     | 100   | 40    | -     | 50    | -     | -     | -     | -     | -     | 17    | 2.0     | -     | 2.0   | 1.4   | -     | 1.5   |
| Orange Campus  | -            | -     | 50    | 60    | 100   | 58    | -                   | -     | 38    | 20    | 0     | 25    | -     | -     | 13    | 20    | 0     | 17    | -       | -     | 1.6   | 1.6   | 1.0   | 1.6   |
| Centennial Education Center  | -            | -     | 100   | 50    | -     | 60    | -                   | -     | 0     | 50    | -     | 40    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.5   | -     | 1.4   |
| Adult Learning Center  | 33           | 33    | 38    | 47    | 83    | 46    | 67                  | 33    | 41    | 44    | 0     | 42    | 0     | 33    | 21    | 9     | 17    | 12    | 1.7     | 2.0   | 1.8   | 1.6   | 1.3   | 1.7   |
| TOTAL  | 50           | 67    | 37    | 34    | 83    | 39    | 50                  | 0     | 42    | 58    | 0     | 50    | 0     | 33    | 21    | 8     | 17    | 12    | 1.5     | 1.7   | 1.8   | 1.7   | 1.3   | 1.7   |
| Interact socially with faculty and/or staff of: other ethnic groups. (item9b)  | 0            | -     | 0     | 40    | -     | 33    | 100                 | -     | 0     | 50    | -     | 50    | 0     | -     | 100   | 10    | -     | 17    | 2.0     | -     | 3.0   | 1.7   | -     | 1.8   |
| Santa Ana Campus   | -            | -     | 50    | 60    | 100   | 58    | -                   | -     | 38    | 20    | 0     | 25    | -     | -     | 13    | 20    | 0     | 17    | -       | -     | 1.6   | 1.6   | 1.0   | 1.6   |
| Orange Campus  | -            | -     | 100   | 50    | -     | 60    | -                   | -     | 0     | 50    | -     | 40    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.5   | -     | 1.4   |
| Centennial Education Center  | 33           | 67    | 41    | 38    | 86    | 42    | 67                  | 0     | 38    | 52    | 0     | 46    | 0     | 33    | 21    | 10    | 14    | 13    | 1.7     | 1.7   | 1.8   | 1.7   | 1.3   | 1.7   |
| Adult Learning Center  | 0            | 0     | 6     | 4     | 0     | 4     | 0                   | 25    | 29    | 28    | 50    | 29    | 100   | 75    | 85    | 69    | 50    | 68    | 3.0     | 2.8   | 2.6   | 2.7   | 2.5   | 2.6   |
| TOTAL  | 0            | -     | 0     | 8     | 100   | 10    | 0                   | -     | 14    | 31    | 0     | 24    | 0     | -     | 86    | 62    | 0     | 67    | 3.0     | -     | 2.9   | 2.5   | 1.0   | 2.6   |
| Adult Learning Center  | 0            | 0     | 4     | 4     | 15    | 4     | 0                   | 25    | 23    | 28    | 43    | 28    | 100   | 75    | 73    | 68    | 43    | 68    | 3.0     | 2.8   | 2.7   | 2.6   | 2.3   | 2.6   |
| TOTAL  | 0            | 0     | 13    | 1     | 0     | 3     | 0                   | 50    | 31    | 37    | 33    | 36    | 100   | 50    | 58    | 62    | 67    | 61    | 3.0     | 2.5   | 2.4   | 2.6   | 2.7   | 2.6   |
| Interact socially with faculty and/or staff of: other ethnic groups. (item10b) | 0            | -     | 0     | 7     | 0     | 5     | 0                   | -     | 43    | 21    | 100   | 32    | 0     | -     | 57    | 21    | 0     | 84    | 3.0     | -     | 2.6   | 2.6   | 2.0   | 2.6   |
| Santa Ana Campus   | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 100   | 25    | -     | 40    | -     | -     | 0     | 50    | -     | 40    | -       | -     | 2.0   | 2.3   | -     | 2.2   |
| Orange Campus  | 0            | 0     | 8     | 3     | 0     | 3     | 0                   | 50    | 40    | 34    | 43    | 35    | 100   | 50    | 52    | 63    | 57    | 61    | 3.0     | 2.5   | 2.4   | 2.6   | 2.6   | 2.6   |
| Centennial Education Center  | 0            | 0     | 0     | 0     | 0     | 0     | 0                   | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     |
| Adult Learning Center  | 0            | 0     | 0     | 0     | 0     | 0     | 0                   | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     |
| TOTAL  | 0            | 0     | 0     | 0     | 0     | 0     | 0                   | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|--|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |  |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |  |
| have seen or heard about racist behavior initiated by: ethnic minority faculty. (Item10c)      |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 0            | 0     | 0     | 3     | 0     | 2     | 0                   | 50    | 31    | 27    | 50    | 30    | 100   | 50    | 69    | 71    | 50    | 69    | 3.0     | 2.5   | 2.7   | 2.7   | 2.5   | 2.7   |  |
| Orange Campus  | -            | -     | 0     | -     | -     | 0     | 0                   | -     | 0     | 40    | -     | 33    | 100   | -     | 67    | 60    | -     | 67    | 3.0     | -     | 3.0   | 2.6   | -     | 2.7   |  |
| Centennial Education Center  | -            | -     | 0     | 0     | 100   | 5     | -                   | -     | 29    | 15    | 0     | 19    | -     | -     | 71    | 85    | 0     | 76    | -       | -     | 2.7   | 2.8   | 1.0   | 2.7   |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 33    | -     | 50    | -     | -     | 0     | 67    | -     | 50    | -       | -     | 2.0   | 2.7   | -     | 2.5   |  |
| TOTAL  | 0            | 0     | 0     | 2     | 14    | 2     | 0                   | 50    | 32    | 27    | 43    | 29    | 100   | 50    | 68    | 71    | 43    | 69    | 3.0     | 2.5   | 2.7   | 2.7   | 2.3   | 2.7   |  |
| have seen or heard about racist behavior initiated by: non-ethnic minority faculty. (Item10d)  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 0            | 25    | 11    | 0     | 0     | 3     | 0                   | 25    | 44    | 36    | 33    | 36    | 100   | 50    | 44    | 64    | 67    | 61    | 3.0     | 2.3   | 2.3   | 2.6   | 2.7   | 2.6   |  |
| Orange Campus  | -            | -     | -     | -     | -     | -     | 0                   | -     | 100   | 40    | -     | 42    | 100   | -     | 0     | 60    | -     | 58    | 3.0     | -     | 2.0   | 2.6   | -     | 2.6   |  |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 57    | 23    | 100   | 38    | -     | -     | 43    | 78    | 0     | 62    | -       | -     | 2.4   | 2.8   | 2.0   | 2.6   |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 33    | -     | 50    | -     | -     | 0     | 67    | -     | 50    | -       | -     | 2.0   | 2.7   | -     | 2.5   |  |
| TOTAL  | 0            | 25    | 7     | 0     | 0     | 2     | 0                   | 25    | 52    | 35    | 43    | 37    | 100   | 50    | 41    | 65    | 57    | 61    | 3.0     | 2.3   | 2.3   | 2.7   | 2.6   | 2.6   |  |
| have seen or heard about racist behavior initiated by: ethnic minority students. (Item10e)     |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 0            | 0     | 0     | 3     | 0     | 2     | 0                   | 50    | 60    | 39    | 67    | 43    | 100   | 50    | 40    | 59    | 33    | 55    | 3.0     | 2.5   | 2.4   | 2.6   | 2.3   | 2.5   |  |
| Orange Campus  | -            | -     | -     | -     | -     | -     | 0                   | -     | 0     | 33    | -     | 27    | 100   | -     | 100   | 67    | -     | 73    | 3.0     | -     | 3.0   | 2.7   | -     | 2.7   |  |
| Centennial Education Center  | -            | -     | 14    | 0     | 100   | 9     | -                   | -     | 43    | 40    | 0     | 39    | -     | -     | 43    | 60    | 0     | 52    | -       | -     | 2.3   | 2.6   | 1.0   | 2.4   |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 50    | -     | 67    | -     | -     | 0     | 50    | -     | 33    | -       | -     | 2.0   | 2.5   | -     | 2.3   |  |
| TOTAL  | 0            | 0     | 4     | 2     | 14    | 3     | 0                   | 50    | 54    | 39    | 57    | 42    | 100   | 50    | 42    | 59    | 29    | 55    | 3.0     | 2.5   | 2.4   | 2.6   | 2.1   | 2.5   |  |
| have seen or heard about racist behavior initiated by: non-ethnic minority students. (Item10f) |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 0            | 0     | 6     | 0     | 0     | 1     | 0                   | 50    | 44    | 39    | 67    | 42    | 100   | 50    | 50    | 61    | 33    | 58    | 3.0     | 2.5   | 2.4   | 2.6   | 2.3   | 2.6   |  |
| Orange Campus  | 0            | 0     | 100   | 0     | -     | 9     | 0                   | -     | 0     | 33    | -     | 27    | 100   | -     | 0     | 55    | -     | 64    | 3.0     | -     | 1.0   | 2.7   | -     | 2.5   |  |
| Centennial Education Center  | -            | -     | 17    | 7     | 0     | 9     | -                   | -     | 33    | 47    | 100   | 46    | -     | -     | 50    | 47    | 0     | 46    | -       | -     | 2.3   | 2.4   | 2.0   | 2.4   |  |
| Adult Learning Center  | -            | -     | 100   | 0     | 0     | 33    | -                   | -     | 0     | 50    | -     | 33    | -     | -     | 0     | 50    | -     | 33    | -       | -     | 1.0   | 2.5   | -     | 2.0   |  |
| TOTAL  | 0            | 0     | 17    | 1     | 0     | 4     | 0                   | 50    | 38    | 40    | 71    | 41    | 100   | 50    | 46    | 59    | 29    | 56    | 3.0     | 2.5   | 2.3   | 2.6   | 2.3   | 2.5   |  |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| have seen or heard about racist behavior initiated by people from the community surrounding the campus. (Item10g) | 0            | 0     | 0     | 6     | 0     | 5     | 0                   | 0     | 0     | 47    | 60    | 43    | 100   | 100   | 53    | 49    | 40    | 52    | 3.0     | 3.0   | 2.5   | 2.4   | 2.4   | 2.5   |
| Santa Ana Campus  | 0            | 0     | 0     | 10    | 0     | 8     | 0                   | 0     | 100   | 30    | 30    | 33    | 100   | 100   | 0     | 60    | 0     | 58    | 3.0     | -     | 2.0   | 2.5   | -     | 2.5   |
| Orange Campus   | -            | -     | 0     | 0     | 100   | 5     | -                   | -     | 17    | 39    | 0     | 30    | -     | -     | 83    | 62    | 0     | 65    | -       | -     | 2.8   | 2.6   | 1.0   | 2.6   |
| Centennial Education Center   | -            | -     | -     | 0     | -     | -     | -                   | -     | 0     | 33    | 25    | 25    | -     | -     | 100   | 67    | -     | 75    | -       | -     | 3.0   | 2.7   | -     | 2.8   |
| Adult Learning Center   | 0            | 0     | 0     | 6     | 17    | 5     | 0                   | 0     | 39    | 42    | 50    | 40    | 100   | 100   | 61    | 52    | 33    | 55    | 3.0     | 3.0   | 2.6   | 2.5   | 2.2   | 2.5   |
| TOTAL   | 0            | 0     | 0     | 17    | 1     | 3     | 0                   | 60    | 17    | 10    | 13    | 13    | 100   | 40    | 67    | 89    | 88    | 84    | 3.0     | 2.4   | 2.5   | 2.9   | 2.9   | 2.8   |
| have seen or heard about campus events where specific ethnic groups are portrayed negatively. (Item11a)           | 0            | 0     | 7     | 0     | 0     | 1     | 0                   | 0     | 21    | 13    | 14    | 16    | 100   | 40    | 71    | 87    | 86    | 83    | 3.0     | 2.4   | 2.6   | 2.9   | 2.9   | 2.8   |
| Santa Ana Campus  | 0            | 0     | 100   | 0     | 0     | 8     | 0                   | 0     | 13    | 7     | 0     | 8     | 100   | 100   | 0     | 100   | 0     | 92    | 3.0     | -     | 1.0   | 3.0   | -     | 2.8   |
| Orange Campus   | -            | -     | 13    | 0     | 0     | 4     | -                   | -     | 0     | 0     | 0     | 0     | -     | -     | 75    | 93    | 100   | 88    | -       | -     | 2.6   | 2.9   | 3.0   | 2.8   |
| Centennial Education Center   | -            | -     | 100   | 20    | -     | 33    | -                   | -     | 0     | 0     | -     | -     | -     | -     | 0     | 80    | -     | 67    | -       | -     | 1.0   | 2.6   | -     | 2.3   |
| Adult Learning Center   | 0            | 0     | 17    | 1     | 0     | 3     | 0                   | 60    | 17    | 10    | 13    | 13    | 100   | 40    | 67    | 89    | 88    | 84    | 3.0     | 2.4   | 2.5   | 2.9   | 2.9   | 2.8   |
| TOTAL   | 0            | 0     | 17    | 1     | 0     | 3     | 0                   | 60    | 17    | 10    | 13    | 13    | 100   | 40    | 67    | 89    | 88    | 84    | 3.0     | 2.4   | 2.5   | 2.9   | 2.9   | 2.8   |
| have seen or heard about campus events where disabled individuals in general are portrayed negatively. (Item11d)  | 0            | 0     | 0     | 1     | 0     | 1     | 0                   | 50    | 15    | 6     | 29    | 10    | 100   | 50    | 85    | 93    | 71    | 89    | 3.0     | 2.5   | 2.8   | 2.9   | 2.7   | 2.9   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | 0                   | 0     | 100   | 0     | 0     | 8     | 100   | 100   | 0     | 100   | 0     | 92    | 3.0     | -     | 2.0   | 3.0   | -     | 2.9   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 25    | 14    | 0     | 17    | -     | -     | 75    | 86    | 100   | 83    | -       | -     | 2.8   | 2.9   | 3.0   | 2.8   |
| Centennial Education Center   | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 0     | 0     | 0     | 0     | -     | -     | 100   | 80    | -     | 83    | -       | -     | 3.0   | 2.6   | -     | 2.7   |
| Adult Learning Center   | 0            | 0     | 0     | 2     | 0     | 1     | 0                   | 50    | 22    | 6     | 25    | 11    | 100   | 50    | 78    | 92    | 75    | 88    | 3.0     | 2.5   | 2.8   | 2.9   | 2.8   | 2.9   |
| TOTAL   | 0            | 0     | 0     | 2     | 0     | 1     | 0                   | 50    | 22    | 6     | 25    | 11    | 100   | 50    | 78    | 92    | 75    | 88    | 3.0     | 2.5   | 2.8   | 2.9   | 2.8   | 2.9   |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| have seen on this campus: books in the library written from a variety of racial, ethnic, or cultural viewpoints. (item13a)       | 100          | 67    | 25    | 53    | 40    | 51    | 0                   | 17    | 50    | 25    | 20    | 26    | 0     | 17    | 17    | 25    | 40    | 23    | 1.0     | 1.5   | 2.0   | 1.7   | 2.0   | 1.7   |     |
| Santa Ana Campus   | 0            | -     | 0     | 80    | -     | 57    | 0                   | -     | 0     | 20    | -     | 14    | 0     | 100   | -     | 100   | 0     | 29    | 3.0     | -     | 3.0   | 1.2   | -     | 1.7   |     |
| Orange Campus  | -            | -     | 50    | 46    | 100   | 50    | -                   | -     | 33    | 36    | 0     | 33    | -     | -     | -     | 0     | 0     | 17    | -       | -     | 1.7   | 1.7   | 1.0   | 1.7   |     |
| Centennial Education Center  | -            | -     | 100   | 50    | -     | 67    | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 0     | 50    | 33    | -       | -     | 1.0   | 2.0   | -     | 1.7   |     |
| Adult Learning Center  | 67           | 67    | 38    | 53    | 50    | 52    | 0                   | 17    | 38    | 26    | 17    | 26    | 33    | 17    | 17    | 25    | 21    | 22    | 1.7     | 1.5   | 1.9   | 1.7   | 1.8   | 1.7   |     |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| have seen on this campus: textbooks in the bookstore written from a variety of racial, ethnic, or cultural viewpoints. (item13b) | 100          | 33    | 11    | 47    | 50    | 43    | 0                   | 50    | 67    | 28    | 0     | 33    | 0     | 17    | 17    | 22    | 25    | 25    | 1.0     | 1.8   | 2.1   | 1.8   | 2.0   | 1.8   |     |
| Santa Ana Campus   | 0            | -     | 0     | 40    | -     | 29    | 0                   | -     | 0     | 60    | -     | 43    | 100   | -     | -     | 100   | 0     | 29    | 3.0     | -     | 3.0   | 1.6   | -     | 2.0   |     |
| Orange Campus  | -            | -     | 33    | 46    | 100   | 44    | -                   | -     | 50    | 46    | 0     | 44    | -     | -     | -     | 17    | 9     | 11    | -       | -     | 1.8   | 1.6   | 1.0   | 1.7   |     |
| Centennial Education Center  | -            | -     | 0     | 33    | -     | 33    | -                   | -     | 100   | 0     | -     | 33    | -     | -     | -     | 0     | 50    | 33    | -       | -     | 2.0   | 2.0   | -     | 2.0   |     |
| Adult Learning Center  | 50           | 33    | 18    | 47    | 60    | 42    | 0                   | 50    | 59    | 32    | 0     | 36    | 50    | 17    | 17    | 24    | 21    | 40    | 2.0     | 1.8   | 2.1   | 1.7   | 1.8   | 1.8   |     |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| have seen on this campus: art reflecting various ethnic cultures. (item13c)  | 100          | 50    | 17    | 60    | 29    | 54    | 0                   | 50    | 58    | 27    | 57    | 33    | 0     | 0     | 0     | 25    | 13    | 14    | 1.0     | 1.5   | 2.1   | 1.5   | 1.9   | 1.6   |     |
| Santa Ana Campus   | 0            | -     | 0     | 71    | -     | 56    | 0                   | -     | 0     | 14    | -     | 11    | 100   | -     | -     | 100   | 14    | 33    | 3.0     | -     | 3.0   | 1.4   | -     | 1.8   |     |
| Orange Campus  | -            | -     | 25    | 58    | 100   | 48    | -                   | -     | 38    | 33    | 0     | 33    | -     | -     | -     | 38    | 8     | 19    | -       | -     | 2.1   | 1.5   | 1.0   | 1.7   |     |
| Centennial Education Center  | -            | -     | 100   | 50    | -     | 60    | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 0     | 50    | 40    | -       | -     | 1.0   | 2.0   | -     | 1.8   |     |
| Adult Learning Center  | 67           | 50    | 23    | 60    | 38    | 53    | 0                   | 50    | 46    | 26    | 50    | 30    | 33    | 0     | 0     | 32    | 14    | 17    | 1.7     | 1.5   | 2.1   | 1.5   | 1.8   | 1.6   |     |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| have seen on this campus: negative graffiti about certain ethnic groups. (item13e)   | 0            | 20    | 15    | 8     | 0     | 9     | 50                  | 40    | 46    | 38    | 57    | 51    | 50    | 40    | 40    | 39    | 55    | 43    | 2.5     | 2.2   | 2.2   | 2.5   | 2.4   | 2.4   |     |
| Santa Ana Campus   | 0            | -     | -     | 13    | -     | 11    | 0                   | -     | -     | 25    | -     | 22    | 100   | -     | -     | -     | 13    | -     | 67      | 3.0   | -     | -     | 2.5   | -     | 2.6 |
| Orange Campus  | -            | -     | 25    | 15    | 0     | 18    | -                   | -     | 25    | 31    | 100   | 32    | -     | -     | -     | 50    | 54    | 0     | 50      | -     | -     | 2.3   | 2.4   | 2.0   | 2.3 |
| Centennial Education Center  | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 0     | 50    | -     | 40    | -     | -     | -     | 100   | 25    | -     | 40      | -     | -     | 3.0   | 2.0   | -     | 2.2 |
| Adult Learning Center  | 0            | 20    | 18    | 10    | 0     | 11    | 33                  | 40    | 36    | 36    | 63    | 38    | 67    | 40    | 40    | 46    | 54    | 38    | 51      | 2.7   | 2.2   | 2.3   | 2.4   | 2.4   | 2.4 |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|--|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |  |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |  |
| see materials in campus media that increases my understanding of individuals based on: their ethnicity. (item 14e)   | 50           | 0     | 13    | 30    | 17    | 26    | 50                  | 60    | 60    | 59    | 67    | 60    | 0     | 40    | 27    | 11    | 17    | 14    | 1.5     | 2.4   | 2.1   | 1.8   | 2.0   | 1.9   |  |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -     | 0                   | 100   | 100   | 100   | 86    | 100   | 0     | 0     | 0     | 0     | 0     | 14    | 3.0     | -     | 2.0   | 2.0   | -     | 2.1   |  |
| Orange Campus  | -            | -     | 0     | 18    | 100   | 18    | -                   | 46    | 20    | 46    | 0     | 35    | -     | -     | 80    | 36    | 0     | 47    | -       | -     | 2.8   | 2.2   | 1.0   | 2.3   |  |
| Centennial Education Center  | -            | -     | 0     | 33    | -     | 25    | -                   | 100   | 33    | 33    | 0     | 50    | -     | -     | 0     | 33    | 0     | 25    | -       | -     | 2.0   | 2.0   | -     | 2.0   |  |
| Adult Learning Center  | 33           | 0     | 9     | 27    | 29    | 24    | 33                  | 60    | 55    | 59    | 57    | 58    | 33    | 40    | 36    | 14    | 14    | 19    | 2.0     | 2.4   | 2.3   | 1.9   | 1.9   | 1.9   |  |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| see materials in campus media that increases my understanding of individuals based on: their disability. (item 14c)  | 50           | 20    | 15    | 24    | 0     | 22    | 50                  | 40    | 46    | 55    | 67    | 54    | 0     | 40    | 39    | 20    | 33    | 24    | 1.5     | 2.2   | 2.2   | 2.0   | 2.3   | 2.0   |  |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -     | 0                   | 0     | 0     | 80    | -     | 57    | 100   | -     | 100   | 20    | 0     | 43    | 3.0     | -     | 3.0   | 2.2   | -     | 2.4   |  |
| Orange Campus  | -            | -     | 20    | 9     | 0     | 12    | -                   | 40    | 40    | 36    | 100   | 41    | -     | -     | 40    | 55    | 0     | 47    | -       | -     | 2.2   | 2.5   | 2.0   | 2.4   |  |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 33    | -     | 50    | -     | -     | 0     | 67    | -     | 50    | -       | -     | 2.0   | 2.7   | -     | 2.5   |  |
| Adult Learning Center  | 33           | 20    | 15    | 20    | 0     | 19    | 33                  | 40    | 45    | 54    | 71    | 52    | 33    | 40    | 40    | 26    | 29    | 29    | 2.0     | 2.2   | 2.3   | 2.1   | 2.3   | 2.1   |  |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| see materials in campus media that increases my understanding of individuals based on: their academic preparation or lack of preparation for college. (item 14d) | 0            | 20    | 14    | 31    | 17    | 27    | 100                 | 20    | 57    | 49    | 50    | 49    | 0     | 60    | 29    | 20    | 33    | 24    | 2.0     | 2.4   | 2.1   | 1.9   | 2.2   | 2.0   |  |
| Santa Ana Campus   | 0            | -     | 0     | 20    | -     | 14    | 0                   | -     | 100   | 80    | -     | 71    | 100   | -     | 0     | 0     | -     | 14    | 3.0     | -     | 2.0   | 1.8   | -     | 2.0   |  |
| Orange Campus  | -            | -     | 0     | 30    | 100   | 25    | -                   | -     | 60    | 40    | 0     | 44    | -     | -     | 40    | 30    | 0     | 31    | -       | -     | 2.4   | 2.0   | 1.0   | 2.1   |  |
| Centennial Education Center  | -            | -     | 0     | 33    | -     | 25    | -                   | -     | 100   | 0     | -     | 25    | -     | -     | 0     | 67    | -     | 50    | -       | -     | 2.0   | 2.3   | -     | 2.3   |  |
| Adult Learning Center  | 0            | 20    | 10    | 30    | 29    | 26    | 50                  | 20    | 62    | 48    | 43    | 49    | 50    | 60    | 29    | 22    | 29    | 25    | 2.5     | 2.4   | 2.2   | 1.9   | 2.0   | 2.0   |  |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| see materials in campus media in which individuals are stereotyped based on: their ethnicity. (item 15a)                                   | 0            | 0     | 0     | 6     | 0     | 4     | 0                   | 75    | 40    | 19    | 33    | 24    | 100   | 25    | 60    | 76    | 67    | 72    | 3.0     | 2.3   | 2.6   | 2.7   | 2.7   | 2.7   | 2.7 |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | 100   | -     | -     | 40    | 100   | -     | 100   | 3.0     | -     | -     | 3.0   | -     | 3.0   | 3.0 |
| Orange Campus  | -            | -     | 0     | 10    | 0     | 6     | -                   | -     | 60    | 20    | 0     | 31    | -     | -     | 70    | 100   | 100   | 63    | -       | -     | 2.4   | 2.6   | 3.0   | 2.6   | 2.6 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 0     | -     | 25    | -     | -     | 0     | 100   | -     | 75    | -       | -     | 2.0   | 3.0   | -     | 2.8   | 2.8 |
| Adult Learning Center  | 0            | 0     | 0     | 6     | 0     | 4     | 0                   | 75    | 50    | 17    | 29    | 24    | 100   | 25    | 50    | 78    | 71    | 72    | 3.0     | 2.3   | 2.5   | 2.7   | 2.7   | 2.7   | 2.7 |
| TOTAL  | 0            | 0     | 0     | 1     | 0     | 1     | 0                   | 50    | 25    | 15    | 29    | 17    | 100   | 50    | 75    | 84    | 71    | 82    | 3.0     | 2.5   | 2.8   | 2.8   | 2.7   | 2.8   | 2.8 |
| see materials in campus media in which individuals are stereotyped based on: their disability. (item 15c)                                  | -            | -     | -     | -     | -     | -     | 0                   | 50    | 20    | 16    | 33    | 18    | 100   | 50    | 80    | 84    | 67    | 82    | 3.0     | 2.5   | 2.8   | 2.8   | 2.7   | 2.8   | 2.8 |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | 100   | -     | -     | 80    | 100   | -     | 100   | 3.0     | -     | -     | 3.0   | -     | 3.0   | 3.0 |
| Orange Campus  | -            | -     | 0     | 10    | 0     | 6     | -                   | -     | 20    | 0     | 0     | 19    | -     | -     | 80    | 70    | 100   | 75    | -       | -     | 2.8   | 2.6   | 3.0   | 2.7   | 2.7 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 0     | -     | 25    | -     | -     | 0     | 100   | -     | 75    | -       | -     | 2.0   | 3.0   | -     | 2.8   | 2.8 |
| Adult Learning Center  | 0            | 0     | 0     | 1     | 0     | 1     | 0                   | 50    | 25    | 15    | 29    | 17    | 100   | 50    | 75    | 84    | 71    | 82    | 3.0     | 2.5   | 2.8   | 2.8   | 2.7   | 2.8   | 2.8 |
| TOTAL  | 0            | 0     | 0     | 1     | 0     | 2     | 0                   | 50    | 41    | 23    | 43    | 27    | 100   | 50    | 59    | 75    | 57    | 72    | 3.0     | 2.5   | 2.6   | 2.6   | 2.6   | 2.6   | 2.6 |
| see materials in campus media in which individuals are stereotyped based on: their academic preparation or lack of preparation. (item 15d) | 0            | 0     | 0     | 1     | 0     | 1     | 0                   | 50    | 36    | 28    | 50    | 30    | 100   | 50    | 64    | 71    | 50    | 69    | 3.0     | 2.5   | 2.6   | 2.7   | 2.5   | 2.7   | 2.7 |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | 100   | -     | 100   | 3.0     | -     | -     | 3.0   | -     | 3.0   | 3.0 |
| Orange Campus  | -            | -     | 0     | 10    | 0     | 6     | -                   | -     | 40    | 10    | 0     | 19    | -     | -     | 60    | 80    | 100   | 75    | -       | -     | 2.6   | 2.7   | 3.0   | 2.7   | 2.7 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 0     | -     | 25    | -     | -     | -     | 100   | -     | 75    | -       | -     | 2.0   | 3.0   | -     | 2.8   | 2.8 |
| Adult Learning Center  | 0            | 0     | 0     | 2     | 0     | 2     | 0                   | 50    | 41    | 23    | 43    | 27    | 100   | 50    | 59    | 75    | 57    | 72    | 3.0     | 2.5   | 2.6   | 2.6   | 2.6   | 2.6   | 2.6 |
| TOTAL  | 0            | 0     | 0     | 2     | 0     | 2     | 0                   | 50    | 41    | 23    | 43    | 27    | 100   | 50    | 59    | 75    | 57    | 72    | 3.0     | 2.5   | 2.6   | 2.6   | 2.6   | 2.6   | 2.6 |



|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| At RSC, I have been discriminated against recently because of my: race/ethnicity. (item16a)     | 0            | 25    | 7     | 2     | 0     | 3     | 0                   | 0     | 25    | 7     | 19    | 14    | 17    | 100   | 50    | 87    | 79    | 86    | 80      | 3.0   | 2.3   | 2.8   | 2.8   | 2.9   | 2.8 |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | 100   | -     | 100     | 3.0   | -     | 3.0   | 3.0   | -     | 3.0 |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | 38    | 13    | 0     | 21    | -     | -     | 63    | 87    | 100   | 79      | -     | -     | 2.6   | 2.9   | 3.0   | 2.8 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 80    | -     | 83      | -     | -     | 3.0   | 2.8   | -     | 2.8 |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | 16    | 17    | 13    | 16    | 100   | 50    | 80    | 82    | 88    | 81      | 3.0   | 2.3   | 2.8   | 2.8   | 2.9   | 2.8 |
| TOTAL   | 0            | 25    | 7     | 2     | 0     | 3     | 0                   | 0     | 25    | 7     | 19    | 14    | 17    | 100   | 50    | 87    | 79    | 86    | 80      | 3.0   | 2.3   | 2.8   | 2.8   | 2.9   | 2.8 |
| At RSC, I have been discriminated against recently because of my: sexual orientation. (item16c) | 0            | 33    | 0     | 1     | 0     | 2     | 0                   | 0     | 0     | 0     | 2     | 14    | 3     | 100   | 67    | 100   | 67    | 86    | 96      | 3.0   | 2.3   | 3.0   | 3.0   | 2.9   | 2.9 |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | 100   | -     | 100     | 3.0   | -     | 3.0   | 3.0   | -     | 3.0 |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | 25    | 0     | 0     | 9     | -     | -     | 75    | 100   | 100   | 91      | -     | -     | 2.8   | 3.0   | 3.0   | 2.9 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | -     | 100     | -     | -     | 3.0   | 3.0   | -     | 3.0 |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | -     | 100     | -     | -     | 3.0   | 3.0   | -     | 3.0 |
| TOTAL   | 0            | 33    | 0     | 1     | 0     | 1     | 0                   | 0     | 0     | 8     | 2     | 13    | 3     | 100   | 67    | 92    | 97    | 88    | 95      | 3.0   | 2.3   | 2.9   | 3.0   | 2.9   | 2.9 |
| At RSC, I have been discriminated against recently because of my: disability. (item16d)         | 0            | 0     | 0     | 0     | 17    | 1     | 0                   | 0     | 0     | 8     | 1     | 17    | 3     | 100   | 100   | 92    | 99    | 67    | 96      | 3.0   | 3.0   | 2.9   | 3.0   | 2.5   | 3.0 |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | 100   | -     | 100     | 3.0   | -     | 3.0   | 3.0   | -     | 3.0 |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | 13    | 15    | 0     | 14    | -     | -     | 88    | 87    | 100   | 86      | -     | -     | 2.9   | 2.8   | 3.0   | 2.9 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | -     | 100     | -     | -     | 3.0   | 3.0   | -     | 3.0 |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 91    | 97    | 71    | 95      | -     | -     | 3.0   | 3.0   | -     | 3.0 |
| TOTAL   | 0            | 0     | 0     | 0     | 14    | 1     | 0                   | 0     | 0     | 9     | 3     | 14    | 4     | 100   | 100   | 91    | 97    | 71    | 95      | 3.0   | 3.0   | 2.9   | 3.0   | 2.6   | 2.9 |
| At RSC, I have been discriminated against recently because of my: religion. (item16e)           | -            | -     | -     | -     | -     | -     | 0                   | 0     | 0     | 7     | 5     | 14    | 5     | 100   | 100   | 93    | 95    | 86    | 95      | 3.0   | 3.0   | 2.9   | 3.0   | 2.9   | 2.9 |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | 100   | -     | 100     | 3.0   | -     | 3.0   | 3.0   | -     | 3.0 |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | 13    | 0     | 0     | 4     | -     | -     | 88    | 100   | 100   | 96      | -     | -     | 2.9   | 3.0   | 3.0   | 3.0 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | -     | 100     | -     | -     | 3.0   | 3.0   | -     | 3.0 |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 92    | 97    | 88    | 96      | -     | -     | 3.0   | 3.0   | -     | 3.0 |
| TOTAL   | -            | -     | -     | -     | -     | -     | 0                   | 0     | 0     | 8     | 4     | 13    | 5     | 100   | 100   | 92    | 97    | 88    | 96      | 3.0   | 3.0   | 2.9   | 3.0   | 2.9   | 2.9 |

|  | By Ethnicity |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |     |
|--|--------------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-----|
|  | Frequently   |       |       |       |       | Occasionally/Seldom |       |       |       |       | Never |       |       |       |       | Average |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total               | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White   | Other | Total |     |
| At RSC, I have been discriminated against recently because of my: age. (item16f)           |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |     |
| Santa Ana Campus   | 0            | 0     | 7     | 0     | 0     | 1                   | 0     | 50    | 7     | 10    | 14    | 11    | 100   | 50    | 87    | 90      | 86    | 88    | 3.0 |
| Orange Campus  | -            | -     | -     | -     | -     | -                   | 0     | -     | 0     | 10    | -     | 8     | 100   | -     | 100   | 90      | -     | 92    | 3.0 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | 25    | 0     | 17    | -     | -     | 75    | 87      | 100   | 83    | -   |
| Adult Learning Center  | -            | -     | 0     | 20    | -     | 17                  | -     | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 60      | -     | 67    | -   |
| TOTAL  | 0            | 0     | 4     | 1     | 0     | 1                   | 0     | 50    | 12    | 11    | 13    | 12    | 100   | 50    | 84    | 88      | 88    | 87    | 3.0 |
| At RSC, I have been harassed against recently because of my: race/ethnicity. (item17a)     |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |     |
| Santa Ana Campus   | 0            | 0     | 7     | 1     | 0     | 2                   | 0     | 67    | 7     | 5     | 14    | 7     | 100   | 33    | 86    | 94      | 86    | 91    | 3.0 |
| Orange Campus  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | 100     | -     | 100   | 3.0 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | 7     | 0     | 14    | -     | -     | 71    | 93      | 100   | 86    | -   |
| Adult Learning Center  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | 100     | -     | 100   | -   |
| TOTAL  | 0            | 0     | 4     | 1     | 0     | 1                   | 0     | 67    | 13    | 4     | 13    | 7     | 100   | 33    | 83    | 95      | 88    | 91    | 3.0 |
| At RSC, I have been harassed against recently because of my: sexual orientation. (item17c) |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |     |
| Santa Ana Campus   | 0            | 50    | 0     | 0     | 0     | 1                   | 0     | 0     | 0     | 3     | 14    | 4     | 100   | 50    | 100   | 97      | 86    | 96    | 3.0 |
| Orange Campus  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | 100     | -     | 100   | 3.0 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -                   | -     | -     | 25    | 0     | 0     | 9     | -     | -     | 75    | 100     | 100   | 91    | -   |
| Adult Learning Center  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | 100     | -     | 100   | -   |
| TOTAL  | 0            | 50    | 0     | 0     | 0     | 1                   | 0     | 0     | 9     | 3     | 13    | 4     | 100   | 50    | 91    | 97      | 88    | 95    | 3.0 |
| At RSC, I have been harassed against recently because of my: disability. (item17d)         |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |     |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -                   | 0     | 0     | 0     | 8     | 1     | 33    | 4     | 100   | 92    | 99      | 67    | 96    | 3.0 |
| Orange Campus  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | 100     | -     | 100   | 3.0 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -                   | -     | -     | 13    | -     | -     | 4     | -     | -     | 88    | 100     | 100   | 96    | -   |
| Adult Learning Center  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | 100     | -     | 100   | -   |
| TOTAL  | -            | -     | -     | -     | -     | -                   | 0     | 0     | 9     | 1     | 29    | 3     | 100   | 100   | 91    | 99      | 71    | 97    | 3.0 |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| At RSC, I have been harassed against recently because of my: religion. (item17e) |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Sante Ana Campus   | -            | -     | -     | -     | -     | 0     | 50                  | 0     | 0     | 3     | 14    | 4     | 100   | 50    | 100   | 97    | 86    | 96    | 3.0     | 2.5   | 3.0   | 3.0   | 2.9   | 3.0   |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | 4     | 100   | -     | 100   | 100   | 100   | 100   | 3.0     | -     | 3.0   | 3.0   | -     | 3.0   |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 13    | 0     | 0     | 4     | -     | -     | 87    | 100   | 100   | 96    | -       | -     | 2.9   | 3.0   | 3.0   | 3.0   |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 0     | -     | 20    | -     | -     | 100   | 100   | 80    | 80    | -       | -     | 2.0   | 3.0   | -     | 2.8   |
| TOTAL  | 0            | 0     | 0     | 0     | 0     | 0     | 50                  | 9     | 3     | 13    | 5     | 5     | 100   | 50    | 100   | 97    | 88    | 95    | 3.0     | 2.5   | 2.9   | 3.0   | 2.9   | 3.0   |
| At RSC, I have been harassed against recently because of my: age. (item17f)      |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Sante Ana Campus   | 0            | 0     | 13    | 1     | 0     | 3     | 33                  | 7     | 4     | 4     | 14    | 6     | 100   | 67    | 80    | 94    | 86    | 92    | 3.0     | 2.7   | 2.7   | 2.9   | 2.9   | 2.9   |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | 8     | 100   | -     | 100   | 100   | 100   | 100   | 3.0     | -     | 3.0   | 3.0   | -     | 3.0   |
| Centennial Education Center  | -            | -     | -     | -     | -     | 20    | -                   | -     | 13    | 7     | 0     | 8     | -     | -     | 87    | 93    | 100   | 92    | -       | -     | 2.9   | 2.9   | 3.0   | 2.9   |
| Adult Learning Center  | -            | -     | -     | 25    | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | 100   | 75    | -     | 80    | -       | -     | 3.0   | 2.5   | -     | 2.6   |
| TOTAL  | 0            | 0     | 8     | 2     | 0     | 3     | 33                  | 8     | 4     | 4     | 13    | 6     | 100   | 67    | 84    | 94    | 88    | 92    | 3.0     | 2.7   | 2.8   | 2.9   | 2.9   | 2.9   |
| At RSC, I have been discriminated against recently by: faculty. (item18a)        |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Sante Ana Campus   | 0            | 25    | 7     | 4     | 0     | 5     | 0                   | 25    | 27    | 15    | 29    | 18    | 100   | 50    | 67    | 80    | 71    | 78    | 3.0     | 2.3   | 2.6   | 2.8   | 2.7   | 2.7   |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | 100   | 100   | -     | 100   | 3.0     | -     | 3.0   | 3.0   | -     | 3.0   |
| Centennial Education Center  | -            | -     | -     | -     | -     | 17    | -                   | -     | 71    | 13    | 100   | 35    | -     | -     | 29    | 87    | 0     | 65    | -       | -     | 2.3   | 2.9   | 2.0   | 2.7   |
| Adult Learning Center  | -            | -     | 0     | 20    | -     | -     | -                   | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 60    | -     | 67    | -       | -     | 3.0   | 2.4   | -     | 2.5   |
| TOTAL  | 0            | 25    | 4     | 4     | 0     | 4     | 0                   | 25    | 38    | 14    | 38    | 19    | 100   | 50    | 58    | 82    | 63    | 77    | 3.0     | 2.3   | 2.5   | 2.8   | 2.6   | 2.7   |
| At RSC, I have been discriminated against recently by: staff. (item18b)          |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Sante Ana Campus   | 0            | 0     | 0     | 1     | 0     | 1     | 0                   | 50    | 19    | 9     | 57    | 14    | 100   | 50    | 81    | 90    | 43    | 85    | 3.0     | 2.5   | 2.8   | 2.9   | 2.4   | 2.8   |
| Orange Campus  | 0            | -     | 0     | 11    | -     | 9     | 0                   | -     | 100   | 0     | -     | 9     | 100   | -     | 0     | 89    | -     | 82    | 3.0     | -     | 2.0   | 2.8   | -     | 2.7   |
| Centennial Education Center  | -            | -     | 0     | 7     | 0     | 5     | -                   | -     | 83    | 13    | 0     | 32    | -     | -     | 17    | 80    | 100   | 64    | -       | -     | 2.2   | 2.7   | 3.0   | 2.6   |
| Adult Learning Center  | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 60    | -     | 67    | -       | -     | 3.0   | 2.4   | -     | 2.5   |
| TOTAL  | 0            | 0     | 0     | 3     | 0     | 3     | 0                   | 50    | 38    | 9     | 50    | 16    | 100   | 50    | 63    | 88    | 50    | 81    | 3.0     | 2.5   | 2.6   | 2.8   | 2.5   | 2.8   |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| At RSC, I have been discriminated against recently by: administrators. (item18c)                                | 0            | 50    | 0     | 5     | 0     | 6     | 0                   | 25    | 31    | 17    | 43    | 21    | 100   | 25    | 69    | 77    | 57    | 74    | 3.0     | 1.8   | 2.7   | 2.7   | 2.6   | 2.7   |
| Santa Ana Campus  | 0            | -     | 0     | 100   | -     | 9     | 0                   | -     | 100   | 0     | -     | 9     | 100   | -     | 0     | 89    | -     | 82    | 3.0     | -     | 2.0   | 2.8   | -     | 2.7   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 83    | 13    | 0     | 32    | -     | -     | 17    | 87    | 100   | 68    | -       | -     | 2.2   | 2.9   | 3.0   | 2.7   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 40    | -     | 33    | -     | -     | 100   | 60    | -     | 67    | -       | -     | 3.0   | 2.6   | -     | 2.7   |
| Adult Learning Center   | 0            | 50    | 0     | 5     | 0     | 5     | 0                   | 25    | 46    | 17    | 38    | 22    | 100   | 25    | 54    | 79    | 63    | 73    | 3.0     | 1.8   | 2.5   | 2.7   | 2.6   | 2.7   |
| TOTAL   | 0            | 50    | 0     | 5     | 0     | 5     | 0                   | 25    | 46    | 17    | 38    | 22    | 100   | 25    | 54    | 79    | 63    | 73    | 3.0     | 1.8   | 2.5   | 2.7   | 2.6   | 2.7   |
| At RSC, I have been discriminated against recently by: students. (item18d)                                      | -            | -     | -     | -     | -     | -     | 0                   | 75    | 7     | 6     | 14    | 8     | 100   | 25    | 93    | 95    | 86    | 92    | 3.0     | 2.3   | 2.9   | 2.9   | 2.9   | 2.9   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | 100   | 100   | -     | 100   | 3.0     | -     | 3.0   | 3.0   | -     | 3.0   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 17    | 7     | 0     | 10    | -     | -     | 83    | 93    | 100   | 90    | -       | -     | 2.8   | 2.9   | 3.0   | 2.9   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | -     | 100   | -       | -     | 3.0   | 3.0   | -     | 3.0   |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | 0                   | 75    | 9     | 5     | 13    | 8     | 100   | 25    | 91    | 95    | 88    | 92    | 3.0     | 2.3   | 2.9   | 2.9   | 2.9   | 2.9   |
| TOTAL   | -            | -     | -     | -     | -     | -     | 0                   | 75    | 9     | 5     | 13    | 8     | 100   | 25    | 91    | 95    | 88    | 92    | 3.0     | 2.3   | 2.9   | 2.9   | 2.9   | 2.9   |
| At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: faculty (item19a) | 0            | 33    | 6     | 4     | 14    | 6     | 50                  | 67    | 50    | 29    | 29    | 33    | 50    | 0     | 44    | 67    | 57    | 61    | 2.5     | 1.7   | 2.4   | 2.6   | 2.4   | 2.6   |
| Santa Ana Campus  | 0            | -     | 100   | 0     | 8     | 8     | -                   | -     | -     | -     | -     | -     | 100   | -     | 0     | 100   | -     | 92    | 3.0     | -     | 1.0   | 3.0   | -     | 2.8   |
| Orange Campus   | -            | -     | 0     | 7     | 0     | 4     | -                   | -     | 75    | 20    | 100   | 42    | -     | -     | 25    | 73    | 0     | 54    | -       | -     | 2.3   | 2.7   | 2.0   | 2.5   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 25    | 40    | 40    | -     | -     | 0     | 75    | -     | 60    | -       | -     | 2.0   | 2.8   | -     | 2.6   |
| Adult Learning Center   | 0            | 33    | 8     | 4     | 13    | 6     | 33                  | 67    | 58    | 25    | 38    | 32    | 67    | 0     | 35    | 71    | 50    | 62    | 2.7     | 1.7   | 2.3   | 2.7   | 2.4   | 2.6   |
| TOTAL   | 0            | 33    | 8     | 4     | 13    | 6     | 33                  | 67    | 58    | 25    | 38    | 32    | 67    | 0     | 35    | 71    | 50    | 62    | 2.7     | 1.7   | 2.3   | 2.7   | 2.4   | 2.6   |
| At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: staff (item19b)   | 0            | 50    | 6     | 3     | 14    | 6     | 50                  | 50    | 50    | 32    | 14    | 34    | 50    | 0     | 43    | 65    | 71    | 60    | 2.5     | 1.5   | 2.4   | 2.6   | 2.6   | 2.6   |
| Santa Ana Campus  | 0            | -     | 100   | 0     | 8     | 8     | -                   | -     | -     | -     | -     | -     | 100   | -     | 0     | 100   | -     | 92    | 3.0     | -     | 1.0   | 3.0   | -     | 2.8   |
| Orange Campus   | -            | -     | 25    | 13    | 0     | 17    | -                   | -     | 38    | 33    | 0     | 33    | -     | -     | 38    | 53    | 100   | 50    | -       | -     | 2.1   | 2.4   | 3.0   | 2.3   |
| Centennial Education Center   | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 100   | 20    | -     | 33    | -     | -     | 0     | 60    | -     | 50    | -       | -     | 2.0   | 2.4   | -     | 2.3   |
| Adult Learning Center   | 0            | 50    | 15    | 5     | 13    | 8     | 33                  | 50    | 46    | 29    | 13    | 31    | 67    | 0     | 39    | 66    | 75    | 61    | 2.7     | 1.5   | 2.2   | 2.6   | 2.6   | 2.5   |
| TOTAL   | 0            | 50    | 15    | 5     | 13    | 8     | 33                  | 50    | 46    | 29    | 13    | 31    | 67    | 0     | 39    | 66    | 75    | 61    | 2.7     | 1.5   | 2.2   | 2.6   | 2.6   | 2.5   |

333

|   | By Ethnicity |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
|---|--------------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
|   | Frequently   |       |       |       |       | Occasionally/Seldom |       |       |       |       | Never |       |       |       |       | Average |       |       |       |       |       |       |       |       |     |
|   | Black        | Asian | Hisp. | White | Other | Total               | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White   | Other | Total | Black | Asian | Hisp. | White | Other | Total |     |
| At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: administrators. (item19c) | 0            | 33    | 7     | 3     | 14    | 5                   | 0     | 67    | 43    | 23    | 14    | 26    | 100   | 0     | 0     | 50      | 73    | 71    | 69    | 3.0   | 1.7   | 2.4   | 2.7   | 2.6   | 2.6 |
| Santa Ana Campus  | 0            | -     | 100   | 0     | -     | 8                   | -     | -     | -     | -     | -     | 100   | 100   | -     | 0     | 100     | 100   | -     | 92    | 3.0   | -     | 1.0   | 3.0   | -     | 2.8 |
| Orange Campus   | -            | -     | 13    | 0     | 0     | 4                   | -     | -     | 25    | 20    | 0     | 21    | -     | -     | 63    | 60      | 100   | -     | 75    | -     | -     | 2.5   | 2.8   | -     | 2.7 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -                   | -     | -     | 100   | 0     | -     | 20    | -     | -     | 0     | 100     | -     | -     | 80    | -     | -     | 2.0   | 3.0   | -     | 2.8 |
| Adult Learning Center   | 0            | 33    | 13    | 3     | 13    | 5                   | 0     | 67    | 38    | 20    | 13    | 23    | 100   | 0     | 50    | 77      | 75    | 72    | 72    | 3.0   | 1.7   | 2.4   | 2.7   | 2.6   | 2.7 |
| TOTAL   | 0            | 75    | 7     | 8     | 0     | 10                  | 50    | 25    | 47    | 35    | 29    | 36    | 50    | 0     | 47    | 58      | 71    | 55    | 55    | 2.5   | 1.3   | 2.4   | 2.5   | 2.7   | 2.5 |
| At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: students. (item18d)       | 0            | 75    | 7     | 8     | 0     | 10                  | 50    | 25    | 47    | 35    | 29    | 36    | 50    | 0     | 47    | 58      | 71    | 55    | 55    | 2.5   | 1.3   | 2.4   | 2.5   | 2.7   | 2.5 |
| Santa Ana Campus  | 0            | -     | 100   | 0     | -     | 8                   | -     | -     | -     | -     | -     | 100   | 100   | -     | 0     | 100     | 100   | -     | 92    | 3.0   | -     | 1.0   | 3.0   | -     | 2.8 |
| Orange Campus   | -            | -     | 29    | 0     | 0     | 13                  | -     | -     | 29    | 20    | 0     | 22    | -     | -     | 43    | 73      | 100   | -     | 65    | -     | -     | 2.1   | 2.7   | -     | 2.5 |
| Centennial Education Center   | -            | -     | -     | 7     | -     | -                   | -     | -     | 100   | 0     | -     | 25    | -     | -     | 0     | 100     | -     | -     | 75    | -     | -     | 2.0   | 3.0   | -     | 2.8 |
| Adult Learning Center   | 0            | 75    | 17    | 7     | 0     | 10                  | 33    | 25    | 42    | 29    | 25    | 31    | 67    | 0     | 42    | 64      | 75    | 60    | 60    | 2.7   | 1.3   | 2.3   | 2.6   | 2.8   | 2.5 |
| TOTAL   | 0            | 33    | 7     | 3     | 14    | 5                   | 0     | 33    | 27    | 11    | 14    | 14    | 100   | 33    | 67    | 85      | 71    | 81    | 81    | 3.0   | 2.0   | 2.6   | 2.8   | 2.6   | 2.8 |
| At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: faculty. (item20a)        | 0            | 33    | 7     | 3     | 14    | 5                   | 0     | 33    | 27    | 11    | 14    | 14    | 100   | 33    | 67    | 85      | 71    | 81    | 81    | 3.0   | 2.0   | 2.6   | 2.8   | 2.6   | 2.8 |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -                   | 0     | -     | -     | 10    | -     | -     | 100   | -     | -     | 90      | -     | 91    | 91    | 3.0   | -     | -     | 2.9   | -     | 2.8 |
| Orange Campus   | -            | -     | 14    | 7     | 0     | 9                   | -     | -     | 29    | 7     | 0     | 13    | -     | -     | 57    | 87      | 100   | -     | 78    | -     | -     | 2.4   | 2.8   | -     | 2.7 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | 100     | -     | 100   | 100   | -     | -     | 3.0   | 3.0   | -     | 3.0 |
| Adult Learning Center   | 0            | 33    | 9     | 3     | 13    | 5                   | 0     | 33    | 26    | 10    | 13    | 13    | 100   | 33    | 65    | 86      | 75    | 82    | 82    | 3.0   | 2.0   | 2.6   | 2.8   | 2.6   | 2.8 |
| TOTAL   | 0            | 33    | 9     | 3     | 13    | 5                   | 0     | 33    | 26    | 10    | 13    | 13    | 100   | 33    | 65    | 86      | 75    | 82    | 82    | 3.0   | 2.0   | 2.6   | 2.8   | 2.6   | 2.8 |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|--|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |  |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |  |
| At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: staff. (item20b)          |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus  | 50           | 50    | 7     | 7     | 14    | 9     | 0                   | 50    | 40    | 31    | 14    | 31    | 50    | 0     | 53    | 62    | 71    | 59    | 2.0     | 1.5   | 2.5   | 2.6   | 2.6   | 2.5   |  |
| Orange Campus   | -            | -     | -     | -     | -     | -     | 0                   | -     | 100   | 10    | -     | 17    | 100   | -     | 0     | 90    | -     | 83    | 3.0     | -     | 2.0   | 2.9   | -     | 2.8   |  |
| Centennial Education Center   | -            | -     | 14    | 7     | 0     | 9     | -                   | -     | 29    | 27    | 0     | 26    | -     | -     | 57    | 67    | 100   | 65    | -       | -     | 2.4   | 2.6   | 3.0   | 2.6   |  |
| Adult Learning Center   | -            | -     | 100   | 20    | 0     | 33    | -                   | -     | 0     | 20    | -     | 17    | -     | -     | 0     | 60    | -     | 50    | -       | -     | 1.0   | 2.4   | -     | 2.2   |  |
| TOTAL   | 33           | 50    | 13    | 7     | 13    | 9     | 0                   | 50    | 38    | 28    | 13    | 29    | 67    | 0     | 50    | 65    | 75    | 62    | 2.3     | 1.5   | 2.4   | 2.6   | 2.6   | 2.5   |  |
| At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: administrators. (item20c) |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus  | 0            | 33    | 8     | 3     | 14    | 5     | 0                   | 33    | 23    | 17    | 14    | 18    | 100   | 33    | 69    | 79    | 71    | 77    | 3.0     | 2.0   | 2.6   | 2.8   | 2.6   | 2.7   |  |
| Orange Campus   | -            | -     | -     | -     | -     | -     | 0                   | -     | -     | 10    | -     | 9     | 100   | -     | -     | 90    | -     | 91    | 3.0     | -     | -     | 2.9   | -     | 2.9   |  |
| Centennial Education Center   | -            | -     | 14    | 0     | 0     | 4     | -                   | -     | 14    | 13    | 0     | 13    | -     | -     | 71    | 87    | 100   | 83    | -       | -     | 2.6   | 2.9   | 3.0   | 2.8   |  |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | -     | 100   | -       | -     | 3.0   | 3.0   | -     | 3.0   |  |
| TOTAL   | 0            | 33    | 10    | 3     | 13    | 5     | 0                   | 33    | 19    | 15    | 13    | 16    | 100   | 33    | 71    | 82    | 75    | 80    | 3.0     | 2.0   | 2.6   | 2.8   | 2.6   | 2.8   |  |
| At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: students. (item20d)       |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus  | 0            | 33    | 7     | 7     | 14    | 8     | 50                  | 33    | 40    | 22    | 14    | 25    | 50    | 33    | 53    | 71    | 71    | 67    | 2.5     | 2.0   | 2.5   | 2.6   | 2.6   | 2.6   |  |
| Orange Campus   | -            | -     | -     | -     | -     | -     | 0                   | -     | 100   | 10    | -     | 17    | 100   | -     | 0     | 90    | -     | 83    | 3.0     | -     | 2.0   | 2.9   | -     | 2.8   |  |
| Centennial Education Center   | -            | -     | 29    | 7     | 0     | 14    | -                   | -     | 14    | 21    | 0     | 18    | -     | -     | 57    | 71    | 100   | 68    | -       | -     | 2.3   | 2.6   | 3.0   | 2.5   |  |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 0     | -     | 17    | -     | -     | 0     | 100   | -     | 83    | -       | -     | 2.0   | 3.0   | -     | 2.8   |  |
| TOTAL   | 0            | 33    | 13    | 6     | 13    | 8     | 33                  | 33    | 38    | 20    | 13    | 23    | 67    | 33    | 50    | 74    | 75    | 69    | 2.7     | 2.0   | 2.4   | 2.7   | 2.6   | 2.6   |  |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|--|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |  |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |  |
| At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: faculty. (item21a)        |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 0            | 33    | 0     | 0     | 14    | 2     | 0                   | 33    | 14    | 7     | 14    | 8     | 100   | 33    | 86    | 94    | 71    | 90    | 3.0     | 2.0   | 2.9   | 2.9   | 2.6   | 2.9   |  |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | 100   | 100   | -     | 100   | 3.0     | -     | 3.0   | 3.0   | -     | 3.0   |  |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 14    | 20    | 0     | 17    | -     | -     | 86    | 80    | 100   | 83    | -       | -     | 2.9   | 2.8   | 3.0   | 2.8   |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | -     | 100   | -       | -     | 3.0   | 3.0   | -     | 3.0   |  |
| TOTAL  | 0            | 33    | 0     | 0     | 13    | 1     | 0                   | 33    | 13    | 7     | 13    | 9     | 100   | 33    | 87    | 93    | 75    | 90    | 3.0     | 2.0   | 2.9   | 2.9   | 2.6   | 2.9   |  |
| At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: staff. (item21b)          |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 0            | 0     | 0     | 0     | 14    | 1     | 0                   | 67    | 14    | 7     | 29    | 10    | 100   | 33    | 86    | 94    | 57    | 89    | 3.0     | 2.3   | 2.9   | 2.9   | 2.4   | 2.9   |  |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | 100   | 100   | -     | 100   | 3.0     | -     | 3.0   | 3.0   | -     | 3.0   |  |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 29    | 20    | 0     | 22    | -     | -     | 71    | 80    | 100   | 78    | -       | -     | 2.7   | 2.8   | 3.0   | 2.8   |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | -     | 100   | -       | -     | 3.0   | 3.0   | -     | 3.0   |  |
| TOTAL  | 0            | 0     | 0     | 0     | 13    | 1     | 0                   | 67    | 17    | 7     | 25    | 11    | 100   | 33    | 83    | 93    | 63    | 89    | 3.0     | 2.3   | 2.8   | 2.9   | 2.5   | 2.9   |  |
| At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: administrators. (item21c) |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -     | 0                   | 33    | 15    | 50    | 29    | 90    | 100   | 67    | 85    | 95    | 71    | 92    | 3.0     | 2.7   | 2.8   | 2.9   | 2.7   | 2.9   |  |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | 100   | 100   | -     | 100   | 3.0     | -     | 3.0   | 3.0   | -     | 3.0   |  |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 14    | 13    | 0     | 13    | -     | -     | 86    | 87    | 100   | 87    | -       | -     | 2.9   | 2.9   | 3.0   | 2.9   |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | -     | 100   | -       | -     | 3.0   | 3.0   | -     | 3.0   |  |
| TOTAL  | -            | -     | -     | -     | -     | -     | 0                   | 33    | 14    | 6     | 25    | 8     | 100   | 67    | 86    | 94    | 75    | 92    | 3.0     | 2.7   | 2.9   | 2.9   | 2.8   | 2.9   |  |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|--|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |  |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |  |
| At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: students. (Item21d) |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -     | 0                   | 33    | 29    | 9     | 14    | 12    | 100   | 67    | 71    | 91    | 86    | 88    | 3.0     | 2.7   | 2.7   | 2.9   | 2.9   | 2.9   |  |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | 100   | 100   | -     | 100   | 3.0     | -     | 3.0   | 3.0   | -     | 3.0   |  |
| Centennial Education Center  | -            | -     | 0     | 7     | 0     | 4     | -                   | -     | 14    | 13    | 0     | 13    | -     | -     | 86    | 80    | 100   | 83    | -       | -     | 2.9   | 2.7   | 3.0   | 2.8   |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 0     | -     | 17    | -     | -     | 0     | 100   | -     | 83    | -       | -     | 2.0   | 3.0   | -     | 2.8   |  |
| TOTAL  | 0            | 0     | 0     | 1     | 0     | 1     | 0                   | 33    | 26    | 8     | 13    | 11    | 100   | 67    | 74    | 91    | 88    | 88    | 3.0     | 2.7   | 2.7   | 2.9   | 2.9   | 2.9   |  |
| My relationship with other staff members is generally: based upon a common set of professional interests. (Item23a)      |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 0            | 25    | 40    | 78    | 50    | 68    | 100                 | 75    | 53    | 21    | 50    | 30    | 0     | 0     | 7     | 1     | 0     | 2     | 2.0     | 1.8   | 1.7   | 1.2   | 1.5   | 1.3   |  |
| Orange Campus  | 100          | -     | 100   | 70    | -     | 75    | 0                   | -     | 0     | 30    | -     | 25    | -     | -     | -     | -     | -     | -     | 1.0     | -     | 1.0   | 1.3   | -     | 1.3   |  |
| Centennial Education Center  | -            | -     | 38    | 50    | 100   | 48    | -                   | -     | 25    | 43    | 0     | 35    | -     | -     | 38    | 7     | 0     | 17    | -       | -     | 2.0   | 1.6   | 1.0   | 1.7   |  |
| Adult Learning Center  | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | -     | 1.0   |  |
| TOTAL  | 33           | 25    | 44    | 75    | 57    | 67    | 67                  | 75    | 40    | 24    | 43    | 29    | 0     | 0     | 16    | 2     | 0     | 4     | 1.7     | 1.8   | 1.7   | 1.3   | 1.4   | 1.4   |  |
| My relationship with other staff members is generally: job-related only. (Item23b)                                       |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 0            | 83    | 47    | 60    | 17    | 57    | 100                 | 17    | 47    | 38    | 83    | 41    | 0     | 0     | 6     | 2     | 0     | 2     | 2.0     | 1.2   | 1.6   | 1.4   | 1.8   | 1.5   |  |
| Orange Campus  | 100          | -     | 100   | 30    | -     | 42    | 0                   | -     | 0     | 70    | -     | 58    | -     | -     | -     | -     | -     | -     | 1.0     | -     | 1.0   | 1.7   | -     | 1.6   |  |
| Centennial Education Center  | -            | -     | 25    | 40    | 0     | 33    | -                   | -     | 38    | 53    | 100   | 50    | -     | -     | 38    | 7     | 0     | 17    | -       | -     | 2.1   | 1.7   | 2.0   | 1.8   |  |
| Adult Learning Center  | -            | -     | 0     | 50    | -     | 40    | -                   | -     | 100   | 50    | -     | 60    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.5   | -     | 1.6   |  |
| TOTAL  | 33           | 83    | 41    | 55    | 14    | 52    | 67                  | 17    | 44    | 43    | 86    | 44    | 0     | 0     | 15    | 3     | 0     | 4     | 1.7     | 1.2   | 1.7   | 1.5   | 1.9   | 1.5   |  |
| My relationship with other staff members is generally: includes personal acquaintanceships. (Item23c)                    |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 0            | 40    | 31    | 44    | 33    | 41    | 100                 | 40    | 63    | 47    | 50    | 50    | 0     | 20    | 6     | 9     | 17    | 9     | 2.0     | 1.8   | 1.8   | 1.6   | 1.8   | 1.7   |  |
| Orange Campus  | -            | -     | 0     | 60    | -     | 55    | -                   | -     | 100   | 30    | -     | 36    | -     | -     | 0     | 10    | 0     | 9     | -       | -     | 2.0   | 1.5   | -     | 1.5   |  |
| Centennial Education Center  | -            | -     | 25    | 27    | 100   | 29    | -                   | -     | 50    | 73    | 0     | 63    | -     | -     | 25    | 0     | 0     | 8     | -       | -     | 2.0   | 1.7   | 1.0   | 1.8   |  |
| Adult Learning Center  | -            | -     | 0     | 80    | -     | 67    | -                   | -     | 100   | 20    | -     | 33    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.2   | -     | 1.3   |  |
| TOTAL  | 0            | 40    | 27    | 45    | 43    | 41    | 100                 | 40    | 62    | 48    | 43    | 50    | 0     | 20    | 12    | 7     | 14    | 9     | 2.0     | 1.8   | 1.8   | 1.8   | 1.7   | 1.7   |  |



|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| My relationship with other staff members is generally: conducive to social interaction on-campus. (Item23d)       | 0            | 25    | 33    | 53    | 50    | 48    | 100                 | 50    | 47    | 40    | 50    | 42    | 0     | 25    | 20    | 8     | 0     | 9     | 2.0     | 2.0   | 1.9   | 1.5   | 1.5   | 1.6   |
| Santa Ana Campus  | -            | -     | 100   | 70    | -     | 73    | -                   | -     | 0     | 30    | -     | 27    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.3   | -     | 1.3   |
| Orange Campus   | -            | -     | 25    | 40    | 100   | 38    | -                   | -     | 50    | 53    | 0     | 50    | -     | -     | 25    | 7     | 0     | 13    | -       | -     | 2.0   | 1.7   | 1.0   | 1.8   |
| Centennial Education Center   | -            | -     | 100   | 60    | -     | 67    | -                   | -     | 0     | 40    | -     | 33    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.4   | -     | 1.3   |
| Adult Learning Center   | 0            | 25    | 36    | 53    | 57    | 49    | 100                 | 50    | 44    | 41    | 43    | 42    | 0     | 25    | 20    | 7     | 0     | 9     | 2.0     | 2.0   | 1.8   | 1.5   | 1.4   | 1.6   |
| TOTAL   | 0            | 0     | 21    | 18    | 0     | 17    | 100                 | 75    | 50    | 67    | 83    | 67    | 0     | 25    | 29    | 15    | 17    | 17    | 2.0     | 2.3   | 2.1   | 2.0   | 2.2   | 2.0   |
| My relationship with other staff members is generally: conducive to social interaction off-campus. (Item23e)      | -            | -     | 0     | 20    | -     | 18    | -                   | -     | 0     | 60    | -     | 55    | -     | -     | 100   | 20    | 0     | 27    | -       | -     | 3.0   | 2.0   | -     | 2.1   |
| Santa Ana Campus  | -            | -     | 25    | 33    | 100   | 33    | -                   | -     | 13    | 40    | 0     | 29    | -     | -     | 63    | 27    | 0     | 38    | -       | -     | 2.4   | 1.9   | 1.0   | 2.0   |
| Orange Campus   | 0            | 0     | 100   | 80    | -     | 83    | -                   | -     | 0     | 20    | -     | 17    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.2   | -     | 1.2   |
| Centennial Education Center   | 0            | 0     | 25    | 23    | 14    | 22    | 100                 | 75    | 33    | 61    | 71    | 58    | 0     | 25    | 42    | 16    | 14    | 20    | 2.0     | 2.3   | 2.2   | 1.9   | 2.0   | 2.0   |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| TOTAL   | -            | -     | -     | -     | -     | -     | 50                  | 40    | 13    | 7     | 17    | 10    | 50    | 60    | 88    | 93    | 83    | 90    | 2.5     | 2.6   | 2.9   | 2.9   | 2.8   | 2.9   |
| My relationship with other staff members is generally: uncomfortable with those of other ethnic groups. (Item23f) | -            | -     | -     | -     | -     | -     | -                   | -     | 13    | 10    | 0     | 9     | -     | -     | 100   | 90    | 0     | 91    | -       | -     | 3.0   | 2.9   | -     | 2.9   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | 13    | 20    | 0     | 17    | -     | -     | 88    | 80    | 100   | 83    | -       | -     | 2.9   | 2.8   | 3.0   | 2.8   |
| Orange Campus   | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 100   | 0     | 0     | 20    | -     | -     | 0     | 75    | 0     | 60    | -       | -     | 2.0   | 2.5   | -     | 2.4   |
| Centennial Education Center   | 0            | 0     | 0     | 1     | 0     | 1     | 50                  | 40    | 15    | 9     | 14    | 12    | 50    | 60    | 85    | 91    | 86    | 88    | 2.5     | 2.6   | 2.8   | 2.9   | 2.9   | 2.9   |
| Adult Learning Center   | 0            | 0     | 0     | 0     | 0     | 0     | 0                   | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     |
| TOTAL   | 0            | 0     | 0     | 1     | 0     | 1     | 50                  | 40    | 15    | 9     | 14    | 12    | 50    | 60    | 85    | 91    | 86    | 88    | 2.5     | 2.6   | 2.8   | 2.9   | 2.9   | 2.9   |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| My relationship with other staff members is generally: comfortable with those of my ethnic group. (item23i)   | 100          | 80    | 71    | 79    | 33    | 76    | 0                   | 20    | 18    | 17    | 33    | 18    | 0     | 0     | 0     | 3     | 33    | 6     | 1.0     | 1.2   | 1.4   | 1.2   | 2.0   | 1.3   |
| Santa Ana Campus  | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | -     | 1.0   |
| Orange Campus   | -            | -     | 63    | 67    | 100   | 67    | -                   | -     | 25    | 20    | 0     | 21    | -     | -     | -     | 13    | 0     | 13    | -       | -     | 1.5   | 1.5   | 1.0   | 1.5   |
| Centennial Education Center   | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | -     | 1.0   |
| Adult Learning Center   | 100          | 80    | 70    | 80    | 43    | 77    | 0                   | 20    | 19    | 16    | 29    | 17    | 0     | 0     | 0     | 4     | 29    | 6     | 1.0     | 1.2   | 1.4   | 1.2   | 1.9   | 1.3   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Faculty and staff on this campus generally act as though they are: aware of the importance of enrolling students from underrepresented. (item24a)                                   | 50           | 0     | 39    | 83    | 33    | 70    | 50                  | 75    | 44    | 14    | 50    | 23    | 0     | 25    | 17    | 3     | 17    | 7     | 1.5     | 2.3   | 1.8   | 1.2   | 1.8   | 1.4   |
| Santa Ana Campus  | -            | -     | 0     | 89    | -     | 80    | -                   | -     | 0     | 11    | -     | 10    | -     | -     | 100   | 0     | 10    | 10    | -       | -     | 3.0   | 1.1   | -     | 1.3   |
| Orange Campus   | -            | -     | 40    | 79    | 100   | 70    | -                   | -     | 40    | 7     | 0     | 15    | -     | -     | 20    | 14    | 0     | 15    | -       | -     | 1.8   | 1.4   | 1.0   | 1.5   |
| Centennial Education Center   | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | -     | 1.0   |
| Adult Learning Center   | 50           | 0     | 40    | 84    | 43    | 72    | 50                  | 75    | 40    | 12    | 43    | 20    | 0     | 25    | 20    | 4     | 14    | 8     | 1.5     | 2.3   | 1.8   | 1.7   | 1.7   | 1.4   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Faculty and staff on this campus generally act as though they are: aware of the difficulties that students from specific ethnic groups may face in succeeding in college. (item24b) | 0            | 50    | 35    | 77    | 57    | 68    | 100                 | 25    | 53    | 18    | 29    | 26    | 0     | 25    | 12    | 5     | 14    | 7     | 2.0     | 1.8   | 1.8   | 1.3   | 1.6   | 1.4   |
| Santa Ana Campus  | -            | -     | 0     | 67    | -     | 60    | -                   | -     | 0     | 33    | -     | 30    | -     | -     | 100   | 0     | 10    | 10    | -       | -     | 3.0   | 1.3   | -     | 1.5   |
| Orange Campus   | -            | -     | 29    | 57    | 100   | 50    | -                   | -     | 43    | 43    | 0     | 41    | -     | -     | 29    | 0     | 0     | 9     | -       | -     | 2.0   | 1.4   | 1.0   | 1.6   |
| Centennial Education Center   | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | -     | 1.0   |
| Adult Learning Center   | 0            | 50    | 35    | 75    | 63    | 66    | 100                 | 25    | 46    | 22    | 25    | 24    | 0     | 25    | 19    | 4     | 13    | 7     | 2.0     | 1.8   | 1.8   | 1.3   | 1.5   | 1.4   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |

330

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       | Average |       |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other | Total |
| Faculty and staff on this campus generally act as though they are: resentful of efforts to develop a student body that represents all ethnic groups. (item24c)                     | 0            | 50    | 25    | 10    | 20    | 14    | 50                  | 50    | 38    | 49    | 80    | 49    | 50    | 0     | 38    | 41    | 0     | 37      | 2.5   | 1.5   | 2.1   | 2.3   | 1.8   | 2.3   |
| Santa Ana Campus   | -            | -     | 100   | 0     | -     | 10    | -                   | -     | 0     | 11    | -     | 10    | -     | -     | 0     | 89    | -     | 80      | -     | -     | 1.0   | 2.9   | -     | 2.7   |
| Orange Campus  | -            | -     | 14    | 0     | 0     | 5     | -                   | -     | 57    | 23    | 100   | 38    | -     | -     | 29    | 77    | 0     | 57      | -     | -     | 2.1   | 2.8   | 2.0   | 2.5   |
| Centennial Education Center  | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 100   | 25    | -     | 40    | -     | -     | 0     | 50    | -     | 40      | -     | -     | 2.0   | 2.3   | -     | 2.2   |
| Adult Learning Center  | 0            | 50    | 24    | 8     | 17    | 12    | 50                  | 50    | 44    | 42    | 83    | 45    | 50    | 0     | 32    | 50    | 0     | 43      | 2.5   | 1.5   | 2.1   | 2.4   | 1.8   | 2.3   |
| TOTAL  | 50           | 40    | 21    | 71    | 40    | 59    | 50                  | 20    | 64    | 27    | 60    | 35    | 0     | 40    | 14    | 2     | 0     | 6       | 1.5   | 2.0   | 1.9   | 1.3   | 1.6   | 1.5   |
| Faculty and staff on this campus generally act as though they are: willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses. (item24d) | -            | -     | 33    | 54    | 100   | 50    | -                   | -     | 50    | 39    | 0     | 40    | -     | -     | 17    | 8     | 1     | 10      | -     | -     | 1.8   | 1.5   | 1.0   | 1.6   |
| Santa Ana Campus   | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | 1.0   | -     | 1.0   |
| Orange Campus  | 50           | 40    | 29    | 71    | 50    | 61    | 50                  | 20    | 57    | 25    | 50    | 32    | 0     | 40    | 14    | 3     | 0     | 7       | 1.5   | 2.0   | 1.9   | 1.3   | 1.5   | 1.5   |
| Centennial Education Center  | -            | -     | 33    | 54    | 100   | 50    | -                   | -     | 50    | 39    | 0     | 40    | -     | -     | 17    | 8     | 1     | 10      | -     | -     | 1.8   | 1.5   | 1.0   | 1.6   |
| Adult Learning Center  | -            | -     | 0     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | 1.0   | -     | 1.0   |
| TOTAL  | 50           | 40    | 29    | 71    | 50    | 61    | 50                  | 20    | 57    | 25    | 50    | 32    | 0     | 40    | 14    | 3     | 0     | 7       | 1.5   | 2.0   | 1.9   | 1.3   | 1.5   | 1.5   |
| Faculty and staff on this campus generally act as though they are: willing to mentor students from the underrepresented groups. (item24e)  | 50           | 0     | 44    | 62    | 40    | 54    | 0                   | 50    | 38    | 38    | 40    | 38    | 50    | 50    | 19    | 0     | 20    | 8       | 2.0   | 2.5   | 1.8   | 1.4   | 1.8   | 1.5   |
| Santa Ana Campus   | -            | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | 1.0   | -     | 1.0   |
| Orange Campus  | -            | -     | 17    | 67    | 100   | 53    | -                   | -     | 33    | 17    | 0     | 21    | -     | -     | 50    | 17    | 0     | 28      | -     | -     | 2.3   | 1.5   | 1.0   | 1.7   |
| Centennial Education Center  | -            | -     | 0     | 100   | -     | 75    | -                   | -     | 100   | 0     | -     | 25    | -     | -     | -     | -     | -     | -       | -     | -     | -     | 2.0   | 1.0   | 1.3   |
| Adult Learning Center  | 50           | 0     | 35    | 66    | 50    | 56    | 0                   | 50    | 39    | 32    | 33    | 33    | 50    | 50    | 26    | 2     | 17    | 10      | 2.0   | 2.5   | 1.9   | 1.4   | 1.7   | 1.5   |
| TOTAL  | 50           | 0     | 35    | 66    | 50    | 56    | 0                   | 50    | 39    | 32    | 33    | 33    | 50    | 50    | 26    | 2     | 17    | 10      | 2.0   | 2.5   | 1.9   | 1.4   | 1.7   | 1.5   |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: critical to the institution's mission. (item25a) | 50           | 0     | 44    | 68    | 50    | 60    | 50                  | 50    | 44    | 31    | 50    | 35    | 0     | 50    | 13    | 1     | 0     | 5     | 1.5     | 2.5   | 1.7   | 1.3   | 1.5   | 1.5   |
| Santa Ana Campus   | -            | -     | 0     | 43    | -     | 38    | -                   | -     | 0     | 57    | -     | 50    | -     | -     | 100   | 0     | -     | 13    | -       | -     | 3.0   | 1.6   | -     | 1.8   |
| Orange Campus  | -            | -     | 25    | 46    | 100   | 44    | -                   | -     | 75    | 46    | 0     | 50    | -     | -     | 0     | 8     | 0     | 6     | -       | -     | 1.8   | 1.6   | 1.0   | 1.6   |
| Centennial Education Center  | -            | -     | 100   | 75    | -     | 80    | -                   | -     | 0     | 25    | -     | 20    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.3   | -     | 1.2   |
| Adult Learning Center  | 50           | 0     | 41    | 63    | 57    | 57    | 50                  | 50    | 46    | 35    | 43    | 38    | 0     | 50    | 14    | 2     | 0     | 5     | 1.5     | 2.5   | 1.7   | 1.4   | 1.4   | 1.5   |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: ineffective educationally. (item25b)             | 50           | 25    | 27    | 64    | 20    | 54    | 50                  | 75    | 53    | 34    | 80    | 41    | 0     | 0     | 20    | 3     | 0     | 5     | 1.5     | 1.8   | 1.9   | 1.4   | 1.8   | 1.5   |
| Santa Ana Campus   | -            | -     | 0     | 29    | -     | 25    | -                   | -     | 0     | 71    | -     | 63    | -     | -     | 100   | 0     | -     | 13    | -       | -     | 3.0   | 1.7   | -     | 1.9   |
| Orange Campus  | -            | -     | 25    | 39    | 100   | 39    | -                   | -     | 75    | 62    | 0     | 61    | -     | -     | -     | -     | -     | -     | -       | -     | 1.8   | 1.6   | 1.0   | 1.6   |
| Centennial Education Center  | -            | -     | 100   | 75    | -     | 80    | -                   | -     | 0     | 25    | -     | 20    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.3   | -     | 1.2   |
| Adult Learning Center  | 50           | 25    | 29    | 58    | 33    | 51    | 50                  | 75    | 52    | 40    | 67    | 44    | 0     | 0     | 19    | 2     | 0     | 5     | 1.5     | 1.8   | 1.9   | 1.4   | 1.7   | 1.5   |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: a drain on institutional resources. (item25c)    | 0            | 100   | 14    | 14    | 40    | 18    | 0                   | 0     | 57    | 47    | 20    | 45    | 100   | 0     | 29    | 39    | 40    | 38    | 3.0     | 1.0   | 2.1   | 2.3   | 2.0   | 2.2   |
| Santa Ana Campus   | -            | -     | 100   | 0     | -     | 14    | -                   | -     | 0     | 83    | -     | 71    | -     | -     | 0     | 17    | -     | 14    | -       | -     | 1.0   | 2.2   | -     | 2.0   |
| Orange Campus  | -            | -     | 20    | 8     | 0     | 11    | -                   | -     | 60    | 46    | 100   | 53    | -     | -     | 20    | 46    | 0     | 37    | -       | -     | 2.0   | 2.4   | 2.0   | 2.3   |
| Centennial Education Center  | -            | -     | 100   | 0     | -     | 20    | -                   | -     | 0     | 50    | -     | 40    | -     | -     | 0     | 50    | -     | 40    | -       | -     | 1.0   | 2.5   | -     | 2.2   |
| Adult Learning Center  | 0            | 100   | 24    | 12    | 33    | 17    | 0                   | 0     | 52    | 50    | 33    | 47    | 100   | 0     | 24    | 39    | 33    | 36    | 3.0     | 1.0   | 2.0   | 2.3   | 2.0   | 2.2   |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |

333

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: a stigma on the institution's prestige. (Item25d) | 0            | 33    | 13    | 6     | 33    | 9     | 0                   | 67    | 53    | 24    | 17    | 29    | 100   | 0     | 0     | 33    | 71    | 50    | 62      | 3.0   | 1.7   | 2.2   | 2.7   | 2.2   | 2.5 |
| Santa Ana Campus  | -            | -     | 100   | 0     | -     | 17    | -                   | -     | 0     | 40    | 33    | -     | -     | -     | -     | 0     | 60    | 50    | -       | -     | -     | 1.0   | 2.6   | -     | 2.3 |
| Orange Campus   | -            | -     | 20    | 8     | 0     | 11    | -                   | -     | 60    | 39    | 100   | 47    | -     | -     | -     | 20    | 54    | 0     | 42      | -     | -     | 2.0   | 2.5   | 2.0   | 2.3 |
| Centennial Education Center   | -            | -     | 100   | 0     | 0     | 20    | -                   | -     | 0     | 25    | -     | 20    | -     | -     | -     | 0     | 75    | -     | 60      | -     | -     | 1.0   | 2.8   | -     | 2.4 |
| Adult Learning Center   | 0            | 33    | 23    | 5     | 29    | 10    | 0                   | 67    | 50    | 27    | 29    | 31    | 100   | 0     | 0     | 27    | 68    | 43    | 59      | 3.0   | 1.7   | 2.0   | 2.6   | 2.1   | 2.5 |
| TOTAL   | 0            | 33    | 13    | 6     | 33    | 9     | 0                   | 67    | 53    | 24    | 17    | 29    | 100   | 0     | 0     | 33    | 71    | 50    | 62      | 3.0   | 1.7   | 2.2   | 2.7   | 2.2   | 2.5 |
| Students that I interact with on this campus generally behave as though they are: pleased with developing a student body that represented all ethnic groups. (Item26a)          | 100          | 20    | 50    | 64    | 50    | 59    | 0                   | 80    | 36    | 37    | 50    | 39    | 0     | 0     | 0     | 14    | 0     | 0     | 2       | 1.0   | 1.8   | 1.6   | 1.4   | 1.5   | 1.4 |
| Santa Ana Campus  | -            | -     | 0     | 80    | -     | 67    | -                   | -     | 100   | 20    | -     | 33    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 1.2   | -     | 1.3 |
| Orange Campus   | -            | -     | 0     | 67    | 100   | 47    | -                   | -     | 80    | 11    | 0     | 33    | -     | -     | -     | 20    | 22    | 0     | 20      | -     | -     | 2.2   | 1.6   | 1.0   | 1.7 |
| Centennial Education Center   | -            | -     | 0     | 100   | -     | 80    | -                   | -     | 100   | 0     | -     | 20    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 1.0   | -     | 1.2 |
| Adult Learning Center   | 100          | 20    | 33    | 67    | 60    | 59    | 0                   | 80    | 52    | 31    | 40    | 37    | 0     | 0     | 0     | 14    | 3     | 0     | 4       | 1.0   | 1.8   | 1.8   | 1.4   | 1.4   | 1.5 |
| TOTAL   | 100          | 20    | 50    | 64    | 50    | 59    | 0                   | 80    | 36    | 37    | 50    | 39    | 0     | 0     | 0     | 14    | 0     | 0     | 2       | 1.0   | 1.8   | 1.6   | 1.4   | 1.5   | 1.4 |
| Students that I interact with on this campus generally behave as though they are: resentful of efforts to develop a student body that represented all ethnic groups. (Item26b)  | 0            | 50    | 21    | 8     | 0     | 12    | 0                   | 50    | 29    | 38    | 75    | 38    | 100   | 0     | 0     | 50    | 54    | 25    | 51      | 3.0   | 1.5   | 2.3   | 2.5   | 2.3   | 2.4 |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 67    | -     | 71    | -     | -     | -     | 0     | 33    | -     | 29      | -     | -     | 2.0   | 2.3   | -     | 2.3 |
| Orange Campus   | -            | -     | 20    | 0     | 0     | 7     | -                   | -     | 40    | 33    | 100   | 40    | -     | -     | -     | 40    | 67    | 0     | 53      | -     | -     | 2.2   | 2.7   | 2.0   | 2.5 |
| Centennial Education Center   | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 0     | 25    | -     | 20    | -     | -     | -     | 100   | 50    | -     | 60      | -     | -     | 3.0   | 2.3   | -     | 2.4 |
| Adult Learning Center   | 0            | 50    | 19    | 8     | 0     | 11    | 0                   | 50    | 33    | 39    | 80    | 39    | 100   | 0     | 0     | 48    | 54    | 20    | 50      | 3.0   | 1.5   | 2.3   | 2.5   | 2.2   | 2.4 |
| TOTAL   | 0            | 50    | 21    | 8     | 0     | 12    | 0                   | 50    | 29    | 38    | 75    | 38    | 100   | 0     | 0     | 50    | 54    | 25    | 51      | 3.0   | 1.5   | 2.3   | 2.5   | 2.3   | 2.4 |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |     |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-----|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       | Average |       |       |       |       |       |       |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other | Total |     |
| Students that I interact with on this campus generally behave as though they are: aware of the importance of educating students from all ethnic groups. (Item26c)                                   | 100          | 67    | 53    | 55    | 40    | 56    | 0                   | 33    | 40    | 42    | 60    | 41    | 0     | 0     | 7     | 3     | 0     | 3       | 1.0   | 1.3   | 1.5   | 1.5   | 1.6   | 1.5   | 1.5 |
| Santa Ana Campus  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |     |
| Orange Campus   | 0            |       | 0     | 33    |       | 25    | 100                 |       | 100   | 67    | 75    |       |       |       |       |       |       |         | 2.0   |       | 2.0   | 1.7   |       | 1.8   |     |
| Centennial Education Center   |              |       | 29    | 60    | 100   | 50    |                     |       | 43    | 40    | 0     | 39    |       |       | 29    | 0     | 0     | 11      |       |       |       | 2.0   | 1.4   | 1.0   | 1.6 |
| Adult Learning Center   |              |       | 0     | 60    |       | 50    |                     |       | 0     | 40    | 33    |       |       | 100   | 0     | 0     | 17    |         |       |       | 3.0   | 1.4   |       | 1.7   |     |
| TOTAL   | 67           | 67    | 42    | 55    | 50    | 53    | 33                  | 33    | 42    | 43    | 50    | 43    | 0     | 0     | 17    | 2     | 0     | 5       | 1.3   | 1.3   | 1.8   | 1.5   | 1.5   | 1.5   | 1.5 |
| Students that I interact with on this campus generally behave as though they are: aware of the difficulties that students from underrepresented groups may face in succeeding in college. (Item26d) | 50           | 40    | 43    | 50    | 60    | 49    | 50                  | 60    | 50    | 45    | 40    | 47    | 0     | 0     | 7     | 5     | 0     | 4       | 1.5   | 1.8   | 1.6   | 1.5   | 1.4   | 1.6   | 1.6 |
| Santa Ana Campus  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |     |
| Orange Campus   |              |       | 0     | 17    |       | 14    |                     |       | 0     | 83    | 71    |       |       |       | 100   | 0     | 0     | 14      |       |       |       | 3.0   | 1.8   |       | 2.0 |
| Centennial Education Center   |              |       | 14    | 56    | 100   | 41    |                     |       | 71    | 22    | 0     | 41    |       |       | 14    | 22    | 0     | 18      |       |       |       | 2.0   | 1.7   | 1.0   | 1.8 |
| Adult Learning Center   |              |       |       | 60    |       | 60    |                     |       |       | 40    |       | 40    |       |       |       |       |       | 7       |       |       |       |       | 1.4   |       | 1.4 |
| TOTAL   | 50           | 40    | 32    | 49    | 67    | 46    | 50                  | 60    | 55    | 45    | 33    | 47    | 0     | 0     | 14    | 6     | 0     | 7       | 1.5   | 1.6   | 1.8   | 1.6   | 1.6   | 1.3   | 1.6 |
| Students that I interact with on this campus generally behave as though they are: supportive of students from underrepresented groups. (Item26e)  | 100          | 33    | 43    | 56    | 40    | 53    | 0                   | 67    | 50    | 42    | 60    | 45    | 0     | 0     | 7     | 2     | 0     | 2       | 1.0   | 1.7   | 1.6   | 1.5   | 1.6   | 1.5   | 1.5 |
| Santa Ana Campus  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |     |
| Orange Campus   |              |       | 0     | 33    |       | 29    |                     |       | 0     | 67    | 57    |       |       |       | 100   | 0     | 0     | 14      |       |       |       | 3.0   | 1.7   |       | 1.9 |
| Centennial Education Center   |              |       | 29    | 50    | 100   | 44    |                     |       | 71    | 38    | 0     | 50    |       |       | 0     | 13    | 0     | 6       |       |       |       | 1.7   | 1.6   | 1.0   | 1.6 |
| Adult Learning Center   |              |       |       | 75    |       | 75    |                     |       |       | 25    |       | 25    |       |       |       |       |       | 3       |       |       |       |       | 1.3   |       | 1.3 |
| TOTAL   | 100          | 33    | 36    | 55    | 50    | 51    | 0                   | 67    | 55    | 43    | 50    | 46    | 0     | 0     | 9     | 2     | 0     | 3       | 1.0   | 1.7   | 1.7   | 1.5   | 1.5   | 1.5   | 1.5 |

343

|  | By Ethnicity |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
|--|--------------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
|  | Frequently   |       |       |       |       | Occasionally/Seldom |       |       |       |       | Never |       |       |       |       | Average |       |       |       |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total               | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White   | Other | Total | Black | Asian | Hisp. | White | Other | Total |     |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: informal discussions with others on campus. (item27e) | 100          | 50    | 15    | 44    | 43    | 42                  | 0     | 50    | 69    | 48    | 43    | 49    | 0     | 0     | 15    | 9       | 14    | 9     | 1.0   | 1.5   | 2.0   | 1.7   | 1.7   | 1.7   | 1.7 |
| Santa Ana Campus   | -            | -     | 0     | 40    | -     | 33                  | -     | -     | 100   | 40    | -     | 50    | -     | -     | 0     | 20      | -     | 17    | -     | -     | 2.0   | -     | -     | 1.8   | 1.8 |
| Orange Campus  | -            | -     | 33    | 70    | 100   | 59                  | -     | -     | 50    | 20    | 0     | 29    | -     | -     | 17    | 10      | 0     | 12    | -     | -     | 1.8   | 1.0   | 1.0   | 1.5   | 1.5 |
| Centennial Education Center  | -            | -     | 0     | 50    | -     | 40                  | -     | -     | 100   | 25    | -     | 40    | -     | -     | 0     | 25      | -     | 20    | -     | -     | 2.0   | -     | -     | 1.8   | 1.8 |
| Adult Learning Center  | 100          | 50    | 19    | 47    | 50    | 43                  | 0     | 50    | 67    | 43    | 38    | 46    | 0     | 0     | 14    | 10      | 13    | 10    | 1.0   | 1.5   | 2.0   | 1.6   | 1.6   | 1.7   | 1.7 |
| TOTAL  |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: staff development activities. (item27b)               | 100          | 50    | 18    | 34    | 33    | 32                  | 0     | 50    | 65    | 51    | 67    | 54    | 0     | 0     | 18    | 15      | 0     | 14    | 1.0   | 1.5   | 2.0   | 1.8   | 1.7   | 1.8   | 1.8 |
| Santa Ana Campus   | -            | -     | 0     | 100   | -     | 33                  | -     | -     | 0     | 100   | -     | 33    | -     | -     | 100   | 0       | -     | 33    | -     | -     | 3.0   | 1.8   | -     | 2.0   | 2.0 |
| Orange Campus  | -            | -     | 14    | 33    | 100   | 29                  | -     | -     | 43    | 33    | 0     | 35    | -     | -     | 43    | 33      | 0     | 35    | -     | -     | 2.3   | 2.0   | 1.0   | 2.1   | 2.1 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -                   | -     | -     | 0     | 50    | -     | 40    | -     | -     | 100   | 50      | -     | 60    | -     | -     | 3.0   | 2.5   | -     | 2.6   | 2.6 |
| Adult Learning Center  | 100          | 50    | 15    | 33    | 43    | 31                  | 0     | 50    | 54    | 48    | 57    | 50    | 0     | 0     | 31    | 19      | 0     | 20    | 1.0   | 1.5   | 2.2   | 1.9   | 1.6   | 1.9   |     |
| TOTAL  |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: conferences and workshops. (item27c)                  | 100          | 50    | 24    | 30    | 50    | 31                  | 0     | 50    | 59    | 52    | 33    | 52    | 0     | 0     | 18    | 18      | 17    | 18    | 1.0   | 1.5   | 1.9   | 1.9   | 1.7   | 1.9   | 1.9 |
| Santa Ana Campus   | -            | -     | 0     | 40    | -     | 33                  | -     | -     | 100   | 40    | -     | 50    | -     | -     | 0     | 20      | -     | 17    | -     | -     | 2.0   | 1.8   | -     | 1.8   | 1.8 |
| Orange Campus  | -            | -     | 29    | 38    | 100   | 38                  | -     | -     | 43    | 25    | 0     | 31    | -     | -     | 29    | 38      | 0     | 31    | -     | -     | 2.0   | 2.0   | 1.0   | 1.9   | 1.9 |
| Centennial Education Center  | -            | -     | 0     | 25    | -     | 20                  | -     | -     | 100   | 25    | -     | 40    | -     | -     | 0     | 50      | -     | 40    | -     | -     | 2.0   | 2.0   | 2.3   | 2.2   | 2.2 |
| Adult Learning Center  | 100          | 50    | 23    | 31    | 57    | 32                  | 0     | 50    | 58    | 48    | 29    | 48    | 0     | 0     | 19    | 22      | 14    | 20    | 1.0   | 1.5   | 2.0   | 1.9   | 1.6   | 1.9   |     |
| TOTAL  |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: committee assignments and/or department/division meetings. (item27d) | 100          | 50    | 18    | 31    | 33    | 30    | 0                   | 50    | 41    | 46    | 50    | 45    | 0     | 0     | 41    | 24    | 17    | 28    | 1.0     | 1.5   | 2.2   | 1.9   | 1.8   | 2.0   | 2.0 |
| Santa Ana Campus  | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 0     | 40    | -     | 33    | -     | -     | 100   | 40    | -     | 50    | -       | -     | 3.0   | 2.2   | -     | 2.3   | -   |
| Orange Campus   | -            | -     | 0     | 25    | 100   | 20    | -                   | -     | 25    | 38    | 0     | 31    | -     | -     | 75    | 38    | 0     | 46    | -       | -     | 2.8   | 2.1   | 1.0   | 2.2   | -   |
| Centennial Education Center   | -            | -     | 0     | 25    | -     | 28    | -                   | -     | 0     | 25    | -     | 20    | -     | -     | 100   | 50    | -     | 60    | -       | -     | 3.0   | 2.3   | -     | 2.4   | -   |
| Adult Learning Center   | 100          | 50    | 13    | 29    | 43    | 43    | 0                   | 50    | 35    | 44    | 43    | 42    | 0     | 0     | 52    | 27    | 14    | 30    | 1.0     | 1.5   | 2.4   | 2.0   | 1.7   | 2.0   | 2.0 |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: special events (cultural celebrations, etc.). (item27e)              | 50           | 50    | 35    | 39    | 43    | 39    | 50                  | 50    | 53    | 51    | 43    | 51    | 0     | 0     | 12    | 10    | 14    | 10    | 1.5     | 1.5   | 1.8   | 1.7   | 1.7   | 1.7   | 1.7 |
| Santa Ana Campus  | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 100   | 80    | -     | 83    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.8   | -     | 1.8   | -   |
| Orange Campus   | -            | -     | 17    | 25    | 100   | 27    | -                   | -     | 17    | 63    | 0     | 40    | -     | -     | 67    | 13    | 0     | 33    | -       | -     | 2.5   | 1.9   | 1.0   | 2.1   | -   |
| Centennial Education Center   | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 100   | 25    | -     | 40    | -     | -     | 0     | 50    | -     | 40    | -       | -     | 2.0   | 2.3   | -     | 2.2   | -   |
| Adult Learning Center   | 50           | 50    | 28    | 36    | 50    | 36    | 50                  | 50    | 48    | 52    | 38    | 50    | 0     | 0     | 24    | 12    | 13    | 14    | 1.5     | 1.5   | 2.0   | 1.8   | 1.6   | 1.8   | 1.8 |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: concerts and exhibits. (item27f)                                     | 50           | 0     | 14    | 32    | 14    | 27    | 50                  | 100   | 71    | 51    | 57    | 56    | 0     | 0     | 14    | 18    | 29    | 17    | 1.5     | 2.0   | 2.0   | 1.9   | 2.1   | 1.9   | 1.9 |
| Santa Ana Campus  | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 0     | 40    | -     | 33    | -     | -     | 100   | 40    | -     | 50    | -       | -     | 3.0   | 2.2   | -     | 2.3   | -   |
| Orange Campus   | -            | -     | 17    | 0     | 100   | 13    | -                   | -     | 17    | 88    | 0     | 53    | -     | -     | 67    | 13    | 0     | 33    | -       | -     | 2.5   | 2.1   | 1.0   | 2.2   | -   |
| Centennial Education Center   | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 0     | 25    | -     | 20    | -     | -     | 100   | 50    | -     | 60    | -       | -     | 3.0   | 2.3   | -     | 2.4   | -   |
| Adult Learning Center   | 50           | 0     | 14    | 28    | 25    | 25    | 50                  | 100   | 50    | 52    | 50    | 53    | 0     | 0     | 38    | 20    | 25    | 22    | 1.5     | 2.0   | 2.2   | 1.9   | 2.0   | 2.0   | 2.0 |



|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: athletic events. (item27g)<br>Santa Ana Campus<br>Orange Campus<br>Centennial Education Center<br>Adult Learning Center<br>TOTAL                          | 0            | 0     | 8     | 10    | 33    | 11    | 50                  | 33    | 39    | 31    | 33    | 33    | 50    | 67    | 54    | 58    | 33    | 56    | 2.5     | 2.7   | 2.5   | 2.5   | 2.0   | 2.4   |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: others (please specify:). (item27h)<br>Santa Ana Campus<br>Orange Campus<br>Centennial Education Center<br>Adult Learning Center<br>TOTAL                 | -            | -     | 0     | 13    | 0     | 10    | -                   | -     | 0     | 38    | 100   | 40    | -     | -     | 100   | 50    | 0     | 50    | -       | -     | 3.0   | 2.4   | 2.0   | 2.4   |
| The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: being friendly and receptive. (item28a)<br>Santa Ana Campus<br>Orange Campus<br>Centennial Education Center<br>Adult Learning Center<br>TOTAL | 50           | 50    | 46    | 51    | 33    | 49    | 50                  | 50    | 46    | 44    | 50    | 46    | 0     | 0     | 8     | 5     | 17    | 6     | 1.5     | 1.5   | 1.6   | 1.5   | 1.8   | 1.8   |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: accommodating their needs and interests. (Item28b) | 50           | 20    | 27    | 53    | 40    | 44    | 50                  | 80    | 64    | 40    | 40    | 48    | 0     | 0     | 0     | 8     | 20    | 8     | 1.5     | 1.8   | 1.8   | 1.8   | 1.6   | 1.6   |
| Santa Ana Campus  | -            | -     | 0     | 50    | -     | 40    | -                   | -     | 100   | 50    | -     | 60    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.5   | -     | 1.6   |
| Orange Campus   | -            | -     | 40    | 63    | 100   | 57    | -                   | -     | 40    | 38    | 0     | 38    | -     | -     | -     | 0     | 0     | 7     | -       | -     | 1.8   | 1.4   | 1.0   | 1.5   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | 50    | -     | 50    | -     | -     | -     | 50    | -     | 50    | -       | -     | -     | 2.5   | -     | 2.5   |
| Adult Learning Center   | 50           | 20    | 28    | 52    | 50    | 45    | 50                  | 80    | 59    | 41    | 33    | 48    | 0     | 0     | 0     | 12    | 17    | 8     | 1.5     | 1.8   | 1.8   | 1.6   | 1.7   | 1.6   |
| TOTAL   | 0            | 25    | 22    | 38    | 33    | 33    | 100                 | 50    | 78    | 56    | 50    | 59    | 0     | 25    | 0     | 6     | 17    | 7     | 2.0     | 2.0   | 1.8   | 1.7   | 1.8   | 1.7   |
| The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: hiring them to work in its business. (Item28c)     | -            | -     | 0     | 67    | 0     | 50    | -                   | -     | 100   | 33    | -     | 50    | -     | -     | -     | 0     | 0     | 8     | -       | -     | 2.0   | 1.3   | -     | 1.5   |
| Santa Ana Campus  | -            | -     | 0     | 57    | 100   | 42    | -                   | -     | 75    | 43    | 0     | 50    | -     | -     | 25    | 0     | 0     | 8     | -       | -     | 2.3   | 1.4   | 1.0   | 1.7   |
| Orange Campus   | -            | -     | -     | 33    | -     | 33    | -                   | -     | -     | 33    | -     | 33    | -     | -     | -     | 33    | -     | 33    | -       | -     | -     | 2.0   | -     | 2.0   |
| Centennial Education Center   | 0            | 25    | 14    | 43    | 43    | 36    | 100                 | 50    | 79    | 51    | 43    | 56    | 0     | 25    | 7     | 6     | 14    | 8     | 2.0     | 2.0   | 1.9   | 1.6   | 1.7   | 1.7   |
| Adult Learning Center   | 0            | 0     | 0     | 0     | 0     | 0     | 0                   | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     |
| TOTAL   | 0            | 0     | 20    | 18    | 25    | 17    | 50                  | 50    | 50    | 53    | 50    | 52    | 50    | 50    | 30    | 30    | 25    | 32    | 2.5     | 2.5   | 2.1   | 2.1   | 2.0   | 2.1   |
| The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: resenting their presence. (Item28d)                | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 50    | -     | 60    | -     | -     | 0     | 50    | -     | 40    | -       | -     | 2.0   | 2.5   | -     | 2.4   |
| Santa Ana Campus  | -            | -     | 25    | 29    | 100   | 33    | -                   | -     | 75    | 29    | 0     | 42    | -     | -     | 0     | 43    | 0     | 25    | -       | -     | 1.8   | 2.1   | 1.0   | 1.9   |
| Orange Campus   | -            | -     | -     | 33    | -     | 33    | -                   | -     | -     | 33    | -     | 33    | -     | -     | -     | 33    | -     | 33    | -       | -     | -     | 2.0   | -     | 2.0   |
| Centennial Education Center   | 0            | 0     | 20    | 19    | 40    | 19    | 50                  | 50    | 60    | 48    | 40    | 50    | 50    | 50    | 20    | 33    | 20    | 31    | 2.5     | 2.5   | 2.0   | 2.1   | 1.8   | 2.1   |
| Adult Learning Center   | 0            | 0     | 0     | 0     | 0     | 0     | 0                   | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     |
| TOTAL   | 0            | 0     | 20    | 19    | 40    | 19    | 50                  | 50    | 60    | 48    | 40    | 50    | 50    | 50    | 20    | 33    | 20    | 31    | 2.5     | 2.5   | 2.0   | 2.1   | 1.8   | 2.1   |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| Administrators on this campus <u>get</u> as though they are aware of the importance of educating students from all ethnic groups. (item29a)                                  | 100          | 40    | 38    | 84    | 71    | 75    | 0                   | 60    | 50    | 15    | 29    | 22    | 0     | 0     | 13    | 1     | 0     | 3     | 1.0     | 1.6   | 1.8   | 1.2   | 1.3   | 1.3   |
| Santa Ana Campus   | 100          | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 1.0     | -     | 1.0   | 1.0   | -     | 1.0   |
| Orange Campus  | -            | -     | 50    | 64    | 100   | 62    | -                   | -     | 33    | 29    | 0     | 29    | -     | -     | 17    | 7     | 0     | 10    | -       | -     | 1.7   | 1.4   | 1.0   | 1.5   |
| Centennial Education Center  | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | -     | 1.0   |
| Adult Learning Center  | 100          | 40    | 46    | 84    | 75    | 76    | 0                   | 60    | 42    | 15    | 25    | 21    | 0     | 0     | 13    | 2     | 0     | 3     | 1.0     | 1.6   | 1.7   | 1.2   | 1.3   | 1.3   |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Administrators on this campus <u>get</u> as though they are aware of the difficulties that students from specific ethnic groups may have in succeeding in college. (item29b) | 100          | 60    | 33    | 85    | 57    | 75    | 0                   | 40    | 60    | 13    | 43    | 22    | 0     | 0     | 7     | 3     | 0     | 3     | 1.0     | 1.4   | 1.7   | 1.2   | 1.4   | 1.3   |
| Santa Ana Campus   | 100          | -     | 100   | 86    | -     | 89    | 0                   | -     | 0     | 14    | -     | 11    | -     | -     | -     | -     | -     | -     | 1.0     | -     | 1.0   | 1.1   | -     | 1.1   |
| Orange Campus  | -            | -     | 17    | 57    | 100   | 48    | -                   | -     | 67    | 36    | 0     | 43    | -     | -     | 17    | 7     | 0     | 10    | -       | -     | 2.0   | 1.5   | 1.1   | 1.6   |
| Centennial Education Center  | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | -     | 1.0   |
| Adult Learning Center  | 100          | 60    | 35    | 82    | 63    | 73    | 0                   | 40    | 57    | 15    | 38    | 23    | 0     | 0     | 9     | 3     | 0     | 3     | 1.0     | 1.4   | 1.7   | 1.2   | 1.4   | 1.3   |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Administrators on this campus <u>get</u> as though they are resentful of efforts to develop a student body that represents all ethnic groups. (item29c)                      | 0            | 0     | 15    | 13    | 0     | 12    | 0                   | 100   | 46    | 24    | 33    | 29    | 100   | 0     | 39    | 63    | 67    | 59    | 3.0     | 2.0   | 2.2   | 2.5   | 2.7   | 2.5   |
| Santa Ana Campus   | -            | -     | 0     | 14    | -     | 13    | -                   | -     | 100   | 0     | -     | 13    | -     | -     | 0     | 86    | -     | 75    | -       | -     | 2.0   | 2.7   | -     | 2.6   |
| Orange Campus  | -            | -     | 40    | 10    | 0     | 19    | -                   | -     | 40    | 10    | 0     | 19    | -     | -     | 20    | 80    | 100   | 63    | -       | -     | 1.8   | 2.7   | 3.0   | 2.4   |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | 3.0   | -     | 3.0   |
| Adult Learning Center  | 0            | 0     | 21    | 12    | 0     | 13    | 0                   | 100   | 47    | 20    | 29    | 26    | 100   | 0     | 32    | 68    | 71    | 62    | 3.0     | 2.0   | 2.1   | 2.6   | 2.7   | 2.5   |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| Administrators on this campus act as though they are supportive of students from all ethnic groups. (item29d)   | 50           | 50    | 44    | 85    | 71    | 75    | 50                  | 50    | 44    | 14    | 29    | 22    | 0     | 0     | 0     | 13    | 1     | 0     | 3       | 1.5   | 1.5   | 1.7   | 1.2   | 1.3   | 1.3 |
| Santa Ana Campus  | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | -     | 1.0   |     |
| Orange Campus   | -            | -     | 50    | 79    | 100   | 71    | -                   | -     | 33    | 14    | 0     | 19    | -     | -     | -     | 17    | 7     | 0     | -       | -     | 1.7   | 1.3   | 1.0   | 1.4   |     |
| Centennial Education Center   | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | -     | 1.0   |     |
| Adult Learning Center   | 50           | 50    | 50    | 85    | 75    | 77    | 50                  | 50    | 38    | 13    | 25    | 20    | 0     | 0     | 0     | 13    | 2     | 0     | 1.5     | 1.5   | 1.6   | 1.2   | 1.3   | 1.3   |     |
| TOTAL   | 50           | 50    | 56    | 83    | 57    | 76    | 50                  | 50    | 38    | 15    | 43    | 22    | 0     | 25    | 6     | 1     | 0     | 3     | 1.5     | 1.8   | 1.5   | 1.2   | 1.4   | 1.3   |     |
| Administrators on this campus act as though they are supportive of disabled students. (item29f)   | 50           | 50    | 50    | 57    | 100   | 57    | 50                  | 50    | 33    | 36    | 0     | 33    | -     | -     | -     | 17    | 7     | 0     | -       | -     | 1.7   | 1.5   | 1.0   | 1.5   |     |
| Santa Ana Campus  | -            | -     | 100   | 80    | -     | 83    | -                   | -     | 0     | 20    | -     | 17    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.2   | -     | 1.2   |     |
| Orange Campus   | 50           | 50    | 57    | 81    | 63    | 74    | 50                  | 50    | 35    | 18    | 38    | 22    | 0     | 25    | 9     | 2     | 0     | 4     | 1.5     | 1.8   | 1.5   | 1.2   | 1.4   | 1.3   |     |
| Centennial Education Center   | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.8   | 1.5   | 1.2   | 1.4   |     |
| Adult Learning Center   | 50           | 50    | 27    | 71    | 50    | 61    | 50                  | 50    | 64    | 24    | 50    | 34    | 0     | 0     | 9     | 5     | 0     | 5     | 1.5     | 1.8   | 1.8   | 1.3   | 1.5   | 1.4   |     |
| TOTAL   | 50           | 50    | 33    | 50    | 100   | 47    | 50                  | 50    | 50    | 42    | 0     | 42    | -     | -     | -     | 17    | 8     | 0     | -       | -     | 1.8   | 1.6   | 1.0   | 1.6   |     |
| Administrators on this campus act as though they are willing to mentor faculty and staff from all ethnic groups. (item29g)                            | 50           | 50    | 29    | 70    | 60    | 61    | 50                  | 50    | 75    | 25    | 40    | 33    | 0     | 0     | 0     | 12    | 5     | 0     | 1.5     | 1.8   | 1.8   | 1.3   | 1.4   | 1.4   |     |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |     |
| Orange Campus   | -            | -     | 33    | 50    | 100   | 100   | -                   | -     | 50    | 42    | 0     | 42    | -     | -     | -     | 17    | 8     | 0     | -       | -     | 1.8   | 1.6   | 1.0   | 1.6   |     |
| Centennial Education Center   | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | -     | 1.0   |     |
| Adult Learning Center   | 50           | 50    | 29    | 70    | 60    | 61    | 50                  | 50    | 75    | 25    | 40    | 33    | 0     | 0     | 0     | 12    | 5     | 0     | 1.5     | 1.8   | 1.8   | 1.3   | 1.4   | 1.4   |     |
| TOTAL   | 0            | 67    | 20    | 10    | 0     | 12    | 0                   | 33    | 70    | 35    | 60    | 40    | 100   | 0     | 10    | 55    | 40    | 48    | 3.0     | 1.3   | 1.9   | 2.5   | 2.4   | 2.4   |     |
| Administrators on this campus act as though they are resentful of efforts to develop a faculty and staff that represents all ethnic groups. (item29i) | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 17    | -     | 29    | -     | -     | 0     | 83    | -     | 71    | -       | -     | 2.0   | 2.8   | -     | 2.7   |     |
| Santa Ana Campus  | -            | -     | 17    | 18    | 0     | 17    | -                   | -     | 50    | 18    | 0     | 28    | -     | -     | 33    | 64    | 100   | 56    | -       | -     | 2.2   | 2.5   | 3.0   | 2.4   |     |
| Orange Campus   | -            | -     | 100   | 33    | -     | 50    | -                   | -     | -     | -     | -     | -     | -     | -     | 0     | 67    | -     | 50    | -       | -     | 1.0   | 2.3   | -     | 2.0   |     |
| Centennial Education Center   | -            | -     | 22    | 11    | 0     | 13    | 0                   | 33    | 61    | 31    | 50    | 36    | 100   | 0     | 17    | 58    | 50    | 51    | 1.3     | 1.3   | 1.9   | 2.5   | 2.5   | 2.4   |     |
| Adult Learning Center   | 0            | 67    | 22    | 11    | 0     | 13    | 0                   | 33    | 61    | 31    | 50    | 36    | 100   | 0     | 17    | 58    | 50    | 51    | 1.3     | 1.3   | 1.9   | 2.5   | 2.5   | 2.4   |     |
| TOTAL   | 0            | 67    | 22    | 11    | 0     | 13    | 0                   | 33    | 61    | 31    | 50    | 36    | 100   | 0     | 17    | 58    | 50    | 51    | 1.3     | 1.3   | 1.9   | 2.5   | 2.5   | 2.4   |     |

355

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| Administrators on this campus act as though they are aware of the difficulties that faculty and staff from specific ethnic groups may face in succeeding at this institution. (item29j) | 100          | 25    | 14    | 55    | 29    | 47    | 0                   | 50    | 79    | 43    | 71    | 50    | 0     | 25    | 7     | 2     | 0     | 3     | 1.0     | 2.0   | 1.9   | 1.5   | 1.7   | 1.6   |
| Santa Ana Campus  | -            | -     | 0     | 67    | -     | 57    | -                   | -     | 100   | 17    | -     | 29    | -     | -     | 0     | 17    | -     | 14    | -       | -     | 2.0   | 1.5   | -     | 1.6   |
| Orange Campus   | -            | -     | 20    | 46    | 100   | 42    | -                   | -     | 60    | 38    | 0     | 42    | -     | -     | 20    | 15    | 0     | 16    | -       | -     | 2.0   | 1.7   | 1.0   | 1.7   |
| Centennial Education Center   | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | -     | 1.0   |
| Adult Learning Center   | 100          | 25    | 19    | 57    | 38    | 49    | 0                   | 50    | 71    | 39    | 63    | 46    | 0     | 25    | 10    | 5     | 0     | 6     | 1.0     | 2.0   | 1.9   | 1.5   | 1.6   | 1.6   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Administrators on this campus act as though they are supportive of faculty and staff from all ethnic groups. (item29k)  | 50           | 40    | 27    | 73    | 50    | 63    | 50                  | 60    | 60    | 26    | 50    | 34    | 0     | 0     | 13    | 1     | 0     | 3     | 1.5     | 1.6   | 1.9   | 1.3   | 1.5   | 1.4   |
| Santa Ana Campus  | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | -     | 1.0   |
| Orange Campus   | -            | -     | 40    | 69    | 100   | 63    | -                   | -     | 40    | 23    | 0     | 26    | -     | -     | 20    | 8     | 0     | 11    | -       | -     | 1.8   | 1.4   | 1.0   | 1.5   |
| Centennial Education Center   | -            | -     | 0     | 100   | -     | 83    | -                   | -     | 100   | 0     | -     | 17    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.0   | -     | 1.2   |
| Adult Learning Center   | 50           | 40    | 32    | 75    | 57    | 66    | 50                  | 60    | 55    | 23    | 43    | 31    | 0     | 0     | 14    | 2     | 0     | 4     | 1.5     | 1.6   | 1.8   | 1.3   | 1.4   | 1.4   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Administrators on this campus act as though they are supportive of disabled faculty and staff. (item29m)  | 50           | 50    | 36    | 76    | 50    | 67    | 50                  | 25    | 64    | 22    | 33    | 30    | 0     | 25    | 0     | 0     | 17    | 3     | 1.5     | 1.8   | 1.8   | 1.3   | 1.7   | 1.4   |
| Santa Ana Campus  | -            | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | -     | 1.0   |
| Orange Campus   | -            | -     | 40    | 50    | 100   | 50    | -                   | -     | 40    | 50    | 0     | 44    | -     | -     | 20    | 0     | 0     | 6     | -       | -     | 1.8   | 1.5   | 1.0   | 1.6   |
| Centennial Education Center   | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | -     | 1.0   |
| Adult Learning Center   | 50           | 50    | 40    | 76    | 57    | 68    | 50                  | 25    | 55    | 23    | 29    | 29    | 0     | 25    | 5     | 1     | 14    | 3     | 1.5     | 1.8   | 1.7   | 1.3   | 1.6   | 1.4   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| Administrators on this campus act as though they are obstructive on the extent permitted by the law. (item29n)           | 0            | 33    | 25    | 8     | 0     | 10    | 100                 | 33    | 38    | 17    | 50    | 23    | 0     | 33    | 38    | 75    | 50    | 67    | 2.0     | 2.0   | 2.1   | 2.7   | 2.5   | 2.6   | 2.6 |
| Santa Ana Campus   | -            | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 3.0   | -     | 3.0   | 3.0 |
| Orange Campus  | -            | -     | 50    | 0     | 0     | 17    | -                   | -     | 50    | 14    | 0     | 25    | -     | -     | 0     | 86    | 100   | 58    | -       | -     | 1.5   | 2.9   | 3.0   | 2.4   | 2.4 |
| Centennial Education Center  | -            | -     | 100   | 0     | -     | 33    | -                   | -     | -     | -     | -     | -     | -     | -     | 0     | 100   | -     | 67    | -       | -     | 1.0   | 3.0   | -     | 2.3   | 2.3 |
| Adult Learning Center  | 0            | 33    | 39    | 7     | 0     | 11    | 100                 | 33    | 39    | 15    | 43    | 21    | 0     | 33    | 23    | 79    | 57    | 68    | 2.0     | 2.0   | 1.8   | 2.7   | 2.6   | 2.6   | 2.6 |
| TOTAL  | 0            | 33    | 39    | 7     | 0     | 11    | 100                 | 33    | 39    | 15    | 43    | 21    | 0     | 33    | 23    | 79    | 57    | 68    | 2.0     | 2.0   | 1.8   | 2.7   | 2.6   | 2.6   | 2.6 |
| Campus administrators behave as though high priorities for them are to: enhance the prestige of the campus. (item30a)    | 50           | 33    | 44    | 57    | 43    | 53    | 50                  | 67    | 56    | 40    | 43    | 44    | 0     | 0     | 0     | 2     | 14    | 3     | 1.5     | 1.7   | 1.6   | 1.5   | 1.7   | 1.5   | 1.5 |
| Santa Ana Campus   | -            | -     | -     | 29    | -     | 29    | -                   | -     | -     | 57    | -     | 57    | -     | -     | -     | 14    | -     | 14    | -       | -     | -     | 1.9   | -     | 1.9   | 1.9 |
| Orange Campus  | -            | -     | 50    | 57    | 100   | 57    | -                   | -     | 25    | 36    | 0     | 30    | -     | -     | 25    | 7     | 0     | 13    | -       | -     | 1.8   | 1.5   | 1.0   | 1.6   | 1.6 |
| Centennial Education Center  | -            | -     | 100   | 40    | -     | 50    | -                   | -     | 0     | 40    | -     | 33    | -     | -     | 0     | 20    | -     | 17    | -       | -     | 1.0   | 1.8   | -     | 1.7   | 1.7 |
| Adult Learning Center  | 50           | 33    | 48    | 55    | 50    | 52    | 50                  | 67    | 44    | 41    | 38    | 42    | 0     | 0     | 8     | 5     | 13    | 5     | 1.5     | 1.7   | 1.6   | 1.5   | 1.6   | 1.5   | 1.5 |
| TOTAL  | 50           | 33    | 48    | 55    | 50    | 52    | 50                  | 67    | 44    | 41    | 38    | 42    | 0     | 0     | 8     | 5     | 13    | 5     | 1.5     | 1.7   | 1.6   | 1.5   | 1.6   | 1.5   | 1.5 |
| Campus administrators behave as though high priorities for them are to: hire a high quality faculty and staff. (item30b) | 50           | 20    | 38    | 71    | 29    | 61    | 50                  | 60    | 56    | 28    | 71    | 36    | 0     | 20    | 6     | 1     | 0     | 3     | 1.5     | 2.0   | 1.7   | 1.3   | 1.7   | 1.4   | 1.4 |
| Santa Ana Campus   | -            | -     | 100   | 86    | -     | 88    | -                   | -     | -     | -     | -     | -     | -     | -     | 0     | 14    | -     | 13    | -       | -     | 1.0   | 1.3   | -     | 1.3   | 1.3 |
| Orange Campus  | -            | -     | 38    | 71    | 100   | 61    | -                   | -     | 50    | 29    | 0     | 35    | -     | -     | 13    | 0     | 0     | 4     | -       | -     | 1.8   | 1.3   | 1.0   | 1.3   | 1.3 |
| Centennial Education Center  | -            | -     | 100   | 80    | -     | 83    | -                   | -     | -     | -     | -     | -     | -     | -     | 0     | 20    | -     | 17    | -       | -     | 1.0   | 1.4   | -     | 1.3   | 1.3 |
| Adult Learning Center  | 50           | 20    | 42    | 73    | 38    | 63    | 50                  | 60    | 50    | 25    | 63    | 33    | 0     | 20    | 8     | 3     | 0     | 4     | 1.5     | 2.0   | 1.7   | 1.3   | 1.6   | 1.4   | 1.4 |
| TOTAL  | 50           | 20    | 42    | 73    | 38    | 63    | 50                  | 60    | 50    | 25    | 63    | 33    | 0     | 20    | 8     | 3     | 0     | 4     | 1.5     | 2.0   | 1.7   | 1.3   | 1.6   | 1.4   | 1.4 |

|  | By Ethnicity |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |     |     |     |     |     |     |     |
|--|--------------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-----|-----|-----|-----|-----|-----|-----|
|  | Frequently   |       |       |       |       | Occasionally/Seldom |       |       |       |       | Never |       |       |       |       | Average |       |       |     |     |     |     |     |     |     |
|  | Black        | Asian | Hisp. | White | Other | Total               | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White   | Other | Total |     |     |     |     |     |     |     |
| Campus administrators behave as though high priorities for them are to: retain a high quality faculty and staff. (item30c) | 50           | 40    | 33    | 64    | 29    | 57                  | 50    | 40    | 60    | 36    | 57    | 41    | 0     | 20    | 7     | 0       | 14    | 3     | 1.5 | 1.8 | 1.7 | 1.4 | 1.4 | 1.9 | 1.5 |
| Santa Ana Campus   | -            | -     | 100   | 86    | -     | 88                  | -     | -     | 0     | 14    | -     | 13    | -     | -     | -     | -       | -     | -     | -   | -   | -   | 1.0 | 1.1 | -   | 1.1 |
| Orange Campus  | -            | -     | 14    | 57    | 100   | 46                  | -     | -     | 57    | 43    | 0     | 46    | -     | -     | 29    | 0       | 0     | 9     | -   | -   | 2.1 | 1.4 | 1.4 | 1.0 | 1.6 |
| Centennial Education Center  | -            | -     | 100   | 80    | -     | 83                  | -     | -     | -     | -     | -     | -     | -     | -     | 0     | 20      | -     | 17    | -   | -   | 1.0 | 1.4 | 1.4 | -   | 1.3 |
| Adult Learning Center  | 50           | 40    | 33    | 66    | 38    | 58                  | 50    | 40    | 54    | 34    | 50    | 38    | 0     | 20    | 13    | 1       | 13    | 4     | 1.5 | 1.8 | 1.8 | 1.4 | 1.4 | 1.8 | 1.5 |
| TOTAL  | 100          | 33    | 31    | 64    | 43    | 57                  | 0     | 33    | 44    | 36    | 43    | 37    | 0     | 33    | 25    | 0       | 14    | 6     | 1.0 | 2.0 | 1.9 | 1.4 | 1.4 | 1.7 | 1.5 |
| Campus administrators behave as though high priorities for them are to: be responsive to the local community. (item30d)    | -            | -     | 100   | 86    | -     | 88                  | -     | -     | -     | -     | -     | -     | -     | -     | -     | 14      | -     | 13    | -   | -   | 1.0 | 1.3 | 1.3 | -   | 1.3 |
| Santa Ana Campus   | -            | -     | 37    | 64    | 100   | 55                  | -     | -     | 38    | 36    | 0     | 35    | -     | -     | 25    | 0       | 0     | 10    | -   | -   | 1.9 | 1.4 | 1.4 | 1.0 | 1.6 |
| Orange Campus  | -            | -     | 100   | 75    | -     | 80                  | -     | -     | -     | -     | -     | -     | -     | -     | 0     | 25      | -     | 20    | -   | -   | 1.0 | 1.5 | 1.5 | -   | 1.4 |
| Centennial Education Center  | 100          | 33    | 39    | 66    | 50    | 59                  | 0     | 33    | 39    | 32    | 38    | 33    | 0     | 33    | 23    | 2       | 13    | 8     | 1.0 | 2.0 | 1.8 | 1.4 | 1.4 | 1.6 | 1.5 |
| Adult Learning Center  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -   | -   | -   | -   | -   | -   | -   |
| TOTAL  | 50           | 50    | 40    | 56    | 29    | 52                  | 50    | 33    | 53    | 42    | 57    | 44    | 0     | 17    | 7     | 1       | 14    | 4     | 1.5 | 1.7 | 1.7 | 1.4 | 1.4 | 1.9 | 1.5 |
| Campus administrators behave as though high priorities for them are to: improve students' campus experiences. (item30e)    | -            | -     | 100   | 86    | -     | 88                  | -     | -     | -     | -     | -     | -     | -     | -     | 0     | 14      | -     | 13    | -   | -   | 1.0 | 1.3 | 1.3 | -   | 1.3 |
| Santa Ana Campus   | -            | -     | 29    | 46    | 100   | 43                  | -     | -     | 43    | 54    | 0     | 48    | -     | -     | 29    | 0       | 0     | 10    | -   | -   | 2.0 | 1.5 | 1.5 | 1.0 | 1.7 |
| Orange Campus  | -            | -     | 100   | 80    | -     | 83                  | -     | -     | -     | -     | -     | -     | -     | -     | 0     | 17      | -     | 17    | -   | -   | 1.0 | 1.4 | 1.4 | -   | 1.3 |
| Centennial Education Center  | 50           | 50    | 42    | 58    | 38    | 54                  | 50    | 33    | 46    | 39    | 50    | 41    | 0     | 17    | 13    | 3       | 13    | 6     | 1.5 | 1.7 | 1.7 | 1.4 | 1.4 | 1.8 | 1.5 |
| Adult Learning Center  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -   | -   | -   | -   | -   | -   | -   |
| TOTAL  | 50           | 50    | 42    | 58    | 38    | 54                  | 50    | 33    | 46    | 39    | 50    | 41    | 0     | 17    | 13    | 3       | 13    | 6     | 1.5 | 1.7 | 1.7 | 1.4 | 1.4 | 1.8 | 1.5 |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| Campus administrators behave as though high priorities for them are to: increase the number of students from all ethnic groups. (item30f)              |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Santa Ana Campus   | 0            | 33    | 36    | 65    | 43    | 57    | 100                 | 33    | 50    | 35    | 57    | 39    | 0     | 33    | 14    | 0     | 0     | 4     | 2.0     | 2.0   | 1.8   | 1.3   | 1.6   | 1.5   |
| Orange Campus  | -            | -     | 0     | 86    | -     | 75    | -                   | -     | 100   | 0     | -     | 13    | -     | -     | 0     | 14    | -     | 13    | -       | -     | 2.0   | 1.3   | -     | 1.4   |
| Centennial Education Center  | -            | -     | 17    | 39    | 100   | 35    | -                   | -     | 67    | 54    | 0     | 55    | -     | -     | 17    | 8     | 0     | 10    | -       | -     | 2.0   | 1.7   | 1.0   | 1.8   |
| Adult Learning Center  | -            | -     | 100   | 80    | -     | 83    | -                   | -     | -     | -     | -     | -     | -     | -     | 0     | 20    | -     | 17    | -       | -     | 1.0   | 1.4   | -     | 1.3   |
| TOTAL  | 0            | 33    | 32    | 64    | 50    | 56    | 100                 | 33    | 55    | 33    | 50    | 38    | 0     | 33    | 14    | 3     | 0     | 6     | 2.0     | 2.0   | 1.8   | 1.4   | 1.5   | 1.5   |
| Campus administrators behave as though high priorities for them are to: increase the number of students who graduate from all ethnic groups. (item30g) |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Santa Ana Campus   | 50           | 33    | 39    | 70    | 43    | 62    | 50                  | 33    | 46    | 29    | 57    | 34    | 0     | 33    | 15    | 1     | 0     | 5     | 1.5     | 2.0   | 1.8   | 1.3   | 1.6   | 1.4   |
| Orange Campus  | -            | -     | 0     | 83    | -     | 71    | -                   | -     | 100   | 0     | -     | 14    | -     | -     | 0     | 17    | -     | 14    | -       | -     | 2.0   | 1.3   | -     | 1.4   |
| Centennial Education Center  | -            | -     | 17    | 43    | 100   | 38    | -                   | -     | 50    | 57    | 0     | 52    | -     | -     | 33    | 0     | 0     | 10    | -       | -     | 2.2   | 1.6   | 1.0   | 1.7   |
| Adult Learning Center  | -            | -     | 100   | 80    | -     | 83    | -                   | -     | -     | -     | -     | -     | -     | -     | 0     | 20    | -     | 17    | -       | -     | 1.0   | 1.4   | -     | 1.3   |
| TOTAL  | 50           | 33    | 33    | 67    | 50    | 60    | 50                  | 33    | 48    | 30    | 50    | 34    | 0     | 33    | 19    | 3     | 0     | 6     | 1.5     | 2.0   | 1.9   | 1.4   | 1.5   | 1.5   |
| Campus administrators behave as though high priorities for them are to: educate students from all ethnic groups. (item30h)                             |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Santa Ana Campus   | 50           | 67    | 53    | 77    | 57    | 72    | 50                  | 17    | 33    | 22    | 43    | 25    | 0     | 17    | 13    | 1     | 0     | 4     | 1.5     | 1.5   | 1.6   | 1.2   | 1.4   | 1.3   |
| Orange Campus  | 100          | -     | 0     | 88    | -     | 89    | 0                   | -     | 100   | 0     | -     | 11    | -     | -     | -     | -     | -     | 18    | -       | -     | 2.0   | 1.0   | -     | 1.1   |
| Centennial Education Center  | -            | -     | 29    | 64    | 100   | 55    | -                   | -     | 29    | 29    | 0     | 27    | -     | -     | 43    | 7     | 0     | 18    | -       | -     | 2.1   | 1.4   | 1.0   | 1.6   |
| Adult Learning Center  | -            | -     | 100   | 80    | -     | 83    | -                   | -     | -     | -     | -     | -     | -     | -     | 0     | 20    | -     | 17    | -       | -     | 1.0   | 1.4   | -     | 1.3   |
| TOTAL  | 67           | 67    | 46    | 77    | 63    | 71    | 33                  | 17    | 33    | 20    | 38    | 23    | 0     | 17    | 21    | 3     | 0     | 6     | 1.3     | 1.3   | 1.8   | 1.3   | 1.4   | 1.3   |



|   | By Ethnicity         |             |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |
|---|----------------------|-------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Strongly Agree/Agree |             |       |       |       |       | Neutral |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black                | Asian       | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
|   | Black/Asian          | Black/Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| The student body adequately reflects the cultural diversity of its service area. (quest1)   | 0                    | 67          | 64    | 78    | 67    | 74    | 0       | 17    | 7     | 7     | 17    | 8     | 100                        | 17    | 29    | 15    | 17    | 18    | 4.0     | 2.2   | 2.6   | 2.0   | 2.3   | 2.1   |
| Santa Ana Campus  | -                    | -           | 100   | 80    | -     | 82    | -       | -     | -     | -     | -     | -     | -                          | -     | 0     | 20    | -     | 18    | -       | -     | 1.0   | 2.2   | -     | 2.1   |
| Orange Campus   | -                    | -           | 67    | 92    | 100   | 85    | -       | -     | 17    | 8     | 0     | 10    | -                          | -     | 17    | 0     | 0     | 5     | -       | -     | 2.5   | 1.6   | 1.0   | 1.9   |
| Centennial Education Center   | -                    | -           | -     | 100   | -     | 100   | -       | -     | -     | -     | -     | -     | 100                        | -     | -     | -     | -     | -     | -       | -     | -     | 1.4   | -     | 1.4   |
| Adult Learning Center   | 0                    | 67          | 67    | 81    | 71    | 77    | 0       | 17    | 10    | 6     | 14    | 8     | 100                        | 17    | 24    | 13    | 14    | 16    | 4.0     | 2.2   | 2.5   | 2.0   | 2.1   |       |
| TOTAL   | 100                  | 50          | 47    | 84    | 67    | 76    | 0       | 17    | 24    | 12    | 17    | 14    | 0                          | 33    | 29    | 5     | 17    | 10    | 1.5     | 2.7   | 2.9   | 1.9   | 2.3   | 2.1   |
| RSC is responsive to the diverse needs of the changing demographics of our student body. (quest2)   | -                    | -           | 0     | 100   | -     | 90    | -       | -     | 100   | 0     | -     | 10    | -                          | -     | -     | -     | -     | -     | -       | -     | 3.0   | 1.9   | -     | 2.0   |
| Santa Ana Campus  | -                    | -           | 0     | 79    | 100   | 60    | -       | -     | 60    | 21    | 0     | 30    | -                          | -     | 40    | 0     | 0     | 10    | -       | -     | 3.9   | 1.9   | 1.0   | 2.3   |
| Orange Campus   | -                    | -           | 0     | 100   | -     | 83    | -       | -     | 100   | 0     | -     | 17    | -                          | -     | -     | -     | -     | -     | -       | -     | 3.0   | 1.2   | -     | 1.5   |
| Centennial Education Center   | 100                  | 50          | 33    | 85    | 71    | 75    | 0       | 17    | 38    | 11    | 14    | 16    | 0                          | 33    | 29    | 4     | 14    | 9     | 1.5     | 2.7   | 3.1   | 1.9   | 2.1   | 2.1   |
| TOTAL   | 0                    | 60          | 60    | 75    | 60    | 70    | 100     | 40    | 20    | 17    | 20    | 19    | 0                          | 0     | 20    | 8     | 20    | 10    | 3.0     | 2.0   | 2.4   | 2.0   | 2.4   | 2.1   |
| Disabled individuals have equal opportunities for recognition, respect, and advancement in my department. (quest4)                            | 100                  | -           | -     | 83    | -     | 86    | 0       | -     | 17    | -     | 14    | 14    | -                          | -     | -     | -     | -     | -     | 2.0     | -     | -     | 1.7   | -     | 1.7   |
| Santa Ana Campus  | -                    | -           | 57    | 69    | 100   | 67    | -       | -     | 43    | 8     | 0     | 19    | -                          | -     | 0     | 23    | 0     | 14    | -       | -     | 2.3   | 2.2   | 1.0   | 2.2   |
| Orange Campus   | -                    | -           | 0     | 80    | -     | 67    | -       | -     | 100   | 20    | 33    | 33    | -                          | -     | -     | -     | -     | -     | -       | -     | 3.0   | 1.6   | -     | 1.8   |
| Centennial Education Center   | 50                   | 60          | 57    | 75    | 67    | 71    | 50      | 40    | 30    | 16    | 17    | 20    | 0                          | 0     | 13    | 9     | 17    | 10    | 2.5     | 2.0   | 2.4   | 2.0   | 2.2   | 2.1   |
| Adult Learning Center   | -                    | -           | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| TOTAL   | 60                   | 60          | 57    | 75    | 67    | 71    | 50      | 40    | 30    | 16    | 17    | 20    | 0                          | 0     | 13    | 9     | 17    | 10    | 2.5     | 2.0   | 2.4   | 2.0   | 2.2   | 2.1   |
| RSC is committed to increasing the number and percentages of ethnic minorities in classified, faculty, and administrative positions. (quest5) | -                    | -           | 33    | 79    | 60    | 68    | 50      | 0     | 22    | 16    | 40    | 18    | 50                         | 40    | 44    | 5     | 0     | 14    | 3.5     | 2.6   | 3.2   | 1.9   | 2.0   | 2.2   |
| Santa Ana Campus  | -                    | -           | 0     | 100   | -     | 86    | -       | -     | -     | -     | -     | -     | -                          | -     | 100   | 0     | 0     | 14    | -       | -     | 4.0   | 2.0   | -     | 2.3   |
| Orange Campus   | -                    | -           | 29    | 62    | 100   | 52    | -       | -     | 29    | 31    | 0     | 29    | -                          | -     | 43    | 8     | 0     | 19    | -       | -     | 3.3   | 2.1   | 1.0   | 2.4   |
| Centennial Education Center   | -                    | -           | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -                          | -     | 100   | 100   | 0     | 100   | -       | -     | 2.0   | 1.4   | -     | 1.5   |
| Adult Learning Center   | 0                    | 60          | 33    | 79    | 67    | 68    | 50      | 0     | 22    | 16    | 33    | 18    | 50                         | 40    | 44    | 5     | 0     | 14    | 3.5     | 2.6   | 3.2   | 1.9   | 2.0   | 2.2   |
| TOTAL   | 60                   | 60          | 57    | 75    | 67    | 71    | 50      | 40    | 30    | 16    | 17    | 20    | 0                          | 0     | 13    | 9     | 17    | 10    | 2.5     | 2.0   | 2.4   | 2.0   | 2.2   | 2.1   |

|   | By Ethnicity         |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |
|---|----------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Strongly Agree/Agree |       |       |       |       |       | Neutral |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black                | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| Ethnic minorities have equal opportunities for recognition, respect, and advancement in my department. (quest6) | 100                  | 67    | 56    | 89    | 75    | 83    | 0       | 0     | 13    | 9     | 0     | 9     | 0                          | 33    | 31    | 2     | 25    | 9     | 1.0     | 2.3   | 2.6   | 1.6   | 2.0   | 1.8   |
| Santa Ana Campus  |                      |       | 0     | 100   |       | 91    |         |       |       |       |       |       |                            | 0     | 100   | 0     |       | 9     | 2.0     |       | 4.4   | 1.6   |       | 1.8   |
| Orange Campus   |                      |       | 25    | 87    | 100   | 67    |         | 13    | 7     | 0     | 8     |       |                            |       | 63    | 7     | 0     | 25    |         |       | 3.6   | 1.6   | 2.0   | 2.3   |
| Centennial Education Center   |                      |       | 100   | 100   |       | 100   |         |       |       |       |       |       |                            |       |       |       |       |       |         |       | 2.0   | 1.4   |       | 1.5   |
| Adult Learning Center   | 100                  | 67    | 46    | 90    | 80    | 81    | 0       | 0     | 12    | 8     | 0     | 8     | 33                         | 42    | 3     | 20    | 11    | 1.5   | 2.3     | 2.9   | 1.6   | 2.0   | 1.9   |       |
| TOTAL   |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |
| I prefer to serve students who are: academically well-prepared for college. (quest7a)                           | 50                   | 67    | 57    | 70    | 60    | 68    | 50      | 33    | 14    | 24    | 40    | 24    | 0                          | 0     | 29    | 6     | 0     | 8     | 2.5     | 2.0   | 2.4   | 2.0   | 1.8   | 2.0   |
| Santa Ana Campus  |                      |       | 100   | 78    |       | 80    |         |       | 0     | 22    |       | 20    |                            |       |       |       |       |       |         |       | 2.0   | 2.2   |       | 2.2   |
| Orange Campus   |                      |       | 38    | 56    |       | 47    |         |       | 25    | 22    |       | 24    |                            |       | 38    | 22    |       | 29    |         |       | 3.0   | 2.3   |       | 2.6   |
| Centennial Education Center   |                      |       | 0     | 60    |       | 50    |         |       | 0     | 20    |       | 17    |                            |       | 100   | 20    |       | 33    |         |       | 4.0   | 2.6   |       | 2.8   |
| Adult Learning Center   | 50                   | 67    | 50    | 69    | 60    | 65    | 50      | 33    | 17    | 23    | 40    | 23    | 0                          | 0     | 33    | 8     | 0     | 11    | 2.5     | 2.0   | 2.7   | 2.1   | 1.8   | 2.2   |
| TOTAL   |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |
| I prefer to serve students who are: well-motivated for college. (quest7b)                                       | 50                   | 83    | 79    | 84    | 80    | 82    | 50      | 17    | 7     | 12    | 20    | 13    | 0                          | 0     | 14    | 4     | 0     | 5     | 2.5     | 1.7   | 1.9   | 1.8   | 1.6   | 1.8   |
| Santa Ana Campus  |                      |       | 100   | 89    |       | 90    |         |       | 0     | 11    |       | 10    |                            |       |       |       |       |       |         |       | 2.0   | 1.8   |       | 1.9   |
| Orange Campus   |                      |       | 63    | 80    |       | 72    |         |       | 13    | 10    |       | 11    |                            |       | 25    | 10    |       | 17    |         |       | 2.4   | 1.8   |       | 2.1   |
| Centennial Education Center   |                      |       | 0     | 80    |       | 67    |         |       | 0     | 20    |       | 17    |                            |       | 100   | 0     |       | 17    |         |       | 4.0   | 2.0   |       | 2.3   |
| Adult Learning Center   | 50                   | 83    | 71    | 84    | 80    | 81    | 50      | 17    | 8     | 12    | 20    | 13    | 0                          | 0     | 21    | 4     | 0     | 6     | 2.5     | 1.7   | 2.2   | 1.8   | 1.6   | 1.8   |
| TOTAL   |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |
| I prefer to serve students who are: in need of assistance to succeed in college. (quest7c)                      | 50                   | 83    | 94    | 70    | 60    | 73    | 50      | 17    | 0     | 28    | 40    | 24    | 0                          | 0     | 6     | 3     | 0     | 3     | 2.5     | 1.5   | 1.7   | 2.0   | 2.0   | 1.9   |
| Santa Ana Campus  |                      |       | 100   | 67    |       | 70    |         |       | 0     | 33    |       | 30    |                            |       |       |       |       |       |         |       | 1.0   | 2.3   |       | 2.2   |
| Orange Campus   |                      |       | 75    | 80    |       | 78    |         |       | 13    | 10    |       | 11    |                            |       | 13    | 10    |       | 11    |         |       | 1.9   | 1.9   |       | 1.9   |
| Centennial Education Center   |                      |       | 100   | 60    |       | 67    |         |       | 0     | 40    |       | 33    |                            |       |       |       |       |       |         |       | 2.0   | 2.2   |       | 2.2   |
| Adult Learning Center   | 50                   | 83    | 89    | 70    | 60    | 73    | 50      | 17    | 4     | 27    | 40    | 23    | 0                          | 0     | 8     | 3     | 0     | 4     | 2.5     | 1.5   | 1.7   | 2.0   | 2.0   | 1.9   |
| TOTAL   |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |

367

|   | By Ethnicity         |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |  |
|---|----------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|--|
|   | Strongly Agree/Agree |       |       |       |       |       | Neutral |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       | Average |       |       |       |       |       |       |  |
|   | Black                | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other | Total |  |
| I prefer to serve students who are: of my ethnic group. (quest7d)   |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |  |
| Santa Ana Campus  | 50                   | 50    | 53    | 27    | 20    | 32    | 50      | 33    | 20    | 47    | 80    | 44    | 0                          | 17    | 27    | 26    | 0     | 24      | 2.5   | 2.3   | 2.5   | 3.0   | 2.6   | 2.8   |  |
| Orange Campus   | -                    | -     | 100   | 33    | -     | 40    | -       | -     | 0     | 56    | -     | 50    | -                          | -     | 0     | 11    | -     | 10      | -     | -     | 1.0   | 2.9   | -     | 2.7   |  |
| Centennial Education Center   | -                    | -     | 50    | 36    | -     | 42    | -       | -     | 38    | 36    | -     | 37    | -                          | -     | 13    | 27    | -     | 21      | -     | -     | 2.4   | 2.8   | -     | 2.6   |  |
| Adult Learning Center   | -                    | -     | 0     | 80    | -     | 67    | -       | -     | 0     | 20    | -     | 17    | -                          | -     | 100   | 0     | -     | 17      | -     | -     | 4.0   | 1.8   | -     | 2.2   |  |
| TOTAL   | 50                   | 50    | 52    | 31    | 20    | 36    | 50      | 33    | 24    | 46    | 80    | 43    | 0                          | 17    | 24    | 23    | 0     | 22      | 2.5   | 2.3   | 2.4   | 2.9   | 2.6   | 2.8   |  |
| I prefer to serve students who are: of other ethnic groups. (quest7e)   |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |  |
| Santa Ana Campus  | 50                   | 50    | 60    | 41    | 40    | 44    | 50      | 33    | 27    | 49    | 60    | 45    | 0                          | 17    | 13    | 10    | 0     | 10      | 2.5   | 2.3   | 2.1   | 2.6   | 2.6   | 2.5   |  |
| Orange Campus   | -                    | -     | 100   | 33    | -     | 42    | -       | -     | 0     | 56    | -     | 50    | -                          | -     | 0     | 11    | -     | 10      | -     | -     | 1.0   | 2.9   | -     | 2.7   |  |
| Centennial Education Center   | -                    | -     | 50    | 46    | -     | 47    | -       | -     | 38    | 36    | -     | 37    | -                          | -     | 13    | 18    | -     | 16      | -     | -     | 2.4   | 2.5   | -     | 2.5   |  |
| Adult Learning Center   | -                    | -     | 0     | 80    | -     | 67    | -       | -     | 0     | 20    | -     | 17    | -                          | -     | 100   | 0     | -     | 17      | -     | -     | 4.0   | 1.8   | -     | 2.2   |  |
| TOTAL   | 50                   | 50    | 56    | 43    | 40    | 45    | 50      | 33    | 28    | 47    | 60    | 43    | 0                          | 17    | 16    | 11    | 0     | 11      | 2.5   | 2.3   | 2.2   | 2.5   | 2.6   | 2.5   |  |
| In my opinion, special programs and policies: are necessary to attract students from a variety of ethnic groups. (quest8a)                                |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |  |
| Santa Ana Campus  | 100                  | 100   | 88    | 76    | 43    | 77    | 0       | 0     | 12    | 13    | 29    | 13    | 0                          | 0     | 0     | 12    | 29    | 10      | 1.5   | 1.7   | 1.5   | 2.1   | 3.0   | 2.0   |  |
| Orange Campus   | 100                  | -     | 100   | 56    | -     | 64    | 0       | -     | 0     | 33    | -     | 27    | 0                          | -     | 0     | 11    | -     | -       | 2.0   | -     | 2.0   | 2.3   | -     | 2.3   |  |
| Centennial Education Center   | -                    | -     | 71    | 73    | 100   | 74    | -       | -     | 14    | 13    | 0     | 13    | -                          | -     | 14    | 13    | 0     | 13      | -     | -     | 2.0   | 2.1   | 1.0   | 2.0   |  |
| Adult Learning Center   | -                    | -     | 100   | 50    | -     | 67    | -       | -     | 0     | 20    | -     | 17    | -                          | -     | 0     | 20    | -     | 17      | -     | -     | 1.0   | 2.2   | -     | 2.0   |  |
| TOTAL   | 100                  | 100   | 85    | 73    | 50    | 76    | 0       | 0     | 12    | 15    | 25    | 14    | 0                          | 0     | 4     | 12    | 25    | 11      | 1.7   | 1.7   | 1.7   | 2.1   | 2.8   | 2.0   |  |
| In my opinion, special programs and policies: often result in the hiring of instructors and support personnel who lack adequate qualifications. (quest8b) |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |  |
| Santa Ana Campus  | 0                    | 17    | 13    | 38    | 50    | 34    | 0       | 67    | 33    | 32    | 0     | 32    | 100                        | 17    | 53    | 30    | 50    | 35      | 4.0   | 3.0   | 3.7   | 2.9   | 3.0   | 3.0   |  |
| Orange Campus   | -                    | -     | 0     | 67    | -     | 60    | -       | -     | 0     | 11    | -     | 10    | -                          | -     | 100   | 22    | 0     | 46      | -     | -     | 4.0   | 2.3   | -     | 2.5   |  |
| Centennial Education Center   | -                    | -     | 14    | 43    | 100   | 36    | -       | -     | 14    | 21    | 0     | 18    | -                          | -     | 71    | 38    | 0     | 33      | -     | -     | 4.3   | 2.9   | 2.0   | 3.3   |  |
| Adult Learning Center   | -                    | -     | 0     | 80    | -     | 67    | -       | -     | -     | -     | -     | -     | -                          | -     | 100   | 20    | -     | 33      | -     | -     | 4.0   | 1.8   | -     | 2.2   |  |
| TOTAL   | 0                    | 17    | 13    | 43    | 57    | 37    | 0       | 67    | 25    | 28    | 0     | 27    | 100                        | 17    | 63    | 29    | 43    | 36      | 4.0   | 3.0   | 3.9   | 2.3   | 2.9   | 3.0   |  |

|   | By Ethnicity         |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |
|---|----------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|---------|-------|-------|
|   | Strongly Agree/Agree |       |       |       |       | Neutral |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       | Average |       |       |
|   | Black                | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other                      | Total | Black | Asian | Hisp. | White   | Other | Total |
| In my opinion, special programs and policies: lead to resentment among students. (quest8c)          | 0                    | 25    | 13    | 29    | 67    | 28      | 0     | 25    | 25    | 30    | 17                         | 28    | 100   | 50    | 63    | 41      | 17    | 44    |
| Santa Ana Campus  | -                    | -     | 100   | 50    | -     | 56      | -     | -     | 0     | 38    | -                          | 33    | -     | -     | 0     | 13      | -     | 11    |
| Orange Campus   | -                    | -     | 33    | 15    | 0     | 20      | -     | -     | 33    | 31    | 0                          | 30    | -     | -     | 33    | 54      | 100   | 50    |
| Centennial Education Center   | -                    | -     | -     | 25    | -     | 25      | -     | -     | -     | 50    | -                          | 50    | -     | -     | -     | 25      | -     | 25    |
| Adult Learning Center   | 0                    | 25    | 22    | 29    | 57    | 29      | 0     | 25    | 26    | 32    | 14                         | 29    | 100   | 50    | 52    | 40      | 29    | 42    |
| TOTAL   | 0                    | 60    | 50    | 37    | 67    | 41      | 0     | 20    | 31    | 33    | 17                         | 31    | 100   | 20    | 19    | 30      | 17    | 28    |
| In my opinion, special programs and policies: lead to resentment among faculty and staff. (quest8d) | 0                    | 60    | 50    | 63    | 43    | 67      | 0     | 43    | 0     | 21    | 0                          | 27    | -     | -     | 0     | 13      | -     | 11    |
| Santa Ana Campus  | -                    | -     | 43    | 60    | -     | 67      | -     | -     | 0     | 20    | -                          | 17    | -     | -     | 0     | 20      | -     | 17    |
| Orange Campus   | -                    | -     | 100   | 60    | 41    | 44      | 0     | 20    | 32    | 31    | 14                         | 29    | 100   | 20    | 16    | 29      | 29    | 27    |
| Centennial Education Center   | -                    | -     | 52    | 41    | 57    | 44      | 0     | 20    | 32    | 31    | 14                         | 29    | 100   | 20    | 16    | 29      | 29    | 27    |
| Adult Learning Center   | 0                    | 60    | 52    | 41    | 57    | 44      | 0     | 20    | 32    | 31    | 14                         | 29    | 100   | 20    | 16    | 29      | 29    | 27    |
| TOTAL   | 0                    | 60    | 52    | 41    | 57    | 44      | 0     | 20    | 32    | 31    | 14                         | 29    | 100   | 20    | 16    | 29      | 29    | 27    |
| In my opinion, special programs and policies: enhance the quality of the student body. (quest8e)    | 50                   | 83    | 82    | 70    | 20    | 70      | 50    | 0     | 18    | 28    | 60                         | 27    | 0     | 17    | 0     | 2       | 20    | 3     |
| Santa Ana Campus  | -                    | -     | 100   | 50    | -     | 56      | -     | -     | 0     | 38    | -                          | 33    | -     | -     | 0     | 13      | -     | 11    |
| Orange Campus   | -                    | -     | 67    | 69    | 0     | 65      | -     | -     | 17    | 15    | 0                          | 15    | -     | -     | 17    | 15      | 100   | 20    |
| Centennial Education Center   | -                    | -     | 100   | 60    | -     | 67      | -     | -     | -     | -     | -                          | -     | -     | -     | 0     | 40      | -     | 33    |
| Adult Learning Center   | 50                   | 83    | 80    | 68    | 17    | 68      | 50    | 0     | 15    | 26    | 50                         | 24    | 0     | 17    | 4     | 6       | 33    | 7     |
| TOTAL   | 50                   | 83    | 80    | 68    | 17    | 68      | 50    | 0     | 15    | 26    | 50                         | 24    | 0     | 17    | 4     | 6       | 33    | 7     |
| In my opinion, special programs and policies: reduce the prestige of the campus. (quest8f)          | 0                    | 40    | 6     | 12    | 17    | 12      | 50    | 0     | 18    | 25    | 33                         | 24    | 50    | 60    | 77    | 63      | 50    | 64    |
| Santa Ana Campus  | -                    | -     | 0     | 13    | -     | 11      | -     | -     | 0     | 25    | -                          | 22    | -     | -     | 100   | 63      | -     | 67    |
| Orange Campus   | -                    | -     | -     | -     | -     | -       | -     | -     | 14    | 8     | 0                          | 10    | -     | -     | 86    | 92      | 100   | 91    |
| Centennial Education Center   | -                    | -     | -     | -     | -     | -       | -     | -     | 0     | 20    | -                          | 17    | -     | -     | 100   | 80      | -     | 83    |
| Adult Learning Center   | 0                    | 40    | 4     | 10    | 17    | 10      | 50    | 0     | 15    | 23    | 29                         | 22    | 50    | 60    | 81    | 67      | 57    | 69    |
| TOTAL   | 0                    | 40    | 4     | 10    | 17    | 10      | 50    | 0     | 15    | 23    | 29                         | 22    | 50    | 60    | 81    | 67      | 57    | 69    |

371

|   | By Ethnicity         |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |     |     |
|---|----------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|---------|-------|-------|-----|-----|-----|-----|-----|-----|-----|
|   | Strongly Agree/Agree |       |       |       |       | Neutral |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       | Average |       |       |     |     |     |     |     |     |     |
|   | Black                | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other                      | Total | Black | Asian | Hisp. | White   | Other | Total |     |     |     |     |     |     |     |
| In my opinion, special programs and policies: lead to admission of too many underprepared students. (quest8g)   | 0                    | 0     | 25    | 21    | 3     | 21      | 50    | 40    | 25    | 35    | 50                         | 35    | 50    | 60    | 50    | 45      | 17    | 45    | 3.5 | 4.0 | 3.6 | 3.4 | 2.7 | 3.4 |     |
| Santa Ana Campus  | -                    | -     | 0     | 50    | -     | 44      | -     | -     | 0     | 13    | -                          | 11    | -     | -     | 100   | 38      | -     | 44    | -   | -   | 5.0 | 2.9 | -   | 3.1 | 3.1 |
| Orange Campus   | -                    | -     | 0     | 43    | 0     | 27      | -     | -     | 29    | 14    | 0                          | 18    | -     | -     | 71    | 43      | 100   | 55    | -   | -   | 4.1 | 3.1 | 5.0 | 3.5 | 3.5 |
| Centennial Education Center   | -                    | -     | 0     | 40    | -     | 33      | -     | -     | 100   | 40    | -                          | 50    | -     | -     | 0     | 20      | -     | 17    | -   | -   | 3.0 | 3.0 | -   | 3.0 | 3.0 |
| Adult Learning Center   | 0                    | 0     | 16    | 27    | 29    | 24      | 50    | 40    | 28    | 31    | 43                         | 31    | 50    | 60    | 56    | 43      | 29    | 45    | 3.5 | 4.0 | 3.8 | 3.3 | 3.0 | 3.4 |     |
| TOTAL   | 50                   | 80    | 82    | 70    | 33    | 70      | 0     | 20    | 18    | 23    | 33                         | 22    | 50    | 0     | 0     | 8       | 33    | 8     | 3.0 | 1.6 | 1.8 | 2.2 | 3.2 | 2.2 |     |
| In my opinion, special programs and policies: are necessary for the faculty and staff to be representative of the student body and community. (quest8h) | -                    | -     | 100   | 50    | -     | 56      | -     | -     | 0     | 38    | -                          | 33    | -     | -     | 0     | 13      | -     | 11    | -   | -   | 1.0 | 2.5 | -   | 2.3 | 2.3 |
| Santa Ana Campus  | -                    | -     | 86    | 73    | 100   | 78      | -     | -     | 14    | 13    | 0                          | 13    | -     | -     | 0     | 13      | 0     | 9     | -   | -   | 1.7 | 2.3 | 1.0 | 2.1 | 2.1 |
| Orange Campus   | -                    | -     | 100   | 80    | -     | 83      | -     | -     | -     | -     | -                          | -     | -     | -     | 0     | 20      | -     | 17    | -   | -   | 1.0 | 2.2 | -   | 2.0 | 2.0 |
| Centennial Education Center   | 50                   | 80    | 85    | 69    | 43    | 71      | 0     | 20    | 15    | 21    | 29                         | 20    | 50    | 0     | 0     | 9       | 29    | 9     | 3.0 | 1.6 | 1.7 | 2.3 | 2.9 | 2.2 |     |
| Adult Learning Center   | -                    | -     | -     | -     | -     | -       | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -   | -   | -   | -   | -   | -   | -   |
| TOTAL   | 50                   | 100   | 88    | 65    | 20    | 38      | 50    | 0     | 12    | 28    | 20                         | 24    | 0     | 0     | 0     | 7       | 60    | 8     | 2.0 | 1.5 | 1.7 | 2.2 | 3.6 | 2.2 |     |
| In my opinion, special programs and policies: help to create a positive campus environment. (quest8i)   | 100                  | -     | 71    | 64    | 100   | 68      | 0     | -     | 29    | 29    | 0                          | 27    | -     | -     | 0     | 7       | 0     | 5     | -   | -   | 1.7 | 2.1 | 1.0 | 2.0 | 2.0 |
| Santa Ana Campus  | -                    | -     | 100   | 80    | -     | 83      | -     | -     | -     | -     | -                          | -     | -     | -     | 0     | 20      | -     | 17    | -   | -   | 2.0 | 2.0 | -   | 2.0 | 2.0 |
| Orange Campus   | 67                   | 100   | 84    | 64    | 33    | 68      | 33    | 0     | 16    | 26    | 17                         | 23    | 0     | 0     | 0     | 10      | 50    | 9     | 2.0 | 1.5 | 1.7 | 2.3 | 3.2 | 2.2 |     |
| Centennial Education Center   | -                    | -     | -     | -     | -     | -       | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -   | -   | -   | -   | -   | -   | -   |
| Adult Learning Center   | -                    | -     | -     | -     | -     | -       | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -   | -   | -   | -   | -   | -   | -   |
| TOTAL   | 67                   | 100   | 84    | 64    | 33    | 68      | 33    | 0     | 16    | 26    | 17                         | 23    | 0     | 0     | 0     | 10      | 50    | 9     | 2.0 | 1.5 | 1.7 | 2.3 | 3.2 | 2.2 |     |

|   | By Ethnicity         |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |       |
|---|----------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|-------|
|   | Strongly Agree/Agree |       |       |       |       | Neutral |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       | Average |       |       |       |       |       |       |       |       |
|   | Black                | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other                      | Total | Black | Asian | Hisp. | White   | Other | Total | Black | Asian | Hisp. | White | Other | Total |
| In my opinion, special programs and policies provide educational opportunities for students who have potential for college but need special assistance. (quest8j) | 100                  | 100   | 94    | 84    | 43    | 84      | 0     | 0     | 6     | 13    | 29                         | 12    | 0     | 0     | 0     | 3       | 29    | 4     | 1.5   | 1.5   | 1.6   | 1.9   | 2.7   | 1.9   |
| Santa Ana Campus  | -                    | -     | 78    | 78    | -     | 78      | -     | -     | 22    | 22    | -                          | 22    | -     | -     | -     | -       | -     | -     | -     | -     | -     | 2.1   | -     | 2.1   |
| Orange Campus   | -                    | -     | 71    | 100   | 100   | 91      | -     | -     | 29    | 0     | 0                          | 9     | -     | -     | -     | -       | -     | -     | -     | -     | -     | 1.6   | 1.7   | 1.0   |
| Centennial Education Center   | -                    | -     | 100   | 100   | -     | 100     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | 1.0   | 1.6   | -     |
| Adult Learning Center   | 100                  | 100   | 88    | 86    | 50    | 85      | 0     | 0     | 12    | 11    | 25                         | 11    | 0     | 0     | 0     | 3       | 29    | 3     | 1.5   | 1.5   | 1.6   | 1.9   | 2.5   | 1.8   |
| TOTAL   | 100                  | 100   | 95    | 98    | 100   | 98      | 0     | 0     | 5     | 2     | 0                          | 2     | -     | -     | -     | -       | -     | -     | 1.0   | 1.2   | 1.3   | 1.1   | 1.0   | 1.1   |
| The highest priorities on this campus in terms of students should be to enhance support for: all students (quest9a)   | 100                  | 100   | 100   | 90    | -     | 92      | 0     | 0     | 0     | 10    | 8                          | 8     | -     | -     | -     | -       | -     | -     | 2.0   | -     | 1.0   | 1.4   | -     | 1.4   |
| Santa Ana Campus  | -                    | -     | 86    | 100   | 100   | 96      | -     | -     | 100   | 0     | 0                          | 4     | -     | -     | -     | -       | -     | -     | -     | -     | 1.3   | 1.2   | 1.0   | 1.2   |
| Orange Campus   | -                    | -     | 100   | 100   | -     | 100     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -     | -     | 1.0   | 1.0   | -     | 1.0   |
| Centennial Education Center   | 100                  | 100   | 93    | 98    | 100   | 97      | 0     | 0     | 7     | 3     | 0                          | 3     | -     | -     | -     | -       | -     | -     | 1.3   | 1.2   | 1.3   | 1.2   | 1.0   | 1.2   |
| Adult Learning Center   | 100                  | 100   | 72    | 41    | 29    | 47      | 0     | 17    | 28    | 33    | 29                         | 30    | 0     | 17    | 0     | 27      | 43    | 23    | 1.0   | 2.2   | 1.9   | 2.8   | 3.1   | 2.7   |
| TOTAL   | 100                  | 100   | 100   | 60    | 100   | 64      | -     | -     | 0     | 20    | 18                         | 18    | -     | -     | 0     | 20      | 0     | 18    | -     | -     | 2.0   | 2.5   | -     | 2.5   |
| The highest priorities on this campus in terms of recruitment of students from specific ethnic groups. (quest9b)  | -                    | -     | 14    | 53    | 100   | 44      | -     | -     | 43    | 27    | 0                          | 30    | -     | -     | 43    | 20      | 0     | 26    | -     | -     | 3.1   | 2.7   | 1.0   | 2.7   |
| Santa Ana Campus  | -                    | -     | 0     | 40    | -     | 33      | -     | -     | 100   | 20    | -                          | 33    | -     | -     | 0     | 40      | -     | 33    | -     | -     | 3.0   | 3.2   | -     | 3.2   |
| Orange Campus   | 100                  | 67    | 56    | 44    | 38    | 47      | 0     | 17    | 33    | 30    | 25                         | 30    | 0     | 17    | 11    | 26      | 38    | 23    | 1.0   | 2.2   | 2.3   | 2.8   | 2.9   | 2.7   |
| Centennial Education Center   | -                    | -     | 100   | 60    | 100   | 64      | -     | -     | 0     | 20    | 18                         | 18    | -     | -     | 0     | 20      | 0     | 18    | -     | -     | 2.0   | 2.5   | -     | 2.5   |
| Adult Learning Center   | -                    | -     | 14    | 53    | 100   | 44      | -     | -     | 43    | 27    | 0                          | 30    | -     | -     | 43    | 20      | 0     | 26    | -     | -     | 3.1   | 2.7   | 1.0   | 2.7   |
| TOTAL   | 100                  | 67    | 56    | 44    | 38    | 47      | 0     | 17    | 33    | 30    | 25                         | 30    | 0     | 17    | 11    | 26      | 38    | 23    | 1.0   | 2.2   | 2.3   | 2.8   | 2.9   | 2.7   |

|   | By Ethnicity         |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       |       |                            |       |       |       |       |       |       |       |       |       |         |       |       |       |       |          |    |    |     |     |       |     |     |     |     |       |     |     |     |     |       |     |     |     |  |       |  |  |  |  |
|---|----------------------|-------|-------|-------|-------|----------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|----------|----|----|-----|-----|-------|-----|-----|-----|-----|-------|-----|-----|-----|-----|-------|-----|-----|-----|--|-------|--|--|--|--|
|   | Strongly Agree/Agree |       |       |       |       |          |       |       |       |       | Neutral |       |       |       |       |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       |       |       |       |       | Average |       |       |       |       |          |    |    |     |     |       |     |     |     |     |       |     |     |     |     |       |     |     |     |  |       |  |  |  |  |
|   | Black                |       |       |       |       | Hispanic |       |       |       |       | Asian   |       |       |       |       | White |       |       |       |       | Other                      |       |       |       |       | Total |       |       |       |       | Black   |       |       |       |       | Hispanic |    |    |     |     | Asian |     |     |     |     | White |     |     |     |     | Other |     |     |     |  | Total |  |  |  |  |
|   | Black                | Asian | Hisp. | White | Other | Total    | Black | Asian | Hisp. | White | Other   | Total | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp.                      | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total    |    |    |     |     |       |     |     |     |     |       |     |     |     |     |       |     |     |     |  |       |  |  |  |  |
| The highest priorities on this campus in terms of students should be to enhance support for: retention of all enrolled students. (quest9d)  |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | 100   | 83                         | 95    | 91    | 86    | 91    | 0     | 17    | 5     | 7     | 14    | 7       | 0     | 0     | 0     | 2     | 0        | 0  | 2  | 0   | 0   | 2     | 0   | 1.0 | 1.7 | 1.4 | 1.5   | 1.4 | 1.5 | 1.0 | 1.7 | 1.4   | 1.5 | 1.4 | 1.5 |  |       |  |  |  |  |
| Santa Ana Campus  |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | -     | -                          | 100   | 100   | -     | 100   | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -        | -  | -  | -   | -   | -     | -   | -   | -   | -   | -     | -   | -   | -   | -   | -     | -   | -   |     |  |       |  |  |  |  |
| Orange Campus   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | -     | -                          | 71    | 86    | 100   | 82    | -     | -     | 14    | 0     | 0     | 5       | -     | -     | -     | 14    | 0        | 0  | 14 | 0   | 0   | 14    | 0   | -   | -   | -   | -     | -   | -   | -   | -   | -     | -   | -   | -   |  |       |  |  |  |  |
| Centennial Education Center   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | -     | -                          | 100   | 100   | -     | 100   | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -        | -  | -  | -   | -   | -     | -   | -   | -   | -   | -     | -   | -   | -   | -   | -     | -   | -   |     |  |       |  |  |  |  |
| Adult Learning Center   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | 100   | 83                         | 89    | 92    | 88    | 91    | 0     | 17    | 7     | 5     | 13    | 6       | 0     | 0     | 0     | 4     | 3        | 0  | 3  | 0   | 0   | 3     | 0   | 1.0 | 1.7 | 1.5 | 1.5   | 1.4 | 1.5 | 1.0 | 1.7 | 1.5   | 1.5 | 1.4 | 1.5 |  |       |  |  |  |  |
| TOTAL   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       |       |                            |       |       |       |       |       |       |       |       |       |         |       |       |       |       |          |    |    |     |     |       |     |     |     |     |       |     |     |     |     |       |     |     |     |  |       |  |  |  |  |
| The highest priorities on this campus in terms of students should be to enhance support for: retention of students from specific ethnic groups. (quest9e)   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | 100   | 33                         | 78    | 52    | 43    | 55    | 0     | 33    | 22    | 27    | 14    | 25      | 0     | 0     | 33    | 0     | 21       | 43 | 20 | 1.0 | 3.0 | 1.8   | 2.6 | 2.9 | 2.5 | 1.0 | 3.0   | 1.8 | 2.6 | 2.9 |     |       |     |     |     |  |       |  |  |  |  |
| Santa Ana Campus  |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | -     | -                          | 100   | 70    | -     | 73    | -     | -     | 0     | 10    | -     | 9       | -     | -     | -     | 0     | 20       | -  | 18 | -   | 2.0 | 2.4   | -   | 2.4 | 2.4 | -   | -     | 2.0 | 2.4 | -   | 2.4 |       |     |     |     |  |       |  |  |  |  |
| Orange Campus   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | -     | -                          | 57    | 64    | 100   | 64    | -     | -     | 14    | 14    | 0     | 14      | -     | -     | -     | 29    | 21       | 0  | 23 | -   | 2.3 | 2.5   | -   | 2.4 | 2.4 | -   | -     | 2.3 | 2.5 | -   | 2.4 |       |     |     |     |  |       |  |  |  |  |
| Centennial Education Center   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | -     | -                          | 100   | 40    | -     | 50    | -     | -     | 0     | 20    | -     | 17      | -     | -     | -     | 0     | 40       | -  | 33 | -   | 1.0 | 3.2   | -   | 2.8 | 2.8 | -   | -     | 1.0 | 3.2 | -   | 2.8 |       |     |     |     |  |       |  |  |  |  |
| Adult Learning Center   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | 100   | 33                         | 74    | 54    | 50    | 57    | 0     | 33    | 19    | 24    | 13    | 22      | 0     | 0     | 33    | 7     | 22       | 38 | 20 | 1.0 | 3.0 | 1.9   | 2.6 | 2.6 | 2.5 | 1.0 | 3.0   | 1.9 | 2.6 | 2.6 |     |       |     |     |     |  |       |  |  |  |  |
| TOTAL   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       |       |                            |       |       |       |       |       |       |       |       |       |         |       |       |       |       |          |    |    |     |     |       |     |     |     |     |       |     |     |     |     |       |     |     |     |  |       |  |  |  |  |
| The highest priorities on this campus in terms of students should be to enhance support for: retention of enrolled students who have the potential for college but need special assistance. (quest9f) |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | 100   | 67                         | 83    | 85    | 71    | 84    | 0     | 17    | 17    | 9     | 14    | 11      | 0     | 17    | 0     | 6     | 14       | 6  | 6  | 1.0 | 2.0 | 1.6   | 1.8 | 2.3 | 1.8 | 1.0 | 2.0   | 1.6 | 1.8 | 2.3 |     |       |     |     |     |  |       |  |  |  |  |
| Santa Ana Campus  |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | -     | -                          | 100   | 80    | -     | 82    | -     | -     | 0     | 20    | -     | 18      | -     | -     | -     | -     | -        | -  | 14 | -   | 1.0 | 1.8   | -   | 1.7 | 1.7 | -   | -     | 1.0 | 1.8 | -   | 1.7 |       |     |     |     |  |       |  |  |  |  |
| Orange Campus   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | -     | -                          | 57    | 79    | 100   | 73    | -     | -     | 14    | 14    | 0     | 14      | -     | -     | -     | 29    | 7        | 0  | 14 | -   | 2.3 | 1.7   | -   | 1.9 | 1.9 | -   | -     | 2.3 | 1.7 | -   | 1.9 |       |     |     |     |  |       |  |  |  |  |
| Centennial Education Center   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | -     | -                          | 100   | 60    | -     | 67    | -     | -     | 0     | 40    | -     | 33      | -     | -     | -     | 0     | 40       | -  | 33 | -   | 1.0 | 2.2   | -   | 2.0 | 2.0 | -   | -     | 1.0 | 2.2 | -   | 2.0 |       |     |     |     |  |       |  |  |  |  |
| Adult Learning Center   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       | 100   | 67                         | 78    | 83    | 75    | 81    | 0     | 17    | 15    | 12    | 13    | 12      | 0     | 17    | 0     | 5     | 13       | 13 | 6  | 1.0 | 2.0 | 1.7   | 1.8 | 2.1 | 1.8 | 1.0 | 2.0   | 1.7 | 1.8 | 2.1 |     |       |     |     |     |  |       |  |  |  |  |
| TOTAL   |                      |       |       |       |       |          |       |       |       |       |         |       |       |       |       |       |       |       |       |       |                            |       |       |       |       |       |       |       |       |       |         |       |       |       |       |          |    |    |     |     |       |     |     |     |     |       |     |     |     |     |       |     |     |     |  |       |  |  |  |  |

Equity Study Questionnaire Response Distributions  
Staff Questionnaire  
Responses by Gender

|   | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|---|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|   | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|   | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| I am treated rudely at RSC by: faculty, staff or administrators of my sex. (item7c)             |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 3          | 1      | 2     | 27                  | 35     | 32    | 71    | 64     | 66    | 2.7     | 2.6    | 2.6   |
| Orange Campus   | -          | -      | -     | 0                   | 13     | 9     | 100   | 88     | 91    | 3.0     | 2.9    | 2.9   |
| Centennial Education Center   | 0          | 16     | 13    | 20                  | 47     | 42    | 80    | 37     | 46    | 2.8     | 2.2    | 2.3   |
| Adult Learning Center   | -          | -      | -     | 0                   | 25     | 20    | 100   | 75     | 80    | 3.0     | 2.8    | 2.8   |
| TOTAL   | 2          | 4      | 3     | 23                  | 35     | 32    | 74    | 62     | 65    | 2.7     | 2.6    | 2.6   |
| I am treated rudely at RSC by: faculty, staff or administrators of the opposite sex. (item7d)   |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 3          | 2      | 3     | 32                  | 35     | 34    | 65    | 63     | 64    | 2.6     | 2.6    | 2.6   |
| Orange Campus   | 33         | 0      | 9     | 0                   | 13     | 9     | 67    | 88     | 82    | 2.3     | 2.9    | 2.7   |
| Centennial Education Center   | 0          | 5      | 4     | 20                  | 42     | 38    | 80    | 53     | 58    | 2.8     | 2.5    | 2.5   |
| Adult Learning Center   | -          | -      | -     | 0                   | 50     | 40    | 100   | 50     | 60    | 3.0     | 2.5    | 2.6   |
| TOTAL   | 5          | 3      | 3     | 28                  | 35     | 33    | 67    | 63     | 64    | 2.6     | 2.6    | 2.6   |
| I am treated rudely at RSC by: both male and female faculty, staff, or administrators. (item7e) |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 3          | 0      | 1     | 32                  | 31     | 32    | 65    | 69     | 68    | 2.6     | 2.7    | 2.7   |
| Orange Campus   | -          | -      | -     | 0                   | 25     | 18    | 100   | 75     | 82    | 3.0     | 2.8    | 2.8   |
| Centennial Education Center   | 0          | 6      | 4     | 20                  | 56     | 48    | 80    | 39     | 48    | 2.8     | 2.3    | 2.4   |
| Adult Learning Center   | -          | -      | -     | 0                   | 33     | 25    | 100   | 67     | 75    | 3.0     | 2.7    | 2.8   |
| TOTAL   | 2          | 1      | 1     | 28                  | 35     | 33    | 70    | 64     | 66    | 2.7     | 2.6    | 2.6   |
| I collaborate professionally with faculty and/or staff of: my gender. (item8c)                  |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 75         | 76     | 76    | 19                  | 20     | 20    | 6     | 3      | 4     | 1.3     | 1.3    | 1.3   |
| Orange Campus   | 33         | 89     | 75    | 33                  | 11     | 17    | 33    | 0      | 8     | 2.0     | 1.1    | 1.3   |
| Centennial Education Center   | 80         | 83     | 83    | 20                  | 7      | 9     | 0     | 11     | 9     | 1.2     | 1.3    | 1.3   |
| Adult Learning Center   | 50         | 100    | 83    | 50                  | 0      | 17    | -     | -      | -     | 1.5     | 1.0    | 1.2   |
| TOTAL   | 71         | 79     | 77    | 21                  | 17     | 18    | 7     | 4      | 5     | 1.4     | 1.3    | 1.3   |

staff/gender-1



|   | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|---|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|   | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|   | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| collaborate professionally with faculty and/or staff of: the opposite gender. (item8d)            |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 81         | 69     | 72    | 16                  | 28     | 25    | 3     | 3      | 3     | 1.2     | 1.3    | 1.3   |
| Orange Campus   | 33         | 78     | 67    | 33                  | 22     | 25    | 33    | 0      | 8     | 2.0     | 1.2    | 1.4   |
| Centennial Education Center   | 80         | 65     | 68    | 20                  | 24     | 23    | 0     | 12     | 9     | 1.2     | 1.5    | 1.4   |
| Adult Learning Center   | 100        | 75     | 83    | 0                   | 25     | 17    | -     | -      | -     | 1.0     | 1.3    | 1.2   |
| TOTAL   | 79         | 69     | 72    | 17                  | 27     | 24    | 5     | 4      | 4     | 1.3     | 1.3    | 1.3   |
| interact socially with faculty and/or staff of: my gender. (item9c)                               |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 36         | 49     | 46    | 29                  | 38     | 36    | 36    | 13     | 19    | 1.9     | 1.6    | 1.7   |
| Orange Campus   | 0          | 67     | 55    | 50                  | 33     | 36    | 50    | 0      | 9     | 1.7     | 1.4    | 1.5   |
| Centennial Education Center   | 50         | 56     | 55    | 25                  | 22     | 23    | 25    | 22     | 23    | 1.6     | 1.2    | 1.5   |
| Adult Learning Center   | 50         | 25     | 33    | 0                   | 50     | 33    | 50    | 25     | 33    | 2.0     | 1.3    | 1.4   |
| TOTAL   | 33         | 57     | 51    | 48                  | 34     | 38    | 19    | 9      | 12    | 1.9     | 1.5    | 1.6   |
| interact socially with faculty and/or staff of: the opposite gender. (item9d)                     |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 27         | 40     | 36    | 55                  | 49     | 50    | 18    | 11     | 13    | 1.9     | 1.7    | 1.8   |
| Orange Campus   | 33         | 33     | 33    | 67                  | 67     | 67    | -     | -      | -     | 1.7     | 1.7    | 1.7   |
| Centennial Education Center   | 40         | 47     | 46    | 40                  | 37     | 38    | 20    | 16     | 17    | 1.8     | 1.7    | 1.7   |
| Adult Learning Center   | 0          | 75     | 60    | 100                 | 25     | 40    | -     | -      | -     | 2.0     | 1.3    | 1.4   |
| TOTAL   | 29         | 42     | 38    | 55                  | 48     | 49    | 17    | 11     | 12    | 1.9     | 1.7    | 1.7   |
| have seen or heard about campus events where women in general are portrayed negatively. (item11b) |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | -          | -      | -     | 9                   | 23     | 19    | 91    | 77     | 81    | 2.9     | 2.8    | 2.8   |
| Orange Campus   | 0          | 6      | 4     | 0                   | 11     | 8     | 100   | 89     | 92    | 3.0     | 2.9    | 2.9   |
| Centennial Education Center   | 50         | 0      | 17    | 0                   | 17     | 13    | 100   | 78     | 83    | 3.0     | 2.7    | 2.8   |
| Adult Learning Center   | 2          | 1      | 1     | 7                   | 25     | 17    | 50    | 75     | 67    | 2.0     | 2.8    | 2.5   |
| TOTAL   | 52         | 50     | 51    | 73                  | 71     | 71    | 258   | 220    | 251   | 2.9     | 2.8    | 2.8   |

|   | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|---|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|   | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|   | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| I have seen or heard about campus events where men in general are portrayed negatively. (item11c) | 3          | 0      | 1     | 18                  | 7      | 11    | 79    | 93     | 89    | 2.8     | 2.9    | 2.9   |
|   | -          | -      | -     | -                   | -      | -     | 100   | 100    | 100   | 3.0     | 3.0    | 3.0   |
|   | -          | -      | -     | 0                   | 12     | 9     | 100   | 88     | 91    | 3.0     | 2.9    | 2.9   |
|   | -          | -      | -     | -                   | -      | -     | 100   | 100    | 100   | 3.0     | 3.0    | 3.0   |
|   | 2          | 0      | 1     | 14                  | 7      | 9     | 84    | 93     | 90    | 2.8     | 2.9    | 2.9   |
| I have seen or heard about sexist behavior initiated by: female support personnel. (item12a)      | 3          | 1      | 2     | 15                  | 19     | 18    | 82    | 80     | 81    | 2.8     | 2.8    | 2.8   |
|   | -          | -      | -     | 33                  | 33     | 33    | 67    | 67     | 67    | 2.7     | 2.7    | 2.7   |
|   | 0          | 6      | 4     | 100                 | 22     | 39    | 0     | 72     | 57    | 2.0     | 2.7    | 2.5   |
|   | -          | -      | -     | 0                   | 25     | 17    | 100   | 75     | 83    | 3.0     | 2.8    | 2.8   |
|   | 2          | 2      | 2     | 26                  | 21     | 22    | 72    | 78     | 76    | 2.7     | 2.8    | 2.7   |
| I have seen or heard about sexist behavior initiated by: male support personnel. (item12b)        | 6          | 7      | 7     | 30                  | 45     | 41    | 64    | 48     | 52    | 2.6     | 2.4    | 2.5   |
|   | -          | -      | -     | 0                   | 56     | 42    | 100   | 44     | 58    | 3.0     | 2.4    | 2.6   |
|   | 60         | 0      | 13    | 20                  | 50     | 44    | 20    | 50     | 44    | 1.6     | 2.5    | 2.3   |
|   | 50         | 0      | 17    | 0                   | 50     | 33    | 50    | 50     | 50    | 2.0     | 2.5    | 2.3   |
|   | 14         | 5      | 8     | 26                  | 47     | 41    | 61    | 48     | 51    | 2.5     | 2.4    | 2.4   |
| I have seen or heard about sexist behavior initiated by: female faculty. (item12c)                | 6          | 1      | 3     | 21                  | 20     | 20    | 73    | 79     | 77    | 2.7     | 2.8    | 2.7   |
|   | -          | -      | -     | 0                   | 22     | 17    | 100   | 78     | 83    | 3.0     | 2.8    | 2.8   |
|   | 2          | 0      | 5     | 60                  | 24     | 32    | 20    | 77     | 64    | 2.0     | 2.8    | 2.6   |
|   | -          | -      | -     | 0                   | 25     | 17    | 100   | 75     | 83    | 3.0     | 2.8    | 2.8   |
|   | 7          | 1      | 3     | 23                  | 21     | 21    | 70    | 78     | 76    | 2.6     | 2.8    | 2.7   |

|   | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|---|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|   | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|   | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| have seen or heard about sexist behavior initiated by: male faculty. (item12d)    |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 3          | 2      | 3     | 25                  | 44     | 39    | 72    | 54     | 59    | 2.7     | 2.5    | 2.6   |
| Orange Campus   | 0          | 11     | 8     | 0                   | 44     | 33    | 100   | 44     | 58    | 3.0     | 2.3    | 2.5   |
| Centennial Education Center   | 40         | 11     | 17    | 40                  | 28     | 30    | 20    | 61     | 52    | 1.8     | 2.5    | 2.3   |
| Adult Learning Center   | -          | -      | -     | 0                   | 50     | 33    | 100   | 50     | 67    | 3.0     | 2.5    | 2.7   |
| TOTAL   | 7          | 4      | 5     | 24                  | 41     | 37    | 69    | 54     | 58    | 2.6     | 2.5    | 2.5   |
| have seen or heard about sexist behavior initiated by: female students. (item12e) |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | -          | -      | -     | 9                   | 15     | 14    | 91    | 85     | 87    | 2.9     | 2.8    | 2.9   |
| Orange Campus   | -          | -      | -     | 0                   | 22     | 17    | 100   | 78     | 83    | 3.0     | 2.8    | 2.8   |
| Centennial Education Center   | 20         | 0      | 5     | 80                  | 24     | 36    | 0     | 77     | 59    | 1.8     | 2.8    | 2.5   |
| Adult Learning Center   | -          | -      | -     | 0                   | 67     | 40    | 100   | 33     | 60    | 3.0     | 2.3    | 2.6   |
| TOTAL   | 2          | 0      | 1     | -                   | 19     | 18    | 81    | 81     | 81    | 2.8     | 2.8    | 2.8   |
| have seen or heard - about sexist behavior initiated by: male students. (item12f) |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 3          | 3      | 3     | 30                  | 36     | 34    | 67    | 62     | 63    | 2.6     | 2.6    | 2.6   |
| Orange Campus   | 0          | 11     | 8     | 0                   | 44     | 33    | 100   | 44     | 58    | 3.0     | 2.3    | 2.5   |
| Centennial Education Center   | 80         | 0      | 18    | 20                  | 29     | 27    | 0     | 71     | 55    | 1.2     | 2.7    | 2.4   |
| Adult Learning Center   | -          | -      | -     | 0                   | 100    | 60    | 100   | 0      | 40    | 3.0     | 2.0    | 2.4   |
| TOTAL   | 12         | 3      | 5     | 26                  | 37     | 34    | 63    | 60     | 61    | 2.5     | 2.6    | 2.6   |
| have seen on this campus: negative graffiti about women. (item13d)                |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 9          | 4      | 6     | 36                  | 26     | 30    | 55    | 59     | 65    | 2.5     | 2.7    | 2.6   |
| Orange Campus   | 33         | 0      | 10    | 0                   | 29     | 20    | 67    | 71     | 70    | 2.3     | 2.7    | 2.6   |
| Centennial Education Center   | 100        | 0      | 19    | 0                   | 29     | 24    | 0     | 71     | 57    | 1.0     | 2.7    | 2.4   |
| Adult Learning Center   | 0          | 25     | 20    | 100                 | 0      | 20    | 0     | 75     | 60    | 2.0     | 2.5    | 2.4   |
| TOTAL   | 20         | 4      | 9     | 32                  | 26     | 28    | 49    | 70     | 64    | 2.3     | 2.7    | 2.6   |

355

|  | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|--|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|  | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|  | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| I see materials in campus media that increase my understanding of individuals based on: their sex. (item14b) | 23         | 22     | 22    | 58                  | 53     | 55    | 19    | 25     | 23    | 2.0     | 2.0    | 2.0   |
|  | .          | .      | .     | 50                  | 100    | 86    | 50    | 0      | 14    | 2.5     | 2.0    | 2.1   |
|  | 20         | 17     | 18    | 60                  | 42     | 47    | 20    | 42     | 35    | 2.0     | 2.3    | 2.2   |
|  | 0          | 33     | 25    | 0                   | 33     | 25    | 100   | 33     | 50    | 3.0     | 2.0    | 2.3   |
|  | 21         | 21     | 21    | 56                  | 53     | 54    | 23    | 26     | 25    | 2.0     | 2.1    | 2.0   |
| I see materials in campus media in which individuals are stereotyped based on: their sex. (item15b)          | 4          | 3      | 3     | 15                  | 26     | 23    | 81    | 71     | 74    | 2.8     | 2.7    | 2.7   |
|  | .          | .      | .     | 0                   | 20     | 14    | 100   | 80     | 86    | 3.0     | 2.8    | 2.9   |
|  | 20         | 0      | 6     | 20                  | 36     | 31    | 60    | 64     | 63    | 2.4     | 2.6    | 2.6   |
|  | .          | .      | .     | 0                   | 33     | 25    | 100   | 67     | 75    | 3.0     | 2.7    | 2.8   |
|  | 6          | 2      | 3     | 15                  | 27     | 24    | 79    | 71     | 73    | 2.7     | 2.7    | 2.7   |
| Administrators on this campus act as though they care: supportive of women students. (item29e)               | 85         | 69     | 73    | 15                  | 30     | 26    | 0     | 1      | 1     | 1.1     | 1.3    | 1.3   |
|  | 100        | 100    | 100   | .                   | .      | .     | .     | .      | .     | 1.0     | 1.0    | 1.0   |
|  | 75         | 59     | 62    | 25                  | 35     | 33    | 0     | 6      | 5     | 1.3     | 1.5    | 1.4   |
|  | 100        | 75     | 83    | 0                   | 25     | 17    | .     | .      | .     | 1.0     | 1.3    | 1.2   |
|  | 85         | 69     | 73    | 15                  | 29     | 26    | 0     | 2      | 1     | 1.1     | 1.3    | 1.3   |
| Administrators on this campus act as though they care: willing to mentor women faculty and staff. (item29h)  | 65         | 55     | 57    | 35                  | 41     | 39    | .     | 5      | 4     | 1.4     | 1.5    | 1.5   |
|  | .          | 100    | 83    | 100                 | .      | 16    | .     | .      | .     | 2.0     | 1.0    | 1.2   |
|  | 67         | 47     | 50    | 33                  | 40     | 39    | .     | 13     | 11    | 1.3     | 1.7    | 1.6   |
|  | .          | 100    | 75    | .                   | .      | .     | 100   | .      | 25    | 3.0     | 1.0    | 1.5   |
|  | 60         | 58     | 58    | 36                  | 37     | 37    | 4     | 6      | 5     | 1.4     | 1.5    | 1.5   |

|   | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|---|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|   | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|   | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| Administrators on this campus act as though they are supportive of women faculty and staff. (item29j) | 74         | 61     | 64    | 26                  | 39     | 36    | -     | -      | -     | 1.3     | 1.4    | 1.4   |
| Santa Ana Campus  | 100        | 100    | 100   | -                   | -      | -     | -     | -      | -     | 1.0     | 1.0    | 1.0   |
| Orange Campus   | 67         | 53     | 56    | 33                  | 33     | 11    | 13    | 13     | 11    | 1.3     | 1.6    | 1.6   |
| Centennial Education Center   | 100        | 100    | 100   | -                   | -      | -     | -     | -      | -     | 1.0     | 1.0    | 1.0   |
| Adult Learning Center   | 76         | 64     | 66    | 24                  | 35     | 32    | 0     | 2      | 1     | 1.2     | 1.4    | 1.4   |
| TOTAL   |            |        |       |                     |        |       |       |        |       |         |        |       |
| At RSC, I have been discriminated against recently because of my: gender. (item16b)                   | 10         | 2      | 4     | 20                  | 24     | 23    | 70    | 74     | 73    | 2.6     | 2.7    | 2.7   |
| Santa Ana Campus  | -          | -      | -     | 33                  | 0      | 8     | 67    | 100    | 92    | 2.3     | 3.0    | 2.8   |
| Orange Campus   | -          | -      | -     | 0                   | 26     | 21    | 100   | 74     | 79    | 3.0     | 2.7    | 2.8   |
| Centennial Education Center   | -          | -      | -     | 0                   | 50     | 33    | 100   | 50     | 67    | 3.0     | 2.5    | 2.7   |
| Adult Learning Center   | 10         | 2      | 4     | 15                  | 23     | 21    | 75    | 75     | 75    | 2.7     | 2.7    | 2.7   |
| TOTAL   |            |        |       |                     |        |       |       |        |       |         |        |       |
| At RSC, I have been harassed recently because of my: gender. (item17b)                                | 3          | 1      | 2     | 16                  | 19     | 18    | 81    | 80     | 80    | 2.8     | 2.8    | 2.8   |
| Santa Ana Campus  | 33         | 0      | 8     | 0                   | 11     | 8     | 67    | 89     | 83    | 2.3     | 2.9    | 2.8   |
| Orange Campus   | -          | -      | -     | 0                   | 11     | 9     | 100   | 89     | 91    | 3.0     | 2.9    | 2.9   |
| Centennial Education Center   | -          | -      | -     | -                   | -      | -     | 100   | 100    | 100   | 3.0     | 3.0    | 3.0   |
| Adult Learning Center   | 5          | 1      | 2     | 12                  | 16     | 15    | 83    | 83     | 83    | 2.8     | 2.8    | 2.8   |
| TOTAL   |            |        |       |                     |        |       |       |        |       |         |        |       |
| At RSC, I have heard insensitive or disparaging comments recently about women by: faculty. (item22a)  | 3          | 4      | 4     | 21                  | 19     | 19    | 77    | 77     | 77    | 2.7     | 2.7    | 2.7   |
| Santa Ana Campus  | -          | -      | -     | 0                   | 22     | 17    | 100   | 78     | 83    | 3.0     | 2.8    | 2.8   |
| Orange Campus   | -          | -      | -     | 60                  | 25     | 33    | 40    | 75     | 67    | 2.4     | 2.8    | 2.7   |
| Centennial Education Center   | -          | -      | -     | 0                   | 50     | 33    | 100   | 50     | 67    | 3.0     | 2.5    | 2.7   |
| Adult Learning Center   | 2          | 3      | 3     | 23                  | 21     | 22    | 75    | 76     | 76    | 2.7     | 2.7    | 2.7   |
| TOTAL   |            |        |       |                     |        |       |       |        |       |         |        |       |

|   | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|---|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|   | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|   | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| At RSC, I have heard insensitive or disparaging comments recently about women by: staff. (item22b)          |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 3          | 3      | 3     | 32                  | 19     | 22    | 65    | 79     | 75    | 2.6     | 2.8    | 2.7   |
| Orange Campus   | -          | -      | -     | 0                   | 22     | 17    | 100   | 78     | 83    | 3.0     | 2.8    | 2.8   |
| Centennial Education Center   | -          | -      | -     | 80                  | 29     | 41    | 20    | 71     | 59    | 2.2     | 2.7    | 2.6   |
| Adult Learning Center   | 50         | 0      | 17    | 0                   | 25     | 17    | 50    | 75     | 67    | 2.0     | 2.8    | 2.5   |
| TOTAL   | 5          | 3      | 3     | 34                  | 20     | 24    | 61    | 78     | 73    | 2.6     | 2.8    | 2.7   |
| At RSC, I have heard insensitive or disparaging comments recently about women by: administrators. (item22c) |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 0          | 7      | 5     | 27                  | 15     | 18    | 73    | 78     | 77    | 2.7     | 2.7    | 2.7   |
| Orange Campus   | -          | -      | -     | 0                   | 11     | 8     | 100   | 89     | 92    | 3.0     | 2.9    | 2.9   |
| Centennial Education Center   | -          | -      | -     | 20                  | 24     | 23    | 80    | 77     | 77    | 2.8     | 2.8    | 2.8   |
| Adult Learning Center   | -          | -      | -     | 0                   | 25     | 17    | 100   | 75     | 83    | 3.0     | 2.8    | 2.8   |
| TOTAL   | 0          | 5      | 4     | 23                  | 16     | 18    | 77    | 79     | 78    | 2.8     | 2.7    | 2.7   |
| At RSC, I have heard insensitive or disparaging comments recently about women by: students. (item22d)       |            |        |       |                     |        |       |       |        |       |         |        |       |
| Santa Ana Campus  | 3          | 3      | 3     | 16                  | 15     | 15    | 81    | 82     | 81    | 2.8     | 2.8    | 2.8   |
| Orange Campus   | -          | -      | -     | 0                   | 22     | 17    | 100   | 78     | 83    | 3.0     | 2.8    | 2.8   |
| Centennial Education Center   | 40         | 0      | 10    | 40                  | 19     | 24    | 20    | 81     | 67    | 1.8     | 2.8    | 2.6   |
| Adult Learning Center   | -          | -      | -     | -                   | -      | -     | 100   | 100    | 100   | 3.0     | 3.0    | 3.0   |
| TOTAL   | 7          | 3      | 4     | 17                  | 16     | 16    | 76    | 82     | 80    | 2.7     | 2.8    | 2.8   |

|   | By Gender  |        |       |                     |        |       |       |        |       |         |        |       |
|---|------------|--------|-------|---------------------|--------|-------|-------|--------|-------|---------|--------|-------|
|   | Frequently |        |       | Occasionally/Seldom |        |       | Never |        |       | Average |        |       |
|   | Male       | Female | Total | Male                | Female | Total | Male  | Female | Total | Male    | Female | Total |
| My relationship with other staff members is generally uncomfortable with those of the opposite gender. (item23g)  | 0          | 2      | 2     | 9                   | 21     | 18    | 91    | 76     | 80    | 2.9     | 2.7    | 2.8   |
| Santa Ana Campus  | -          | -      | -     | 0                   | 22     | 16    | 100   | 78     | 82    | 3.0     | 2.8    | 2.8   |
| Orange Campus   | -          | -      | -     | 20                  | 26     | 25    | 80    | 74     | 75    | 2.8     | 2.7    | 2.8   |
| Centennial Education Center   | 50         | 0      | 20    | 0                   | 33     | 20    | 50    | 67     | 60    | 2.0     | 2.7    | 2.4   |
| Adult Learning Center   | 2          | 2      | 2     | 10                  | 23     | 19    | 88    | 76     | 79    | 2.9     | 2.7    | 2.8   |
| TOTAL   | 66         | 77     | 74    | 25                  | 13     | 16    | 9     | 10     | 10    | 1.4     | 1.3    | 1.4   |
| My relationship with other staff members is generally uncomfortable with those of my gender. (item23h)  | 100        | 100    | 100   | 0                   | -      | -     | -     | -      | -     | 1.0     | 1.0    | 1.0   |
| Santa Ana Campus  | 80         | 63     | 67    | 0                   | 21     | 17    | 20    | 16     | 17    | 1.4     | 1.5    | 1.5   |
| Orange Campus   | 100        | 100    | 100   | -                   | -      | -     | -     | -      | -     | 1.0     | 1.0    | 1.0   |
| Centennial Education Center   | 71         | 77     | 76    | 20                  | 13     | 14    | 10    | 10     | 10    | 1.4     | 1.3    | 1.3   |
| TOTAL   | 63         | 56     | 58    | 29                  | 39     | 37    | 8     | 5      | 6     | 1.5     | 1.5    | 1.5   |
| Faculty and staff on this campus generally act as though they are willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses. (item24d) | 100        | 83     | 88    | -                   | -      | -     | 0     | 17     | 13    | 1.0     | 1.3    | 1.3   |
| Santa Ana Campus  | 25         | 56     | 50    | 50                  | 38     | 40    | 25    | 6      | 10    | 2.0     | 1.5    | 1.6   |
| Orange Campus   | 100        | 100    | 100   | -                   | -      | -     | -     | -      | -     | 1.0     | 1.0    | 1.0   |
| Centennial Education Center   | 63         | 59     | 60    | 28                  | 35     | 33    | 9     | 6      | 7     | 1.5     | 1.5    | 1.5   |
| Adult Learning Center   | TOTAL      |        |       |                     |        |       |       |        |       |         |        |       |

|  | By Gender            |    |        |     |         |    |      |    |                            |     |       |     |         |  |        |  |       |  |
|--|----------------------|----|--------|-----|---------|----|------|----|----------------------------|-----|-------|-----|---------|--|--------|--|-------|--|
|  | Strongly Agree/Agree |    |        |     | Neutral |    |      |    | Disagree/Strongly Disagree |     |       |     | Average |  |        |  |       |  |
|  | Male                 |    | Female |     | Total   |    | Male |    | Female                     |     | Total |     | Male    |  | Female |  | Total |  |
|  |                      |    |        |     |         |    |      |    |                            |     |       |     |         |  |        |  |       |  |
| Women have equal opportunities with men for recognition, respect, and advancement in my department. (quest3) |                      |    |        |     |         |    |      |    |                            |     |       |     |         |  |        |  |       |  |
| Santa Ana Campus   | 79                   | 66 | 70     | 18  | 14      | 15 | 3    | 20 | 15                         | 1.8 | 2.3   | 2.1 | 1.9     |  |        |  |       |  |
| Orange Campus  | 100                  | 88 | 91     | -   | -       | -  | 0    | 13 | 9                          | 1.3 | 2.1   | 2.1 | 1.9     |  |        |  |       |  |
| Centennial Education Center  | 60                   | 42 | 46     | 40  | 21      | 25 | 0    | 37 | 29                         | 1.8 | 2.8   | 2.8 | 2.6     |  |        |  |       |  |
| Adult Learning Center  | 50                   | 25 | 33     | 50  | 50      | 50 | 0    | 25 | 17                         | 2.0 | 3.0   | 3.0 | 2.7     |  |        |  |       |  |
| TOTAL  | 77                   | 63 | 66     | 21  | 15      | 17 | 2    | 22 | 17                         | 1.7 | 2.4   | 2.4 | 2.2     |  |        |  |       |  |
| I prefer to serve students who are of my gender. (quest7f)   |                      |    |        |     |         |    |      |    |                            |     |       |     |         |  |        |  |       |  |
| Santa Ana Campus   | 31                   | 36 | 35     | 47  | 47      | 47 | 22   | 17 | 18                         | 2.8 | 2.7   | 2.7 | 2.7     |  |        |  |       |  |
| Orange Campus  | 0                    | 44 | 40     | 100 | 44      | 50 | 0    | 11 | 10                         | 3.0 | 2.7   | 2.7 | 2.7     |  |        |  |       |  |
| Centennial Education Center  | 33                   | 44 | 42     | 33  | 38      | 37 | 33   | 19 | 21                         | 3.0 | 2.6   | 2.6 | 2.6     |  |        |  |       |  |
| Adult Learning Center  | 100                  | 50 | 67     | 0   | 25      | 17 | 0    | 25 | 17                         | 1.5 | 2.5   | 2.5 | 2.2     |  |        |  |       |  |
| TOTAL  | 34                   | 39 | 38     | 45  | 44      | 44 | 21   | 17 | 18                         | 2.8 | 2.6   | 2.6 | 2.7     |  |        |  |       |  |
| I prefer to serve students who are of the opposite gender. (quest7g)   |                      |    |        |     |         |    |      |    |                            |     |       |     |         |  |        |  |       |  |
| Santa Ana Campus   | 38                   | 39 | 38     | 50  | 48      | 49 | 13   | 13 | 13                         | 2.7 | 2.6   | 2.6 | 2.6     |  |        |  |       |  |
| Orange Campus  | 0                    | 44 | 40     | 100 | 44      | 50 | 0    | 11 | 10                         | 3.0 | 2.7   | 2.7 | 2.7     |  |        |  |       |  |
| Centennial Education Center  | 33                   | 53 | 50     | 67  | 27      | 33 | 0    | 20 | 17                         | 2.3 | 2.5   | 2.5 | 2.4     |  |        |  |       |  |
| Adult Learning Center  | 100                  | 50 | 67     | 0   | 25      | 17 | 0    | 25 | 17                         | 1.5 | 2.5   | 2.5 | 2.2     |  |        |  |       |  |
| TOTAL  | 40                   | 42 | 41     | 50  | 44      | 45 | 11   | 15 | 14                         | 2.6 | 2.6   | 2.6 | 2.6     |  |        |  |       |  |
| The highest priorities on this campus in terms of recruitment of women students. (quest9c)                   |                      |    |        |     |         |    |      |    |                            |     |       |     |         |  |        |  |       |  |
| Santa Ana Campus   | 36                   | 49 | 46     | 29  | 38      | 36 | 36   | 13 | 19                         | 3.2 | 2.5   | 2.5 | 2.7     |  |        |  |       |  |
| Orange Campus  | 0                    | 67 | 55     | 50  | 33      | 36 | 50   | 0  | 9                          | 4.0 | 2.2   | 2.2 | 2.5     |  |        |  |       |  |
| Centennial Education Center  | 50                   | 56 | 55     | 25  | 22      | 23 | 25   | 22 | 23                         | 2.8 | 2.6   | 2.6 | 2.6     |  |        |  |       |  |
| Adult Learning Center  | 50                   | 25 | 33     | 0   | 50      | 33 | 50   | 25 | 33                         | 3.0 | 3.3   | 3.3 | 3.2     |  |        |  |       |  |
| TOTAL  | 36                   | 50 | 47     | 28  | 36      | 34 | 36   | 14 | 19                         | 3.2 | 2.5   | 2.5 | 2.7     |  |        |  |       |  |



**Equity Study Questionnaire Response Distributions  
Staff Questionnaire  
Responses by Number Years Worked at RSC**

|  | By Years Worked at RSC |           |           |           |                     |           |           |           |           |           |           |           |           | Average   |           |           |           |           |            |            |            |            |            |            |
|--|------------------------|-----------|-----------|-----------|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|
|  | Frequently             |           |           |           | Occasionally/Seldom |           |           |           | Never     |           |           |           |           |           |           |           |           |           |            |            |            |            |            |            |
|  | 1-5                    | 6-10      | 11-15     | 16-20     | 20+                 | Total     | 1-5       | 6-10      | 11-15     | 16-20     | 20+       | Total     | 1-5       | 6-10      | 11-15     | 16-20     | 20+       | Total     |            |            |            |            |            |            |
| I feel that I don't fit in very well with my colleagues. (fit)                           |                        |           |           |           |                     |           |           |           |           |           |           |           |           |           |           |           |           |           |            |            |            |            |            |            |
| Santa Ana Campus   | 7                      | 0         | 0         | 0         | 0                   | 3         | 37        | 21        | 42        | 28        | 17        | 33        | 56        | 79        | 58        | 72        | 83        | 65        | 2.5        | 2.8        | 2.6        | 2.7        | 2.8        | 2.6        |
| Orange Campus  | 0                      | 20        | 0         | 50        | 0                   | 18        | 0         | 0         | 100       | 0         | 0         | 9         | 100       | 80        | 0         | 50        | 0         | 73        | 3.0        | 2.6        | 2.0        | 2.0        | 0          | 2.5        |
| Centennial Education Center  | 10                     | 0         | 0         | 0         | 0                   | 4         | 40        | 33        | 75        | 100       | 100       | 52        | 50        | 67        | 25        | 0         | 0         | 44        | 2.4        | 2.7        | 2.3        | 2.0        | 2.0        | 2.4        |
| Adult Learning Center  | 0                      | 0         | 0         | 0         | 0                   | 0         | 50        | 0         | 0         | 0         | 0         | 25        | 50        | 100       | 100       | 0         | 0         | 75        | 2.5        | 3.0        | 3.0        | 0          | 0          | 2.8        |
| <b>TOTAL</b>   | <b>7</b>               | <b>3</b>  | <b>0</b>  | <b>5</b>  | <b>0</b>            | <b>4</b>  | <b>36</b> | <b>19</b> | <b>46</b> | <b>32</b> | <b>29</b> | <b>34</b> | <b>57</b> | <b>78</b> | <b>54</b> | <b>64</b> | <b>71</b> | <b>63</b> | <b>2.5</b> | <b>2.8</b> | <b>2.5</b> | <b>2.6</b> | <b>2.7</b> | <b>2.6</b> |
| I collaborate professionally with faculty and/or staff of: my ethnic group. (Item8a)     |                        |           |           |           |                     |           |           |           |           |           |           |           |           |           |           |           |           |           |            |            |            |            |            |            |
| Santa Ana Campus   | 71                     | 63        | 82        | 75        | 60                  | 72        | 22        | 29        | 18        | 25        | 20        | 23        | 7         | 8         | 0         | 0         | 20        | 5         | 1.4        | 1.5        | 1.2        | 1.3        | 1.6        | 1.3        |
| Orange Campus  | 75                     | 80        | 100       | 50        | 0                   | 75        | 25        | 20        | 0         | 0         | 0         | 17        | 0         | 0         | 0         | 50        | 0         | 8         | 1.3        | 1.2        | 1.0        | 2.0        | 0          | 1.3        |
| Centennial Education Center  | 90                     | 50        | 100       | 50        | 100                 | 78        | 0         | 33        | 0         | 0         | 0         | 5         | 10        | 17        | 0         | 50        | 0         | 13        | 1.2        | 1.7        | 1.0        | 2.0        | 1.0        | 1.3        |
| Adult Learning Center  | 100                    | 50        | 100       | 0         | 0                   | 83        | 0         | 50        | 0         | 0         | 0         | 17        | 0         | 0         | 0         | 0         | 0         | 0         | 1.0        | 1.5        | 1.0        | 0          | 0          | 1.2        |
| <b>TOTAL</b>   | <b>75</b>              | <b>62</b> | <b>85</b> | <b>71</b> | <b>67</b>           | <b>74</b> | <b>18</b> | <b>30</b> | <b>15</b> | <b>21</b> | <b>17</b> | <b>20</b> | <b>7</b>  | <b>8</b>  | <b>0</b>  | <b>8</b>  | <b>17</b> | <b>6</b>  | <b>1.3</b> | <b>1.5</b> | <b>1.2</b> | <b>1.4</b> | <b>1.4</b> | <b>1.3</b> |
| I collaborate professionally with faculty and/or staff of: other ethnic groups. (Item8b) |                        |           |           |           |                     |           |           |           |           |           |           |           |           |           |           |           |           |           |            |            |            |            |            |            |
| Santa Ana Campus   | 74                     | 58        | 79        | 75        | 67                  | 72        | 21        | 33        | 21        | 25        | 17        | 24        | 5         | 8         | 0         | 0         | 17        | 4         | 1.3        | 1.5        | 1.2        | 1.3        | 1.5        | 1.3        |
| Orange Campus  | 75                     | 60        | 100       | 50        | 0                   | 67        | 25        | 40        | 0         | 0         | 0         | 25        | 0         | 0         | 0         | 50        | 0         | 8         | 1.3        | 1.4        | 1.0        | 2.0        | 0          | 1.4        |
| Centennial Education Center  | 100                    | 83        | 75        | 50        | 100                 | 86        | 0         | 0         | 25        | 0         | 0         | 5         | 0         | 17        | 0         | 50        | 0         | 9         | 1.0        | 1.3        | 1.3        | 2.0        | 1.0        | 1.2        |
| Adult Learning Center  | 100                    | 100       | 100       | 0         | 0                   | 100       | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 1.1        | 1.0        | 1.0        | 0          | 0          | 1.0        |
| <b>TOTAL</b>   | <b>79</b>              | <b>65</b> | <b>80</b> | <b>71</b> | <b>71</b>           | <b>75</b> | <b>18</b> | <b>27</b> | <b>20</b> | <b>21</b> | <b>14</b> | <b>21</b> | <b>4</b>  | <b>8</b>  | <b>0</b>  | <b>8</b>  | <b>14</b> | <b>5</b>  | <b>1.2</b> | <b>1.2</b> | <b>1.2</b> | <b>1.4</b> | <b>1.4</b> | <b>1.3</b> |
| I collaborate professionally with faculty and/or staff of: my gender. (Item8c)           |                        |           |           |           |                     |           |           |           |           |           |           |           |           |           |           |           |           |           |            |            |            |            |            |            |
| Santa Ana Campus   | 76                     | 63        | 82        | 85        | 60                  | 76        | 15        | 29        | 18        | 15        | 20        | 20        | 5         | 8         | 0         | 0         | 20        | 4         | 1.3        | 1.5        | 1.2        | 1.2        | 1.6        | 1.3        |
| Orange Campus  | 75                     | 80        | 100       | 50        | 0                   | 75        | 25        | 20        | 0         | 0         | 0         | 17        | 0         | 0         | 0         | 50        | 0         | 8         | 1.3        | 1.2        | 1.0        | 2.0        | 0          | 1.3        |
| Centennial Education Center  | 50                     | 83        | 75        | 50        | 100                 | 83        | 10        | 0         | 25        | 0         | 0         | 9         | 0         | 17        | 0         | 50        | 0         | 9         | 1.1        | 1.3        | 1.3        | 2.0        | 1.0        | 1.3        |
| Adult Learning Center  | 50                     | 100       | 100       | 0         | 0                   | 83        | 0         | 0         | 0         | 0         | 0         | 17        | 0         | 0         | 0         | 0         | 0         | 0         | 1.5        | 1.0        | 1.0        | 0          | 0          | 1.2        |
| <b>TOTAL</b>   | <b>78</b>              | <b>70</b> | <b>83</b> | <b>79</b> | <b>67</b>           | <b>77</b> | <b>19</b> | <b>22</b> | <b>18</b> | <b>13</b> | <b>17</b> | <b>18</b> | <b>3</b>  | <b>8</b>  | <b>0</b>  | <b>8</b>  | <b>17</b> | <b>5</b>  | <b>1.3</b> | <b>1.4</b> | <b>1.2</b> | <b>1.3</b> | <b>1.5</b> | <b>1.3</b> |

|  | By Years Worked at RSC |      |       |       |     |       |                     |      |       |       |     |       |       | Average |       |       |     |       |     |     |     |     |     |     |     |     |
|--|------------------------|------|-------|-------|-----|-------|---------------------|------|-------|-------|-----|-------|-------|---------|-------|-------|-----|-------|-----|-----|-----|-----|-----|-----|-----|-----|
|  | Frequently             |      |       |       |     |       | Occasionally/Seldom |      |       |       |     |       | Never |         |       |       |     |       |     |     |     |     |     |     |     |     |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5                 | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5   | 6-10    | 11-15 | 16-20 | 20+ | Total |     |     |     |     |     |     |     |     |
|  |                        |      |       |       |     |       |                     |      |       |       |     |       |       |         |       |       |     |       |     |     |     |     |     |     |     |     |
| I collaborate professionally with faculty and/or staff of: the opposite gender. (Item8d) | 67                     | 67   | 79    | 80    | 60  | 72    | 29                  | 29   | 21    | 20    | 20  | 25    | 5     | 4       | 0     | 0     | 0   | 3     | 1.4 | 1.4 | 1.2 | 1.2 | 1.2 | 1.6 | 1.3 |     |
|  | 75                     | 60   | 100   | 50    | 50  | 67    | 25                  | 40   | 0     | 0     | 0   | 25    | 0     | 0       | 0     | 50    | 0   | 8     | 1.3 | 1.4 | 1.0 | 2.0 | 2.0 | 1.4 | 1.4 |     |
|  | 78                     | 67   | 50    | 50    | 100 | 68    | 22                  | 17   | 50    | 0     | 0   | 23    | 0     | 17      | 0     | 50    | 0   | 5     | 1.2 | 1.5 | 1.5 | 2.0 | 2.0 | 1.0 | 1.4 |     |
|  | 100                    | 50   | 100   | 50    | 50  | 83    | 0                   | 50   | 0     | 0     | 0   | 17    | 0     | 0       | 0     | 0     | 0   | 0     | 0   | 1.0 | 1.5 | 1.0 | 0   | 0   | 0   | 1.2 |
|  | 70                     | 65   | 78    | 75    | 67  | 71    | 26                  | 30   | 23    | 17    | 17  | 24    | 4     | 5       | 0     | 8     | 17  | 4     | 1.3 | 1.4 | 1.2 | 1.3 | 1.3 | 1.5 | 1.3 |     |
| I interact socially with faculty and/or staff of: my ethnic group. (Item9a)              | 41                     | 28   | 52    | 58    | 40  | 44    | 46                  | 52   | 36    | 42    | 40  | 44    | 13    | 20      | 13    | 0     | 20  | 13    | 1.7 | 1.9 | 1.6 | 1.4 | 1.4 | 1.8 | 1.7 |     |
|  | 50                     | 40   | 100   | 50    | 50  | 50    | 50                  | 60   | 0     | 50    | 0   | 50    | 0     | 0       | 0     | 0     | 0   | 0     | 0   | 1.5 | 1.6 | 1.0 | 1.5 | 1.5 | 1.5 |     |
|  | 55                     | 50   | 75    | 50    | 100 | 58    | 27                  | 33   | 25    | 0     | 0   | 25    | 18    | 17      | 0     | 50    | 0   | 17    | 1.6 | 1.7 | 1.3 | 2.0 | 2.0 | 1.0 | 1.6 |     |
|  | 100                    | 50   | 50    | 50    | 50  | 60    | 0                   | 50   | 50    | 0     | 0   | 40    | 0     | 0       | 0     | 0     | 0   | 0     | 0   | 1.0 | 1.5 | 1.5 | 0   | 0   | 0   | 1.4 |
|  | 46                     | 34   | 55    | 57    | 50  | 47    | 42                  | 50   | 34    | 39    | 33  | 41    | 13    | 16      | 11    | 4     | 17  | 12    | 1.7 | 1.7 | 1.8 | 1.5 | 1.5 | 1.7 | 1.7 |     |
| I interact socially with faculty and/or staff of: other ethnic groups. (Item9b)          | 38                     | 32   | 45    | 50    | 20  | 40    | 49                  | 52   | 42    | 50    | 60  | 48    | 13    | 16      | 13    | 0     | 20  | 12    | 1.7 | 1.8 | 1.7 | 1.5 | 2.0 | 1.7 |     |     |
|  | 25                     | 20   | 100   | 50    | 50  | 33    | 50                  | 80   | 0     | 0     | 0   | 50    | 25    | 0       | 0     | 50    | 0   | 17    | 2.0 | 1.8 | 1.0 | 2.0 | 0   | 1.8 |     |     |
|  | 55                     | 67   | 50    | 50    | 100 | 58    | 27                  | 17   | 50    | 0     | 0   | 25    | 18    | 17      | 0     | 50    | 0   | 17    | 1.6 | 1.5 | 1.5 | 2.0 | 2.0 | 1.0 | 1.6 |     |
|  | 100                    | 50   | 50    | 50    | 50  | 60    | 0                   | 50   | 50    | 0     | 0   | 40    | 0     | 0       | 0     | 0     | 0   | 0     | 0   | 1.0 | 1.5 | 1.5 | 0   | 0   | 0   | 1.4 |
|  | 42                     | 37   | 47    | 50    | 33  | 43    | 44                  | 50   | 42    | 42    | 50  | 45    | 15    | 13      | 11    | 8     | 17  | 12    | 1.7 | 1.7 | 1.8 | 1.6 | 1.6 | 1.8 | 1.7 |     |
| I interact socially with faculty and/or staff of: my gender. (Item9c)                    | 45                     | 40   | 50    | 65    | 20  | 48    | 40                  | 44   | 34    | 35    | 60  | 39    | 15    | 16      | 16    | 0     | 20  | 13    | 1.7 | 1.8 | 1.7 | 1.4 | 2.0 | 1.7 |     |     |
|  | 50                     | 40   | 100   | 50    | 50  | 50    | 50                  | 60   | 0     | 50    | 0   | 50    | 0     | 0       | 0     | 0     | 0   | 0     | 0   | 1.5 | 1.6 | 1.0 | 1.5 | 0   | 1.5 |     |
|  | 64                     | 67   | 75    | 50    | 100 | 67    | 27                  | 17   | 25    | 0     | 0   | 21    | 9     | 17      | 0     | 50    | 0   | 13    | 1.5 | 1.5 | 1.3 | 2.0 | 2.0 | 1.0 | 1.5 |     |
|  | 100                    | 50   | 50    | 50    | 50  | 60    | 0                   | 50   | 50    | 0     | 0   | 40    | 0     | 0       | 0     | 0     | 0   | 0     | 0   | 1.0 | 1.5 | 1.5 | 0   | 0   | 0   | 1.4 |
|  | 50                     | 45   | 54    | 63    | 33  | 51    | 38                  | 42   | 33    | 33    | 50  | 37    | 13    | 13      | 13    | 4     | 17  | 12    | 1.6 | 1.7 | 1.6 | 1.4 | 1.4 | 1.8 | 1.6 |     |

|  | By Years Worked at RSC |       |      |       |       |       |       |       |     |       |                     |       |      |       |       |       |       |       |     |       | Average |      |       |       |     |       |
|--|------------------------|-------|------|-------|-------|-------|-------|-------|-----|-------|---------------------|-------|------|-------|-------|-------|-------|-------|-----|-------|---------|------|-------|-------|-----|-------|
|  | Frequently             |       |      |       |       |       |       |       |     |       | Occasionally/Seldom |       |      |       |       |       |       |       |     |       | Never   |      |       |       |     |       |
|  | 1-5                    |       | 6-10 |       | 11-15 |       | 16-20 |       | 20+ |       | 1-5                 |       | 6-10 |       | 11-15 |       | 16-20 |       | 20+ |       | 1-5     | 6-10 | 11-15 | 16-20 | 20+ | Total |
|  |                        | Total |      | Total |       | Total |       | Total |     | Total |                     | Total |      | Total |       | Total |       | Total |     | Total |         |      |       |       |     |       |
| I interact socially with faculty and/or staff of the opposite gender. (Item 9d)                            |                        |       |      |       |       |       |       |       |     |       |                     |       |      |       |       |       |       |       |     |       |         |      |       |       |     |       |
| Santa Ana Campus   | 35                     | 28    | 45   | 42    | 20    | 37    | 52    | 56    | 36  | 60    | 58                  | 60    | 50   | 50    | 0     | 20    | 19    | 0     | 0   | 20    | 13      | 10   | 19    | 0     | 13  |       |
| Orange Campus  | 25                     | 20    | 100  | 50    | 50    | 33    | 75    | 80    | 0   | 50    | 50                  | 0     | 67   | 0     | 50    | 0     | 0     | 0     | 0   | 0     | 18      | 17   | 0     | 0     | 17  |       |
| Centennial Education Center  | 46                     | 33    | 50   | 50    | 100   | 46    | 36    | 50    | 50  | 0     | 0                   | 0     | 38   | 0     | 0     | 0     | 0     | 0     | 0   | 0     | 17      | 17   | 0     | 0     | 17  |       |
| Adult Learning Center  | 100                    | 50    | 50   | 50    | 50    | 60    | 0     | 50    | 50  | 0     | 0                   | 0     | 40   | 0     | 0     | 0     | 0     | 0     | 0   | 0     | 10      | 15   | 1.5   | 0     | 1.4 |       |
| TOTAL  | 38                     | 29    | 47   | 44    | 33    | 39    | 50    | 58    | 37  | 52    | 50                  | 50    | 49   | 37    | 4     | 17    | 16    | 4     | 4   | 17    | 12      | 13   | 1.7   | 1.6   | 1.7 |       |
| I have seen or heard about racist behavior initiated by: ethnic minority support personnel. (Item 10a)     |                        |       |      |       |       |       |       |       |     |       |                     |       |      |       |       |       |       |       |     |       |         |      |       |       |     |       |
| Santa Ana Campus   | 3                      | 8     | 3    | 0     | 0     | 4     | 21    | 21    | 33  | 29    | 80                  | 80    | 28   | 80    | 71    | 63    | 71    | 0     | 71  | 20    | 76      | 71   | 63    | 71    | 68  |       |
| Orange Campus  | 0                      | 0     | 0    | 0     | 100   | 10    | 20    | 50    | 25  | 0     | 0                   | 0     | 24   | 0     | 80    | 75    | 50    | 0     | 50  | 0     | 100     | 80   | 0     | 50    | 75  |       |
| Centennial Education Center  | 0                      | 0     | 0    | 0     | 50    | 10    | 0     | 0     | 100 | 0     | 0                   | 0     | 25   | 0     | 100   | 0     | 0     | 0     | 0   | 0     | 80      | 50   | 75    | 50    | 67  |       |
| Adult Learning Center  | 2                      | 6     | 3    | 5     | 17    | 4     | 19    | 23    | 36  | 29    | 67                  | 67    | 27   | 67    | 79    | 61    | 67    | 17    | 67  | 17    | 79      | 71   | 61    | 67    | 69  |       |
| TOTAL  | 2                      | 6     | 3    | 5     | 17    | 4     | 19    | 23    | 36  | 29    | 67                  | 67    | 27   | 67    | 79    | 61    | 67    | 17    | 67  | 17    | 79      | 71   | 61    | 67    | 69  |       |
| I have seen or heard about racist behavior initiated by: non-ethnic minority support personnel. (Item 10b) |                        |       |      |       |       |       |       |       |     |       |                     |       |      |       |       |       |       |       |     |       |         |      |       |       |     |       |
| Santa Ana Campus   | 3                      | 0     | 3    | 6     | 0     | 3     | 21    | 38    | 48  | 35    | 60                  | 60    | 36   | 60    | 77    | 63    | 48    | 40    | 59  | 40    | 62      | 63   | 48    | 59    | 62  |       |
| Orange Campus  | 0                      | 0     | 0    | 0     | 0     | 5     | 30    | 60    | 0   | 0     | 100                 | 0     | 32   | 0     | 70    | 40    | 100   | 0     | 50  | 0     | 64      | 40   | 100   | 50    | 67  |       |
| Centennial Education Center  | 0                      | 0     | 0    | 0     | 0     | 20    | 0     | 50    | 50  | 0     | 0                   | 0     | 40   | 0     | 100   | 50    | 0     | 0     | 0   | 0     | 40      | 50   | 0     | 0     | 40  |       |
| Adult Learning Center  | 2                      | 0     | 6    | 10    | 0     | 3     | 22    | 39    | 44  | 33    | 67                  | 67    | 35   | 67    | 76    | 61    | 50    | 33    | 57  | 33    | 62      | 61   | 50    | 57    | 62  |       |
| TOTAL  | 2                      | 0     | 6    | 10    | 0     | 3     | 22    | 39    | 44  | 33    | 67                  | 67    | 35   | 67    | 76    | 61    | 50    | 33    | 57  | 33    | 62      | 61   | 50    | 57    | 62  |       |
| I have seen or heard about racist behavior initiated by: ethnic minority faculty. (Item 10c)               |                        |       |      |       |       |       |       |       |     |       |                     |       |      |       |       |       |       |       |     |       |         |      |       |       |     |       |
| Santa Ana Campus   | 0                      | 8     | 0    | 0     | 0     | 2     | 17    | 29    | 43  | 33    | 25                  | 25    | 29   | 25    | 83    | 63    | 57    | 75    | 67  | 75    | 69      | 63   | 57    | 67    | 69  |       |
| Orange Campus  | 0                      | 0     | 0    | 0     | 100   | 5     | 20    | 25    | 0   | 50    | 0                   | 0     | 19   | 0     | 80    | 75    | 100   | 0     | 50  | 0     | 76      | 75   | 100   | 50    | 76  |       |
| Centennial Education Center  | 0                      | 0     | 0    | 0     | 0     | 20    | 0     | 100   | 0   | 0     | 0                   | 0     | 50   | 0     | 100   | 50    | 0     | 0     | 0   | 0     | 50      | 50   | 0     | 0     | 50  |       |
| Adult Learning Center  | 0                      | 6     | 0    | 0     | 0     | 2     | 16    | 31    | 41  | 37    | 20                  | 20    | 29   | 20    | 84    | 63    | 59    | 60    | 63  | 60    | 70      | 63   | 59    | 63    | 70  |       |
| TOTAL  | 0                      | 6     | 0    | 0     | 0     | 2     | 16    | 31    | 41  | 37    | 20                  | 20    | 29   | 20    | 84    | 63    | 59    | 60    | 63  | 60    | 70      | 63   | 59    | 63    | 70  |       |

|  | By Years Worked at RSC |          |          |          |          |                     |          |           |           |           |           |           |           |           |           |           |           | Average   |            |            |            |            |            |            |
|--|------------------------|----------|----------|----------|----------|---------------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|
|  | Frequently             |          |          |          |          | Occasionally/Seldom |          |           |           |           | Never     |           |           |           |           |           |           |           |            |            |            |            |            |            |
|  | 1-5                    | 6-10     | 11-15    | 16-20    | 20+      | 1-5                 | 6-10     | 11-15     | 16-20     | 20+       | Total     | 1-5       | 6-10      | 11-15     | 16-20     | 20+       | Total     | 1-5       | 6-10       | 11-15      | 16-20      | 20+        | Total      |            |
|  |                        |          |          |          |          |                     |          |           |           |           |           |           |           |           |           |           |           |           |            |            |            |            |            |            |
| I have seen or heard about racist behavior initiated by: non-ethnic minority faculty. (Item10d)                      | 6                      | 0        | 0        | 5        | 0        | 3                   | 19       | 46        | 39        | 47        | 50        | 36        | 75        | 54        | 61        | 47        | 50        | 61        | 2.7        | 2.5        | 2.6        | 2.4        | 2.5        | 2.6        |
|  | -                      | -        | -        | -        | -        | -                   | 25       | 40        | 100       | 50        | -         | 42        | 75        | 60        | 0         | 50        | -         | 58        | 2.8        | 2.6        | 2.0        | 2.5        | -          | 2.6        |
|  | -                      | -        | -        | -        | -        | -                   | 20       | 25        | 75        | 50        | 100       | 38        | 80        | 75        | 25        | 50        | 0         | 62        | 2.8        | 2.8        | 2.3        | 2.5        | 2.0        | 2.6        |
|  | -                      | -        | -        | -        | -        | -                   | 0        | 50        | 100       | -         | -         | 50        | 100       | 50        | 0         | -         | -         | 50        | 3.0        | 2.6        | 2.0        | -          | -          | 2.5        |
|  | <b>TOTAL</b>           | <b>4</b> | <b>0</b> | <b>0</b> | <b>4</b> | <b>0</b>            | <b>2</b> | <b>20</b> | <b>43</b> | <b>47</b> | <b>48</b> | <b>60</b> | <b>37</b> | <b>77</b> | <b>57</b> | <b>48</b> | <b>40</b> | <b>61</b> | <b>2.7</b> | <b>2.6</b> | <b>2.5</b> | <b>2.4</b> | <b>2.4</b> | <b>2.6</b> |
| I have seen or heard about racist behavior initiated by: ethnic minority students. (Item10e)                         | 3                      | 4        | 0        | 0        | 0        | 2                   | 47       | 46        | 39        | 35        | 75        | 44        | 50        | 50        | 61        | 65        | 25        | 54        | 2.5        | 2.5        | 2.6        | 2.6        | 2.3        | 2.5        |
|  | -                      | -        | -        | -        | -        | -                   | 0        | 25        | 100       | 50        | -         | 27        | 100       | 75        | 0         | 50        | -         | 73        | 3.0        | 2.5        | 2.0        | 2.5        | -          | 2.7        |
|  | 10                     | 0        | 0        | 0        | 100      | 9                   | 20       | 50        | 50        | 100       | 0         | 39        | 70        | 50        | 20        | 0         | 0         | 52        | 2.6        | 2.8        | 2.5        | 2.0        | 1.0        | 2.4        |
|  | -                      | -        | -        | -        | -        | -                   | 0        | 100       | -         | -         | -         | 67        | 100       | 0         | -         | -         | -         | 33        | 3.0        | 2.0        | -          | -          | -          | 2.3        |
|  | <b>TOTAL</b>           | <b>4</b> | <b>3</b> | <b>0</b> | <b>0</b> | <b>20</b>           | <b>3</b> | <b>37</b> | <b>47</b> | <b>42</b> | <b>43</b> | <b>60</b> | <b>42</b> | <b>59</b> | <b>50</b> | <b>58</b> | <b>20</b> | <b>55</b> | <b>2.6</b> | <b>2.5</b> | <b>2.6</b> | <b>2.6</b> | <b>2.0</b> | <b>2.5</b> |
| I have seen or heard about racist behavior initiated by: non-ethnic minority students. (Item10f)                     | 0                      | 0        | 0        | 6        | 0        | 1                   | 40       | 46        | 44        | 35        | 50        | 42        | 60        | 54        | 58        | 59        | 50        | 57        | 2.6        | 2.5        | 2.6        | 2.5        | 2.5        | 2.8        |
|  | 25                     | 0        | 0        | 0        | 0        | 9                   | 0        | 25        | 100       | 50        | -         | 27        | 75        | 75        | 0         | 50        | -         | 84        | 2.5        | 2.8        | 2.0        | 2.5        | -          | 2.5        |
|  | 11                     | 17       | 0        | 0        | 0        | 9                   | 22       | 50        | 50        | 100       | 100       | 46        | 67        | 33        | 50        | 0         | 0         | 48        | 2.6        | 2.2        | 2.5        | 2.0        | 2.0        | 2.4        |
|  | 0                      | 50       | -        | -        | -        | 33                  | 0        | 50        | -         | -         | -         | 33        | 100       | 0         | -         | -         | -         | 33        | 3.0        | 1.5        | -          | -          | -          | 2.0        |
|  | <b>TOTAL</b>           | <b>4</b> | <b>6</b> | <b>0</b> | <b>5</b> | <b>0</b>            | <b>4</b> | <b>33</b> | <b>44</b> | <b>47</b> | <b>43</b> | <b>60</b> | <b>41</b> | <b>63</b> | <b>50</b> | <b>53</b> | <b>40</b> | <b>55</b> | <b>2.6</b> | <b>2.4</b> | <b>2.5</b> | <b>2.5</b> | <b>2.4</b> | <b>2.5</b> |
| I have seen or heard about racist behavior initiated by: people from the community surrounding the campus. (Item10g) | 3                      | 9        | 3        | 6        | 0        | 5                   | 38       | 27        | 66        | 31        | 75        | 44        | 59        | 64        | 31        | 63        | 25        | 54        | 2.6        | 2.5        | 2.3        | 2.6        | 2.3        | 2.5        |
|  | 0                      | 0        | 100      | 0        | 0        | 8                   | 25       | 40        | 0         | 50        | -         | 33        | 75        | 60        | 0         | 50        | -         | 58        | 2.8        | 2.6        | 1.0        | 2.5        | -          | 2.5        |
|  | 0                      | 0        | 0        | 0        | 100      | 5                   | 25       | 50        | 0         | 100       | 0         | 25        | 75        | 50        | 100       | 50        | 0         | 65        | 2.8        | 2.5        | 3.0        | 2.5        | 1.0        | 2.6        |
|  | 0                      | 0        | 0        | 0        | 0        | -                   | 0        | 0         | 100       | -         | -         | 25        | 100       | 100       | 0         | 0         | -         | 75        | 3.0        | 3.0        | 2.0        | -          | -          | 2.8        |
|  | <b>TOTAL</b>           | <b>2</b> | <b>6</b> | <b>6</b> | <b>5</b> | <b>20</b>           | <b>5</b> | <b>34</b> | <b>31</b> | <b>59</b> | <b>35</b> | <b>60</b> | <b>40</b> | <b>64</b> | <b>63</b> | <b>35</b> | <b>60</b> | <b>55</b> | <b>2.6</b> | <b>2.6</b> | <b>2.3</b> | <b>2.6</b> | <b>2.3</b> | <b>2.0</b> |

staff/years at RSC-4

|  | By Years Worked at RSC |      |       |       |     |       |                     |      |       |       |     |       |       |      |       |       |     |       | Average |      |       |       |     |       |
|--|------------------------|------|-------|-------|-----|-------|---------------------|------|-------|-------|-----|-------|-------|------|-------|-------|-----|-------|---------|------|-------|-------|-----|-------|
|  | Frequently             |      |       |       |     |       | Occasionally/Seldom |      |       |       |     |       | Never |      |       |       |     |       |         |      |       |       |     |       |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5                 | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5   | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5     | 6-10 | 11-15 | 16-20 | 20+ | Total |
|  |                        |      |       |       |     |       |                     |      |       |       |     |       |       |      |       |       |     |       |         |      |       |       |     |       |
| I have seen or heard about sexist behavior initiated by: female support personnel. (Item12a) | 0                      | 0    | 4     | 6     | 0   | 2     | 14                  | 20   | 25    | 13    | 14  | 18    | 87    | 80   | 71    | 81    | 86  | 81    | 2.9     | 2.8  | 2.7   | 2.8   | 2.9 | 2.8   |
|  | -                      | -    | -     | -     | -   | -     | 50                  | 0    | 100   | 50    | -   | 33    | 50    | 100  | 0     | 50    | -   | 67    | 2.5     | 3.0  | 2.0   | 2.5   | -   | 2.7   |
|  | 0                      | 0    | 0     | 50    | 0   | 4     | 60                  | 17   | 50    | 0     | 0   | 39    | 40    | 83   | 50    | 50    | 100 | 57    | 2.4     | 2.8  | 2.5   | 2.0   | 3.0 | 2.5   |
|  | -                      | -    | -     | -     | -   | -     | 0                   | 50   | 0     | -     | -   | 17    | 100   | 50   | 100   | -     | -   | 83    | 3.0     | 2.5  | 3.0   | -     | -   | 2.8   |
|  | 0                      | 0    | 3     | 10    | 0   | 2     | 25                  | 18   | 29    | 15    | 13  | 22    | 76    | 82   | 69    | 75    | 88  | 76    | 2.8     | 2.8  | 2.7   | 2.7   | 2.9 | 2.7   |
| I have seen or heard about sexist behavior initiated by: male support personnel. (Item12b)   | 0                      | 12   | 11    | 11    | 0   | 7     | 47                  | 24   | 50    | 44    | 29  | 41    | 53    | 64   | 39    | 44    | 71  | 52    | 2.5     | 2.5  | 2.3   | 2.3   | 2.7 | 2.5   |
|  | -                      | -    | -     | -     | -   | -     | 75                  | 20   | 100   | 0     | -   | 42    | 25    | 80   | 0     | 100   | -   | 58    | 2.3     | 2.8  | 2.0   | 3.0   | -   | 2.8   |
|  | 20                     | 17   | 0     | 0     | 0   | 13    | 40                  | 17   | 50    | 100   | 44  | 33    | 40    | 67   | 50    | 0     | 44  | 58    | 2.2     | 2.5  | 2.5   | 2.0   | 2.0 | 2.3   |
|  | 0                      | 0    | 50    | -     | -   | 17    | 0                   | 50   | 50    | -     | -   | 100   | 100   | 50   | 0     | -     | -   | 50    | 3.0     | 2.5  | 1.5   | -     | -   | 2.3   |
|  | 4                      | 11   | 11    | 9     | 0   | 8     | 48                  | 24   | 51    | 46    | 38  | 41    | 50    | 66   | 37    | 46    | 63  | 51    | 2.5     | 2.6  | 2.3   | 2.4   | 2.6 | 2.4   |
| I have seen or heard about sexist behavior initiated by: female faculty. (Item12c)           | 0                      | 8    | 4     | 0     | 0   | 3     | 16                  | 21   | 25    | 24    | 14  | 20    | 84    | 71   | 71    | 77    | 86  | 77    | 2.8     | 2.6  | 2.7   | 2.8   | 2.9 | 2.7   |
|  | -                      | -    | -     | -     | -   | -     | 25                  | 0    | 100   | 0     | -   | 17    | 75    | 100  | 0     | 100   | -   | 83    | 2.8     | 3.0  | 2.0   | 3.0   | -   | 2.8   |
|  | 10                     | 0    | 0     | 0     | 0   | 5     | 40                  | 17   | 33    | 50    | 0   | 32    | 50    | 83   | 67    | 50    | 100 | 64    | 2.4     | 2.8  | 2.7   | 2.5   | 3.0 | 2.6   |
|  | -                      | -    | -     | -     | -   | -     | 0                   | 50   | 0     | -     | -   | 17    | 100   | 50   | 100   | -     | -   | 83    | 3.0     | 2.5  | 3.0   | -     | -   | 2.6   |
|  | 2                      | 5    | 3     | 0     | 0   | 3     | 21                  | 19   | 27    | 24    | 13  | 22    | 77    | 76   | 71    | 76    | 88  | 76    | 2.8     | 2.7  | 2.7   | 2.8   | 2.9 | 2.7   |
| I have seen or heard about sexist behavior initiated by: male faculty. (Item12d)             | 0                      | 4    | 3     | 6     | 0   | 3     | 29                  | 36   | 52    | 47    | 29  | 39    | 71    | 60   | 45    | 47    | 71  | 59    | 2.7     | 2.6  | 2.4   | 2.4   | 2.7 | 2.6   |
|  | 25                     | 0    | 0     | 0     | -   | 8     | 25                  | 40   | 100   | 0     | -   | 33    | 50    | 60   | 0     | 100   | -   | 58    | 2.3     | 2.6  | 2.0   | 3.0   | -   | 2.5   |
|  | 10                     | 17   | 25    | 50    | 0   | 17    | 40                  | 17   | 25    | 50    | 0   | 30    | 50    | 67   | 50    | 0     | 100 | 52    | 2.4     | 2.5  | 2.3   | 1.5   | 3.0 | 2.3   |
|  | -                      | -    | -     | -     | -   | -     | 0                   | 50   | 50    | -     | -   | 33    | 100   | 50   | 50    | -     | -   | 67    | 3.0     | 2.5  | 2.5   | -     | -   | 2.7   |
|  | 4                      | 5    | 6     | 10    | 0   | 5     | 30                  | 34   | 50    | 43    | 25  | 37    | 67    | 61   | 44    | 48    | 75  | 58    | 2.6     | 2.6  | 2.4   | 2.4   | 2.8 | 2.5   |

|  | By Years Worked at RSC |      |       |       |     |                     |      |       |       |     |       |     |      |       |       | Average |       |     |      |       |       |     |       |     |     |
|--|------------------------|------|-------|-------|-----|---------------------|------|-------|-------|-----|-------|-----|------|-------|-------|---------|-------|-----|------|-------|-------|-----|-------|-----|-----|
|  | Frequently             |      |       |       |     | Occasionally/Seldom |      |       |       |     | Never |     |      |       |       |         |       |     |      |       |       |     |       |     |     |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | 1-5                 | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+     | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |     |     |
|  |                        |      |       |       |     |                     |      |       |       |     |       |     |      |       |       |         |       |     |      |       |       |     |       |     |     |
| I have seen or heard about sexist behavior initiated by: female students. (Item12e)  |                        |      |       |       |     |                     |      |       |       |     |       |     |      |       |       |         |       |     |      |       |       |     |       |     |     |
| Santa Ana Campus   | -                      | -    | -     | -     | -   | 10                  | 22   | 8     | 19    | 14  | 14    | 14  | 90   | 78    | 92    | 81      | 86    | 86  | 2.9  | 2.8   | 2.9   | 2.8 | 2.8   | 2.9 | 2.9 |
| Orange Campus  | -                      | -    | -     | -     | -   | 25                  | 0    | 100   | 0     | -   | 17    | 17  | 75   | 100   | 0     | 100     | -     | 83  | 2.8  | 3.0   | 2.0   | 3.0 | -     | 2.8 | 2.8 |
| Centennial Education Center  | 10                     | 0    | 0     | 0     | 5   | 50                  | 17   | 33    | 50    | 0   | 36    | 40  | 40   | 83    | 67    | 50      | 100   | 59  | 2.3  | 2.8   | 2.7   | 2.5 | 3.0   | 2.5 | 2.5 |
| Adult Learning Center  | -                      | -    | -     | -     | -   | 50                  | 50   | 0     | -     | -   | 40    | 50  | 50   | 50    | 100   | -       | -     | 60  | 2.5  | 2.5   | 3.0   | -   | -     | 2.6 | 2.6 |
| TOTAL  | 2                      | 0    | 0     | 0     | 1   | 20                  | 19   | 13    | 20    | 13  | 18    | 78  | 81   | 87    | 80    | 88      | 81    | 81  | 2.8  | 2.8   | 2.9   | 2.8 | 2.8   | 2.8 | 2.8 |
| I have seen or heard about sexist behavior initiated by: male students. (Item12f)  |                        |      |       |       |     |                     |      |       |       |     |       |     |      |       |       |         |       |     |      |       |       |     |       |     |     |
| Santa Ana Campus   | 3                      | 4    | 4     | 0     | 0   | 3                   | 39   | 30    | 28    | 44  | 29    | 35  | 59   | 65    | 68    | 56      | 71    | 63  | 2.6  | 2.6   | 2.6   | 2.6 | 2.7   | 2.6 | 2.6 |
| Orange Campus  | 0                      | 0    | 100   | 0     | -   | 8                   | 50   | 40    | 0     | 0   | 33    | 33  | 50   | 60    | 0     | 100     | -     | 58  | 2.5  | 2.6   | 1.0   | 3.0 | -     | 2.5 | 2.5 |
| Centennial Education Center  | 30                     | 17   | 0     | 0     | 0   | 18                  | 30   | 17    | 33    | 50  | 0     | 27  | 40   | 67    | 67    | 50      | 100   | 55  | 2.1  | 2.5   | 2.7   | 2.5 | 3.0   | 2.4 | 2.4 |
| Adult Learning Center  | -                      | -    | -     | -     | -   | 50                  | 100  | 0     | -     | -   | 60    | 50  | 50   | 0     | 100   | -       | 40    | 40  | 2.5  | 2.0   | 3.0   | -   | -     | 2.4 | 2.4 |
| TOTAL  | 7                      | 6    | 7     | 0     | 0   | 5                   | 38   | 33    | 27    | 40  | 25    | 34  | 55   | 61    | 67    | 60      | 75    | 60  | 2.5  | 2.6   | 2.6   | 2.6 | 2.8   | 2.6 | 2.6 |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: Informal discussions with others on Campus. (Item27a) |                        |      |       |       |     |                     |      |       |       |     |       |     |      |       |       |         |       |     |      |       |       |     |       |     |     |
| Santa Ana Campus   | 42                     | 42   | 31    | 56    | 50  | 42                  | 52   | 42    | 59    | 38  | 33    | 48  | 6    | 17    | 10    | 6       | 17    | 10  | 1.6  | 1.8   | 1.8   | 1.5 | 1.7   | 1.7 | 1.7 |
| Orange Campus  | 0                      | 0    | 100   | 100   | -   | 33                  | 100  | 50    | 0     | 0   | -     | 50  | 0    | 50    | 0     | 0       | -     | 17  | 2.0  | 7.5   | 1.0   | 1.0 | -     | 1.8 | 1.8 |
| Centennial Education Center  | 50                     | 100  | 0     | 50    | 100 | 59                  | 40   | 0     | 100   | 0   | 0     | 29  | 10   | 0     | 0     | 50      | 0     | 12  | 1.6  | 1.0   | 2.0   | 2.0 | 1.0   | 1.5 | 1.5 |
| Adult Learning Center  | 0                      | 50   | 50    | -     | -   | 40                  | 100  | 50    | 0     | -   | 40    | 40  | 0    | 0     | 50    | -       | -     | 20  | 2.0  | 1.5   | 2.0   | -   | -     | 1.8 | 1.8 |
| TOTAL  | 41                     | 45   | 33    | 58    | 57  | 43                  | 52   | 39    | 55    | 32  | 29    | 46  | 7    | 16    | 12    | 11      | 14    | 11  | 1.7  | 1.7   | 1.8   | 1.5 | 1.6   | 1.6 | 1.7 |

|  | By Years Worked at RSC |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       | Average |       |       |       |       |       |     |
|--|------------------------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|  | Frequently             |       |       |       |       | Occasionally/Seldom |       |       |       |       | Never |       |       |       |       |       |       |         |       |       |       |       |       |     |
|  | 1-5                    | 6-10  | 11-15 | 16-20 | 20+   | 1-5                 | 6-10  | 11-15 | 16-20 | 20+   | Total | 1-5   | 6-10  | 11-15 | 16-20 | 20+   | Total | 1-5     | 6-10  | 11-15 | 16-20 | 20+   | Total |     |
|  | Total                  | Total | Total | Total | Total | Total               | Total | Total | Total | Total | Total | Total | Total | Total | Total | Total | Total | Total   | Total | Total | Total | Total |       |     |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: staff development activities. (item27b) | 25                     | 29    | 37    | 44    | 14    | 32                  | 38    | 63    | 56    | 50    | 71    | 53    | 38    | 8     | 7     | 6     | 14    | 15      | 2.1   | 1.8   | 1.7   | 1.6   | 2.0   | 1.8 |
| Santa Ana Campus   | 0                      | 0     | 100   | 100   | 0     | 33                  | 50    | 50    | 0     | 0     | 0     | 33    | 50    | 50    | 0     | 0     | 0     | 33      | 2.5   | 2.5   | 1.0   | 1.0   | 0     | 2.0 |
| Orange Campus  | 11                     | 33    | 50    | 50    | 100   | 29                  | 44    | 33    | 50    | 0     | 0     | 35    | 44    | 33    | 0     | 50    | 0     | 35      | 2.3   | 2.0   | 1.5   | 2.0   | 1.0   | 2.1 |
| Centennial Education Center  | 0                      | 0     | 0     | 0     | 0     | 0                   | 0     | 50    | 50    | 0     | 0     | 40    | 100   | 50    | 50    | 0     | 0     | 60      | 3.0   | 2.5   | 2.5   | 0     | 0     | 2.6 |
| Adult Learning Center  | 19                     | 26    | 38    | 48    | 25    | 31                  | 39    | 58    | 53    | 43    | 63    | 49    | 42    | 16    | 9     | 10    | 13    | 20      | 2.2   | 1.9   | 1.7   | 1.6   | 1.9   | 1.9 |
| TOTAL  | 20                     | 23    | 39    | 52    | 25    | 31                  | 40    | 55    | 52    | 43    | 50    | 48    | 40    | 23    | 10    | 5     | 25    | 21      | 1.9   | 2.0   | 1.7   | 1.5   | 2.0   | 1.9 |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: conferences and workshops. (item27c)    | 21                     | 25    | 35    | 50    | 14    | 30                  | 38    | 54    | 58    | 50    | 57    | 51    | 42    | 21    | 8     | 0     | 29    | 19      | 2.2   | 2.0   | 1.7   | 1.5   | 2.1   | 1.9 |
| Santa Ana Campus   | 0                      | 0     | 100   | 100   | 0     | 33                  | 100   | 50    | 0     | 0     | 0     | 50    | 0     | 50    | 0     | 0     | 0     | 17      | 2.0   | 2.5   | 1.0   | 1.0   | 0     | 1.8 |
| Orange Campus  | 25                     | 33    | 50    | 50    | 100   | 38                  | 38    | 33    | 50    | 0     | 0     | 31    | 38    | 33    | 0     | 50    | 0     | 31      | 2.1   | 2.0   | 1.5   | 2.0   | 1.0   | 1.9 |
| Centennial Education Center  | 0                      | 0     | 0     | 0     | 0     | 0                   | 0     | 100   | 0     | 0     | 0     | 40    | 100   | 0     | 50    | 0     | 0     | 40      | 3.0   | 2.0   | 2.0   | 0     | 0     | 2.2 |
| Adult Learning Center  | 20                     | 23    | 39    | 52    | 25    | 31                  | 40    | 55    | 52    | 43    | 50    | 48    | 40    | 23    | 10    | 5     | 25    | 21      | 1.9   | 2.0   | 1.7   | 1.5   | 2.0   | 1.9 |
| TOTAL  | 26                     | 14    | 30    | 47    | 57    | 30                  | 33    | 50    | 52    | 47    | 43    | 45    | 41    | 36    | 19    | 6     | 0     | 25      | 2.1   | 2.2   | 1.9   | 1.6   | 1.4   | 2.0 |
| Santa Ana Campus   | 0                      | 0     | 100   | 0     | 0     | 17                  | 0     | 50    | 0     | 100   | 0     | 33    | 100   | 50    | 0     | 0     | 0     | 50      | 3.0   | 2.5   | 1.0   | 2.0   | 0     | 2.3 |
| Orange Campus  | 14                     | 0     | 0     | 50    | 100   | 23                  | 43    | 50    | 0     | 0     | 0     | 31    | 43    | 50    | 100   | 50    | 0     | 46      | 2.3   | 2.5   | 3.0   | 2.0   | 1.0   | 2.2 |
| Centennial Education Center  | 0                      | 0     | 0     | 0     | 0     | 0                   | 0     | 50    | 0     | 0     | 0     | 20    | 100   | 50    | 50    | 0     | 0     | 60      | 3.0   | 2.5   | 2.0   | 0     | 0     | 2.4 |
| Adult Learning Center  | 22                     | 11    | 32    | 45    | 63    | 28                  | 32    | 50    | 45    | 45    | 38    | 42    | 46    | 39    | 23    | 10    | 0     | 30      | 2.0   | 2.3   | 1.9   | 1.7   | 1.4   | 2.0 |
| TOTAL  |                        |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |

|   | By Years Worked at RSC |      |       |       |     |       |     |                     |       |       |     |       |     |      |       |       |     | Average |     |      |       |       |     |       |  |  |
|---|------------------------|------|-------|-------|-----|-------|-----|---------------------|-------|-------|-----|-------|-----|------|-------|-------|-----|---------|-----|------|-------|-------|-----|-------|--|--|
|   | Frequently             |      |       |       |     |       |     | Occasionally/Seldom |       |       |     |       |     |      | Never |       |     |         |     |      |       |       |     |       |  |  |
|   | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5 | 6-10                | 11-15 | 16-20 | 20+ | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |  |  |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: special events (cultural celebrations, etc.) (item27e) |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |       |       |     |         |     |      |       |       |     |       |  |  |
| Santa Ana Campus  | 38                     | 42   | 30    | 53    | 50  | 39    | 50  | 50                  | 53    | 47    | 50  | 51    | 13  | 8    | 17    | 0     | 0   | 10      | 1.8 | 1.7  | 1.9   | 1.5   | 1.5 | 1.7   |  |  |
| Orange Campus   | 0                      | 0    | 100   | 0     | 0   | 17    | 100 | 100                 | 0     | 100   | 0   | 83    | 0   | 0    | 0     | 0     | 0   | 33      | 2.0 | 2.0  | 1.0   | 2.0   | 2.0 | 1.8   |  |  |
| Centennial Education Center   | 38                     | 0    | 0     | 0     | 100 | 27    | 25  | 100                 | 0     | 50    | 0   | 40    | 38  | 0    | 100   | 50    | 0   | 40      | 2.0 | 2.0  | 3.0   | 2.5   | 1.0 | 2.1   |  |  |
| Adult Learning Center   | 0                      | 0    | 0     | 0     | 0   | 20    | 0   | 100                 | 0     | 0     | 0   | 40    | 100 | 0    | 50    | 0     | 0   | 40      | 3.0 | 2.0  | 2.0   | 0     | 0   | 2.2   |  |  |
| TOTAL   | 35                     | 32   | 32    | 45    | 57  | 36    | 47  | 61                  | 47    | 50    | 43  | 50    | 19  | 7    | 21    | 5     | 0   | 13      | 1.8 | 1.7  | 1.9   | 1.6   | 1.4 | 1.8   |  |  |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: concerts and exhibits. (item27f)                       |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |       |       |     |         |     |      |       |       |     |       |  |  |
| Santa Ana Campus  | 21                     | 38   | 20    | 35    | 29  | 28    | 54  | 54                  | 56    | 53    | 71  | 55    | 25  | 8    | 24    | 12    | 0   | 17      | 2.0 | 1.7  | 2.0   | 1.8   | 1.7 | 1.9   |  |  |
| Orange Campus   | 0                      | 0    | 100   | 0     | 0   | 17    | 0   | 50                  | 0     | 100   | 0   | 33    | 100 | 50   | 0     | 0     | 0   | 50      | 3.0 | 2.5  | 1.0   | 2.0   | 0   | 2.3   |  |  |
| Centennial Education Center   | 13                     | 0    | 0     | 0     | 100 | 13    | 50  | 100                 | 0     | 50    | 0   | 53    | 38  | 0    | 100   | 50    | 0   | 33      | 2.3 | 2.0  | 3.0   | 2.5   | 1.0 | 2.2   |  |  |
| Adult Learning Center   | 0                      | 0    | 0     | 0     | 0   | 20    | 0   | 50                  | 0     | 0     | 0   | 20    | 100 | 50   | 50    | 0     | 0   | 60      | 3.0 | 2.5  | 2.0   | 0     | 0   | 2.4   |  |  |
| TOTAL   | 18                     | 29   | 24    | 30    | 38  | 25    | 49  | 58                  | 48    | 55    | 63  | 53    | 33  | 13   | 28    | 15    | 0   | 22      | 2.2 | 1.8  | 2.0   | 1.9   | 1.6 | 2.0   |  |  |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: athletic events. (item27g)                             |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |       |       |     |         |     |      |       |       |     |       |  |  |
| Santa Ana Campus  | 4                      | 14   | 13    | 13    | 17  | 11    | 32  | 41                  | 21    | 38    | 67  | 34    | 64  | 46   | 67    | 50    | 17  | 55      | 2.6 | 2.3  | 2.5   | 2.4   | 2.0 | 2.4   |  |  |
| Orange Campus   | 0                      | 0    | 0     | 0     | 0   | 14    | 0   | 0                   | 0     | 0     | 0   | 14    | 88  | 33   | 100   | 100   | 0   | 100     | 3.0 | 3.0  | 3.0   | 0     | 0   | 3.0   |  |  |
| Centennial Education Center   | 0                      | 33   | 0     | 0     | 100 | 14    | 13  | 33                  | 0     | 0     | 0   | 25    | 100 | 50   | 100   | 0     | 0   | 75      | 3.0 | 2.5  | 3.0   | 0     | 0   | 2.8   |  |  |
| Adult Learning Center   | 0                      | 0    | 0     | 0     | 0   | 10    | 25  | 39                  | 19    | 35    | 57  | 30    | 72  | 46   | 70    | 53    | 14  | 59      | 2.7 | 2.3  | 2.6   | 2.4   | 1.9 | 2.5   |  |  |
| TOTAL   | 3                      | 14   | 11    | 12    | 29  | 10    | 25  | 39                  | 19    | 35    | 57  | 30    | 72  | 46   | 70    | 53    | 14  | 59      | 2.7 | 2.3  | 2.6   | 2.4   | 1.9 | 2.5   |  |  |



|  | By Years Worked at RSC |      |       |       |     |       |     |                     |       |       |     |       |     |      | Average |       |     |       |     |  |  |
|--|------------------------|------|-------|-------|-----|-------|-----|---------------------|-------|-------|-----|-------|-----|------|---------|-------|-----|-------|-----|--|--|
|  | Frequently             |      |       |       |     |       |     | Occasionally/Seldom |       |       |     |       |     |      | Never   |       |     |       |     |  |  |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5 | 6-10                | 11-15 | 16-20 | 20+ | Total | 1-5 | 6-10 | 11-15   | 16-20 | 20+ | Total |     |  |  |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: other activities. (Item27h) |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |         |       |     |       |     |  |  |
| Santa Ana Campus   | 0                      | 0    | 100   | 0     | -   | 10    | 33  | 25                  | 0     | 100   | -   | 40    | 67  | 75   | 0       | 0     | -   | 50    | 2.7 |  |  |
| Orange Campus  | -                      | -    | -     | -     | -   | -     | -   | -                   | -     | -     | -   | -     | 100 | 0    | -       | -     | -   | 67    | 3.0 |  |  |
| Centennial Education Center  | -                      | -    | -     | -     | -   | -     | 0   | 100                 | -     | -     | -   | 33    | 100 | 0    | -       | -     | -   | 100   | 3.0 |  |  |
| Adult Learning Center  | -                      | -    | -     | -     | -   | -     | -   | -                   | -     | -     | -   | -     | 100 | -    | -       | -     | -   | 57    | 2.8 |  |  |
| TOTAL  | 0                      | 0    | 100   | 0     | -   | 7     | 20  | 40                  | 0     | 67    | -   | 36    | 80  | 60   | 0       | 33    | -   | 57    | 2.6 |  |  |
| Campus administrators behave as though high priorities for them are to: enhance the prestige of the campus. (Item30a)                |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |         |       |     |       |     |  |  |
| Santa Ana Campus   | 57                     | 46   | 57    | 40    | 67  | 52    | 43  | 55                  | 43    | 45    | 33  | 45    | 0   | 0    | 0       | 15    | 0   | 3     | 1.4 |  |  |
| Orange Campus  | 0                      | 0    | 0     | 100   | -   | 29    | 100 | 67                  | 100   | 0     | -   | 57    | 0   | 33   | 0       | 0     | -   | 14    | 2.0 |  |  |
| Centennial Education Center  | 64                     | 67   | 0     | 50    | 100 | 57    | 18  | 33                  | 67    | 50    | 0   | 30    | 18  | 0    | 33      | 0     | 0   | 13    | 1.5 |  |  |
| Adult Learning Center  | 0                      | 50   | 100   | -     | -   | 50    | 50  | 50                  | 0     | -     | -   | 33    | 50  | 0    | 0       | -     | -   | 17    | 2.5 |  |  |
| TOTAL  | 55                     | 46   | 53    | 46    | 71  | 52    | 39  | 52                  | 44    | 42    | 29  | 43    | 6   | 3    | 3       | 13    | 0   | 5     | 1.5 |  |  |
| Campus administrators behave as though high priorities for them are to: hire a high quality faculty and staff. (Item30b)             |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |         |       |     |       |     |  |  |
| Santa Ana Campus   | 51                     | 59   | 65    | 68    | 100 | 62    | 46  | 36                  | 36    | 26    | 0   | 36    | 3   | 5    | 0       | 5     | 0   | 3     | 1.5 |  |  |
| Orange Campus  | 100                    | 100  | 100   | 50    | -   | 88    | -   | -                   | -     | -     | -   | -     | 0   | 0    | 0       | 50    | 0   | 13    | 1.0 |  |  |
| Centennial Education Center  | 55                     | 67   | 67    | 50    | 100 | 61    | 36  | 33                  | 33    | 50    | 0   | 35    | 9   | 0    | 0       | 0     | 0   | 4     | 1.5 |  |  |
| Adult Learning Center  | 50                     | 100  | 50    | -     | -   | 83    | -   | -                   | -     | -     | -   | -     | 50  | 0    | 0       | -     | -   | 17    | 2.0 |  |  |
| TOTAL  | 54                     | 67   | 68    | 65    | 100 | 64    | 40  | 30                  | 32    | 26    | 0   | 32    | 6   | 3    | 0       | 9     | 0   | 4     | 1.5 |  |  |

|  | By Years Worked at RSC |      |       |       |     |       |                     |      |       |       |       |       |       |      |       |       | Average |       |     |      |       |       |       |       |       |      |       |       |       |       |
|--|------------------------|------|-------|-------|-----|-------|---------------------|------|-------|-------|-------|-------|-------|------|-------|-------|---------|-------|-----|------|-------|-------|-------|-------|-------|------|-------|-------|-------|-------|
|  | Frequently             |      |       |       |     |       | Occasionally/Seldom |      |       |       |       |       | Never |      |       |       |         |       |     |      |       |       |       |       |       |      |       |       |       |       |
|  | 11-15                  |      | 16-20 |       | 20+ |       | 1-5                 |      | 6-10  |       | 11-15 |       | 16-20 |      | 20+   |       | Total   |       | 1-5 |      | 6-10  |       | 11-15 |       | 16-20 |      | 20+   |       | Total |       |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5                 | 6-10 | 11-15 | 16-20 | 20+   | Total | 1-5   | 6-10 | 11-15 | 16-20 | 20+     | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+   | Total | 1-5   | 6-10 | 11-15 | 16-20 | 20+   | Total |
| Campus administrators behave as though high priorities for them are to: retain a high quality faculty and staff. (Item30c) | 49                     | 59   | 61    | 53    | 100 | 57    | 46                  | 41   | 39    | 42    | 0     | 40    | 5     | 0    | 0     | 5     | 0       | 3     | 1.6 | 1.4  | 1.4   | 1.5   | 1.0   | 1.5   | 1.0   | 1.0  | 1.5   | 1.5   | 1.0   | 1.5   |
| Santa Ana Campus   | 100                    | 100  | 100   | 50    | 88  | 0     | 0                   | 0    | 0     | 50    | 13    | 0     | 0     | 0    | 0     | 0     | 0       | 9     | 1.0 | 1.0  | 1.0   | 1.5   | 1.0   | 1.5   | 1.0   | 1.5  | 1.5   | 1.0   | 1.6   |       |
| Orange Campus  | 36                     | 50   | 50    | 50    | 100 | 46    | 46                  | 50   | 50    | 50    | 0     | 46    | 18    | 0    | 0     | 0     | 0       | 17    | 2.0 | 1.0  | 1.0   | 1.0   | 1.0   | 1.0   | 1.0   | 1.0  | 1.0   | 1.0   | 1.3   |       |
| Centennial Education Center  | 50                     | 100  | 100   | 83    | 83  | 0     | 0                   | 0    | 0     | 0     | 0     | 0     | 50    | 0    | 0     | 0     | 0       | 4     | 1.6 | 1.4  | 1.4   | 1.5   | 1.0   | 1.5   | 1.0   | 1.5  | 1.0   | 1.5   |       |       |
| Adult Learning Center  | 48                     | 64   | 64    | 52    | 100 | 58    | 42                  | 36   | 36    | 44    | 0     | 38    | 10    | 0    | 0     | 4     | 0       | 4     | 1.6 | 1.4  | 1.4   | 1.5   | 1.0   | 1.5   | 1.0   | 1.5  | 1.0   | 1.5   |       |       |
| TOTAL  | 57                     | 57   | 50    | 58    | 83  | 57    | 31                  | 38   | 50    | 32    | 17    | 37    | 11    | 5    | 0     | 11    | 0       | 6     | 1.5 | 1.5  | 1.5   | 1.5   | 1.2   | 1.5   | 1.5   | 1.5  | 1.2   | 1.5   |       |       |
| Campus administrators behave as though high priorities for them are to: be responsive to the local community. (Item30d)    | 100                    | 100  | 100   | 50    | 88  | 0     | 0                   | 0    | 0     | 50    | 35    | 0     | 13    | 0    | 0     | 50    | 0       | 13    | 1.0 | 1.0  | 1.0   | 2.0   | 1.0   | 1.3   | 1.0   | 1.0  | 1.6   | 1.0   | 1.6   |       |
| Santa Ana Campus   | 38                     | 67   | 67    | 50    | 100 | 55    | 50                  | 33   | 0     | 50    | 0     | 35    | 100   | 0    | 0     | 0     | 0       | 20    | 3.0 | 1.0  | 1.0   | 1.0   | 1.0   | 1.4   | 1.0   | 1.0  | 1.0   | 1.4   |       |       |
| Orange Campus  | 0                      | 100  | 100   | 80    | 80  | 0     | 0                   | 0    | 0     | 0     | 0     | 0     | 100   | 0    | 0     | 0     | 0       | 8     | 1.6 | 1.4  | 1.5   | 1.6   | 1.1   | 1.5   | 1.6   | 1.1  | 1.5   | 1.1   | 1.5   |       |
| Centennial Education Center  | 54                     | 66   | 56    | 57    | 86  | 59    | 33                  | 31   | 42    | 30    | 14    | 33    | 13    | 3    | 3     | 13    | 0       | 8     | 1.6 | 1.4  | 1.5   | 1.6   | 1.1   | 1.5   | 1.6   | 1.1  | 1.5   | 1.1   | 1.5   |       |
| Adult Learning Center  | 54                     | 42   | 52    | 47    | 83  | 52    | 37                  | 58   | 48    | 47    | 17    | 45    | 9     | 0    | 0     | 5     | 0       | 4     | 1.5 | 1.6  | 1.5   | 1.6   | 1.0   | 1.5   | 1.6   | 1.5  | 1.0   | 1.5   |       |       |
| TOTAL  | 100                    | 100  | 100   | 50    | 88  | 0     | 0                   | 0    | 0     | 50    | 48    | 0     | 0     | 0    | 0     | 50    | 0       | 13    | 1.0 | 1.0  | 1.0   | 2.0   | 1.0   | 1.3   | 1.0   | 1.0  | 1.0   | 1.3   |       |       |
| Campus administrators behave as though high priorities for them are to: improve students' campus experiences. (Item30e)    | 50                     | 20   | 33    | 50    | 100 | 43    | 30                  | 80   | 67    | 50    | 0     | 48    | 20    | 0    | 0     | 0     | 0       | 10    | 1.7 | 1.8  | 1.7   | 1.5   | 1.0   | 1.7   | 1.5   | 1.0  | 1.0   | 1.7   |       |       |
| Santa Ana Campus   | 50                     | 100  | 100   | 83    | 83  | 0     | 0                   | 0    | 0     | 0     | 0     | 0     | 50    | 0    | 0     | 0     | 0       | 17    | 2.0 | 1.0  | 1.0   | 1.0   | 1.0   | 1.3   | 1.0   | 1.0  | 1.0   | 1.3   |       |       |
| Orange Campus  | 55                     | 48   | 54    | 48    | 86  | 54    | 33                  | 52   | 46    | 44    | 14    | 41    | 12    | 0    | 0     | 9     | 0       | 6     | 1.6 | 1.5  | 1.5   | 1.6   | 1.1   | 1.5   | 1.6   | 1.1  | 1.5   | 1.1   | 1.5   |       |
| Centennial Education Center  | 55                     | 48   | 54    | 48    | 86  | 54    | 33                  | 52   | 46    | 44    | 14    | 41    | 12    | 0    | 0     | 9     | 0       | 6     | 1.6 | 1.5  | 1.5   | 1.6   | 1.1   | 1.5   | 1.6   | 1.1  | 1.5   | 1.1   | 1.5   |       |
| Adult Learning Center  | 55                     | 48   | 54    | 48    | 86  | 54    | 33                  | 52   | 46    | 44    | 14    | 41    | 12    | 0    | 0     | 9     | 0       | 6     | 1.6 | 1.5  | 1.5   | 1.6   | 1.1   | 1.5   | 1.6   | 1.1  | 1.5   | 1.1   | 1.5   |       |
| TOTAL  | 55                     | 48   | 54    | 48    | 86  | 54    | 33                  | 52   | 46    | 44    | 14    | 41    | 12    | 0    | 0     | 9     | 0       | 6     | 1.6 | 1.5  | 1.5   | 1.6   | 1.1   | 1.5   | 1.6   | 1.1  | 1.5   | 1.1   | 1.5   |       |

|  | By Years Worked at RSC |      |       |       |     |       |     |                     |       |       |     |       |     |      | Average |       |     |       |     |     |     |     |     |
|--|------------------------|------|-------|-------|-----|-------|-----|---------------------|-------|-------|-----|-------|-----|------|---------|-------|-----|-------|-----|-----|-----|-----|-----|
|  | Frequently             |      |       |       |     |       |     | Occasionally/Seldom |       |       |     |       |     |      | Never   |       |     |       |     |     |     |     |     |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5 | 6-10                | 11-15 | 16-20 | 20+ | Total | 1-5 | 6-10 | 11-15   | 16-20 | 20+ | Total |     |     |     |     |     |
|  |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |         |       |     |       |     |     |     |     |     |
| Campus administrators behave as though high priorities for them are to increase the number of students from all ethnic groups. (Item 30f)              | 56                     | 53   | 55    | 53    | 83  | 56    | 35  | 47                  | 42    | 47    | 17  | 40    | 9   | 0    | 3       | 0     | 0   | 4     | 1.5 | 1.5 | 1.5 | 1.2 | 1.5 |
| Santa Ana Campus   | 50                     | 100  | 100   | 50    | 100 | 75    | 50  | 0                   | 0     | 0     | 0   | 13    | 0   | 0    | 0       | 50    | 0   | 0     | 1.5 | 1.0 | 1.0 | 2.0 | 1.4 |
| Orange Campus  | 33                     | 33   | 0     | 50    | 100 | 33    | 44  | 67                  | 100   | 50    | 0   | 55    | 22  | 0    | 0       | 0     | 0   | 0     | 1.9 | 1.7 | 2.0 | 1.5 | 1.0 |
| Centennial Education Center  | 50                     | 100  | 100   | 0     | 0   | 83    | 0   | 0                   | 0     | 0     | 0   | 0     | 50  | 0    | 0       | 0     | 0   | 0     | 2.0 | 1.0 | 1.0 | 0   | 1.3 |
| Adult Learning Center  | 51                     | 57   | 56    | 52    | 86  | 55    | 36  | 43                  | 42    | 44    | 14  | 39    | 13  | 0    | 3       | 4     | 0   | 6     | 1.6 | 1.4 | 1.5 | 1.5 | 1.1 |
| TOTAL  |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |         |       |     |       |     |     |     |     |     |
| Campus administrators behave as though high priorities for them are to increase the number of students who graduate from all ethnic groups. (Item 30g) | 63                     | 55   | 66    | 53    | 100 | 62    | 26  | 45                  | 35    | 42    | 0   | 33    | 11  | 0    | 0       | 5     | 0   | 5     | 1.5 | 1.5 | 1.3 | 1.5 | 1.0 |
| Santa Ana Campus   | 50                     | 100  | 100   | 50    | 100 | 71    | 50  | 0                   | 0     | 0     | 0   | 14    | 0   | 0    | 0       | 50    | 0   | 0     | 1.5 | 1.0 | 1.0 | 2.0 | 1.4 |
| Orange Campus  | 40                     | 33   | 0     | 50    | 100 | 38    | 40  | 67                  | 100   | 50    | 0   | 52    | 20  | 0    | 0       | 0     | 0   | 10    | 1.8 | 1.7 | 2.0 | 1.5 | 1.0 |
| Centennial Education Center  | 50                     | 100  | 100   | 0     | 0   | 83    | 0   | 0                   | 0     | 0     | 0   | 0     | 50  | 0    | 0       | 0     | 0   | 17    | 2.0 | 1.0 | 1.0 | 0   | 1.3 |
| Adult Learning Center  | 57                     | 57   | 65    | 52    | 100 | 60    | 29  | 43                  | 35    | 39    | 0   | 34    | 14  | 0    | 0       | 9     | 0   | 6     | 1.6 | 1.4 | 1.4 | 1.6 | 1.0 |
| TOTAL  |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |         |       |     |       |     |     |     |     |     |
| Campus administrators behave as though high priorities for them are to educate students from all ethnic groups. (Item 30h)                             | 71                     | 70   | 72    | 68    | 100 | 72    | 24  | 25                  | 28    | 26    | 0   | 24    | 5   | 5    | 0       | 5     | 0   | 4     | 1.3 | 1.4 | 1.3 | 1.4 | 1.0 |
| Santa Ana Campus   | 67                     | 100  | 100   | 100   | 100 | 89    | 33  | 0                   | 0     | 0     | 0   | 11    | 0   | 0    | 0       | 0     | 0   | 0     | 1.3 | 1.0 | 1.0 | 1.0 | 1.1 |
| Orange Campus  | 50                     | 50   | 67    | 50    | 100 | 55    | 20  | 33                  | 33    | 50    | 0   | 27    | 30  | 17   | 0       | 0     | 0   | 18    | 1.8 | 1.7 | 1.3 | 1.5 | 1.0 |
| Centennial Education Center  | 50                     | 100  | 100   | 0     | 0   | 83    | 0   | 0                   | 0     | 0     | 0   | 0     | 50  | 0    | 0       | 0     | 0   | 17    | 2.0 | 1.0 | 1.0 | 0   | 1.3 |
| Adult Learning Center  | 66                     | 71   | 74    | 70    | 100 | 71    | 23  | 23                  | 26    | 26    | 0   | 23    | 11  | 7    | 0       | 4     | 0   | 6     | 1.5 | 1.4 | 1.3 | 1.3 | 1.0 |
| TOTAL  |                        |      |       |       |     |       |     |                     |       |       |     |       |     |      |         |       |     |       |     |     |     |     |     |



|  | By Years Worked at RSC |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |         |     | Average |     |      |       |       |     |       |  |
|--|------------------------|------|-------|-------|-----|---------|-----|------|-------|-------|----------------------------|-------|-----|------|-------|---------|-----|---------|-----|------|-------|-------|-----|-------|--|
|  | Strongly Agree/Agree   |      |       |       |     | Neutral |     |      |       |       | Disagree/Strongly Disagree |       |     |      |       | Average |     |         |     |      |       |       |     |       |  |
|  | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+                        | Total | 1-5 | 6-10 | 11-15 | 16-20   | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |  |
| RSC is responsive to the diverse needs of the changing demographics of our student body. (also "ethnic") (quest2)  |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |         |     |         |     |      |       |       |     |       |  |
| Santa Ana Campus   | 67                     | 73   | 90    | 74    | 86  | 77      | 17  | 19   | 3     | 16    | 14                         | 13    | 17  | 8    | 7     | 11      | 0   | 100     | 2.2 | 2.2  | 2.0   | 2.2   | 2.0 | 2.1   |  |
| Orange Campus  |                        |      |       |       |     |         | 67  | 100  | 100   | 100   | 0                          | 90    | 33  | 0    | 0     | 0       | 0   | 100     | 2.3 | 2.0  | 2.0   | 1.5   | 0   | 2.0   |  |
| Centennial Education Center  | 56                     | 60   | 67    | 50    | 100 | 60      | 22  | 40   | 33    | 50    | 0                          | 30    | 22  | 0    | 0     | 0       | 0   | 100     | 2.6 | 2.0  | 2.0   | 2.5   | 1.0 | 2.3   |  |
| Adult Learning Center  |                        |      |       |       |     |         | 100 | 50   | 100   |       |                            | 83    | 0   | 50   | 0     |         |     | 17      | 1.0 | 2.5  | 1.0   |       |     | 1.5   |  |
| TOTAL  | 66                     | 73   | 89    | 74    | 88  | 76      | 18  | 22   | 5     | 17    | 13                         | 16    | 12  | 5    | 5     | 9       | 0   | 9       | 2.2 | 2.2  | 1.9   | 2.1   | 1.9 | 2.1   |  |
| RSC is committed to increasing (thenumbers and percentages of ethnic minorities in classified, faculty, and administrative positions. (also "ethnic") (quest5) |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |         |     |         |     |      |       |       |     |       |  |
| Santa Ana Campus   | 64                     | 74   | 67    | 70    | 67  | 68      | 12  | 13   | 30    | 15    | 33                         | 18    | 24  | 13   | 4     | 15      | 0   | 14      | 2.4 | 2.0  | 2.0   | 2.3   | 2.2 | 2.2   |  |
| Orange Campus  | 50                     | 100  | 100   | 100   |     | 86      |     |      |       |       |                            |       | 50  | 0    | 0     | 0       | 0   | 14      | 3.0 | 2.0  | 2.0   | 2.0   | 2.0 | 2.3   |  |
| Centennial Education Center  | 33                     | 60   | 75    | 50    | 100 | 52      | 44  | 40   | 0     | 0     | 0                          | 29    | 22  | 0    | 25    | 50      | 0   | 19      | 2.8 | 2.0  | 2.5   | 2.5   | 1.0 | 2.4   |  |
| Adult Learning Center  | 100                    | 100  | 100   |       |     | 100     |     |      |       |       |                            |       |     |      |       |         |     |         | 1.0 | 2.0  | 1.5   |       |     | 1.5   |  |
| TOTAL  | 59                     | 76   | 71    | 70    | 71  | 68      | 17  | 15   | 24    | 13    | 29                         | 18    | 24  | 9    | 6     | 17      | 0   | 14      | 2.4 | 2.0  | 2.1   | 2.3   | 2.0 | 2.2   |  |
| In my opinion, special programs and policies: are necessary to attract students from a variety of ethnic groups. (also "ethnic") (quest8a)                     |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |         |     |         |     |      |       |       |     |       |  |
| Santa Ana Campus   | 76                     | 80   | 84    | 70    | 71  | 78      | 14  | 8    | 13    | 15    | 14                         | 13    | 11  | 12   | 3     | 15      | 14  | 10      | 2.0 | 2.0  | 2.0   | 2.2   | 2.3 | 2.0   |  |
| Orange Campus  | 75                     | 50   | 0     | 100   |     | 64      | 25  | 25   | 100   | 0     |                            | 27    | 0   | 25   | 0     | 0       | 0   | 9       | 2.3 | 2.8  | 3.0   | 1.0   | 0   | 2.3   |  |
| Centennial Education Center  | 90                     | 67   | 50    | 50    | 100 | 74      | 10  | 17   | 25    | 0     | 0                          | 13    | 0   | 17   | 25    | 50      | 0   | 13      | 1.4 | 2.3  | 2.8   | 3.0   | 1.0 | 2.0   |  |
| Adult Learning Center  | 50                     | 50   | 100   |       |     | 67      | 50  | 0    | 0     |       |                            | 17    | 0   | 50   | 0     |         |     | 17      | 2.5 | 2.5  | 1.0   |       |     | 2.0   |  |
| TOTAL  | 77                     | 73   | 79    | 71    | 75  | 76      | 15  | 11   | 16    | 13    | 13                         | 14    | 8   | 16   | 5     | 17      | 13  | 11      | 1.9 | 2.1  | 2.0   | 2.2   | 2.1 | 2.0   |  |

|   | By Years Worked at RSC |      |       |       |     |         |     |      |       |       |                            |       |     |      |       | Average |     |       |     |      |       |       |     |
|---|------------------------|------|-------|-------|-----|---------|-----|------|-------|-------|----------------------------|-------|-----|------|-------|---------|-----|-------|-----|------|-------|-------|-----|
|   | Strongly Agree/Agree   |      |       |       |     | Neutral |     |      |       |       | Disagree/Strongly Disagree |       |     |      |       |         |     |       |     |      |       |       |     |
|   | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+                        | Total | 1-5 | 6-10 | 11-15 | 16-20   | 20+ | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ |
| In my opinion, special programs and policies: often result in the hiring of instructors and support personnel who lack adequate qualifications. (also "ethnic") (quest8b) | 34                     | 29   | 41    | 26    | 29  | 33      | 29  | 29   | 41    | 26    | 42                         | 37    | 42  | 19   | 47    | 29      | 35  | 3.0   | 3.2 | 2.7  | 3.4   | 2.9   | 3.0 |
| Santa Ana Campus  | 33                     | 75   | 100   | 50    | 0   | 60      | 33  | 0    | 0     | 0     | 10                         | 33    | 25  | 0    | 50    | 0       | 30  | 3.0   | 2.3 | 2.0  | 2.5   | 0     | 2.5 |
| Orange Campus   | 10                     | 40   | 75    | 50    | 100 | 36      | 20  | 40   | 0     | 0     | 70                         | 0     | 20  | 25   | 50    | 0       | 46  | 4.0   | 2.8 | 2.8  | 3.0   | 2.0   | 3.3 |
| Centennial Education Center   | 100                    | 50   | 50    | 0     | 0   | 67      | 0   | 0    | 0     | 0     | 0                          | 0     | 50  | 50   | 0     | 0       | 33  | 1.0   | 2.5 | 3.0  | 0     | 0     | 2.2 |
| Adult Learning Center   | 32                     | 37   | 47    | 30    | 38  | 37      | 26  | 26   | 32    | 22    | 42                         | 42    | 37  | 21   | 48    | 25      | 36  | 3.1   | 3.0 | 2.7  | 3.3   | 2.9   | 3.0 |
| TOTAL   | 27                     | 24   | 22    | 44    | 14  | 27      | 27  | 38   | 37    | 11    | 28                         | 46    | 38  | 41   | 44    | 71      | 44  | 3.3   | 3.1 | 3.2  | 2.9   | 3.6   | 3.2 |
| In my opinion, special programs and policies: lead to resentment among students. (quest8c)  | 33                     | 75   | 100   | 0     | 0   | 56      | 33  | 25   | 0     | 100   | 33                         | 53    | 0   | 0    | 0     | 0       | 11  | 2.7   | 2.3 | 2.0  | 3.0   | 0     | 2.4 |
| Santa Ana Campus  | 22                     | 20   | 33    | 0     | 0   | 20      | 22  | 40   | 33    | 50    | 30                         | 56    | 40  | 33   | 50    | 100     | 50  | 3.6   | 3.2 | 3.0  | 4.0   | 5.0   | 3.5 |
| Orange Campus   | 100                    | 0    | 0     | 0     | 0   | 25      | 0   | 100  | 50    | 0     | 50                         | 0     | 0   | 50   | 0     | 0       | 25  | 1.0   | 3.0 | 4.0  | 0     | 0     | 3.0 |
| Centennial Education Center   | 28                     | 29   | 24    | 38    | 13  | 28      | 26  | 39   | 36    | 19    | 30                         | 46    | 32  | 39   | 43    | 75      | 42  | 3.3   | 3.0 | 3.2  | 3.0   | 3.8   | 3.2 |
| Adult Learning Center   | 40                     | 35   | 38    | 56    | 29  | 40      | 29  | 48   | 38    | 11    | 31                         | 31    | 17  | 24   | 33    | 57      | 27  | 2.9   | 2.7 | 2.9  | 2.7   | 3.1   | 2.8 |
| TOTAL   | 33                     | 100  | 100   | 0     | 0   | 67      | 33  | 0    | 0     | 100   | 22                         | 33    | 0   | 0    | 100   | 0       | 11  | 2.7   | 1.8 | 2.0  | 3.0   | 0     | 2.2 |
| In my opinion, special programs and policies: lead to resentment among faculty and staff. (quest8d)   | 30                     | 60   | 50    | 50    | 0   | 41      | 30  | 20   | 50    | 0     | 27                         | 40    | 20  | 0    | 50    | 100     | 32  | 3.2   | 2.6 | 2.5  | 3.0   | 5.0   | 3.0 |
| Santa Ana Campus  | 100                    | 50   | 50    | 0     | 0   | 67      | 0   | 50   | 0     | 0     | 17                         | 0     | 0   | 50   | 0     | 0       | 1   | 1.5   | 2.0 | 3.0  | 0     | 0     | 2.2 |
| Orange Campus   | 40                     | 47   | 42    | 52    | 25  | 43      | 28  | 38   | 36    | 14    | 30                         | 32    | 15  | 22   | 33    | 63      | 28  | 2.9   | 2.6 | 2.8  | 2.8   | 3.4   | 2.8 |
| Centennial Education Center   | 100                    | 50   | 50    | 0     | 0   | 67      | 0   | 50   | 0     | 0     | 17                         | 0     | 0   | 50   | 0     | 0       | 1   | 1.5   | 2.0 | 3.0  | 0     | 0     | 2.2 |
| Adult Learning Center   | 40                     | 47   | 42    | 52    | 25  | 43      | 28  | 38   | 36    | 14    | 30                         | 32    | 15  | 22   | 33    | 63      | 28  | 2.9   | 2.6 | 2.8  | 2.8   | 3.4   | 2.8 |
| TOTAL   | 40                     | 47   | 42    | 52    | 25  | 43      | 28  | 38   | 36    | 14    | 30                         | 32    | 15  | 22   | 33    | 63      | 28  | 2.9   | 2.6 | 2.8  | 2.8   | 3.4   | 2.8 |

|   | By Years Worked at RSC |      |       |       |     |         |     |      |       |       |                            |       |     |      |       | Average |     |       |     |      |       |       |     |       |  |
|---|------------------------|------|-------|-------|-----|---------|-----|------|-------|-------|----------------------------|-------|-----|------|-------|---------|-----|-------|-----|------|-------|-------|-----|-------|--|
|   | Strongly Agree/Agree   |      |       |       |     | Neutral |     |      |       |       | Disagree/Strongly Disagree |       |     |      |       | Average |     |       |     |      |       |       |     |       |  |
|   | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+                        | Total | 1-5 | 6-10 | 11-15 | 16-20   | 20+ | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |  |
| In my opinion, special programs and policies: enhance the quality of the student body. (quest8e)  |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |         |     |       |     |      |       |       |     |       |  |
| Santa Ana Campus  | 64                     | 83   | 68    | 63    | 71  | 71      | 26  | 17   | 32    | 26    | 29                         | 26    | 5   | 0    | 0     | 11      | 0   | 3     | 2.0 | 1.9  | 2.24  | 2.3   | 2.1 | 2.1   |  |
| Orange Campus   | 67                     | 50   | 0     | 100   | -   | 56      | 33  | 50   | 0     | 0     | -                          | 33    | 0   | 0    | 100   | 0       | 11  | 0     | 2.3 | 2.5  | 0     | 2.0   | -   | 2.6   |  |
| Centennial Education Center   | 80                     | 75   | 33    | 50    | 0   | 65      | 10  | 25   | 33    | 0     | 0                          | 15    | 10  | 0    | 33    | 50      | 20  | 1.9   | 2.3 | 3.0  | 3.5   | 5.0   | 2.5 |       |  |
| Adult Learning Center   | 50                     | 100  | 50    | -     | -   | 67      | -   | -    | -     | -     | -                          | -     | 50  | 0    | 50    | -       | 33  | 3.0   | 1.5 | 3.0  | -     | -     | 2.5 |       |  |
| TOTAL   | 70                     | 79   | 62    | 64    | 63  | 69      | 23  | 21   | 30    | 23    | 25                         | 24    | 8   | 0    | 8     | 14      | 7   | 2.1   | 2.0 | 2.3  | 2.4   | 2.5   | 2.2 |       |  |
| In my opinion, special programs and policies: reduce the prestige of the campus. (quest8f)  |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |         |     |       |     |      |       |       |     |       |  |
| Santa Ana Campus  | 19                     | 8    | 7     | 11    | 17  | 12      | 19  | 21   | 35    | 21    | 17                         | 24    | 62  | 71   | 59    | 69      | 64  | 3.7   | 3.9 | 3.7  | 3.8   | 3.7   | 3.7 |       |  |
| Orange Campus   | 0                      | 25   | 0     | 0     | -   | 11      | 33  | 0    | 100   | 0     | -                          | 22    | 67  | 75   | 0     | 100     | 67  | 4.0   | 3.3 | 3.0  | 4.0   | -     | 3.6 |       |  |
| Centennial Education Center   | -                      | -    | -     | -     | -   | -       | 10  | 25   | 0     | 0     | 0                          | 10    | 90  | 75   | 100   | 100     | 100 | 4.5   | 4.5 | 4.0  | 4.5   | 5.0   | 4.4 |       |  |
| Adult Learning Center   | -                      | -    | -     | -     | -   | -       | 0   | 0    | 50    | 0     | -                          | 17    | 100 | 100  | 50    | -       | 83  | 4.0   | 4.5 | 4.0  | -     | -     | 4.2 |       |  |
| TOTAL   | 14                     | 9    | 6     | 9     | 14  | 10      | 17  | 18   | 33    | 18    | 14                         | 21    | 69  | 74   | 61    | 73      | 69  | 3.8   | 3.9 | 3.7  | 3.9   | 3.9   | 3.8 |       |  |
| In my opinion, special programs and policies: lead to admission of too many underprepared students. (quest8g)   |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |         |     |       |     |      |       |       |     |       |  |
| Santa Ana Campus  | 29                     | 10   | 19    | 17    | 17  | 20      | 37  | 48   | 31    | 28    | 17                         | 35    | 34  | 43   | 50    | 56      | 45  | 3.1   | 3.5 | 3.4  | 3.6   | 3.7   | 3.4 |       |  |
| Orange Campus   | 0                      | 75   | 100   | 0     | -   | 44      | 33  | 0    | 0     | 0     | -                          | 11    | 67  | 25   | 0     | 100     | 44  | 4.0   | 2.3 | 2.0  | 5.0   | -     | 3.1 |       |  |
| Centennial Education Center   | 22                     | 50   | 25    | 0     | 0   | 27      | 22  | 17   | 25    | 0     | 0                          | 18    | 56  | 33   | 50    | 100     | 55  | 3.5   | 2.7 | 3.5  | 4.5   | 5.0   | 3.5 |       |  |
| Adult Learning Center   | 50                     | 50   | 0     | -     | -   | 33      | 50  | 50   | 50    | 0     | -                          | 50    | 0   | 0    | 50    | -       | 17  | 2.5   | 2.5 | 4.0  | -     | -     | 3.0 |       |  |
| TOTAL   | 27                     | 27   | 21    | 14    | 14  | 23      | 35  | 36   | 30    | 24    | 14                         | 32    | 39  | 36   | 49    | 62      | 45  | 3.3   | 3.2 | 3.4  | 3.8   | 3.9   | 3.4 |       |  |
| In my opinion, special programs and policies: are necessary for the faculty and staff to be representative of the student body and community. (quest8h) |                        |      |       |       |     |         |     |      |       |       |                            |       |     |      |       |         |     |       |     |      |       |       |     |       |  |
| Santa Ana Campus  | 68                     | 91   | 64    | 55    | 71  | 70      | 24  | 9    | 36    | 15    | 29                         | 22    | 9   | 0    | 0     | 30      | 0   | 2.2   | 1.8 | 2.3  | 2.7   | 2.1   | 2.2 |       |  |
| Orange Campus   | 67                     | 50   | 0     | 100   | -   | 56      | 33  | 25   | 100   | 0     | -                          | 33    | 0   | 25   | 0     | 0       | 11  | 2.0   | 2.8 | 3.0  | 1.0   | -     | 2.3 |       |  |
| Centennial Education Center   | 80                     | 67   | 100   | 50    | 100 | 78      | 10  | 17   | 0     | 50    | 0                          | 13    | 10  | 17   | 0     | 0       | 9   | 1.9   | 2.5 | 2.0  | 2.5   | 1.0   | 2.1 |       |  |
| Adult Learning Center   | 50                     | 100  | 100   | -     | -   | 83      | -   | -    | -     | -     | -                          | -     | 50  | 0    | 0     | -       | 17  | 3.5   | 1.5 | 1.0  | -     | -     | 2.0 |       |  |
| TOTAL   | 69                     | 83   | 69    | 57    | 75  | 71      | 20  | 11   | 31    | 17    | 25                         | 21    | 10  | 6    | 0     | 28      | 9   | 2.2   | 2.0 | 2.2  | 2.6   | 2.0   | 2.2 |       |  |

|   | By Years Worked at RSC |      |       |       |     |       |     |      |         |       |     |       |     |      |       |       |                            | Average |     |      |       |       |     |       |  |  |
|---|------------------------|------|-------|-------|-----|-------|-----|------|---------|-------|-----|-------|-----|------|-------|-------|----------------------------|---------|-----|------|-------|-------|-----|-------|--|--|
|   | Strongly Agree/Agree   |      |       |       |     |       |     |      | Neutral |       |     |       |     |      |       |       | Disagree/Strongly Disagree |         |     |      |       |       |     |       |  |  |
|   | 1-5                    | 6-10 | 11-15 | 16-20 | 20+ | Total | 1-5 | 6-10 | 11-15   | 16-20 | 20+ | Total | 1-5 | 6-10 | 11-15 | 16-20 | 20+                        | Total   | 1-5 | 6-10 | 11-15 | 16-20 | 20+ | Total |  |  |
| In my opinion, special programs and policies: help to create a positive campus environment. (quest8)  |                        |      |       |       |     |       |     |      |         |       |     |       |     |      |       |       |                            |         |     |      |       |       |     |       |  |  |
| Santa Ana Campus  | 72                     | 78   | 62    | 53    | 86  | 64    | 17  | 22   | 35      | 26    | 14  | 24    | 11  | 0    | 3     | 21    | 0                          | 8       | 2.0 | 1.9  | 2.3   | 2.6   | 2.0 | 2.2   |  |  |
| Orange Campus   | 67                     | 50   | 0     | 100   | -   | 56    | 33  | 0    | 0       | 0     | -   | 11    | 0   | 50   | 100   | 0     | -                          | 33      | 2.3 | 3.0  | 4.0   | 2.0   | -   | 2.8   |  |  |
| Centennial Education Center   | 70                     | 50   | 75    | 100   | 100 | 68    | 30  | 33   | 25      | 0     | 0   | 27    | 0   | 17   | 0     | 0     | 0                          | 4       | 1.8 | 2.3  | 2.0   | 2.0   | 1.0 | 2.0   |  |  |
| Adult Learning Center   | 50                     | 50   | 100   | -     | -   | 83    | -   | -    | -       | -     | -   | -     | 50  | 0    | 0     | -     | -                          | 17      | 3.0 | 2.0  | 1.0   | -     | -   | 2.0   |  |  |
| TOTAL   | 71                     | 71   | 64    | 57    | 88  | 68    | 20  | 20   | 31      | 24    | 13  | 23    | 10  | 9    | 6     | 19    | 0                          | 9       | 2.1 | 2.1  | 2.2   | 2.5   | 1.9 | 2.2   |  |  |
| In my opinion, special programs and policies: provide educational opportunities for students who have potential for college but need special assistance. (quest8) |                        |      |       |       |     |       |     |      |         |       |     |       |     |      |       |       |                            |         |     |      |       |       |     |       |  |  |
| Santa Ana Campus  | 85                     | 92   | 80    | 74    | 100 | 84    | 12  | 8    | 17      | 10    | 0   | 12    | 2   | 0    | 3     | 16    | 0                          | 4       | 1.8 | 1.7  | 2.0   | 2.2   | 1.7 | 1.9   |  |  |
| Orange Campus   | 50                     | 100  | 0     | 100   | -   | 78    | 50  | 0    | 100     | 0     | -   | 22    | -   | -    | -     | -     | -                          | -       | 2.5 | 2.0  | 3.0   | 1.5   | -   | 2.1   |  |  |
| Centennial Education Center   | 90                     | 100  | 75    | 100   | 100 | 91    | 10  | 0    | 25      | 0     | 0   | 9     | -   | -    | -     | -     | -                          | -       | 1.5 | 1.5  | 2.0   | 2.0   | 1.0 | 1.6   |  |  |
| Adult Learning Center   | 100                    | 100  | 100   | -     | -   | 100   | -   | -    | -       | -     | -   | -     | -   | -    | -     | -     | -                          | -       | 2.0 | 1.5  | 1.0   | -     | -   | 1.5   |  |  |
| TOTAL   | 86                     | 95   | 78    | 78    | 100 | 86    | 13  | 5    | 19      | 9     | 0   | 11    | 2   | 0    | 3     | 13    | 0                          | 3       | 1.8 | 1.7  | 2.0   | 2.1   | 1.6 | 1.8   |  |  |

Equity Study Questionnaire Response Distributions  
Student Questionnaire  
Responses by Age

|   | By Age               |       |       |       |       |       |                            |       |       |       |       |       | Average |       |       |       |       |       |       |     |     |     |     |
|---|----------------------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-----|-----|-----|-----|
|   | Strongly Agree/Agree |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       |         |       |       |       |       |       |       |     |     |     |     |
|   | ≤18                  | 19-22 | 23-30 | 31-40 | 41-50 | 51-60 | ≤18                        | 19-22 | 23-30 | 31-40 | 41-50 | 51-60 | ≤18     | 19-22 | 23-30 | 31-40 | 41-50 | 51-60 | TOTAL |     |     |     |     |
| More consideration should be given to the needs and interests of older students. (Item28) |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |       |     |     |     |     |
| Santa Ana Campus  | 57                   | 60    | 77    | 75    | 77    | 69    | 68                         | 43    | 40    | 23    | 25    | 23    | 11      | 33    | 32    | 2.4   | 2.3   | 2.1   | 2.0   | 2.0 | 1.9 | 2.0 | 2.2 |
| Orange Campus   | 61                   | 50    | 71    | 64    | 100   | 87    | 0                          | 61    | 39    | 50    | 29    | 36    | 0       | 33    | 39    | 2.5   | 2.5   | 2.2   | 2.1   | 1.7 | 2.3 | -   | 2.3 |
| Centennial Education Center   | 61                   | 58    | 67    | 88    | 100   | 100   | 50                         | 69    | 39    | 42    | 33    | 13    | 0       | 50    | 32    | 2.3   | 2.3   | 2.3   | 1.8   | 1.3 | 1.0 | 2.5 | 2.2 |
| TOTAL   | 59                   | 58    | 74    | 75    | 84    | 86    | 60                         | 67    | 41    | 42    | 28    | 25    | 18      | 40    | 33    | 2.4   | 2.4   | 2.1   | 2.0   | 1.9 | 1.9 | 2.2 | 2.2 |
| PRISC is sensitive to the needs of students of all age groups. (Item42)                   |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |       |     |     |     |     |
| Santa Ana Campus  | 81                   | 86    | 82    | 86    | 96    | 82    | 100                        | 85    | 19    | 14    | 18    | 4     | 18      | 0     | 15    | 2.2   | 2.0   | 2.0   | 2.0   | 1.9 | 2.2 | 1.6 | 2.0 |
| Orange Campus   | 85                   | 84    | 91    | 83    | 57    | 100   | 0                          | 85    | 15    | 16    | 9     | 17    | 43      | 0     | 15    | 2.0   | 2.0   | 2.0   | 2.1   | 2.1 | 1.7 | -   | 2.0 |
| Centennial Education Center   | 94                   | 93    | 88    | 86    | 100   | 50    | 100                        | 85    | 6     | 7     | 14    | 14    | 0       | 50    | 11    | 1.7   | 1.7   | 2.0   | 1.9   | 1.4 | 2.0 | 1.0 | 1.8 |
| TOTAL   | 68                   | 86    | 84    | 86    | 90    | 81    | 100                        | 86    | 14    | 14    | 16    | 15    | 10      | 19    | 15    | 2.0   | 2.0   | 2.0   | 2.0   | 1.9 | 2.1 | 1.5 | 2.0 |

|  | By Age        |       |       |       |       |       |                    |       |       |       |       |       | Not Important |       |       |       |       |       | Somewhat Important |       |       |       |       |       | Important |       |       |       |       |       | Average |     |     |     |     |     |     |     |  |  |  |
|--|---------------|-------|-------|-------|-------|-------|--------------------|-------|-------|-------|-------|-------|---------------|-------|-------|-------|-------|-------|--------------------|-------|-------|-------|-------|-------|-----------|-------|-------|-------|-------|-------|---------|-----|-----|-----|-----|-----|-----|-----|--|--|--|
|  | Not Important |       |       |       |       |       | Somewhat Important |       |       |       |       |       | Important     |       |       |       |       |       |                    |       |       |       |       |       |           |       |       |       |       |       |         |     |     |     |     |     |     |     |  |  |  |
|  | ≤18           | 19-22 | 23-30 | 31-40 | 41-50 | 51-60 | ≤18                | 19-22 | 23-30 | 31-40 | 41-50 | 51-60 | ≤18           | 19-22 | 23-30 | 31-40 | 41-50 | 51-60 | ≤18                | 19-22 | 23-30 | 31-40 | 41-50 | 51-60 | ≤18       | 19-22 | 23-30 | 31-40 | 41-50 | 51-60 | TOTAL   |     |     |     |     |     |     |     |  |  |  |
| Please indicate the extent to which each is important to you with respect to the college that you attend.    |               |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |                    |       |       |       |       |       |           |       |       |       |       |       |         |     |     |     |     |     |     |     |  |  |  |
| Availability of child care services. (Item69)  |               |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |                    |       |       |       |       |       |           |       |       |       |       |       |         |     |     |     |     |     |     |     |  |  |  |
| Santa Ana Campus   | 58            | 65    | 66    | 69    | 60    | 100   | 100                | 66    | 25    | 22    | 19    | 17    | 24            | 0     | 0     | 0     | 0     | 21    | 17                 | 13    | 15    | 14    | 16    | 0     | 0         | 0     | 0     | 0     | 0     | 14    | 2.4     | 2.2 | 2.2 | 2.1 | 2.3 | 1.3 | 2.2 |     |  |  |  |
| Orange Campus  | 57            | 66    | 71    | 61    | 40    | 0     | 0                  | 65    | 29    | 16    | 10    | 13    | 0             | 0     | 0     | 0     | 0     | 15    | 14                 | 18    | 19    | 26    | 60    | 100   | 0         | 0     | 0     | 0     | 0     | 21    | 2.2     | 2.1 | 2.1 | 2.1 | 2.6 | 3.8 | 5.0 | 2.2 |  |  |  |
| Centennial Education Center  | 67            | 74    | 81    | 93    | 75    | 100   | 100                | 79    | 22    | 14    | 2     | 7     | 0             | 0     | 0     | 0     | 0     | 9     | 11                 | 11    | 16    | 0     | 25    | 0     | 0         | 0     | 0     | 0     | 0     | 12    | 2.1     | 1.9 | 1.8 | 1.3 | 2.0 | 1.0 | 1.0 | 1.8 |  |  |  |
| TOTAL  | 60            | 66    | 69    | 71    | 59    | 83    | 100                | 67    | 25    | 20    | 15    | 18    | 0             | 0     | 0     | 0     | 0     | 16    | 14                 | 14    | 18    | 15    | 24    | 17    | 0         | 0     | 0     | 0     | 0     | 15    | 2.3     | 2.2 | 2.1 | 2.1 | 2.4 | 1.8 | 1.2 | 2.2 |  |  |  |
| Special clubs and activities for students of any ethnic background, age group, or special interest. (Item77) |               |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |                    |       |       |       |       |       |           |       |       |       |       |       |         |     |     |     |     |     |     |     |  |  |  |
| Santa Ana Campus   | 53            | 59    | 54    | 52    | 50    | 64    | 33                 | 56    | 20    | 23    | 28    | 21    | 22            | 27    | 33    | 24    | 27    | 18    | 19                 | 19    | 27    | 26    | 9     | 33    | 20        | 2.5   | 2.4   | 2.5   | 2.6   | 2.8   | 2.1     | 2.7 | 2.4 |     |     |     |     |     |  |  |  |
| Orange Campus  | 64            | 55    | 52    | 52    | 29    | 0     | 100                | 54    | 27    | 25    | 32    | 24    | 0             | 0     | 0     | 26    | 9     | 20    | 17                 | 24    | 24    | 67    | 100   | 0     | 0         | 0     | 0     | 0     | 0     | 20    | 2.1     | 2.5 | 2.5 | 2.6 | 2.6 | 5.0 | 1.0 | 2.5 |  |  |  |
| Centennial Education Center  | 33            | 64    | 83    | 100   | 50    | 100   | 100                | 64    | 39    | 15    | 13    | 0     | 50            | 0     | 0     | 16    | 28    | 21    | 24                 | 0     | 0     | 0     | 0     | 0     | 0         | 0     | 0     | 0     | 0     | 20    | 2.9     | 2.3 | 2.3 | 1.4 | 2.0 | 1.0 | 1.0 | 2.3 |  |  |  |
| TOTAL  | 51            | 59    | 55    | 58    | 46    | 64    | 60                 | 57    | 27    | 23    | 26    | 19    | 22            | 21    | 20    | 23    | 21    | 19    | 19                 | 23    | 32    | 32    | 14    | 20    | 20        | 2.5   | 2.4   | 2.5   | 2.5   | 2.9   | 2.1     | 2.0 | 2.4 |     |     |     |     |     |  |  |  |



| Please indicate the extent to which each is important to you with respect to the college that you attend. | By Age    |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |         |       |       |       |       |       | Average |     |     |     |     |     |     |     |     |     |     |     |
|---|-----------|-------|-------|-------|-------|-------|--------------------|-------|-------|-------|-------|-------|---------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|   | Important |       |       |       |       |       | Somewhat Important |       |       |       |       |       | Not Important |       |       |       |       |       | Average |       |       |       |       |       |         |     |     |     |     |     |     |     |     |     |     |     |
|   | 18-22     | 23-30 | 31-40 | 41-50 | 51-60 | TOTAL | 18-22              | 23-30 | 31-40 | 41-50 | 51-60 | TOTAL | 18-22         | 23-30 | 31-40 | 41-50 | 51-60 | TOTAL | 18-22   | 23-30 | 31-40 | 41-50 | 51-60 | TOTAL |         |     |     |     |     |     |     |     |     |     |     |     |
| Presence of persons of all (adult) ages in the student body. (Item 78)                                    | 60        | 63    | 61    | 80    | 92    | 100   | 64                 | 14    | 25    | 27    | 9     | 17    | 8             | 0     | 23    | 35    | 15    | 10    | 10      | 3     | 0     | 0     | 13    | 2.8   | 2.3     | 2.2 | 1.8 | 1.8 | 1.6 | 1.3 | 2.2 |     |     |     |     |     |
| Santa Ana Campus  | 52        |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |         |       |       |       |       |       |         |     |     |     |     |     |     |     |     |     |     |     |
| Orange Campus   | 63        | 08    | 08    | 63    | 43    | 33    | 100                | 66    | 29    | 20    | 15    | 26    | 29            | 0     | 0     | 20    | 8     | 12    | 17      | 11    | 29    | 67    | 0     | 14    | 2.1     | 2.1 | 2.2 | 2.2 | 2.9 | 3.3 | 1.0 | 2.2 | 2.2 | 2.2 | 2.9 | 3.3 |
| Centennial Education Center   | 63        | 64    | 70    | 92    | 100   | 50    | 100                | 71    | 26    | 23    | 20    | 8     | 0             | 0     | 19    | 11    | 13    | 11    | 0       | 0     | 0     | 50    | 0     | 10    | 2.1     | 2.2 | 2.0 | 1.5 | 1.6 | 3.0 | 1.0 | 2.0 | 2.0 | 1.5 | 1.6 | 3.0 |
| TOTAL   | 58        | 61    | 65    | 78    | 76    | 77    | 100                | 65    | 22    | 24    | 13    | 17    | 6             | 0     | 22    | 19    | 15    | 12    | 9       | 7     | 16    | 0     | 13    | 2.4   | 2.3     | 2.2 | 1.9 | 2.0 | 2.1 | 1.1 | 2.2 | 2.2 | 1.9 | 2.0 | 2.1 |     |

| Please see materials in campus media that increase my understanding of individuals based on: their age. (Item 157) <th colspan="24">By Age</th> <th colspan="6">Average</th> | By Age    |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       | Average |     |     |     |     |     |     |     |     |     |     |     |
|--|-----------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|  | Sometimes |       |       |       |       |       | Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |         |     |     |     |     |     |     |     |     |     |     |     |
|  | 18-22     | 23-30 | 31-40 | 41-50 | 51-60 | TOTAL | 18-22  | 23-30 | 31-40 | 41-50 | 51-60 | TOTAL | 18-22 | 23-30 | 31-40 | 41-50 | 51-60 | TOTAL | 18-22   | 23-30 | 31-40 | 41-50 | 51-60 | TOTAL |         |     |     |     |     |     |     |     |     |     |     |     |
| Santa Ana Campus   | 16        | 31    | 33    | 0     | 50    | 67    | 31     | 40    | 34    | 27    | 42    | 54    | 0     | 33    | 44    | 35    | 40    | 25    | 46      | 50    | 0     | 36    | 2.3   | 2.4   | 2.1     | 1.8 | 2.4 | 2.0 | 1.3 | 2.1 |     |     |     |     |     |     |
| Orange Campus  | 13        | 32    | 28    | 17    | 0     | 60    | 26     | 38    | 37    | 28    | 22    | 67    | 50    | 0     | 34    | 50    | 32    | 44    | 61      | 33    | 0     | 41    | 2.4   | 2.0   | 2.2     | 2.4 | 2.3 | 1.5 | 0   | 2.1 |     |     |     |     |     |     |
| Centennial Education Center  | 15        | 24    | 27    | 17    | 100   | 0     | 25     | 39    | 29    | 27    | 83    | 0     | 0     | 0     | 33    | 46    | 48    | 0     | 0       | 0     | 100   | 42    | 2.3   | 2.2   | 1.8     | 1.0 | 1.5 | 3.0 | 2.2 | 2.2 |     |     |     |     |     |     |
| TOTAL  | 15        | 31    | 28    | 11    | 50    | 50    | 29     | 39    | 34    | 27    | 41    | 50    | 13    | 25    | 34    | 46    | 35    | 42    | 31      | 39    | 28    | 25    | 37    | 2.3   | 2.0     | 2.1 | 2.0 | 2.3 | 1.9 | 1.8 | 2.0 | 2.0 | 2.2 | 1.9 | 2.0 | 2.1 |

430

429

**Equity Study Questionnaire Response Distributions  
Student Questionnaire  
Responses by Disability Status**

|   | By Physical Disability |               |       |            |               |                            |            |               |       |            | Average       |       |               |  |
|---|------------------------|---------------|-------|------------|---------------|----------------------------|------------|---------------|-------|------------|---------------|-------|---------------|--|
|   | Strongly Agree/Agree   |               |       |            |               | Disagree/Strongly Disagree |            |               |       |            | Disability    |       | No Disability |  |
|   | Disability             | No Disability | Total | Disability | No Disability | Total                      | Disability | No Disability | Total | Disability | No Disability | Total |               |  |
| More consideration should be given to the needs and interests of physically disabled students. (item30) | 90                     | 83            | 84    | 10         | 17            | 17                         | 1.7        | 1.9           | 1.9   | 1.9        | 1.9           | 1.9   |               |  |
|   | 90                     | 78            | 79    | 10         | 22            | 21                         | 1.6        | 2.0           | 2.0   | 2.0        | 2.0           | 2.0   |               |  |
|   | 100                    | 79            | 80    | 0          | 21            | 20                         | 1.2        | 2.0           | 2.0   | 2.0        | 2.0           | 2.0   |               |  |
|   | 92                     | 82            | 82    | 8          | 18            | 18                         | 1.6        | 1.9           | 1.9   | 1.9        | 1.9           | 1.9   |               |  |
| RSC is sensitive to the needs of disabled students. (item41)  | 83                     | 84            | 84    | 17         | 16            | 16                         | 2.1        | 2.0           | 2.0   | 2.0        | 2.0           | 2.0   |               |  |
|   | 100                    | 91            | 91    | 0          | 9             | 9                          | 1.4        | 2.0           | 2.0   | 2.0        | 2.0           | 2.0   |               |  |
|   | 100                    | 85            | 85    | 0          | 15            | 15                         | 1.3        | 2.0           | 2.0   | 2.0        | 2.0           | 2.0   |               |  |
|   | 90                     | 85            | 86    | 10         | 15            | 15                         | 1.8        | 2.0           | 2.0   | 2.0        | 2.0           | 2.0   |               |  |

|   | By Disability |               |       |            |                    |       |            |               |               |            |               |       | Average    |               |               |  |
|---|---------------|---------------|-------|------------|--------------------|-------|------------|---------------|---------------|------------|---------------|-------|------------|---------------|---------------|--|
|   | Important     |               |       |            | Somewhat Important |       |            |               | Not Important |            |               |       | Disability |               | No Disability |  |
|   | Disability    | No Disability | Total | Disability | No Disability      | Total | Disability | No Disability | Total         | Disability | No Disability | Total | Disability | No Disability | Total         |  |
| Please indicate the extent to which each is important to you with respect to the college that you attend. | 91            | 75            | 75    | 5          | 17                 | 17    | 5          | 8             | 8             | 1.4        | 1.9           | 1.9   | 1.9        | 1.9           | 1.9           |  |
|   | 100           | 80            | 81    | 0          | 15                 | 14    | 0          | 6             | 5             | 1.8        | 1.5           | 1.6   | 1.6        | 1.6           | 1.6           |  |
|   | 100           | 77            | 78    | 0          | 14                 | 13    | 0          | 9             | 9             | 1.2        | 1.9           | 1.9   | 1.9        | 1.9           | 1.9           |  |
|   | 94            | 76            | 77    | 3          | 17                 | 16    | 3          | 8             | 7             | 1.3        | 1.8           | 1.8   | 1.8        | 1.8           | 1.8           |  |
| Accessibility for the disabled to buildings. (item75)   | 91            | 75            | 75    | 5          | 17                 | 17    | 5          | 8             | 8             | 1.4        | 1.9           | 1.9   | 1.9        | 1.9           | 1.9           |  |
|   | 100           | 80            | 81    | 0          | 15                 | 14    | 0          | 6             | 5             | 1.8        | 1.5           | 1.6   | 1.6        | 1.6           | 1.6           |  |
|   | 100           | 77            | 78    | 0          | 14                 | 13    | 0          | 9             | 9             | 1.2        | 1.9           | 1.9   | 1.9        | 1.9           | 1.9           |  |
|   | 94            | 76            | 77    | 3          | 17                 | 16    | 3          | 8             | 7             | 1.3        | 1.8           | 1.8   | 1.8        | 1.8           | 1.8           |  |

| Please indicate the extent to which each is important to you with respect to the college that you attend. | By Disability |               |       |                    |               |       |               |               |       |            |               |       | Average    |               |       |
|---|---------------|---------------|-------|--------------------|---------------|-------|---------------|---------------|-------|------------|---------------|-------|------------|---------------|-------|
|   | Important     |               |       | Somewhat Important |               |       | Not Important |               |       | Total      |               |       |            |               |       |
|   | Disability    | No Disability | Total | Disability         | No Disability | Total | Disability    | No Disability | Total | Disability | No Disability | Total | Disability | No Disability | Total |
| Accessibility for the disabled to programs/activities. (item76)   |               |               |       |                    |               |       |               |               |       |            |               |       |            |               |       |
| Santa Ana Campus  | 95            | 76            | 76    | 5                  | 18            | 17    | 0             | 7             | 7     | 1.3        | 1.9           | 1.9   |            |               |       |
| Orange Campus   | 100           | 80            | 81    | 0                  | 13            | 12    | 0             | 7             | 7     | 1.9        | 1.5           | 1.7   |            |               |       |
| Centennial Education Center   | 100           | 81            | 82    | 0                  | 14            | 14    | 0             | 5             | 5     | 1.2        | 1.8           | 1.8   |            |               |       |
| TOTAL   | 97            | 77            | 78    | 3                  | 16            | 16    | 0             | 7             | 7     | 1.3        | 1.8           | 1.8   |            |               |       |

| Please see materials in campus media that increase my understanding of individuals based on: their disability. (item156) | By Physical Disability |               |       |            |               |       |            |               |       |            |               |       | Average    |               |       |
|--|------------------------|---------------|-------|------------|---------------|-------|------------|---------------|-------|------------|---------------|-------|------------|---------------|-------|
|  | Sometimes              |               |       | Seldom     |               |       | Never      |               |       | Total      |               |       |            |               |       |
|  | Disability             | No Disability | Total | Disability | No Disability | Total | Disability | No Disability | Total | Disability | No Disability | Total | Disability | No Disability | Total |
| Accessibility for the disabled to programs/activities. (item76)  |                        |               |       |            |               |       |            |               |       |            |               |       |            |               |       |
| Santa Ana Campus   | 36                     | 30            | 30    | 43         | 37            | 37    | 21         | 34            | 34    | 1.9        | 2.0           | 2.0   |            |               |       |
| Orange Campus  | 50                     | 24            | 26    | 13         | 39            | 37    | 38         | 37            | 37    | 1.9        | 2.1           | 2.1   |            |               |       |
| Centennial Education Center  | 50                     | 30            | 30    | 50         | 30            | 30    | 0          | 41            | 39    | 1.5        | 2.1           | 2.1   |            |               |       |
| TOTAL  | 42                     | 29            | 29    | 33         | 36            | 36    | 25         | 35            | 35    | 1.8        | 2.1           | 2.1   |            |               |       |

Equity Study Questionnaire Response Distributions  
Student Questionnaire  
Responses by Ethnicity

|  | By Ethnicity         |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |  |
|--|----------------------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|--|
|  | Strongly Agree/Agree |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       | Average |       |       |       |       |       |       |       |  |
|  | Black                | Asian | Hisp. | White | Other | Total                      | Black | Asian | Hisp. | White | Other   | Total | Black | Asian | Hisp. | White | Other | Total |  |
| I feel that overall the staff on this campus makes a genuine effort to recruit ethnically diverse students. (item13) |                      |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |  |
| Santa Ana Campus   | 93                   | 87    | 87    | 96    | 79    | 89                         | 7     | 13    | 13    | 4     | 21      | 11    | 2.0   | 2.0   | 2.0   | 1.7   | 2.1   | 1.9   |  |
| Orange Campus  | 100                  | 91    | 69    | 91    | 100   | 88                         | 0     | 8     | 31    | 9     | 0       | 12    | 2.0   | 1.8   | 2.3   | 1.8   | 1.5   | 1.9   |  |
| Centennial Education Center  | 100                  | 100   | 94    | 100   | 100   | 96                         | 0     | 0     | 6     | 0     | 0       | 4     | 2.0   | 1.8   | 1.7   | 1.4   | 1.8   | 1.7   |  |
| TOTAL  | 94                   | 88    | 87    | 95    | 87    | 90                         | 6     | 12    | 13    | 6     | 13      | 10    | 2.0   | 2.0   | 1.9   | 1.7   | 1.9   | 1.9   |  |
| My family supported my decision to attend this school. (item14)  |                      |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |  |
| Santa Ana Campus   | 90                   | 90    | 91    | 94    | 90    | 91                         | 10    | 10    | 10    | 7     | 10      | 9     | 1.7   | 1.7   | 1.6   | 1.7   | 1.6   | 1.7   |  |
| Orange Campus  | 100                  | 96    | 97    | 98    | 92    | 97                         | 0     | 4     | 3     | 2     | 8       | 3     | 2.0   | 1.7   | 1.6   | 1.5   | 1.7   | 1.5   |  |
| Centennial Education Center  | 100                  | 80    | 98    | 90    | 75    | 95                         | 0     | 20    | 2     | 10    | 25      | 5     | 1.5   | 1.6   | 1.5   | 1.6   | 2.0   | 1.5   |  |
| TOTAL  | 92                   | 90    | 93    | 95    | 89    | 93                         | 8     | 10    | 7     | 5     | 11      | 7     | 1.7   | 1.7   | 1.6   | 1.6   | 1.8   | 1.6   |  |
| I was encouraged to enroll here by current or former students. (item15)  |                      |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |  |
| Santa Ana Campus   | 44                   | 68    | 60    | 60    | 68    | 63                         | 56    | 32    | 40    | 40    | 32      | 37    | 2.4   | 2.2   | 2.3   | 2.3   | 2.2   | 2.3   |  |
| Orange Campus  | 0                    | 57    | 57    | 60    | 50    | 58                         | 100   | 43    | 44    | 40    | 50      | 42    | 3.0   | 2.6   | 2.3   | 2.4   | 2.5   | 2.4   |  |
| Centennial Education Center  | 100                  | 75    | 74    | 43    | 50    | 70                         | 0     | 25    | 26    | 57    | 50      | 30    | 2.0   | 2.1   | 2.2   | 2.2   | 2.5   | 2.2   |  |
| TOTAL  | 48                   | 67    | 64    | 59    | 63    | 63                         | 52    | 33    | 37    | 41    | 38      | 37    | 2.4   | 2.3   | 2.3   | 2.3   | 2.3   | 2.3   |  |
| I enrolled here because my friends were enrolling here too. (item16)   |                      |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |  |
| Santa Ana Campus   | 0                    | 38    | 28    | 27    | 32    | 31                         | 100   | 62    | 72    | 73    | 68      | 69    | 3.4   | 2.7   | 2.9   | 3.0   | 3.2   | 2.9   |  |
| Orange Campus  | 0                    | 33    | 35    | 25    | 25    | 27                         | 100   | 67    | 65    | 75    | 75      | 73    | 4.0   | 3.1   | 2.8   | 3.0   | 3.3   | 3.1   |  |
| Centennial Education Center  | 0                    | 25    | 36    | 18    | 0     | 30                         | 100   | 75    | 66    | 82    | 100     | 70    | 3.0   | 3.1   | 2.7   | 2.9   | 3.3   | 2.3   |  |
| TOTAL  | 0                    | 37    | 30    | 26    | 28    | 30                         | 100   | 63    | 70    | 74    | 72      | 70    | 3.4   | 2.8   | 2.8   | 3.0   | 3.2   | 2.9   |  |

|  | By Ethnicity         |       |       |       |       |       |       |                            |       |       |       |       |       |       |       |       |       |       |
|--|----------------------|-------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|  | Strongly Agree/Agree |       |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       |       |       |       |       |       |
|  | Black                | Asian | Hisp. | White | Other | Total | Black | Asian                      | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total |
| My high school counselor encouraged me to enroll here. (item17)  | 0                    | 25    | 38    | 15    | 12    | 26    | 100   | 75                         | 62    | 85    | 88    | 74    | 3.4   | 2.9   | 2.7   | 3.2   | 3.2   | 2.9   |
| Santa Ana Campus   | 50                   | 0     | 14    | 13    | 14    | 13    | 50    | 100                        | 86    | 87    | 86    | 87    | 2.5   | 3.6   | 3.1   | 3.1   | 3.3   | 3.1   |
| Orange Campus  | 100                  | 75    | 58    | 54    | 33    | 58    | 0     | 25                         | 42    | 46    | 67    | 43    | 1.0   | 2.0   | 2.3   | 2.4   | 3.3   | 2.3   |
| Centennial Education Center  | 14                   | 24    | 41    | 17    | 15    | 28    | 86    | 76                         | 59    | 83    | 85    | 72    | 3.1   | 2.7   | 2.6   | 3.1   | 3.2   | 2.9   |
| TOTAL  |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |       |       |       |       |
| RSC enjoys a reputation of quality in my home community. (item18)  | 92                   | 63    | 72    | 73    | 84    | 70    | 8     | 37                         | 29    | 27    | 16    | 30    | 1.9   | 2.4   | 2.2   | 2.3   | 2.1   | 2.3   |
| Santa Ana Campus   | 50                   | 78    | 85    | 71    | 88    | 75    | 50    | 22                         | 15    | 29    | 13    | 25    | 2.5   | 2.3   | 2.0   | 2.2   | 2.1   | 2.2   |
| Orange Campus  | 100                  | 100   | 92    | 80    | 67    | 90    | 0     | 0                          | 8     | 20    | 33    | 10    | 1.5   | 1.8   | 1.8   | 2.1   | 2.3   | 1.8   |
| Centennial Education Center  | 88                   | 65    | 78    | 73    | 83    | 74    | 13    | 35                         | 22    | 27    | 17    | 27    | 1.9   | 2.3   | 2.0   | 2.2   | 2.1   | 2.2   |
| TOTAL  |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |       |       |       |       |
| I am not reluctant to tell people I go to school here. (item19)  | 80                   | 55    | 74    | 77    | 58    | 68    | 20    | 45                         | 27    | 23    | 42    | 32    | 2.0   | 2.4   | 2.0   | 2.0   | 2.3   | 2.1   |
| Santa Ana Campus   | 100                  | 40    | 74    | 82    | 92    | 75    | 0     | 60                         | 27    | 17    | 8     | 23    | 1.3   | 2.7   | 2.1   | 1.9   | 1.6   | 2.0   |
| Orange Campus  | 100                  | 88    | 83    | 65    | 100   | 82    | 0     | 13                         | 8     | 35    | 0     | 19    | 1.0   | 1.6   | 1.8   | 2.0   | 1.6   | 1.8   |
| Centennial Education Center  | 83                   | 55    | 76    | 78    | 71    | 71    | 17    | 45                         | 24    | 22    | 29    | 29    | 1.8   | 2.4   | 1.9   | 2.0   | 2.0   | 2.1   |
| TOTAL  |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |       |       |       |       |
| I have no difficulty communicating with students of a different ethnic background than mine on this campus. (item20) | 91                   | 71    | 85    | 77    | 83    | 78    | 9     | 29                         | 15    | 23    | 17    | 22    | 1.6   | 2.2   | 1.8   | 2.0   | 1.8   | 2.0   |
| Santa Ana Campus   | 100                  | 70    | 94    | 95    | 100   | 95    | 0     | 0                          | 6     | 5     | 0     | 5     | 1.0   | 1.6   | 1.6   | 1.4   | 1.7   | 1.6   |
| Orange Campus  | 100                  | 100   | 89    | 83    | 86    | 82    | 8     | 28                         | 12    | 18    | 14    | 18    | 1.6   | 2.1   | 1.7   | 1.8   | 1.8   | 1.9   |
| Centennial Education Center  | 92                   | 72    |       |       |       |       |       |                            |       |       |       |       |       |       |       |       |       |       |
| TOTAL  |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |       |       |       |       |
| I think it is important that I make friends with students of other ethnic backgrounds. (item21)                      | 100                  | 90    | 94    | 87    | 93    | 91    | 0     | 10                         | 6     | 13    | 7     | 9     | 1.4   | 1.8   | 1.6   | 1.9   | 1.6   | 1.7   |
| Santa Ana Campus   | 100                  | 96    | 85    | 82    | 91    | 85    | 0     | 4                          | 15    | 18    | 9     | 15    | 1.7   | 1.5   | 1.7   | 2.0   | 1.5   | 1.8   |
| Orange Campus  | 100                  | 88    | 95    | 100   | 100   | 95    | 0     | 13                         | 5     | 0     | 0     | 5     | 1.7   | 1.5   | 1.6   | 1.3   | 1.7   | 1.6   |
| Centennial Education Center  | 100                  | 91    | 93    | 86    | 93    | 90    | 0     | 10                         | 7     | 14    | 7     | 10    | 1.5   | 1.7   | 1.6   | 1.9   | 1.6   | 1.7   |
| TOTAL  |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |       |       |       |       |

|  | By Ethnicity         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
|--|----------------------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|--|
|  | Strongly Agree/Agree |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |  |
|  | Black                | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |  |
| A student's ethnic background does not affect his/her ability to learn. (item22)                                       |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 91                   | 70    | 89    | 83    | 81    | 81    | 9                          | 30    | 11    | 17    | 19    | 20    | 1.6     | 2.1   | 1.6   | 1.8   | 1.5   | 1.8   |  |
| Orange Campus  | 67                   | 82    | 91    | 91    | 92    | 90    | 33                         | 19    | 9     | 9     | 8     | 11    | 1.7     | 1.7   | 1.5   | 1.5   | 1.4   | 1.5   |  |
| Centennial Education Center  | 100                  | 100   | 93    | 95    | 100   | 94    | 0                          | 0     | 7     | 5     | 0     | 6     | 1.5     | 1.3   | 1.5   | 1.4   | 1.4   | 1.5   |  |
| TOTAL  | 89                   | 72    | 90    | 87    | 85    | 84    | 11                         | 28    | 10    | 13    | 15    | 16    | 1.6     | 2.0   | 1.5   | 1.6   | 1.5   | 1.7   |  |
| I have been made to feel comfortable here by other students. (item23)  |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 95                   | 81    | 91    | 88    | 83    | 87    | 5                          | 19    | 9     | 12    | 17    | 14    | 1.8     | 2.1   | 1.9   | 1.9   | 2.0   | 2.0   |  |
| Orange Campus  | 100                  | 83    | 97    | 87    | 91    | 89    | 0                          | 17    | 3     | 13    | 9     | 11    | 2.0     | 1.8   | 1.8   | 1.9   | 1.8   | 1.9   |  |
| Centennial Education Center  | -                    | 100   | 91    | 100   | 50    | 93    | 0                          | 0     | 9     | 0     | 50    | 7     | -       | 1.8   | 1.8   | 1.6   | 2.5   | 1.8   |  |
| TOTAL  | 96                   | 82    | 91    | 88    | 84    | 88    | 4                          | 18    | 9     | 12    | 16    | 12    | 1.8     | 2.1   | 1.8   | 1.9   | 2.0   | 1.9   |  |
| The staff has made a special effort to help ethnically diverse students achieve and belong. (item24)                   |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 83                   | 76    | 87    | 92    | 84    | 84    | 17                         | 24    | 13    | 8     | 16    | 16    | 2.2     | 2.2   | 1.9   | 1.9   | 1.9   | 2.0   |  |
| Orange Campus  | -                    | 83    | 65    | 90    | 100   | 86    | -                          | 17    | 35    | 10    | 0     | 15    | 1.9     | 2.3   | 1.9   | 1.9   | 1.5   | 1.9   |  |
| Centennial Education Center  | 100                  | 100   | 98    | 93    | 100   | 96    | 0                          | 0     | 2     | 7     | 0     | 3     | 1.7     | 1.5   | 1.7   | 1.5   | 2.1   | 1.6   |  |
| TOTAL  | 86                   | 78    | 89    | 92    | 90    | 86    | 14                         | 22    | 12    | 9     | 11    | 14    | 2.1     | 2.1   | 1.9   | 1.9   | 1.8   | 1.9   |  |
| The cross-cultural/multi-ethnic experiences I am having here will make me more effective in my future career. (item25) |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 94                   | 87    | 90    | 82    | 100   | 88    | 6                          | 13    | 10    | 18    | 0     | 13    | 1.7     | 1.9   | 1.7   | 2.0   | 1.7   | 1.8   |  |
| Orange Campus  | 100                  | 89    | 93    | 73    | 90    | 80    | 0                          | 11    | 7     | 27    | 10    | 20    | 1.0     | 1.8   | 1.9   | 2.1   | 1.7   | 2.0   |  |
| Centennial Education Center  | 100                  | 100   | 93    | 100   | 67    | 94    | 0                          | 0     | 7     | 0     | 33    | 6     | 1.3     | 1.4   | 1.6   | 1.5   | 2.7   | 1.6   |  |
| TOTAL  | 96                   | 88    | 91    | 80    | 95    | 87    | 4                          | 12    | 9     | 20    | 5     | 13    | 1.6     | 1.9   | 1.7   | 2.0   | 1.8   | 1.8   |  |
| More consideration should be given to the needs and interests of ethnically diverse RSC students. (item26)             |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 88                   | 84    | 80    | 30    | 70    | 69    | 12                         | 17    | 20    | 70    | 30    | 31    | 1.9     | 2.0   | 1.9   | 2.9   | 2.1   | 2.2   |  |
| Orange Campus  | 50                   | 65    | 73    | 36    | 70    | 49    | 50                         | 35    | 27    | 64    | 30    | 51    | 2.5     | 2.0   | 2.0   | 2.8   | 2.1   | 2.5   |  |
| Centennial Education Center  | 50                   | 71    | 86    | 56    | 100   | 81    | 50                         | 29    | 14    | 44    | 0     | 20    | 3.0     | 2.1   | 2.0   | 2.4   | 1.7   | 2.1   |  |
| TOTAL  | 81                   | 82    | 81    | 34    | 73    | 67    | 19                         | 19    | 19    | 66    | 28    | 34    | 2.0     | 2.0   | 1.9   | 2.8   | 2.1   | 2.2   |  |

|   | By Ethnicity         |       |       |       |       |       |       |                            |       |       |       |       |       |       |         |       |       |       |  |  |  |
|---|----------------------|-------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|--|--|--|
|   | Strongly Agree/Agree |       |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       |       | Average |       |       |       |  |  |  |
|   | Black                | Asian | Hisp. | White | Other | Total | Black | Asian                      | Hisp. | White | Other | Total | Black | Asian | Hisp.   | White | Other | Total |  |  |  |
| The education of students should include course material that addresses the contributions of women and ethnic minorities to the field. (also under "grades") (item27) |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |         |       |       |       |  |  |  |
| Santa Ana Campus  | 100                  | 75    | 85    | 70    | 79    | 78    | 0     | 25                         | 15    | 30    | 21    | 23    | 1.4   | 2.2   | 1.9     | 2.3   | 1.9   | 2.1   |  |  |  |
| Orange Campus   | 100                  | 78    | 84    | 72    | 82    | 76    | 0     | 22                         | 16    | 28    | 18    | 24    | 1.3   | 2.0   | 1.9     | 2.3   | 1.8   | 2.1   |  |  |  |
| Centennial Education Center   | 67                   | 89    | 84    | 75    | 100   | 83    | 33    | 11                         | 16    | 25    | 0     | 17    | 2.0   | 1.8   | 1.9     | 1.9   | 1.7   | 1.9   |  |  |  |
| TOTAL   | 96                   | 76    | 84    | 71    | 81    | 78    | 4     | 24                         | 16    | 29    | 19    | 22    | 1.5   | 2.1   | 1.9     | 2.2   | 1.9   | 2.1   |  |  |  |
| The cultural events on this campus are appealing and entertaining. (item31)   |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |         |       |       |       |  |  |  |
| Santa Ana Campus  | 77                   | 75    | 77    | 67    | 82    | 74    | 24    | 25                         | 23    | 33    | 18    | 26    | 2.2   | 2.2   | 2.1     | 2.3   | 2.0   | 2.2   |  |  |  |
| Orange Campus   | 100                  | 72    | 68    | 58    | 70    | 63    | 0     | 28                         | 32    | 42    | 30    | 37    | 2.2   | 2.1   | 2.4     | 2.5   | 2.2   | 2.4   |  |  |  |
| Centennial Education Center   | 50                   | 80    | 81    | 71    | 100   | 79    | 50    | 20                         | 19    | 29    | 0     | 21    | 2.5   | 2.0   | 2.0     | 2.4   | 2.0   | 2.1   |  |  |  |
| TOTAL   | 76                   | 75    | 77    | 64    | 78    | 73    | 24    | 25                         | 23    | 36    | 21    | 27    | 2.2   | 2.2   | 2.1     | 2.4   | 2.0   | 2.2   |  |  |  |
| I do not participate in social activities on the campus because I feel that I do not belong. (item32)   |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |         |       |       |       |  |  |  |
| Santa Ana Campus  | 12                   | 31    | 27    | 29    | 25    | 28    | 88    | 69                         | 74    | 71    | 75    | 72    | 3.1   | 2.8   | 2.9     | 2.8   | 3.0   | 2.8   |  |  |  |
| Orange Campus   | 0                    | 42    | 14    | 19    | 22    | 22    | 100   | 57                         | 86    | 81    | 78    | 76    | 3.3   | 2.8   | 3.0     | 3.0   | 2.8   | 2.9   |  |  |  |
| Centennial Education Center   | 0                    | 50    | 25    | 30    | 50    | 27    | 100   | 50                         | 75    | 70    | 50    | 73    | 3.0   | 2.5   | 2.9     | 2.9   | 2.5   | 2.9   |  |  |  |
| TOTAL   | 10                   | 32    | 25    | 25    | 26    | 27    | 91    | 68                         | 75    | 75    | 74    | 73    | 3.1   | 2.8   | 2.9     | 2.9   | 2.9   | 2.9   |  |  |  |
| My social contacts on campus include diverse students. (item33)   |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |         |       |       |       |  |  |  |
| Santa Ana Campus  | 88                   | 80    | 80    | 77    | 81    | 80    | 13    | 20                         | 20    | 23    | 19    | 21    | 1.9   | 2.1   | 2.1     | 2.1   | 1.9   | 2.1   |  |  |  |
| Orange Campus   | 100                  | 84    | 71    | 76    | 60    | 76    | 0     | 16                         | 29    | 24    | 40    | 24    | 1.5   | 2.0   | 2.1     | 2.1   | 2.4   | 2.1   |  |  |  |
| Centennial Education Center   | 0                    | 83    | 88    | 92    | 50    | 86    | 100   | 17                         | 12    | 8     | 50    | 14    | 4.0   | 1.5   | 1.9     | 1.6   | 2.0   | 1.9   |  |  |  |
| TOTAL   | 80                   | 81    | 81    | 78    | 74    | 80    | 20    | 19                         | 19    | 23    | 26    | 21    | 2.1   | 2.1   | 2.1     | 2.1   | 2.0   | 2.1   |  |  |  |
| Social or interest groups on this campus are primarily determined by race and/or ethnic background. (item34)  |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |         |       |       |       |  |  |  |
| Santa Ana Campus  | 67                   | 65    | 63    | 74    | 64    | 67    | 33    | 35                         | 37    | 26    | 36    | 33    | 2.1   | 2.3   | 2.3     | 2.1   | 2.4   | 2.2   |  |  |  |
| Orange Campus   | 100                  | 63    | 61    | 60    | 63    | 61    | 0     | 38                         | 39    | 40    | 38    | 39    | 2.0   | 2.3   | 2.4     | 2.3   | 2.1   | 2.3   |  |  |  |
| Centennial Education Center   | 0                    | 75    | 31    | 57    | 100   | 39    | 100   | 25                         | 69    | 43    | 0     | 61    | 3.0   | 2.0   | 2.8     | 2.5   | 2.0   | 2.7   |  |  |  |
| TOTAL   | 68                   | 65    | 56    | 68    | 68    | 63    | 32    | 35                         | 44    | 32    | 34    | 37    | 2.2   | 2.3   | 2.4     | 2.1   | 2.3   | 2.3   |  |  |  |

4.1

|  | By Ethnicity         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
|--|----------------------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|--|
|  | Strongly Agree/Agree |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |  |
|  | Black                | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |  |
| The college has an obligation to promote and encourage positive interaction among all students in all aspects of campus life. (item35) |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 91                   | 84    | 88    | 86    | 100   | 87    | 9                          | 16    | 12    | 14    | 0     | 13    | 1.7     | 1.9   | 1.8   | 1.9   | 1.5   | 1.9   |  |
| Orange Campus  | 67                   | 88    | 97    | 81    | 89    | 85    | 33                         | 13    | 3     | 19    | 11    | 16    | 1.7     | 1.9   | 1.7   | 2.0   | 1.8   | 1.9   |  |
| Centennial Education Center  | 100                  | 100   | 94    | 81    | 75    | 92    | 0                          | 0     | 6     | 19    | 25    | 7     | 1.5     | 1.6   | 1.7   | 1.9   | 2.0   | 1.7   |  |
| TOTAL  | 89                   | 85    | 90    | 84    | 95    | 87    | 11                         | 15    | 10    | 16    | 5     | 13    | 1.7     | 1.9   | 1.8   | 1.9   | 1.6   | 1.9   |  |
| Socially, RSC is as integrated as students want it to be. (also under "gender") (item36)   |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 76                   | 79    | 85    | 84    | 81    | 82    | 24                         | 21    | 15    | 16    | 19    | 18    | 2.2     | 2.1   | 2.0   | 2.0   | 2.0   | 2.1   |  |
| Orange Campus  | 100                  | 76    | 86    | 89    | 90    | 87    | 0                          | 24    | 13    | 11    | 100   | 13    | 2.0     | 2.2   | 2.0   | 1.9   | 1.9   | 2.0   |  |
| Centennial Education Center  | 100                  | 67    | 90    | 81    | 100   | 88    | 0                          | 33    | 11    | 19    | 0     | 12    | 1.7     | 2.0   | 1.9   | 1.9   | 1.7   | 1.9   |  |
| TOTAL  | 81                   | 79    | 87    | 86    | 85    | 84    | 19                         | 22    | 14    | 14    | 15    | 16    | 2.1     | 2.1   | 2.0   | 2.0   | 1.9   | 2.0   |  |
| My instructors do not show any partiality to students on the basis of ethnicity or gender. (also under "gender") (item37)              |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 91                   | 57    | 79    | 83    | 74    | 73    | 10                         | 43    | 21    | 17    | 26    | 27    | 1.8     | 2.4   | 2.1   | 1.9   | 2.1   | 2.1   |  |
| Orange Campus  | 100                  | 64    | 80    | 94    | 100   | 88    | 0                          | 36    | 20    | 6     | 0     | 12    | 1.7     | 2.2   | 2.0   | 1.8   | 1.4   | 1.8   |  |
| Centennial Education Center  | 100                  | 80    | 79    | 100   | 100   | 84    | 0                          | 20    | 21    | 0     | 0     | 17    | 1.0     | 2.0   | 1.9   | 1.4   | 2.0   | 1.8   |  |
| TOTAL  | 92                   | 58    | 79    | 88    | 84    | 77    | 8                          | 42    | 21    | 12    | 16    | 23    | 1.7     | 2.4   | 2.0   | 1.8   | 1.9   | 2.0   |  |
| My instructors refer to contributions made by women and diverse persons in the field of study (also under "gender") (item38)           |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 53                   | 49    | 64    | 72    | 69    | 61    | 47                         | 51    | 36    | 28    | 31    | 39    | 2.4     | 2.5   | 2.3   | 2.2   | 2.2   | 2.3   |  |
| Orange Campus  | 0                    | 50    | 67    | 71    | 82    | 68    | 100                        | 50    | 33    | 29    | 18    | 32    | 3.0     | 3.3   | 2.4   | 2.2   | 2.0   | 2.3   |  |
| Centennial Education Center  | 67                   | 57    | 73    | 69    | 0     | 70    | 33                         | 43    | 27    | 31    | 100   | 30    | 2.0     | 2.4   | 2.2   | 2.0   | 3.0   | 2.2   |  |
| TOTAL  | 50                   | 49    | 66    | 72    | 71    | 63    | 50                         | 51    | 34    | 29    | 29    | 37    | 2.4     | 2.5   | 2.3   | 2.2   | 2.1   | 2.3   |  |



|  | By Ethnicity         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
|--|----------------------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|--|
|  | Strongly Agree/Agree |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |  |
|  | Black                | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |  |
| RSC is sensitive to the needs of students of all backgrounds. (item39)   |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 84                   | 72    | 83    | 87    | 81    | 80    | 16                         | 28    | 17    | 13    | 19    | 20    | 2.2     | 2.2   | 2.1   | 2.0   | 1.9   | 2.1   |  |
| Orange Campus  | 100                  | 75    | 80    | 90    | 100   | 87    | 0                          | 25    | 20    | 10    | 0     | 13    | 2.0     | 2.1   | 2.1   | 2.0   | 1.8   | 2.0   |  |
| Centennial Education Center  | 100                  | 100   | 91    | 100   | 75    | 92    | 0                          | 0     | 9     | 0     | 25    | 8     | 1.7     | 1.1   | 1.8   | 1.4   | 2.0   | 1.7   |  |
| TOTAL  | 88                   | 73    | 85    | 89    | 85    | 83    | 13                         | 27    | 15    | 11    | 15    | 17    | 2.1     | 2.2   | 2.0   | 2.0   | 1.9   | 2.0   |  |
| If I were starting over, I would attend RSC. (item43)  |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 84                   | 79    | 85    | 85    | 85    | 83    | 16                         | 22    | 15    | 15    | 15    | 17    | 1.8     | 2.1   | 1.8   | 2.0   | 1.9   | 2.0   |  |
| Orange Campus  | 100                  | 67    | 82    | 81    | 67    | 79    | 0                          | 33    | 18    | 19    | 33    | 21    | 1.5     | 2.2   | 2.0   | 2.0   | 2.3   | 2.1   |  |
| Centennial Education Center  | 100                  | 100   | 93    | 93    | 67    | 93    | 0                          | 0     | 6     | 1     | 1     | 7     | 1.3     | 1.6   | 1.7   | 1.8   | 2.3   | 1.7   |  |
| TOTAL  | 88                   | 78    | 87    | 84    | 80    | 83    | 13                         | 22    | 13    | 16    | 21    | 17    | 1.8     | 2.1   | 1.8   | 2.0   | 2.1   | 2.0   |  |
| Campus security officers treat all students in a fair and equitable manner. (item44)   |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 88                   | 80    | 84    | 85    | 85    | 83    | 12                         | 20    | 16    | 15    | 15    | 17    | 2.1     | 2.1   | 2.0   | 2.0   | 2.0   | 2.0   |  |
| Orange Campus  | 0                    | 77    | 96    | 76    | 80    | 80    | 100                        | 23    | 4     | 24    | 20    | 21    | 4.0     | 2.0   | 2.0   | 2.1   | 2.0   | 2.1   |  |
| Centennial Education Center  | 100                  | 86    | 86    | 94    | 67    | 87    | 0                          | 14    | 14    | 6     | 33    | 14    | 1.0     | 1.4   | 1.9   | 1.8   | 2.3   | 1.8   |  |
| TOTAL  | 84                   | 80    | 86    | 83    | 82    | 83    | 16                         | 20    | 14    | 17    | 18    | 17    | 2.1     | 2.0   | 2.0   | 2.0   | 2.0   | 2.0   |  |
| I feel comfortable at RSC and have a sense of belonging. (item45)  |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 96                   | 79    | 91    | 81    | 85    | 84    | 5                          | 21    | 9     | 20    | 15    | 16    | 1.9     | 2.1   | 1.9   | 2.1   | 2.0   | 2.0   |  |
| Orange Campus  | 50                   | 78    | 97    | 83    | 73    | 84    | 50                         | 22    | 3     | 17    | 27    | 16    | 8.5     | 2.1   | 1.9   | 2.0   | 2.2   | 2.0   |  |
| Centennial Education Center  | 100                  | 100   | 92    | 89    | 100   | 93    | 0                          | 0     | 8     | 11    | 0     | 7     | 1.7     | 1.5   | 1.6   | 1.7   | 2.0   | 1.7   |  |
| TOTAL  | 93                   | 79    | 92    | 82    | 83    | 85    | 7                          | 21    | 8     | 18    | 17    | 15    | 1.9     | 2.1   | 1.8   | 2.1   | 2.0   | 2.0   |  |
| My instructors incorporated into their classes: materials that acknowledge the contributions of people from a variety of ethnic groups. (item46) |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 63                   | 73    | 78    | 75    | 81    | 75    | 38                         | 27    | 22    | 25    | 19    | 25    | 2.3     | 2.2   | 2.1   | 2.2   | 2.2   | 2.2   |  |
| Orange Campus  | 100                  | 82    | 57    | 83    | 80    | 79    | 0                          | 18    | 43    | 17    | 20    | 21    | 1.5     | 2.0   | 2.5   | 2.1   | 1.8   | 2.1   |  |
| Centennial Education Center  | -                    | 100   | 84    | 79    | 100   | 85    | -                          | 0     | 16    | 21    | 0     | 16    | -       | 1.3   | 2.0   | 1.9   | 1.5   | 2.0   |  |
| TOTAL  | 67                   | 74    | 78    | 78    | 82    | 77    | 33                         | 26    | 22    | 22    | 18    | 23    | 2.2     | 2.2   | 2.1   | 2.1   | 2.0   | 2.1   |  |

445

|  | By Ethnicity         |       |       |       |       |       |       |                            |       |       |       |       |       |       |         |       |       |       |  |  |  |
|--|----------------------|-------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|--|--|--|
|  | Strongly Agree/Agree |       |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       |       | Average |       |       |       |  |  |  |
|  | Black                | Asian | Hisp. | White | Other | Total | Black | Asian                      | Hisp. | White | Other | Total | Black | Asian | Hisp.   | White | Other | Total |  |  |  |
| My instructors incorporated into their classes: various methods of teaching. (item48)                  |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |         |       |       |       |  |  |  |
| Santa Ana Campus   | 94                   | 83    | 90    | 90    | 83    | 88    | 6     | 17                         | 10    | 10    | 17    | 12    | 1.8   | 2.1   | 1.9     | 1.9   | 2.1   | 2.0   |  |  |  |
| Orange Campus  | 100                  | 84    | 86    | 91    | 89    | 89    | 0     | 16                         | 12    | 9     | 11    | 11    | 1.0   | 2.1   | 2.1     | 1.9   | 1.7   | 2.0   |  |  |  |
| Centennial Education Center  | 100                  | 75    | 90    | 94    | 100   | 90    | 0     | 25                         | 11    | 6     | 0     | 10    | 1.5   | 1.8   | 1.8     | 1.7   | 1.7   | 1.8   |  |  |  |
| TOTAL  | 96                   | 83    | 90    | 90    | 86    | 88    | 5     | 17                         | 10    | 10    | 14    | 12    | 1.7   | 2.1   | 1.9     | 1.9   | 2.0   | 2.0   |  |  |  |
| Multiple viewpoints on ethnicity are discussed: in various departments throughout the campus. (item49) |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |         |       |       |       |  |  |  |
| Santa Ana Campus   | 86                   | 75    | 70    | 81    | 90    | 75    | 14    | 25                         | 30    | 19    | 11    | 25    | 2.0   | 2.2   | 2.2     | 2.1   | 2.1   | 2.2   |  |  |  |
| Orange Campus  | 100                  | 50    | 64    | 76    | 100   | 72    | 0     | 50                         | 36    | 24    | 0     | 28    | 2.0   | 2.4   | 2.4     | 2.1   | 1.7   | 2.2   |  |  |  |
| Centennial Education Center  | -                    | 100   | 67    | 82    | 100   | 71    | -     | 0                          | 33    | 18    | 0     | 29    | -     | 2.0   | 2.0     | 2.0   | 1.0   | 2.2   |  |  |  |
| TOTAL  | 88                   | 73    | 69    | 79    | 93    | 74    | 13    | 27                         | 31    | 21    | 7     | 26    | 2.0   | 2.2   | 2.2     | 2.1   | 1.9   | 2.2   |  |  |  |
| Multiple viewpoints on ethnicity are discussed: only if introduced by students. (item50)               |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |         |       |       |       |  |  |  |
| Santa Ana Campus   | 53                   | 57    | 57    | 38    | 78    | 53    | 47    | 43                         | 43    | 62    | 22    | 47    | 2.5   | 2.5   | 2.4     | 2.7   | 2.1   | 2.5   |  |  |  |
| Orange Campus  | -                    | 60    | 73    | 42    | 38    | 50    | -     | 40                         | 27    | 58    | 63    | 50    | -     | 2.4   | 2.2     | 2.6   | 2.4   | 2.5   |  |  |  |
| Centennial Education Center  | 0                    | 100   | 49    | 82    | 100   | 55    | 100   | 0                          | 51    | 18    | 0     | 45    | 4.0   | 1.0   | 2.6     | 1.9   | 2.0   | 2.5   |  |  |  |
| TOTAL  | 47                   | 57    | 57    | 42    | 69    | 53    | 53    | 43                         | 44    | 58    | 31    | 47    | 2.6   | 2.4   | 2.34    | 2.6   | 2.2   | 2.5   |  |  |  |
| Multiple viewpoints on ethnicity are discussed: with reluctance by instructors and students. (item51)  |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |         |       |       |       |  |  |  |
| Santa Ana Campus   | 31                   | 58    | 49    | 23    | 50    | 45    | 69    | 42                         | 51    | 77    | 50    | 55    | 2.7   | 2.4   | 2.6     | 2.9   | 2.6   | 2.6   |  |  |  |
| Orange Campus  | 0                    | 53    | 52    | 22    | 29    | 32    | 100   | 47                         | 48    | 78    | 71    | 86    | 3.0   | 2.5   | 8.5     | 2.9   | 2.6   | 2.7   |  |  |  |
| Centennial Education Center  | 0                    | 50    | 58    | 56    | -     | 56    | 100   | 50                         | 42    | 44    | -     | 44    | 4.0   | 2.5   | 2.6     | 2.6   | -     | 2.6   |  |  |  |
| TOTAL  | 27                   | 58    | 51    | 24    | 45    | 44    | 73    | 42                         | 49    | 76    | 55    | 56    | 2.8   | 2.4   | 2.6     | 2.5   | 2.6   | 2.6   |  |  |  |
| Multiple viewpoints on ethnicity are discussed: with enthusiasm by instructors and students. (item52)  |                      |       |       |       |       |       |       |                            |       |       |       |       |       |       |         |       |       |       |  |  |  |
| Santa Ana Campus   | 75                   | 72    | 69    | 72    | 82    | 72    | 25    | 28                         | 31    | 27    | 18    | 29    | 2.1   | 2.3   | 2.2     | 2.2   | 2.1   | 2.2   |  |  |  |
| Orange Campus  | 100                  | 70    | 61    | 67    | 71    | 67    | 0     | 30                         | 39    | 33    | 29    | 33    | 2.0   | 2.3   | 2.5     | 2.3   | 2.0   | 2.3   |  |  |  |
| Centennial Education Center  | 52                   | 100   | 74    | 64    | 100   | 73    | 50    | 0                          | 26    | 36    | 0     | 27    | 2.0   | 1.5   | 2.1     | 2.2   | 1.5   | 2.1   |  |  |  |
| TOTAL  | 73                   | 72    | 70    | 70    | 81    | 71    | 27    | 28                         | 30    | 30    | 19    | 29    | 2.1   | 2.3   | 2.2     | 2.2   | 2.1   | 2.2   |  |  |  |

|   | By Ethnicity         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |
|---|----------------------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Strongly Agree/Agree |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black                | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| The opportunities to learn about various cultures (e.g., Black History Month) are available to me on campus. (item57)   | 87                   | 80    | 81    | 84    | 68    | 81    | 13                         | 20    | 19    | 16    | 32    | 19    | 1.9     | 2.1   | 2.0   | 2.0   | 2.1   | 2.0   |
| Santa Ana Campus  |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |
| Orange Campus   | 67                   | 72    | 71    | 78    | 64    | 75    | 33                         | 28    | 29    | 22    | 36    | 25    | 2.7     | 2.0   | 2.2   | 2.2   | 2.5   | 2.2   |
| Centennial Education Center   | 50                   | 75    | 77    | 79    | 100   | 78    | 50                         | 25    | 23    | 21    | 0     | 22    | 3.0     | 2.3   | 2.0   | 1.9   | 2.0   | 2.0   |
| TOTAL   | 82                   | 79    | 79    | 82    | 70    | 80    | 18                         | 21    | 21    | 18    | 30    | 21    | 2.0     | 2.1   | 2.0   | 2.1   | 2.2   | 2.1   |
| The opportunities to discuss issues related to cultural differences among ethnic groups are available to me on campus. (item58)   | 76                   | 77    | 72    | 74    | 68    | 74    | 24                         | 23    | 28    | 27    | 32    | 26    | 2.1     | 2.2   | 2.2   | 2.2   | 2.3   | 2.2   |
| Santa Ana Campus  |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |
| Orange Campus   | 50                   | 64    | 66    | 74    | 64    | 70    | 50                         | 36    | 35    | 26    | 36    | 30    | 2.5     | 2.2   | 2.3   | 2.2   | 2.5   | 2.2   |
| Centennial Education Center   | 100                  | 75    | 71    | 70    | 67    | 72    | 0                          | 25    | 29    | 31    | 33    | 28    | 1.5     | 1.5   | 2.1   | 2.2   | 2.7   | 2.1   |
| TOTAL   | 76                   | 76    | 71    | 73    | 67    | 73    | 24                         | 24    | 29    | 27    | 33    | 27    | 2.1     | 2.2   | 2.2   | 2.2   | 2.4   | 2.2   |
| The opportunities to receive campus assistance when I am discriminated against because of my race, ethnicity or sex are available to me on campus. (also under "gender") (item59) | 83                   | 70    | 69    | 67    | 67    | 69    | 17                         | 30    | 32    | 33    | 33    | 31    | 1.9     | 2.2   | 2.1   | 2.2   | 2.2   | 2.2   |
| Santa Ana Campus  |                      |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |
| Orange Campus   | 100                  | 43    | 63    | 74    | 88    | 68    | 0                          | 57    | 37    | 26    | 13    | 32    | 2.0     | 2.3   | 2.4   | 2.2   | 2.2   | 2.2   |
| Centennial Education Center   | 0                    | 100   | 72    | 80    | 100   | 75    | 100                        | 0     | 28    | 20    | 0     | 25    | 4.0     | 1.4   | 2.1   | 2.0   | 1.7   | 2.0   |
| TOTAL   | 80                   | 68    | 69    | 71    | 76    | 70    | 20                         | 32    | 31    | 30    | 24    | 30    | 2.0     | 2.2   | 2.1   | 2.2   | 2.1   | 2.2   |

| Please indicate the extent to which each is important to you with respect to the college that you attend: | By Ethnicity |       |       |       |                    |       |       |       |               |       |       |       |         |       |       |       |       |       |     |
|---|--------------|-------|-------|-------|--------------------|-------|-------|-------|---------------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|   | Important    |       |       |       | Somewhat Important |       |       |       | Not Important |       |       |       | Average |       |       |       |       |       |     |
|   | Black        | Asian | Hisp. | White | Other              | Total | Black | Asian | Hisp.         | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| Recruitment programs for students of my background. (item60)  |              |       |       |       |                    |       |       |       |               |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 68           | 56    | 70    | 47    | 52                 | 58    | 18    | 29    | 21            | 25    | 28    | 25    | 14      | 15    | 10    | 28    | 21    | 17    | 2.0 |
| Orange Campus   | 100          | 50    | 68    | 46    | 58                 | 52    | 0     | 42    | 23            | 29    | 25    | 29    | 0       | 8     | 10    | 25    | 17    | 19    | 2.0 |
| Centennial Education Center   | 67           | 75    | 79    | 56    | 67                 | 74    | 33    | 13    | 14            | 28    | 0     | 16    | 0       | 13    | 8     | 17    | 33    | 10    | 1.8 |
| TOTAL   | 71           | 56    | 72    | 47    | 55                 | 59    | 18    | 30    | 19            | 26    | 25    | 24    | 11      | 14    | 9     | 27    | 21    | 17    | 1.9 |
| Presence of an ethnically diverse faculty and staff. (item61)   |              |       |       |       |                    |       |       |       |               |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 77           | 58    | 67    | 47    | 60                 | 58    | 14    | 24    | 23            | 25    | 33    | 24    | 9       | 18    | 10    | 29    | 7     | 18    | 1.9 |
| Orange Campus   | 100          | 64    | 75    | 43    | 36                 | 52    | 0     | 32    | 13            | 21    | 64    | 23    | 0       | 4     | 13    | 36    | 0     | 25    | 1.0 |
| Centennial Education Center   | 0            | 38    | 68    | 58    | 50                 | 62    | 67    | 13    | 16            | 21    | 25    | 18    | 33      | 50    | 17    | 21    | 25    | 20    | 3.7 |
| TOTAL   | 71           | 58    | 68    | 46    | 53                 | 58    | 18    | 25    | 20            | 23    | 40    | 23    | 11      | 17    | 12    | 31    | 7     | 19    | 2.0 |
| Presence of an ethnically diverse student body. (item63)  |              |       |       |       |                    |       |       |       |               |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 82           | 53    | 73    | 45    | 60                 | 58    | 9     | 29    | 16            | 28    | 30    | 25    | 9       | 17    | 11    | 27    | 10    | 18    | 1.7 |
| Orange Campus   | 100          | 63    | 75    | 44    | 48                 | 52    | 0     | 33    | 9             | 25    | 46    | 24    | 0       | 4     | 16    | 31    | 9     | 24    | 1.0 |
| Centennial Education Center   | 50           | 38    | 62    | 67    | 50                 | 60    | 0     | 0     | 19            | 11    | 0     | 15    | 60      | 63    | 20    | 22    | 50    | 25    | 3.0 |
| TOTAL   | 82           | 54    | 70    | 46    | 56                 | 57    | 7     | 29    | 16            | 26    | 31    | 23    | 11      | 18    | 14    | 28    | 13    | 20    | 1.7 |
| Financial assistance (item64)   |              |       |       |       |                    |       |       |       |               |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 96           | 84    | 87    | 80    | 93                 | 85    | 0     | 12    | 9             | 11    | 7     | 10    | 4       | 4     | 4     | 9     | 0     | 5     | 1.4 |
| Orange Campus   | 100          | 89    | 88    | 80    | 91                 | 83    | 0     | 4     | 9             | 10    | 9     | 9     | 0       | 8     | 3     | 10    | 0     | 9     | 1.0 |
| Centennial Education Center   | 100          | 100   | 76    | 68    | 75                 | 76    | 0     | 0     | 9             | 21    | 0     | 10    | 0       | 0     | 14    | 11    | 25    | 13    | 1.0 |
| TOTAL   | 97           | 85    | 85    | 80    | 91                 | 84    | 0     | 11    | 9             | 11    | 7     | 10    | 3       | 4     | 6     | 9     | 2     | 7     | 1.3 |
| Ethnic/minority studies or programs (item65)  |              |       |       |       |                    |       |       |       |               |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 83           | 67    | 71    | 45    | 70                 | 63    | 9     | 23    | 21            | 28    | 30    | 24    | 9       | 10    | 8     | 28    | 0     | 14    | 1.5 |
| Orange Campus   | 100          | 70    | 82    | 41    | 55                 | 64    | 0     | 22    | 9             | 27    | 36    | 23    | 0       | 7     | 9     | 32    | 9     | 23    | 1.0 |
| Centennial Education Center   | 100          | 43    | 71    | 58    | 50                 | 67    | 0     | 29    | 16            | 25    | 50    | 19    | 0       | 29    | 14    | 16    | 0     | 14    | 1.0 |
| TOTAL   | 86           | 67    | 72    | 44    | 64                 | 61    | 7     | 23    | 19            | 27    | 33    | 23    | 7       | 10    | 9     | 29    | 2     | 16    | 1.4 |

| Please indicate the extent to which each is important to you with respect to the college that you attend: | By Ethnicity |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |         |     |     |     |     |     |  |
|---|--------------|-------|-------|-------|-------|-------|--------------------|-------|-------|-------|-------|-------|---------------|-------|-------|-------|-------|-------|---------|-----|-----|-----|-----|-----|--|
|   | Important    |       |       |       |       |       | Somewhat Important |       |       |       |       |       | Not Important |       |       |       |       |       | Average |     |     |     |     |     |  |
|   | Black        | Asian | Hisp. | White | Other | Total | Black              | Asian | Hisp. | White | Other | Total | Black         | Asian | Hisp. | White | Other | Total |         |     |     |     |     |     |  |
| Opportunity for frequent contact with faculty (item67)  | 91           | 69    | 80    | 76    | 83    | 75    | 4                  | 23    | 13    | 17    | 17    | 18    | 4             | 8     | 7     | 7     | 0     | 7     | 1.4     | 2.1 | 1.8 | 1.9 | 1.6 | 1.9 |  |
| Santa Ana Campus  |              |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |         |     |     |     |     |     |  |
| Orange Campus   | 100          | 85    | 80    | 76    | 75    | 78    | 0                  | 12    | 17    | 15    | 25    | 15    | 0             | 4     | 3     | 8     | 0     | 7     | 1.0     | 1.7 | 1.6 | 1.9 | 1.7 | 1.8 |  |
| Centennial Education Center   | 68           | 88    | 75    | 79    | 75    | 76    | 33                 | 13    | 18    | 16    | 25    | 18    | 0             | 0     | 7     | 5     | 0     | 6     | 1.7     | 1.3 | 1.8 | 1.8 | 2.0 | 1.8 |  |
| TOTAL   | 90           | 71    | 78    | 76    | 80    | 76    | 7                  | 22    | 15    | 16    | 20    | 17    | 3             | 7     | 7     | 8     | 0     | 7     | 1.4     | 2.1 | 1.8 | 1.9 | 1.7 | 1.9 |  |
| Opportunity for acquaintances with other students who attend the college (item68)                         | 83           | 72    | 72    | 60    | 67    | 69    | 9                  | 20    | 21    | 28    | 30    | 23    | 9             | 8     | 7     | 12    | 3     | 9     | 1.8     | 2.1 | 1.9 | 2.3 | 1.9 | 2.1 |  |
| Santa Ana Campus  |              |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |         |     |     |     |     |     |  |
| Orange Campus   | 100          | 81    | 68    | 66    | 67    | 69    | 0                  | 19    | 18    | 22    | 25    | 21    | 0             | 0     | 15    | 12    | 8     | 10    | 1.3     | 1.8 | 2.1 | 2.2 | 2.0 | 2.1 |  |
| Centennial Education Center   | 67           | 63    | 83    | 58    | 50    | 76    | 33                 | 25    | 10    | 21    | 25    | 13    | 0             | 13    | 8     | 21    | 25    | 10    | 1.7     | 2.1 | 1.7 | 2.4 | 2.5 | 1.9 |  |
| TOTAL   | 83           | 73    | 74    | 62    | 65    | 70    | 10                 | 20    | 18    | 26    | 28    | 21    | 7             | 7     | 8     | 12    | 7     | 9     | 1.7     | 2.0 | 1.9 | 2.3 | 2.0 | 2.1 |  |
| Job and career placement services (item70)  | 86           | 84    | 87    | 83    | 76    | 84    | 14                 | 12    | 8     | 13    | 17    | 12    | 0             | 4     | 5     | 4     | 7     | 6     | 1.5     | 1.6 | 1.5 | 1.7 | 1.6 | 1.6 |  |
| Santa Ana Campus  |              |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |         |     |     |     |     |     |  |
| Orange Campus   | 100          | 88    | 88    | 81    | 67    | 83    | 0                  | 12    | 9     | 11    | 33    | 12    | 0             | 0     | 3     | 8     | 0     | 6     | 1.0     | 1.4 | 1.5 | 1.8 | 1.8 | 1.7 |  |
| Centennial Education Center   | 100          | 83    | 93    | 58    | 75    | 86    | 0                  | 0     | 4     | 21    | 25    | 7     | 0             | 17    | 3     | 21    | 0     | 6     | 1.0     | 1.7 | 1.3 | 2.4 | 1.8 | 1.5 |  |
| TOTAL   | 89           | 84    | 89    | 81    | 73    | 84    | 11                 | 12    | 7     | 13    | 22    | 11    | 0             | 4     | 4     | 6     | 4     | 5     | -       | -   | -   | -   | -   | -   |  |
| Opportunity to participate in intercollegiate athletics (item71)  | 70           | 62    | 66    | 56    | 69    | 62    | 15                 | 26    | 23    | 21    | 20    | 23    | 15            | 12    | 12    | 23    | 12    | 15    | 2.0     | 2.3 | 2.1 | 2.5 | 2.0 | 2.3 |  |
| Santa Ana Campus  |              |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |         |     |     |     |     |     |  |
| Orange Campus   | 100          | 60    | 56    | 54    | 58    | 57    | 0                  | 28    | 22    | 18    | 25    | 0     | 12            | 22    | 27    | 17    | 1     | 23    | 1.0     | 2.3 | 2.6 | 2.6 | 2.2 | 2.5 |  |
| Centennial Education Center   | 67           | 25    | 82    | 47    | 50    | 71    | 33                 | 75    | 11    | 32    | 0     | 19    | 0             | 0     | 7     | 21    | 50    | 10    | 1.7     | 2.5 | 1.7 | 2.5 | 2.8 | 1.9 |  |
| TOTAL   | 73           | 61    | 69    | 55    | 64    | 62    | 15                 | 28    | 20    | 21    | 19    | 22    | 12            | 12    | 12    | 25    | 17    | 18    | 1.4     | 1.6 | 1.5 | 1.7 | 1.6 | 1.6 |  |
| The participation of students of my ethnicity in campus activities, programs and governance (item72)      | 80           | 58    | 75    | 44    | 55    | 60    | 10                 | 28    | 18    | 26    | 24    | 23    | 10            | 15    | 7     | 20    | 21    | 17    | 1.8     | 2.4 | 1.9 | 2.9 | 2.4 | 2.4 |  |
| Santa Ana Campus  |              |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |         |     |     |     |     |     |  |
| Orange Campus   | 100          | 76    | 67    | 41    | 50    | 52    | 0                  | 20    | 18    | 27    | 33    | 25    | 0             | 4     | 15    | 32    | 17    | 24    | 1.0     | 1.5 | 2.2 | 3.0 | 2.3 | 2.6 |  |
| Centennial Education Center   | 33           | 50    | 80    | 53    | 50    | 42    | 33                 | 33    | 13    | 17    | 0     | 14    | 33            | 17    | 8     | 29    | 50    | 14    | 3.0     | 2.5 | 1.8 | 2.6 | 3.0 | 2.0 |  |
| TOTAL   | 77           | 59    | 76    | 44    | 53    | 60    | 12                 | 27    | 16    | 26    | 24    | 23    | 12            | 14    | 8     | 31    | 22    | 18    | 1.8     | 2.4 | 1.9 | 2.9 | 2.4 | 2.4 |  |

45.3

|  | By Ethnicity |       |       |       |       |                    |       |       |       |       |               |       |       |       |       |         |       |       |     |     |     |     |     |     |  |
|--|--------------|-------|-------|-------|-------|--------------------|-------|-------|-------|-------|---------------|-------|-------|-------|-------|---------|-------|-------|-----|-----|-----|-----|-----|-----|--|
|  | Important    |       |       |       |       | Somewhat Important |       |       |       |       | Not Important |       |       |       |       | Average |       |       |     |     |     |     |     |     |  |
|  | Black        | Asian | Hisp. | White | Other | Total              | Black | Asian | Hisp. | White | Other         | Total | Black | Asian | Hisp. | White   | Other | Total |     |     |     |     |     |     |  |
| Please indicate the extent to which each is important to you with respect to the college that you attend:                      |              |       |       |       |       |                    |       |       |       |       |               |       |       |       |       |         |       |       |     |     |     |     |     |     |  |
| Special clubs and activities for students of my ethnic background, age group, or special interest. (also under "age") (item77) |              |       |       |       |       |                    |       |       |       |       |               |       |       |       |       |         |       |       |     |     |     |     |     |     |  |
| Santa Ana Campus   | 67           | 59    | 68    | 39    | 55    | 56                 | 24    | 24    | 19    | 29    | 28            | 24    | 10    | 17    | 21    | 45      | 17    | 20    | 2.0 | 2.4 | 2.1 | 3.0 | 2.3 | 2.4 |  |
| Orange Campus  | 100          | 60    | 71    | 45    | 58    | 53                 | 0     | 32    | 18    | 29    | 25            | 27    | 0     | 8     | 12    | 26      | 17    | 20    | 1.3 | 2.2 | 2.0 | 2.8 | 2.2 | 2.5 |  |
| Centennial Education Center  | 0            | 57    | 73    | 29    | 67    | 64                 | 67    | 14    | 14    | 24    | 0             | 17    | 33    | 29    | 13    | 47      | 33    | 20    | 3.7 | 2.6 | 2.0 | 3.2 | 2.7 | 2.3 |  |
| TOTAL  | 63           | 59    | 69    | 40    | 57    | 57                 | 26    | 24    | 17    | 29    | 25            | 23    | 11    | 17    | 13    | 31      | 18    | 20    | 2.1 | 2.4 | 2.1 | 2.9 | 2.3 | 2.4 |  |
| Course content and forums which attempt to reflect contributions of all ethnicities. (item79)                                  |              |       |       |       |       |                    |       |       |       |       |               |       |       |       |       |         |       |       |     |     |     |     |     |     |  |
| Santa Ana Campus   | 73           | 51    | 68    | 46    | 48    | 55                 | 14    | 30    | 23    | 29    | 41            | 28    | 14    | 18    | 9     | 25      | 10    | 17    | 1.9 | 2.6 | 2.1 | 2.7 | 2.3 | 2.4 |  |
| Orange Campus  | 100          | 56    | 73    | 49    | 83    | 57                 | 0     | 40    | 21    | 27    | 17            | 26    | 0     | 4     | 6     | 24      | 0     | 17    | 1.0 | 2.1 | 1.9 | 2.7 | 1.9 | 2.4 |  |
| Centennial Education Center  | 67           | 40    | 74    | 61    | 50    | 70                 | 33    | 20    | 14    | 17    | 25            | 16    | 0     | 40    | 12    | 22      | 25    | 15    | 1.7 | 3.0 | 2.0 | 2.4 | 2.5 | 2.1 |  |
| TOTAL  | 75           | 52    | 70    | 48    | 58    | 57                 | 14    | 31    | 21    | 28    | 33            | 26    | 11    | 18    | 9     | 25      | 9     | 17    | 1.8 | 2.5 | 2.0 | 2.7 | 2.1 | 2.4 |  |
| Sensitivity and tolerance of all students in the classroom by other students. (item80)   |              |       |       |       |       |                    |       |       |       |       |               |       |       |       |       |         |       |       |     |     |     |     |     |     |  |
| Santa Ana Campus   | 86           | 66    | 77    | 79    | 77    | 74                 | 14    | 23    | 14    | 16    | 23            | 18    | 0     | 11    | 9     | 5       | 0     | 8     | 1.7 | 2.2 | 1.9 | 1.8 | 1.6 | 1.9 |  |
| Orange Campus  | 100          | 68    | 74    | 75    | 100   | 76                 | 0     | 32    | 14    | 18    | 0             | 17    | 0     | 0     | 11    | 7       | 0     | 6     | 1.0 | 2.0 | 2.0 | 1.8 | 9.3 | 1.8 |  |
| Centennial Education Center  | 67           | 67    | 78    | 74    | 33    | 75                 | 0     | 17    | 14    | 21    | 67            | 16    | 33    | 17    | 9     | 5       | 0     | 9     | 2.3 | 1.8 | 1.8 | 1.7 | 2.3 | 1.8 |  |
| TOTAL  | 86           | 66    | 77    | 77    | 80    | 75                 | 11    | 24    | 14    | 17    | 20            | 18    | 4     | 10    | 10    | 6       | 0     | 8     | 1.7 | 2.2 | 1.9 | 1.8 | 1.6 | 1.9 |  |
| Sensitivity and tolerance of all students in the classroom by faculty. (item81)  |              |       |       |       |       |                    |       |       |       |       |               |       |       |       |       |         |       |       |     |     |     |     |     |     |  |
| Santa Ana Campus   | 86           | 64    | 80    | 80    | 80    | 74                 | 14    | 24    | 14    | 16    | 17            | 18    | 0     | 13    | 7     | 5       | 3     | 8     | 1.7 | 2.3 | 1.8 | 1.7 | 1.6 | 1.9 |  |
| Orange Campus  | 100          | 76    | 80    | 80    | 92    | 80                 | 0     | 24    | 14    | 16    | 0             | 15    | 0     | 0     | 6     | 5       | 8     | 4     | 1.0 | 1.8 | 1.8 | 1.7 | 1.5 | 1.7 |  |
| Centennial Education Center  | 33           | 83    | 81    | 75    | 33    | 77                 | 33    | 17    | 16    | 15    | 33            | 17    | 33    | 0     | 3     | 10      | 33    | 6     | 3.0 | 1.3 | 1.6 | 1.9 | 3.0 | 1.7 |  |
| TOTAL  | 82           | 65    | 80    | 79    | 80    | 76                 | 14    | 23    | 15    | 16    | 13            | 17    | 4     | 11    | 6     | 5       | 7     | 7     | 1.8 | 2.2 | 1.7 | 1.7 | 1.7 | 1.9 |  |

|   | By Ethnicity |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|--------------------|-------|-------|-------|-------|-------|---------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Important    |       |       |       |       |       | Somewhat Important |       |       |       |       |       | Not Important |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black              | Asian | Hisp. | White | Other | Total | Black         | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| Faculty showing personal interest in students. (item82) | 86           | 66    | 78    | 78    | 90    | 75    | 5                  | 23    | 15    | 17    | 7     | 18    | 10            | 11    | 6     | 5     | 3     | 8     | 1.7     | 2.2   | 1.7   | 1.7   | 1.4   | 1.9   |
| Santa Ana Campus  | 100          | 81    | 83    | 81    | 83    | 82    | 0                  | 15    | 9     | 13    | 17    | 13    | 0             | 0     | 2     | 4     | 0     | 6     | 1.3     | 1.7   | 1.8   | 1.8   | 1.4   | 1.7   |
| Orange Campus   | 100          | 57    | 86    | 85    | 75    | 81    | 0                  | 29    | 4     | 25    | 25    | 10    | 0             | 14    | 10    | 10    | 0     | 10    | 1.0     | 2.1   | 1.7   | 2.0   | 1.8   | 1.7   |
| Centennial Education Center                             | 89           | 67    | 81    | 78    | 87    | 77    | 4                  | 22    | 12    | 16    | 11    | 16    | 7             | 11    | 8     | 6     | 2     | 7     | 1.6     | 2.1   | 1.7   | 1.8   | 1.5   | 1.8   |
| TOTAL   |              |       |       |       |       |       |                    |       |       |       |       |       |               |       |       |       |       |       |         |       |       |       |       |       |

|  | By Ethnicity |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Sometimes    |       |       |       |       |       | Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black  | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| My instructors appear to be sensitive to the needs of students: in general. (item84)         | 50           | 45    | 30    | 40    | 30    | 38    | 29     | 41    | 44    | 38    | 47    | 41    | 21    | 13    | 26    | 23    | 23    | 27    | 1.7     | 1.7   | 2.0   | 1.8   | 1.9   | 1.8   |
| Santa Ana Campus   | 67           | 38    | 21    | 47    | 17    | 40    | 33     | 35    | 40    | 30    | 50    | 34    | 0     | 27    | 39    | 22    | 33    | 26    | 1.3     | 1.9   | 2.2   | 1.8   | 2.2   | 1.9   |
| Orange Campus  | 0            | 0     | 27    | 47    | 0     | 27    | 0      | 14    | 28    | 26    | 50    | 27    | 100   | 86    | 44    | 26    | 50    | 45    | 3.0     | 2.9   | 2.2   | 1.8   | 2.5   | 2.5   |
| Centennial Education Center  | 48           | 43    | 28    | 43    | 24    | 38    | 28     | 40    | 40    | 35    | 48    | 38    | 24    | 17    | 32    | 23    | 28    | 24    | 1.8     | 1.7   | 2.0   | 1.8   | 2.0   | 1.9   |
| TOTAL  |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| My instructors appear to be sensitive to the needs of students: of my ethnic group. (item86) | 94           | 67    | 74    | 84    | 83    | 76    | 6      | 27    | 22    | 12    | 14    | 20    | 0     | 6     | 3     | 4     | 3     | 4     | 1.1     | 1.4   | 1.3   | 1.2   | 1.2   | 1.3   |
| Santa Ana Campus   | 100          | 63    | 81    | 87    | 80    | 83    | 0      | 17    | 16    | 12    | 10    | 13    | 0     | 21    | 3     | 1     | 10    | 4     | 1.0     | 1.6   | 1.2   | 1.1   | 1.3   | 1.2   |
| Orange Campus  | 100          | 57    | 76    | 78    | 67    | 75    | 0      | 29    | 20    | 22    | 33    | 21    | 0     | 14    | 5     | 0     | 0     | 4     | 1.0     | 1.6   | 1.3   | 1.2   | 1.3   | 1.3   |
| Centennial Education Center  | 96           | 67    | 75    | 85    | 81    | 77    | 5      | 26    | 21    | 13    | 14    | 19    | 0     | 8     | 4     | 3     | 5     | 4     | 1.0     | 1.4   | 1.3   | 1.2   | 1.1   | 1.3   |
| TOTAL  |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| My instructors appear to be sensitive to the needs of students: of my ethnic group. (item86) | 71           | 27    | 50    | 73    | 30    | 49    | 18     | 40    | 28    | 15    | 48    | 29    | 12    | 33    | 22    | 13    | 22    | 23    | 1.4     | 2.1   | 1.7   | 1.4   | 1.9   | 1.7   |
| Santa Ana Campus   | 0            | 39    | 33    | 71    | 56    | 60    | 100    | 26    | 43    | 21    | 33    | 26    | 0     | 35    | 19    | 9     | 11    | 14    | 2.0     | 2.0   | 2.0   | 1.4   | 1.6   | 1.7   |
| Orange Campus  | 0            | 40    | 50    | 50    | 67    | 51    | 0      | 20    | 27    | 8     | 0     | 23    | 0     | 40    | 22    | 42    | 23    | 27    | 2.0     | 2.0   | 1.7   | 1.9   | 1.7   | 1.8   |
| Centennial Education Center  | 67           | 29    | 49    | 71    | 40    | 51    | 22     | 38    | 29    | 17    | 40    | 28    | 11    | 33    | 22    | 13    | 20    | 21    | 1.4     | 2.0   | 1.7   | 1.4   | 1.8   | 1.7   |
| TOTAL  |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |

457

|   | By Ethnicity |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |     |  |
|---|--------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-----|--|
|   | Sometimes    |       |       |       |       |       | Seldom |       |       |       |       |       | Never |       |       |       | Average |       |     |  |
|   | Black        | Asian | Hisp. | White | Other | Total | Black  | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other   | Total |     |  |
| Interacting with my instructors is easy when I schedule individual appointments. (Item87)               |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |     |  |
| Santa Ana Campus  | 79           | 59    | 57    | 73    | 58    | 62    | 74     | 30    | 28    | 21    | 29    | 26    | 7     | 12    | 15    | 7     | 13      | 11    | 1.3 |  |
| Orange Campus   | 100          | 64    | 64    | 75    | 56    | 71    | 0      | 27    | 29    | 17    | 22    | 20    | 0     | 9     | 4     | 8     | 22      | 9     | 1.0 |  |
| Centennial Education Center   | 0            | 67    | 58    | 54    | 33    | 56    | 100    | 0     | 27    | 15    | 0     | 25    | 0     | 33    | 15    | 31    | 67      | 19    | 2.0 |  |
| TOTAL   | 70           | 60    | 58    | 73    | 56    | 63    | 25     | 29    | 28    | 19    | 25    | 25    | 5     | 12    | 14    | 9     | 19      | 12    | 1.4 |  |
| Interacting with my instructors is easy when I participate in class discussions. (Item88)               |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |     |  |
| Santa Ana Campus  | 83           | 54    | 62    | 85    | 67    | 67    | 11     | 37    | 30    | 12    | 33    | 27    | 6     | 10    | 8     | 4     | 0       | 7     | 1.2 |  |
| Orange Campus   | 100          | 71    | 64    | 84    | 60    | 78    | 0      | 21    | 29    | 13    | 40    | 18    | 0     | 8     | 4     | 3     | 0       | 3     | 1.0 |  |
| Centennial Education Center   | 0            | 60    | 47    | 64    | 33    | 49    | 0      | 20    | 33    | 27    | 33    | 31    | 100   | 20    | 20    | 9     | 33      | 20    | 3.0 |  |
| TOTAL   | 82           | 55    | 59    | 84    | 63    | 67    | 9      | 35    | 31    | 13    | 35    | 25    | 9     | 10    | 10    | 3     | 3       | 7     | 1.3 |  |
| Interacting with my instructors is easy when I arrange to discuss issues outside of class. (Item89)     |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |     |  |
| Santa Ana Campus  | 87           | 35    | 47    | 69    | 54    | 51    | 7      | 38    | 31    | 22    | 17    | 29    | 7     | 28    | 23    | 9     | 29      | 20    | 1.2 |  |
| Orange Campus   | 0            | 62    | 44    | 66    | 30    | 59    | 100    | 24    | 35    | 16    | 40    | 23    | 0     | 14    | 17    | 17    | 30      | 18    | 2.0 |  |
| Centennial Education Center   | 0            | 50    | 22    | 60    | 33    | 27    | 67     | 0     | 37    | 10    | 33    | 33    | 33    | 50    | 42    | 30    | 33      | 40    | 2.3 |  |
| TOTAL   | 65           | 38    | 41    | 68    | 46    | 50    | 25     | 36    | 32    | 19    | 24    | 28    | 10    | 27    | 27    | 13    | 30      | 22    | 1.4 |  |
| Interacting with my instructors is easy when I seek advice on my educational and career goals. (Item90) |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |     |  |
| Santa Ana Campus  | 67           | 45    | 52    | 69    | 62    | 55    | 27     | 37    | 31    | 23    | 19    | 30    | 7     | 18    | 16    | 8     | 19      | 14    | 1.4 |  |
| Orange Campus   | 100          | 73    | 46    | 65    | 70    | 64    | 0      | 18    | 46    | 24    | 20    | 25    | 0     | 9     | 4     | 12    | 10      | 10    | 1.0 |  |
| Centennial Education Center   | 67           | 67    | 52    | 73    | 100   | 58    | 0      | 17    | 37    | 18    | 0     | 31    | 33    | 17    | 11    | 9     | 0       | 12    | 1.7 |  |
| TOTAL   | 71           | 48    | 52    | 67    | 66    | 57    | 19     | 35    | 34    | 23    | 18    | 30    | 10    | 17    | 14    | 9     | 16      | 13    | 1.4 |  |



|   | By Ethnicity |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |     |
|---|--------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|-----|-----|-----|-----|-----|-----|
|   | Sometimes    |       |       |       |       |       | Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |     |     |     |     |     |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black  | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |     |     |     |     |     |     |
| Interacting with my instructors is easy when I seek need help with materials taught in class. (item91)                          | 71           | 61    | 64    | 75    | 64    | 66    | 18     | 29    | 29    | 20    | 24    | 26    | 12    | 10    | 8     | 5     | 12    | 8     | 1.4     | 1.5   | 1.4   | 1.3   | 1.5   | 1.4   | 1.1 | 1.3 | 1.3 | 1.3 | 1.3 | 1.4 | 1.4 |
| Santa Ana Campus  |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |     |
| Orange Campus   | 50           | 70    | 62    | 74    | 70    | 71    | 50     | 26    | 27    | 22    | 30    | 24    | 0     | 4     | 8     | 3     | 0     | 4     | 1.5     | 1.3   | 1.6   | 1.3   | 1.3   | 1.3   | 1.3 | 1.3 | 1.6 | 1.3 | 1.3 | 1.3 | 1.3 |
| Centennial Education Center   | 67           | 67    | 61    | 79    | 67    | 64    | 33     | 17    | 33    | 21    | 33    | 31    | 0     | 17    | 6     | 0     | 0     | 5     | 1.3     | 1.5   | 1.4   | 1.2   | 1.3   | 1.4   | 1.2 | 1.3 | 1.4 | 1.2 | 1.3 | 1.4 | 1.4 |
| TOTAL   | 68           | 62    | 63    | 75    | 66    | 67    | 23     | 28    | 30    | 21    | 26    | 26    | 9     | 10    | 7     | 4     | 8     | 7     | 1.4     | 1.5   | 1.5   | 1.3   | 1.5   | 1.4   | 1.3 | 1.4 | 1.5 | 1.3 | 1.4 | 1.4 | 1.4 |
| When I interact on campus with students who are different from myself, it is through: my classes. (item92)                      | 85           | 67    | 75    | 83    | 86    | 75    | 10     | 28    | 21    | 14    | 14    | 20    | 5     | 6     | 5     | 4     | 0     | 5     | 1.2     | 1.4   | 1.3   | 1.2   | 1.1   | 1.3   | 1.1 | 1.3 | 1.2 | 1.1 | 1.5 | 1.2 | 1.3 |
| Santa Ana Campus  | 67           | 72    | 84    | 90    | 70    | 85    | 33     | 20    | 16    | 8     | 10    | 12    | 0     | 8     | 0     | 2     | 20    | 3     | 1.3     | 1.4   | 1.2   | 1.1   | 1.5   | 1.2   | 1.1 | 1.5 | 1.2 | 1.1 | 1.5 | 1.2 | 1.3 |
| Orange Campus   | 50           | 57    | 63    | 64    | 0     | 62    | 50     | 14    | 24    | 36    | 0     | 25    | 0     | 29    | 13    | 0     | 100   | 13    | 1.5     | 1.7   | 1.5   | 1.4   | 3.0   | 1.5   | 1.4 | 3.0 | 1.5 | 1.4 | 3.0 | 1.5 | 1.6 |
| Centennial Education Center   | 80           | 67    | 73    | 82    | 80    | 76    | 16     | 26    | 21    | 13    | 13    | 19    | 4     | 7     | 6     | 3     | 8     | 5     | 1.2     | 1.4   | 1.3   | 1.2   | 1.3   | 1.3   | 1.2 | 1.3 | 1.3 | 1.2 | 1.3 | 1.3 | 1.3 |
| TOTAL   |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |     |
| When I interact on campus with students who are different from myself, it is through: study groups in class. (item93)           | 50           | 49    | 51    | 58    | 56    | 52    | 19     | 36    | 28    | 24    | 33    | 30    | 31    | 15    | 21    | 18    | 11    | 18    | 1.8     | 1.7   | 1.7   | 1.6   | 1.6   | 1.7   | 1.6 | 1.6 | 1.6 | 1.5 | 1.8 | 1.6 | 1.7 |
| Santa Ana Campus  | 67           | 68    | 48    | 61    | 40    | 59    | 0      | 24    | 4     | 24    | 40    | 27    | 33    | 8     | 11    | 16    | 20    | 14    | 1.7     | 1.4   | 1.6   | 1.5   | 1.8   | 1.6   | 1.5 | 1.8 | 1.6 | 1.5 | 1.8 | 1.6 | 1.6 |
| Orange Campus   | 0            | 29    | 41    | 27    | 100   | 38    | 23     | 0     | 37    | 27    | 0     | 33    | 67    | 71    | 22    | 46    | 0     | 30    | 2.7     | 2.4   | 1.8   | 2.2   | 1.0   | 1.9   | 2.2 | 1.0 | 1.8 | 2.2 | 1.0 | 1.9 | 1.9 |
| Centennial Education Center   | 46           | 50    | 48    | 58    | 53    | 52    | 18     | 34    | 32    | 24    | 34    | 30    | 36    | 16    | 20    | 18    | 13    | 18    | 1.9     | 1.7   | 1.7   | 1.7   | 1.6   | 1.7   | 1.7 | 1.6 | 1.7 | 1.6 | 1.6 | 1.6 | 1.7 |
| TOTAL   |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |     |
| When I interact on campus with students who are different from myself, it is through: study sessions outside of class. (item94) | 33           | 32    | 30    | 32    | 42    | 32    | 27     | 38    | 27    | 23    | 16    | 26    | 40    | 30    | 43    | 45    | 39    | 39    | 2.1     | 2.0   | 2.1   | 2.1   | 2.0   | 2.1   | 2.1 | 2.0 | 2.1 | 2.1 | 2.0 | 2.1 | 2.1 |
| Santa Ana Campus  | 67           | 30    | 32    | 31    | 22    | 31    | 33     | 39    | 36    | 33    | 44    | 35    | 0     | 30    | 32    | 36    | 33    | 34    | 1.3     | 2.0   | 2.0   | 2.0   | 2.1   | 2.0   | 2.0 | 2.0 | 2.0 | 2.0 | 2.1 | 2.0 | 2.0 |
| Orange Campus   | 100          | 17    | 12    | 42    | 0     | 19    | 0      | 17    | 32    | 17    | 0     | 28    | 0     | 67    | 55    | 42    | 100   | 54    | 1.0     | 2.5   | 2.4   | 2.4   | 3.0   | 2.4   | 2.4 | 2.5 | 2.4 | 2.4 | 3.0 | 2.4 | 2.4 |
| Centennial Education Center   | 45           | 32    | 26    | 32    | 36    | 31    | 25     | 37    | 29    | 26    | 25    | 30    | 30    | 31    | 45    | 42    | 39    | 39    | 1.9     | 2.0   | 2.2   | 2.1   | 2.0   | 2.1   | 2.2 | 2.0 | 2.2 | 2.1 | 2.0 | 2.1 | 2.1 |
| TOTAL   |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |     |

|   | By Ethnicity |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|---|--------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|   | Sometimes    |       |       |       |       |       | Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black  | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| When I interact on campus with students who are different from myself, it is through: social or recreational activities. (item95) |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 31           | 32    | 31    | 23    | 48    | 30    | 19     | 33    | 30    | 27    | 28    | 30    | 50    | 37    | 39    | 39    | 58    | 24    | 41      | 2.2   | 2.1   | 2.1   | 2.3   | 1.8   | 2.1 |
| Orange Campus   | 33           | 39    | 26    | 22    | 20    | 26    | 0      | 22    | 37    | 26    | 40    | 27    | 67    | 39    | 37    | 52    | 40    | 48    | 2.3     | 2.0   | 2.1   | 2.3   | 2.2   | 2.2   |     |
| Centennial Education Center   | 100          | 20    | 22    | 54    | 0     | 27    | 0      | 20    | 28    | 23    | 0     | 26    | 0     | 60    | 51    | 23    | 100   | 47    | 47      | 1.0   | 2.4   | 2.3   | 1.7   | 3.0   | 2.2 |
| TOTAL   | 35           | 32    | 29    | 24    | 39    | 29    | 15     | 31    | 30    | 26    | 31    | 29    | 50    | 37    | 42    | 50    | 31    | 43    | 2.2     | 2.1   | 2.1   | 2.3   | 1.9   | 2.1   |     |
| When I interact on campus with students who are different from myself, it is through: my campus job. (item96)                     |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 44           | 29    | 18    | 19    | 30    | 24    | 11     | 27    | 23    | 18    | 30    | 24    | 44    | 44    | 59    | 63    | 40    | 53    | 2.0     | 2.1   | 2.4   | 2.4   | 2.1   | 2.3   |     |
| Orange Campus   | 100          | 32    | 18    | 10    | 0     | 16    | 0      | 16    | 18    | 18    | 33    | 19    | 0     | 53    | 64    | 71    | 67    | 65    | 1.0     | 2.2   | 2.5   | 2.6   | 2.7   | 2.5   |     |
| Centennial Education Center   | 0            | 17    | 20    | 30    | 0     | 20    | 100    | 0     | 31    | 20    | 0     | 28    | 0     | 83    | 49    | 50    | 100   | 52    | 2.0     | 2.7   | 2.3   | 2.2   | 3.0   | 2.3   |     |
| TOTAL   | 46           | 29    | 18    | 17    | 18    | 22    | 18     | 25    | 25    | 18    | 29    | 23    | 36    | 46    | 57    | 65    | 53    | 55    | 1.9     | 2.2   | 2.4   | 2.5   | 2.4   | 2.3   |     |
| I have been treated rudely on campus by: Instructors. (item97)  |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 6            | 14    | 14    | 12    | 19    | 13    | 6      | 23    | 15    | 16    | 15    | 18    | 88    | 64    | 71    | 72    | 65    | 69    | 2.8     | 2.5   | 2.6   | 2.6   | 2.5   | 2.6   |     |
| Orange Campus   | 100          | 25    | 11    | 9     | 0     | 12    | 0      | 17    | 18    | 18    | 30    | 18    | 0     | 58    | 71    | 74    | 70    | 70    | 1.0     | 2.3   | 2.6   | 2.6   | 2.7   | 2.6   |     |
| Centennial Education Center   | 50           | 0     | 13    | 14    | 0     | 13    | 0      | 13    | 3     | 21    | 0     | 6     | 50    | 88    | 84    | 64    | 100   | 81    | 2.0     | 2.9   | 2.7   | 2.5   | 3.0   | 2.7   |     |
| TOTAL   | 19           | 14    | 14    | 11    | 13    | 13    | 5      | 22    | 12    | 17    | 18    | 16    | 76    | 64    | 74    | 73    | 69    | 71    | 2.5     | 2.5   | 2.6   | 2.6   | 2.5   | 2.6   |     |
| I have been treated rudely on campus by: students of my ethnic group. (item98)  |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 0            | 11    | 13    | 7     | 4     | 10    | 12     | 17    | 11    | 16    | 15    | 14    | 88    | 73    | 76    | 77    | 81    | 76    | 2.9     | 2.6   | 2.6   | 2.7   | 2.8   | 2.7   |     |
| Orange Campus   | 100          | 9     | 4     | 8     | 10    | 9     | 0      | 26    | 19    | 12    | 10    | 14    | 0     | 65    | 78    | 80    | 70    | 76    | 1.0     | 2.6   | 2.7   | 2.7   | 3.0   | 2.7   |     |
| Centennial Education Center   | 0            | 0     | 8     | 14    | 0     | 8     | 0      | 13    | 12    | 29    | 0     | 14    | 100   | 88    | 81    | 57    | 100   | 79    | 3.0     | 2.9   | 2.7   | 2.4   | 3.0   | 2.7   |     |
| TOTAL   | 10           | 10    | 11    | 8     | 5     | 9     | 10     | 17    | 12    | 15    | 13    | 14    | 81    | 73    | 77    | 77    | 80    | 76    | 2.7     | 2.6   | 2.7   | 2.7   | 2.8   | 2.7   |     |

|  | By Ethnicity |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |
|--|--------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|-----|-----|-----|-----|-----|
|  | Sometimes    |       |       |       |       |       | Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |     |     |     |     |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black  | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |     |     |     |     |     |
| have been treated rudely on campus by:<br>students of other ethnic groups. (item99)                            |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |
| Santa Ana Campus   | 6            | 16    | 14    | 13    | 23    | 14    | 12     | 25    | 14    | 18    | 27    | 19    | 82    | 60    | 71    | 69    | 50    | 67    | 2.8     | 2.4   | 2.6   | 2.6   | 2.3   | 2.5   | 2.6 | 2.6 | 2.6 | 2.6 | 2.3 | 2.5 |
| Orange Campus  | 50           | 9     | 0     | 10    | 10    | 9     | 50     | 32    | 19    | 20    | 30    | 22    | 0     | 59    | 81    | 71    | 60    | 69    | 1.5     | 2.5   | 2.8   | 2.8   | 2.5   | 2.6   | 2.8 | 2.8 | 2.8 | 2.8 | 2.5 | 2.6 |
| Centennial Education Center  | 0            | 0     | 7     | 20    | 0     | 7     | 33     | 13    | 12    | 20    | 0     | 13    | 67    | 88    | 82    | 60    | 100   | 75    | 2.7     | 2.9   | 2.8   | 2.4   | 3.0   | 2.7   | 2.8 | 2.8 | 2.8 | 2.4 | 3.0 | 2.7 |
| TOTAL  | 9            | 14    | 11    | 12    | 18    | 13    | 18     | 25    | 14    | 19    | 26    | 19    | 73    | 61    | 75    | 69    | 56    | 68    | 2.6     | 2.5   | 2.6   | 2.6   | 2.4   | 2.6   | 2.6 | 2.6 | 2.6 | 2.6 | 2.4 | 2.6 |
| have been treated rudely on campus by:<br>campus personnel. (item102)  |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |
| Santa Ana Campus   | 12           | 14    | 19    | 11    | 4     | 14    | 6      | 17    | 7     | 12    | 17    | 12    | 82    | 69    | 75    | 7     | 78    | 74    | 2.7     | 2.5   | 2.6   | 2.7   | 2.7   | 2.6   | 2.7 | 2.5 | 2.6 | 2.7 | 2.7 | 2.6 |
| Orange Campus  | 0            | 9     | 8     | 11    | 0     | 10    | 100    | 18    | 0     | 9     | 0     | 9     | 0     | 73    | 92    | 80    | 88    | 81    | 2.0     | 2.6   | 2.8   | 2.7   | 3.4   | 2.7   | 2.8 | 2.8 | 2.8 | 2.7 | 3.4 | 2.7 |
| Centennial Education Center  | 0            | 0     | 8     | 13    | 0     | 8     | 50     | 0     | 4     | 13    | 0     | 6     | 50    | 100   | 88    | 73    | 100   | 86    | 2.5     | 3.0   | 2.8   | 2.6   | 3.0   | 2.8   | 2.6 | 3.0 | 2.8 | 2.6 | 3.0 | 2.8 |
| TOTAL  | 10           | 13    | 15    | 11    | 3     | 13    | 15     | 17    | 6     | 11    | 12    | 11    | 75    | 70    | 80    | 78    | 82    | 77    | 2.7     | 2.6   | 2.6   | 2.7   | 2.9   | 2.6   | 2.7 | 2.6 | 2.6 | 2.7 | 2.9 | 2.6 |
| have seen or heard about campus events where:<br>specific ethnic groups are portrayed positively.<br>(item103) |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |
| Santa Ana Campus   | 69           | 31    | 49    | 54    | 44    | 45    | 13     | 41    | 34    | 18    | 35    | 31    | 19    | 26    | 18    | 29    | 22    | 25    | 1.5     | 2.0   | 1.7   | 1.8   | 1.8   | 1.8   | 1.7 | 1.8 | 1.8 | 1.8 | 1.8 | 1.8 |
| Orange Campus  | 0            | 35    | 42    | 31    | 36    | 34    | 100    | 30    | 19    | 16    | 46    | 22    | 0     | 35    | 39    | 52    | 18    | 44    | 2.0     | 2.0   | 2.0   | 2.2   | 1.8   | 2.1   | 2.0 | 2.0 | 2.0 | 2.2 | 1.8 | 2.1 |
| Centennial Education Center  | 0            | 0     | 21    | 50    | 50    | 25    | 0      | 30    | 26    | 17    | 0     | 25    | 100   | 50    | 53    | 33    | 50    | 51    | 3.0     | 2.5   | 2.3   | 1.8   | 2.0   | 2.3   | 2.5 | 2.3 | 2.3 | 1.8 | 2.0 | 2.3 |
| TOTAL  | 58           | 30    | 42    | 46    | 42    | 41    | 16     | 40    | 31    | 17    | 36    | 29    | 26    | 30    | 27    | 37    | 22    | 31    | 1.7     | 2.0   | 1.8   | 1.9   | 1.8   | 1.9   | 1.8 | 1.8 | 1.8 | 1.9 | 1.8 | 1.9 |
| have seen or heard about campus events where:<br>specific ethnic groups are portrayed negatively.<br>(item104) |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |
| Santa Ana Campus   | 27           | 15    | 14    | 11    | 9     | 13    | 7      | 34    | 27    | 13    | 22    | 24    | 67    | 52    | 59    | 76    | 70    | 62    | 2.4     | 2.4   | 2.4   | 2.7   | 2.6   | 2.5   | 2.4 | 2.4 | 2.4 | 2.7 | 2.6 | 2.5 |
| Orange Campus  | 0            | 15    | 4     | 4     | 10    | 6     | 0      | 35    | 24    | 17    | 20    | 21    | 100   | 50    | 72    | 80    | 70    | 74    | 3.0     | 2.4   | 2.7   | 2.8   | 2.6   | 2.7   | 2.7 | 2.4 | 2.7 | 2.8 | 2.6 | 2.7 |
| Centennial Education Center  | 0            | 0     | 11    | 25    | 0     | 12    | 0      | 35    | 14    | 17    | 50    | 16    | 100   | 75    | 75    | 58    | 50    | 72    | 3.0     | 2.8   | 2.6   | 2.3   | 2.5   | 2.6   | 2.8 | 2.8 | 2.6 | 2.3 | 2.5 | 2.6 |
| TOTAL  | 22           | 15    | 13    | 9     | 9     | 12    | 6      | 34    | 24    | 14    | 23    | 23    | 72    | 52    | 63    | 77    | 69    | 65    | 2.5     | 2.4   | 2.5   | 2.7   | 2.6   | 2.5   | 2.5 | 2.4 | 2.5 | 2.7 | 2.6 | 2.5 |

|   | By Ethnicity |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|---|--------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|   | Sometimes    |       |       |       |       |       | Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black  | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| I have seen or heard about campus events where campus personnel of my ethnic group. (item107)               |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 0            | 18    | 11    | 8     | 19    | 12    | 13     | 24    | 17    | 8     | 11    | 16    | 87    | 58    | 72    | 84    | 70    | 72    | 2.9     | 2.4   | 2.6   | 2.8   | 2.5   | 2.6   | 2.6 |
| Orange Campus   | 0            | 14    | 0     | 2     | 0     | 3     | 33     | 18    | 11    | 11    | 0     | 12    | 67    | 68    | 89    | 87    | 100   | 85    | 2.7     | 2.5   | 2.9   | 2.9   | 3.0   | 2.8   | 2.8 |
| Centennial Education Center   | 0            | 0     | 3     | 33    | -     | 8     | 0      | 20    | 12    | 13    | -     | 13    | 100   | 80    | 85    | 53    | -     | 80    | 3.0     | 2.8   | 2.8   | 2.2   | -     | 2.7   | 2.7 |
| TOTAL   | 0            | 17    | 8     | 7     | 14    | 10    | 16     | 23    | 15    | 9     | 8     | 15    | 84    | 60    | 77    | 84    | 78    | 75    | 2.8     | 2.4   | 2.7   | 2.8   | 2.6   | 2.7   | 2.7 |
| I have seen or heard about racist behavior initiated by: campus personnel of other ethnic groups. (item108) |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 7            | 18    | 13    | 9     | 19    | 13    | 7      | 24    | 19    | 11    | 19    | 18    | 87    | 58    | 69    | 82    | 63    | 69    | 2.8     | 2.4   | 2.6   | 2.7   | 2.4   | 2.6   | 2.6 |
| Orange Campus   | 0            | 5     | 8     | 3     | 0     | 4     | 33     | 29    | 12    | 11    | 0     | 13    | 67    | 67    | 81    | 86    | 100   | 83    | 2.7     | 2.6   | 2.7   | 2.8   | 3.0   | 2.8   | 2.8 |
| Centennial Education Center   | 50           | 0     | 3     | 20    | 0     | 7     | 0      | 17    | 8     | 20    | 0     | 10    | 50    | 83    | 89    | 60    | 100   | 83    | 2.0     | 2.8   | 2.9   | 2.4   | 3.0   | 2.8   | 2.8 |
| TOTAL   | 10           | 16    | 10    | 7     | 14    | 11    | 10     | 24    | 16    | 11    | 14    | 16    | 80    | 59    | 74    | 82    | 73    | 73    | 2.7     | 2.4   | 2.6   | 2.7   | 2.6   | 2.6   | 2.6 |
| I have seen or heard about racist behavior initiated by: instructors of my ethnic group. (item109)          |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 7            | 9     | 8     | 8     | 13    | 9     | 7      | 21    | 14    | 10    | 8     | 14    | 86    | 70    | 78    | 82    | 79    | 77    | 2.8     | 2.6   | 2.7   | 2.7   | 2.7   | 2.7   | 2.7 |
| Orange Campus   | 0            | 5     | 0     | 0     | 0     | 0     | 33     | 24    | 19    | 11    | 22    | 15    | 67    | 71    | 81    | 88    | 78    | 84    | 2.7     | 2.7   | 2.6   | 2.9   | 2.8   | 2.8   | 2.8 |
| Centennial Education Center   | 0            | 0     | 5     | 13    | 0     | 6     | 50     | 0     | 6     | 20    | 100   | 10    | 50    | 100   | 89    | 67    | 0     | 84    | 2.5     | 3.0   | 2.8   | 2.5   | 2.0   | 2.8   | 2.8 |
| TOTAL   | 5            | 9     | 6     | 6     | 9     | 7     | 16     | 20    | 13    | 11    | 15    | 14    | 79    | 71    | 81    | 84    | 77    | 79    | 2.7     | 2.6   | 2.7   | 2.8   | 2.7   | 2.7   | 2.7 |
| I have seen or heard about racist behavior initiated by: instructors of other ethnic groups. (item110)      |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus  | 13           | 14    | 10    | 9     | 8     | 11    | 7      | 21    | 14    | 10    | 8     | 14    | 86    | 70    | 78    | 82    | 79    | 77    | 2.8     | 2.6   | 2.7   | 2.7   | 2.7   | 2.7   | 2.7 |
| Orange Campus   | 33           | 10    | 4     | 2     | 0     | 4     | 33     | 24    | 19    | 11    | 22    | 15    | 67    | 71    | 81    | 88    | 78    | 84    | 2.7     | 2.7   | 2.8   | 2.9   | 2.8   | 2.8   | 2.8 |
| Centennial Education Center   | 50           | 0     | 3     | 13    | -     | 6     | 50     | 0     | 6     | 20    | 100   | 10    | 50    | 100   | 89    | 67    | 0     | 84    | 2.5     | 3.0   | 2.8   | 2.5   | 2.0   | 2.8   | 2.8 |
| TOTAL   | 20           | 13    | 8     | 7     | 6     | 9     | 16     | 20    | 13    | 11    | 15    | 14    | 79    | 71    | 81    | 84    | 77    | 79    | 2.7     | 2.6   | 2.7   | 2.8   | 2.7   | 2.7   | 2.7 |

|   | By Ethnicity |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |
|---|--------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|-----|
|   | Sometimes    |       |       |       |       |       | Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black  | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |     |
| I have seen or heard about racist behavior initiated by: students of my ethnic group. (item 111)          | 0            | 13    | 12    | 12    | 19    | 14    | 27     | 25    | 21    | 15    | 15    | 20    | 73    | 62    | 62    | 73    | 67    | 66    | 2.7     | 2.5   | 2.5   | 2.6   | 2.5   | 2.5   | 2.5 | 2.6 |
| Santa Ana Campus  |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |
| Orange Campus   | 33           | 14    | 4     | 4     | 0     | 6     | 33     | 23    | 15    | 18    | 25    | 19    | 33    | 64    | 81    | 79    | 75    | 76    | 2.0     | 2.5   | 2.8   | 2.7   | 2.8   | 2.7   | 2.7 |     |
| Centennial Education Center   | 0            | 17    | 10    | 20    | 0     | 12    | 0      | 0     | 12    | 20    | 0     | 12    | 100   | 83    | 78    | 60    | 100   | 76    | 3.0     | 2.7   | 2.7   | 2.4   | 3.0   | 2.6   | 2.6 |     |
| TOTAL   | 5            | 13    | 14    | 10    | 14    | 12    | 26     | 24    | 19    | 16    | 17    | 19    | 69    | 63    | 67    | 74    | 69    | 69    | 2.6     | 2.5   | 2.5   | 2.6   | 2.6   | 2.6   | 2.6 |     |
| I have seen or heard about racist behavior initiated by: students of other ethnic groups. (item 112)      | 7            | 17    | 20    | 15    | 29    | 18    | 20     | 28    | 22    | 17    | 14    | 22    | 73    | 55    | 58    | 69    | 57    | 67    | 2.7     | 2.4   | 2.4   | 2.5   | 2.3   | 2.4   | 2.4 |     |
| Santa Ana Campus  | 67           | 5     | 4     | 6     | 11    | 7     | 0      | 43    | 23    | 18    | 33    | 23    | 33    | 52    | 73    | 76    | 56    | 70    | 1.7     | 2.5   | 2.7   | 2.7   | 2.4   | 2.6   | 2.6 |     |
| Orange Campus   | 50           | 17    | 8     | 25    | 100   | 13    | 0      | 0     | 15    | 31    | 0     | 17    | 50    | 83    | 77    | 44    | 0     | 70    | 2.0     | 2.7   | 2.7   | 2.2   | 1.0   | 2.6   | 2.6 |     |
| Centennial Education Center   | 20           | 16    | 16    | 12    | 26    | 15    | 15     | 29    | 21    | 18    | 18    | 22    | 65    | 55    | 64    | 70    | 55    | 64    | 1.5     | 2.4   | 2.5   | 2.6   | 2.3   | 2.5   | 2.5 |     |
| TOTAL   | 0            | 13    | 11    | 9     | 25    | 11    | 13     | 25    | 17    | 15    | 13    | 18    | 88    | 82    | 72    | 77    | 64    | 71    | 2.9     | 2.5   | 2.6   | 2.7   | 2.4   | 2.6   | 2.6 |     |
| I have seen or heard about racist behavior initiated by: campus student clubs. (item 113)                 | 0            | 0     | 4     | 3     | 11    | 3     | 67     | 30    | 20    | 15    | 11    | 19    | 33    | 70    | 76    | 82    | 78    | 78    | 2.3     | 2.7   | 2.7   | 2.8   | 2.7   | 2.8   | 2.8 |     |
| Santa Ana Campus  | 0            | 0     | 2     | 20    | -     | 5     | 50     | 0     | 16    | 13    | -     | 16    | 50    | 100   | 82    | 67    | -     | 80    | 2.5     | 3.0   | 2.8   | 2.5   | -     | 2.8   | 2.8 |     |
| Orange Campus   | 0            | 11    | 8     | 7     | 21    | 9     | 24     | 25    | 17    | 15    | 12    | 18    | 76    | 64    | 75    | 78    | 67    | 73    | 2.8     | 2.5   | 2.7   | 2.7   | 2.5   | 2.5   | 2.5 |     |
| Centennial Education Center   | 0            | 0     | 0     | 0     | 0     | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     | 0   |     |
| TOTAL   | 0            | 12    | 9     | 6     | 13    | 9     | 7      | 25    | 15    | 10    | 0     | 16    | 93    | 63    | 76    | 84    | 88    | 75    | 2.9     | 2.5   | 2.7   | 2.8   | 2.8   | 2.7   | 2.7 |     |
| I have seen or heard about racist attitudes displayed by: campus personnel of my ethnic group. (item 114) | 0            | 17    | 0     | 3     | 0     | 4     | 0      | 26    | 16    | 11    | 0     | 13    | 100   | 57    | 84    | 86    | 100   | 82    | 3.0     | 2.4   | 2.8   | 2.8   | 3.0   | 2.8   | 2.8 |     |
| Santa Ana Campus  | 0            | 0     | 6     | 18    | 100   | 8     | 0      | 0     | 8     | 12    | 0     | 8     | 100   | 100   | 86    | 71    | 0     | 84    | 3.0     | 3.0   | 2.8   | 2.5   | 1.0   | 2.8   | 2.8 |     |
| Orange Campus   | 0            | 12    | 7     | 6     | 11    | 8     | 6      | 25    | 14    | 11    | 0     | 15    | 94    | 63    | 79    | 84    | 89    | 78    | 2.9     | 2.5   | 2.7   | 2.8   | 2.5   | 2.8   | 2.7 |     |
| Centennial Education Center   | 0            | 0     | 0     | 0     | 0     | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     | 0   |     |
| TOTAL   | 0            | 12    | 7     | 6     | 11    | 8     | 6      | 25    | 14    | 11    | 0     | 15    | 94    | 63    | 79    | 84    | 89    | 78    | 2.9     | 2.5   | 2.7   | 2.8   | 2.5   | 2.8   | 2.7 |     |

|  | By Ethnicity |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |
|--|--------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|-----|-----|-----|-----|-----|
|  | Sometimes    |       |       |       |       |       | Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |     |     |     |     |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black  | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |     |     |     |     |     |
| I have seen or heard about racist attitudes displayed by: campus personnel of other ethnic groups. (item115) | 7            | 14    | 11    | 9     | 8     | 11    | 20     | 28    | 17    | 9     | 8     | 18    | 73    | 57    | 72    | 82    | 83    | 71    | 2.7     | 2.4   | 2.6   | 2.7   | 2.8   | 2.6   | 2.6 | 2.8 | 2.8 | 2.7 | 2.7 | 2.7 |
| Santa Ana Campus   |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |
| Orange Campus  | 0            | 13    | 4     | 3     | 0     | 4     | 50     | 30    | 16    | 11    | 13    | 15    | 50    | 57    | 80    | 86    | 88    | 80    | 2.5     | 2.4   | 2.8   | 2.8   | 2.9   | 2.8   | 2.8 | 2.8 | 2.8 | 2.8 | 2.9 | 2.8 |
| Centennial Education Center  | 0            | 0     | 2     | 13    | 100   | 4     | 0      | 17    | 7     | 7     | 0     | 8     | 100   | 83    | 91    | 80    | 0     | 88    | 3.0     | 2.8   | 2.9   | 2.7   | 1.0   | -     | 2.7 | 2.4 | 2.7 | 2.8 | 2.7 | 2.7 |
| TOTAL  | 6            | 14    | 8     | 7     | 9     | 9     | 22     | 28    | 15    | 10    | 9     | 16    | 72    | 58    | 77    | 83    | 82    | 75    | 2.7     | 2.4   | 2.7   | 2.8   | 2.7   | 2.7   | 2.7 | 2.4 | 2.7 | 2.8 | 2.7 | 2.7 |
| I have seen or heard about racist attitudes displayed by: instructors of my ethnic group. (item116)          | 7            | 7     | 6     | 7     | 4     | 7     | 7      | 21    | 15    | 12    | 0     | 15    | 87    | 71    | 79    | 82    | 96    | 78    | 2.8     | 2.6   | 2.7   | 2.7   | 2.9   | 2.7   | 2.7 | 2.6 | 2.7 | 2.7 | 2.9 | 2.7 |
| Santa Ana Campus   | 0            | 8     | 4     | 1     | 0     | 2     | 0      | 17    | 12    | 11    | 11    | 12    | 100   | 75    | 84    | 87    | 89    | 86    | 3.0     | 2.7   | 2.8   | 2.9   | 2.9   | 2.8   | 2.8 | 2.7 | 2.8 | 2.9 | 2.9 | 2.8 |
| Orange Campus  | 0            | 0     | 1     | 13    | 100   | 4     | 0      | 0     | 8     | 19    | 0     | 10    | 100   | 100   | 90    | 69    | 0     | 86    | 3.0     | 3.0   | 2.9   | 2.6   | 1.0   | 2.8   | 3.0 | 3.0 | 2.9 | 2.6 | 1.0 | 2.8 |
| Centennial Education Center  | 5            | 7     | 5     | 5     | 6     | 6     | 5      | 20    | 13    | 12    | 3     | 14    | 90    | 73    | 82    | 83    | 91    | 81    | 2.9     | 2.7   | 2.8   | 2.8   | 2.8   | 2.8   | 2.9 | 2.7 | 2.8 | 2.8 | 2.8 | 2.8 |
| TOTAL  | 7            | 14    | 10    | 9     | 13    | 11    | 20     | 24    | 17    | 12    | 17    | 18    | 73    | 62    | 73    | 79    | 71    | 71    | 2.7     | 2.5   | 2.6   | 2.7   | 2.6   | 2.6   | 2.7 | 2.5 | 2.6 | 2.7 | 2.6 | 2.6 |
| I have seen or heard about racist attitudes displayed by: students of my ethnic group. (item117)             | 33           | 17    | 12    | 3     | 0     | 7     | 33     | 21    | 4     | 11    | 22    | 12    | 33    | 63    | 84    | 87    | 78    | 81    | 2.0     | 2.5   | 2.7   | 2.8   | 2.8   | 2.7   | 2.8 | 2.5 | 2.7 | 2.8 | 2.8 | 2.7 |
| Santa Ana Campus   | 0            | 0     | 0     | 13    | 100   | 3     | 0      | 0     | 6     | 7     | 0     | 6     | 100   | 100   | 94    | 80    | 0     | 91    | 3.0     | 3.0   | 2.9   | 2.7   | 1.0   | 2.9   | 3.0 | 3.0 | 2.9 | 2.7 | 1.0 | 2.9 |
| Orange Campus  | 11           | 14    | 8     | 7     | 12    | 9     | 21     | 23    | 13    | 11    | 18    | 15    | 69    | 63    | 79    | 82    | 71    | 75    | 2.6     | 2.5   | 2.7   | 2.7   | 2.7   | 2.7   | 2.6 | 2.5 | 2.7 | 2.7 | 2.6 | 2.7 |
| Centennial Education Center  | 0            | 15    | 14    | 14    | 8     | 14    | 13     | 25    | 24    | 16    | 12    | 21    | 87    | 60    | 63    | 70    | 80    | 65    | 2.9     | 2.4   | 2.5   | 2.6   | 2.6   | 2.5   | 2.9 | 2.4 | 2.5 | 2.6 | 2.6 | 2.5 |
| TOTAL  | 33           | 8     | 8     | 11    | 0     | 10    | 33     | 33    | 13    | 16    | 33    | 19    | 33    | 58    | 79    | 72    | 67    | 70    | 2.0     | 2.5   | 2.7   | 2.7   | 2.6   | 2.7   | 2.0 | 2.5 | 2.7 | 2.6 | 2.6 | 2.7 |
| I have seen or heard about racist attitudes displayed by: students of my ethnic group. (item118)             | 0            | 17    | 2     | 21    | 100   | 7     | 0      | 0     | 13    | 21    | 0     | 14    | 100   | 83    | 85    | 57    | 0     | 80    | 3.0     | 2.7   | 2.8   | 2.8   | 2.4   | 1.0   | 3.0 | 2.7 | 2.8 | 2.8 | 2.4 | 1.0 |
| Santa Ana Campus   | 5            | 15    | 10    | 14    | 9     | 12    | 16     | 25    | 20    | 17    | 17    | 20    | 79    | 60    | 69    | 70    | 74    | 68    | 2.7     | 2.5   | 2.6   | 2.6   | 2.6   | 2.6   | 2.7 | 2.5 | 2.6 | 2.6 | 2.6 | 2.6 |
| Orange Campus  | 0            | 0     | 0     | 0     | 0     | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     | 0   | 0   | 0   | 0   | 0   | 0   |
| Centennial Education Center  | 0            | 0     | 0     | 0     | 0     | 0     | 0      | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     | 0   | 0   | 0   | 0   | 0   | 0   |
| TOTAL  | 5            | 15    | 10    | 14    | 9     | 12    | 16     | 25    | 20    | 17    | 17    | 20    | 79    | 60    | 69    | 70    | 74    | 68    | 2.7     | 2.5   | 2.6   | 2.6   | 2.6   | 2.6   | 2.7 | 2.5 | 2.6 | 2.6 | 2.6 | 2.6 |

|  | By Ethnicity |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |       |     |     |     |     |     |     |     |  |
|--|--------------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-----|-----|-----|-----|-----|-----|-----|--|
|  | Sometimes    |       |       |       |       | Seldom |       |       |       |       | Never |       |       |       |       | Average |       |       |     |     |     |     |     |     |     |  |
|  | Black        | Asian | Hisp. | White | Other | Total  | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White   | Other | Total |     |     |     |     |     |     |     |  |
| have seen or heard about racist attitudes displayed by: students of other ethnic groups. (item119)                         | 7            | 20    | 17    | 18    | 35    | 19     | 13    | 25    | 21    | 21    | 4     | 21    | 80    | 56    | 62    | 61      | 62    | 60    | 2.7 | 2.4 | 2.4 | 2.4 | 2.4 | 2.3 | 2.4 |  |
| Santa Ana Campus   |              |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |       |     |     |     |     |     |     |     |  |
| Orange Campus  | 100          | 8     | 8     | 11    | 13    | 12     | 0     | 46    | 24    | 19    | 38    | 24    | 0     | 46    | 68    | 71      | 50    | 65    | 1.0 | 2.4 | 2.6 | 2.6 | 2.6 | 2.4 | 2.5 |  |
| Centennial Education Center  | 0            | 17    | 4     | 27    | 100   | 10     | 0     | 0     | 15    | 27    | 0     | 15    | 100   | 83    | 81    | 47      | 0     | 75    | 3.0 | 2.7 | 2.8 | 2.2 | 2.2 | 1.0 | 2.6 |  |
| TOTAL  | 21           | 18    | 14    | 16    | 31    | 16     | 11    | 27    | 20    | 20    | 11    | 21    | 68    | 55    | 67    | 64      | 57    | 63    | 2.5 | 2.4 | 2.5 | 2.5 | 2.5 | 2.3 | 2.5 |  |
| have seen or heard about racist attitudes displayed by: campus student clubs. (item120)                                    | 0            | 13    | 9     | 13    | 22    | 12     | 6     | 23    | 19    | 9     | 0     | 16    | 94    | 63    | 72    | 78      | 78    | 72    | 2.9 | 4.5 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 |  |
| Santa Ana Campus   |              |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |       |     |     |     |     |     |     |     |  |
| Orange Campus  | 50           | 0     | 0     | 5     | 11    | 4      | 0     | 44    | 17    | 16    | 11    | 19    | 50    | 57    | 83    | 79      | 78    | 76    | 2.0 | 2.6 | 2.8 | 2.7 | 2.7 | 2.7 | 2.7 |  |
| Centennial Education Center  | 0            | 0     | 0     | 21    | 100   | 5      | 0     | 17    | 14    | 7     | 0     | 13    | 100   | 83    | 86    | 71      | 0     | 83    | 3.0 | 2.8 | 2.9 | 2.5 | 2.5 | 1.0 | 2.8 |  |
| TOTAL  | 5            | 11    | 6     | 11    | 21    | 10     | 5     | 26    | 18    | 11    | 3     | 17    | 90    | 63    | 76    | 78      | 76    | 74    | 2.8 | 2.5 | 2.7 | 2.7 | 2.7 | 2.5 | 2.6 |  |
| have seen on campus: books in library. (item128)   | 53           | 43    | 44    | 59    | 57    | 49     | 36    | 36    | 28    | 17    | 22    | 28    | 12    | 21    | 28    | 24      | 22    | 24    | 1.6 | 1.8 | 1.8 | 1.6 | 1.6 | 1.7 | 1.8 |  |
| Santa Ana Campus   |              |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |       |     |     |     |     |     |     |     |  |
| Orange Campus  | 100          | 48    | 39    | 67    | 78    | 60     | 0     | 26    | 21    | 12    | 0     | 15    | 0     | 26    | 39    | 22      | 22    | 26    | 1.0 | 1.8 | 2.0 | 1.6 | 1.6 | 1.4 | 1.7 |  |
| Centennial Education Center  | 0            | 67    | 24    | 36    | 0     | 26     | 0     | 0     | 19    | 18    | 0     | 18    | 100   | 33    | 57    | 46      | 100   | 56    | 3.0 | 1.7 | 2.3 | 2.1 | 3.0 | 2.3 | 2.3 |  |
| TOTAL  | 55           | 44    | 39    | 61    | 59    | 49     | 30    | 35    | 25    | 15    | 15    | 24    | 15    | 21    | 35    | 24      | 27    | 27    | 1.6 | 1.8 | 2.0 | 1.6 | 1.6 | 1.7 | 1.8 |  |
| have seen on campus: textbooks in the bookstore written from a variety of racial, ethnic or cultural viewpoints. (item129) | 40           | 34    | 40    | 56    | 54    | 43     | 41    | 39    | 30    | 18    | 21    | 30    | 13    | 28    | 30    | 25      | 25    | 27    | 1.7 | 1.9 | 1.9 | 1.7 | 1.7 | 1.7 | 1.8 |  |
| Santa Ana Campus   |              |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |       |     |     |     |     |     |     |     |  |
| Orange Campus  | 100          | 48    | 23    | 63    | 63    | 55     | 0     | 30    | 27    | 13    | 13    | 18    | 0     | 22    | 50    | 24      | 25    | 27    | 1.0 | 1.7 | 2.3 | 1.6 | 1.6 | 1.6 | 1.7 |  |
| Centennial Education Center  | 0            | 0     | 24    | 33    | 0     | 24     | 0     | 67    | 16    | 17    | 0     | 17    | 100   | 33    | 60    | 50      | 100   | 59    | 3.0 | 2.3 | 2.4 | 2.2 | 3.0 | 2.4 | 2.4 |  |
| TOTAL  | 44           | 35    | 35    | 58    | 53    | 43     | 39    | 38    | 27    | 16    | 18    | 26    | 17    | 27    | 38    | 26      | 29    | 30    | 1.7 | 1.9 | 2.0 | 1.7 | 1.7 | 1.8 | 1.0 |  |

|  | By Ethnicity |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
|--|--------------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
|  | Sometimes    |       |       |       |       | Seldom |       |       |       |       | Never |       |       |       |       | Average |       |       |       |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total  | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White   | Other | Total | Black | Asian | Hisp. | White | Other | Total |     |
| I have seen on campus: art reflecting various ethnic cultures. (item130)   | 60           | 40    | 49    | 69    | 48    | 50     | 27    | 38    | 22    | 15    | 20    | 25    | 13    | 22    | 29    | 22      | 32    | 25    | 1.5   | 1.8   | 1.8   | 1.6   | 1.8   | 1.7   | 1.7 |
| Santa Ana Campus   | 100          | 44    | 41    | 58    | 60    | 54     | 0     | 39    | 19    | 17    | 10    | 20    | 0     | 17    | 41    | 25      | 30    | 26    | 1.0   | 1.7   | 2.0   | 1.7   | 1.7   | 1.7   |     |
| Orange Campus  | 0            | 25    | 27    | 39    | 0     | 28     | 0     | 25    | 23    | 31    | 0     | 23    | 100   | 50    | 50    | 31      | 100   | 49    | 3.0   | 2.3   | 2.2   | 2.0   | 3.0   | 2.2   |     |
| Centennial Education Center  | 63           | 40    | 43    | 60    | 49    | 49     | 21    | 38    | 22    | 16    | 16    | 24    | 16    | 22    | 35    | 23      | 35    | 27    | 1.5   | 1.8   | 1.9   | 1.6   | 1.9   | 1.8   |     |
| TOTAL  |              |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
| I have seen on campus: negative graffiti about certain ethnic groups. (item133)  | 21           | 17    | 17    | 20    | 13    | 18     | 0     | 26    | 21    | 17    | 25    | 21    | 77    | 57    | 62    | 63      | 63    | 61    | 2.8   | 2.4   | 2.4   | 2.4   | 2.5   | 2.4   | 2.4 |
| Santa Ana Campus   | 67           | 33    | 12    | 18    | 10    | 20     | 0     | 17    | 8     | 10    | 40    | 12    | 33    | 50    | 81    | 72      | 50    | 69    | 1.7   | 2.2   | 2.7   | 2.5   | 2.4   | 2.5   |     |
| Orange Campus  | 0            | 0     | 11    | 29    | 0     | 13     | 0     | 25    | 15    | 29    | 0     | 17    | 100   | 75    | 74    | 43      | 100   | 70    | 3.0   | 2.8   | 2.6   | 2.1   | 3.0   | 2.6   |     |
| Centennial Education Center  | 28           | 19    | 15    | 20    | 11    | 18     | 0     | 25    | 18    | 15    | 28    | 19    | 72    | 56    | 66    | 66      | 61    | 64    | 2.4   | 2.4   | 2.5   | 2.5   | 2.5   | 2.5   |     |
| TOTAL  |              |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: Informal discussions with others on campus. (item134) | 50           | 35    | 28    | 40    | 24    | 34     | 17    | 46    | 32    | 23    | 29    | 34    | 33    | 20    | 39    | 37      | 47    | 32    | 1.8   | 1.9   | 2.1   | 2.0   | 2.2   | 2.0   |     |
| Santa Ana Campus   | 50           | 42    | 24    | 35    | 33    | 35     | 50    | 33    | 24    | 31    | 11    | 29    | 0     | 25    | 53    | 35      | 56    | 36    | 1.5   | 1.8   | 2.3   | 2.0   | 2.2   | 2.0   |     |
| Orange Campus  | 0            | 33    | 12    | 46    | 0     | 19     | 0     | 33    | 40    | 18    | 100   | 36    | 100   | 33    | 49    | 36      | 0     | 46    | 3.0   | 2.0   | 2.4   | 1.9   | 2.0   | 2.3   |     |
| Centennial Education Center  | 47           | 35    | 25    | 38    | 26    | 33     | 20    | 44    | 33    | 26    | 26    | 34    | 33    | 21    | 42    | 36      | 48    | 34    | 1.9   | 1.9   | 2.2   | 2.0   | 2.2   | 2.0   |     |
| TOTAL  |              |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: orientation programs. (item135)                       | 40           | 35    | 26    | 16    | 24    | 27     | 20    | 43    | 31    | 19    | 29    | 32    | 40    | 22    | 43    | 65      | 47    | 41    | 2.0   | 1.9   | 2.2   | 2.5   | 2.2   | 2.1   |     |
| Santa Ana Campus   | 0            | 57    | 17    | 12    | 0     | 21     | 100   | 38    | 28    | 27    | 33    | 30    | 0     | 5     | 56    | 62      | 67    | 49    | 2.0   | 1.5   | 2.4   | 2.5   | 2.7   | 2.3   |     |
| Orange Campus  | 0            | 0     | 30    | 20    | 0     | 25     | 0     | 33    | 32    | 40    | 100   | 34    | 100   | 67    | 39    | 40      | 0     | 41    | 3.0   | 2.7   | 2.1   | 2.2   | 2.0   | 2.2   |     |
| Centennial Education Center  | 33           | 37    | 26    | 15    | 17    | 26     | 25    | 42    | 31    | 23    | 33    | 32    | 42    | 21    | 43    | 63      | 50    | 42    | 2.1   | 1.8   | 2.2   | 2.5   | 2.3   | 2.2   |     |
| TOTAL  |              |       |       |       |       |        |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |



|  | By Ethnicity |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |     |
|--|--------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|-----|-----|-----|-----|-----|-----|
|  | Sometimes    |       |       |       |       |       | Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |     |     |     |     |     |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black  | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |     |     |     |     |     |     |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: lectures. (item136)<br>Santa Ana Campus<br>Orange Campus<br>Centennial Education Center<br>TOTAL                                    | 40           | 42    | 35    | 30    | 18    | 35    | 30     | 41    | 33    | 23    | 35    | 33    | 30    | 18    | 32    | 48    | 47    | 32    | 1.9     | 1.8   | 2.0   | 2.0   | 2.2   | 2.0   | 2.0 | 2.0 | 2.1 | 2.0 | 2.0 | 2.1 | 2.0 |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: workshops/forums/seminars. (item137)<br>Santa Ana Campus<br>Orange Campus<br>Centennial Education Center<br>TOTAL                   | 38           | 27    | 28    | 16    | 20    | 24    | 25     | 41    | 28    | 22    | 27    | 31    | 38    | 32    | 44    | 63    | 53    | 45    | 2.0     | 2.1   | 2.2   | 2.2   | 2.5   | 2.2   | 2.2 | 2.5 | 2.6 | 2.6 | 2.7 | 2.4 | 2.2 |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: courses. (item138)<br>Santa Ana Campus<br>Orange Campus<br>Centennial Education Center<br>TOTAL                                     | 55           | 47    | 43    | 41    | 22    | 43    | 18     | 36    | 33    | 26    | 33    | 32    | 27    | 18    | 24    | 33    | 44    | 25    | 1.7     | 1.7   | 1.8   | 1.8   | 1.9   | 1.8   | 1.8 | 1.7 | 1.5 | 1.8 | 2.0 | 2.1 | 1.8 |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: special events (cultural celebrations, etc.) (item139)<br>Santa Ana Campus<br>Orange Campus<br>Centennial Education Center<br>TOTAL | 50           | 35    | 36    | 25    | 33    | 33    | 30     | 43    | 30    | 23    | 28    | 33    | 20    | 23    | 34    | 52    | 39    | 35    | 1.7     | 1.9   | 2.0   | 2.0   | 2.3   | 2.0   | 2.3 | 2.1 | 2.2 | 2.5 | 2.6 | 2.3 | 2.0 |

|  | By Ethnicity |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Sometimes    |       |       |       |       |       | Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black  | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: concerts. (item140) |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Santa Ana Campus   | 33           | 30    | 21    | 14    | 29    | 23    | 22     | 34    | 30    | 22    | 22    | 29    | 44    | 36    | 49    | 64    | 50    | 50    | 2.1     | 2.1   | 2.3   | 2.5   | 2.2   | 2.2   |
| Orange Campus  | 50           | 35    | 19    | 14    | 17    | 19    | 50     | 55    | 31    | 15    | 17    | 26    | 0     | 10    | 50    | 71    | 67    | 54    | 1.5     | 1.8   | 2.3   | 2.6   | 2.5   | 2.3   |
| Centennial Education Center  | 0            | 0     | 18    | 18    | 0     | 16    | 0      | 33    | 25    | 27    | 100   | 27    | 100   | 67    | 58    | 55    | 0     | 57    | 3.0     | 2.7   | 2.4   | 2.4   | 2.0   | 2.4   |
| TOTAL  | 33           | 30    | 20    | 14    | 24    | 22    | 25     | 37    | 29    | 20    | 24    | 29    | 42    | 33    | 51    | 66    | 52    | 50    | 2.1     | 2.0   | 2.3   | 2.5   | 2.3   | 2.3   |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: others. (item141)   |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Santa Ana Campus   | 33           | 22    | 18    | 11    | 25    | 18    | 17     | 32    | 27    | 17    | 17    | 26    | 50    | 46    | 55    | 71    | 58    | 56    | 2.2     | 2.2   | 2.4   | 2.6   | 2.3   | 2.4   |
| Orange Campus  | 0            | 25    | 0     | 9     | 33    | 12    | 100    | 33    | 20    | 9     | 0     | 16    | 0     | 42    | 80    | 83    | 67    | 72    | 2.0     | 2.2   | 2.8   | 2.7   | 2.3   | 2.6   |
| Centennial Education Center  | 0            | 33    | 9     | 22    | 0     | 13    | 0      | 0     | 28    | 33    | 100   | 28    | 100   | 67    | 63    | 44    | 0     | 59    | 3.0     | 2.3   | 2.5   | 2.2   | 2.0   | 2.5   |
| TOTAL  | 25           | 23    | 15    | 11    | 25    | 17    | 25     | 31    | 27    | 16    | 19    | 25    | 50    | 46    | 59    | 73    | 56    | 59    | 2.3     | 2.2   | 2.4   | 2.6   | 2.3   | 2.4   |
| Campus people who have gone out of their way to assist me are primarily from: my ethnic group. (item150)                     |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Santa Ana Campus   | 60           | 47    | 54    | 61    | 17    | 53    | 33     | 37    | 27    | 22    | 57    | 29    | 7     | 21    | 19    | 17    | 28    | 19    | 1.5     | 1.7   | 1.6   | 1.6   | 2.1   | 1.7   |
| Orange Campus  | 67           | 46    | 50    | 68    | 0     | 58    | 33     | 36    | 25    | 16    | 38    | 22    | 0     | 18    | 25    | 16    | 63    | 20    | 1.3     | 1.7   | 1.8   | 1.5   | 2.6   | 1.6   |
| Centennial Education Center  | 50           | 38    | 34    | 67    | 0     | 39    | 0      | 13    | 31    | 27    | 50    | 29    | 50    | 50    | 35    | 7     | 50    | 33    | 2.0     | 2.1   | 2.0   | 1.4   | 2.5   | 1.9   |
| TOTAL  | 60           | 46    | 49    | 64    | 11    | 52    | 30     | 32    | 28    | 20    | 50    | 27    | 10    | 22    | 23    | 16    | 39    | 21    | 1.5     | 1.6   | 1.7   | 1.5   | 2.3   | 1.7   |
| Campus people who have gone out of their way to assist me are primarily from: an ethnic group other than mine. (item151)     |              |       |       |       |       |       |        |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Santa Ana Campus   | 60           | 30    | 48    | 46    | 26    | 41    | 33     | 38    | 31    | 27    | 37    | 33    | 7     | 33    | 22    | 27    | 37    | 27    | 1.5     | 2.0   | 1.7   | 1.8   | 2.1   | 1.9   |
| Orange Campus  | 67           | 27    | 30    | 41    | 13    | 36    | 0      | 36    | 35    | 31    | 38    | 32    | 33    | 36    | 35    | 28    | 50    | 32    | 1.7     | 2.1   | 2.1   | 1.9   | 2.4   | 2.0   |
| Centennial Education Center  | 50           | 50    | 28    | 47    | 0     | 32    | 0      | 13    | 28    | 33    | 100   | 28    | 50    | 38    | 44    | 20    | 0     | 39    | 2.0     | 1.9   | 2.2   | 1.7   | 2.0   | 2.1   |
| TOTAL  | 60           | 30    | 41    | 44    | 21    | 39    | 25     | 37    | 30    | 29    | 41    | 32    | 15    | 33    | 29    | 27    | 38    | 29    | 1.6     | 2.0   | 1.9   | 1.8   | 2.2   | 1.9   |

|   | By Ethnicity |       |       |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |     |     |     |     |     |  |
|---|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-----|-----|-----|-----|-----|--|
|   | Sometimes    |       |       |       |       |       |       | Never |       |       |       |       |       |       | Average |       |       |       |     |     |     |     |     |  |
|   | Black        | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp.   | White | Other | Total |     |     |     |     |     |  |
| I see materials in campus media that increase my understanding of individuals based on: their ethnicity. (item 154) | 42           | 36    | 47    | 37    | 32    | 40    | 25    | 38    | 34    | 34    | 41    | 35    | 33    | 26    | 19      | 29    | 27    | 25    | 1.9 | 1.7 | 1.9 | 2.0 | 1.8 |  |
| Santa Ana Campus  | 67           | 48    | 20    | 35    | 30    | 35    | 33    | 35    | 40    | 32    | 40    | 34    | 0     | 17    | 40      | 33    | 30    | 31    | 1.3 | 1.7 | 2.2 | 2.0 | 2.0 |  |
| Orange Campus   | 50           | 33    | 28    | 46    | 100   | 33    | 0     | 33    | 39    | 36    | 0     | 36    | 50    | 33    | 33      | 18    | 0     | 30    | 2.0 | 2.0 | 2.1 | 1.7 | 1.0 |  |
| Centennial Education Center   | 47           | 37    | 41    | 37    | 35    | 39    | 24    | 38    | 35    | 33    | 38    | 35    | 29    | 25    | 24      | 30    | 27    | 26    | 1.8 | 1.9 | 1.8 | 1.9 | 1.9 |  |
| TOTAL   |              |       |       |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |     |     |     |     |     |  |

**Equity Study Questionnaire Response Distributions  
Student Questionnaire  
Responses by Gender**

|   | By Gender            |        |       |                            |        |       |       |        |       |      | Average |       |  |
|---|----------------------|--------|-------|----------------------------|--------|-------|-------|--------|-------|------|---------|-------|--|
|   | Strongly Agree/Agree |        |       | Disagree/Strongly Disagree |        |       | Total |        |       | Male | Female  | Total |  |
|   | Male                 | Female | Total | Male                       | Female | Total | Male  | Female | Total | Male | Female  | Total |  |
| The education of students should include course material that addresses the contributions of women and ethnic minorities to the field. (Item27) |                      |        |       |                            |        |       |       |        |       |      |         |       |  |
| Santa Ana Campus  | 69                   | 86     | 78    | 31                         | 14     | 23    |       |        |       | 2.2  | 1.9     | 2.1   |  |
| Orange Campus   | 64                   | 84     | 76    | 37                         | 16     | 24    |       |        |       | 2.4  | 1.9     | 2.1   |  |
| Centennial Education Center   | 85                   | 77     | 82    | 15                         | 23     | 19    |       |        |       | 1.9  | 2.0     | 1.9   |  |
| TOTAL   | 71                   | 84     | 78    | 29                         | 16     | 22    |       |        |       | 2.2  | 1.9     | 2.1   |  |
| More consideration should be given to the needs and interests of female students. (Item29)  |                      |        |       |                            |        |       |       |        |       |      |         |       |  |
| Santa Ana Campus  | 51                   | 68     | 59    | 49                         | 33     | 41    |       |        |       | 2.5  | 2.2     | 2.3   |  |
| Orange Campus   | 38                   | 61     | 52    | 62                         | 39     | 48    |       |        |       | 2.8  | 2.3     | 2.5   |  |
| Centennial Education Center   | 52                   | 46     | 49    | 48                         | 54     | 51    |       |        |       | 2.5  | 2.5     | 2.5   |  |
| TOTAL   | 49                   | 64     | 57    | 51                         | 36     | 43    |       |        |       | 2.6  | 2.2     | 2.4   |  |
| Socially, RSC is as integrated as students want it to be. (Item36)  |                      |        |       |                            |        |       |       |        |       |      |         |       |  |
| Santa Ana Campus  | 81                   | 84     | 82    | 19                         | 16     | 18    |       |        |       | 2.1  | 2.2     | 2.1   |  |
| Orange Campus   | 81                   | 91     | 87    | 19                         | 9      | 13    |       |        |       | 2.0  | 1.9     | 2.0   |  |
| Centennial Education Center   | 89                   | 86     | 88    | 11                         | 14     | 12    |       |        |       | 1.8  | 2.0     | 1.9   |  |
| TOTAL   | 82                   | 86     | 84    | 18                         | 14     | 16    |       |        |       | 2.0  | 2.0     | 2.0   |  |
| My instructors do not show any partiality to students on the basis of ethnicity or gender. (Item37)   |                      |        |       |                            |        |       |       |        |       |      |         |       |  |
| Santa Ana Campus  | 75                   | 71     | 73    | 25                         | 25     | 27    |       |        |       | 2.1  | 2.1     | 2.1   |  |
| Orange campus   | 85                   | 90     | 88    | 15                         | 10     | 12    |       |        |       | 1.8  | 1.8     | 1.8   |  |
| Centennial Education Center   | 87                   | 77     | 83    | 13                         | 23     | 17    |       |        |       | 1.7  | 1.9     | 1.8   |  |
| TOTAL   | 78                   | 76     | 77    | 22                         | 24     | 23    |       |        |       | 2.0  | 2.1     | 2.0   |  |

|  | By Gender            |        |       |  |                            |        |       |  | Average |        |       |  |
|--|----------------------|--------|-------|--|----------------------------|--------|-------|--|---------|--------|-------|--|
|  | Strongly Agree/Agree |        |       |  | Disagree/Strongly Disagree |        |       |  | Male    | Female | Total |  |
|  | Male                 | Female | Total |  | Male                       | Female | Total |  |         |        |       |  |
| My instructors refer to contributions made by women and diverse persons in the field of study. (item38)          |                      |        |       |  |                            |        |       |  |         |        |       |  |
| Santa Ana Campus   | 59                   | 63     | 61    |  | 41                         | 37     | 39    |  | 2.4     | 2.3    | 2.3   |  |
| Orange Campus  | 74                   | 64     | 68    |  | 26                         | 36     | 32    |  | 2.2     | 2.3    | 2.3   |  |
| Centennial Education Center  | 67                   | 75     | 71    |  | 33                         | 25     | 30    |  | 2.2     | 2.2    | 2.2   |  |
| TOTAL  | 63                   | 64     | 64    |  | 38                         | 36     | 37    |  | 2.3     | 2.3    | 2.3   |  |
| RSC is sensitive to the needs of female students. (item40)   |                      |        |       |  |                            |        |       |  |         |        |       |  |
| Santa Ana Campus   | 74                   | 71     | 73    |  | 26                         | 29     | 27    |  | 2.2     | 2.2    | 2.2   |  |
| Orange Campus  | 87                   | 81     | 83    |  | 13                         | 19     | 17    |  | 2.1     | 2.1    | 2.1   |  |
| Centennial Education Center  | 76                   | 88     | 81    |  | 25                         | 12     | 19    |  | 2.1     | 2.0    | 2.0   |  |
| TOTAL  | 76                   | 75     | 76    |  | 24                         | 25     | 24    |  | 2.2     | 2.2    | 2.2   |  |
| My instructors incorporated into their classes: materials that lacknowledge the contributions of women. (item47) |                      |        |       |  |                            |        |       |  |         |        |       |  |
| Santa Ana Campus   | 66                   | 62     | 64    |  | 35                         | 38     | 36    |  | 2.4     | 2.3    | 2.3   |  |
| Orange Campus  | 67                   | 71     | 69    |  | 33                         | 29     | 31    |  | 2.3     | 2.2    | 2.3   |  |
| Centennial Education Center  | 54                   | 46     | 73    |  | 28                         | 27     | 27    |  | 2.2     | 2.1    | 2.1   |  |
| TOTAL  | 67                   | 65     | 66    |  | 34                         | 35     | 34    |  | 2.3     | 2.3    | 2.3   |  |
| Multiple viewpoints on issues of gender are discussed: in various departments throughout the campus. (item53)    |                      |        |       |  |                            |        |       |  |         |        |       |  |
| Santa Ana Campus   | 70                   | 76     | 73    |  | 30                         | 24     | 27    |  | 2.2     | 2.1    | 2.2   |  |
| Orange Campus  | 64                   | 78     | 72    |  | 36                         | 23     | 29    |  | 2.4     | 2.2    | 2.2   |  |
| Centennial Education Center  | 77                   | 79     | 78    |  | 23                         | 21     | 22    |  | 2.1     | 2.1    | 2.1   |  |
| TOTAL  | 70                   | 77     | 73    |  | 30                         | 23     | 27    |  | 2.3     | 2.1    | 2.2   |  |
| Multiple viewpoints on issues of gender are discussed: only if introduced by students. (item54)                  |                      |        |       |  |                            |        |       |  |         |        |       |  |
| Santa Ana Campus   | 53                   | 48     | 50    |  | 48                         | 52     | 50    |  | 2.5     | 2.6    | 2.5   |  |
| Orange Campus  | 41                   | 51     | 46    |  | 59                         | 49     | 54    |  | 2.6     | 2.5    | 2.5   |  |
| Centennial Education Center  | 47                   | 59     | 51    |  | 53                         | 41     | 49    |  | 2.6     | 2.3    | 2.5   |  |
| TOTAL  | 50                   | 50     | 50    |  | 50                         | 50     | 50    |  | 2.5     | 2.5    | 2.5   |  |

|  | By Gender            |        |       |                            |        |       |         |        |       |      | Average |       |  |
|--|----------------------|--------|-------|----------------------------|--------|-------|---------|--------|-------|------|---------|-------|--|
|  | Strongly Agree/Agree |        |       | Disagree/Strongly Disagree |        |       | Average |        |       |      |         |       |  |
|  | Male                 | Female | Total | Male                       | Female | Total | Male    | Female | Total | Male | Female  | Total |  |
| Multiple viewpoints on issues of gender are discussed: with reluctance by instructors and students. (item55)   | 42                   | 42     | 42    | 58                         | 58     | 58    | 2.6     | 2.6    | 2.6   | 2.6  | 2.6     | 2.6   |  |
|  | 43                   | 27     | 34    | 57                         | 74     | 66    | 2.6     | 2.8    | 2.7   | 2.6  | 2.8     | 2.7   |  |
|  | 58                   | 61     | 59    | 42                         | 39     | 41    | 2.5     | 2.4    | 2.5   | 2.5  | 2.4     | 2.5   |  |
|  | 45                   | 41     | 43    | 55                         | 60     | 57    | 2.6     | 2.6    | 2.6   | 2.6  | 2.6     | 2.6   |  |
| Multiple viewpoints on issues of gender are discussed: with enthusiasm by instructors and students. (item56)   | 70                   | 77     | 74    | 30                         | 23     | 27    | 2.2     | 2.1    | 2.2   | 2.2  | 2.1     | 2.2   |  |
|  | 54                   | 69     | 62    | 46                         | 31     | 38    | 2.5     | 2.2    | 2.3   | 2.5  | 2.2     | 2.3   |  |
|  | 71                   | 79     | 74    | 29                         | 21     | 26    | 2.2     | 2.0    | 2.1   | 2.2  | 2.0     | 2.1   |  |
|  | 68                   | 76     | 71    | 33                         | 25     | 29    | 2.3     | 2.1    | 2.2   | 2.3  | 2.1     | 2.2   |  |
| The opportunities are available to me on this campus to receive campus assistance when I am discriminated against because of my race, ethnicity, or sex. (under "ethnicity" also) (item59) | 67                   | 71     | 69    | 33                         | 29     | 31    | 2.2     | 2.1    | 2.2   | 2.2  | 2.1     | 2.2   |  |
|  | 71                   | 66     | 68    | 29                         | 34     | 32    | 2.2     | 2.3    | 2.2   | 2.2  | 2.3     | 2.2   |  |
|  | 69                   | 86     | 75    | 31                         | 15     | 25    | 2.1     | 1.8    | 2.0   | 2.1  | 1.8     | 2.0   |  |
|  | 68                   | 72     | 70    | 32                         | 28     | 30    | 2.2     | 2.1    | 2.2   | 2.2  | 2.1     | 2.2   |  |

| Please indicate the extent to which each is important to you with respect to the college that you attend: | E. Gender |        |       |                    |        |       |               |        |       |      | Average |       |  |
|---|-----------|--------|-------|--------------------|--------|-------|---------------|--------|-------|------|---------|-------|--|
|   | Important |        |       | Somewhat Important |        |       | Not Important |        |       |      |         |       |  |
|   | Male      | Female | Total | Male               | Female | Total | Male          | Female | Total | Male | Female  | Total |  |
|   |           |        |       |                    |        |       |               |        |       |      |         |       |  |

|  |  |    |    |    |    |    |    |    |    |     |     |     |
|--|--|----|----|----|----|----|----|----|----|-----|-----|-----|
| Presence of women faculty and staff. (item62)                                      | Santa Ana Campus   | 54 | 62 | 58 | 26 | 26 | 20 | 13 | 16 | 2.6 | 2.2 | 2.4 |
|  | Orange Campus  | 47 | 61 | 56 | 21 | 22 | 29 | 18 | 22 | 2.8 | 2.3 | 2.5 |
|  | Centennial Education Center  | 62 | 57 | 60 | 20 | 19 | 21 | 24 | 22 | 2.5 | 2.5 | 2.5 |
|  | TOTAL  | 54 | 61 | 58 | 24 | 25 | 21 | 15 | 18 | 2.6 | 2.2 | 2.4 |
|  | Women's studies program. (item66)  |    |    |    |    |    |    |    |    |     |     |     |
| Women's studies program. (item66)  | Santa Ana Campus   | 46 | 62 | 54 | 30 | 27 | 25 | 13 | 19 | 2.8 | 2.2 | 2.5 |
|  | Orange Campus  | 41 | 60 | 53 | 36 | 27 | 23 | 18 | 20 | 2.8 | 2.3 | 2.5 |
|  | Centennial Education Center  | 65 | 67 | 66 | 20 | 18 | 15 | 18 | 16 | 2.3 | 2.1 | 2.2 |
|  | TOTAL  | 48 | 62 | 55 | 29 | 26 | 23 | 14 | 19 | 2.7 | 2.3 | 2.4 |
| Availability of child care services. (also under "age") (item69)                   | Santa Ana Campus   | 62 | 70 | 66 | 22 | 20 | 16 | 12 | 14 | 2.3 | 2.1 | 2.2 |
|  | Orange Campus  | 55 | 70 | 65 | 17 | 15 | 28 | 17 | 21 | 2.5 | 2.0 | 2.2 |
|  | Centennial Education Center  | 70 | 91 | 79 | 12 | 9  | 18 | 4  | 12 | 2.2 | 1.4 | 1.8 |
|  | TOTAL  | 62 | 72 | 67 | 20 | 18 | 18 | 12 | 15 | 2.3 | 2.0 | 2.1 |
|  | Leadership roles for female students in student government organizations. (item74) |    |    |    |    |    |    |    |    |     |     |     |
| Leadership roles for female students in student government organizations. (item74) | Santa Ana Campus   | 54 | 63 | 58 | 26 | 26 | 20 | 13 | 16 | 2.5 | 2.2 | 2.4 |
|  | Orange Campus  | 52 | 62 | 58 | 18 | 22 | 30 | 13 | 20 | 2.7 | 2.2 | 2.4 |
|  | Centennial Education Center  | 61 | 73 | 66 | 20 | 18 | 20 | 12 | 16 | 2.4 | 2.0 | 2.2 |
|  | TOTAL  | 55 | 63 | 59 | 24 | 24 | 21 | 13 | 17 | 2.6 | 2.2 | 2.3 |

|   | By Gender |        |       |      |        |        |      |        |       |      | Average |    |       |      |        |       |  |
|---|-----------|--------|-------|------|--------|--------|------|--------|-------|------|---------|----|-------|------|--------|-------|--|
|   | Sometimes |        |       |      |        | Seldom |      |        |       |      | Never   |    | Total | Male | Female | Total |  |
|   | Male      | Female | Total | Male | Female | Total  | Male | Female | Total | Male | Female  |    |       |      |        |       |  |
| My instructors appear to be sensitive to the needs of students: of my sex. (item85) |           |        |       |      |        |        |      |        |       |      |         |    |       |      |        |       |  |
| Santa Ana Campus  | 42        | 48     | 45    | 29   | 21     | 25     | 29   | 30     | 30    | 29   | 25      | 29 | 30    | 1.9  | 1.8    | 1.8   |  |
| Orange Campus   | 51        | 65     | 60    | 34   | 20     | 25     | 2    | 0      | 1     | 2    | 25      | 2  | 0     | 1.7  | 1.5    | 1.6   |  |
| Centennial Education Center   | 42        | 41     | 41    | 31   | 30     | 31     | 27   | 30     | 28    | 27   | 31      | 27 | 30    | 1.9  | 1.9    | 1.9   |  |
| TOTAL   | 43        | 52     | 48    | 30   | 22     | 26     | 26   | 27     | 27    | 26   | 26      | 26 | 27    | 1.8  | 1.7    | 1.8   |  |

|  | By Gender |        |       |        |        |       |       |        |       |         |        |       |
|--|-----------|--------|-------|--------|--------|-------|-------|--------|-------|---------|--------|-------|
|  | Sometimes |        |       | Seldom |        |       | Never |        |       | Average |        |       |
|  | Male      | Female | Total | Male   | Female | Total | Male  | Female | Total | Male    | Female | Total |
| have been treated rudely on campus by:<br>students of my sex. (item100)                                  |           |        |       |        |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 9         | 12     | 10    | 19     | 12     | 16    | 72    | 76     | 74    | 2.6     | 2.6    | 2.6   |
| Orange Campus  | 12        | 6      | 9     | 20     | 12     | 15    | 66    | 82     | 78    | 2.6     | 2.8    | 2.7   |
| Centennial Education Center  | 7         | 13     | 9     | 7      | 9      | 8     | 87    | 78     | 83    | 2.8     | 2.6    | 2.7   |
| TOTAL  | 9         | 10     | 10    | 17     | 12     | 15    | 74    | 78     | 76    | 2.7     | 2.7    | 2.7   |
| have been treated rudely on campus by:<br>students of my opposite sex. (item101)                         |           |        |       |        |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 8         | 9      | 8     | 17     | 13     | 15    | 76    | 78     | 77    | 2.7     | 2.7    | 2.7   |
| Orange Campus  | 9         | 8      | 20    | 13     | 15     | 69    | 79    | 75     | -     | 2.7     | 2.7    | 2.7   |
| Centennial Education Center  | 8         | 9      | 8     | 5      | 23     | 13    | 87    | 68     | 79    | 2.8     | 2.6    | 2.7   |
| TOTAL  | 8         | 9      | 8     | 16     | 14     | 15    | 76    | 77     | 77    | 2.7     | 2.7    | 2.7   |
| have seen or heard about campus events where:<br>women in general are portrayed positively.<br>(item105) |           |        |       |        |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 36        | 34     | 35    | 32     | 31     | 31    | 32    | 36     | 34    | 2.0     | 2.0    | 2.0   |
| Orange Campus  | 38        | 28     | 32    | 27     | 21     | 24    | 35    | 51     | 44    | 2.0     | 2.2    | 2.1   |
| Centennial Education Center  | 27        | 15     | 22    | 23     | 27     | 24    | 50    | 59     | 54    | 2.2     | 2.4    | 2.3   |
| TOTAL  | 35        | 31     | 33    | 30     | 28     | 29    | 35    | 41     | 38    | 2.0     | 2.1    | 2.0   |
| have seen or heard about campus events where:<br>women in general are portrayed negatively.<br>(item106) |           |        |       |        |        |       |       |        |       |         |        |       |
| Santa Ana Campus   | 12        | 8      | 10    | 27     | 22     | 25    | 62    | 69     | 65    | 2.5     | 2.6    | 2.6   |
| Orange Campus  | 9         | 3      | 6     | 29     | 19     | 23    | 62    | 77     | 71    | 2.5     | 2.7    | 2.7   |
| Centennial Education Center  | 17        | 16     | 16    | 17     | 26     | 21    | 67    | 58     | 63    | 2.5     | 2.4    | 2.5   |
| TOTAL  | 12        | 8      | 10    | 26     | 22     | 24    | 62    | 70     | 66    | 2.5     | 2.6    | 2.6   |



|   | By Gender |        |       |        |        |       |       |        |       |       |        |       | Average |        |       |
|---|-----------|--------|-------|--------|--------|-------|-------|--------|-------|-------|--------|-------|---------|--------|-------|
|   | Sometimes |        |       | Seldom |        |       | Never |        |       | Total |        |       |         |        |       |
|   | Male      | Female | Total | Male   | Female | Total | Male  | Female | Total | Male  | Female | Total | Male    | Female | Total |
| I have seen or heard about sexist behavior initiated by: campus personnel of my sex. (item121)          | 10        | 7      | 9     | 11     | 14     | 12    | 80    | 79     | 79    | 2.7   | 2.7    | 2.7   | 2.7     | 2.7    | 2.7   |
|   | 14        | 2      | 6     | 11     | 7      | 9     | 75    | 91     | 85    | 2.6   | 2.9    | 2.8   | 2.8     | 2.8    | 2.8   |
|   | 3         | 3      | 3     | 7      | 8      | 7     | 90    | 90     | 90    | 2.9   | 2.9    | 2.9   | 2.9     | 2.9    | 2.9   |
|   | 10        | 6      | 8     | 10     | 12     | 11    | 80    | 83     | 82    | 2.7   | 2.8    | 2.7   | 2.8     | 2.8    | 2.7   |
| I have seen or heard about sexist behavior initiated by: campus personnel of my opposite sex. (item122) | 7         | 7      | 7     | 13     | 15     | 14    | 80    | 79     | 79    | 2.7   | 2.7    | 2.7   | 2.7     | 2.7    | 2.7   |
|   | 11        | 8      | 9     | 8      | 7      | 8     | 81    | 84     | 83    | 2.7   | 2.8    | 2.7   | 2.8     | 2.7    | 2.7   |
|   | 2         | 2      | 2     | 10     | 7      | 9     | 88    | 90     | 89    | 2.9   | 2.9    | 2.9   | 2.9     | 2.9    | 2.9   |
|   | 7         | 7      | 7     | 12     | 12     | 12    | 81    | 81     | 81    | 2.7   | 2.7    | 2.7   | 2.7     | 2.7    | 2.7   |
| I have seen or heard about sexist behavior initiated by: instructors of my sex. (item123)               | 8         | 5      | 7     | 10     | 12     | 11    | 82    | 83     | 82    | 2.7   | 2.8    | 2.7   | 2.8     | 2.8    | 2.8   |
|   | 6         | 2      | 4     | 25     | 5      | 12    | 69    | 94     | 84    | 2.6   | 2.9    | 2.8   | 2.8     | 2.8    | 2.8   |
|   | 2         | 2      | 2     | 7      | 5      | 6     | 91    | 93     | 92    | 2.9   | 2.9    | 2.9   | 2.9     | 2.9    | 2.9   |
|   | 7         | 4      | 5     | 12     | 10     | 11    | 81    | 86     | 84    | 2.7   | 2.8    | 2.7   | 2.8     | 2.8    | 2.8   |
| I have seen or heard about sexist behavior initiated by: instructors of my opposite sex. (item124)      | 6         | 11     | 9     | 11     | 14     | 12    | 83    | 75     | 79    | 2.8   | 2.6    | 2.7   | 2.7     | 2.7    | 2.7   |
|   | 5         | 8      | 7     | 15     | 11     | 12    | 81    | 81     | 81    | 2.8   | 2.7    | 2.7   | 2.7     | 2.7    | 2.7   |
|   | 3         | 0      | 2     | 5      | 5      | 5     | 91    | 95     | 93    | 2.9   | 3.0    | 2.9   | 2.9     | 2.9    | 2.9   |
|   | 6         | 9      | 8     | 11     | 12     | 12    | 84    | 78     | 81    | 2.8   | 2.7    | 2.8   | 2.7     | 2.7    | 2.7   |

|   | By Gender |        |       |      |        |       |        |        |       |      |        |       | Average |  |  |       |      |        |       |
|---|-----------|--------|-------|------|--------|-------|--------|--------|-------|------|--------|-------|---------|--|--|-------|------|--------|-------|
|   | Sometimes |        |       |      |        |       | Seldom |        |       |      |        |       | Never   |  |  | Total | Male | Female | Total |
|   | Male      | Female | Total | Male | Female | Total | Male   | Female | Total | Male | Female | Total |         |  |  |       |      |        |       |
|   |           |        |       |      |        |       |        |        |       |      |        |       |         |  |  |       |      |        |       |
| I have seen or heard about sexist behavior initiated by: students of my sex. (item125)          |           |        |       |      |        |       |        |        |       |      |        |       |         |  |  |       |      |        |       |
| Santa Ana Campus  | 14        | 8      | 11    | 15   | 15     | 15    | 71     | 77     | 74    | 2.6  | 2.7    | 2.6   |         |  |  |       |      |        |       |
| Orange Campus   | 16        | 8      | 11    | 21   | 13     | 16    | 63     | 79     | 73    | 2.5  | 2.7    | 2.6   |         |  |  |       |      |        |       |
| Centennial Education Center   | 5         | 0      | 3     | 13   | 14     | 13    | 82     | 86     | 84    | 2.8  | 2.9    | 2.8   |         |  |  |       |      |        |       |
| TOTAL   | 13        | 7      | 10    | 16   | 15     | 15    | 71     | 78     | 75    | 2.6  | 2.7    | 2.6   |         |  |  |       |      |        |       |
| I have seen or heard about sexist behavior initiated by: students of my opposite sex. (item126) |           |        |       |      |        |       |        |        |       |      |        |       |         |  |  |       |      |        |       |
| Santa Ana Campus  | 12        | 12     | 12    | 16   | 23     | 19    | 73     | 65     | 69    | 2.6  | 2.5    | 2.6   |         |  |  |       |      |        |       |
| Orange Campus   | 12        | 16     | 14    | 15   | 11     | 16    | 73     | 68     | 70    | 2.6  | 2.5    | 2.6   |         |  |  |       |      |        |       |
| Centennial Education Center   | 2         | 2      | 2     | 15   | 12     | 13    | 84     | 86     | 85    | 2.8  | 2.8    | 2.8   |         |  |  |       |      |        |       |
| TOTAL   | 11        | 12     | 11    | 15   | 20     | 18    | 74     | 68     | 71    | 2.6  | 2.6    | 2.6   |         |  |  |       |      |        |       |
| I have seen or heard about sexist behavior initiated by: campus student clubs. (item127)        |           |        |       |      |        |       |        |        |       |      |        |       |         |  |  |       |      |        |       |
| Santa Ana Campus  | 7         | 8      | 7     | 10   | 12     | 11    | 84     | 81     | 82    | 2.8  | 2.7    | 2.8   |         |  |  |       |      |        |       |
| Orange Campus   | 2         | 3      | 3     | 13   | 8      | 10    | 85     | 89     | 88    | 2.8  | 2.9    | 2.9   |         |  |  |       |      |        |       |
| Centennial Education Center   | 2         | 0      | 1     | 11   | 7      | 10    | 87     | 93     | 89    | 2.8  | 2.9    | 2.9   |         |  |  |       |      |        |       |
| TOTAL   | 6         | 6      | 6     | 10   | 10     | 10    | 84     | 84     | 84    | 2.8  | 2.8    | 2.8   |         |  |  |       |      |        |       |
| I have seen on campus: negative graffiti about women. (item131)                                 |           |        |       |      |        |       |        |        |       |      |        |       |         |  |  |       |      |        |       |
| Santa Ana Campus  | 13        | 11     | 12    | 20   | 20     | 20    | 67     | 70     | 68    | 2.5  | 2.6    | 2.6   |         |  |  |       |      |        |       |
| Orange Campus   | 18        | 7      | 11    | 19   | 11     | 14    | 63     | 82     | 75    | 2.5  | 2.8    | 2.6   |         |  |  |       |      |        |       |
| Centennial Education Center   | 15        | 6      | 11    | 13   | 17     | 14    | 73     | 78     | 75    | 2.6  | 2.7    | 2.6   |         |  |  |       |      |        |       |
| TOTAL   | 14        | 9      | 12    | 19   | 17     | 18    | 67     | 73     | 70    | 2.5  | 2.6    | 2.6   |         |  |  |       |      |        |       |
| I have seen on campus: negative graffiti about men. (item132)                                   |           |        |       |      |        |       |        |        |       |      |        |       |         |  |  |       |      |        |       |
| Santa Ana Campus  | 14        | 8      | 11    | 22   | 21     | 22    | 64     | 71     | 67    | 2.5  | 2.6    | 2.6   |         |  |  |       |      |        |       |
| Orange Campus   | 19        | 6      | 11    | 15   | 9      | 11    | 66     | 86     | 79    | 2.5  | 2.8    | 2.7   |         |  |  |       |      |        |       |
| Centennial Education Center   | 12        | 0      | 10    | 12   | 11     | 12    | 76     | 83     | 79    | 2.6  | 2.8    | 2.7   |         |  |  |       |      |        |       |
| TOTAL   | 14        | 7      | 11    | 20   | 17     | 19    | 66     | 76     | 71    | 2.5  | 2.7    | 2.6   |         |  |  |       |      |        |       |

|   | By Gender                   |        |       |      |        |       |      |        |       |      |        |       | Average |        |       |
|---|-----------------------------|--------|-------|------|--------|-------|------|--------|-------|------|--------|-------|---------|--------|-------|
|   | Sometimes                   |        |       |      | Seldom |       |      |        | Never |      |        |       |         |        |       |
|   | Male                        | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male    | Female | Total |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: informal discussions with others on campus. (item142) | 23                          | 32     | 28    | 31   | 32     | 32    | 46   | 36     | 41    | 2.2  | 2.0    | 2.1   |         |        |       |
|   | Santa Ana Campus            |        |       |      |        |       |      |        |       |      |        |       |         |        |       |
|   | Orange Campus               | 28     | 32    | 30   | 29     | 34    | 43   | 34     | 38    | 2.2  | 2.0    | 2.1   |         |        |       |
|   | Centennial Education Center | 25     | 23    | 24   | 22     | 27    | 53   | 50     | 52    | 2.3  | 2.3    | 2.3   |         |        |       |
| TOTAL   | 24                          | 31     | 28    | 30   | 32     | 31    | 46   | 37     | 41    | 2.2  | 2.1    | 2.1   |         |        |       |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: orientation programs. (item143)                       | 15                          | 29     | 22    | 28   | 24     | 26    | 57   | 48     | 52    | 2.4  | 2.2    | 2.3   |         |        |       |
|   | Santa Ana Campus            |        |       |      |        |       |      |        |       |      |        |       |         |        |       |
|   | Orange Campus               | 15     | 24    | 20   | 23     | 22    | 63   | 54     | 58    | 2.5  | 2.3    | 2.4   |         |        |       |
|   | Centennial Education Center | 16     | 31    | 22   | 38     | 23    | 47   | 46     | 47    | 2.3  | 2.2    | 2.2   |         |        |       |
| TOTAL   | 15                          | 28     | 22    | 28   | 23     | 26    | 57   | 49     | 53    | 2.4  | 2.2    | 2.3   |         |        |       |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: lectures. (item144)                                   | 19                          | 36     | 27    | 32   | 28     | 30    | 50   | 36     | 43    | 2.3  | 2.0    | 2.2   |         |        |       |
|   | Santa Ana Campus            |        |       |      |        |       |      |        |       |      |        |       |         |        |       |
|   | Orange Campus               | 25     | 29    | 27   | 33     | 32    | 43   | 39     | 41    | 2.2  | 2.1    | 2.1   |         |        |       |
|   | Centennial Education Center | 21     | 19    | 20   | 29     | 39    | 50   | 42     | 47    | 2.3  | 2.2    | 2.3   |         |        |       |
| TOTAL   | 20                          | 33     | 27    | 32   | 30     | 31    | 49   | 37     | 43    | 2.3  | 2.0    | 2.2   |         |        |       |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: workshops/forums/seminars. (item145)                  | 13                          | 24     | 18    | 26   | 25     | 25    | 61   | 52     | 56    | 2.5  | 2.3    | 2.4   |         |        |       |
|   | Santa Ana Campus            |        |       |      |        |       |      |        |       |      |        |       |         |        |       |
|   | Orange Campus               | 11     | 16    | 14   | 18     | 27    | 71   | 56     | 63    | 2.6  | 2.4    | 2.5   |         |        |       |
|   | Centennial Education Center | 18     | 28    | 22   | 27     | 24    | 55   | 48     | 50    | 2.4  | 2.2    | 2.3   |         |        |       |
| TOTAL   | 14                          | 23     | 18    | 25   | 25     | 25    | 62   | 52     | 57    | 2.5  | 2.3    | 2.4   |         |        |       |

|   | By Gender                   |    |        |    |       |    |        |    |        |    |       |    |       |    |        |    |       |    |         |    |    |
|---|-----------------------------|----|--------|----|-------|----|--------|----|--------|----|-------|----|-------|----|--------|----|-------|----|---------|----|----|
|   | Sometimes                   |    |        |    |       |    | Seldom |    |        |    |       |    | Never |    |        |    |       |    |         |    |    |
|   | Male                        |    | Female |    | Total |    | Male   |    | Female |    | Total |    | Male  |    | Female |    | Total |    |         |    |    |
|   |                             |    |        |    |       |    |        |    |        |    |       |    |       |    |        |    |       |    | Average |    |    |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: courses. (item 146)                                     |                             |    |        |    |       |    |        |    |        |    |       |    |       |    |        |    |       |    |         |    |    |
|   | Santa Ana Campus            | 19 | 37     | 28 | 31    | 28 | 28     | 28 | 28     | 28 | 28    | 28 | 28    | 28 | 28     | 28 | 28    | 28 | 28      | 28 | 28 |
|   | Orange Campus               | 31 | 39     | 36 | 26    | 26 | 26     | 26 | 26     | 26 | 26    | 26 | 26    | 26 | 26     | 26 | 26    | 26 | 26      | 26 | 26 |
|   | Centennial Education Center | 24 | 17     | 21 | 29    | 38 | 32     | 47 | 46     | 47 | 46    | 47 | 46    | 47 | 46     | 47 | 46    | 47 | 46      | 47 | 46 |
|   | TOTAL                       | 21 | 36     | 29 | 30    | 28 | 29     | 28 | 28     | 28 | 29    | 28 | 28    | 28 | 28     | 28 | 28    | 28 | 28      | 28 | 28 |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: special events (cultural celebrations, etc.) (item 147) |                             |    |        |    |       |    |        |    |        |    |       |    |       |    |        |    |       |    |         |    |    |
|   | Santa Ana Campus            | 17 | 26     | 21 | 30    | 30 | 30     | 30 | 30     | 30 | 30    | 30 | 30    | 30 | 30     | 30 | 30    | 30 | 30      | 30 | 30 |
|   | Orange Campus               | 13 | 15     | 14 | 24    | 25 | 25     | 25 | 25     | 25 | 25    | 25 | 25    | 25 | 25     | 25 | 25    | 25 | 25      | 25 | 25 |
|   | Centennial Education Center | 24 | 26     | 25 | 24    | 22 | 23     | 53 | 52     | 53 | 52    | 53 | 52    | 53 | 52     | 53 | 52    | 53 | 52      | 53 | 52 |
|   | TOTAL                       | 17 | 24     | 20 | 28    | 28 | 28     | 28 | 28     | 28 | 28    | 28 | 28    | 28 | 28     | 28 | 28    | 28 | 28      | 28 | 28 |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: concerts. (item 148)                                    |                             |    |        |    |       |    |        |    |        |    |       |    |       |    |        |    |       |    |         |    |    |
|   | Santa Ana Campus            | 13 | 16     | 15 | 28    | 24 | 26     | 26 | 24     | 24 | 26    | 24 | 24    | 24 | 24     | 24 | 24    | 24 | 24      | 24 | 24 |
|   | Orange Campus               | 15 | 14     | 15 | 24    | 18 | 21     | 61 | 68     | 61 | 68    | 61 | 68    | 61 | 68     | 61 | 68    | 61 | 68      | 61 | 68 |
|   | Centennial Education Center | 22 | 21     | 21 | 22    | 29 | 25     | 56 | 50     | 54 | 50    | 54 | 50    | 54 | 50     | 54 | 50    | 54 | 50      | 54 | 50 |
|   | TOTAL                       | 15 | 16     | 15 | 26    | 23 | 25     | 59 | 61     | 60 | 61    | 60 | 61    | 60 | 61     | 60 | 61    | 60 | 61      | 60 | 61 |
| Campus activities in which I participated that have increased my sensitivity to women's issues are: others. (item 149)                                      |                             |    |        |    |       |    |        |    |        |    |       |    |       |    |        |    |       |    |         |    |    |
|   | Santa Ana Campus            | 12 | 13     | 12 | 25    | 20 | 23     | 63 | 67     | 65 | 67    | 65 | 67    | 65 | 67     | 65 | 67    | 65 | 67      | 65 | 67 |
|   | Orange Campus               | 9  | 3      | 6  | 27    | 9  | 18     | 65 | 88     | 77 | 88    | 77 | 88    | 77 | 88     | 77 | 88    | 77 | 88      | 77 | 88 |
|   | Centennial Education Center | 11 | 15     | 13 | 22    | 20 | 21     | 67 | 65     | 66 | 65    | 66 | 65    | 66 | 65     | 66 | 65    | 66 | 65      | 66 | 65 |
|   | TOTAL                       | 11 | 12     | 11 | 25    | 18 | 22     | 64 | 71     | 67 | 71    | 67 | 71    | 67 | 71     | 67 | 71    | 67 | 71      | 67 | 71 |

|  | By Gender |        |       |      |        |       |        |        |       |      |        |       | Average |        |       |         |        |       |
|--|-----------|--------|-------|------|--------|-------|--------|--------|-------|------|--------|-------|---------|--------|-------|---------|--------|-------|
|  | Sometimes |        |       |      |        |       | Seldom |        |       |      |        |       | Never   |        |       | Average |        |       |
|  | Male      | Female | Total | Male | Female | Total | Male   | Female | Total | Male | Female | Total | Male    | Female | Total | Male    | Female | Total |
| Campus people who have gone out of their way to assist me are primarily from: my sex. (Item152)              |           |        |       |      |        |       |        |        |       |      |        |       |         |        |       |         |        |       |
| Santa Ana Campus   | 40        | 55     | 48    | 53   | 26     | 31    | 26     | 18     | 21    | 1.9  | 1.6    | 1.7   |         |        |       |         |        |       |
| Orange Campus  | 44        | 57     | 53    | 39   | 16     | 24    | 17     | 27     | 23    | 1.7  | 1.7    | 1.7   |         |        |       |         |        |       |
| Centennial Education Center  | 24        | 34     | 28    | 29   | 29     | 29    | 47     | 37     | 43    | 2.2  | 2.0    | 2.1   |         |        |       |         |        |       |
| TOTAL  | 38        | 54     | 47    | 35   | 24     | 29    | 27     | 21     | 24    | 1.9  | 1.7    | 1.8   |         |        |       |         |        |       |
| Campus people who have gone out of their way to assist me are primarily from: my opposite sex. (Item153)     |           |        |       |      |        |       |        |        |       |      |        |       |         |        |       |         |        |       |
| Santa Ana Campus   | 41        | 50     | 46    | 34   | 29     | 31    | 26     | 20     | 23    | 1.8  | 1.7    | 1.8   |         |        |       |         |        |       |
| Orange Campus  | 44        | 60     | 52    | 35   | 22     | 27    | 20     | 18     | 19    | 1.8  | 1.6    | 1.6   |         |        |       |         |        |       |
| Centennial Education Center  | 41        | 34     | 38    | 28   | 21     | 25    | 32     | 45     | 37    | 1.9  | 2.1    | 2.0   |         |        |       |         |        |       |
| TOTAL  | 42        | 51     | 46    | 33   | 27     | 30    | 26     | 22     | 24    | 1.8  | 1.7    | 1.8   |         |        |       |         |        |       |
| I see materials in campus media that increase my understanding of individuals based on: their sex. (Item155) |           |        |       |      |        |       |        |        |       |      |        |       |         |        |       |         |        |       |
| Santa Ana Campus   | 31        | 36     | 33    | 38   | 36     | 37    | 31     | 28     | 30    | 2.0  | 1.9    | 2.0   |         |        |       |         |        |       |
| Orange Campus  | 26        | 26     | 26    | 31   | 37     | 35    | 43     | 37     | 39    | 2.2  | 2.1    | 2.1   |         |        |       |         |        |       |
| Centennial Education Center  | 20        | 32     | 25    | 50   | 12     | 35    | 30     | 56     | 40    | 2.1  | 2.2    | 2.2   |         |        |       |         |        |       |
| TOTAL  | 29        | 34     | 31    | 39   | 34     | 36    | 33     | 32     | 32    | 2.0  | 2.0    | 2.0   |         |        |       |         |        |       |

Equity Study Questionnaire Response Distributions  
Faculty Questionnaire  
Responses by Ethnicity

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       | Average |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Black   | Asian | Hisp. | White | Other | Total |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| My relationship with other staff members is generally based upon a common set of professional interests. (Item8a) | 100          | 75    | 100   | 83    | 100   | 86    | 0                   | 25    | 0     | 17    | 0     | 15    | -     | -     | -     | -     | -     | -     | 1.0     | 1.3   | 1.0   | 1.2   | 1.0   | 1.1   |
|   | -            | 100   | 100   | 67    | 100   | 78    | -                   | 0     | 0     | 33    | 0     | 22    | -     | -     | -     | -     | -     | -     | -       | 1.0   | 1.0   | 1.0   | 1.3   | 1.0   |
|   | 100          | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 1.0     | -     | -     | 1.0   | -     | 1.0   |
|   | 100          | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 1.0     | -     | -     | 1.0   | -     | 1.0   |
|   | 100          | 80    | 100   | 83    | 100   | 86    | 0                   | 20    | 0     | 17    | 0     | 14    | -     | -     | -     | -     | -     | -     | 1.0     | 1.2   | 1.0   | 1.2   | 1.0   | 1.1   |
| My relationship with other staff members is generally job-related only. (Item8b)                                  | 100          | 75    | 60    | 48    | 100   | 55    | 0                   | 25    | 20    | 48    | 0     | 40    | 0     | 0     | 20    | 5     | 0     | 6     | 1.0     | 1.3   | 1.6   | 1.5   | 1.0   | 1.5   |
|   | -            | 100   | 0     | 29    | 100   | 40    | -                   | 0     | 100   | 71    | 0     | 60    | -     | -     | -     | -     | -     | -     | -       | 1.0   | 1.0   | 2.0   | 1.8   | 1.0   |
|   | 100          | -     | 100   | 60    | -     | 67    | -                   | -     | 0     | 40    | -     | 33    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.4   | -     | 1.3   |
|   | 100          | -     | -     | 0     | -     | 50    | 0                   | -     | 100   | 100   | -     | 50    | -     | -     | -     | -     | -     | -     | -       | 1.0   | -     | -     | 2.0   | -     |
|   | 100          | 80    | 57    | 46    | 100   | 53    | 0                   | 2     | 29    | 51    | 0     | 43    | 0     | 0     | 14    | 4     | 0     | 4     | 1.0     | 1.2   | 1.6   | 1.6   | 1.0   | 1.5   |
| My relationship with other staff members is generally includes personal acquaintanceships. (Item8c)               | 0            | 25    | 60    | 33    | 0     | 33    | 100                 | 50    | 40    | 64    | 0     | 62    | 0     | 25    | 0     | 2     | 100   | 6     | 2.0     | 2.0   | 1.4   | 1.7   | 3.0   |       |
|   | -            | 0     | 100   | 33    | 0     | 33    | -                   | 100   | 0     | 67    | 100   | 67    | -     | -     | -     | -     | -     | -     | -       | 2.0   | 2.0   | 1.0   | 1.7   | 2.0   |
|   | -            | -     | 100   | 40    | -     | 50    | -                   | -     | 0     | 60    | -     | 50    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | 1.6   | -     |
|   | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | 100   | -     | 100   | -     | -     | -     | -     | -     | -     | -       | 2.0   | -     | -     | 2.0   | -     |
|   | 0            | 20    | 71    | 33    | 0     | 33    | 100                 | 60    | 29    | 65    | 50    | 63    | 0     | 20    | 0     | 2     | 50    | 4     | 2.0     | 2.0   | 1.3   | 1.7   | 2.5   |       |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| My relationship with other staff members is generally: conducive to social interaction on-campus. (item8d)       | 33           | 25    | 40    | 36    | 0     | 35    | 33                  | 75    | 40    | 64    | 0     | 60    | 33    | 0     | 20    | 0     | 100   | 6     | 2.0     | 1.8   | 1.8   | 1.6   | 3.0   | 1.7   |
| Santa Ana Campus   |              | 0     | 100   | 42    | 0     | 40    | 100                 | 0     | 57    | 100   | 0     | 60    | -     | -     | -     | -     | -     | -     | -       | 2.0   | 1.0   | 1.6   | 2.0   | 1.6   |
| Orange Campus  |              |       | 100   | 60    | -     | 67    |                     |       | 40    | 100   | -     | 33    |       |       |       |       |       |       |         |       | 1.0   | 1.4   | -     | 1.3   |
| Centennial Education Center  |              |       |       |       |       |       |                     |       |       | 100   |       | 100   |       |       |       |       |       |       |         |       |       | 2.0   |       | 2.0   |
| Adult Learning Center  |              |       |       |       |       |       |                     |       |       | 62    |       | 58    |       |       |       |       |       |       |         |       |       | 1.5   |       | 1.6   |
| TOTAL  | 33           | 20    | 57    | 38    | 0     | 38    | 33                  | 80    | 29    | 62    | 50    | 58    | 33    | 0     | 14    | 0     | 50    | 4     | 2.0     | 1.8   | 1.5   | 1.6   | 2.5   | 1.6   |
| My relationship with other staff members is generally: conducive to social interaction off-campus. (item8e)      | 33           | 0     | 20    | 8     | 0     | 9     | 0                   | 75    | 60    | 70    | 0     | 64    | 67    | 25    | 20    | 23    | 100   | 26    | 2.3     | 2.3   | 2.0   | 2.2   | 3.0   | 2.2   |
| Santa Ana Campus   |              | 0     | 100   | 0     | 0     | 10    | 100                 | 0     | 71    | 0     | 60    | 60    | 0     | 0     | 0     | 29    | 100   | 30    | -       | 2.0   | 1.0   | 2.3   | 3.0   | 2.1   |
| Orange Campus  |              |       | 0     | 20    | -     | 17    |                     |       | 100   | 80    | -     | 83    |       |       |       | -     | -     | -     |         |       | 2.0   | 1.8   | -     | 1.8   |
| Centennial Education Center  |              |       |       |       |       |       |                     |       |       | 100   |       | 100   |       |       |       |       |       |       |         |       |       | 2.0   |       | 2.0   |
| Adult Learning Center  |              |       |       |       |       |       |                     |       |       | 72    |       | 66    |       |       |       |       |       |       |         |       |       | 2.2   |       | 2.0   |
| TOTAL  | 25           | 0     | 29    | 8     | 0     | 10    | 25                  | 80    | 57    | 72    | 0     | 66    | 50    | 20    | 14    | 21    | 100   | 24    | 2.3     | 2.2   | 1.8   | 2.1   | 3.0   | 2.1   |
| My relationship with other staff members is generally: uncomfortable with those of other ethnic groups. (item8f) | 33           | 0     | 0     | 0     | 0     | 2     | 33                  | 0     | 0     | 8     | 0     | 8     | 33    | 100   | 100   | 93    | 100   | 91    | 2.0     | 3.0   | 3.0   | 2.9   | 3.0   | 2.9   |
| Santa Ana Campus   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Orange Campus  |              |       |       |       |       |       |                     |       |       | 20    |       | 17    |       |       |       | 100   |       |       |         |       |       | 3.0   |       | 3.0   |
| Centennial Education Center  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       | 100   |       |       |         |       |       | 3.0   |       | 2.8   |
| Adult Learning Center  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       | 100   |       |       |         |       |       | 3.0   |       | 3.0   |
| TOTAL  | 25           | 0     | 0     | 0     | 0     | 1     | 25                  | 0     | 0     | 8     | 0     | 7     | 50    | 100   | 100   | 93    | 100   | 92    | 2.3     | 3.0   | 3.0   | 2.9   | 3.0   | 2.9   |

|   | By Ethnicity |       |       |       |                     |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |
|---|--------------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|-----|-----|-----|-----|-----|
|   | Frequently   |       |       |       | Occasionally/Seldom |       |       |       | Never |       |       |       | Average |       |       |       |       |       |     |     |     |     |     |     |
|   | Black        | Asian | Hisp. | White | Other               | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |     |     |     |     |     |
| My relationship with other staff members is generally comfortable with those of my ethnic group. (item8i) | 100          | 100   | 100   | 86    | 100                 | 89    | 0     | 0     | 0     | 10    | 0     | 0     | 0       | 0     | 0     | 5     | 0     | 4     | 1.0 | 1.0 | 1.0 | 1.2 | 1.0 | 1.1 |
| Santa Ana Campus  | -            | 100   | 100   | 100   | 100                 | 100   | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -   | -   | -   | -   | -   | -   |
| Orange Campus   | -            | -     | 100   | 80    | -                   | 83    | -     | -     | 0     | 20    | -     | -     | -       | -     | -     | -     | -     | -     | -   | -   | -   | -   | -   | -   |
| Centennial Education Center   | 100          | -     | -     | 100   | -                   | 100   | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -   | -   | -   | -   | -   | -   |
| Adult Learning Center   | 100          | 100   | 100   | 87    | 100                 | 90    | 0     | 0     | 0     | 90    | 0     | 0     | 0       | 0     | 0     | 4     | 0     | 3     | 1.0 | 1.0 | 1.0 | 1.2 | 1.0 | 1.1 |
| TOTAL   | -            | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -   | -   | -   | -   | -   | -   |
| I am treated rudely at RSC by: faculty, staff or administrators of my ethnic group. (item9a)              | -            | -     | -     | -     | -                   | -     | 0     | 0     | 0     | 21    | 0     | 16    | 100     | 100   | 100   | 79    | 100   | 84    | 3.0 | 3.0 | 3.0 | 2.8 | 3.0 | 2.8 |
| Santa Ana Campus  | -            | -     | -     | -     | -                   | -     | -     | 0     | 0     | 14    | 0     | 10    | -       | 100   | 100   | 86    | 100   | 90    | -   | -   | -   | -   | -   | -   |
| Orange Campus   | -            | -     | -     | -     | -                   | -     | -     | -     | 0     | 25    | -     | 20    | -       | -     | 100   | 75    | -     | 80    | -   | -   | -   | -   | -   | -   |
| Centennial Education Center   | -            | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 100   | -     | 100   | 3.0 | 3.0 | 3.0 | 2.8 | 3.0 | 2.8 |
| Adult Learning Center   | -            | -     | -     | -     | -                   | -     | 0     | 0     | 0     | 20    | 0     | 15    | 100     | 100   | 100   | 80    | 100   | 85    | 3.0 | 3.0 | 2.9 | 2.8 | 3.0 | 2.8 |
| TOTAL   | -            | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -   | -   | -   | -   | -   | -   |
| I am treated rudely at RSC by: faculty, staff or administrators of other ethnic groups. (item9b)          | 67           | 0     | 0     | 0     | 0                   | 4     | 0     | 25    | 0     | 23    | 0     | 20    | 33      | 75    | 100   | 77    | 100   | 77    | 1.7 | 2.8 | 3.0 | 2.8 | 3.0 | 2.7 |
| Santa Ana Campus  | -            | -     | -     | -     | -                   | -     | -     | 100   | 100   | 14    | 0     | 30    | -       | 0     | 0     | 86    | 100   | 70    | -   | 2.0 | 2.0 | 2.9 | 3.0 | 2.7 |
| Orange Campus   | -            | -     | -     | -     | -                   | -     | -     | -     | 0     | 60    | -     | 50    | -       | -     | 100   | 40    | -     | 50    | -   | -   | 3.0 | 2.4 | -   | 2.5 |
| Centennial Education Center   | -            | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | 100     | -     | -     | 100   | -     | 100   | 3.0 | -   | -   | 3.0 | -   | 3.0 |
| Adult Learning Center   | 50           | 0     | 0     | 0     | 0                   | 3     | 0     | 40    | 14    | 25    | 0     | 23    | 50      | 60    | 86    | 75    | 100   | 74    | 2.7 | 2.6 | 2.8 | 2.8 | 3.0 | 2.7 |
| TOTAL   | -            | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -   | -   | -   | -   | -   | -   |
| I am treated rudely at RSC by: faculty, staff or administrators of all ethnic groups. (item9c)            | -            | -     | -     | -     | -                   | -     | 67    | 25    | 0     | 24    | 0     | 24    | 33      | 75    | 100   | 76    | 100   | 76    | 2.3 | 2.8 | 3.0 | 2.8 | 3.0 | 2.8 |
| Santa Ana Campus  | -            | -     | -     | -     | -                   | -     | -     | 100   | 100   | 14    | 0     | 30    | -       | 0     | 0     | 86    | 100   | 70    | -   | 2.0 | 2.0 | 2.9 | 3.0 | 2.7 |
| Orange Campus   | -            | -     | -     | -     | -                   | -     | -     | -     | -     | 0     | 60    | -     | 50      | -     | 100   | 40    | -     | 50    | -   | -   | 3.0 | 2.4 | -   | 2.5 |
| Centennial Education Center   | -            | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 60    | -     | 100     | -     | -     | 100   | -     | 100   | 3.0 | -   | -   | 3.0 | -   | 3.0 |
| Adult Learning Center   | -            | -     | -     | -     | -                   | -     | 50    | 40    | 14    | 26    | 0     | 26    | 50      | 60    | 86    | 75    | 100   | 74    | 2.5 | 2.6 | 2.8 | 2.8 | 3.0 | 2.7 |
| TOTAL   | -            | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -   | -   | -   | -   | -   | -   |



|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|--|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |  |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |  |
| I am treated rudely at RSC by: students. (item9g)   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus  | -            | -     | -     | -     | -     | 0     | 50                  | 0     | 30    | 0     | 27    | 100   | 0     | 0     | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     |  |
| Orange Campus   | -            | -     | -     | -     | -     | -     | 100                 | 0     | 14    | 0     | 20    | -     | 0     | 0     | 100   | 86    | 100   | 80    | 83      | 100   | 80    | 83    | 100   | 80    |  |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | 17    | -     | -     | -     | -     | 100   | -     | -     | -       | 100   | -     | -     | -     | -     |  |
| Adult Learning Center   | -            | -     | -     | -     | -     | 0     | 60                  | 0     | 27    | 0     | 24    | 100   | 40    | 100   | 100   | 73    | 100   | 76    | 100     | 76    | 100   | 76    | 100   | 76    |  |
| TOTAL   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |  |
| I am treated rudely at RSC by: people from the community surrounding the campus. (item9h) |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus  | -            | -     | -     | -     | -     | 33    | 25                  | 0     | 18    | 0     | 18    | 67    | 75    | 100   | 100   | 82    | 100   | 82    | 100     | 82    | 100   | 82    | 100   | 82    |  |
| Orange Campus   | -            | -     | -     | -     | -     | -     | 100                 | 0     | 14    | 0     | 20    | -     | 0     | 0     | 100   | 86    | 100   | 80    | 83      | 100   | 80    | 83    | 100   | 80    |  |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | 17    | -     | -     | -     | -     | 100   | -     | -     | -       | 100   | -     | -     | -     | -     |  |
| Adult Learning Center   | -            | -     | -     | -     | -     | 25    | 40                  | 0     | 17    | 0     | 17    | 75    | 60    | 100   | 100   | 83    | 100   | 83    | 100     | 83    | 100   | 83    | 100   | 83    |  |
| TOTAL   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |  |
| I am treated rudely at RSC by: other. (item9i)  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus  | -            | -     | -     | -     | -     | 0     | 18                  | -     | -     | -     | 18    | 100   | 80    | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |  |
| Orange Campus   | -            | -     | -     | -     | -     | 33    | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | -     | -       | -     | -     | -     | -     | -     |  |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |  |
| Adult Learning Center   | -            | -     | -     | -     | -     | 7     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 23    | -     | -     | -       | -     | -     | -     | -     | -     |  |
| TOTAL   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |  |
| I collaborate professionally with faculty and/or staff of: my ethnic group. (item10a)     |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus  | 33           | 25    | 100   | 81    | 0     | 74    | 50                  | 0     | 14    | 0     | 19    | 0     | 25    | 0     | 0     | 5     | 100   | 7     | 1.7     | 2.0   | 1.0   | 1.2   | 3.0   | 1.2   |  |
| Orange Campus   | -            | 0     | 100   | 75    | 100   | 73    | 100                 | 0     | 25    | 0     | 27    | -     | -     | -     | -     | -     | -     | -     | -       | 2.0   | 1.0   | 1.2   | 1.0   | 1.2   |  |
| Centennial Education Center   | -            | -     | 100   | 80    | -     | 83    | -                   | -     | 0     | -     | 17    | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | 1.2   | -     |  |
| Adult Learning Center   | 100          | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |  |
| TOTAL   | 50           | 20    | 100   | 81    | 50    | 75    | 60                  | 0     | 16    | 0     | 19    | 0     | 20    | 0     | 0     | 4     | 50    | 6     | 1.5     | 2.0   | 1.0   | 1.2   | 2.0   | 1.3   |  |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| collaborate professionally with faculty and/or staff of: other ethnic groups. (item 10b)   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus   | 33           | 50    | 100   | 74    | 100   | 73    | 67                  | 25    | 0     | 21    | 0     | 21    | 0     | 21    | 0     | 25    | 0     | 5     | 0       | 5     | 1.7   | 1.8   | 1.0   | 1.3   | 1.0 |
| Orange Campus  | -            | 100   | 100   | 63    | 100   | 73    | -                   | 0     | 0     | 38    | 0     | 27    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | 1.0   | 1.3   | 1.0 |
| Centennial Education Center  | 100          | -     | 100   | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | 1.0   | -     | 1.0 |
| Adult Learning Center  | 50           | 60    | 100   | 75    | 100   | 76    | 50                  | 20    | 0     | 21    | 0     | 20    | 0     | 20    | 0     | 20    | 0     | 4     | 0       | 4     | 1.5   | 1.6   | 1.0   | 1.3   | 1.0 |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| interact socially with faculty and/or staff of: my ethnic group. (item 11a)  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus   | 33           | 0     | 100   | 42    | 0     | 42    | 67                  | 75    | 0     | 59    | 0     | 55    | 0     | 59    | 0     | 25    | 0     | 0     | 0       | 0     | 1.7   | 2.3   | 1.0   | 1.6   | 3.0 |
| Orange Campus  | -            | 0     | 100   | 63    | 0     | 55    | -                   | 100   | 0     | 25    | 0     | 27    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 1.0   | 1.4   | 3.0 |
| Centennial Education Center  | 100          | -     | 100   | 40    | -     | 50    | -                   | -     | 0     | 60    | -     | 50    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | 1.6   | -     | 1.5 |
| Adult Learning Center  | 50           | 0     | 100   | 46    | 0     | 46    | 50                  | 80    | 0     | 53    | 0     | 49    | 0     | 53    | 0     | 20    | 0     | 2     | 100     | 6     | 1.6   | 2.2   | 1.0   | 1.6   | 3.0 |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| interact socially with faculty and/or staff of: other ethnic groups. (item 11b)  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus   | 0            | 50    | 100   | 29    | 0     | 35    | 67                  | 50    | 0     | 71    | 0     | 61    | 0     | 71    | 0     | 33    | 0     | 0     | 0       | 0     | 2.3   | 1.5   | 1.0   | 1.7   | 3.0 |
| Orange Campus  | -            | 100   | 100   | 50    | 0     | 55    | -                   | 0     | 0     | 38    | 0     | 27    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | 1.0   | 1.6   | 3.0 |
| Centennial Education Center  | 0            | -     | 100   | 40    | -     | 50    | -                   | -     | 0     | 60    | -     | 50    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | 1.6   | -     | 1.5 |
| Adult Learning Center  | 0            | 0     | 100   | 100   | -     | 50    | 100                 | 40    | 0     | 0     | -     | 50    | -     | 0     | -     | 2.0   | -     | -     | -       | -     | 2.0   | -     | 1.0   | -     | 1.5 |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| TOTAL  | 0            | 60    | 100   | 35    | 0     | 40    | 75                  | 40    | 0     | 64    | 0     | 55    | 0     | 64    | 0     | 25    | 0     | 2     | 100     | 6     | 2.3   | 1.4   | 1.0   | 1.7   | 3.0 |
| Faculty and staff on this campus generally act as though they are: aware of the importance of enrolling students from underrepresented. (item 12a) |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Santa Ana Campus   | 33           | 50    | 20    | 76    | 100   | 67    | 67                  | 50    | 80    | 24    | 0     | 33    | 0     | 24    | 0     | 50    | 40    | 71    | 24      | 0     | 1.7   | 1.5   | 1.8   | 1.2   | 1.0 |
| Orange Campus  | -            | 100   | 100   | 71    | -     | 78    | -                   | 0     | 0     | 29    | -     | 22    | -     | 29    | -     | -     | -     | -     | -       | -     | -     | 1.0   | 1.5   | 1.4   | -   |
| Centennial Education Center  | 0            | -     | 0     | 80    | -     | 67    | -                   | -     | 100   | 20    | -     | 33    | -     | 20    | -     | -     | -     | -     | -       | -     | -     | -     | 2.0   | 1.2   | -   |
| Adult Learning Center  | 0            | -     | -     | 100   | -     | 50    | 100                 | -     | -     | 0     | -     | 50    | -     | 0     | -     | 2.0   | -     | -     | -       | -     | 2.0   | -     | 1.0   | -     | 1.5 |
| TOTAL  | 25           | 60    | 29    | 76    | 100   | 68    | 75                  | 40    | 71    | 24    | 0     | 32    | 0     | 24    | 0     | 1.8   | 1.4   | 1.8   | 1.3     | 1.0   | 1.8   | 1.4   | 1.3   | 1.0   |     |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| Faculty and staff on this campus generally act as though they are aware of the difficulties that students from specific ethnic groups may face in succeeding in college. (item12b) | 33           | 75    | 20    | 71    | 100   | 65    | 67                  | 25    | 80    | 29    | 0     | 35    | -     | -     | -     | -     | -     | -     | 1.7     | 1.3   | 1.8   | 1.3   | 1.0   | 1.3   | 1.3 |
| Santa Ana Campus   | -            | 0     | 0     | 71    | -     | 56    | -                   | 100   | 100   | 29    | -     | 44    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.4   | -     | 1.5   | 1.5 |
| Orange Campus  | -            | -     | 0     | 60    | -     | 50    | -                   | -     | 100   | 40    | -     | 50    | -     | -     | -     | -     | -     | -     | 2.0     | -     | 2.0   | 1.4   | -     | 1.5   | 1.5 |
| Centennial Education Center  | 0            | -     | -     | 100   | -     | 50    | 100                 | -     | -     | 0     | -     | 50    | -     | -     | -     | -     | -     | -     | 2.0     | -     | -     | 1.0   | -     | 1.5   | 1.5 |
| Adult Learning Center  | 25           | 60    | 14    | 70    | 100   | 62    | 75                  | 40    | 86    | 30    | 0     | 38    | -     | -     | -     | -     | -     | -     | 1.8     | 1.4   | 1.9   | 1.3   | 1.0   | 1.4   |     |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Faculty and staff on this campus generally act as though they are: resentful of efforts to develop a student body that represents all ethnic groups. (item12c)                     | 33           | 0     | 0     | 8     | 0     | 8     | 33                  | 33    | 80    | 61    | 0     | 58    | 33    | 67    | 20    | 32    | 100   | 34    | 2.0     | 2.7   | 2.2   | 2.2   | 3.0   | 2.2   |     |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -     | -                   | 100   | 100   | 29    | 0     | 44    | -     | 0     | 0     | 71    | -     | 56    | -       | -     | 2.0   | 1.5   | 2.5   | -     | 2.3 |
| Orange Campus  | -            | -     | 100   | 40    | -     | 50    | -                   | -     | 0     | 60    | -     | 50    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 2.6   | -     | 2.5 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | 100   | -     | 100   | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | 2.0   | -     | 2.0 |
| Adult Learning Center  | 33           | 0     | 0     | 6     | 0     | 6     | 33                  | 50    | 86    | 55    | 0     | 56    | 33    | 50    | 14    | 39    | 100   | 38    | 2.0     | 2.5   | 2.0   | 2.3   | 3.0   | 2.3   |     |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Faculty and staff on this campus generally act as though they are: willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses. (item12d) | 33           | 50    | 0     | 56    | -     | 49    | 33                  | 50    | 100   | 44    | -     | 49    | 33    | 0     | 0     | 0     | -     | 2     | 2.0     | 1.5   | 2.0   | 1.4   | -     | 1.5   |     |
| Santa Ana Campus   | -            | 0     | 0     | 86    | -     | 67    | -                   | 100   | 100   | 14    | -     | 33    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.3   | -     | 1.5   |     |
| Orange Campus  | -            | -     | 0     | 60    | -     | 50    | -                   | -     | 100   | 40    | -     | 50    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 1.4   | -     | 1.5 |
| Centennial Education Center  | -            | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | -     | 1.0   |     |
| Adult Learning Center  | 33           | 33    | 0     | 61    | -     | 53    | 33                  | 67    | 100   | 39    | -     | 46    | 33    | 0     | 0     | 0     | -     | 2     | 2.0     | 1.7   | 2.0   | 1.4   | -     | 1.5   |     |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|--|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |  |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |  |
| Faculty and staff on this campus generally act as though they are: willing to mentor students from the underrepresented groups. (item12e)                                      |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 33           | 50    | 40    | 60    | -     | 56    | 67                  | 50    | 60    | 40    | -     | 44    | -     | -     | -     | -     | -     | -     | 1.7     | 1.5   | 1.6   | 1.4   | -     | 1.4   |  |
| Orange Campus  | -            | 0     | 0     | 71    | -     | 63    | -                   | 100   | -     | 29    | -     | 38    | -     | -     | -     | -     | -     | -     | -       | 2.0   | 1.0   | 1.4   | -     | 1.4   |  |
| Centennial Education Center  | -            | -     | 0     | 60    | -     | 50    | -                   | -     | 100   | 40    | -     | 50    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.4   | -     | 1.5   |  |
| Adult Learning Center  | -            | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | -     | 1.0   |  |
| TOTAL  | 33           | 33    | 33    | 62    | -     | 57    | 67                  | 67    | 67    | 38    | -     | 43    | -     | -     | -     | -     | -     | -     | 1.7     | 1.7   | 1.6   | 1.4   | -     | 1.4   |  |
| Students that I interact with on this campus generally behave as though they are: pleased with developing a student body that represented all ethnic groups. (item13a)         |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 67           | 100   | 80    | 59    | -     | 64    | 33                  | 0     | 20    | 41    | -     | 36    | -     | -     | -     | -     | -     | -     | 1.3     | 1.0   | 1.2   | 1.4   | -     | 1.3   |  |
| Orange Campus  | -            | 100   | 0     | 100   | 100   | 89    | -                   | 0     | 100   | 0     | 0     | 11    | -     | -     | -     | -     | -     | -     | -       | 1.0   | 1.5   | 1.1   | 1.0   | 1.2   |  |
| Centennial Education Center  | -            | -     | 0     | 75    | -     | 60    | -                   | -     | 100   | 25    | -     | 40    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.3   | -     | 1.4   |  |
| Adult Learning Center  | 0            | -     | -     | 100   | -     | 50    | 100                 | -     | -     | 0     | -     | 50    | -     | -     | -     | -     | -     | -     | 2.0     | -     | -     | 1.0   | -     | 1.5   |  |
| TOTAL  | 50           | 100   | 57    | 67    | 100   | 67    | 50                  | 0     | 43    | 33    | 0     | 33    | -     | -     | -     | -     | -     | -     | 1.5     | 1.0   | 1.4   | 1.3   | 1.0   | 1.3   |  |
| Students that I interact with on this campus generally behave as though they are: resentful of efforts to develop a student body that represented all ethnic groups. (item13b) |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 33           | 33    | 0     | 3     | -     | 7     | 33                  | 33    | 40    | 72    | -     | 63    | 33    | 33    | 60    | 25    | -     | -     | 2.0     | 2.0   | 2.6   | 2.2   | -     | 2.3   |  |
| Orange Campus  | -            | 100   | 0     | 0     | 0     | 11    | -                   | 0     | 100   | 33    | 0     | 33    | -     | 0     | 0     | 67    | 100   | 56    | -       | 1.0   | 1.5   | 2.6   | 3.0   | 2.3   |  |
| Centennial Education Center  | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 100   | 25    | -     | 40    | -     | -     | 0     | 50    | -     | -     | -       | -     | 2.0   | 2.3   | -     | 2.2   |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | 0     | -     | 50    | 0     | -     | -     | 100   | -     | -     | 2.0     | -     | -     | 3.0   | -     | 2.5   |  |
| TOTAL  | 25           | 50    | 0     | 5     | 0     | 9     | 50                  | 25    | 57    | 61    | 0     | 56    | 25    | 25    | 43    | 35    | 100   | 36    | 2.0     | 1.8   | 2.3   | 2.3   | 3.0   | 2.3   |  |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |  |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|--|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       | Average |       |       |       |       |       |       |  |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other | Total |  |
| Students that I interact with on this campus generally behave as though they are: aware of the importance of educating students from all ethnic groups. (Item 13c)                                   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |  |
| Santa Ana Campus   | 33           | 100   | 100   | 58    | -     | 63    | 67                  | 0     | 0     | 33    | -     | 30    | 0     | 0     | 0     | 8     | -     | 7       | 1.7   | 1.0   | 1.0   | 1.5   | -     | 1.4   |  |
| Orange Campus  | -            | 100   | 100   | 67    | 100   | 78    | -                   | 0     | 0     | 33    | 0     | 22    | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | 1.4   | 1.0   | 1.3   |  |
| Centennial Education Center  | -            | -     | 0     | 100   | -     | 80    | -                   | -     | 100   | 0     | -     | 20    | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 1.0   | -     | 1.2   |  |
| Adult Learning Center  | -            | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | 1.0   | -     | 1.0   |  |
| TOTAL  | 33           | 100   | 86    | 64    | 100   | 67    | 67                  | 0     | 14    | 30    | 0     | 28    | 0     | 0     | 6     | 0     | 5     | 1.7     | 1.0   | 1.1   | 1.4   | 1.0   | 1.4   | 1.4   |  |
| Students that I interact with on this campus generally behave as though they are: aware of the difficulties that students from underrepresented groups may face in succeeding in college. (Item 13d) |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |  |
| Santa Ana Campus   | 33           | 67    | 80    | 35    | -     | 42    | 67                  | 33    | 20    | 57    | -     | 52    | 0     | 0     | 8     | -     | 6     | 1.7     | 1.3   | 1.2   | 1.7   | -     | 1.6   |       |  |
| Orange Campus  | -            | 0     | 0     | 33    | 100   | 33    | -                   | 100   | 100   | 50    | 0     | 56    | -     | 0     | 17    | 0     | 11    | -       | 2.0   | 1.6   | 1.9   | 1.0   | 1.7   |       |  |
| Centennial Education Center  | -            | -     | 0     | 50    | -     | 40    | -                   | -     | 100   | 50    | -     | 60    | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.5   | -     | 1.6   |       |  |
| Adult Learning Center  | -            | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | -     | 1.0   |       |  |
| TOTAL  | 33           | 50    | 57    | 38    | 100   | 41    | 67                  | 50    | 43    | 54    | 0     | 52    | 0     | 0     | 8     | 0     | 6     | 1.7     | 1.5   | 1.4   | 1.7   | 1.0   | 1.6   |       |  |
| Students that I interact with on this campus generally behave as though they are: supportive of students from underrepresented groups. (Item 13e)  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |  |
| Santa Ana Campus   | 33           | 50    | 100   | 51    | -     | 55    | 67                  | 50    | 0     | 49    | -     | 45    | -     | -     | -     | -     | -     | -       | 1.7   | 1.5   | 1.0   | 1.5   | -     | 1.4   |  |
| Orange Campus  | -            | 100   | 0     | 50    | 100   | 56    | -                   | 0     | 100   | 50    | 0     | 44    | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.5   | 1.6   | 1.0   | 1.5   |  |
| Centennial Education Center  | -            | -     | 0     | 50    | -     | 40    | -                   | -     | 100   | 50    | -     | 60    | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 1.5   | -     | 1.6   |  |
| Adult Learning Center  | -            | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | 1.0   | -     | 1.0   |  |
| TOTAL  | 33           | 67    | 71    | 52    | 100   | 55    | 67                  | 33    | 29    | 48    | 0     | 45    | -     | -     | -     | -     | -     | -       | 1.7   | 1.3   | 1.3   | 1.5   | 1.0   | 1.4   |  |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |     |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-----|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       | Average |       |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other | Total |     |
| Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: critical to the institution's mission. (item14a) | 33           | 67    | 25    | 51    | -     | 49    | 67                  | 33    | 75    | 49    | -     | 51    | -     | -     | -     | -     | -     | -       | -     | 1.7   | 1.3   | 1.8   | 1.5   | -     | 1.5 |
| Santa Ana Campus   | -            | 0     | 0     | 86    | -     | 67    | -                   | 100   | 100   | 14    | -     | 33    | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 2.0   | 1.3   | -     | 1.5 |
| Orange Campus  | -            | -     | 100   | 60    | -     | 67    | -                   | 0     | 0     | 40    | -     | 33    | -     | -     | -     | -     | -     | -       | -     | -     | -     | 1.0   | 1.4   | -     | 1.3 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | 100                 | -     | 100   | 100   | -     | 100   | -     | -     | -     | -     | -     | -       | -     | 2.0   | -     | -     | 2.0   | -     | 2.0 |
| Adult Learning Center  | 25           | 50    | 33    | 56    | -     | 52    | 75                  | 50    | 67    | 44    | -     | 49    | -     | -     | -     | -     | -     | -       | -     | 1.8   | 1.5   | 1.7   | 1.4   | -     | 1.5 |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |     |
| Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: ineffective educationally. (item14b)             | 0            | 50    | 25    | 32    | -     | 30    | 100                 | 50    | 75    | 68    | -     | 70    | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.5   | 1.8   | 1.7   | -     | 1.7 |
| Santa Ana Campus   | -            | 100   | 0     | 71    | -     | 67    | -                   | 0     | 100   | 14    | -     | 22    | -     | 0     | 0     | 14    | -     | -       | -     | -     | -     | 2.0   | 1.5   | -     | 1.5 |
| Orange Campus  | -            | -     | 100   | 60    | -     | 67    | -                   | -     | 0     | 40    | -     | 33    | -     | -     | -     | -     | -     | -       | -     | -     | -     | 1.0   | 1.4   | -     | 1.3 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | 100                 | -     | 100   | 100   | -     | 100   | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | 2.0   | -     | 2.0 |
| Adult Learning Center  | 0            | 67    | 33    | 39    | -     | 38    | 100                 | 33    | 67    | 59    | -     | 61    | -     | 0     | 0     | 100   | -     | -       | 2     | 2.0   | 1.3   | 1.7   | 1.6   | -     | 1.6 |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |     |
| Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: a drain on institutional resources. (item14c)    | 67           | 0     | 50    | 13    | -     | 18    | 33                  | 67    | 25    | 64    | -     | 59    | 0     | 33    | 25    | 23    | -     | -       | 22    | 1.3   | 2.3   | 1.8   | 2.1   | -     | 2.0 |
| Santa Ana Campus   | -            | 100   | 0     | 0     | -     | 11    | -                   | 0     | 100   | 43    | -     | 44    | -     | 0     | 0     | 57    | -     | -       | 44    | -     | 1.0   | 1.5   | 2.4   | -     | 2.1 |
| Orange Campus  | -            | -     | 100   | 20    | -     | 33    | -                   | -     | 0     | 60    | -     | 50    | -     | -     | 0     | 20    | -     | -       | 17    | -     | -     | 1.0   | 2.0   | -     | 1.8 |
| Centennial Education Center  | -            | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | 1.0   | -     | 1.0 |
| Adult Learning Center  | 67           | 25    | 50    | 14    | -     | 20    | 33                  | 50    | 33    | 60    | -     | 55    | 0     | 25    | 17    | 27    | -     | -       | 25    | 1.3   | 2.0   | 1.6   | 2.1   | -     | 2.0 |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |     |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|-----|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |     |
| Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: a stigma on the institution's prestige. (item14d) | 67           | 0     | 0     | 5     | -     | 9     | 33                  | 0     | 100   | 54    | -     | 53    | 0     | 100   | 0     | 41    | -     | 38    | 1.3     | 3.0   | 2.0   | 2.3   | -     | 2.3   | -   | 2.3 |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | 100   | 100   | 0     | -     | 22    | -     | 0     | 0     | 100   | -     | 78    | -       | 2.0   | 1.5   | 3.0   | -     | 2.6   | -   | 2.6 |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 20    | -     | 33    | -     | -     | 0     | 80    | -     | 67    | -       | -     | 2.0   | 2.8   | -     | 2.7   | -   | 2.7 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | 100   | -     | 100   | 3.0     | -     | -     | 3.0   | -     | 3.0   | -   | 3.0 |
| Adult Learning Center   | 50           | 0     | 0     | 4     | -     | 6     | 25                  | 25    | 100   | 42    | -     | 45    | 25    | 75    | 0     | 54    | -     | 48    | 1.8     | 2.8   | 1.9   | 2.5   | -     | 2.4   | -   | 2.4 |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |
| Faculty and staff have seen or heard about campus events where specific ethnic groups are portrayed negatively. (item15a)   | 0            | 0     | 0     | 3     | 0     | 2     | 33                  | 0     | 20    | 11    | 0     | 12    | 67    | 100   | 80    | 87    | 100   | 86    | 2.7     | 3.0   | 2.8   | 2.8   | 3.0   | 2.8   | 3.0 | 2.8 |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | 100   | 0     | 0     | 0     | 9     | -     | 100   | 100   | 100   | -     | 91    | -       | 2.0   | 3.0   | 2.8   | 3.0   | 2.8   | 3.0 | 2.8 |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 40    | -     | 50    | -     | -     | 0     | 60    | -     | 50    | -       | -     | 2.0   | 2.6   | -     | 2.5   | -   | 2.5 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | 100   | -     | 100   | 3.0     | -     | -     | 3.0   | -     | 3.0   | -   | 3.0 |
| Adult Learning Center   | 0            | 0     | 0     | 2     | 0     | 1     | 25                  | 25    | 29    | 11    | 0     | 15    | 75    | 75    | 71    | 87    | 100   | 84    | 2.8     | 2.8   | 2.8   | 2.8   | 3.0   | 2.8   | 3.0 | 2.8 |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |
| Faculty and staff have seen or heard about campus events where disabled individuals in general are portrayed negatively. (item15d)  | 33           | 0     | 0     | 0     | 0     | 2     | 0                   | 0     | 20    | 10    | 0     | 10    | 67    | 100   | 80    | 90    | 100   | 88    | 2.3     | 3.0   | 2.8   | 2.9   | 3.0   | 2.9   | 3.0 | 2.9 |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | 100   | 0     | 0     | 0     | 9     | -     | 0     | 100   | 100   | -     | 91    | -       | 2.0   | 3.0   | 2.8   | 3.0   | 2.8   | 3.0 | 2.8 |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 80    | -     | 83    | -       | -     | 3.0   | 2.8   | -     | 2.8   | -   | 2.8 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | 0     | -     | 50    | 0     | -     | -     | 100   | -     | 50    | 2.0     | -     | -     | 3.0   | -     | 2.5   | -   | 2.5 |
| Adult Learning Center   | 25           | 0     | 0     | 0     | 0     | 1     | 25                  | 25    | 14    | 9     | 0     | 11    | 50    | 75    | 86    | 91    | 100   | 87    | 2.3     | 2.8   | 2.9   | 2.9   | 3.0   | 2.8   | 3.0 | 2.8 |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |

|  | By Ethnicity |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |     |     |     |     |     |     |     |
|--|--------------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-----|-----|-----|-----|-----|-----|-----|
|  | Frequently   |       |       |       |       | Occasionally/Seldom |       |       |       |       | Never |       |       |       |       | Average |       |       |     |     |     |     |     |     |     |
|  | Black        | Asian | Hisp. | White | Other | Total               | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White   | Other | Total |     |     |     |     |     |     |     |
| have seen or heard about racist behavior initiated by: ethnic minority support personnel. (item 16a)     | -            | -     | -     | -     | -     | 16                  | 0     | 0     | 20    | 18    | 0     | 100   | 100   | 100   | 80    | 82      | 100   | 84    | 3.0 | 2.8 | 2.8 | 3.0 | 2.8 | 3.0 | 2.8 |
| Santa Ana Campus   | -            | -     | -     | -     | -     | 27                  | -     | 100   | 100   | 13    | 0     | 0     | 0     | 0     | 0     | 88      | 100   | 73    | -   | 2.0 | 1.5 | 2.8 | 3.0 | 2.5 | 2.2 |
| Orange Campus  | -            | -     | -     | -     | -     | 80                  | -     | 100   | 100   | 75    | -     | -     | -     | -     | 0     | 25      | -     | 20    | -   | 2.0 | 2.0 | 2.3 | -   | 3.0 | 2.2 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | -     | 100     | -     | 100   | -   | -   | -   | 3.0 | -   | -   | 3.0 |
| Adult Learning Center  | -            | -     | -     | -     | -     | 22                  | 0     | 20    | 43    | 22    | 0     | 100   | 80    | 80    | 57    | 78      | 100   | 78    | 3.0 | 2.8 | 2.4 | 2.8 | 3.0 | 2.7 | 2.7 |
| TOTAL  | 0            | 0     | 14    | 0     | 0     | 21                  | 67    | 20    | 29    | 18    | 0     | 33    | 80    | 57    | 82    | 100     | 78    | 82    | 2.5 | 3.0 | 2.8 | 2.8 | 3.0 | 2.8 | 2.8 |
| have seen or heard about racist behavior initiated by: non-ethnic minority support personnel. (item 16b) | -            | -     | -     | -     | -     | 9                   | 50    | 0     | 20    | 18    | 0     | 100   | 100   | 80    | 82    | 100     | 82    | 82    | -   | 2.0 | 1.0 | 2.9 | 3.0 | 2.5 | 2.4 |
| Santa Ana Campus   | -            | -     | -     | -     | -     | 60                  | -     | 100   | 100   | 50    | 0     | 0     | 0     | 0     | 50    | 100     | 40    | 40    | -   | -   | 2.0 | 2.5 | -   | 3.0 | 2.5 |
| Orange Campus  | -            | -     | -     | -     | -     | 50                  | -     | -     | 100   | 0     | -     | -     | -     | -     | 100   | -       | 50    | 50    | -   | -   | -   | 3.0 | -   | 2.5 | 2.5 |
| Centennial Education Center  | -            | -     | -     | -     | -     | 21                  | 100   | 20    | 29    | 18    | 0     | 33    | 80    | 57    | 82    | 100     | 78    | 78    | 2.3 | 2.8 | 2.3 | 2.8 | 3.0 | 2.7 | 2.7 |
| Adult Learning Center  | 0            | 0     | 14    | 0     | 0     | 2                   | 67    | 20    | 29    | 18    | 0     | 21    | 33    | 80    | 57    | 82      | 100   | 78    | 2.3 | 2.8 | 2.3 | 2.8 | 3.0 | 2.7 | 2.7 |
| TOTAL  | 0            | 0     | 20    | 3     | 0     | 4                   | 50    | 0     | 20    | 20    | 0     | 19    | 50    | 60    | 78    | 100     | 77    | 77    | 2.5 | 3.0 | 2.4 | 2.8 | 3.0 | 2.7 | 2.7 |
| have seen or heard about racist behavior initiated by: ethnic minority faculty. (item 16c)               | -            | -     | -     | -     | -     | 18                  | -     | 100   | 100   | 13    | 0     | 80    | -     | 100   | 88    | 100     | 82    | 82    | -   | 2.0 | 2.0 | 2.8 | 3.0 | 2.6 | 2.2 |
| Santa Ana Campus   | -            | -     | -     | -     | -     | 75                  | -     | -     | 100   | 75    | -     | 80    | -     | 100   | 25    | 100     | 20    | 20    | -   | -   | 2.0 | 2.3 | -   | 3.0 | 2.2 |
| Orange Campus  | -            | -     | -     | -     | -     | 23                  | -     | -     | -     | -     | -     | 23    | 67    | 80    | 76    | 100     | 74    | 74    | -   | -   | -   | 3.0 | -   | 3.0 | 2.2 |
| Centennial Education Center  | -            | -     | -     | -     | -     | 0                   | 33    | 20    | 29    | 23    | 0     | 23    | 67    | 80    | 76    | 100     | 74    | 74    | 2.7 | 2.8 | 2.3 | 2.7 | 3.0 | 2.7 | 2.7 |
| Adult Learning Center  | 0            | 0     | 14    | 2     | 0     | 3                   | 33    | 20    | 29    | 23    | 0     | 23    | 67    | 80    | 76    | 100     | 74    | 74    | 2.7 | 2.8 | 2.3 | 2.7 | 3.0 | 2.7 | 2.7 |
| TOTAL  | 0            | 0     | 14    | 2     | 0     | 7                   | 33    | 40    | 43    | 27    | 0     | 29    | 33    | 60    | 14    | 71      | 100   | 64    | 2.0 | 2.6 | 1.6 | 2.6 | 3.0 | 2.5 | 2.5 |
| have seen or heard about racist behavior initiated by: non-ethnic minority faculty. (item 16d)           | 50           | 0     | 40    | 3     | 0     | 8                   | 0     | 25    | 40    | 28    | 0     | 28    | 50    | 75    | 20    | 69      | 100   | 65    | 2.0 | 2.8 | 1.8 | 2.7 | 3.0 | 2.6 | 2.5 |
| Santa Ana Campus   | -            | -     | -     | -     | -     | 20                  | -     | 100   | 100   | 13    | 0     | 27    | -     | 0     | 0     | 88      | 100   | 73    | -   | 2.0 | 1.5 | 2.7 | 3.0 | 2.5 | 2.2 |
| Orange Campus  | -            | -     | -     | -     | -     | 20                  | -     | -     | 0     | 50    | -     | 40    | -     | -     | 0     | 50      | -     | 40    | -   | -   | 1.0 | 2.5 | -   | 2.5 | 2.2 |
| Centennial Education Center  | -            | -     | -     | -     | -     | 0                   | 100   | -     | -     | -     | -     | 50    | 100   | -     | -     | 100     | -     | 50    | -   | -   | -   | 3.0 | -   | 2.5 | 2.2 |
| Adult Learning Center  | -            | -     | -     | -     | -     | 0                   | 100   | -     | -     | -     | -     | 50    | 100   | -     | -     | 100     | -     | 50    | -   | -   | -   | 3.0 | -   | 2.5 | 2.2 |
| TOTAL  | 33           | 0     | 43    | 2     | 0     | 7                   | 33    | 40    | 43    | 27    | 0     | 29    | 33    | 60    | 14    | 71      | 100   | 64    | 2.0 | 2.6 | 1.6 | 2.6 | 3.0 | 2.5 | 2.5 |



|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| I have seen or heard about racist behavior initiated by: ethnic minority students. (item16e)                                 |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Santa Ana Campus   | 50           | 0     | 0     | 3     | 0     | 4     | 0                   | 0     | 40    | 33    | 0     | 29    | 50    | 100   | 60    | 64    | 100   | 67    | 2.0     | 3.0   | 2.6   | 2.6   | 3.0   | 2.6   |
| Orange Campus  | -            | -     | -     | -     | -     | -     | 100                 | 0     | 100   | 0     | 18    | 0     | 0     | 0     | 0     | 100   | 100   | 82    | -       | 2.0   | 1.5   | 2.9   | 3.0   | 2.6   |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 75    | -     | 80    | -     | -     | 0     | 25    | -     | 20    | -       | -     | 2.0   | 2.3   | -     | 2.2   |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | 100   | -     | 100   | 3.0     | -     | -     | 3.0   | -     | 3.0   |
| TOTAL  | 33           | 0     | 0     | 2     | 0     | 3     | 0                   | 20    | 57    | 31    | 0     | 30    | 67    | 80    | 43    | 67    | 100   | 67    | 3.0     | 2.8   | 2.3   | 2.6   | 3.0   | 2.6   |
| I have seen or heard about racist behavior initiated by: non-ethnic minority students. (item16f)                             |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Santa Ana Campus   | 50           | 0     | 0     | 3     | 0     | 4     | 0                   | 50    | 60    | 39    | 0     | 39    | 50    | 50    | 40    | 59    | 100   | 57    | 2.0     | 2.5   | 2.4   | 2.6   | 3.0   | 2.5   |
| Orange Campus  | -            | 0     | 100   | 0     | 0     | 9     | -                   | 100   | 0     | 0     | 0     | 9     | -     | 0     | 0     | 100   | 100   | 82    | -       | 2.0   | 1.0   | 2.9   | 3.0   | 2.5   |
| Centennial Education Center  | -            | -     | 100   | 0     | -     | 20    | -                   | -     | 0     | 75    | -     | 60    | -     | -     | 0     | 25    | -     | 20    | -       | -     | 1.0   | 2.3   | -     | 2.0   |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | 0     | -     | 50    | 0     | -     | -     | 100   | -     | 50    | 2.0     | -     | -     | 3.0   | -     | 2.5   |
| TOTAL  | 33           | 0     | 29    | 2     | 0     | 6     | 33                  | 60    | 43    | 35    | 0     | 36    | 33    | 40    | 29    | 64    | 100   | 58    | 2.0     | 2.4   | 1.9   | 2.6   | 3.0   | 2.5   |
| I have seen or heard about racist behavior initiated by: people from the community surrounding the campus. (item16g)         |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Santa Ana Campus   | 0            | 0     | 20    | 3     | -     | 5     | 0                   | 0     | 20    | 27    | -     | 24    | 100   | 100   | 60    | 70    | -     | 71    | 3.0     | 3.0   | 2.4   | 2.6   | -     | 2.7   |
| Orange Campus  | -            | 0     | 100   | 0     | 0     | 9     | -                   | 100   | 0     | 13    | 0     | 18    | -     | 0     | 0     | 88    | 100   | 73    | -       | 2.0   | 1.0   | 2.9   | 3.0   | 2.5   |
| Centennial Education Center  | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 0     | 75    | -     | 60    | -     | -     | 100   | 0     | -     | 20    | -       | -     | 3.0   | 1.8   | -     | 2.0   |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | 3.0   | -     | 3.0   |
| TOTAL  | 0            | 0     | 29    | 4     | 0     | 7     | 0                   | 33    | 14    | 28    | 0     | 25    | 100   | 67    | 57    | 67    | 100   | 68    | 3.0     | 2.7   | 2.1   | 2.6   | 3.0   | 2.6   |
| I have seen on this campus: books in the library written from a variety of racial, ethnic, or cultural viewpoints. (item18a) |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Santa Ana Campus   | 100          | 50    | 100   | 60    | 100   | 68    | 0                   | 0     | 0     | 30    | 0     | 23    | 0     | 50    | 0     | 10    | 0     | 10    | 1.0     | 2.0   | 1.0   | 1.5   | 1.0   | 1.4   |
| Orange Campus  | -            | 100   | 100   | 50    | -     | 63    | -                   | 0     | 0     | 50    | -     | 38    | -     | -     | -     | -     | -     | -     | -       | 1.0   | 1.0   | 1.4   | -     | 1.3   |
| Centennial Education Center  | -            | -     | 100   | 40    | -     | 50    | -                   | -     | 0     | 40    | -     | 33    | -     | -     | 0     | 20    | -     | 17    | -       | -     | 1.0   | 1.8   | -     | 1.7   |
| Adult Learning Center  | 0            | -     | -     | 100   | -     | 50    | 100                 | -     | -     | 0     | -     | 50    | -     | -     | -     | -     | -     | -     | 2.0     | -     | -     | 1.0   | -     | 1.5   |
| TOTAL  | 75           | 67    | 100   | 57    | 100   | 64    | 25                  | 0     | 0     | 33    | 0     | 27    | 0     | 33    | 0     | 10    | 0     | 19    | 1.3     | 1.7   | 1.0   | 1.5   | 1.0   | 1.4   |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| have seen on this campus: textbooks in the bookstore written from a variety of racial, ethnic, or cultural viewpoints. (item18b) | 33           | 50    | 75    | 50    | 100   | 53    | 67                  | 0     | 25    | 33    | 0     | 33    | 0     | 50    | 0     | 17    | 0     | 15    | 1.7     | 2.0   | 1.3   | 1.6   | 1.0   | 1.6   |
| Santa Ana Campus   | -            | 100   | 0     | 75    | -     | 67    | -                   | 0     | 100   | 25    | -     | 33    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 2.0   | 1.2   | -     |
| Orange Campus  | -            | -     | 0     | 80    | -     | 67    | -                   | -     | 100   | 20    | -     | 33    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.2   | -     | 1.3   |
| Centennial Education Center  | 0            | -     | -     | 100   | -     | 50    | 100                 | -     | -     | 0     | -     | 50    | -     | -     | -     | -     | -     | -     | 2.0     | -     | -     | 1.0   | -     | 1.5   |
| Adult Learning Center  | 25           | 67    | 50    | 58    | 100   | 58    | 75                  | 0     | 50    | 30    | 0     | 33    | 0     | 33    | 0     | 13    | 0     | 11    | 1.8     | 1.7   | 1.6   | 1.5   | 1.0   | 1.5   |
| TOTAL  | 50           | 60    | 83    | 72    | 100   | 72    | 50                  | 40    | 17    | 26    | 0     | 27    | 0     | 0     | 0     | 2     | 0     | 2     | 1.5     | 1.4   | 1.1   | 1.3   | 1.0   | 1.3   |
| have seen on this campus: art reflecting various ethnic cultures. (item18c)  | 67           | 75    | 75    | 66    | 100   | 68    | 33                  | 25    | 25    | 31    | 0     | 30    | 0     | 0     | 0     | 3     | 0     | 2     | 1.3     | 1.3   | 1.3   | 1.4   | 1.0   | 1.3   |
| Santa Ana Campus   | -            | 0     | 100   | 83    | 100   | 78    | -                   | 100   | 0     | 17    | 0     | 22    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.0   | 1.0   | 1.2   |
| Orange Campus  | -            | -     | 100   | 100   | -     | 100   | -                   | -     | -     | 0     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | 1.0   | 1.0   |
| Centennial Education Center  | 0            | -     | -     | 100   | -     | 50    | 100                 | -     | -     | 0     | -     | 50    | -     | -     | -     | -     | -     | -     | -       | 2.0   | -     | 1.0   | -     | 1.5   |
| Adult Learning Center  | 50           | 60    | 83    | 72    | 100   | 72    | 50                  | 40    | 17    | 26    | 0     | 27    | 0     | 0     | 0     | 2     | 0     | 2     | 1.5     | 1.4   | 1.1   | 1.3   | 1.0   | 1.3   |
| TOTAL  | 0            | 0     | 0     | 6     | 100   | 6     | 33                  | 0     | 40    | 37    | 0     | 34    | 67    | 100   | 60    | 57    | 0     | 60    | 2.7     | 3.0   | 2.6   | 2.5   | 1.0   | 2.5   |
| have seen on this campus: negative graffiti about certain ethnic groups. (item18e)   | -            | -     | -     | -     | -     | -     | -                   | 100   | 0     | 38    | 100   | 46    | -     | 0     | 100   | 63    | 0     | 55    | -       | 2.0   | 3.0   | 2.6   | 2.0   | 2.5   |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 60    | -     | 67    | -     | -     | 0     | 40    | -     | 33    | -       | -     | 2.0   | 2.4   | -     | 2.3   |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 100   | -     | 100   | -     | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | -     | 2.0   |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | 100   | -     | 100   | -     | -     | -     | -     | -     | -     | 2.0     | -     | -     | 2.0   | -     | 2.0   |
| Adult Learning Center  | 0            | 0     | 0     | 4     | 50    | 5     | 50                  | 25    | 43    | 41    | 50    | 41    | 50    | 75    | 57    | 55    | 0     | 55    | 2.5     | 2.8   | 2.6   | 2.5   | 1.5   | 2.5   |
| TOTAL  | 0            | 25    | 33    | 44    | -     | 39    | 67                  | 25    | 67    | 53    | -     | 52    | 33    | 50    | 0     | 3     | -     | 9     | 2.3     | 2.3   | 1.7   | 1.6   | -     | 1.7   |
| see materials in campus media that increases my understanding of individuals based on: their ethnicity. (item19a)                | -            | 0     | 0     | 43    | 0     | 30    | -                   | 100   | 100   | 57    | 100   | 70    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 2.0   | 1.6   | 2.0   |
| Santa Ana Campus   | -            | -     | 0     | 50    | -     | 40    | -                   | -     | 100   | 50    | -     | 60    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.5   | -     | 1.6   |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | -     | -     | 100   | 3.0     | -     | -     | -     | -     | 3.0   |
| Centennial Education Center  | 0            | 20    | 20    | 45    | 0     | 37    | 50                  | 40    | 80    | 53    | 100   | 55    | 50    | 40    | 0     | 2     | 0     | 8     | 2.5     | 2.2   | 1.8   | 1.6   | -     | 2.0   |
| Adult Learning Center  | 0            | 0     | 0     | 0     | 0     | 0     | 0                   | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 0     | 0     |
| TOTAL  | 0            | 20    | 20    | 45    | 0     | 37    | 50                  | 40    | 80    | 53    | 100   | 55    | 50    | 40    | 0     | 2     | 0     | 8     | 2.5     | 2.2   | 1.8   | 1.6   | -     | 2.0   |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| I see materials in campus media that increases my understanding of individuals based on: their disability. (item19c)  | 0            | 0     | 33    | 43    | -     | 37    | 67                  | 0     | 33    | 51    | -     | 49    | 33    | 100   | 33    | 6     | -     | 14    | 2.3     | 3.0   | 2.0   | 1.6   | -     | 1.8   |
| Santa Ana Campus  | -            | 0     | 0     | 43    | 0     | 30    | -                   | 100   | 100   | 57    | 100   | 70    | -     | -     | -     | -     | -     | -     | -       | 2.0   | 2.0   | 1.6   | 2.0   | 1.8   |
| Orange Campus   | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 100   | 75    | -     | 80    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.8   | -     | 1.8   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | -     | -     | 100   | -     | -     | -     | -     | -     | -     | 2.0     | -     | -     | -     | -     | 2.0   |
| Adult Learning Center   | 0            | 0     | 20    | 41    | 0     | 34    | 75                  | 33    | 60    | 54    | 100   | 56    | 25    | 67    | 20    | 4     | 0     | 10    | 2.3     | 2.7   | 2.0   | 1.6   | 2.0   | 1.8   |
| TOTAL   | 0            | 0     | 53    | 109   | 0     | 161   | 182                 | 133   | 160   | 105   | 100   | 365   | 278   | 167   | 140   | 100   | 100   | 211   | 2.0     | 2.3   | 2.0   | 1.6   | 2.0   | 1.8   |
| I see materials in campus media that increases my understanding of individuals based on: their academic preparation or lack of preparation for college. (item19d) | 0            | 0     | 33    | 35    | -     | 31    | 100                 | 50    | 67    | 47    | -     | 52    | 0     | 50    | 0     | 18    | -     | 17    | 2.0     | 2.5   | 1.7   | 1.9   | -     | 1.9   |
| Santa Ana Campus  | -            | 0     | 0     | 43    | 0     | 30    | -                   | 100   | 100   | 43    | 100   | 60    | -     | 0     | 0     | 14    | 0     | 10    | -       | 2.0   | 2.0   | 1.8   | 2.0   | 1.8   |
| Orange Campus   | -            | -     | 0     | 50    | -     | 40    | -                   | -     | 100   | 50    | -     | 60    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.5   | -     | 1.6   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | -     | -     | 100   | -     | -     | -     | -     | -     | -     | 2.0     | -     | -     | -     | -     | 2.0   |
| Adult Learning Center   | 0            | 0     | 20    | 38    | 0     | 31    | 100                 | 67    | 80    | 47    | 100   | 55    | 0     | 33    | 0     | 16    | 0     | 14    | 2.0     | 2.3   | 1.8   | 1.8   | 2.0   | 1.9   |
| TOTAL   | 0            | 0     | 53    | 109   | 0     | 161   | 182                 | 133   | 160   | 105   | 100   | 365   | 278   | 167   | 140   | 100   | 100   | 211   | 2.0     | 2.3   | 2.0   | 1.6   | 2.0   | 1.8   |
| I see materials in campus media in which individuals are stereotyped based on: their ethnicity. (item20a)   | 0            | 0     | 33    | 0     | 0     | 2     | 33                  | 25    | 0     | 16    | 0     | 16    | 67    | 75    | 67    | 84    | 100   | 81    | 2.7     | 2.8   | 2.3   | 2.8   | 3.0   | 2.8   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | 100   | 0     | 13    | 100   | 27    | -     | 0     | 100   | 88    | 0     | 73    | -       | 2.0   | 2.5   | 2.7   | 2.0   | 2.5   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 50    | -     | 60    | -     | -     | 0     | 50    | -     | 40    | -       | -     | 2.0   | 2.5   | -     | 2.4   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | 100   | -     | 100   | 3.0     | -     | -     | 3.0   | -     | 3.0   |
| Adult Learning Center   | 0            | 0     | 20    | 0     | 0     | 2     | 25                  | 40    | 20    | 18    | 50    | 21    | 75    | 60    | 60    | 82    | 50    | 77    | 2.8     | 2.6   | 2.3   | 2.8   | 2.5   | 2.7   |
| TOTAL   | 0            | 0     | 53    | 38    | 0     | 93    | 100                 | 100   | 120   | 84    | 100   | 100   | 175   | 135   | 127   | 186   | 150   | 197   | 2.5     | 2.6   | 2.3   | 2.8   | 2.5   | 2.7   |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| see materials in campus media in which individuals are stereotyped based on: their disability. (item20c)                                  | 0            | 0     | 33    | 0     | 0     | 2     | 0                   | 25    | 0     | 16    | 0     | 14    | 100   | 75    | 67    | 84    | 100   | 84    | 3.0     | 2.8   | 2.3   | 2.8   | 3.0   | 2.8   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | 100                 | 0     | 0     | 13    | 100   | 27    | -     | 0     | 100   | 88    | 0     | 73    | -       | 2.0   | 2.5   | 2.7   | 2.0   | 2.5   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 25    | -     | 20    | -     | -     | 100   | 75    | -     | 80    | -       | -     | 3.0   | 2.8   | -     | 2.5   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | 100   | -     | 100   | 3.0     | -     | -     | 3.0   | -     | 3.0   |
| Adult Learning Center   | 0            | 0     | 20    | 0     | 0     | 2     | 0                   | 40    | 0     | 16    | 50    | 16    | 100   | 60    | 80    | 84    | 50    | 82    | 3.0     | 2.6   | 2.5   | 2.8   | 2.5   | 2.8   |
| TOTAL   | 0            | 0     | 53    | 0     | 0     | 4     | 0                   | 65    | 0     | 34    | 150   | 56    | 100   | 75    | 84    | 100   | 100   | 100   | 3.0     | 2.6   | 2.5   | 2.8   | 2.5   | 2.8   |
| see materials in campus media in which individuals are stereotyped based on: their academic preparation or lack of preparation. (item20d) | 33           | 0     | 33    | 0     | 0     | 5     | 0                   | 25    | 0     | 38    | 0     | 30    | 67    | 75    | 67    | 63    | 100   | 65    | 2.3     | 2.8   | 2.3   | 2.6   | 3.0   | 2.6   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | 100                 | 0     | 13    | 100   | 27    | -     | 0     | 100   | 88    | 0     | 73    | -     | 2.0     | 2.5   | 2.7   | 2.0   | 2.5   |       |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 50    | -     | 40    | -     | -     | 100   | 50    | -     | 60    | -       | -     | 3.0   | 2.5   | -     | 2.6   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | 100                 | -     | 0     | 0     | -     | 50    | 0     | -     | -     | 100   | -     | 50    | 2.0     | -     | -     | 3.0   | -     | 2.5   |
| Adult Learning Center   | 25           | 0     | 20    | 0     | 0     | 3     | 25                  | 40    | 33    | 50    | 50    | 31    | 50    | 60    | 80    | 67    | 50    | 66    | 2.3     | 2.6   | 2.5   | 2.6   | 2.5   | 2.6   |
| TOTAL   | 25           | 0     | 53    | 0     | 0     | 8     | 25                  | 65    | 33    | 100   | 100   | 71    | 50    | 60    | 80    | 67    | 50    | 66    | 2.3     | 2.6   | 2.5   | 2.6   | 2.5   | 2.6   |
| Administrators on this campus are aware of the importance of educating students from all ethnic groups. (item21a)                         | 0            | 75    | 80    | 92    | 100   | 85    | 67                  | 25    | 8     | 0     | 14    | 33    | 0     | 0     | 0     | 0     | 2     | 2.3   | 1.3     | 1.2   | 1.1   | 1.0   | 1.2   |       |
| Santa Ana Campus  | -            | 100   | 0     | 100   | 100   | 91    | -                   | 0     | 100   | 0     | 9     | -     | -     | -     | -     | -     | -     | -     | 1.0     | 1.5   | 1.1   | 1.0   | 1.2   |       |
| Orange Campus   | -            | -     | 100   | 60    | -     | 67    | -                   | 0     | 40    | -     | 33    | -     | -     | -     | -     | -     | -     | -     | -       | 1.0   | 1.4   | -     | 1.3   |       |
| Centennial Education Center   | 0            | -     | -     | 100   | -     | 50    | 100                 | -     | 0     | 0     | 50    | -     | -     | -     | -     | -     | -     | 2.0   | -       | -     | 1.0   | -     | 1.5   |       |
| Adult Learning Center   | 0            | 80    | 71    | 91    | 100   | 83    | 75                  | 20    | 9     | 0     | 16    | 25    | 0     | 0     | 0     | 0     | 1     | 2.3   | 1.2     | 1.3   | 1.1   | 1.0   | 1.2   |       |
| TOTAL   | 0            | 155   | 151   | 193   | 200   | 168   | 142                 | 25    | 88    | 0     | 67    | 68    | 0     | 0     | 0     | 0     | 6     | 2.3   | 1.2     | 1.3   | 1.1   | 1.0   | 1.2   |       |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| Administrators on this campus <u>g21</u> as though they are aware of the difficulties that students from specific ethnic groups may have in succeeding in college. (Item21b) | 33           | 75    | 60    | 80    | 100   | 75    | 67                  | 25    | 40    | 21    | 0     | 25    | -     | -     | -     | -     | -     | -     | 1.7     | 1.3   | 1.4   | 1.2   | 1.0   | 1.3   |     |
| Santa Ana Campus   | -            | 0     | 0     | 88    | 100   | 73    | -                   | 100   | 100   | 13    | 0     | 27    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.5   | 1.2   | 1.0   | 1.3 |
| Orange Campus  | 100          | -     | 100   | 80    | -     | 83    | -                   | -     | 0     | 20    | -     | 17    | -     | -     | -     | -     | -     | -     | 1.0     | -     | 1.0   | 1.2   | -     | 1.2   |     |
| Centennial Education Center  | 50           | 60    | 57    | 81    | 100   | 76    | 50                  | 40    | 43    | 20    | 0     | 24    | -     | -     | -     | -     | -     | -     | 1.5     | 1.4   | 1.4   | 1.2   | 1.0   | 1.3   |     |
| Adult Learning Center  | TOTAL        |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Administrators on this campus <u>g21</u> as though they are resentful of efforts to develop a student body that represents all ethnic groups. (Item21c)                      | 33           | 0     | 20    | 0     | 0     | 4     | 33                  | 33    | 60    | 24    | 0     | 29    | 33    | 67    | 20    | 76    | 100   | 67    | 2.0     | 2.7   | 2.0   | 2.8   | 3.0   | 2.6   |     |
| Santa Ana Campus   | -            | 100   | 0     | 13    | 0     | 18    | -                   | 0     | 100   | 88    | 100   | 82    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 2.5   | 2.7   | 3.0   | 2.6 |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 20    | -     | 33    | -     | -     | 0     | 80    | -     | 67    | -       | -     | 2.0   | 2.0   | 2.8   | -     | 2.7 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | 100   | -     | -     | 100   | 3.0     | -     | -     | -     | -     | 3.0   |     |
| Adult Learning Center  | 25           | 0     | 14    | 0     | 0     | 3     | 25                  | 50    | 57    | 22    | 0     | 27    | 50    | 50    | 29    | 78    | 100   | 71    | 2.3     | 2.5   | 2.1   | 2.8   | 3.0   | 2.6   |     |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Administrators on this campus <u>g21</u> as though they are supportive of students from all ethnic groups. (Item21d)   | 33           | 75    | 60    | 88    | 100   | 81    | 33                  | 25    | 40    | 13    | 0     | 17    | 33    | 0     | 0     | 0     | 0     | 2     | 2.0     | 1.3   | 1.4   | 1.1   | 1.0   | 1.2   |     |
| Santa Ana Campus   | -            | 0     | 0     | 100   | 100   | 82    | -                   | 100   | 100   | 0     | 0     | 18    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 2.0   | 1.1   | 1.0   | 1.3 |
| Orange Campus  | 0            | -     | 0     | 60    | -     | 50    | -                   | -     | 100   | 40    | -     | 50    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 1.4   | -     | 1.5 |
| Centennial Education Center  | 0            | -     | 0     | 100   | -     | 50    | 100                 | -     | -     | 0     | -     | 50    | -     | -     | -     | -     | -     | -     | 2.0     | -     | -     | 1.0   | -     | 1.5   |     |
| Adult Learning Center  | 25           | 60    | 43    | 87    | 100   | 78    | 67                  | 40    | 57    | 13    | 0     | 21    | 25    | 0     | 0     | 0     | 0     | 1     | 2.0     | 1.4   | 1.6   | 1.2   | 1.0   | 1.3   |     |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| Administrators on this campus act as though they are: supportive of disabled students. (item21f)   | 33           | 100   | 60    | 85    | 100   | 80    | 67                  | 0     | 40    | 0     | 15    | 0     | 20    | -     | -     | -     | -     | -     | -       | 1.7   | 1.0   | 1.4   | 1.1   | 1.0   | 1.2 |
| Santa Ana Campus   | -            | 0     | 100   | 100   | 100   | 91    | -                   | 100   | 0     | 0     | 0     | 9     | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.0   | 1.1   | 1.0   | 1.2 |
| Orange Campus  | -            | -     | 100   | 80    | -     | 83    | -                   | -     | 0     | 20    | -     | 17    | -     | -     | -     | -     | -     | -     | -       | 2.0   | -     | 1.0   | 1.2   | -     | 1.5 |
| Centennial Education Center  | 0            | -     | -     | 100   | -     | 50    | 100                 | -     | -     | 0     | -     | 50    | -     | -     | -     | -     | -     | -     | -       | 1.8   | 1.3   | 1.3   | 1.1   | 1.0   | 1.2 |
| Adult Learning Center  | 25           | 67    | 71    | 87    | 100   | 81    | 75                  | 33    | 29    | 13    | 0     | 19    | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -   |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Administrators on this campus act as though they are: willing to mentor faculty and staff from all ethnic groups. (item21g)                            | 0            | 0     | 50    | 61    | -     | 55    | 100                 | 100   | 50    | 39    | -     | 45    | -     | -     | -     | -     | -     | -     | -       | 2.0   | 2.0   | 1.5   | 1.4   | -     | 1.4 |
| Santa Ana Campus   | -            | 0     | -     | 100   | 100   | 89    | -                   | 100   | -     | 0     | 0     | 11    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 2.0   | 1.1   | 1.0   | 1.3 |
| Orange Campus  | -            | -     | 0     | 40    | -     | 33    | -                   | -     | 100   | 40    | -     | 50    | -     | -     | 0     | 20    | -     | -     | -       | -     | -     | 2.0   | 1.8   | -     | 1.8 |
| Centennial Education Center  | 0            | -     | -     | 100   | -     | 50    | 100                 | -     | -     | 0     | -     | 50    | -     | -     | -     | -     | -     | -     | -       | 2.0   | -     | -     | 1.0   | -     | 1.5 |
| Adult Learning Center  | 0            | 0     | 40    | 66    | 100   | 58    | 100                 | 100   | 60    | 32    | 0     | 40    | -     | -     | 0     | 2     | 0     | 0     | 2       | 2.0   | 2.0   | 1.7   | 1.4   | 1.0   |     |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
| Administrators on this campus act as though they are: resentful of efforts to develop a faculty and staff that represents all ethnic groups. (item21i) | 33           | 0     | 0     | 12    | -     | 12    | 33                  | 33    | 0     | 36    | -     | 33    | -     | -     | 100   | 92    | -     | -     | -       | 2.0   | 2.7   | 3.0   | 2.4   | -     | 2.5 |
| Santa Ana Campus   | -            | 0     | 0     | 13    | 0     | 19    | -                   | 100   | 100   | 0     | 0     | 18    | -     | -     | 0     | 88    | 100   | 73    | -       | -     | 2.0   | 2.0   | 2.6   | 3.0   | 2.5 |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 40    | -     | 50    | -     | -     | 0     | 60    | -     | -     | -       | -     | -     | 2.0   | 2.0   | 2.6   | 2.5 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | 100   | -     | 100   | -     | -     | 100   | 100   | -     | -     | -       | 3.0   | -     | -     | 3.0   | -     | 3.0 |
| Adult Learning Center  | 25           | -     | -     | -     | -     | -     | -                   | -     | 40    | 30    | 0     | 31    | -     | -     | 60    | 60    | 100   | 59    | -       | 2.3   | 2.5   | 2.5   | 2.5   | 3.0   | 2.5 |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| Administrators on this campus <u>act</u> as though they are aware of the difficulties that faculty and staff from specific ethnic groups may face in succeeding at this institution. (item21j) | 0            | 0     | 40    | 52    | -     | 43    | 100                 | 50    | 60    | 41    | -     | 48    | 0     | 0     | 50    | 0     | 7     | -     | 10      | 2.0   | 2.5   | 1.6   | 1.6   | -     | 1.7 |
| Santa Ana Campus   | -            | 0     | 0     | 71    | 100   | 60    | 0                   | 0     | 100   | 14    | 0     | 20    | 0     | 0     | 100   | 0     | 14    | 0     | 20      | -     | 3.0   | 2.0   | 1.6   | 1.0   | 1.8 |
| Orange Campus  | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 100   | 50    | -     | 60    | -     | -     | -     | 0     | 25    | -     | 20      | -     | -     | 2.0   | 2.0   | -     | 2.0 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | 100   | -     | 100   | -     | -     | -     | -     | -     | -     | -       | 2.0   | -     | -     | -     | -     | 2.0 |
| Adult Learning Center  | 0            | 0     | 29    | 51    | 100   | 42    | 100                 | 40    | 71    | 39    | 0     | 46    | 0     | 0     | 60    | 0     | 10    | 0     | 12      | 2.0   | 2.6   | 1.8   | 1.6   | 1.0   | 1.7 |
| TOTAL  | 0            | 0     | 40    | 52    | -     | 43    | 100                 | 50    | 60    | 41    | -     | 48    | 0     | 0     | 50    | 0     | 7     | -     | 10      | 2.0   | 2.5   | 1.6   | 1.6   | -     | 1.7 |
| Administrators on this campus <u>act</u> as though they are supportive of faculty and staff from all ethnic groups. (item21k)  | 0            | 67    | 60    | 77    | -     | 70    | 100                 | 33    | 40    | 23    | -     | 30    | -     | -     | -     | -     | -     | -     | -       | 2.0   | 1.3   | 1.4   | 1.3   | -     | 1.3 |
| Santa Ana Campus   | -            | 0     | 0     | 100   | 100   | 82    | -                   | 100   | 100   | 0     | 0     | 18    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 2.0   | 1.1   | 1.0   | 1.3 |
| Orange Campus  | -            | -     | 0     | 40    | -     | 33    | -                   | -     | 100   | 60    | -     | 67    | -     | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 1.6   | -     | 1.7 |
| Centennial Education Center  | 0            | -     | -     | 100   | -     | 50    | 100                 | -     | -     | 0     | -     | 50    | -     | -     | -     | -     | -     | -     | -       | 2.0   | -     | -     | 1.0   | -     | 1.5 |
| Adult Learning Center  | 0            | 50    | 43    | 77    | 100   | 68    | 100                 | 50    | 57    | 23    | 0     | 32    | -     | -     | -     | -     | -     | -     | -       | 2.0   | 1.5   | 1.6   | 1.3   | 1.0   | 1.3 |
| TOTAL  | 0            | 67    | 60    | 77    | -     | 70    | 100                 | 33    | 40    | 23    | -     | 30    | -     | -     | -     | -     | -     | -     | -       | 2.0   | 1.3   | 1.4   | 1.3   | -     | 1.3 |
| Administrators on this campus <u>act</u> as though they are supportive of disabled faculty and staff. (item21m)  | 50           | 100   | 100   | 91    | -     | 89    | 50                  | 0     | 0     | 10    | -     | 12    | -     | -     | -     | -     | -     | -     | -       | 1.5   | 1.0   | 1.0   | 1.1   | -     | 1.1 |
| Santa Ana Campus   | -            | 100   | 100   | 100   | 100   | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.5   | 1.3   | 1.0   | 1.3 |
| Orange Campus  | -            | -     | -     | 67    | -     | 67    | -                   | -     | 33    | -     | -     | 33    | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | 1.3   | -     | 1.3 |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | -     | -     | 100   | -     | -     | -     | -     | -     | -     | -       | 2.0   | -     | -     | -     | -     | 2.0 |
| Adult Learning Center  | 33           | 100   | 100   | 89    | 100   | 86    | 67                  | 0     | 0     | 12    | 0     | 14    | -     | -     | -     | -     | -     | -     | -       | 1.7   | 1.0   | 1.3   | 1.1   | 1.0   | 1.2 |
| TOTAL  | 33           | 100   | 100   | 89    | 100   | 86    | 67                  | 0     | 0     | 12    | 0     | 14    | -     | -     | -     | -     | -     | -     | -       | 1.7   | 1.0   | 1.3   | 1.1   | 1.0   | 1.2 |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| Campus administrators behave as though high priorities for them are to: enhance the prestige of the campus. (item22a)      | 33           | 50    | 60    | 61    | -     | 58    | 67                  | 50    | 40    | 33    | -     | 38    | 0     | 0     | 0     | 6     | -     | 4     | 1.7     | 1.5   | 1.4   | 1.4   | -     | 1.4   |
| Santa Ana Campus   | -            | 0     | 100   | 50    | 100   | 55    | -                   | 100   | 0     | 38    | 0     | 36    | -     | 0     | 0     | 13    | 0     | 9     | -       | 2.0   | 1.0   | 1.6   | 1.0   | 1.5   |
| Orange Campus  | -            | -     | 100   | 60    | -     | 67    | -                   | -     | 0     | 40    | -     | 33    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.4   | -     | 1.3   |
| Centennial Education Center  | -            | -     | -     | 100   | -     | 50    | 100                 | -     | -     | 0     | -     | 50    | -     | -     | -     | -     | -     | -     | 2.0     | -     | -     | 1.0   | -     | 1.5   |
| Adult Learning Center  | 25           | 40    | 71    | 60    | 100   | 58    | 75                  | 60    | 29    | 34    | 0     | 37    | 0     | 0     | 6     | 0     | 5     | 1.8   | 1.6     | 1.3   | 1.4   | 1.0   | 1.4   |       |
| TOTAL  | 33           | 75    | 100   | 66    | -     | 68    | 33                  | 25    | 0     | 34    | -     | 30    | 33    | 0     | 0     | 0     | 2     | 2     | 2.0     | 1.3   | 1.0   | 1.3   | -     | 1.3   |
| Campus administrators behave as though high priorities for them are to: hire a high quality faculty and staff. (item22b)   | -            | 0     | 100   | 50    | 100   | 55    | -                   | 100   | 0     | 38    | 0     | 36    | -     | 0     | 0     | 13    | 0     | 9     | -       | 2.0   | 1.5   | 1.6   | 1.0   | 1.5   |
| Santa Ana Campus   | -            | -     | 100   | 40    | -     | 50    | -                   | -     | 0     | 60    | -     | 50    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.6   | -     | 1.5   |
| Orange Campus  | 100          | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 1.0     | -     | -     | 1.0   | -     | 1.0   |
| Centennial Education Center  | 50           | 60    | 100   | 61    | 100   | 65    | 25                  | 40    | 0     | 37    | 0     | 32    | 25    | 0     | 2     | 0     | 3     | 1.8   | 1.4     | 1.1   | 1.4   | 1.0   | 1.4   |       |
| Adult Learning Center  | 50           | 60    | 100   | 61    | 100   | 65    | 25                  | 40    | 0     | 37    | 0     | 32    | 25    | 0     | 2     | 0     | 3     | 1.8   | 1.4     | 1.1   | 1.4   | 1.0   | 1.4   |       |
| TOTAL  | 0            | 67    | 100   | 67    | -     | 66    | 100                 | 33    | 0     | 33    | -     | 34    | -     | -     | -     | -     | -     | -     | 2.0     | 1.3   | 1.0   | 1.3   | -     | 1.3   |
| Campus administrators behave as though high priorities for them are to: retain a high quality faculty and staff. (item22c) | -            | 100   | 100   | 50    | 100   | 64    | -                   | 0     | 0     | 38    | 0     | 27    | -     | 0     | 0     | 13    | 0     | 9     | -       | 1.0   | 1.5   | 1.7   | 1.0   | 1.5   |
| Santa Ana Campus   | -            | -     | 100   | 20    | -     | 33    | -                   | -     | 0     | 80    | -     | 67    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.8   | -     | 1.7   |
| Orange Campus  | 100          | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| Centennial Education Center  | 25           | 75    | 100   | 60    | 100   | 64    | 75                  | 25    | 0     | 38    | 0     | 35    | 0     | 0     | 2     | 0     | 1     | 1.8   | 1.3     | 1.1   | 1.4   | 1.0   | 1.4   |       |
| Adult Learning Center  | 25           | 75    | 100   | 60    | 100   | 64    | 75                  | 25    | 0     | 38    | 0     | 35    | 0     | 0     | 2     | 0     | 1     | 1.8   | 1.3     | 1.1   | 1.4   | 1.0   | 1.4   |       |
| TOTAL  | 0            | 67    | 100   | 67    | -     | 66    | 100                 | 33    | 0     | 33    | -     | 34    | -     | -     | -     | -     | -     | -     | 2.0     | 1.3   | 1.0   | 1.3   | -     | 1.3   |



|  | By Ethnicity |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |     |
|--|--------------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-----|
|  | Frequently   |       |       |       |       | Occasionally/Seldom |       |       |       |       | Never |       |       |       |       | Average |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total               | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White   | Other | Total |     |
| Campus administrators behave as though <u>high</u> priorities for them are to: be responsive to the local community. (Item22d)                   | 33           | 50    | 40    | 70    | -     | 63                  | 67    | 50    | 60    | 30    | -     | 37    | -     | 1.7   | 1.5   | 1.6     | 1.3   | -     | 1.4 |
| Sante Ana Campus   | -            | 0     | 0     | 50    | 100   | 46                  | -     | 100   | 100   | 38    | 0     | 46    | -     | -     | 2.0   | 2.0     | 1.7   | 1.0   | 1.7 |
| Orange Campus  | -            | -     | 0     | 20    | -     | 17                  | -     | -     | 100   | 80    | -     | 83    | -     | -     | -     | 2.0     | 1.8   | -     | 1.8 |
| Centennial Education Center  | 0            | -     | -     | 100   | -     | 50                  | 100   | -     | -     | 0     | -     | 50    | -     | 2.0   | -     | -       | 1.0   | -     | 1.5 |
| Adult Learning Center  | 25           | 40    | 29    | 63    | 100   | 56                  | 75    | 60    | 71    | 35    | 0     | 43    | 0     | 1.8   | 1.6   | 1.8     | 1.4   | 1.0   | 1.5 |
| TOTAL  |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |     |
| Campus administrators behave as though <u>high</u> priorities for them are to: improve students' campus experiences. (Item22e)                   | 0            | 50    | 60    | 63    | -     | 58                  | 67    | 50    | 40    | 32    | -     | 36    | 33    | 2.3   | 1.5   | 1.4     | 1.4   | -     | 1.5 |
| Sante Ana Campus   | -            | 0     | 0     | 50    | 100   | 46                  | -     | 100   | 100   | 38    | 0     | 46    | -     | -     | 2.0   | 2.0     | 1.7   | 1.0   | 1.7 |
| Orange Campus  | -            | -     | 0     | 20    | -     | 17                  | -     | -     | 100   | 80    | -     | 38    | -     | -     | -     | 2.0     | 1.8   | -     | 1.8 |
| Centennial Education Center  | 100          | -     | -     | 0     | -     | 50                  | 0     | -     | -     | 100   | -     | 50    | -     | 1.0   | -     | -       | 2.0   | -     | 1.5 |
| Adult Learning Center  | 25           | 40    | 43    | 56    | 100   | 52                  | 50    | 60    | 57    | 39    | 0     | 42    | 25    | 2.0   | 1.6   | 1.6     | 1.5   | 1.0   | 1.5 |
| TOTAL  |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |     |
| Campus administrators behave as though <u>high</u> priorities for them are to: increase the number of students from all ethnic groups. (Item22f) | 0            | 75    | 60    | 69    | -     | 65                  | 67    | 25    | 40    | 31    | -     | 33    | 33    | 2.3   | 1.3   | 1.4     | 1.3   | -     | 1.4 |
| Sante Ana Campus   | -            | 0     | 0     | 63    | -     | 50                  | -     | 100   | 100   | 25    | -     | 40    | -     | -     | 2.0   | 2.0     | 1.6   | -     | 1.7 |
| Orange Campus  | -            | -     | -     | -     | -     | -                   | -     | -     | 100   | 100   | -     | 100   | -     | -     | -     | 2.0     | 2.0   | -     | 2.0 |
| Centennial Education Center  | 0            | -     | -     | 100   | -     | 50                  | 100   | -     | -     | 0     | -     | 50    | -     | 2.0   | -     | -       | 1.0   | -     | 1.5 |
| Adult Learning Center  | 0            | 60    | 43    | 64    | -     | 57                  | 75    | 40    | 57    | 35    | -     | 40    | 25    | 2.3   | 1.4   | 1.6     | 1.4   | -     | 1.5 |
| TOTAL  |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |     |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |   |   |   |   |   |   |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|---|---|---|---|---|---|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |   |   |   |   |   |   |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |   |   |   |   |   |   |
| Campus administrators behave as though high priorities for them are to: increase the number of students who graduate from all ethnic groups. (item22g) | 0            | 75    | 40    | 66    | -     | 60    | 100                 | 25    | 60    | 34    | -     | 40    | -     | -     | -     | -     | -     | -     | 2.0     | 1.3   | 1.6   | 1.4   | -     | 1.4   | - | - | - | - | - | - |
| Santa Ana Campus   | -            | 0     | 0     | 71    | -     | 56    | -                   | 100   | 100   | 29    | -     | 44    | -     | -     | -     | -     | -     | -     | -       | 2.0   | 1.5   | 1.5   | -     | 1.5   | - | - | - | - | - | - |
| Orange Campus  | 100          | -     | 0     | 20    | -     | 17    | -                   | -     | 100   | 80    | -     | 83    | -     | -     | -     | -     | -     | -     | 1.0     | -     | 2.0   | 1.8   | -     | 1.8   | - | - | - | - | - | - |
| Centennial Education Center  | 25           | 60    | 29    | 63    | -     | 57    | 75                  | 40    | 71    | 37    | -     | 43    | -     | -     | -     | -     | -     | -     | 1.8     | 1.4   | 1.6   | 1.4   | -     | 1.5   | - | - | - | - | - | - |
| Adult Learning Center  | TOTAL        |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |   |   |   |   |   |   |
| Campus administrators behave as though high priorities for them are to: educate students from all ethnic groups. (item22h)                             | 0            | 75    | 80    | 76    | -     | 72    | 100                 | 25    | 20    | 24    | -     | 28    | -     | -     | -     | -     | -     | -     | 2.0     | 1.3   | 1.2   | 1.2   | -     | 1.3   | - | - | - | - | - | - |
| Santa Ana Campus   | -            | 100   | 0     | 75    | 100   | 67    | -                   | 0     | 100   | 25    | 0     | 33    | -     | -     | -     | -     | -     | -     | -       | 1.0   | 2.0   | 1.3   | -     | 1.3   | - | - | - | - | - | - |
| Orange Campus  | 100          | -     | 0     | 40    | -     | 33    | -                   | -     | 100   | 60    | -     | 67    | -     | -     | -     | -     | -     | -     | 1.0     | -     | 2.0   | 1.6   | -     | 1.7   | - | - | - | - | - | - |
| Centennial Education Center  | 25           | 80    | 50    | 73    | 100   | 69    | 75                  | 20    | 50    | 27    | 0     | 32    | -     | -     | -     | -     | -     | -     | 1.8     | 1.2   | 1.5   | 1.3   | -     | 1.3   | - | - | - | - | - | - |
| Adult Learning Center  | TOTAL        |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |   |   |   |   |   |   |
| Campus administrators behave as though they are responsive to the concerns of: ethnic minority faculty and staff. (item23a)                            | 0            | 50    | 40    | 74    | -     | 63    | 100                 | 25    | 60    | 27    | -     | 35    | 0     | 25    | 0     | 0     | 0     | 0     | 2.0     | 1.8   | 1.8   | 1.3   | -     | 1.4   | - | - | - | - | - | - |
| Santa Ana Campus   | -            | 0     | 0     | 88    | 100   | 73    | -                   | 100   | 100   | 13    | 0     | 18    | -     | 0     | 100   | 0     | 0     | 0     | -       | 2.0   | 2.5   | 1.3   | -     | 1.5   | - | - | - | - | - | - |
| Orange Campus  | 0            | -     | 0     | 60    | -     | 50    | -                   | -     | 100   | 40    | -     | 50    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.4   | -     | 1.5   | - | - | - | - | - | - |
| Centennial Education Center  | 0            | -     | 0     | 100   | -     | 50    | 100                 | -     | 100   | 0     | -     | 50    | -     | -     | -     | -     | -     | -     | 2.0     | -     | -     | 1.0   | -     | 1.5   | - | - | - | - | - | - |
| Adult Learning Center  | 0            | 40    | 29    | 75    | 100   | 63    | 100                 | 40    | 57    | 25    | 0     | 34    | 0     | 20    | 14    | 0     | 0     | 0     | 2.0     | 1.8   | 1.9   | 1.3   | -     | 1.4   | - | - | - | - | - | - |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |   |   |   |   |   |   |

|  | By Ethnicity |       |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |     |  |
|--|--------------|-------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-----|--|
|  | Frequently   |       |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       |       | Never |       |       | Average |     |  |
|  | Black        | Asian | Hisp. | White | Other | Total | Black | Asian               | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total   |     |  |
| Campus administrators behave as though they are responsive to the concerns of non-ethnic minority faculty and staff. (item23b)                                 | 67           | 50    | 40    | 80    | -     | 72    | 33    | 50                  | 60    | 20    | -     | 28    | -     | -     | -     | -     | -     | -       | -   |  |
| Santa Ana Campus   | -            | 100   | 100   | 88    | 100   | 91    | -     | 0                   | 0     | 13    | 0     | 9     | -     | -     | -     | -     | -     | -       | -   |  |
| Orange Campus  | -            | -     | 100   | 40    | -     | 50    | -     | -                   | 0     | 60    | -     | 50    | -     | -     | -     | -     | -     | -       | -   |  |
| Centennial Education Center  | 100          | -     | -     | 100   | -     | 100   | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -   |  |
| Adult Learning Center  | 75           | 60    | 57    | 78    | 100   | 74    | 25    | 40                  | 43    | 22    | 0     | 26    | -     | -     | -     | -     | -     | -       | -   |  |
| TOTAL  |              |       |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |     |  |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: informal discussions with others on campus. (item25a) | 67           | 50    | 100   | 46    | -     | 53    | 33    | 25                  | 0     | 46    | -     | 40    | 0     | 25    | 0     | 7     | -     | 8       | 1.3 |  |
| Santa Ana Campus   | -            | 100   | 100   | 57    | 100   | 70    | -     | 0                   | 0     | 29    | 0     | 20    | -     | 0     | 0     | 14    | 0     | 10      | -   |  |
| Orange Campus  | -            | -     | 100   | 60    | -     | 67    | -     | -                   | -     | 20    | -     | 17    | -     | -     | -     | 20    | -     | 17      | -   |  |
| Centennial Education Center  | 100          | -     | -     | -     | -     | 100   | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -   |  |
| Adult Learning Center  | 75           | 60    | 100   | 49    | 100   | 57    | 25    | 20                  | 0     | 42    | 0     | 34    | 0     | 20    | 0     | 9     | 0     | 9       | 1.3 |  |
| TOTAL  |              |       |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |     |  |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: staff development activities. (item25b)               | 67           | 25    | 80    | 29    | -     | 36    | 33    | 75                  | 0     | 59    | -     | 53    | 0     | 0     | 20    | 12    | -     | 11      | 1.3 |  |
| Santa Ana Campus   | -            | 100   | 100   | 50    | 0     | 56    | -     | 0                   | 0     | 50    | 0     | 33    | -     | 0     | 0     | 0     | 100   | 11      | -   |  |
| Orange Campus  | -            | -     | 100   | 40    | -     | 50    | -     | -                   | 0     | 40    | -     | 33    | -     | -     | 0     | 20    | -     | 17      | -   |  |
| Centennial Education Center  | 0            | -     | -     | 100   | -     | 50    | 100   | -                   | -     | 0     | -     | 50    | -     | -     | -     | -     | -     | -       | -   |  |
| Adult Learning Center  | 50           | 40    | 86    | 34    | 0     | 40    | 50    | 60                  | 0     | 55    | 0     | 49    | 0     | 0     | 14    | 11    | 100   | 11      | 1.5 |  |
| TOTAL  |              |       |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |     |  |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: concerts and exhibits. (item25f)    | 100          | 50    | 80    | 18    | -     | 29    | 0                   | 25    | 0     | 58    | -     | 47    | 0     | 25    | 20    | 24    | -     | 24    | 1.0     | 1.8   | 1.4   | 2.1   | -     | 1.9   |
| Santa Ana Campus   | -            | 100   | 100   | 50    | 0     | 56    | -                   | 0     | 0     | 17    | 0     | 11    | -     | 0     | 0     | 33    | 100   | 33    | -       | 1.0   | 1.0   | 1.9   | 3.0   | 1.7   |
| Orange Campus  | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 100   | 60    | -     | 67    | -     | -     | -     | 20    | -     | 17    | -       | -     | 2.0   | 2.0   | -     | 2.0   |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | -     | -     | 100   | -     | -     | -     | -     | -     | -     | 2.0     | -     | -     | -     | -     | 2.0   |
| Adult Learning Center  | 67           | 60    | 71    | 22    | 0     | 31    | 33                  | 20    | 14    | 53    | 0     | 45    | 0     | 20    | 14    | 26    | 100   | 24    | 1.3     | 1.6   | 1.4   | 2.0   | 3.0   | 1.9   |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: athletic events. (item25g)          | 33           | 0     | 20    | 8     | -     | 11    | 33                  | 33    | 20    | 25    | -     | 26    | 33    | 67    | 60    | 67    | -     | 64    | 2.0     | 2.7   | 2.4   | 2.6   | -     | 2.5   |
| Santa Ana Campus   | -            | 0     | -     | 33    | 0     | 25    | -                   | 100   | -     | 17    | 0     | 25    | -     | 0     | -     | 50    | 100   | 50    | -       | 2.0   | 3.0   | 2.3   | 3.0   | 2.4   |
| Orange Campus  | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 100   | 60    | -     | 67    | -     | -     | 0     | 20    | -     | 17    | -       | -     | 2.0   | 2.0   | -     | 2.0   |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | -     | -     | 100   | 3.0     | -     | -     | -     | -     | 3.0   |
| Adult Learning Center  | 25           | 0     | 17    | 13    | 0     | 13    | 25                  | 50    | 33    | 28    | 0     | 29    | 50    | 50    | 50    | 60    | 100   | 58    | 2.3     | 2.5   | 2.4   | 2.5   | 3.0   | 2.5   |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: others (please specify:). (item25h) | 100          | 18    | -     | -     | -     | 25    | 0                   | 27    | -     | -     | -     | 25    | 0     | 55    | -     | -     | -     | 50    | 1.0     | -     | -     | 2.4   | -     | 2.3   |
| Santa Ana Campus   | -            | -     | -     | 100   | -     | 100   | -                   | -     | 100   | 50    | -     | 67    | -     | -     | -     | 50    | -     | 33    | -       | -     | -     | 1.0   | -     | 1.0   |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 2.5   | -     | 2.3   |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| Adult Learning Center  | 100          | -     | 0     | 27    | -     | 29    | 0                   | -     | 100   | 27    | -     | 29    | 0     | -     | 100   | 47    | -     | 41    | 1.0     | -     | 2.0   | 2.2   | -     | 2.1   |
| TOTAL  |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |     |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-----|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       | Average |       |       |       |       |       |       |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other | Total |     |
| The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: being friendly and receptive. (item26a)            | 67           | 100   | 60    | 33    | -     | 46    | 33                  | 0     | 20    | 61    | -     | 46    | 0     | 0     | 20    | 6     | -     | 7       | 1.7   | 1.0   | 1.6   | 1.7   | -     | 1.6   | 1.6 |
| Santa Ana Campus  | -            | 0     | 100   | 60    | 100   | 63    | -                   | 100   | 0     | 40    | 0     | 38    | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.5   | 1.7   | 1.0   | 1.6   | 1.6 |
| Orange Campus   | -            | -     | 0     | 50    | -     | 40    | -                   | -     | 100   | 50    | -     | 60    | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 1.8   | -     | 1.8   | 1.8 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -     | -   |
| Adult Learning Center   | 67           | 67    | 57    | 41    | 100   | 49    | 33                  | 33    | 29    | 56    | 0     | 46    | 0     | 0     | 14    | 4     | 0     | 5       | 1.7   | 1.3   | 1.6   | 1.7   | 1.0   | 1.7   | 1.7 |
| TOTAL   | 67           | 67    | 57    | 41    | 100   | 49    | 33                  | 33    | 29    | 56    | 0     | 46    | 0     | 0     | 14    | 4     | 0     | 5       | 1.7   | 1.3   | 1.6   | 1.7   | 1.0   | 1.7   | 1.7 |
| The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: accommodating their needs and interests. (item26b) | 33           | 100   | 60    | 29    | -     | 41    | 67                  | 0     | 20    | 65    | -     | 52    | 0     | 0     | 20    | 6     | -     | 7       | 1.7   | 1.0   | 1.6   | 1.7   | -     | 1.6   | 1.6 |
| Santa Ana Campus  | -            | 0     | 100   | 50    | 100   | 56    | -                   | 100   | 0     | 50    | 0     | 44    | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.5   | 1.7   | 1.0   | 1.6   | 1.6 |
| Orange Campus   | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 100   | 75    | -     | 80    | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 1.8   | -     | 1.8   | 1.8 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -     | -   |
| Adult Learning Center   | 33           | 67    | 57    | 33    | 100   | 42    | 67                  | 33    | 29    | 63    | 0     | 54    | 0     | 0     | 14    | 4     | 0     | 5       | 1.7   | 1.3   | 1.6   | 1.7   | 1.0   | 1.7   | 1.7 |
| TOTAL   | 33           | 67    | 57    | 33    | 100   | 42    | 67                  | 33    | 29    | 63    | 0     | 54    | 0     | 0     | 14    | 4     | 0     | 5       | 1.7   | 1.3   | 1.6   | 1.7   | 1.0   | 1.7   | 1.7 |
| The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: hiring them to work in its business. (item26c)     | 33           | 100   | 75    | 36    | -     | 46    | 67                  | 0     | 25    | 64    | -     | 55    | -     | -     | -     | -     | -     | -       | 1.7   | 1.0   | 1.3   | 1.6   | -     | 1.5   | 1.5 |
| Santa Ana Campus  | -            | 0     | 0     | 60    | 100   | 50    | -                   | 100   | 100   | 40    | 0     | 50    | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.5   | 1.5   | 1.0   | 1.5   | 1.5 |
| Orange Campus   | -            | -     | 0     | 33    | -     | 25    | -                   | -     | 100   | 67    | -     | 75    | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 1.7   | -     | 1.8   | 1.8 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | -     | -     | 100   | -     | -     | -     | -     | -     | -       | 2.0   | -     | 2.0   | 1.7   | -     | 2.0   | 2.0 |
| Adult Learning Center   | 25           | 50    | 50    | 41    | 100   | 43    | 75                  | 50    | 50    | 59    | 0     | 57    | -     | -     | -     | -     | -     | -       | 1.8   | 1.5   | 1.4   | 1.6   | 1.0   | 1.6   | 1.6 |
| TOTAL   | 25           | 50    | 50    | 41    | 100   | 43    | 75                  | 50    | 50    | 59    | 0     | 57    | -     | -     | -     | -     | -     | -       | 1.8   | 1.5   | 1.4   | 1.6   | 1.0   | 1.6   | 1.6 |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: resenting their presence. (item26d) | 0            | 0     | 0     | 20    | -     | 13    | 67                  | 0     | 50    | 60    | -     | 57    | 33    | 100   | 50    | 20    | -     | 30    | 2.3     | 3.0   | 2.5   | 2.0   | -     | 2.2   |
| Santa Ana Campus   | -            | 0     | 100   | 0     | 0     | 11    | -                   | 100   | 0     | 0     | 0     | 11    | -     | 0     | 0     | 100   | -     | 78    | -       | 2.0   | 1.0   | 2.7   | 3.0   | 2.4   |
| Orange Campus  | -            | -     | 0     | 25    | -     | 20    | -                   | -     | 100   | 75    | -     | 80    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.8   | -     | 1.8   |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| Adult Learning Center  | 0            | 0     | 17    | 16    | 0     | 14    | 67                  | 50    | 50    | 48    | 0     | 49    | 33    | 50    | 33    | 36    | 100   | 38    | 2.3     | 2.5   | 2.0   | 2.2   | 3.0   | 2.2   |
| TOTAL  | 50           | 67    | 50    | 23    | -     | 31    | 0                   | 33    | 25    | 73    | -     | 60    | 50    | 0     | 25    | 4     | -     | 9     | 2.0     | 1.3   | 1.8   | 1.8   | -     | 1.8   |
| Faculty here generally incorporate into their course curricula: material acknowledging societal contributions made by all ethnic groups. (item27b)       | -            | 0     | 0     | 100   | -     | 43    | -                   | 100   | 100   | 40    | -     | 57    | -     | -     | -     | -     | -     | -     | -       | 2.0   | 2.0   | 1.5   | -     | 1.7   |
| Santa Ana Campus   | -            | -     | 0     | 60    | -     | 50    | -                   | -     | 100   | 40    | -     | 50    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.4   | -     | 1.5   |
| Orange Campus  | -            | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | -     | 1.0   |
| Centennial Education Center  | 50           | 50    | 33    | 35    | -     | 37    | 0                   | 50    | 50    | 62    | -     | 57    | 50    | 0     | 17    | 3     | -     | 6     | 2.0     | 1.5   | 1.9   | 1.7   | -     | 1.7   |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| TOTAL  | 50           | 67    | 50    | 35    | -     | 34    | 50                  | 33    | 75    | 58    | -     | 57    | 0     | 0     | 25    | 8     | -     | 9     | 1.5     | 1.3   | 2.3   | 1.7   | -     | 1.7   |
| Faculty here generally incorporate into their course curricula: multicultural perspectives on issues. (item27c)  | -            | 0     | 0     | 75    | -     | 50    | -                   | 100   | 100   | 25    | -     | 50    | -     | -     | -     | -     | -     | -     | -       | 2.0   | 2.0   | 1.4   | -     | 1.6   |
| Santa Ana Campus   | -            | -     | 0     | 80    | -     | 67    | -                   | -     | 100   | 20    | -     | 33    | -     | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.2   | -     | 1.3   |
| Orange Campus  | -            | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | -     | 1.0   |
| Centennial Education Center  | 50           | 50    | 0     | 47    | -     | 42    | 50                  | 50    | 83    | 47    | -     | 52    | 0     | 0     | 17    | 6     | -     | 6     | 1.5     | 1.5   | 2.1   | 1.6   | -     | 1.6   |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| TOTAL  | 50           | 50    | 0     | 47    | -     | 42    | 50                  | 50    | 83    | 47    | -     | 52    | 0     | 0     | 17    | 6     | -     | 6     | 1.5     | 1.5   | 2.1   | 1.6   | -     | 1.6   |

|  | By Ethnicity |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
|--|--------------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
|  | Frequently   |       |       |       |       | Occasionally/Seldom |       |       |       |       | Never |       |       |       |       | Average |       |       |       |       |       |       |       |       |     |
|  | Black        | Asian | Hisp. | White | Other | Total               | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White   | Other | Total | Black | Asian | Hisp. | White | Other | Total |     |
| My courses incorporate: material acknowledging societal contributions made by all ethnic groups. (item28b) | 67           | 25    | 100   | 47    | -     | 50                  | 33    | 75    | 0     | 44    | -     | 44    | 0     | 0     | 0     | 8       | -     | 7     | 1.3   | 1.8   | 1.0   | 1.6   | -     | 1.6   | 1.6 |
| Santa Ana Campus   | -            | 100   | 100   | 50    | 0     | 56                  | -     | 0     | 0     | 33    | 0     | 22    | 0     | 0     | 0     | 17      | 100   | 22    | -     | 1.0   | 1.0   | 1.7   | 3.0   | 3.0   | 1.6 |
| Orange Campus  | -            | -     | 0     | 80    | -     | 67                  | -     | -     | 100   | 20    | -     | 33    | -     | -     | -     | -       | -     | -     | -     | -     | -     | 2.0   | 1.2   | -     | 1.3 |
| Centennial Education Center  | -            | -     | -     | 100   | -     | 100                 | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -     | 1.0   | -     | 1.0 |
| Adult Learning Center  | 67           | 40    | 80    | 52    | 0     | 53                  | 33    | 60    | 20    | 40    | 0     | 39    | 0     | 0     | 8     | 100     | 8     | 8     | 1.3   | 1.6   | 1.2   | 1.6   | 3.0   | 1.5   | 1.5 |
| TOTAL  |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
| My courses incorporate: multicultural perspective on issues. (item28c)                                     | 100          | 25    | 100   | 54    | -     | 58                  | 0     | 75    | 0     | 34    | -     | 33    | 0     | 0     | 11    | -       | 9     | 9     | 1.0   | 1.8   | 1.0   | 1.6   | -     | 1.5   | 1.5 |
| Santa Ana Campus   | -            | 100   | 100   | 50    | 0     | 56                  | -     | 0     | 0     | 33    | 0     | 22    | -     | 0     | 17    | 100     | 22    | 22    | -     | 1.0   | 1.0   | 1.7   | 3.0   | 3.0   | 1.6 |
| Orange Campus  | -            | -     | 100   | 80    | -     | 83                  | -     | -     | 0     | 20    | -     | 17    | -     | -     | -     | -       | -     | -     | -     | -     | -     | 1.0   | 1.2   | -     | 1.2 |
| Centennial Education Center  | -            | -     | -     | 100   | -     | 100                 | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | -     | 1.0   | -     | 1.0 |
| Adult Learning Center  | 100          | 40    | 100   | 57    | 0     | 61                  | 0     | 60    | 0     | 32    | 0     | 30    | 0     | 0     | 11    | 100     | 10    | 10    | 1.0   | 1.6   | 1.0   | 1.5   | 3.0   | 1.5   | 1.5 |
| TOTAL  |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
| My mentor students who are of: my ethnic group. (item29c)  | 100          | 0     | 75    | 64    | 100   | 64                  | 0     | 33    | 25    | 26    | 0     | 24    | 0     | 67    | 0     | 10      | 0     | 12    | 1.0   | 2.7   | 1.3   | 1.5   | 1.0   | 1.5   | 1.5 |
| Santa Ana Campus   | -            | 100   | 100   | 57    | 0     | 60                  | -     | 0     | 0     | 43    | 0     | 30    | 0     | 0     | 0     | 0       | 100   | 10    | -     | 1.0   | 1.0   | 1.4   | 3.0   | 1.4   | 1.4 |
| Orange Campus  | -            | -     | 100   | 60    | -     | 67                  | -     | -     | 0     | 20    | -     | 17    | -     | -     | 20    | -       | -     | 17    | -     | -     | -     | 1.0   | 1.6   | -     | 1.5 |
| Centennial Education Center  | 100          | -     | -     | -     | -     | 100                 | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | -     | -     | -     | -     | -     | 1.0 |
| Adult Learning Center  | 100          | 25    | 83    | 63    | 50    | 64                  | 0     | 25    | 17    | 28    | 0     | 24    | 0     | 50    | 0     | 10      | 50    | 12    | 1.0   | 2.3   | 1.1   | 1.5   | 2.0   | 1.5   | 1.5 |
| TOTAL  |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |
| My mentor students who are of: ethnic groups other than mine. (item29d)                                    | 100          | 33    | 60    | 65    | 100   | 65                  | 0     | 0     | 40    | 25    | 0     | 23    | 0     | 67    | 0     | 10      | 0     | 12    | 1.0   | 2.3   | 1.4   | 1.4   | 1.0   | 1.4   | 1.4 |
| Santa Ana Campus   | -            | 100   | 0     | 57    | 0     | 50                  | -     | 0     | 100   | 43    | 0     | 40    | -     | 0     | 0     | 0       | 100   | 10    | -     | 1.0   | 1.5   | 1.4   | 3.0   | 1.5   | 1.5 |
| Orange Campus  | -            | -     | 0     | 80    | -     | 67                  | -     | -     | 100   | 20    | -     | 33    | -     | -     | -     | -       | -     | -     | -     | -     | -     | 2.0   | 1.2   | -     | 1.3 |
| Centennial Education Center  | 100          | -     | -     | 100   | -     | 100                 | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | -2.0  | -     | 1.0   | -     | 1.0   | 1.0 |
| Adult Learning Center  | 100          | 50    | 43    | 66    | 50    | 64                  | 0     | 0     | 57    | 26    | 0     | 26    | 0     | 50    | 0     | 8       | 50    | 10    | 1.0   | 1.5   | 1.4   | 1.4   | 2.0   | 1.4   | 1.4 |
| TOTAL  |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |       |       |       |     |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| I would be interested in attending a faculty workshop(s) on issues pertaining to: ethnic minorities. (item30a)        | 55           | 38    | 44    | 29    | 50    | 42    | 36                  | 38    | 44    | 71    | 25    | 47    | 9     | 25    | 11    | 0     | 25    | 11    | 1.7     | 2.0   | 1.2   | 1.8   | -     | 1.7   |
| Santa Ana Campus  | -            | 100   | 100   | 33    | 0     | 44    | -                   | 0     | 0     | 33    | 100   | 33    | -     | 0     | 0     | 33    | 0     | 22    | -       | 1.0   | 1.0   | 2.0   | 2.0   | 1.7   |
| Orange Campus   | -            | -     | 100   | 60    | -     | 67    | -                   | -     | 0     | 40    | -     | 33    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.4   | -     | 1.3   |
| Centennial Education Center   | 100          | -     | -     | 0     | -     | 50    | 0                   | -     | -     | 100   | -     | 50    | 0     | -     | -     | -     | -     | -     | 1.0     | -     | -     | 3.0   | -     | 2.0   |
| Adult Learning Center   | 75           | 40    | 86    | 39    | 0     | 45    | 0                   | 40    | 14    | 48    | 100   | 42    | 25    | 20    | 0     | 14    | 0     | 13    | 1.5     | 1.8   | 1.1   | 1.8   | 2.0   | 1.7   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| I would be interested in attending a faculty workshop(s) on issues pertaining to: people with disabilities. (item30c) | 67           | 25    | 80    | 39    | -     | 43    | 0                   | 50    | 0     | 49    | -     | 41    | 33    | 25    | 20    | 13    | -     | 16    | 1.7     | 2.0   | 1.4   | 1.8   | -     | 1.8   |
| Santa Ana Campus  | -            | 100   | 0     | 50    | 0     | 44    | -                   | 0     | 100   | 50    | 100   | 56    | -     | -     | -     | -     | -     | -     | -       | 1.0   | 1.5   | 1.6   | 2.0   | 1.5   |
| Orange Campus   | -            | -     | 0     | 40    | -     | 33    | -                   | -     | 100   | 40    | -     | 50    | 0     | -     | 0     | 20    | -     | 17    | -       | -     | 2.0   | 1.8   | -     | 1.8   |
| Centennial Education Center   | 100          | -     | -     | 0     | -     | 50    | -                   | -     | -     | -     | -     | 50    | 0     | -     | -     | 100   | -     | 50    | 1.0     | -     | -     | 3.0   | -     | 2.0   |
| Adult Learning Center   | 75           | 40    | 57    | 39    | 0     | 43    | 0                   | 40    | 29    | 47    | 100   | 43    | 25    | 20    | 14    | 14    | 0     | 15    | 1.5     | 1.8   | 1.5   | 1.8   | 2.0   | 1.7   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| I would be interested in attending a faculty workshop(s) on issues pertaining to: gays and lesbians. (item30d)        | 67           | 25    | 80    | 26    | -     | 33    | 0                   | 25    | 0     | 49    | -     | 39    | 33    | 50    | 20    | 26    | -     | 28    | 1.7     | 2.3   | 1.4   | 2.0   | -     | 2.0   |
| Santa Ana Campus  | -            | 100   | 100   | 33    | 0     | 44    | -                   | 0     | 0     | 33    | 100   | 33    | -     | 0     | 0     | 33    | 0     | 22    | -       | 1.0   | 1.0   | 2.0   | 2.0   | 1.7   |
| Orange Campus   | -            | -     | 0     | 40    | -     | 33    | -                   | -     | 0     | 40    | -     | 33    | 0     | -     | 100   | 20    | -     | 33    | -       | -     | 3.0   | 1.8   | -     | 2.0   |
| Centennial Education Center   | 100          | -     | -     | 0     | -     | 50    | -                   | -     | -     | -     | -     | -     | 0     | -     | -     | 100   | -     | 50    | 1.0     | -     | -     | 3.0   | -     | 2.0   |
| Adult Learning Center   | 75           | 40    | 71    | 28    | 0     | 35    | 0                   | 20    | 0     | 45    | 100   | 37    | 25    | 40    | 29    | 28    | 0     | 28    | 1.5     | 2.0   | 1.5   | 2.0   | 2.0   | 1.9   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| At RSC, I have been discriminated against recently by: faculty. (item31a)   | 0            | 0     | 25    | 5     | 0     | 6     | 0                   | 0     | 25    | 8     | 0     | 8     | 100   | 100   | 50    | 88    | 100   | 86    | 3.0     | 3.0   | 2.3   | 2.8   | 3.0   | 2.8   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | 100                 | 0     | 0     | 13    | 0     | 18    | -     | 0     | 100   | 88    | 100   | 82    | -       | 2.0   | 3.0   | 2.9   | 3.0   | 2.8   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 80    | -     | 67    | 100   | -     | 100   | 20    | -     | 33    | -       | -     | 3.0   | 2.2   | -     | 2.3   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | 100   | -     | 100   | 3.0     | -     | -     | 3.0   | -     | 3.0   |
| Adult Learning Center   | 0            | 0     | 17    | 4     | 0     | 4     | 0                   | 25    | 17    | 15    | 0     | 14    | 100   | 75    | 67    | 82    | 100   | 81    | 3.0     | 2.8   | 2.6   | 2.8   | 3.0   | 2.8   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |



|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |     |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|-----|-----|-----|-----|-----|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |     |     |     |     |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |     |     |     |     |     |
| At RSC, I have been discriminated against recently by: staff. (item31b)                     | 0            | 0     | 0     | 3     | 0     | 2     | 33                  | 0     | 25    | 0     | 0     | 4     | 67    | 100   | 75    | 83    | 91    | 100   | 94      | 2.7   | 3.0   | 2.8   | 3.0   | 2.9   | 2.7 | 3.0 | 2.8 | 3.0 | 3.0 | 2.9 |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | 100                 | 0     | 0     | 13    | 0     | 18    | -     | 0     | 100   | 88    | 100   | 82    | 82      | -     | 2.0   | 3.0   | 2.9   | 3.0   | -   | 2.0 | 3.0 | 2.9 | 3.0 | 2.8 |
| Orange Campus   | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 0     | 40    | -     | 33    | -     | -     | 100   | 40    | -     | 50    | 50      | -     | -     | 3.0   | 2.2   | -     | -   | -   | 3.0 | 2.2 | -   | 2.3 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | 100   | -     | 100   | 100     | 3.0   | -     | -     | 3.0   | -     | 3.0 | -   | -   | 3.0 | -   | 3.0 |
| Adult Learning Center   | 0            | 0     | 0     | 4     | 0     | 3     | 25                  | 25    | 17    | 6     | 0     | 9     | 75    | 75    | 83    | 91    | -     | 100   | 89      | 2.8   | 2.8   | 2.9   | 2.9   | 3.0   | 2.8 | 2.8 | 2.9 | 2.9 | 3.0 | 2.9 |
| TOTAL   | 0            | 0     | 0     | 3     | 0     | 2     | 33                  | 33    | 25    | 10    | 0     | 14    | 67    | 67    | 75    | 88    | 100   | 84    | 84      | 2.7   | 2.7   | 2.8   | 2.8   | 3.0   | 2.7 | 2.7 | 2.8 | 2.8 | 3.0 | 2.8 |
| At RSC, I have been discriminated against recently by: administrators. (item31c)            | 0            | 0     | 0     | 3     | 0     | 2     | 33                  | 33    | 25    | 10    | 0     | 14    | 67    | 67    | 75    | 88    | 100   | 84    | 84      | 2.7   | 2.7   | 2.8   | 2.8   | 3.0   | 2.7 | 2.7 | 2.8 | 2.8 | 3.0 | 2.8 |
| Santa Ana Campus  | -            | 0     | 100   | 0     | 0     | 9     | -                   | 100   | 0     | 13    | 0     | 18    | -     | 0     | 0     | 88    | 100   | 73    | 73      | -     | 2.0   | 1.0   | 2.9   | 3.0   | -   | 2.0 | 1.0 | 2.9 | 3.0 | 2.5 |
| Orange Campus   | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 0     | 60    | -     | 50    | -     | -     | 100   | 20    | -     | 33    | 33      | -     | -     | 3.0   | 2.0   | -     | -   | -   | 3.0 | 2.0 | -   | 2.2 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | 100   | -     | 100   | 100     | 3.0   | -     | -     | 3.0   | -     | 3.0 | -   | -   | 3.0 | -   | 3.0 |
| Adult Learning Center   | 0            | 0     | 17    | 4     | 0     | 14    | 25                  | 50    | 17    | 15    | 0     | 17    | 75    | 50    | 67    | 82    | 100   | 79    | 79      | 2.8   | 2.5   | 2.3   | 2.8   | 3.0   | 2.8 | 2.5 | 2.3 | 2.8 | 3.0 | 2.7 |
| TOTAL   | 0            | 0     | 0     | 3     | 0     | 2     | 33                  | 33    | 25    | 10    | 0     | 14    | 67    | 67    | 75    | 88    | 100   | 84    | 84      | 2.7   | 2.7   | 2.8   | 2.8   | 3.0   | 2.7 | 2.7 | 2.8 | 2.8 | 3.0 | 2.7 |
| At RSC, I have been discriminated against recently by: students. (item31d)                  | 0            | 0     | 0     | 3     | 0     | 2     | 0                   | 33    | 0     | 5     | 0     | 6     | 100   | 67    | 100   | 93    | 100   | 92    | 92      | 3.0   | 2.7   | 3.0   | 2.9   | 3.0   | 3.0 | 2.7 | 3.0 | 2.9 | 3.0 | 2.9 |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | 100   | 100   | 100   | 100   | 100   | 100     | -     | 3.0   | 3.0   | 3.0   | 3.0   | -   | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | -     | 17    | -     | -     | -     | 80    | -     | 83    | 83      | -     | -     | 3.0   | 2.8   | -     | -   | -   | 3.0 | 2.8 | -   | 2.8 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | 100   | -     | 100   | 100     | 3.0   | -     | -     | 3.0   | -     | 3.0 | -   | -   | 3.0 | -   | 3.0 |
| Adult Learning Center   | 0            | 0     | 0     | 2     | 0     | 1     | 0                   | 25    | 0     | 6     | 0     | 6     | 100   | 75    | 100   | 93    | 100   | 93    | 93      | 3.0   | 2.8   | 3.0   | 2.9   | 3.0   | 3.0 | 2.8 | 3.0 | 2.9 | 3.0 | 2.9 |
| TOTAL   | 0            | 0     | 0     | 2     | 0     | 1     | 0                   | 25    | 0     | 6     | 0     | 6     | 100   | 75    | 100   | 93    | 100   | 93    | 93      | 3.0   | 2.8   | 3.0   | 2.9   | 3.0   | 3.0 | 2.8 | 3.0 | 2.9 | 3.0 | 2.9 |
| At RSC, I have been discriminated against recently because of my: race/ethnicity. (item32a) | 0            | 0     | 20    | 0     | 0     | 2     | 50                  | 33    | 20    | 10    | 0     | 14    | 50    | 67    | 60    | 90    | 100   | 84    | 84      | 2.5   | 2.7   | 2.4   | 2.9   | 3.0   | 2.5 | 2.7 | 2.4 | 2.9 | 3.0 | 2.8 |
| Santa Ana Campus  | -            | 100   | 100   | 0     | 0     | 18    | -                   | 0     | 0     | 100   | 100   | 82    | -     | -     | -     | 20    | -     | 33    | 33      | -     | 2.0   | 2.0   | 3.0   | 3.0   | -   | 2.0 | 2.0 | 3.0 | 3.0 | 2.8 |
| Orange Campus   | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 0     | 60    | -     | 50    | -     | -     | 100   | 20    | -     | 100   | 100     | -     | -     | 3.0   | 2.0   | -     | -   | -   | 3.0 | 2.0 | -   | 2.2 |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | 100     | -     | -     | -     | 3.0   | -     | -   | -   | -   | 3.0 | -   | 3.0 |
| Adult Learning Center   | 0            | 0     | 14    | 2     | 0     | 3     | 50                  | 50    | 29    | 13    | 0     | 18    | 50    | 50    | 57    | 85    | 100   | 79    | 79      | 2.5   | 2.5   | 2.4   | 2.8   | 3.0   | 2.5 | 2.5 | 2.4 | 2.8 | 3.0 | 2.8 |
| TOTAL   | 0            | 0     | 14    | 2     | 0     | 3     | 50                  | 50    | 29    | 13    | 0     | 18    | 50    | 50    | 57    | 85    | 100   | 79    | 79      | 2.5   | 2.5   | 2.4   | 2.8   | 3.0   | 2.5 | 2.5 | 2.4 | 2.8 | 3.0 | 2.8 |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| At RSC, I have been discriminated against recently because of my: sexual orientation. (item32c) | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | 100   | 100   | 100   | 100   | 100   | 100     | 3.0   | 3.0   | 3.0   | 3.0   | 3.0   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | -     | 17    | -     | -     | -     | 80    | -     | 83    | -       | -     | -     | 3.0   | 2.8   | -     |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | -     | -     | -     |
| TOTAL   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 2     | 0     | 2     | 100   | 100   | 100   | 98    | 100   | 99    | 100     | 3.0   | 3.0   | 3.0   | 3.0   | 3.0   |
| At RSC, I have been discriminated against recently because of my: disability. (item32d)         | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | 100   | 100   | 100   | 100   | 100   | 100     | 3.0   | 3.0   | 3.0   | 3.0   | 3.0   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | -     | 17    | -     | -     | -     | 80    | -     | 83    | -       | -     | -     | 3.0   | 2.8   | -     |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | -     | -     | -     |
| TOTAL   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 2     | 0     | 2     | 100   | 100   | 100   | 98    | 100   | 98    | 100     | 3.0   | 3.0   | 3.0   | 3.0   | 3.0   |
| At RSC, I have been discriminated against recently because of my: religion. (item32e)           | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | 5     | 6     | 0     | 0     | 100   | 80    | 100   | 94    | 0       | 3.0   | 2.8   | 2.9   | 3.0   | 2.9   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 40    | -     | 33    | -     | -     | -     | 100   | 60    | 67    | -       | -     | -     | 3.0   | 2.6   | -     |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| TOTAL   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 14    | 8     | 8     | 0     | 0     | 100   | 86    | 92    | 92    | 0       | 3.0   | 2.9   | 2.9   | 3.0   | 2.9   |
| At RSC, I have been discriminated against recently because of my: age. (item32f)                | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 33    | 14    | 13    | 0     | 0     | 100   | 67    | 100   | 88    | 0       | 2.7   | 3.0   | 2.9   | 3.0   | 2.9   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 0     | 0     | 9     | -     | -     | -     | 0     | 100   | 91    | -       | -     | -     | 3.0   | 3.0   | 2.9   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 25    | -     | 20    | -     | -     | -     | 100   | 75    | 80    | -       | -     | -     | 3.0   | 2.8   | -     |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| TOTAL   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 50    | 12    | 12    | 0     | 0     | 100   | 50    | 88    | 88    | 0       | 2.5   | 3.0   | 2.9   | 3.0   | 2.9   |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: faculty (item33a)         | 33           | 0     | 20    | 0     | 0     | 4     | 0                   | 25    | 60    | 45    | 0     | 42    | 67    | 75    | 20    | 55    | 100   | 55    | 2.3     | 2.8   | 2.0   | 2.6   | 3.0   | 2.5   |
| Santa Ana Campus  | -            | 0     | 100   | 0     | 0     | 9     | -                   | 100   | 0     | 13    | 0     | 18    | -     | 0     | 0     | 88    | 100   | 73    | -       | 2.0   | 1.5   | 2.7   | 3.0   | 2.5   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 60    | -     | 67    | -     | -     | 0     | 40    | -     | 33    | -       | -     | 2.0   | 2.4   | -     | 2.3   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | 0     | -     | 50    | 0     | -     | -     | 100   | -     | 50    | 2.0     | -     | -     | 3.0   | -     | 2.5   |
| Adult Learning Center   | 25           | 0     | 29    | 0     | 0     | 4     | 25                  | 40    | 57    | 41    | 0     | 40    | 50    | 60    | 14    | 59    | 100   | 56    | 2.3     | 2.6   | 1.9   | 2.8   | 3.0   | 2.5   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: staff (item33b)           | 33           | 0     | 20    | 0     | 0     | 4     | 0                   | 25    | 60    | 40    | 0     | 37    | 67    | 75    | 20    | 61    | 100   | 59    | 2.3     | 2.8   | 2.0   | 2.6   | 3.0   | 2.5   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | 100   | 100   | 13    | 0     | 27    | -     | 0     | 0     | 88    | 100   | 73    | -       | 2.0   | 2.0   | 2.7   | 3.0   | 2.5   |
| Orange Campus   | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 100   | 40    | -     | 50    | -     | -     | 0     | 40    | -     | 33    | -       | -     | 2.0   | 2.2   | -     | 2.2   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | 100                 | -     | -     | 0     | -     | 50    | 0     | -     | -     | 100   | -     | 50    | 2.0     | -     | -     | 3.0   | -     | 2.5   |
| Adult Learning Center   | 25           | 0     | 14    | 2     | 0     | 4     | 25                  | 40    | 71    | 35    | 0     | 37    | 50    | 60    | 14    | 64    | 100   | 59    | 2.3     | 2.6   | 2.0   | 2.6   | 3.0   | 2.5   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
| At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: administrators. (item33c) | 33           | 0     | 0     | 0     | 0     | 2     | 0                   | 25    | 50    | 22    | 0     | 23    | 67    | 75    | 50    | 78    | 100   | 75    | 2.3     | 2.8   | 2.5   | 2.8   | 3.0   | 2.7   |
| Santa Ana Campus  | -            | 0     | 100   | 0     | 0     | 9     | 0                   | 100   | 0     | 13    | 0     | 18    | -     | 0     | 0     | 88    | 100   | 73    | -       | 2.0   | 1.5   | 2.7   | 3.0   | 2.5   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 40    | -     | 50    | -     | -     | -     | 100   | -     | 50    | -       | -     | 2.0   | 2.6   | -     | 3.0   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | 3.0   | -     | 2.5   |
| Adult Learning Center   | 33           | 0     | 17    | 0     | 0     | 3     | 0                   | 40    | 50    | 22    | 0     | 24    | 67    | 60    | 33    | 78    | 100   | 73    | 2.3     | 2.6   | 2.1   | 2.8   | 3.0   | 2.7   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |

|  | By Ethnicity |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |  |
|--|--------------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|--|
|  | Frequently   |       |       |       |       | Occasionally/Seldom |       |       |       |       | Never |       |       |       |       | Average |       |       |  |
|  | Black        | Asian | Hisp. | White | Other | Total               | Black | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White   | Other | Total |  |
| At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by students. (item33d) |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |  |
| Santa Ana Campus   | 33           | 0     | 40    | 13    | 0     | 16                  | 0     | 25    | 20    | 53    | 0     | 43    | 67    | 75    | 40    | 34      | 100   | 41    |  |
| Orange Campus  | -            | -     | -     | -     | -     | -                   | -     | 100   | 100   | 57    | 0     | 60    | -     | 0     | 0     | 43      | 100   | 40    |  |
| Centennial Education Center  | -            | -     | -     | -     | -     | -                   | -     | -     | 100   | 60    | -     | 67    | -     | -     | 0     | 40      | -     | 33    |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -                   | 100   | -     | -     | 0     | -     | 50    | 0     | -     | 100   | -       | 50    |       |  |
| TOTAL  | 25           | 0     | 29    | 10    | 0     | 12                  | 25    | 40    | 43    | 53    | 0     | 48    | 50    | 60    | 29    | 37      | 100   | 41    |  |
| At RSC, I have been harassed against recently because of my: race/ethnicity. (item34a)                           |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |  |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -                   | 0     | 0     | 0     | 3     | 0     | 2     | 100   | 100   | 100   | 89      | 100   | 98    |  |
| Orange Campus  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | 100     | 100   | 100   |  |
| Centennial Education Center  | -            | -     | 0     | 20    | -     | 17                  | -     | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 60      | -     | 67    |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | 100     | -     | 100   |  |
| TOTAL  | 0            | 0     | 0     | 2     | 0     | 1                   | 0     | 0     | 0     | 4     | 0     | 3     | 100   | 100   | 100   | 94      | 100   | 96    |  |
| At RSC, I have been harassed against recently because of my: sexual orientation. (item34c)                       |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |  |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | 100     | 100   | 100   |  |
| Orange Campus  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     |  |
| Centennial Education Center  | -            | -     | -     | -     | -     | -                   | -     | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 80      | -     | 83    |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | 100     | -     | 100   |  |
| TOTAL  | -            | -     | -     | -     | -     | -                   | 0     | 0     | 0     | 2     | 0     | 1     | 100   | 100   | 100   | 98      | 100   | 99    |  |
| At RSC, I have been harassed against recently because of my: disability. (item34d)                               |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |  |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | 100     | 100   | 100   |  |
| Orange Campus  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     |  |
| Centennial Education Center  | -            | -     | -     | -     | -     | -                   | -     | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 80      | -     | 83    |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | 100     | -     | 100   |  |
| TOTAL  | -            | -     | -     | -     | -     | -                   | 0     | 0     | 0     | 2     | 0     | 1     | 100   | 100   | 100   | 98      | 100   | 99    |  |
| At RSC, I have been harassed against recently because of my: disability. (item34d)                               |              |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |         |       |       |  |
| Santa Ana Campus   | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | 100     | 100   | 100   |  |
| Orange Campus  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     |  |
| Centennial Education Center  | -            | -     | -     | -     | -     | -                   | -     | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 80      | -     | 83    |  |
| Adult Learning Center  | -            | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | 100     | -     | 100   |  |
| TOTAL  | -            | -     | -     | -     | -     | -                   | 0     | 0     | 0     | 2     | 0     | 1     | 100   | 100   | 100   | 98      | 100   | 99    |  |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| At RSC, I have been harassed against recently because of my: religion. (item34e)  | -            | -     | -     | -     | -     | -     | 0                   | 0     | 20    | 0     | 0     | 2     | 100   | 100   | 80    | 100   | 100   | 98    | 3.0     | 3.0   | 2.8   | 3.0   | 3.0   | 3.0   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | 100   | 100   | 100   | 100   | -       | -     | 3.0   | 3.0   | 3.0   | 3.0   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 80    | -     | 83    | -       | -     | 3.0   | 2.8   | -     | 2.8   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | 3.0   | -     | 3.0   |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | 0                   | 0     | 14    | 2     | 0     | 3     | 100   | 100   | 86    | 98    | 100   | 97    | 3.0     | 3.0   | 2.9   | 3.0   | 3.0   | 3.0   |
| TOTAL   | -            | -     | -     | -     | -     | -     | 0                   | 0     | 20    | 0     | 2     | 3     | 100   | 80    | 100   | 98    | 100   | 97    | 3.0     | 2.8   | 3.0   | 3.0   | 3.0   | 3.0   |
| At RSC, I have been harassed against recently because of my: age. (item34f)   | -            | -     | -     | -     | -     | -     | 0                   | 25    | 0     | 0     | 0     | 2     | 100   | 75    | 100   | 100   | 100   | 98    | 3.0     | 2.8   | 3.0   | 3.0   | 3.0   | 3.0   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | 100   | 100   | 100   | 100   | 100   | -       | 3.0   | 3.0   | 3.0   | 3.0   | 3.0   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 80    | -     | 83    | -       | -     | 3.0   | 2.8   | -     | 2.8   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | 3.0   | -     | 3.0   |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | 0                   | 20    | 0     | 2     | 0     | 3     | 100   | 80    | 100   | 98    | 100   | 97    | 3.0     | 2.8   | 3.0   | 3.0   | 3.0   | 3.0   |
| TOTAL   | -            | -     | -     | -     | -     | -     | 0                   | 20    | 0     | 2     | 0     | 3     | 100   | 80    | 100   | 98    | 100   | 97    | 3.0     | 2.8   | 3.0   | 3.0   | 3.0   | 3.0   |
| At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: faculty. (item36a) | -            | -     | -     | -     | -     | -     | 0                   | 25    | 0     | 13    | 0     | 11    | 100   | 75    | 100   | 88    | 100   | 89    | 3.0     | 2.8   | 3.0   | 2.9   | 3.0   | 2.9   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | 100   | 100   | 100   | 100   | 100   | -       | 3.0   | 3.0   | 2.9   | 3.0   | 2.9   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 80    | -     | 83    | -       | -     | 3.0   | 2.8   | -     | 2.8   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | 3.0   | -     | 3.0   |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | 0                   | 20    | 0     | 11    | 0     | 10    | 100   | 80    | 100   | 89    | 100   | 90    | 3.0     | 2.8   | 3.0   | 2.9   | 3.0   | 2.9   |
| TOTAL   | -            | -     | -     | -     | -     | -     | 0                   | 20    | 0     | 11    | 0     | 10    | 100   | 80    | 100   | 89    | 100   | 90    | 3.0     | 2.8   | 3.0   | 2.9   | 3.0   | 2.9   |
| At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: staff. (item36b)   | -            | -     | -     | -     | -     | -     | 0                   | 25    | 0     | 8     | 0     | 8     | 100   | 75    | 100   | 92    | 100   | 92    | 3.0     | 2.8   | 3.0   | 2.9   | 3.0   | 2.9   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | 100   | 100   | 100   | 100   | 100   | -       | 3.0   | 3.0   | 2.9   | 3.0   | 2.9   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 80    | -     | 83    | -       | -     | 3.0   | 2.8   | -     | 2.8   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | 3.0   | -     | 3.0   |
| Adult Learning Center   | -            | -     | -     | -     | -     | -     | 0                   | 20    | 0     | 8     | 0     | 7     | 100   | 80    | 100   | 83    | 100   | 93    | 3.0     | 2.8   | 3.0   | 2.9   | 3.0   | 2.9   |
| TOTAL   | -            | -     | -     | -     | -     | -     | 0                   | 20    | 0     | 8     | 0     | 7     | 100   | 80    | 100   | 83    | 100   | 93    | 3.0     | 2.8   | 3.0   | 2.9   | 3.0   | 2.9   |

|  | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |
|--|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|-----|-----|-----|-----|
|  | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |     |     |     |     |
|  | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |     |     |     |     |
| At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: administrators. (item36c) |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |
| Santa Ana Campus   | -            | -     | -     | -     | -     | 0     | 25                  | -     | 0     | 8     | 0     | 8     | 0     | 0     | 8     | 0     | 100   | 75    | 100     | 92    | 100   | 92    | 92    | 2.8   | 3.0 | 2.9 | 3.0 | 2.9 |     |
| Orange Campus  | -            | -     | -     | -     | -     | -     | -                   | 100   | -     | -     | -     | -     | -     | 100   | -     | -     | -     | -     | 100     | 100   | 100   | 100   | 100   | 3.0   | 3.0 | 2.9 | 3.0 | 2.9 |     |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 17    | -     | 20    | -     | -     | 20    | -     | -     | -     | 100     | 80    | -     | 83    | -     | -     | 3.0 | 2.8 | -   | 2.8 |     |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | 80    | -     | 100     | 100   | -     | 100   | -     | -     | -   | 3.0 | -   | 3.0 |     |
| TOTAL  | 0            | -     | -     | -     | -     | -     | 0                   | 20    | 0     | 7     | 0     | 8     | 0     | 0     | 7     | 0     | 100   | 80    | 100     | 93    | 100   | 93    | 93    | 3.0   | 2.8 | 2.9 | 3.0 | 2.9 |     |
| At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: students. (item36d)       |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |
| Santa Ana Campus   | -            | -     | -     | -     | -     | 0     | 25                  | 0     | 20    | 21    | 0     | 21    | 0     | 0     | 19    | 0     | 100   | 75    | 80      | 80    | 100   | 81    | 81    | 3.0   | 2.8 | 2.8 | 3.0 | 2.8 |     |
| Orange Campus  | -            | -     | -     | -     | -     | -     | 100                 | -     | 0     | 9     | 0     | 0     | 0     | 9     | 0     | -     | 0     | 100   | 100     | 100   | 91    | 91    | -     | 2.0   | 2.5 | 2.9 | 3.0 | 2.8 |     |
| Centennial Education Center  | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | -     | 20    | -     | -     | 17    | -     | -     | -     | 100     | 80    | -     | 83    | -     | -     | 3.0 | 2.8 | -   | 2.8 |     |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 100     | 100   | -     | 100   | -     | -     | -   | 3.0 | -   | 3.0 |     |
| TOTAL  | 0            | -     | -     | -     | -     | 0     | 0                   | 40    | 14    | 17    | 0     | 17    | 0     | 0     | 17    | 0     | 100   | 60    | 86      | 83    | 100   | 83    | 83    | 3.0   | 2.6 | 2.8 | 3.0 | 2.8 |     |
| At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: faculty. (item37a)               |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |
| Santa Ana Campus   | 0            | 0     | 50    | 8     | 0     | 10    | 0                   | 25    | 0     | 30    | 0     | 30    | 0     | 0     | 24    | 0     | 100   | 75    | 50      | 63    | 100   | 65    | 65    | 3.0   | 2.8 | 2.0 | 2.6 | 3.0 | 2.6 |
| Orange Campus  | -            | 100   | 50    | 11    | 0     | 23    | -                   | 0     | 50    | 22    | 0     | 23    | 0     | 0     | 23    | 0     | -     | 0     | 0       | 67    | 100   | 54    | 54    | -     | 1.0 | 1.5 | 2.6 | 3.0 | 2.3 |
| Centennial Education Center  | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 0     | 20    | -     | 17    | -     | -     | 17    | -     | -     | -     | 100     | 60    | -     | 67    | 67    | -     | -   | 3.0 | 2.4 | 2.5 |     |
| Adult Learning Center  | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | 100     | 100   | -     | 100   | -     | -     | -   | 3.0 | -   | 3.0 |     |
| TOTAL  | 0            | 20    | 43    | 9     | 0     | 13    | 0                   | 20    | 14    | 27    | 0     | 24    | 0     | 0     | 24    | 0     | 100   | 60    | 43      | 64    | 100   | 64    | 64    | 3.0   | 2.4 | 2.0 | 2.5 | 3.0 | 2.5 |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: staff. (item37b)          | 0            | 0     | 60    | 5     | 0     | 10    | 0                   | 25    | 20    | 26    | 0     | 24    | 100   | 75    | 20    | 68    | 100   | 67    | 3.0     | 2.8   | 1.6   | 2.6   | 3.0   | 2.6   |
| Santa Ana Campus  | -            | 0     | 50    | 11    | 0     | 15    | -                   | 100   | 0     | 22    | 0     | 23    | -     | 0     | 50    | 67    | 100   | 62    | -       | 2.0   | 2.0   | 2.6   | 3.0   | 2.5   |
| Orange Campus   | -            | -     | 0     | 20    | -     | 17    | -                   | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 60    | -     | 67    | -       | -     | 3.0   | 2.4   | -     | 2.5   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | 3.0   | -     | 3.0   |
| Adult Learning Center   | 0            | 0     | 50    | 8     | 0     | 11    | 0                   | 40    | 13    | 25    | 0     | 23    | 100   | 60    | 38    | 68    | 100   | 68    | 3.0     | 2.6   | 1.9   | 2.6   | 3.0   | 2.6   |
| TOTAL   | 0            | 0     | 50    | 8     | 0     | 11    | 0                   | 40    | 13    | 25    | 0     | 23    | 100   | 60    | 38    | 68    | 100   | 68    | 3.0     | 2.6   | 1.9   | 2.6   | 3.0   | 2.6   |
| At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: administrators. (item37c) | 0            | 0     | 50    | 5     | 0     | 8     | 0                   | 25    | 0     | 18    | 0     | 16    | 100   | 75    | 50    | 76    | 100   | 76    | 3.0     | 2.8   | 2.0   | 2.7   | 3.0   | 2.7   |
| Santa Ana Campus  | -            | 0     | 0     | 11    | 0     | 8     | -                   | 100   | 50    | 22    | 0     | 31    | -     | 0     | 50    | 67    | 100   | 62    | -       | 2.0   | 2.5   | 2.6   | 3.0   | 2.5   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 20    | -     | 17    | -     | -     | 100   | 80    | -     | 83    | -       | -     | 3.0   | 2.8   | -     | 2.8   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | 3.0   | -     | 3.0   |
| Adult Learning Center   | 0            | 0     | 29    | 6     | 0     | 7     | 0                   | 40    | 14    | 19    | 0     | 19    | 100   | 60    | 57    | 76    | 100   | 74    | 3.0     | 2.8   | 2.3   | 2.7   | 3.0   | 2.7   |
| TOTAL   | 0            | 0     | 29    | 6     | 0     | 7     | 0                   | 40    | 14    | 19    | 0     | 19    | 100   | 60    | 57    | 76    | 100   | 74    | 3.0     | 2.8   | 2.3   | 2.7   | 3.0   | 2.7   |
| At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: students. (item37d)       | 0            | 0     | 50    | 13    | 0     | 14    | 33                  | 25    | 0     | 44    | 0     | 37    | 67    | 75    | 50    | 44    | 100   | 49    | 2.7     | 2.8   | 2.0   | 2.3   | 3.0   | 2.4   |
| Santa Ana Campus  | -            | 100   | 100   | 11    | 0     | 31    | -                   | 0     | 0     | 33    | 0     | 23    | -     | 0     | 0     | 56    | 100   | 46    | -       | 1.0   | 1.0   | 2.4   | 3.0   | 2.2   |
| Orange Campus   | -            | -     | 100   | 0     | -     | 17    | -                   | -     | 0     | 40    | -     | 33    | -     | -     | 0     | 60    | -     | 50    | -       | -     | 1.0   | 2.6   | -     | 2.3   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | 100   | -     | 100   | -     | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | -     | 2.0   |
| Adult Learning Center   | 0            | 20    | 71    | 11    | 0     | 17    | 33                  | 20    | 0     | 43    | 0     | 35    | 67    | 60    | 29    | 46    | 100   | 48    | 2.7     | 2.4   | 1.6   | 2.4   | 3.0   | 2.3   |
| TOTAL   | 0            | 20    | 71    | 11    | 0     | 17    | 33                  | 20    | 0     | 43    | 0     | 35    | 67    | 60    | 29    | 46    | 100   | 48    | 2.7     | 2.4   | 1.6   | 2.4   | 3.0   | 2.3   |
| I feel that I don't fit in very well with my colleagues. (item38)   | 33           | 0     | 0     | 3     | 0     | 4     | 33                  | 25    | 20    | 38    | 0     | 34    | 33    | 75    | 80    | 60    | 100   | 62    | 2.0     | 2.8   | 2.8   | 2.6   | 3.0   | 2.6   |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | 100   | 0     | 22    | 0     | 23    | -     | 0     | 100   | 78    | 100   | 77    | -       | 2.0   | 3.0   | 2.8   | 3.0   | 2.8   |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | 0     | 60    | -     | 50    | -     | -     | 100   | 40    | -     | 50    | -       | -     | 3.0   | 2.4   | -     | 2.5   |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | 3.0   | -     | 3.0   |
| Adult Learning Center   | 25           | 0     | 0     | 2     | 0     | 3     | 25                  | 40    | 13    | 36    | 0     | 32    | 50    | 60    | 88    | 62    | 100   | 65    | 2.3     | 2.6   | 2.9   | 2.6   | 3.0   | 2.6   |
| TOTAL   | 25           | 0     | 0     | 2     | 0     | 3     | 25                  | 40    | 13    | 36    | 0     | 32    | 50    | 60    | 88    | 62    | 100   | 65    | 2.3     | 2.6   | 2.9   | 2.6   | 3.0   | 2.6   |

|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |     |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |     |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: staff. (item37b)          | 0            | 0     | 60    | 5     | 0     | 10    | 0                   | 0     | 25    | 20    | 0     | 24    | 100   | 75    | 20    | 68    | 100   | 67    | 3.0     | 2.8   | 1.6   | 2.6   | 3.0   | 2.6   |     |
| Santa Ana Campus  | -            | -     | 50    | 11    | 0     | 15    | 0                   | 0     | 100   | 0     | 0     | 23    | -     | 0     | 50    | 67    | 100   | 62    | -       | 2.0   | 2.0   | 2.6   | 3.0   | 2.5   |     |
| Orange Campus   | -            | -     | 0     | 20    | -     | 17    | -                   | -     | -     | 0     | 20    | 17    | -     | -     | 100   | 100   | -     | 67    | -       | -     | 3.0   | 2.4   | -     | 2.5   |     |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | -     | 3.0   | -     | 3.0 |
| Adult Learning Center   | 0            | 0     | 50    | 8     | 0     | 11    | 0                   | 0     | 40    | 13    | 25    | 23    | 100   | 60    | 38    | 68    | 100   | 66    | 3.0     | 2.6   | 1.9   | 2.6   | 3.0   | 2.6   |     |
| TOTAL   | 0            | 0     | 29    | 6     | 0     | 7     | 0                   | 0     | 40    | 14    | 19    | 19    | 100   | 60    | 57    | 76    | 100   | 74    | 3.0     | 2.6   | 2.3   | 2.7   | 3.0   | 2.7   |     |
| At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: administrators. (item37c) | 0            | 0     | 50    | 5     | 0     | 8     | 0                   | 0     | 25    | 0     | 18    | 16    | 100   | 75    | 50    | 76    | 100   | 76    | 3.0     | 2.8   | 2.0   | 2.7   | 3.0   | 2.7   |     |
| Santa Ana Campus  | -            | 0     | 0     | 11    | 0     | 8     | -                   | 0     | 100   | 50    | 22    | 31    | -     | 0     | 50    | 67    | 100   | 62    | -       | 2.0   | 2.5   | 2.6   | 3.0   | 2.5   |     |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | 0     | 20    | 17    | -     | -     | 100   | 80    | -     | 83    | -       | -     | 3.0   | 2.8   | -     | 2.8   |     |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | -     | -     | -     | 100   | -     | 100   | -       | -     | -     | -     | 3.0   | -     | 3.0 |
| Adult Learning Center   | 0            | 0     | 29    | 6     | 0     | 7     | 0                   | 0     | 40    | 14    | 19    | 19    | 100   | 60    | 57    | 76    | 100   | 74    | 3.0     | 2.6   | 2.3   | 2.7   | 3.0   | 2.7   |     |
| TOTAL   | 0            | 0     | 29    | 6     | 0     | 7     | 0                   | 0     | 40    | 14    | 19    | 19    | 100   | 60    | 57    | 76    | 100   | 74    | 3.0     | 2.6   | 2.3   | 2.7   | 3.0   | 2.7   |     |
| At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: students. (item37d)       | 0            | 0     | 50    | 13    | 0     | 14    | 33                  | 33    | 25    | 0     | 44    | 37    | 67    | 75    | 50    | 44    | 100   | 49    | 2.7     | 2.8   | 2.0   | 2.3   | 3.0   | 2.4   |     |
| Santa Ana Campus  | -            | 100   | 100   | 11    | 0     | 31    | -                   | 31    | 0     | 33    | 0     | 23    | -     | 0     | 0     | 56    | 100   | 46    | -       | 1.0   | 1.0   | 2.4   | 3.0   | 2.2   |     |
| Orange Campus   | -            | -     | 100   | 0     | -     | 17    | -                   | -     | -     | 0     | 40    | 33    | -     | -     | 0     | 60    | -     | 50    | -       | -     | 1.0   | 2.8   | -     | 2.3   |     |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | 100   | 100   | -     | -     | -     | 46    | -     | 48    | -       | -     | -     | 2.0   | -     | 2.0   |     |
| Adult Learning Center   | 0            | 20    | 71    | 11    | 0     | 17    | 33                  | 33    | 20    | 0     | 43    | 35    | 67    | 60    | 29    | 46    | 100   | 48    | 2.7     | 2.4   | 1.6   | 2.4   | 3.0   | 2.3   |     |
| TOTAL   | 0            | 20    | 71    | 11    | 0     | 17    | 33                  | 33    | 20    | 0     | 43    | 35    | 67    | 60    | 29    | 46    | 100   | 48    | 2.7     | 2.4   | 1.6   | 2.4   | 3.0   | 2.3   |     |
| I feel that I don't fit in very well with my colleagues. (item38)   | 33           | 0     | 0     | 3     | 0     | 4     | 33                  | 33    | 25    | 20    | 38    | 34    | 33    | 75    | 80    | 60    | 100   | 62    | 2.0     | 2.8   | 2.8   | 2.6   | 3.0   | 2.6   |     |
| Santa Ana Campus  | -            | -     | -     | -     | -     | -     | -                   | -     | 100   | 0     | 22    | 23    | -     | 0     | 100   | 78    | 100   | 77    | -       | 2.0   | 3.0   | 2.8   | 3.0   | 2.8   |     |
| Orange Campus   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | 0     | 60    | 50    | -     | -     | 100   | 40    | -     | 50    | -       | -     | 3.0   | 2.4   | -     | 2.5   |     |
| Centennial Education Center   | -            | -     | -     | -     | -     | -     | -                   | -     | -     | -     | -     | -     | 100   | -     | -     | 100   | -     | 100   | -       | 3.0   | -     | -     | 3.0   | -     | 3.0 |
| Adult Learning Center   | 25           | 0     | 0     | 2     | 0     | 3     | 25                  | 25    | 40    | 13    | 36    | 32    | 50    | 60    | 88    | 62    | 100   | 65    | 2.3     | 2.6   | 2.9   | 2.6   | 3.0   | 2.6   |     |
| TOTAL   | 25           | 0     | 0     | 2     | 0     | 3     | 25                  | 25    | 40    | 13    | 36    | 32    | 50    | 60    | 88    | 62    | 100   | 65    | 2.3     | 2.6   | 2.9   | 2.6   | 3.0   | 2.6   |     |





|   | By Ethnicity |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |
|---|--------------|-------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|   | Frequently   |       |       |       |       |       | Occasionally/Seldom |       |       |       |       |       | Never |       |       |       |       |       | Average |       |       |       |       |       |
|   | Black        | Asian | Hisp. | White | Other | Total | Black               | Asian | Hisp. | White | Other | Total | Black | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| I have continually changed the content of my course(s) to incorporate ethnic and gender issues. (Item-42) | 100          | 50    | 100   | 52    | -     | 60    | 0                   | 50    | 0     | 38    | -     | 32    | 0     | 0     | 0     | 10    | -     | 8     | 1.0     | 1.5   | 1.0   | 1.6   | -     | 1.5   |
| Santa Ana Campus  | -            | 100   | 100   | 80    | 0     | 78    | -                   | 0     | 0     | 20    | 0     | 11    | 0     | 0     | 0     | 0     | 100   | 11    | -       | 1.0   | 1.0   | 1.2   | 3.0   | 1.3   |
| Orange Campus   | -            | -     | 100   | 40    | -     | 50    | -                   | -     | 0     | 60    | -     | 50    | -     | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.6   | -     | 1.5   |
| Centennial Education Center   | -            | -     | -     | 100   | -     | 100   | -                   | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | -     | 1.0   |
| Adult Learning Center   | 100          | 67    | 100   | 55    | 0     | 62    | 0                   | 33    | 0     | 38    | 0     | 30    | 0     | 0     | 0     | 8     | 100   | 8     | 1.0     | 1.3   | 1.0   | 1.5   | 3.0   | 1.5   |
| TOTAL   |              |       |       |       |       |       |                     |       |       |       |       |       |       |       |       |       |       |       |         |       |       |       |       |       |

|  | By Ethnicity         |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |    |     |     |     |     |     |     |
|--|----------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|---------|-------|-------|----|-----|-----|-----|-----|-----|-----|
|  | Strongly Agree/Agree |       |       |       |       | Neutral |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       | Average |       |       |    |     |     |     |     |     |     |
|  | Black                | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other                      | Total | Black | Asian | Hisp. | White   | Other | Total |    |     |     |     |     |     |     |
| The student body adequately reflects the cultural diversity of its service area. (quest1)                        |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |    |     |     |     |     |     |     |
| Santa Ana Campus   | 67                   | 100   | 90    | 100   | 88    | 33      | 0     | 0     | 0     | 8     | 0                          | 33    | 0     | 0     | 3     | 0       | 0     | 0     | 4  | 1.7 | 2.0 | 1.4 | 1.7 | 1.0 | 1.7 |
| Orange Campus  | -                    | 100   | 100   | 100   | 100   | -       | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -  | -   | 2.0 | 3.5 | 1.9 | 1.0 | 2.1 |
| Centennial Education Center  | -                    | -     | 80    | -     | 67    | -       | -     | 100   | -     | 17    | -                          | -     | 0     | -     | 20    | -       | -     | -     | -  | -   | -   | 3.0 | 2.0 | -   | 2.2 |
| Adult Learning Center  | 100                  | -     | 100   | -     | 100   | -       | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -  | 2.0 | -   | -   | 2.0 | -   | 2.0 |
| TOTAL  | 75                   | 75    | 86    | 90    | 88    | 25      | 0     | 14    | 6     | 7     | 0                          | 25    | 0     | 4     | 4     | 0       | 0     | 0     | 4  | 1.8 | 2.0 | 2.1 | 1.8 | 1.0 | 1.8 |
| The percentage of minority faculty should reflect the percentage of minority students at RSC. (quest2)           |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |    |     |     |     |     |     |     |
| Santa Ana Campus   | 33                   | 75    | 60    | 25    | 100   | 34      | 0     | 25    | 18    | 0     | 17                         | 67    | 0     | 20    | 58    | 0       | 20    | 0     | 25 | 3.7 | 1.8 | 2.2 | 3.4 | 1.0 | 3.1 |
| Orange Campus  | -                    | 100   | 0     | 38    | 0     | 36      | -     | 0     | 38    | 0     | 36                         | -     | 0     | 0     | 25    | 100     | 0     | 0     | 40 | -   | 1.0 | 2.0 | 2.7 | 4.0 | 2.5 |
| Centennial Education Center  | -                    | -     | 100   | 20    | -     | 33      | -     | -     | 40    | -     | 33                         | -     | -     | -     | 100   | -       | -     | -     | -  | -   | -   | 1.0 | 3.4 | -   | 3.0 |
| Adult Learning Center  | 100                  | -     | -     | 0     | -     | 50      | -     | -     | -     | -     | 0                          | -     | -     | -     | -     | 100     | -     | -     | -  | 1.0 | -   | -   | 5.0 | -   | 3.0 |
| TOTAL  | 50                   | 80    | 57    | 26    | 50    | 35      | 0     | 20    | 22    | 0     | 21                         | 50    | 0     | 14    | 52    | 50      | 0     | 14    | 52 | 3.0 | 1.6 | 2.0 | 3.3 | 2.5 | 3.0 |
| I am willing to further modify my course content in order to include minority and/or non-Western ideas. (quest3) |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |    |     |     |     |     |     |     |
| Santa Ana Campus   | 100                  | 100   | 100   | 90    | -     | 92      | 0     | 0     | 10    | -     | 8                          | -     | -     | -     | -     | -       | -     | -     | -  | 1.0 | 1.7 | 1.0 | 1.8 | -   | 1.6 |
| Orange Campus  | -                    | 100   | 100   | 60    | -     | 71      | -     | 0     | 20    | -     | 14                         | -     | 0     | 0     | 20    | -       | -     | -     | -  | -   | 1.0 | 1.0 | 2.2 | -   | 1.8 |
| Centennial Education Center  | -                    | -     | 100   | 80    | -     | 83      | -     | -     | 20    | 17    | -                          | -     | -     | -     | -     | -       | -     | -     | -  | -   | -   | 1.0 | 1.8 | -   | 1.7 |
| Adult Learning Center  | 100                  | -     | -     | 100   | -     | 100     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -  | -   | -   | -   | 2.0 | -   | 2.0 |
| TOTAL  | 100                  | 100   | 100   | 85    | -     | 89      | 0     | 0     | 13    | -     | 9                          | 0     | 0     | 0     | 3     | -       | 0     | 0     | 3  | 1.0 | 1.5 | 1.0 | 1.8 | -   | 1.7 |
| Most students do not want to change the status quo in regard to issues of diversity. (quest4)                    |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |    |     |     |     |     |     |     |
| Santa Ana Campus   | 33                   | 33    | 40    | 33    | -     | 34      | 33    | 33    | 0     | 26    | -                          | 33    | 33    | 60    | 41    | -       | 33    | 60    | 41 | 3.0 | 3.0 | 3.4 | 3.1 | -   | 3.1 |
| Orange Campus  | -                    | 100   | 0     | 20    | 100   | 38      | -     | 0     | 20    | 0     | 13                         | -     | 0     | 100   | 60    | 0       | 100   | 60    | 60 | -   | 2.0 | 2.5 | 3.7 | 2.0 | 3.1 |
| Centennial Education Center  | -                    | -     | 0     | 33    | -     | 25      | -     | -     | 33    | -     | 25                         | -     | -     | 100   | 33    | -       | -     | -     | -  | -   | -   | 5.0 | 3.3 | -   | 3.8 |
| Adult Learning Center  | 100                  | -     | -     | 0     | -     | 50      | 0     | -     | 100   | -     | 50                         | 0     | -     | -     | -     | -       | -     | -     | -  | 2.0 | -   | -   | 3.0 | -   | 2.5 |
| TOTAL  | 50                   | 50    | 29    | 31    | 100   | 35      | 25    | 25    | 0     | 29    | 0                          | 23    | 25    | 71    | 42    | 0       | 25    | 71    | 42 | 2.8 | 2.8 | 3.4 | 3.2 | 2.0 | 3.1 |

|   | By Ethnicity         |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |       |
|---|----------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|-------|
|   | Strongly Agree/Agree |       |       |       |       | Neutral |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       | Average |       |       |       |       |       |       |       |       |
|   | Black                | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other                      | Total | Black | Asian | Hisp. | White   | Other | Total | Black | Asian | Hisp. | White | Other | Total |
| RSC is responsive to the diverse needs of the changing demographics of our student body. (quest5)                 | 67                   | 75    | 60    | 90    | -     | 85      | 33    | 0     | 20    | 8     | -                          | 10    | 0     | 25    | 20    | 3       | -     | 6     | 2.0   | 2.3   | 2.6   | 1.8   | -     | 1.9   |
| Santa Ana Campus  | -                    | 0     | 100   | 86    | 100   | 80      | -     | 100   | 0     | 14    | 0                          | 20    | -     | -     | -     | -       | -     | -     | -     | 3.0   | 2.5   | 2.1   | 2.0   | 2.3   |
| Orange Campus   | -                    | -     | 0     | 80    | -     | 67      | -     | -     | -     | -     | -                          | -     | -     | -     | 100   | 20      | -     | 33    | -     | -     | 4.0   | 2.2   | -     | 2.5   |
| Centennial Education Center   | 100                  | -     | -     | 100   | -     | 100     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | 2.0   | -     | -     | 1.0   | -     | 1.5   |
| Adult Learning Center   | 75                   | 60    | 57    | 89    | 100   | 83      | 25    | 20    | 14    | 8     | 0                          | 10    | 0     | 20    | 29    | 4       | 0     | 7     | 2.0   | 2.4   | 2.8   | 1.9   | 2.0   | 2.0   |
| TOTAL   |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |       |
| Disabled individuals have equal opportunities for recognition, respect and advancement in my department. (quest7) | 100                  | 100   | 75    | 90    | -     | 90      | -     | -     | -     | -     | -                          | -     | 0     | 0     | 25    | 10      | -     | 10    | 1.0   | 2.0   | 2.5   | 1.7   | -     | 1.7   |
| Santa Ana Campus  | -                    | -     | 100   | 100   | -     | 100     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -     | -     | 3.5   | 1.7   | -     | 2.0   |
| Orange Campus   | -                    | -     | 0     | 80    | -     | 67      | -     | -     | 100   | 0     | -                          | 17    | -     | -     | 0     | 20      | -     | 17    | -     | -     | 3.0   | 2.2   | -     | 2.3   |
| Centennial Education Center   | 100                  | -     | -     | 100   | -     | 100     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | 2.0   | -     | -     | 1.0   | -     | 1.5   |
| Adult Learning Center   | 100                  | 100   | 67    | 91    | -     | 89      | 0     | 0     | 17    | 0     | -                          | 2     | 0     | 0     | 17    | 9       | -     | 9     | 1.3   | 2.0   | 2.9   | 1.7   | -     | 1.8   |
| TOTAL   |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |       |
| Ethnic minorities have equal opportunities for recognition, respect, and advancement in my department. (quest8)   | 67                   | 67    | 100   | 95    | -     | 92      | 33    | 33    | 0     | 0     | -                          | 4     | 0     | 0     | 0     | 5       | -     | 4     | 1.7   | 2.0   | 1.6   | 1.5   | -     | 1.5   |
| Santa Ana Campus  | -                    | 100   | 100   | 100   | 100   | 100     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -     | 2.0   | 1.5   | 1.8   | 1.0   | 1.7   |
| Orange Campus   | -                    | -     | 0     | 100   | -     | 83      | -     | -     | -     | -     | -                          | -     | -     | -     | 100   | 0       | -     | 17    | -     | -     | 5.0   | 1.4   | -     | 2.0   |
| Centennial Education Center   | 0                    | -     | -     | 100   | -     | 50      | 100   | -     | -     | 0     | -                          | 50    | -     | -     | -     | -       | -     | -     | 3.0   | -     | -     | 1.0   | -     | 2.0   |
| Adult Learning Center   | 50                   | 75    | 88    | 96    | 100   | 92      | 50    | 25    | 0     | 0     | 0                          | 4     | 0     | 0     | 14    | 4       | 0     | 4     | 2.0   | 2.0   | 2.0   | 1.5   | 1.0   | 1.6   |
| TOTAL   |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |       |

|  | By Ethnicity         |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |
|--|----------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|-----|-----|-----|-----|
|  | Strongly Agree/Agree |       |       |       |       |       | Neutral |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |     |     |     |     |     |
|  | Black                | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |     |     |     |     |
| RSC is committed to increasing the numbers and percentages of ethnic minorities in classified, faculty, and administrative positions. (quest9)             |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |
| Santa Ana Campus   | 33                   | 75    | 60    | 89    | -     | 82    | 0       | 25    | 20    | 11    | -     | 12    | 67                         | 0     | 20    | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 6     | 3.3   | 2.3 | 2.6 | 1.7 | -   | 1.9 |
| Orange Campus  | -                    | 0     | 100   | 75    | 100   | 73    | -       | 0     | 0     | 25    | 0     | 18    | -                          | 100   | 0     | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 9     | -     | 4.0 | 3.0 | 2.0 | 2.0 | 2.3 |
| Centennial Education Center  | 0                    | -     | 0     | 75    | -     | 60    | -       | -     | 0     | 25    | -     | 20    | -                          | -     | 100   | 0     | -     | -     | -       | -     | -     | -     | 20    | -     | -   | 4.0 | 1.8 | 2.2 | 2.2 |
| Adult Learning Center  | 25                   | 60    | 57    | 86    | 100   | 78    | 25      | 20    | 14    | 14    | 0     | 15    | 50                         | 20    | 29    | 0     | 0     | 0     | 0       | 0     | 0     | 0     | 8     | 3.3   | 2.6 | 2.9 | 1.7 | 2.0 | 2.0 |
| TOTAL  |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |
| In my opinion, special programs and policies: are necessary to attract students from a variety of ethnic groups. (quest11a)                                |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |
| Santa Ana Campus   | 67                   | 100   | 80    | 54    | 100   | 61    | 0       | 0     | 0     | 22    | 0     | 17    | 33                         | 0     | 20    | 24    | 0     | 0     | 0       | 0     | 0     | 0     | 22    | 2.3   | 1.8 | 1.8 | 2.5 | 1.0 | 2.3 |
| Orange Campus  | -                    | 100   | 100   | 38    | 100   | 55    | -       | 0     | 0     | 13    | 0     | 3     | -                          | 0     | 0     | 50    | 0     | 0     | 0       | 0     | 0     | 0     | 36    | -     | 2.0 | 1.5 | 2.9 | 2.0 | 2.5 |
| Centennial Education Center  | 100                  | -     | -     | 40    | -     | 50    | -       | -     | -     | -     | -     | -     | -                          | -     | 0     | 60    | -     | -     | -       | -     | -     | -     | 50    | -     | -   | 1.0 | 3.0 | 2.7 | 2.7 |
| Adult Learning Center  | 75                   | 100   | 86    | 49    | 100   | 59    | 0       | 0     | 0     | 20    | 0     | 15    | 25                         | 0     | 14    | 31    | 0     | 0     | 0       | 0     | 0     | 0     | 26    | 2.0   | 1.8 | 1.6 | 2.6 | 1.5 | 2.4 |
| TOTAL  |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |
| In my opinion, special programs and policies: often result in the hiring of instructors and support personnel who lack adequate qualifications. (quest11b) |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |
| Santa Ana Campus   | 33                   | 25    | 50    | 60    | 0     | 53    | 0       | 0     | 0     | 18    | 0     | 14    | 67                         | 75    | 50    | 23    | 100   | 0     | 0       | 0     | 0     | 33    | 3.7   | 3.3   | 3.0 | 2.5 | 5.0 | 2.7 |     |
| Orange Campus  | -                    | 0     | 0     | 43    | 100   | 40    | -       | 0     | 0     | 29    | 0     | 20    | -                          | 100   | 100   | 29    | 0     | 0     | 0       | 0     | 0     | 0     | 40    | -     | 4.0 | 4.5 | 3.0 | 2.0 | 3.3 |
| Centennial Education Center  | 0                    | -     | 0     | 80    | -     | 67    | -       | -     | 0     | 20    | -     | 17    | -                          | -     | 100   | 0     | -     | -     | -       | -     | -     | -     | 17    | -     | -   | 4.0 | 1.8 | 2.2 | 2.2 |
| Adult Learning Center  | 25                   | 20    | 33    | 60    | 50    | 53    | 0       | 0     | 0     | 19    | 0     | 14    | 75                         | 80    | 67    | 21    | 50    | 0     | 0       | 0     | 0     | 0     | 33    | 3.8   | 3.4 | 3.6 | 2.5 | 3.5 | 2.7 |
| TOTAL  |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |     |     |     |     |

|  | By Ethnicity         |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
|--|----------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|--|
|  | Strongly Agree/Agree |       |       |       |       |       | Neutral |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |  |
|  | Black                | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |  |
| In my opinion, special programs and policies: lead to resentment among students. (quest11c)        |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 33                   | 0     | 33    | 31    | 0     | 28    | 67      | 0     | 0     | 23    | 0     | 22    | 0                          | 100   | 67    | 46    | 100   | 50    | 2.7     | 4.0   | 3.3   | 3.1   | 5.0   | 3.2   |  |
| Orange Campus  | -                    | 0     | 100   | 0     | 0     | 11    | -       | 100   | 0     | 33    | 10    | 44    | -                          | 0     | 0     | 67    | 0     | 44    | -       | 3.0   | 2.0   | 3.6   | 3.0   | 3.2   |  |
| Centennial Education Center  | 0                    | -     | 0     | 75    | -     | 60    | -       | -     | -     | -     | -     | -     | -                          | -     | 100   | 25    | -     | 40    | -       | -     | 4.0   | 2.5   | -     | 2.8   |  |
| Adult Learning Center  | 0                    | -     | -     | 100   | -     | 50    | -       | -     | -     | -     | -     | -     | 100                        | -     | 0     | -     | -     | 50    | 4.0     | -     | -     | 1.0   | -     | 2.5   |  |
| TOTAL  | 25                   | 0     | 40    | 33    | 0     | 29    | 50      | 20    | 0     | 22    | 50    | 23    | 25                         | 80    | 60    | 46    | 50    | 48    | 3.0     | 3.8   | 3.0   | 3.1   | 4.0   | 3.2   |  |
| In my opinion, special programs and policies: lead to resentment among faculty members. (quest11d) |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 67                   | 0     | 75    | 63    | 0     | 59    | 33      | 0     | 25    | 18    | 0     | 18    | 0                          | 100   | 0     | 18    | 100   | 22    | 2.0     | 4.0   | 2.0   | 2.5   | 5.0   | 2.5   |  |
| Orange Campus  | -                    | 100   | 100   | 17    | 0     | 33    | -       | 0     | 0     | 17    | 100   | 22    | -                          | 0     | 0     | 67    | 0     | 44    | -       | 2.0   | 1.5   | 3.4   | 3.0   | 2.9   |  |
| Centennial Education Center  | -                    | -     | 100   | 100   | -     | 100   | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.3   | -     | 1.4   |  |
| Adult Learning Center  | -                    | -     | -     | 100   | -     | 50    | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | -       | -     | -     | 1.0   | -     | 1.0   |  |
| TOTAL  | 67                   | 25    | 83    | 61    | 0     | 59    | 33      | 0     | 17    | 16    | 50    | 17    | 0                          | 75    | 0     | 22    | 50    | 23    | 2.0     | 3.5   | 1.9   | 2.5   | 4.0   | 2.5   |  |
| In my opinion, special programs and policies: enhance the quality of the student body. (quest11e)  |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 33                   | 100   | 50    | 69    | 100   | 69    | 33      | 0     | 50    | 26    | 0     | 26    | 33                         | 0     | 0     | 5     | 0     | 6     | 3.0     | 2.0   | 2.3   | 2.2   | 1.0   | 2.2   |  |
| Orange Campus  | -                    | 100   | 100   | 50    | 0     | 56    | -       | 0     | 0     | 50    | 100   | 44    | -                          | -     | -     | -     | -     | -     | -       | 2.0   | 1.5   | 2.0   | 3.0   | 2.0   |  |
| Centennial Education Center  | 100                  | -     | 100   | 100   | -     | 100   | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | -       | -     | 2.0   | 1.6   | -     | 1.7   |  |
| Adult Learning Center  | -                    | -     | -     | 0     | -     | 50    | -       | -     | -     | -     | -     | -     | 0                          | -     | -     | 100   | -     | 50    | 2.0     | -     | -     | 4.0   | -     | 3.0   |  |
| TOTAL  | 50                   | 100   | 67    | 69    | 50    | 69    | 25      | 0     | 33    | 26    | 50    | 25    | 25                         | 0     | 0     | 6     | 0     | 6     | 2.8     | 2.0   | 2.0   | 2.1   | 2.0   | 2.1   |  |
| In my opinion, special programs and policies: reduce the prestige of the campus. (quest11f)        |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |  |
| Santa Ana Campus   | 33                   | 0     | 0     | 13    | 0     | 12    | 33      | 0     | 25    | 24    | 0     | 22    | 33                         | 100   | 75    | 63    | 100   | 66    | 3.3     | 4.3   | 4.3   | 3.7   | 5.0   | 3.8   |  |
| Orange Campus  | -                    | 0     | 0     | 0     | 100   | 10    | -       | 0     | 0     | 14    | 0     | 10    | -                          | 100   | 100   | 86    | 0     | 80    | -       | 4.0   | 4.5   | 4.1   | 2.0   | 4.0   |  |
| Centennial Education Center  | -                    | -     | 0     | 20    | -     | 17    | -       | -     | 0     | 20    | -     | 17    | -                          | -     | 100   | 60    | -     | 67    | -       | -     | 5.0   | 4.0   | -     | 4.2   |  |
| Adult Learning Center  | -                    | -     | -     | -     | -     | -     | 0       | -     | -     | 100   | -     | 50    | 100                        | -     | 0     | 0     | -     | 50    | 4.0     | -     | -     | 3.0   | -     | 3.5   |  |
| TOTAL  | 25                   | 0     | 0     | 12    | 50    | 12    | 25      | 0     | 17    | 24    | 0     | 21    | 50                         | 100   | 83    | 65    | 50    | 68    | 3.5     | 4.2   | 4.4   | 3.8   | 3.5   | 3.9   |  |

|  | By Ethnicity         |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |       |  |
|--|----------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|-------|--|
|  | Strongly Agree/Agree |       |       |       |       | Neutral |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       | Average |       |       |       |       |       |       |       |       |  |
|  | Black                | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other                      | Total | Black | Asian | Hisp. | White   | Other | Total | Black | Asian | Hisp. | White | Other | Total |  |
| In my opinion, special programs and policies: lead to resentment among students. (quest11c)        |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |       |  |
| Santa Ana Campus   | 33                   | 0     | 33    | 31    | 0     | 28      | 67    | 0     | 0     | 23    | 0                          | 22    | 0     | 100   | 67    | 46      | 100   | 50    | 2.7   | 4.0   | 3.3   | 3.1   | 5.0   | 3.2   |  |
| Orange Campus  | -                    | 0     | 100   | 0     | 0     | 11      | -     | 100   | 0     | 33    | 10                         | 44    | -     | 0     | 0     | 67      | 0     | 44    | -     | 3.0   | 2.0   | 3.6   | 3.0   | 3.2   |  |
| Centennial Education Center  | 0                    | -     | 0     | 75    | -     | 60      | -     | -     | -     | -     | -                          | -     | -     | -     | 100   | 25      | -     | 40    | -     | -     | 4.0   | 2.5   | -     | 2.8   |  |
| Adult Learning Center  | 0                    | -     | -     | 100   | -     | 50      | -     | -     | -     | -     | -                          | -     | 100   | -     | -     | 0       | -     | 50    | 4.0   | -     | -     | 1.0   | -     | 2.5   |  |
| TOTAL  | 25                   | 0     | 40    | 33    | 0     | 29      | 50    | 20    | 0     | 22    | 50                         | 23    | 25    | 80    | 60    | 46      | 50    | 48    | 3.0   | 3.8   | 3.0   | 3.1   | 4.0   | 3.2   |  |
| In my opinion, special programs and policies: lead to resentment among faculty members. (quest11d) |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |       |  |
| Santa Ana Campus   | 67                   | 0     | 75    | 63    | 0     | 59      | 33    | 0     | 25    | 18    | 0                          | 18    | 0     | 100   | 0     | 18      | 100   | 22    | 2.0   | 4.0   | 2.0   | 2.5   | 5.0   | 2.5   |  |
| Orange Campus  | -                    | 100   | 100   | 17    | 0     | 33      | -     | 0     | 0     | 17    | 100                        | 22    | -     | 0     | 0     | 67      | 0     | 44    | -     | 2.0   | 1.5   | 3.4   | 3.0   | 2.9   |  |
| Centennial Education Center  | -                    | -     | 100   | 100   | -     | 100     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -     | -     | 2.0   | 1.3   | -     | 1.4   |  |
| Adult Learning Center  | -                    | -     | -     | 100   | -     | 50      | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | 1.0   | -     | 1.0   |  |
| TOTAL  | 67                   | 25    | 83    | 61    | 0     | 59      | 33    | 0     | 17    | 16    | 50                         | 17    | 0     | 73    | 0     | 22      | 50    | 23    | 2.0   | 3.5   | 1.9   | 2.5   | 4.0   | 2.5   |  |
| In my opinion, special programs and policies: enhance the quality of the student body. (quest11e)  |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |       |  |
| Santa Ana Campus   | 33                   | 100   | 50    | 69    | 100   | 69      | 33    | 0     | 50    | 26    | 0                          | 26    | 33    | 0     | 0     | 5       | 0     | 6     | 3.0   | 2.0   | 2.3   | 2.2   | 1.0   | 2.2   |  |
| Orange Campus  | -                    | 100   | 100   | 50    | 0     | 56      | -     | 0     | 0     | 50    | 100                        | 44    | -     | -     | -     | -       | -     | -     | -     | 2.0   | 1.5   | 2.0   | 3.0   | 2.0   |  |
| Centennial Education Center  | 100                  | -     | 100   | 100   | -     | 100     | -     | -     | -     | -     | -                          | -     | 0     | -     | -     | -       | -     | 50    | 2.0   | -     | 2.0   | 1.6   | -     | 1.7   |  |
| Adult Learning Center  | 50                   | 100   | 67    | 69    | 50    | 69      | 25    | 0     | 33    | 26    | 50                         | 25    | 25    | 0     | -     | 100     | 0     | 6     | 2.8   | 2.0   | 2.0   | 4.0   | -     | 3.0   |  |
| TOTAL  | 50                   | 100   | 67    | 69    | 50    | 69      | 25    | 0     | 33    | 26    | 50                         | 25    | 25    | 0     | 0     | 6       | 0     | 6     | 2.8   | 2.0   | 2.0   | 2.1   | 2.0   | 2.1   |  |
| In my opinion, special programs and policies: reduce the prestige of the campus. (quest11f)        |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |       |       |       |       |       |       |  |
| Santa Ana Campus   | 33                   | 0     | 0     | 13    | 0     | 12      | 33    | 0     | 25    | 24    | 0                          | 22    | 33    | 100   | 75    | 63      | 100   | 66    | 3.3   | 4.3   | 4.3   | 3.7   | 5.0   | 3.8   |  |
| Orange Campus  | -                    | 0     | 0     | 0     | 100   | 10      | -     | 0     | 0     | 14    | 0                          | 10    | -     | 100   | 100   | 86      | 0     | 80    | -     | 4.0   | 4.5   | 4.1   | 2.0   | 4.0   |  |
| Centennial Education Center  | -                    | -     | 0     | 20    | -     | 17      | -     | -     | 0     | 20    | -                          | 17    | -     | -     | 100   | 60      | -     | 67    | -     | -     | 5.0   | 4.0   | -     | 4.2   |  |
| Adult Learning Center  | -                    | -     | -     | -     | -     | -       | 0     | -     | -     | 100   | -                          | 50    | 100   | -     | -     | 0       | -     | 50    | 4.0   | -     | -     | 3.0   | -     | 3.5   |  |
| TOTAL  | 25                   | 0     | 0     | 12    | 50    | 12      | 25    | 0     | 17    | 24    | 0                          | 21    | 50    | 100   | 83    | 65      | 50    | 68    | 3.5   | 4.2   | 4.4   | 3.8   | 5.0   | 3.9   |  |

|   | By Ethnicity         |     |     |     |     |     |         |   |     |    |     |    |                            |   |   |    |   |    |         |     |     |     |     |     |     |
|---|----------------------|-----|-----|-----|-----|-----|---------|---|-----|----|-----|----|----------------------------|---|---|----|---|----|---------|-----|-----|-----|-----|-----|-----|
|   | Strongly Agree/Agree |     |     |     |     |     | Neutral |   |     |    |     |    | Disagree/Strongly Disagree |   |   |    |   |    | Average |     |     |     |     |     |     |
|   | B                    | A   | H   | W   | O   | T   | B       | A | H   | W  | O   | T  | B                          | A | H | W  | O | T  | B       | A   | H   | W   | O   | T   |     |
| In my opinion, special programs and policies provide educational opportunities for students who have potential for college but need special assistance. (quest1j) | 33                   | 100 | 100 | 54  | 100 | 92  | 0       | 0 | 0   | 3  | 0   | 2  | 67                         | 0 | 0 | 0  | 3 | 0  | 6       | 3.3 | 1.3 | 1.8 | 1.7 | 1.0 | 1.8 |
| Sante Ana Campus  | -                    | 100 | 100 | 75  | 100 | 82  | -       | 0 | 0   | 25 | 0   | 18 | -                          | - | - | -  | - | -  | -       | 1.0 | 1.5 | 1.9 | 2.0 | 1.8 |     |
| Orange Campus   | -                    | 100 | 100 | 100 | -   | 100 | -       | - | -   | -  | -   | -  | -                          | - | - | -  | - | -  | -       | -   | 1.0 | 1.8 | -   | 1.7 |     |
| Centennial Education Center   | 100                  | -   | -   | 100 | -   | 100 | -       | - | -   | -  | -   | -  | -                          | - | - | -  | - | -  | 1.0     | -   | -   | -   | -   | -   |     |
| Adult Learning Center   | 50                   | 100 | 100 | 93  | 100 | 91  | 0       | 0 | 0   | 6  | 0   | 4  | 50                         | 0 | 0 | 2  | 0 | 4  | 2.8     | 1.2 | 1.6 | 1.7 | 1.5 | 1.7 |     |
| TOTAL   |                      |     |     |     |     |     |         |   |     |    |     |    |                            |   |   |    |   |    |         |     |     |     |     |     |     |
| I prefer to serve students who are: academically well-prepared for college. (quest12a)  | 100                  | 100 | 100 | 85  | 100 | 89  | 0       | 0 | 0   | 12 | 0   | 10 | 0                          | 0 | 0 | 2  | 0 | 2  | 1.3     | 1.8 | 1.7 | 1.8 | 1.0 | 1.7 |     |
| Sante Ana Campus  | -                    | 100 | 100 | 71  | 100 | 80  | -       | 0 | 0   | 29 | 0   | 20 | -                          | - | - | -  | - | -  | -       | 1.0 | 1.5 | 1.8 | 2.0 | 1.7 |     |
| Orange Campus   | -                    | -   | 100 | 60  | -   | 67  | -       | - | 0   | 40 | -   | 33 | -                          | - | - | -  | - | -  | -       | -   | 2.0 | 2.2 | -   | 2.2 |     |
| Centennial Education Center   | 0                    | -   | -   | 100 | -   | 50  | -       | - | -   | -  | -   | -  | 100                        | - | - | 0  | - | 50 | 4.0     | -   | -   | 2.0 | -   | 3.0 |     |
| Adult Learning Center   | 75                   | 100 | 100 | 82  | 100 | 84  | 0       | 0 | 0   | 17 | 0   | 13 | 25                         | 0 | 0 | 2  | 0 | 3  | 2.0     | 1.6 | 1.7 | 1.8 | 1.5 | 1.8 |     |
| TOTAL   |                      |     |     |     |     |     |         |   |     |    |     |    |                            |   |   |    |   |    |         |     |     |     |     |     |     |
| I prefer to serve students who are: well-motivated for college. (quest12b)  | 100                  | 100 | 100 | 95  | 100 | 96  | 0       | 0 | 0   | 2  | 0   | 2  | 0                          | 0 | 0 | 2  | 0 | 0  | 1.3     | 1.3 | 1.0 | 1.5 | 1.0 | 1.4 |     |
| Sante Ana Campus  | -                    | 100 | 100 | 88  | 100 | 91  | -       | 0 | 0   | 13 | 0   | 9  | -                          | - | - | -  | - | -  | -       | 1.0 | 1.0 | 1.6 | 1.0 | 1.4 |     |
| Orange Campus   | -                    | -   | 0   | 60  | -   | 50  | -       | - | 100 | 20 | -   | 33 | -                          | - | 0 | 20 | - | 17 | -       | -   | 3.0 | 2.4 | -   | 2.5 |     |
| Centennial Education Center   | 0                    | -   | -   | 100 | -   | 50  | -       | - | -   | -  | -   | -  | 100                        | - | - | 0  | - | 50 | 4.0     | -   | -   | 2.0 | -   | 3.0 |     |
| Adult Learning Center   | 75                   | 100 | 80  | 91  | 100 | 90  | 0       | 0 | 20  | 6  | 0   | 6  | 25                         | 0 | 0 | 4  | 0 | 4  | 2.0     | 1.2 | 1.3 | 1.6 | 1.0 | 1.5 |     |
| TOTAL   |                      |     |     |     |     |     |         |   |     |    |     |    |                            |   |   |    |   |    |         |     |     |     |     |     |     |
| I prefer to serve students who are: in need of assistance to succeed in college. (quest12c)   | 100                  | 100 | 75  | 76  | 100 | 79  | 0       | 0 | 25  | 17 | 0   | 15 | -                          | - | - | -  | - | -  | 1.3     | 1.8 | 1.5 | 2.0 | 1.0 | 1.9 |     |
| Sante Ana Campus  | -                    | 100 | 100 | 63  | 0   | 65  | -       | 0 | 0   | 38 | 100 | 36 | -                          | - | - | -  | - | -  | -       | 2.0 | 1.0 | 2.1 | 3.0 | 2.0 |     |
| Orange Campus   | 100                  | -   | 0   | 60  | -   | 50  | -       | - | 100 | 20 | -   | 33 | -                          | - | 0 | 20 | - | 17 | -       | -   | 3.0 | 2.4 | -   | 2.6 |     |
| Centennial Education Center   | 100                  | -   | -   | 100 | -   | 100 | -       | - | -   | -  | -   | -  | -                          | - | - | -  | - | -  | 1.0     | -   | -   | 1.0 | -   | 1.0 |     |
| Adult Learning Center   | 100                  | 100 | 67  | 73  | 50  | 75  | 0       | 0 | 33  | 20 | 50  | 19 | 0                          | 0 | 0 | 7  | 0 | 6  | 1.3     | 1.8 | 1.6 | 2.0 | 2.0 | 1.9 |     |
| TOTAL   |                      |     |     |     |     |     |         |   |     |    |     |    |                            |   |   |    |   |    |         |     |     |     |     |     |     |

|  | By Ethnicity         |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |
|--|----------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Strongly Agree/Agree |       |       |       |       |       | Neutral |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black                | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| I prefer to serve students who are: of my ethnic group. (quest12d)   | 100                  | 25    | 100   | 26    | 100   | 35    | 0       | 75    | 0     | 53    | 0     | 48    | 0                          | 0     | 0     | 21    | 0     | 17    | 1.3     | 2.8   | 1.0   | 2.9   | 1.0   | 2.7   |
| Santa Ana Campus   | -                    | 0     | 100   | 27    | 100   | 60    | -       | 100   | 0     | 29    | 0     | 30    | 0                          | 0     | 0     | 14    | 0     | 10    | -       | 3.0   | 2.0   | 2.4   | 2.0   | 2.3   |
| Orange Campus  | -                    | -     | 0     | 20    | -     | 17    | -       | -     | 100   | 60    | -     | 67    | -                          | -     | 0     | 20    | -     | 17    | -       | -     | 3.0   | 3.2   | -     | 3.2   |
| Centennial Education Center  | 100                  | -     | -     | 100   | -     | 100   | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | 1.0     | -     | -     | 1.0   | -     | 1.0   |
| Adult Learning Center  | 100                  | 20    | 75    | 31    | 100   | 39    | 0       | 80    | 25    | 49    | 0     | 46    | 0                          | 0     | 0     | 20    | 0     | 15    | 1.3     | 2.8   | 1.8   | 2.8   | 1.5   | 2.6   |
| TOTAL  | 100                  | 50    | 100   | 43    | 100   | 52    | 0       | 50    | 0     | 51    | 0     | 44    | 0                          | 0     | 0     | 5     | 0     | 4     | 1.3     | 2.5   | 1.0   | 2.4   | 1.0   | 2.3   |
| I prefer to service students who are: of other ethnic groups. (quest12e)   | 100                  | 100   | 100   | 57    | 100   | 70    | 0       | 0     | 0     | 43    | 0     | 30    | -                          | -     | -     | -     | -     | -     | -       | 1.0   | 3.0   | 2.1   | 2.0   | 2.2   |
| Santa Ana Campus   | -                    | -     | 0     | 20    | -     | 17    | -       | -     | 100   | 80    | -     | 83    | -                          | -     | -     | -     | -     | -     | -       | -     | 3.0   | 2.8   | -     | 2.8   |
| Orange Campus  | 100                  | -     | -     | 100   | -     | 100   | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | 1.0     | -     | -     | 1.0   | -     | 1.0   |
| Centennial Education Center  | 100                  | 60    | 80    | 44    | 100   | 53    | 0       | 40    | 20    | 52    | 0     | 44    | 0                          | 0     | 0     | 4     | 0     | 3     | 1.3     | 2.2   | 2.0   | 2.4   | 1.5   | 2.3   |
| Adult Learning Center  | 100                  | 60    | 80    | 44    | 100   | 53    | 0       | 40    | 20    | 52    | 0     | 44    | 0                          | 0     | 0     | 4     | 0     | 3     | 1.3     | 2.2   | 2.0   | 2.4   | 1.5   | 2.3   |
| TOTAL  | 100                  | 100   | 100   | 86    | 100   | 95    | 0       | 0     | 14    | 6     | 0     | 6     | -                          | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| The highest priorities on this campus in terms of students should be to enhance support for: all students (quest13a) | 100                  | 100   | 100   | 95    | 100   | 96    | 0       | 0     | 0     | 5     | 0     | 4     | -                          | -     | -     | -     | -     | -     | 1.7     | 1.3   | 1.0   | 1.2   | 1.0   | 1.2   |
| Santa Ana Campus   | -                    | 100   | 100   | 100   | 100   | 100   | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | -       | 1.0   | 1.0   | 1.4   | 1.0   | 1.3   |
| Orange Campus  | 100                  | -     | 0     | 80    | -     | 67    | -       | -     | 100   | 20    | -     | 33    | -                          | -     | -     | -     | -     | -     | -       | -     | 3.0   | 1.4   | -     | 1.7   |
| Centennial Education Center  | 100                  | -     | -     | 100   | -     | 100   | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | 1.0     | -     | -     | 1.0   | -     | 1.0   |
| Adult Learning Center  | 100                  | 100   | 86    | 95    | 100   | 95    | 0       | 0     | 0     | 6     | 0     | 6     | -                          | -     | -     | -     | -     | -     | 1.5     | 1.2   | 1.3   | 1.3   | 1.0   | 1.3   |
| TOTAL  | 100                  | 100   | 100   | 86    | 100   | 95    | 0       | 0     | 14    | 6     | 0     | 6     | -                          | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |
| The highest priorities on this campus in terms of recruitment of students from specific ethnic groups. (quest13b)    | 67                   | 50    | 50    | 24    | 0     | 30    | 0       | 25    | 25    | 40    | 0     | 34    | 25                         | 25    | 25    | 37    | 100   | 36    | 3.0     | 2.3   | 2.5   | 3.2   | 5.0   | 3.1   |
| Santa Ana Campus   | -                    | -     | 100   | 38    | 0     | 40    | -       | -     | 0     | 25    | 100   | 30    | -                          | -     | 0     | 38    | 0     | 30    | -       | -     | 1.0   | 2.9   | 3.0   | 2.6   |
| Orange Campus  | -                    | -     | 0     | 20    | -     | 17    | -       | -     | 100   | 20    | -     | 33    | -                          | -     | 0     | 60    | -     | 50    | -       | -     | 3.0   | 3.6   | -     | 3.6   |
| Centennial Education Center  | 100                  | -     | -     | 0     | -     | 50    | 0       | -     | 100   | 100   | -     | 50    | -                          | -     | -     | -     | -     | -     | 1.0     | -     | -     | 3.0   | -     | 2.0   |
| Adult Learning Center  | 75                   | 50    | 50    | 25    | 0     | 31    | 0       | 25    | 33    | 37    | 50    | 34    | 25                         | 25    | 17    | 39    | 50    | 35    | 2.5     | 2.3   | 2.1   | 3.2   | 4.0   | 3.0   |
| TOTAL  | 75                   | 50    | 50    | 25    | 0     | 31    | 0       | 25    | 33    | 37    | 50    | 34    | 25                         | 25    | 17    | 39    | 50    | 35    | 2.5     | 2.3   | 2.1   | 3.2   | 4.0   | 3.0   |



|  | By Ethnicity         |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |
|--|----------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|---------|-------|-------|
|  | Strongly Agree/Agree |       |       |       |       | Neutral |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       | Average |       |       |
|  | Black                | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other                      | Total | Black | Asian | Hisp. | White   | Other | Total |
| The highest priorities on this campus in terms of students should be to enhance support for: retention of all enrolled students. (quest13d)  | 100                  | 100   | 100   | 90    | 100   | 92      | 0     | 0     | 0     | 5     | 0                          | 4     | 0     | 0     | 0     | 5       | 0     | 4     |
|  | -                    | 100   | 100   | 88    | 100   | 91      | -     | 0     | 0     | 13    | 0                          | 9     | -     | -     | -     | -       | -     | -     |
|  | -                    | -     | 0     | 80    | -     | 67      | -     | -     | 100   | 20    | -                          | 33    | -     | -     | -     | -       | -     | -     |
|  | 100                  | -     | -     | 100   | -     | 100     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     |
|  | 100                  | 100   | 83    | 89    | 100   | 90      | 0     | 0     | 17    | 7     | 0                          | 7     | 0     | 0     | 0     | 4       | 0     | 3     |
| The highest priorities on this campus in terms of students should be to enhance support for: retention of students from specific ethnic groups. (quest13e)   | 67                   | 50    | 75    | 45    | 0     | 48      | 33    | 50    | 0     | 29    | 0                          | 28    | 0     | 0     | 25    | 26      | 100   | 24    |
|  | -                    | -     | 100   | 63    | 0     | 60      | -     | -     | 0     | 13    | 100                        | 20    | -     | -     | 0     | 25      | 0     | 20    |
|  | 100                  | -     | 0     | 40    | -     | 33      | -     | -     | 100   | 20    | -                          | 33    | -     | -     | 0     | 40      | -     | 33    |
|  | 75                   | 50    | 67    | 46    | 0     | 49      | 25    | 50    | 17    | 27    | 50                         | 28    | 0     | 0     | 17    | 27      | 50    | 24    |
|  | -                    | -     | -     | -     | -     | -       | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     |
| The highest priorities on this campus in terms of students should be to enhance support for: retention of enrolled students who have the potential for college but need special assistance. (quest13f) | 100                  | 75    | 100   | 78    | 100   | 81      | 0     | 25    | 0     | 20    | 0                          | 17    | 0     | 0     | 0     | 3       | 0     | 2     |
|  | -                    | 100   | 100   | 75    | 100   | 82      | -     | 0     | 0     | 25    | 0                          | 18    | -     | -     | -     | -       | -     | -     |
|  | 100                  | -     | -     | 80    | -     | 80      | -     | -     | 20    | 20    | -                          | 20    | -     | -     | -     | -       | -     | -     |
|  | 100                  | 80    | 100   | 76    | 100   | 80      | 0     | 20    | 0     | 100   | 0                          | 50    | 0     | 0     | 0     | 0       | 0     | 1     |
|  | -                    | -     | -     | -     | -     | -       | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     |
| Average  |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |
|  |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |
|  |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |
|  |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |
|  |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |

|  | By Ethnicity         |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |
|--|----------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|  | Strongly Agree/Agree |       |       |       |       |       | Neutral |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |     |
|  | Black                | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| The highest priorities on this campus in terms of students should be to enhance support for: retention of all enrolled students. (quest13d)  | 100                  | 100   | 100   | 90    | 100   | 92    | 0       | 0     | 0     | 5     | 0     | 4     | 0                          | 0     | 0     | 0     | 0     | 0     | 4       | 1.3   | 1.3   | 1.3   | 1.5   | 1.0   | 1.5 |
| Santa Ana Campus   | -                    | 100   | 100   | 88    | 100   | 91    | -       | 0     | 0     | 13    | 0     | 9     | -                          | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | 1.4   | 2.0   | 1.4 |
| Orange Campus  | -                    | -     | 0     | 80    | -     | 67    | -       | -     | 100   | 20    | -     | 33    | -                          | -     | -     | -     | -     | -     | -       | -     | -     | 3.0   | 1.6   | -     | 1.8 |
| Centennial Education Center  | 100                  | -     | -     | 100   | -     | 100   | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | -       | 1.0   | -     | -     | 1.0   | -     | 1.0 |
| Adult Learning Center  | 100                  | 100   | 83    | 89    | 100   | 90    | 0       | 0     | 17    | 7     | 0     | 7     | 0                          | 0     | 0     | 4     | 0     | 3     | 1.3     | 1.2   | 1.4   | 1.5   | 1.5   | 1.5   |     |
| TOTAL  |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |
| The highest priorities on this campus in terms of students should be to enhance support for: retention of students from specific ethnic groups. (quest13e)   | 67                   | 50    | 75    | 45    | 0     | 48    | 33      | 50    | 0     | 29    | 0     | 28    | 0                          | 0     | 25    | 26    | 100   | 24    | 2.0     | 2.0   | 2.0   | 2.7   | 5.0   | 2.6   |     |
| Santa Ana Campus   | -                    | -     | 100   | 63    | 0     | 60    | -       | -     | 0     | 13    | 100   | 20    | -                          | -     | 0     | 25    | 0     | 20    | -       | -     | -     | 1.0   | 2.4   | 3.0   | 2.3 |
| Orange Campus  | -                    | -     | 0     | 40    | -     | 33    | -       | -     | 100   | 20    | -     | 33    | -                          | -     | 0     | 40    | -     | 33    | -       | -     | -     | 3.0   | 3.0   | -     | 3.0 |
| Centennial Education Center  | 100                  | -     | -     | 0     | -     | 50    | 0       | -     | -     | 100   | -     | 50    | -                          | -     | -     | -     | -     | -     | -       | 1.0   | -     | -     | 3.0   | -     | 2.0 |
| Adult Learning Center  | 75                   | 50    | 67    | 46    | 0     | 49    | 25      | 50    | 17    | 27    | 50    | 28    | 0                          | 0     | 17    | 27    | 50    | 24    | 1.8     | 2.0   | 1.9   | 2.7   | 4.0   | 2.5   |     |
| TOTAL  |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |
| The highest priorities on this campus in terms of students should be to enhance support for: retention of enrolled students who have the potential for college but need special assistance. (quest13f) | 100                  | 75    | 100   | 78    | 100   | 81    | 0       | 25    | 0     | 20    | 0     | 17    | 0                          | 0     | 0     | 3     | 0     | 2     | 2.0     | 1.8   | 1.3   | 1.8   | 1.0   | 1.8   |     |
| Santa Ana Campus   | -                    | 100   | 100   | 75    | 100   | 82    | -       | 0     | 0     | 25    | 0     | 18    | -                          | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.0   | 1.8   | 2.0   | 1.6 |
| Orange Campus  | 100                  | -     | -     | 80    | -     | 80    | -       | -     | -     | 20    | -     | 20    | -                          | -     | -     | -     | -     | -     | -       | -     | -     | -     | 1.8   | -     | 1.8 |
| Centennial Education Center  | 100                  | -     | -     | 0     | -     | 50    | 0       | -     | -     | 100   | -     | 50    | -                          | -     | -     | -     | -     | -     | -       | 1.0   | -     | -     | 3.0   | -     | 2.0 |
| Adult Learning Center  | 100                  | 80    | 100   | 76    | 100   | 80    | 0       | 20    | 0     | 22    | 0     | 19    | 0                          | 0     | 0     | 2     | 0     | 1     | 1.8     | 1.6   | 1.2   | 1.8   | 1.5   | 1.7   |     |
| TOTAL  |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |

|  | By Ethnicity         |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |
|--|----------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|
|  | Strongly Agree/Agree |       |       |       |       |       | Neutral |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |
|  | Black                | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |
| In general, students respect: minority faculty less than non-minority faculty. (quest15a)                  | 0                    | 50    | 25    | 4     | 0     | 8     | 33      | 0     | 25    | 29    | 0     | 26    | 67                         | 50    | 50    | 68    | 10    | 66    | 4.0     | 3.0   | 3.8   | 3.8   | 5.0   | 3.9   |
| Santa Ana Campus   | -                    | -     | -     | -     | -     | -     | -       | 0     | 0     | 17    | -     | 13    | -                          | 100   | 100   | 83    | -     | 88    | -       | 4.0   | 3.0   | 3.7   | -     | 3.6   |
| Orange Campus  | -                    | -     | -     | -     | -     | -     | -       | -     | 100   | 60    | -     | 67    | -                          | -     | 0     | 40    | -     | 33    | -       | -     | 3.0   | 3.8   | -     | 3.7   |
| Centennial Education Center  | -                    | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     | 100                        | -     | -     | -     | -     | 100   | 4.0     | -     | -     | -     | -     | 4.0   |
| Adult Learning Center  | 0                    | 33    | 17    | 3     | 0     | 6     | 25      | 0     | 33    | 31    | 0     | 28    | 75                         | 67    | 50    | 67    | 100   | 66    | 4.0     | 3.3   | 3.4   | 3.8   | 5.0   | 3.8   |
| TOTAL  | 0                    | 0     | 0     | 0     | 0     | 4     | 67      | 50    | 29    | 31    | 0     | 33    | 33                         | 50    | 60    | 68    | 100   | 63    | 3.7     | 3.5   | 3.3   | 3.7   | 5.0   | 3.7   |
| In general, students respect: faculty with disabilities less than faculty without disabilities. (quest15c) | 0                    | 0     | 33    | 4     | 0     | 6     | 50      | 50    | 0     | 29    | 0     | 28    | 50                         | 50    | 67    | 67    | 100   | 66    | 4.0     | 3.5   | 4.0   | 3.7   | 5.0   | 3.8   |
| Santa Ana Campus   | -                    | -     | -     | -     | -     | -     | -       | -     | 0     | 14    | -     | 13    | -                          | -     | 100   | 86    | -     | 86    | -       | -     | 2.5   | 3.9   | -     | 3.6   |
| Orange Campus  | -                    | -     | -     | -     | -     | -     | -       | -     | 100   | 75    | -     | 80    | -                          | -     | 0     | 26    | -     | 20    | -       | -     | 3.0   | 3.5   | -     | 3.4   |
| Centennial Education Center  | -                    | -     | -     | -     | -     | -     | 100     | -     | -     | -     | -     | 100   | -                          | -     | -     | -     | -     | -     | 3.0     | -     | -     | -     | -     | 3.0   |
| Adult Learning Center  | 0                    | 0     | 20    | 3     | 0     | 4     | 67      | 50    | 29    | 31    | 0     | 33    | 33                         | 50    | 60    | 68    | 100   | 63    | 3.7     | 3.5   | 3.3   | 3.7   | 5.0   | 3.7   |
| TOTAL  | 0                    | 0     | 0     | 0     | 0     | 4     | 67      | 50    | 29    | 31    | 0     | 33    | 33                         | 50    | 60    | 68    | 100   | 63    | 3.7     | 3.5   | 3.3   | 3.7   | 5.0   | 3.7   |
| In general, students respect: gay/lesbian faculty less than heterosexual faculty. (quest15d)               | 0                    | 0     | 33    | 27    | 0     | 23    | 0       | 100   | 0     | 41    | 0     | 37    | 100                        | 0     | 67    | 32    | 100   | 40    | 4.0     | 3.0   | 4.0   | 3.0   | 5.0   | 3.3   |
| Santa Ana Campus   | -                    | 100   | 0     | 0     | -     | 11    | -       | 0     | 0     | 14    | -     | 11    | -                          | 0     | 100   | 86    | -     | 78    | -       | 2.0   | 2.5   | 3.6   | -     | 3.3   |
| Orange Campus  | -                    | -     | 0     | 20    | -     | 17    | -       | -     | 0     | 60    | -     | 50    | -                          | -     | 100   | 20    | -     | 33    | -       | -     | 4.0   | 3.0   | -     | 3.2   |
| Centennial Education Center  | 0                    | -     | -     | 100   | -     | 50    | 100     | -     | -     | 0     | -     | 50    | -                          | -     | -     | -     | -     | -     | 3.0     | -     | -     | 1.0   | -     | 2.0   |
| Adult Learning Center  | 0                    | 33    | 20    | 23    | 0     | 21    | 33      | 67    | 0     | 37    | 0     | 34    | 67                         | 0     | 80    | 40    | 100   | 45    | 3.7     | 2.7   | 3.5   | 3.1   | 5.0   | 3.2   |
| TOTAL  | 0                    | 0     | 0     | 0     | 0     | 4     | 67      | 50    | 29    | 31    | 0     | 33    | 33                         | 50    | 60    | 68    | 100   | 63    | 3.7     | 3.5   | 3.3   | 3.7   | 5.0   | 3.7   |

|  | By Ethnicity         |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |     |
|--|----------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|---------|-------|-------|-----|-----|-----|-----|-----|-----|
|  | Strongly Agree/Agree |       |       |       |       | Neutral |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       | Average |       |       |     |     |     |     |     |     |
|  | Black                | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other                      | Total | Black | Asian | Hisp. | White   | Other | Total |     |     |     |     |     |     |
| With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: enhancing resources available for their recruitment. (quest17a) | 67                   | 67    | 100   | 42    | -     | 51      | 0     | 33    | 0     | 27    | -                          | 23    | 33    | 0     | 0     | 30      | -     | 26    | 2.3 | 2.3 | 1.0 | 2.8 | -   | 2.5 |
| Santa Ana Campus   | -                    | 100   | 100   | 29    | 100   | 50      | 0     | 0     | 0     | 57    | 0                          | 40    | -     | 0     | 0     | 14      | 0     | 10    | -   | 2.0 | 1.5 | 2.6 | 2.0 | 2.3 |
| Orange Campus  | 100                  | -     | 100   | 25    | -     | 40      | -     | -     | 0     | 25    | -                          | 20    | 0     | -     | 50    | -       | 40    | -     | 40  | -   | 1.0 | 3.8 | -   | 3.2 |
| Centennial Education Center  | -                    | -     | -     | 0     | -     | 50      | -     | -     | -     | -     | -                          | -     | 0     | -     | 100   | -       | 50    | -     | 50  | 1.0 | -   | 5.0 | -   | 3.0 |
| Adult Learning Center  | 75                   | 75    | 100   | 38    | 100   | 50      | 0     | 25    | 0     | 31    | 0                          | 25    | 25    | 0     | 0     | 31      | 0     | 25    | 2.0 | 2.3 | 1.4 | 2.9 | 2.0 | 2.6 |
| TOTAL  |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |     |
| With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: developing mentorships for those hired. (quest17b)              | 67                   | 100   | 100   | 71    | -     | 76      | 0     | 0     | 0     | 20    | -                          | 15    | 33    | 0     | 0     | 9       | -     | 8     | 2.7 | 1.8 | 1.3 | 2.1 | -   | 2.0 |
| Santa Ana Campus   | -                    | 100   | 100   | 29    | 0     | 40      | -     | 0     | 0     | 71    | 100                        | 60    | -     | -     | -     | -       | -     | -     | -   | -   | 2.5 | 2.4 | 3.0 | 2.3 |
| Orange Campus  | -                    | -     | 100   | 25    | -     | 40      | -     | -     | 0     | 50    | -                          | 40    | -     | -     | 25    | -       | -     | 20    | -   | -   | 1.0 | 3.0 | -   | 2.6 |
| Centennial Education Center  | 100                  | -     | -     | 100   | -     | 100     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -       | -     | -     | -   | 1.0 | -   | 2.0 | -   | 1.5 |
| Adult Learning Center  | 75                   | 100   | 100   | 62    | 0     | 68      | 0     | 0     | 0     | 30    | 100                        | 24    | 25    | 0     | 0     | 9       | 0     | 8     | 2.3 | 1.8 | 1.6 | 2.2 | 3.0 | 2.1 |
| TOTAL  |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |     |
| With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: enhancing resources available for their retention. (quest17c)   | 67                   | 75    | 75    | 47    | -     | 54      | 0     | 25    | 25    | 38    | -                          | 33    | 33    | 0     | 0     | 16      | -     | 14    | 2.3 | 2.3 | 1.5 | 2.6 | -   | 2.4 |
| Santa Ana Campus   | -                    | 100   | 100   | 29    | 0     | 40      | -     | 0     | 0     | 71    | 100                        | 60    | -     | -     | -     | -       | -     | -     | -   | -   | 1.5 | 2.4 | 3.0 | 2.3 |
| Orange Campus  | -                    | -     | 100   | 0     | -     | 20      | -     | -     | 0     | 50    | -                          | 40    | -     | -     | 50    | -       | -     | 40    | -   | -   | 1.0 | 4.0 | -   | 3.4 |
| Centennial Education Center  | 100                  | -     | -     | 0     | -     | 50      | -     | -     | -     | -     | -                          | -     | 0     | -     | 100   | -       | -     | 50    | 1.0 | -   | -   | 5.0 | -   | 3.0 |
| Adult Learning Center  | 75                   | 80    | 83    | 39    | 0     | 48      | 0     | 20    | 17    | 43    | 100                        | 37    | 25    | 0     | 0     | 18      | 0     | 15    | 2.0 | 2.2 | 1.4 | 2.7 | 3.0 | 2.5 |
| TOTAL  |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |     |

|   | By Ethnicity         |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |
|---|----------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|---------|-------|-------|-----|-----|-----|-----|-----|
|   | Strongly Agree/Agree |       |       |       |       | Neutral |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       | Average |       |       |     |     |     |     |     |
|   | Black                | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other                      | Total | Black | Asian | Hisp. | White   | Other | Total |     |     |     |     |     |
| With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: involving them in professional activities (e.g., committees). (quest17d)                                 | 67                   | 100   | 100   | 77    | -     | 80      | 0     | 0     | 0     | 18    | -                          | 14    | 33    | 0     | 0     | 6       | -     | 7     | 2.3 | 2.0 | 1.3 | 2.1 | 2.0 |
| Santa Ana Campus  | -                    | 100   | 100   | 57    | 100   | 70      | -     | 0     | 0     | 43    | 0                          | 30    | -     | -     | -     | -       | -     | -     | -   | -   | 2.0 | 2.1 | 2.0 |
| Orange Campus   | -                    | -     | 100   | 25    | -     | 40      | -     | 0     | 0     | 50    | -                          | 40    | -     | -     | 0     | 25      | -     | 20    | -   | -   | 1.0 | 3.0 | 2.6 |
| Centennial Education Center   | 100                  | -     | -     | 0     | -     | 50      | -     | -     | -     | 100   | -                          | 50    | -     | -     | -     | -       | -     | -     | 1.0 | -   | -   | 3.0 | 2.0 |
| Adult Learning Center   | 75                   | 100   | 100   | 67    | 100   | 74      | 0     | 0     | 0     | 26    | 0                          | 20    | 25    | 0     | 0     | 7       | 0     | 7     | 2.0 | 2.0 | 1.3 | 2.2 | 2.0 |
| TOTAL   |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |
| With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: providing financial incentives to recruit them as graduate students before they graduate. (quest17e)     | 67                   | 67    | 50    | 40    | -     | 44      | 0     | 0     | 50    | 17    | -                          | 18    | 33    | 33    | 0     | 43      | -     | 38    | 3.0 | 2.7 | 2.0 | 3.1 | 3.0 |
| Santa Ana Campus  | -                    | 100   | 0     | 29    | 0     | 30      | -     | 0     | 0     | 29    | 100                        | 30    | -     | 0     | 100   | 43      | 0     | 40    | -   | 2.0 | 2.5 | 3.0 | 3.0 |
| Orange Campus   | -                    | -     | 100   | 0     | -     | 20      | -     | -     | 0     | 25    | -                          | 20    | -     | -     | 0     | 75      | -     | 60    | -   | -   | 1.0 | 4.2 | 3.6 |
| Centennial Education Center   | 100                  | -     | -     | 0     | -     | 50      | -     | -     | -     | -     | -                          | -     | 0     | -     | -     | 100     | -     | 50    | 2.0 | -   | -   | 5.0 | 3.5 |
| Adult Learning Center   | 75                   | 75    | 50    | 34    | 0     | 40      | 0     | 0     | 33    | 19    | 100                        | 19    | 25    | 25    | 17    | 47      | 0     | 40    | 2.8 | 2.5 | 2.0 | 3.2 | 3.0 |
| TOTAL   |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |
| With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: reconceptualizing the definition of "qualified" when making hiring and promotional decisions. (quest17f) | 67                   | 50    | 50    | 15    | -     | 23      | 0     | 0     | 0     | 6     | -                          | 5     | 33    | 50    | 50    | 79      | -     | 72    | 2.7 | 3.5 | 2.8 | 4.1 | 3.9 |
| Santa Ana Campus  | -                    | 100   | 0     | 33    | -     | 38      | -     | 0     | 0     | 17    | -                          | 13    | -     | 0     | 100   | 50      | -     | 50    | -   | 2.0 | 4.0 | 2.9 | 3.0 |
| Orange Campus   | -                    | -     | 100   | 0     | -     | 20      | -     | -     | 0     | 25    | -                          | 20    | -     | -     | 0     | 75      | -     | 60    | -   | -   | 1.0 | 4.5 | 3.8 |
| Centennial Education Center   | -                    | -     | -     | -     | -     | -       | -     | -     | -     | -     | -                          | -     | 100   | -     | -     | 100     | -     | 100   | 4.0 | -   | -   | 5.0 | 4.5 |
| Adult Learning Center   | 50                   | 67    | 50    | 16    | -     | 24      | 0     | 0     | 0     | 9     | -                          | 7     | 50    | 33    | 50    | 76      | -     | 69    | 3.0 | 3.0 | 2.9 | 4.0 | 3.7 |
| TOTAL   |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |

|   | By Ethnicity         |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |     |
|---|----------------------|-------|-------|-------|-------|---------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|---------|-------|-------|-----|-----|-----|-----|-----|-----|
|   | Strongly Agree/Agree |       |       |       |       | Neutral |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       | Average |       |       |     |     |     |     |     |     |
|   | Black                | Asian | Hisp. | White | Other | Total   | Black | Asian | Hisp. | White | Other                      | Total | Black | Asian | Hisp. | White   | Other | Total |     |     |     |     |     |     |
| With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: including public service contributions in the criteria for promotion and tenure. (quest17g)  | 67                   | 100   | 75    | 31    | -     | 43      | 0     | 0     | 25    | 25    | -                          | 21    | 33    | 0     | 0     | 44      | -     | 36    | 3.0 | 2.0 | 1.8 | 3.1 | -   | 2.9 |
| Santa Ana Campus  | -                    | 100   | 0     | 33    | -     | 38      | -     | 0     | 0     | 50    | -                          | 38    | -     | 0     | 100   | 17      | -     | 25    | -   | 2.0 | 4.5 | 2.6 | -   | 2.9 |
| Orange Campus   | -                    | -     | 100   | 0     | -     | 20      | -     | -     | 0     | 25    | -                          | 20    | -     | -     | 0     | 75      | -     | 60    | -   | -   | 1.0 | 4.5 | -   | 3.8 |
| Centennial Education Center   | -                    | -     | -     | -     | -     | -       | 0     | -     | 100   | -     | 50                         | 100   | 0     | -     | -     | 0       | -     | 50    | 4.0 | -   | -   | 3.0 | -   | 3.5 |
| Adult Learning Center   | 50                   | 100   | 67    | 28    | -     | 39      | 0     | 0     | 17    | 30    | -                          | 24    | 50    | 0     | 17    | 43      | -     | 37    | 3.3 | 2.0 | 2.4 | 3.2 | -   | 3.0 |
| TOTAL   |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |     |
| With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: including the contributions that they make in assisting students from ethnic groups traditionally underrepresented in higher education to be successful on this campus. (quest17h) | 67                   | 50    | 100   | 51    | -     | 57      | 0     | 25    | 0     | 31    | -                          | 26    | 33    | 25    | 0     | 17      | -     | 17    | 2.7 | 2.8 | 1.5 | 2.6 | -   | 2.5 |
| Santa Ana Campus  | -                    | 100   | 100   | 33    | 100   | 56      | -     | 0     | 0     | 50    | 0                          | 33    | -     | 0     | 0     | 17      | 0     | 11    | -   | 2.0 | 1.5 | 2.6 | 2.0 | 2.3 |
| Orange Campus   | -                    | -     | 100   | 25    | -     | 40      | -     | -     | 0     | 25    | -                          | 20    | -     | -     | -     | 50      | -     | 40    | -   | -   | 1.0 | 3.5 | -   | 3.0 |
| Centennial Education Center   | 100                  | -     | -     | 0     | -     | 50      | 0     | -     | 100   | -     | 50                         | -     | -     | -     | -     | -       | -     | -     | 2.0 | -   | -   | 3.0 | -   | 2.5 |
| Adult Learning Center   | 75                   | 60    | 100   | 45    | 100   | 55      | 0     | 20    | 0     | 35    | 0                          | 27    | 25    | 20    | 0     | 20      | 0     | 18    | 2.5 | 2.6 | 1.4 | 2.7 | 2.0 | 2.5 |
| TOTAL   |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |     |
| The highest priorities for the campus in hiring faculty should be: enhancing the prestige of the campus. (quest18a)   | 67                   | 50    | 25    | 37    | 100   | 40      | 0     | 25    | 25    | 29    | 0                          | 26    | 33    | 25    | 50    | 34      | 0     | 34    | 3.0 | 2.8 | 3.5 | 3.0 | 1.0 | 3.0 |
| Santa Ana   | -                    | 100   | 100   | 50    | 100   | 64      | -     | 0     | 0     | 13    | 0                          | 9     | -     | 0     | 0     | 38      | 0     | 27    | -   | 1.0 | 3.0 | 2.8 | 1.0 | 2.5 |
| Orange Campus   | -                    | -     | 0     | 20    | -     | 17      | -     | -     | 0     | 20    | -                          | 17    | -     | -     | 100   | 60      | -     | 67    | -   | -   | 4.0 | 4.0 | -   | 4.0 |
| Centennial Education Center   | 100                  | -     | -     | 0     | -     | 50      | 0     | -     | 100   | -     | 50                         | -     | -     | -     | -     | -       | -     | -     | 2.0 | -   | -   | 3.0 | -   | 2.5 |
| Adult Learning Center   | 75                   | 60    | 33    | 37    | 100   | 42      | 0     | 20    | 17    | 27    | 0                          | 23    | 25    | 20    | 50    | 37      | 0     | 35    | 2.8 | 2.4 | 3.4 | 3.1 | 1.0 | 3.0 |
| TOTAL   |                      |       |       |       |       |         |       |       |       |       |                            |       |       |       |       |         |       |       |     |     |     |     |     |     |

|   | By Ethnicity         |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |
|---|----------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|   | Strongly Agree/Agree |       |       |       |       |       | Neutral |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |     |
|   | Black                | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| The highest priorities for the campus in hiring faculty should be: selecting the most qualified regardless of ethnic group. (quest18b)                            | 100                  | 100   | 75    | 93    | 100   | 92    | 0       | 0     | 0     | 8     | 0     | 6     | 0                          | 0     | 0     | 25    | 0     | 0     | 2       | 1.3   | 1.3   | 2.3   | 1.3   | 1.0   | 1.4 |
| Santa Ana   | -                    | 100   | 100   | 100   | 100   | 100   | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | -       | 1.0   | 1.0   | 1.2   | 1.0   | 1.2   |     |
| Orange Campus   | -                    | -     | 0     | 80    | -     | 67    | -       | -     | 0     | 20    | -     | 17    | -                          | -     | 100   | 0     | -     | 17    | -       | -     | 4.0   | 1.4   | -     | 1.8   |     |
| Centennial Education Center   | 100                  | -     | -     | 100   | -     | 100   | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | 1.0     | -     | -     | 1.0   | -     | 1.0   |     |
| Adult Learning Center   | 100                  | 100   | 67    | 93    | 100   | 92    | 0       | 0     | 0     | 7     | 0     | 6     | 0                          | 0     | 0     | 33    | 0     | 0     | 3       | 1.3   | 1.2   | 2.1   | 1.3   | 1.0   | 1.4 |
| TOTAL   | 67                   | 50    | 50    | 29    | 0     | 34    | 33      | 25    | 50    | 24    | 0     | 26    | 0                          | 25    | 0     | 0     | 47    | 40    | 2.0     | 2.8   | 2.5   | 3.3   | 5.0   | 3.2   |     |
| Orange Campus   | -                    | 100   | 100   | 25    | 0     | 36    | -       | 0     | 0     | 13    | 0     | 9     | -                          | 0     | 0     | 0     | 63    | 55    | -       | 1.0   | 1.0   | 3.2   | 4.0   | 2.8   |     |
| Centennial Education Center   | 100                  | -     | 100   | 0     | -     | 17    | -       | -     | -     | 40    | -     | 33    | -                          | -     | -     | -     | 60    | 50    | -       | -     | 1.0   | 4.2   | -     | 3.7   |     |
| Adult Learning Center   | 100                  | -     | -     | 0     | -     | 50    | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | 100   | -     | 1.0     | -     | -     | 5.0   | -     | 3.0   |     |
| TOTAL   | 75                   | 60    | 67    | 25    | 0     | 33    | 25      | 20    | 33    | 23    | 0     | 23    | 0                          | 20    | 0     | 0     | 52    | 44    | 1.8     | 2.4   | 1.9   | 3.4   | 4.5   | 3.1   |     |
| The highest priorities for the campus in hiring faculty should be: selecting those who are qualified and sensitive to students from all ethnic groups. (quest18d) | 100                  | 100   | 100   | 97    | 100   | 98    | 0       | 0     | 0     | 3     | 0     | 2     | -                          | -     | -     | -     | -     | -     | -       | 1.7   | 1.3   | 1.4   | 1.0   | 1.4   |     |
| Santa Ana Campus  | -                    | 100   | 100   | 100   | 100   | 100   | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.6   | 1.0   | 1.4   |     |
| Orange Campus   | 100                  | -     | 100   | 100   | 100   | 83    | -       | -     | 0     | 20    | -     | 17    | -                          | -     | -     | -     | -     | -     | -       | -     | 1.0   | 1.4   | -     | 1.3   |     |
| Centennial Education Center   | 100                  | -     | -     | 100   | -     | 100   | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | 1.0     | -     | -     | 1.0   | -     | 1.0   |     |
| Adult Learning Center   | 100                  | 100   | 100   | 96    | 100   | 97    | 0       | 0     | 0     | 4     | 0     | 3     | -                          | -     | -     | -     | -     | -     | 1.5     | 1.2   | 1.1   | 1.4   | 1.0   | 1.4   |     |
| TOTAL   | 100                  | 100   | 100   | 96    | 100   | 97    | 0       | 0     | 0     | 4     | 0     | 3     | -                          | -     | -     | -     | -     | -     | -       | -     | -     | -     | -     | -     |     |

|   | By Ethnicity         |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |
|---|----------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|----------------------------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-----|
|   | Strongly Agree/Agree |       |       |       |       |       | Neutral |       |       |       |       |       | Disagree/Strongly Disagree |       |       |       |       |       | Average |       |       |       |       |       |     |
|   | Black                | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total | Black                      | Asian | Hisp. | White | Other | Total | Black   | Asian | Hisp. | White | Other | Total |     |
| The highest priorities for the campus in hiring faculty should be: selecting those who are sensitive to the needs of students from all ethnic groups. (quest 18e) | 67                   | 75    | 100   | 84    | 0     | 81    | 33      | 25    | 0     | 3     | 0     | 6     | 0                          | 0     | 0     | 0     | 0     | 0     | 13      | 1.7   | 1.8   | 1.0   | 1.0   | 1.9   | 5.0 |
| Santa Ana Campus  | -                    | 100   | 100   | 63    | 100   | 73    | -       | 0     | 0     | 13    | 0     | 9     | 0                          | 0     | 0     | 0     | 0     | 0     | 18      | -     | 1.0   | 1.0   | 1.0   | 2.1   | 1.0 |
| Orange Campus   | -                    | -     | 100   | 80    | -     | 83    | -       | -     | 0     | 20    | -     | 17    | -                          | -     | -     | -     | -     | -     | -       | -     | -     | 2.0   | 1.6   | -     | 1.7 |
| Centennial Education Center   | 100                  | -     | -     | 100   | -     | 100   | -       | -     | -     | -     | -     | -     | -                          | -     | -     | -     | -     | -     | -       | 1.0   | -     | -     | -     | -     | -   |
| Adult Learning Center   | 75                   | 80    | 100   | 80    | 50    | 81    | 25      | 20    | 0     | 6     | 0     | 8     | 0                          | 0     | 0     | 0     | 0     | 0     | 12      | 1.5   | 1.6   | 1.2   | 1.9   | 3.0   | 1.8 |
| TOTAL   |                      |       |       |       |       |       |         |       |       |       |       |       |                            |       |       |       |       |       |         |       |       |       |       |       |     |



# RSC Study for Educational Equity and Inclusion

Faculty Survey (Spring 1993)

\* \* \* Please circle the letter corresponding to your answer to the following questions \* \* \*

- |  |   |
|--|---|
| <p>1. Number of years worked at RSC? _____</p> <p>2. What is your gender?<br/>a. Male<br/>b. Female</p> <p>3. What is your RSC work status?<br/>a. Full-time<br/>b. Part-time</p> <p>4. What is your race/nationality or ethnic group?<br/>a. American Indian/Alaskan Native<br/>b. Black, Non-Hispanic<br/>c. Asian<br/>d. Pacific Islander<br/>e. Chicano/Latino/Hispanic<br/>f. Filipino American<br/>g. White<br/>h. Other Non-White</p> | <p>5. Last year, have you participated in any activity (conference, workshop, etc.) designed to promote sensitivity toward issues of diversity at RSC?<br/>a. No<br/>    Yes, and it was/they were:<br/>b. mostly beneficial<br/>c. somewhat beneficial<br/>d. not beneficial</p> <p>6. Do you want training to enhance your course <u>curriculum</u> with pro-diverse perspectives?<br/>a. Yes<br/>b. No, curriculum includes broad perspectives<br/>c. No, I don't want to change curriculum<br/>d. No, this is not appropriate to my discipline</p> <p>7. Do you want additional training to enhance your <u>teaching methods</u> for diverse students?<br/>a. Yes<br/>b. No</p> |
|--|---|

Please indicate how frequently each of the following statements apply to your experiences at RSC. If this question doesn't apply to you or you "don't know," please circle #4 for "doesn't apply or don't know."

|   | frequently | occasionally/<br>seldom | never | doesn't apply<br>or don't know |
|---|------------|-------------------------|-------|--------------------------------|
| 8. My relationship with other faculty members is generally:           |            |                         |       |                                |
| a. based upon a common set of professional interests                  | 1          | 2                       | 3     | 4                              |
| b. job-related only   | 1          | 2                       | 3     | 4                              |
| c. includes personal acquaintanceships                                | 1          | 2                       | 3     | 4                              |
| d. conducive to social interaction on-campus                          | 1          | 2                       | 3     | 4                              |
| e. conducive to social interaction off-campus                         | 1          | 2                       | 3     | 4                              |
| f. uncomfortable with those of other ethnic groups                    | 1          | 2                       | 3     | 4                              |
| g. uncomfortable with those of my opposite gender                     | 1          | 2                       | 3     | 4                              |
| h. comfortable with those of my gender                                | 1          | 2                       | 3     | 4                              |
| i. comfortable with those of my ethnic group                          | 1          | 2                       | 3     | 4                              |
| 9. I am treated <u>rudely</u> at RSC by:                              |            |                         |       |                                |
| a. faculty, staff or administrators of my ethnic group                | 1          | 2                       | 3     | 4                              |
| b. faculty, staff or administrators of other ethnic groups            | 1          | 2                       | 3     | 4                              |
| c. faculty, staff or administrators of all ethnic groups              | 1          | 2                       | 3     | 4                              |
| d. faculty, staff or administrators of my sex                         | 1          | 2                       | 3     | 4                              |
| e. faculty, staff of administrators of the opposite sex               | 1          | 2                       | 3     | 4                              |
| f. both male and female faculty, staff or administrators              | 1          | 2                       | 3     | 4                              |
| g. students   | 1          | 2                       | 3     | 4                              |
| h. people from the community surrounding the campus                   | 1          | 2                       | 3     | 4                              |
| i. Please specify: _____  | 1          | 2                       | 3     | 4                              |
| 10. I <u>collaborate professionally</u> with faculty and/or staff of: |            |                         |       |                                |
| a. my ethnic group  | 1          | 2                       | 3     | 4                              |
| b. other ethnic groups  | 1          | 2                       | 3     | 4                              |
| c. my gender  | 1          | 2                       | 3     | 4                              |
| d. the opposite gender  | 1          | 2                       | 3     | 4                              |

|   | frequently | occasionally/<br>seldom | never | doesn't apply<br>or don't know |
|---|------------|-------------------------|-------|--------------------------------|
| 11. I <u>interact socially</u> with faculty and/or staff of:  |            |                         |       |                                |
| a. my ethnic group  | 1          | 2                       | 3     | 4                              |
| b. other ethnic groups  | 1          | 2                       | 3     | 4                              |
| c. my gender  | 1          | 2                       | 3     | 4                              |
| d. the opposite gender  | 1          | 2                       | 3     | 4                              |
| 12. Faculty and staff on this campus generally <u>act</u> as though they are:   |            |                         |       |                                |
| a. aware of the importance of enrolling students from underrepresented groups   | 1          | 2                       | 3     | 4                              |
| b. aware of the difficulties that students from underrepresented groups may face in succeeding in college                         | 1          | 2                       | 3     | 4                              |
| c. resentful of efforts to develop a student body that represents all ethnic groups   | 1          | 2                       | 3     | 4                              |
| d. willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses                           | 1          | 2                       | 3     | 4                              |
| e. willing to mentor students from the underrepresented groups  | 1          | 2                       | 3     | 4                              |
| 13. Students that I interact with on this campus generally <u>behave</u> as though they are:                                      |            |                         |       |                                |
| a. pleased with developing a student body that represents all ethnic groups   | 1          | 2                       | 3     | 4                              |
| b. resentful of efforts to develop a student body that represents all ethnic groups   | 1          | 2                       | 3     | 4                              |
| c. aware of the importance of educating students from all ethnic groups   | 1          | 2                       | 3     | 4                              |
| d. aware of the difficulties that students from underrepresented groups may face in succeeding in college                         | 1          | 2                       | 3     | 4                              |
| e. supportive of students from underrepresented groups  | 1          | 2                       | 3     | 4                              |
| 14. Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: |            |                         |       |                                |
| a. critical to the institution's mission  | 1          | 2                       | 3     | 4                              |
| b. effective educationally  | 1          | 2                       | 3     | 4                              |
| c. a drain on institutional resources   | 1          | 2                       | 3     | 4                              |
| d. a stigma on the institution's prestige   | 1          | 2                       | 3     | 4                              |
| 15. I have seen or heard about <u>campus events</u> where:  |            |                         |       |                                |
| a. specific ethnic groups are portrayed negatively  | 1          | 2                       | 3     | 4                              |
| b. women in general are portrayed negatively  | 1          | 2                       | 3     | 4                              |
| c. men in general are portrayed negatively  | 1          | 2                       | 3     | 4                              |
| d. disabled individuals in general are portrayed negatively   | 1          | 2                       | 3     | 4                              |
| 16. I have seen or heard about <u>racist behavior</u> initiated by:   |            |                         |       |                                |
| a. ethnic minority support personnel  | 1          | 2                       | 3     | 4                              |
| b. non ethnic minority support personnel  | 1          | 2                       | 3     | 4                              |
| c. ethnic minority faculty  | 1          | 2                       | 3     | 4                              |
| d. non-ethnic minority faculty  | 1          | 2                       | 3     | 4                              |
| e. ethnic minority students   | 1          | 2                       | 3     | 4                              |
| f. non-ethnic minority students   | 1          | 2                       | 3     | 4                              |
| g. people from the community surrounding the campus   | 1          | 2                       | 3     | 4                              |
| 17. I have seen or heard about <u>sexist behavior</u> initiated by:   |            |                         |       |                                |
| a. female support personnel   | 1          | 2                       | 3     | 4                              |
| b. male support personnel   | 1          | 2                       | 3     | 4                              |
| c. female faculty   | 1          | 2                       | 3     | 4                              |
| d. male faculty   | 1          | 2                       | 3     | 4                              |
| e. female students  | 1          | 2                       | 3     | 4                              |
| f. male students  | 1          | 2                       | 3     | 4                              |

606

|  | frequently | occasionally/<br>seldom | never | doesn't apply<br>or don't know |
|--|------------|-------------------------|-------|--------------------------------|
| 18. I have seen on this campus:  |            |                         |       |                                |
| a. books in the library written from a variety of racial, ethnic, or cultural viewpoints                         | 1          | 2                       | 3     | 4                              |
| b. textbooks in the bookstore written from a variety of racial, ethnic, or cultural viewpoints                   | 1          | 2                       | 3     | 4                              |
| c. art reflecting various ethnic cultures  | 1          | 2                       | 3     | 4                              |
| d. negative graffiti about women   | 1          | 2                       | 3     | 4                              |
| e. negative graffiti about certain ethnic groups   | 1          | 2                       | 3     | 4                              |
| 19. I see materials in campus media that increase my understanding of individuals based on:                      |            |                         |       |                                |
| a. their ethnicity   | 1          | 2                       | 3     | 4                              |
| b. their sex   | 1          | 2                       | 3     | 4                              |
| c. their disability  | 1          | 2                       | 3     | 4                              |
| d. their academic preparation or lack of preparation for college   | 1          | 2                       | 3     | 4                              |
| 20. I see materials in campus media in which individuals are stereotyped based on:                               |            |                         |       |                                |
| a. their ethnicity   | 1          | 2                       | 3     | 4                              |
| b. their sex   | 1          | 2                       | 3     | 4                              |
| c. their disability  | 1          | 2                       | 3     | 4                              |
| d. their academic preparation or lack of preparation for college   | 1          | 2                       | 3     | 4                              |
| 21. Administrators on this campus <u>act</u> as though they are:   |            |                         |       |                                |
| a. aware of the importance of educating students from all ethnic groups  | 1          | 2                       | 3     | 4                              |
| b. aware of the difficulties that students from specific ethnic groups may have in succeeding in college         | 1          | 2                       | 3     | 4                              |
| c. resentful of efforts to develop a student body that represents all ethnic groups                              | 1          | 2                       | 3     | 4                              |
| d. supportive of students from all ethnic groups   | 1          | 2                       | 3     | 4                              |
| e. supportive of women students  | 1          | 2                       | 3     | 4                              |
| f. supportive of disabled students   | 1          | 2                       | 3     | 4                              |
| g. willing to mentor faculty from all ethnic groups  | 1          | 2                       | 3     | 4                              |
| h. willing to mentor women faculty   | 1          | 2                       | 3     | 4                              |
| i. resentful of efforts to develop a faculty that represents all ethnic groups                                   | 1          | 2                       | 3     | 4                              |
| j. aware of the difficulties that faculty from specific ethnic groups may face in succeeding at this institution | 1          | 2                       | 3     | 4                              |
| k. supportive of faculty from all ethnic groups  | 1          | 2                       | 3     | 4                              |
| l. supportive of women faculty   | 1          | 2                       | 3     | 4                              |
| m. supportive of disabled students   | 1          | 2                       | 3     | 4                              |
| n. obstructive to the extent permitted by the law  | 1          | 2                       | 3     | 4                              |
| 22. Campus administrators behave as though <u>high priorities</u> for them are to:                               |            |                         |       |                                |
| a. enhance the prestige of the campus  | 1          | 2                       | 3     | 4                              |
| b. hire a high quality faculty   | 1          | 2                       | 3     | 4                              |
| c. retain a high quality faculty   | 1          | 2                       | 3     | 4                              |
| d. be responsive to the local community  | 1          | 2                       | 3     | 4                              |
| e. improve students' campus experiences  | 1          | 2                       | 3     | 4                              |
| f. increase the number of students from all ethnic groups  | 1          | 2                       | 3     | 4                              |
| g. increase the number of students who graduate from all ethnic groups   | 1          | 2                       | 3     | 4                              |
| h. educate students from all ethnic groups   | 1          | 2                       | 3     | 4                              |
| 23. Campus administrators behave as though they are <u>responsive</u> to the concerns of:                        |            |                         |       |                                |
| a. ethnic minority faculty and staff   | 1          | 2                       | 3     | 4                              |
| b. non-ethnic minority faculty and staff   | 1          | 2                       | 3     | 4                              |
| c. women staff members   | 1          | 2                       | 3     | 4                              |
| d. men staff members   | 1          | 2                       | 3     | 4                              |

|  | frequently | occasionally/<br>seldom | never | doesn't apply<br>or don't know |
|--|------------|-------------------------|-------|--------------------------------|
| 24. Campus activities in which I participated that have increased my sensitivity to <u>women's issues</u> are:           |            |                         |       |                                |
| a. informal discussions with others on campus  | 1          | 2                       | 3     | 4                              |
| b. staff development and flex activities   | 1          | 2                       | 3     | 4                              |
| c. conferences and workshops   | 1          | 2                       | 3     | 4                              |
| d. committee assignments and/or department/division meetings   | 1          | 2                       | 3     | 4                              |
| e. reading books   | 1          | 2                       | 3     | 4                              |
| f. special events (cultural celebrations, etc.)  | 1          | 2                       | 3     | 4                              |
| g. concerts and exhibits   | 1          | 2                       | 3     | 4                              |
| h. athletic events   | 1          | 2                       | 3     | 4                              |
| i. others (please specify: _____ )   | 1          | 2                       | 3     | 4                              |
| 25. Campus activities in which I participated that have increased my sensitivity to <u>other ethnic groups</u> are:      |            |                         |       |                                |
| a. informal discussions with others on campus  | 1          | 2                       | 3     | 4                              |
| b. staff development and flex activities   | 1          | 2                       | 3     | 4                              |
| c. conferences and workshops   | 1          | 2                       | 3     | 4                              |
| d. committee assignments and/or department/division meetings   | 1          | 2                       | 3     | 4                              |
| e. reading books   | 1          | 2                       | 3     | 4                              |
| f. concerts and exhibits   | 1          | 2                       | 3     | 4                              |
| g. athletic events   | 1          | 2                       | 3     | 4                              |
| h. others (please specify: _____ )   | 1          | 2                       | 3     | 4                              |
| 26. The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: |            |                         |       |                                |
| a. being friendly and receptive  | 1          | 2                       | 3     | 4                              |
| b. accommodating their needs and interests   | 1          | 2                       | 3     | 4                              |
| c. hiring them to work in its businesses   | 1          | 2                       | 3     | 4                              |
| d. resenting their presence  | 1          | 2                       | 3     | 4                              |
| 27. Faculty here generally incorporate into their course curricula:  |            |                         |       |                                |
| a. material acknowledging women's societal contributions   | 1          | 2                       | 3     | 4                              |
| b. material acknowledging societal contributions made by all ethnic groups   | 1          | 2                       | 3     | 4                              |
| c. multicultural perspectives on issues  | 1          | 2                       | 3     | 4                              |
| 28. My courses incorporate:  |            |                         |       |                                |
| a. material acknowledging women's contributions to the field   | 1          | 2                       | 3     | 4                              |
| b. material acknowledging societal contributions made by all ethnic groups   | 1          | 2                       | 3     | 4                              |
| c. multicultural perspectives on issues  | 1          | 2                       | 3     | 4                              |
| 29. I mentor students who are of:  |            |                         |       |                                |
| a. my gender   | 1          | 2                       | 3     | 4                              |
| b. the opposite gender   | 1          | 2                       | 3     | 4                              |
| c. my ethnic group   | 1          | 2                       | 3     | 4                              |
| d. ethnic groups other than mine   | 1          | 2                       | 3     | 4                              |
| 30. I would be interested in attending a faculty workshop(s) on issues pertaining to:                                    |            |                         |       |                                |
| a. ethnic minorities   | 1          | 2                       | 3     | 4                              |
| b. women   | 1          | 2                       | 3     | 4                              |
| c. people with disabilities  | 1          | 2                       | 3     | 4                              |
| d. gays and lesbians   | 1          | 2                       | 3     | 4                              |
| 31. At RSC, I have been <u>discriminated against</u> recently by:  |            |                         |       |                                |
| a. faculty   | 1          | 2                       | 3     | 4                              |
| b. staff   | 1          | 2                       | 3     | 4                              |
| c. administrators  | 1          | 2                       | 3     | 4                              |
| d. students  | 1          | 2                       | 3     | 4                              |

|  | frequently | occasionally<br>seldom | never | doesn't apply<br>or don't know |
|--|------------|------------------------|-------|--------------------------------|
| 32. At RSC, I have been <u>discriminated against</u> recently because of my:   |            |                        |       |                                |
| a. race/ethnicity  | 1          | 2                      | 3     | 4                              |
| b. gender  | 1          | 2                      | 3     | 4                              |
| c. sexual orientation  | 1          | 2                      | 3     | 4                              |
| d. disability  | 1          | 2                      | 3     | 4                              |
| e. religion  | 1          | 2                      | 3     | 4                              |
| f. age   | 1          | 2                      | 3     | 4                              |
| 33. At RSC, I have recently heard insensitive or disparaging comments about <u>ethnic minorities</u> by:                             |            |                        |       |                                |
| a. faculty   | 1          | 2                      | 3     | 4                              |
| b. staff   | 1          | 2                      | 3     | 4                              |
| c. administrators  | 1          | 2                      | 3     | 4                              |
| d. students  | 1          | 2                      | 3     | 4                              |
| 34. At RSC, I have been <u>harassed</u> recently because of my:  |            |                        |       |                                |
| a. race/ethnicity  | 1          | 2                      | 3     | 4                              |
| b. gender  | 1          | 2                      | 3     | 4                              |
| c. sexual orientation  | 1          | 2                      | 3     | 4                              |
| d. disability  | 1          | 2                      | 3     | 4                              |
| e. religion  | 1          | 2                      | 3     | 4                              |
| f. age   | 1          | 2                      | 3     | 4                              |
| 35. At RSC, I have heard insensitive or disparaging comments recently about <u>women</u> by:   |            |                        |       |                                |
| a. faculty   | 1          | 2                      | 3     | 4                              |
| b. staff   | 1          | 2                      | 3     | 4                              |
| c. administrators  | 1          | 2                      | 3     | 4                              |
| d. students  | 1          | 2                      | 3     | 4                              |
| 36. At RSC, I have heard insensitive or disparaging comments recently about <u>people with disabilities</u> by:                      |            |                        |       |                                |
| a. faculty   | 1          | 2                      | 3     | 4                              |
| b. staff   | 1          | 2                      | 3     | 4                              |
| c. administrators  | 1          | 2                      | 3     | 4                              |
| d. students  | 1          | 2                      | 3     | 4                              |
| 37. At RSC, I have heard insensitive or disparaging comments recently about <u>gays and lesbians</u> by:                             |            |                        |       |                                |
| a. faculty   | 1          | 2                      | 3     | 4                              |
| b. staff   | 1          | 2                      | 3     | 4                              |
| c. administrators  | 1          | 2                      | 3     | 4                              |
| d. students  | 1          | 2                      | 3     | 4                              |
| 38. I feel that I don't fit in very well with my colleagues.   | 1          | 2                      | 3     | 4                              |
| 39. My department is receptive to the incorporation of multiple ethnic and gender perspectives material into the curriculum.         | 1          | 2                      | 3     | 4                              |
| 40. I sense/have experienced a sincere desire among my colleagues to enhance the diversity of staff members in my department.        | 1          | 2                      | 3     | 4                              |
| 41. I support the presence of different perspectives on ethnic and gender related issues in discussions of my department colleagues. | 1          | 2                      | 3     | 4                              |
| 42. I have continually changed the content of my course(s) to incorporate ethnic and gender issues.                                  | 1          | 2                      | 3     | 4                              |

Indicate the extent to which you agree or disagree with the following statements (please circle one for each item):

|  | strongly agree | agree | neutral | disagree | strongly disagree | doesn't apply or don't know |
|--|----------------|-------|---------|----------|-------------------|-----------------------------|
| 1. The RSC student body adequately reflects the cultural diversity of its service area.  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 2. The percentage of minority faculty should reflect the percentage of minority students at RSC.   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 3. I am willing to further modify my course content in order to include minority and/or non-Western ideas.                               | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 4. Most students do not want to change the status quo in regard to issues of diversity.  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 5. RSC is responsive to the diverse needs of the changing demographics of our student body.  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 6. <u>Women</u> have equal opportunities with men for recognition, respect, and advancement in my department.                            | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 7. <u>Disabled individuals</u> have equal opportunities for recognition, respect, and advancement in my department.                      | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 8. <u>Ethnic minorities</u> have equal opportunities for recognition, respect, and advancement in my department.                         | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 9. RSC is committed to increasing the numbers and percentages of ethnic minorities in classified, faculty, and administrative positions. | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 10. RSC is committed to the curtailment of sexual harassment.  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 11. In my opinion, special programs and policies:  |                |       |         |          |                   |                             |
| a. are necessary to attract students from a variety of ethnic groups   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| b. often result in the hiring of instructors and support personnel who lack adequate qualifications                                      | 1              | 2     | 3       | 4        | 5                 | 6                           |
| c. lead to resentment among students   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| d. lead to resentment among faculty members  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| e. enhance the quality of the student body   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| f. reduce the prestige of the campus   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| g. lead to admission of too many underprepared students  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| h. are necessary for the faculty to be representative of the student body and community  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| i. help to create a positive campus environment  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| j. provide educational opportunities for students who have potential for college but need special assistance                             | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 12. I prefer to serve students who are:  |                |       |         |          |                   |                             |
| a. academically well-prepared for college  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| b. well-motivated for college  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| c. in need of assistance to succeed in college   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| d. of my ethnic group  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| e. of other ethnic groups  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| f. of my gender  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| g. of the opposite gender  | 1              | 2     | 3       | 4        | 5                 | 6                           |

610

|   | strongly agree | agree | neutral | disagree | strongly disagree | doesn't apply or don't know |
|---|----------------|-------|---------|----------|-------------------|-----------------------------|
| 13. The <u>highest priorities</u> on this campus in terms of students should be to enhance support for:   |                |       |         |          |                   |                             |
| a. all students   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| b. recruitment of students from specific ethnic groups  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| c. recruitment of women students  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| d. retention of all enrolled students   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| e. retention of students from specific ethnic groups  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| f. retention of enrolled students who have the potential for college but need special assistance  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 14. All general education courses should include topics and examples:   |                |       |         |          |                   |                             |
| a. related specifically to women  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| b. related to a variety of ethnic groups  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| c. in which people from various ethnic groups interact positively   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| d. of multiple viewpoints on a particular topic   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 15. In general, students respect:   |                |       |         |          |                   |                             |
| a. minority faculty less than non-minority faculty  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| b. women faculty less than men faculty  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| c. faculty with disabilities less than faculty without disabilities   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| d. gay/lesbian faculty less than heterosexual faculty   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 16. Obstacles to achieving gender balance of the faculty here are:  |                |       |         |          |                   |                             |
| a. the scarcity of women who are interested in teaching   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| b. the scarcity of qualified female faculty   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| c. lack of campus interest in recruiting female faculty   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| d. difficulty of retaining qualified faculty from all groups  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| e. absence of top administrators from all groups  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| f. lack of desire on the part of the faculty  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 17. With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by:      |                |       |         |          |                   |                             |
| a. enhancing resources available for their recruitment  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| b. developing mentorships for those hired   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| c. enhancing resources available for their retention  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| d. involving them in professional activities (e.g., committees)   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| e. providing financial incentives to recruit them as graduate students before they graduate   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| f. reconceptualizing the definition of "qualified" when making hiring and promotional decisions   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| g. including public service contributions in the criteria for promotion and tenure  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| h. including the contributions that they make in assisting students from ethnic groups traditionally underrepresented in higher education to be successful on this campus | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 18. The <u>highest priorities</u> for the campus in hiring faculty should be:   |                |       |         |          |                   |                             |
| a. enhancing the prestige of the campus   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| b. selecting the most qualified regardless of ethnic group  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| c. selecting those who are qualified and of the same ethnic groups as the student body as a whole   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| d. selecting those who are qualified <u>and</u> sensitive to students from all ethnic groups  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| e. selecting those who are sensitive to the needs of students from all ethnic groups  | 1              | 2     | 3       | 4        | 5                 | 6                           |

Please describe your perceptions of this campus in regard to issues of diversity. Please circle one number on each of the following scales which best characterizes the climate at RSC.

For example, if you think the atmosphere here is very relaxed, circle "1". If it is very tense, circle "5".

|                  |   |   |   |   |   |               |
|------------------|---|---|---|---|---|---------------|
| Relaxed          | 1 | 2 | 3 | 4 | 5 | Tense         |
| Comfortable      | 1 | 2 | 3 | 4 | 5 | Uncomfortable |
| Friendly         | 1 | 2 | 3 | 4 | 5 | Hostile       |
| Warm             | 1 | 2 | 3 | 4 | 5 | Cold          |
| Communicative    | 1 | 2 | 3 | 4 | 5 | Reserved      |
| Enjoyable        | 1 | 2 | 3 | 4 | 5 | Unenjoyable   |
| Concerned        | 1 | 2 | 3 | 4 | 5 | Indifferent   |
| Respectful       | 1 | 2 | 3 | 4 | 5 | Disrespectful |
| Cooperative      | 1 | 2 | 3 | 4 | 5 | Competitive   |
| Sensitive        | 1 | 2 | 3 | 4 | 5 | Insensitive   |
| Welcoming        | 1 | 2 | 3 | 4 | 5 | Unwelcoming   |
| Supportive       | 1 | 2 | 3 | 4 | 5 | Unsupportive  |
| Easy             | 1 | 2 | 3 | 4 | 5 | Hard          |
| Accepting        | 1 | 2 | 3 | 4 | 5 | Unaccepting   |
| Tolerant         | 1 | 2 | 3 | 4 | 5 | Intolerant    |
| Flexible         | 1 | 2 | 3 | 4 | 5 | Structured    |
| Open             | 1 | 2 | 3 | 4 | 5 | Closed        |
| Non-Bureaucratic | 1 | 2 | 3 | 4 | 5 | Bureaucratic  |

Please describe your feelings about how you are viewed on this campus.

|                        |   |   |   |   |   |                     |
|------------------------|---|---|---|---|---|---------------------|
| Respected              | 1 | 2 | 3 | 4 | 5 | Disrespected        |
| Admired                | 1 | 2 | 3 | 4 | 5 | Resented            |
| Successful             | 1 | 2 | 3 | 4 | 5 | Unsuccessful        |
| Intelligent            | 1 | 2 | 3 | 4 | 5 | Unintelligent       |
| Valued                 | 1 | 2 | 3 | 4 | 5 | Demeaned            |
| Appreciated            | 1 | 2 | 3 | 4 | 5 | Worthless           |
| Encouraged             | 1 | 2 | 3 | 4 | 5 | Discouraged         |
| Strong                 | 1 | 2 | 3 | 4 | 5 | Weak                |
| Hard-Working           | 1 | 2 | 3 | 4 | 5 | Lazy                |
| Integral to the Campus | 1 | 2 | 3 | 4 | 5 | Tolerated on Campus |

Please indicate your level of satisfaction with the opportunities available for you on this campus to:

|   | very satisfied | satisfied | so-so | dissatisfied | very dissatisfied | doesn't apply or don't know |
|---|----------------|-----------|-------|--------------|-------------------|-----------------------------|
| a. learn about various cultures (e.g., Black History Month)                                   | 1              | 2         | 3     | 4            | 5                 | 6                           |
| b. discuss issues related to differences among ethnic groups                                  | 1              | 2         | 3     | 4            | 5                 | 6                           |
| c. receive campus services when discriminated against because of your race, ethnicity, or sex | 1              | 2         | 3     | 4            | 5                 | 6                           |
| d. become more aware of the needs of students from all ethnic groups                          | 1              | 2         | 3     | 4            | 5                 | 6                           |
| e. become more aware of the needs of disabled individuals                                     | 1              | 2         | 3     | 4            | 5                 | 6                           |
| f. become more involved in issues of race, ethnicity, and gender                              | 1              | 2         | 3     | 4            | 5                 | 6                           |
| g. become a campus leader if you are a woman  | 1              | 2         | 3     | 4            | 5                 | 6                           |

Please give us your comments on the issue of equity at RSC:

---



---



---



---



# RSC Study for Educational Equity and Inclusion

Staff Survey (Spring 1993)

\* \* \* Please circle the letter corresponding to your answer to the following questions \* \* \*

1. What is your gender?
  - a. Male
  - b. Female
2. What is your race/nationality or ethnic group?
  - a. American Indian/Alaskan Native
  - b. Black, Non-Hispanic
  - c. Asian
  - d. Pacific Islander
  - e. Chicano/Latino/Hispanic
  - f. Filipino American
  - g. White
  - h. Other Non-White
3. Number of years worked at RSC? \_\_\_\_\_
4. What is your RSC work status?
  - a. Full-time
  - b. Part-time
5. Last year, have you participated in any activity (conference, workshop, etc.) designed to promote sensitivity toward issues of diversity at RSC?
  - a. no
  - yes, and it was/they were:
    - b. mostly beneficial
    - c. somewhat beneficial
    - d. not beneficial

Please indicate how frequently each of the following statements apply to your experiences at RSC. If this question doesn't apply to you or you "don't know," please circle #4 for "doesn't apply or don't know."

|  | frequently | occasionally/<br>seldom | never | doesn't apply<br>or don't know |
|--|------------|-------------------------|-------|--------------------------------|
| 6. I feel that I don't fit in very well with my colleagues.          | 1          | 2                       | 3     | 4                              |
| 7. I am treated <u>rudely</u> at RSC by:                             |            |                         |       |                                |
| a. faculty, staff, or administrators of my ethnic group              | 1          | 2                       | 3     | 4                              |
| b. faculty, staff, or administrators of other ethnic groups          | 1          | 2                       | 3     | 4                              |
| c. faculty, staff, or administrators of my sex                       | 1          | 2                       | 3     | 4                              |
| d. faculty, staff, of administrators of the opposite sex             | 1          | 2                       | 3     | 4                              |
| e. both male and female faculty, staff, or administrators            | 1          | 2                       | 3     | 4                              |
| f. students  | 1          | 2                       | 3     | 4                              |
| g. people from the community surrounding the campus                  | 1          | 2                       | 3     | 4                              |
| h. Please specify: _____   | 1          | 2                       | 3     | 4                              |
| 8. I <u>collaborate professionally</u> with faculty and/or staff of: |            |                         |       |                                |
| a. my ethnic group   | 1          | 2                       | 3     | 4                              |
| b. other ethnic groups   | 1          | 2                       | 3     | 4                              |
| c. my gender   | 1          | 2                       | 3     | 4                              |
| d. the opposite gender   | 1          | 2                       | 3     | 4                              |
| 9. I <u>interact socially</u> with faculty and/or staff of:          |            |                         |       |                                |
| a. my ethnic group   | 1          | 2                       | 3     | 4                              |
| b. other ethnic groups   | 1          | 2                       | 3     | 4                              |
| c. my gender   | 1          | 2                       | 3     | 4                              |
| d. the opposite gender   | 1          | 2                       | 3     | 4                              |
| 10. I have seen or heard about <u>racist behavior</u> initiated by:  |            |                         |       |                                |
| a. ethnic minority support personnel                                 | 1          | 2                       | 3     | 4                              |
| b. non-ethnic minority support personnel                             | 1          | 2                       | 3     | 4                              |
| c. ethnic minority faculty   | 1          | 2                       | 3     | 4                              |
| d. non-ethnic minority faculty                                       | 1          | 2                       | 3     | 4                              |
| e. ethnic minority students  | 1          | 2                       | 3     | 4                              |
| f. non-ethnic minority students                                      | 1          | 2                       | 3     | 4                              |
| g. people from the community surrounding the campus                  | 1          | 2                       | 3     | 4                              |

|  | frequently | occasionally/<br>seldom | never | doesn't apply<br>or don't know |
|--|------------|-------------------------|-------|--------------------------------|
| 11. I have seen or heard about <u>campus events</u> where:                                     |            |                         |       |                                |
| a. specific ethnic groups are portrayed negatively   | 1          | 2                       | 3     | 4                              |
| b. women in general are portrayed negatively   | 1          | 2                       | 3     | 4                              |
| c. men in general are portrayed negatively   | 1          | 2                       | 3     | 4                              |
| d. disabled individuals in general are portrayed negatively                                    | 1          | 2                       | 3     | 4                              |
| 12. I have seen or heard about <u>sexist behavior</u> initiated by:                            |            |                         |       |                                |
| a. female support personnel  | 1          | 2                       | 3     | 4                              |
| b. male support personnel  | 1          | 2                       | 3     | 4                              |
| c. female faculty  | 1          | 2                       | 3     | 4                              |
| d. male faculty  | 1          | 2                       | 3     | 4                              |
| e. female students   | 1          | 2                       | 3     | 4                              |
| f. male students   | 1          | 2                       | 3     | 4                              |
| 13. I have seen on this campus:  |            |                         |       |                                |
| a. books in the library written from a variety of racial, ethnic, or cultural viewpoints       | 1          | 2                       | 3     | 4                              |
| b. textbooks in the bookstore written from a variety of racial, ethnic, or cultural viewpoints | 1          | 2                       | 3     | 4                              |
| c. art reflecting various ethnic cultures  | 1          | 2                       | 3     | 4                              |
| d. negative graffiti about women   | 1          | 2                       | 3     | 4                              |
| e. negative graffiti about certain ethnic groups   | 1          | 2                       | 3     | 4                              |
| 14. I see materials in campus media that increase my understanding of individuals based on:    |            |                         |       |                                |
| a. their ethnicity   | 1          | 2                       | 3     | 4                              |
| b. their sex   | 1          | 2                       | 3     | 4                              |
| c. their disability  | 1          | 2                       | 3     | 4                              |
| d. their academic preparation or lack of preparation for college                               | 1          | 2                       | 3     | 4                              |
| 15. I see materials in campus media in which individuals are stereotyped based on:             |            |                         |       |                                |
| a. their ethnicity   | 1          | 2                       | 3     | 4                              |
| b. their sex   | 1          | 2                       | 3     | 4                              |
| c. their disability  | 1          | 2                       | 3     | 4                              |
| d. their academic preparation or lack of preparation for college                               | 1          | 2                       | 3     | 4                              |
| 16. At RSC, I have been <u>discriminated against</u> recently because of my:                   |            |                         |       |                                |
| a. race/ethnicity  | 1          | 2                       | 3     | 4                              |
| b. gender  | 1          | 2                       | 3     | 4                              |
| c. sexual orientation  | 1          | 2                       | 3     | 4                              |
| d. disability  | 1          | 2                       | 3     | 4                              |
| e. religion  | 1          | 2                       | 3     | 4                              |
| f. age   | 1          | 2                       | 3     | 4                              |
| 17. At RSC, I have been <u>harassed</u> recently because of my:                                |            |                         |       |                                |
| a. race/ethnicity  | 1          | 2                       | 3     | 4                              |
| b. gender  | 1          | 2                       | 3     | 4                              |
| c. sexual orientation  | 1          | 2                       | 3     | 4                              |
| d. disability  | 1          | 2                       | 3     | 4                              |
| e. religion  | 1          | 2                       | 3     | 4                              |
| f. age   | 1          | 2                       | 3     | 4                              |
| 18. At RSC, I have been <u>discriminated against</u> recently by:                              |            |                         |       |                                |
| a. faculty   | 1          | 2                       | 3     | 4                              |
| b. staff   | 1          | 2                       | 3     | 4                              |
| c. administrators  | 1          | 2                       | 3     | 4                              |
| d. students  | 1          | 2                       | 3     | 4                              |

|   | frequently | occasionally/<br>seldom | never | doesn't apply<br>or don't know |
|---|------------|-------------------------|-------|--------------------------------|
| 19. At RSC, I have recently heard insensitive or disparaging comments about <u>ethnic minorities</u> by:                          |            |                         |       |                                |
| a. faculty  | 1          | 2                       | 3     | 4                              |
| b. staff  | 1          | 2                       | 3     | 4                              |
| c. administrators   | 1          | 2                       | 3     | 4                              |
| d. students   | 1          | 2                       | 3     | 4                              |
| 20. At RSC, I have heard insensitive or disparaging comments recently about <u>gays and lesbians</u> by:                          |            |                         |       |                                |
| a. faculty  | 1          | 2                       | 3     | 4                              |
| b. staff  | 1          | 2                       | 3     | 4                              |
| c. administrators   | 1          | 2                       | 3     | 4                              |
| d. students   | 1          | 2                       | 3     | 4                              |
| 21. At RSC, I have heard insensitive or disparaging comments recently about <u>people with disabilities</u> by:                   |            |                         |       |                                |
| a. faculty  | 1          | 2                       | 3     | 4                              |
| b. staff  | 1          | 2                       | 3     | 4                              |
| c. administrators   | 1          | 2                       | 3     | 4                              |
| d. students   | 1          | 2                       | 3     | 4                              |
| 22. At RSC, I have heard insensitive or disparaging comments recently about <u>women</u> by:                                      |            |                         |       |                                |
| a. faculty  | 1          | 2                       | 3     | 4                              |
| b. staff  | 1          | 2                       | 3     | 4                              |
| c. administrators   | 1          | 2                       | 3     | 4                              |
| d. students   | 1          | 2                       | 3     | 4                              |
| 23. My relationship with other staff members is generally:  |            |                         |       |                                |
| a. based upon a common set of professional interests  | 1          | 2                       | 3     | 4                              |
| b. job-related only   | 1          | 2                       | 3     | 4                              |
| c. includes personal acquaintanceships  | 1          | 2                       | 3     | 4                              |
| d. conducive to social interaction on-campus  | 1          | 2                       | 3     | 4                              |
| e. conducive to social interaction off-campus   | 1          | 2                       | 3     | 4                              |
| f. uncomfortable with those of other ethnic groups  | 1          | 2                       | 3     | 4                              |
| g. uncomfortable with those of the opposite gender  | 1          | 2                       | 3     | 4                              |
| h. comfortable with those of my gender  | 1          | 2                       | 3     | 4                              |
| i. comfortable with those of my ethnic group  | 1          | 2                       | 3     | 4                              |
| 24. Faculty and staff on this campus generally <u>act</u> as though they are:   |            |                         |       |                                |
| a. aware of the importance of enrolling students from underrepresented groups   | 1          | 2                       | 3     | 4                              |
| b. aware of the difficulties that students from specific ethnic groups may face in succeeding in college                          | 1          | 2                       | 3     | 4                              |
| c. resentful of efforts to develop a student body that represents all ethnic groups   | 1          | 2                       | 3     | 4                              |
| d. willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses                           | 1          | 2                       | 3     | 4                              |
| e. willing to mentor students from the underrepresented groups  | 1          | 2                       | 3     | 4                              |
| 25. Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: |            |                         |       |                                |
| a. critical to the institution's mission  | 1          | 2                       | 3     | 4                              |
| b. effective educationally  | 1          | 2                       | 3     | 4                              |
| c. a drain on institutional resources   | 1          | 2                       | 3     | 4                              |
| d. a stigma on the institution's prestige   | 1          | 2                       | 3     | 4                              |

|  | frequently | occasionally/<br>seldom | never | doesn't apply<br>or don't know |
|--|------------|-------------------------|-------|--------------------------------|
| 26. Students that I interact with on this campus generally <u>behave</u> as though they are:                               |            |                         |       |                                |
| a. pleased with developing a student body that represents all ethnic groups  | 1          | 2                       | 3     | 4                              |
| b. resentful of efforts to develop a student body that represents all ethnic groups  | 1          | 2                       | 3     | 4                              |
| c. aware of the importance of educating students from all ethnic groups  | 1          | 2                       | 3     | 4                              |
| d. aware of the difficulties that students from underrepresented groups may face in succeeding in college                  | 1          | 2                       | 3     | 4                              |
| e. supportive of students from underrepresented groups   | 1          | 2                       | 3     | 4                              |
| 27. Campus activities in which I participated that have increased my sensitivity to <u>other ethnic groups</u> are:        |            |                         |       |                                |
| a. informal discussions with others on campus  | 1          | 2                       | 3     | 4                              |
| b. staff development activities  | 1          | 2                       | 3     | 4                              |
| c. conferences and workshops   | 1          | 2                       | 3     | 4                              |
| d. committee assignments and/or department/division meetings   | 1          | 2                       | 3     | 4                              |
| e. special events (cultural celebrations, etc.)  | 1          | 2                       | 3     | 4                              |
| f. concerts and exhibits   | 1          | 2                       | 3     | 4                              |
| g. athletic events   | 1          | 2                       | 3     | 4                              |
| h. others (please specify: _____)  | 1          | 2                       | 3     | 4                              |
| 28. The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by:   |            |                         |       |                                |
| a. being friendly and receptive  | 1          | 2                       | 3     | 4                              |
| b. accommodating their needs and interests   | 1          | 2                       | 3     | 4                              |
| c. hiring them to work in its businesses   | 1          | 2                       | 3     | 4                              |
| d. resenting their presence  | 1          | 2                       | 3     | 4                              |
| 29. Administrators on this campus <u>act</u> as though they are:   |            |                         |       |                                |
| a. aware of the importance of educating students from all ethnic groups  | 1          | 2                       | 3     | 4                              |
| b. aware of the difficulties that students from specific ethnic groups may have in succeeding in college                   | 1          | 2                       | 3     | 4                              |
| c. resentful of efforts to develop a student body that represents all ethnic groups  | 1          | 2                       | 3     | 4                              |
| d. supportive of students from all ethnic groups   | 1          | 2                       | 3     | 4                              |
| e. supportive of women students  | 1          | 2                       | 3     | 4                              |
| f. supportive of disabled students   | 1          | 2                       | 3     | 4                              |
| g. willing to mentor faculty and staff from all ethnic groups  | 1          | 2                       | 3     | 4                              |
| h. willing to mentor women faculty and staff   | 1          | 2                       | 3     | 4                              |
| i. resentful of efforts to develop a faculty and staff that represents all ethnic groups                                   | 1          | 2                       | 3     | 4                              |
| j. aware of the difficulties that faculty and staff from specific ethnic groups may face in succeeding at this institution | 1          | 2                       | 3     | 4                              |
| k. supportive of faculty and staff from all ethnic groups  | 1          | 2                       | 3     | 4                              |
| l. supportive of women faculty and staff   | 1          | 2                       | 3     | 4                              |
| m. supportive of disabled faculty and staff  | 1          | 2                       | 3     | 4                              |
| n. obstructive to the extent permitted by the law  | 1          | 2                       | 3     | 4                              |
| 30. Campus administrators behave as though <u>high priorities</u> for them are to:   |            |                         |       |                                |
| a. enhance the prestige of the campus  | 1          | 2                       | 3     | 4                              |
| b. hire a high quality faculty and staff   | 1          | 2                       | 3     | 4                              |
| c. retain a high quality faculty and staff   | 1          | 2                       | 3     | 4                              |
| d. be responsive to the local community  | 1          | 2                       | 3     | 4                              |
| e. improve students' campus experiences  | 1          | 2                       | 3     | 4                              |
| f. increase the number of students from all ethnic groups  | 1          | 2                       | 3     | 4                              |
| g. increase the number of students who graduate from all ethnic groups   | 1          | 2                       | 3     | 4                              |
| h. educate students from all ethnic groups   | 1          | 2                       | 3     | 4                              |

Indicate the extent to which you agree or disagree with the following statements (please circle one for each item):

|  | strongly agree | agree | neutral | disagree | strongly disagree | doesn't apply or don't know |
|--|----------------|-------|---------|----------|-------------------|-----------------------------|
| 1. The RSC student body adequately reflects the cultural diversity of its service area.  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 2. RSC is responsive to the diverse needs of the changing demographics of our student body.  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 3. Women have equal opportunities with men for recognition, respect, and advancement in my department.                                   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 4. Disabled individuals have equal opportunities for recognition, respect, and advancement in my department.                             | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 5. RSC is committed to increasing the numbers and percentages of ethnic minorities in classified, faculty, and administrative positions. | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 6. Ethnic minorities have equal opportunities for recognition, respect, and advancement in my department.                                | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 7. I prefer to serve students who are:   |                |       |         |          |                   |                             |
| a. academically well-prepared for college  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| b. well-motivated for college  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| c. in need of assistance to succeed in college   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| d. of my ethnic group  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| e. of other ethnic groups  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| f. of my gender  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| g. of the opposite gender  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 8. In my opinion, special programs and policies:   |                |       |         |          |                   |                             |
| a. are necessary to attract students from a variety of ethnic groups   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| b. often result in the hiring of instructors and support personnel who lack adequate qualifications                                      | 1              | 2     | 3       | 4        | 5                 | 6                           |
| c. lead to resentment among students   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| d. lead to resentment among faculty and staff  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| e. enhance the quality of the student body   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| f. reduce the prestige of the campus   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| g. lead to admission of too many underprepared students  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| h. are necessary for the faculty and staff to be representative of the student body and community  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| i. help to create a positive campus environment  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| j. provide educational opportunities for students who have potential for college but need special assistance                             | 1              | 2     | 3       | 4        | 5                 | 6                           |
| 9. The <u>highest priorities</u> on this campus in terms of students should be to enhance support for:                                   |                |       |         |          |                   |                             |
| a. all students  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| b. recruitment of students from specific ethnic groups   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| c. recruitment of women students   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| d. retention of all enrolled students  | 1              | 2     | 3       | 4        | 5                 | 6                           |
| e. retention of students from specific ethnic groups   | 1              | 2     | 3       | 4        | 5                 | 6                           |
| f. retention of enrolled students who have the potential for college but need special assistance   | 1              | 2     | 3       | 4        | 5                 | 6                           |

Please describe your perceptions of this campus in regard to issues of diversity. Please circle one number on each of the following scales which best characterizes the climate at RSC.

For example, if you think the atmosphere here is very relaxed, circle "1". If it is very tense, circle "5".

|                  |   |   |   |   |   |               |
|------------------|---|---|---|---|---|---------------|
| Relaxed          | 1 | 2 | 3 | 4 | 5 | Tense         |
| Comfortable      | 1 | 2 | 3 | 4 | 5 | Uncomfortable |
| Friendly         | 1 | 2 | 3 | 4 | 5 | Hostile       |
| Warm             | 1 | 2 | 3 | 4 | 5 | Cold          |
| Communicative    | 1 | 2 | 3 | 4 | 5 | Reserved      |
| Enjoyable        | 1 | 2 | 3 | 4 | 5 | Unenjoyable   |
| Concerned        | 1 | 2 | 3 | 4 | 5 | Indifferent   |
| Respectful       | 1 | 2 | 3 | 4 | 5 | Disrespectful |
| Cooperative      | 1 | 2 | 3 | 4 | 5 | Competitive   |
| Sensitive        | 1 | 2 | 3 | 4 | 5 | Insensitive   |
| Welcoming        | 1 | 2 | 3 | 4 | 5 | Unwelcoming   |
| Supportive       | 1 | 2 | 3 | 4 | 5 | Unsupportive  |
| Easy             | 1 | 2 | 3 | 4 | 5 | Hard          |
| Accepting        | 1 | 2 | 3 | 4 | 5 | Unaccepting   |
| Tolerant         | 1 | 2 | 3 | 4 | 5 | Intolerant    |
| Flexible         | 1 | 2 | 3 | 4 | 5 | Structured    |
| Open             | 1 | 2 | 3 | 4 | 5 | Closed        |
| Non-Bureaucratic | 1 | 2 | 3 | 4 | 5 | Bureaucratic  |

Please describe your feelings about how you are viewed on this campus.

|                        |   |   |   |   |   |                     |
|------------------------|---|---|---|---|---|---------------------|
| Respected              | 1 | 2 | 3 | 4 | 5 | Disrespected        |
| Admired                | 1 | 2 | 3 | 4 | 5 | Resented            |
| Successful             | 1 | 2 | 3 | 4 | 5 | Unsuccessful        |
| Intelligent            | 1 | 2 | 3 | 4 | 5 | Unintelligent       |
| Valued                 | 1 | 2 | 3 | 4 | 5 | Demeaned            |
| Appreciated            | 1 | 2 | 3 | 4 | 5 | Worthless           |
| Encouraged             | 1 | 2 | 3 | 4 | 5 | Discouraged         |
| Strong                 | 1 | 2 | 3 | 4 | 5 | Weak                |
| Hard-Working           | 1 | 2 | 3 | 4 | 5 | Lazy                |
| Integral to the Campus | 1 | 2 | 3 | 4 | 5 | Tolerated on Campus |

very satisfied    satisfied    so-so    dissatisfied    very dissatisfied    doesn't apply or don't know

Please indicate your level of satisfaction with the opportunities available for you on this campus to:

|   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|
| a. learn about various cultures (e.g., Black History Month)                                   | 1 | 2 | 3 | 4 | 5 | 6 |
| b. discuss issues related to differences among ethnic groups                                  | 1 | 2 | 3 | 4 | 5 | 6 |
| c. receive campus services when discriminated against because of your race, ethnicity, or sex | 1 | 2 | 3 | 4 | 5 | 6 |
| d. become more aware of the needs of students from all ethnic groups                          | 1 | 2 | 3 | 4 | 5 | 6 |
| e. become more aware of the needs of disabled individuals                                     | 1 | 2 | 3 | 4 | 5 | 6 |
| f. become more involved in issues of race, ethnicity, and gender                              | 1 | 2 | 3 | 4 | 5 | 6 |
| g. become a campus leader if you are a woman  | 1 | 2 | 3 | 4 | 5 | 6 |

Please give us your comments on the issue of equity at RSC: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

# RSC Study for Educational Equity and Inclusion

## Student Survey (Spring 1993)

RSC wants to ensure that its campuses make all persons desiring an education to feel welcome and valued. We ask that you complete this survey so we can determine whether we are meeting this goal or whether problems exist that need to be addressed. If you have any questions about this study, call RSC's Director of Research at 564-6460.

Please circle the appropriate answer to the following questions:

1. What is your gender?
  - a. Male
  - b. Female
2. What is your race/nationality or ethnic group?
  - a. American Indian/Alaskan Native
  - b. Black, Non-Hispanic
  - c. Asian
  - d. Pacific Islander
  - e. Chicano/Latino/Hispanic
  - f. Filipino American
  - g. White
  - h. Other Non-White
3. Are you a full-time or part-time student?
  - a. Full-time (more than 11 units)
  - b. Part-time (11 units or less)
4. Do you have a physical disability?
  - a. yes
  - b. no
5. How much time per week do you work (outside of the home) during the school year?
  - a. None
  - b. 1 to 19 hours
  - c. 20 or more hours
6. How old are you?
  - a. 18 and under
  - b. 19-22
  - c. 23-30
  - d. 31-40
  - e. 41-50
  - f. 51-60
  - g. over 60
7. Please estimate your (or your parents', if you live with them) total yearly income before taxes last year?
  - a. Less than \$15,000
  - b. Between \$15,000 and \$29,999
  - c. Between \$30,000 and \$49,999
  - d. Between \$50,000 and \$79,999
  - e. Over \$80,000
  - f. I don't know
8. When do you take classes?
  - a. Day (before 5pm)
  - b. Evening
  - c. Both day and evening
9. Number of units completed at RSC? \_\_\_\_\_
10. The local community surrounding this campus responds to me generally by (circle all that apply):
  - a. being receptive
  - b. accommodating my needs and interests
  - c. hiring me to work in its businesses
  - d. resenting my presence
  - e. none of the above, or don't know
11. I have taken classes from instructors who are (circle all that apply):
  - a. Women
  - b. Men
  - c. African-American/Black
  - d. Asian/Pacific Islander
  - e. Chicano/Latino/Hispanic
  - f. White/Caucasian
  - g. Physically Disabled
12. How much formal education did your parents obtain?

|  |  |
|--|--|
| <b>Father</b> <ol style="list-style-type: none"><li>a. Did not graduate from high school</li><li>b. Graduated from high school</li><li>c. Some college</li><li>d. Holds a 4-year college degree</li><li>e. Holds a Master's, Ph.D., or other</li><li>f. Don't know</li></ol> | <b>Mother</b> <ol style="list-style-type: none"><li>a. Did not graduate from high school</li><li>b. Graduated from high school</li><li>c. Some college</li><li>d. Holds a 4-year college degree</li><li>e. Holds a Master's, Ph.D., or other</li><li>f. Don't know</li></ol> |
|--|--|

Please read each statement carefully and show the extent to which you **AGREE OR DISAGREE** by circling the numbers to the right (use #6, not applicable, if this statement does not apply to you):

|   | strongly agree | agree | disagree | strongly disagree | undecided | not applicable |
|---|----------------|-------|----------|-------------------|-----------|----------------|
| a. I feel that overall the staff on this campus makes a genuine effort to recruit ethnically diverse students.                            | 1              | 2     | 3        | 4                 | 5         | 6              |
| b. My family supported my decision to attend this school.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| c. I was encouraged to enroll here by current or former students.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| d. I enrolled here because my friends were enrolling here too.  | 1              | 2     | 3        | 4                 | 5         | 6              |
| e. My high school counselor encouraged me to enroll here.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| f. RSC enjoys a reputation of quality in my home community.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| g. I am not reluctant to tell people I go to school here.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| h. I have no difficulty communicating with students of a different ethnic background than mine on this campus.                            | 1              | 2     | 3        | 4                 | 5         | 6              |
| i. I think it is important that I make friends with students of other ethnic backgrounds.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| j. A student's ethnic background does not affect his/her ability to learn.  | 1              | 2     | 3        | 4                 | 5         | 6              |
| k. I have been made to feel comfortable here by other students.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| l. The staff has made a special effort to help ethnically diverse students achieve and belong.  | 1              | 2     | 3        | 4                 | 5         | 6              |
| m. The cross-cultural/multi-ethnic experiences I am having here will make me more effective in my future career.                          | 1              | 2     | 3        | 4                 | 5         | 6              |
| n. More consideration should be given to the needs and interests of ethnically diverse RSC students.                                      | 1              | 2     | 3        | 4                 | 5         | 6              |
| o. The education of students should include course material that addresses the contributions of women and ethnic minorities to the field. | 1              | 2     | 3        | 4                 | 5         | 6              |
| p. More consideration should be given to the needs and interests of older students.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| q. More consideration should be given to the needs and interests of female students.  | 1              | 2     | 3        | 4                 | 5         | 6              |
| r. More consideration should be given to the needs and interests of physically disabled students.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| s. The cultural events on this campus are appealing and entertaining.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| t. I do not participate in social activities on the campus because I feel that I do not belong.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| u. My social contacts on campus include diverse students.   | 1              | 2     | 3        | 4                 | 5         | 6              |



|  | strongly agree | agree | disagree | strongly disagree | undecided | not applicable |
|--|----------------|-------|----------|-------------------|-----------|----------------|
| v. Social or interest groups on this campus are primarily determined by race and/or ethnic background.                             | 1              | 2     | 3        | 4                 | 5         | 6              |
| w. The college has an obligation to promote and encourage positive interaction among all students in all aspects of campus life.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| x. Socially, RSC is as integrated as students want it to be.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| y. My instructors do not show any partiality to students on the basis of ethnicity or gender.                                      | 1              | 2     | 3        | 4                 | 5         | 6              |
| z. My instructors refer to contributions made by women and diverse persons in the field of study.                                  | 1              | 2     | 3        | 4                 | 5         | 6              |
| aa. RSC is sensitive to the needs of students of all backgrounds.  | 1              | 2     | 3        | 4                 | 5         | 6              |
| bb. RSC is sensitive to the needs of female students.  | 1              | 2     | 3        | 4                 | 5         | 6              |
| cc. RSC is sensitive to the needs of disabled students.  | 1              | 2     | 3        | 4                 | 5         | 6              |
| dd. RSC is sensitive to the needs of students of all age groups.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| ee. If I were starting over, I would attend RSC.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| ff. Campus security officers treat all students in a fair and equitable manner.  | 1              | 2     | 3        | 4                 | 5         | 6              |
| gg. I feel comfortable at RSC and have a sense of belonging.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| hh. My instructors incorporated into their classes:  |                |       |          |                   |           |                |
| a. materials that acknowledge the contributions of people from a variety of ethnic groups  | 1              | 2     | 3        | 4                 | 5         | 6              |
| b. materials that acknowledge the contributions of women   | 1              | 2     | 3        | 4                 | 5         | 6              |
| c. various methods of teaching   | 1              | 2     | 3        | 4                 | 5         | 6              |
| ii. Multiple viewpoints on ethnicity are discussed:  |                |       |          |                   |           |                |
| a. in various departments throughout the campus  | 1              | 2     | 3        | 4                 | 5         | 6              |
| b. only if introduced by students  | 1              | 2     | 3        | 4                 | 5         | 6              |
| c. with reluctance by instructors and students   | 1              | 2     | 3        | 4                 | 5         | 6              |
| d. with enthusiasm by instructors and students   | 1              | 2     | 3        | 4                 | 5         | 6              |
| jj. Multiple viewpoints on issues of gender are discussed:   |                |       |          |                   |           |                |
| a. in various departments throughout the campus  | 1              | 2     | 3        | 4                 | 5         | 6              |
| b. only if introduced by students  | 1              | 2     | 3        | 4                 | 5         | 6              |
| c. with reluctance by instructors and students   | 1              | 2     | 3        | 4                 | 5         | 6              |
| d. with enthusiasm by instructors and students   | 1              | 2     | 3        | 4                 | 5         | 6              |
| <b>Please indicate the extent to which you AGREE or DISAGREE that these opportunities are available for you on this campus to:</b> |                |       |          |                   |           |                |
| a. Learn about various cultures (e.g., Black History Month).   | 1              | 2     | 3        | 4                 | 5         | 6              |
| b. Discuss issues related to cultural differences among ethnic groups.   | 1              | 2     | 3        | 4                 | 5         | 6              |
| c. Receive campus assistance when I am discriminated against because of my race, ethnicity, or sex.                                | 1              | 2     | 3        | 4                 | 5         | 6              |

Please indicate the extent to which each is important to you with respect to the college that you attend.

|   | important |   | somewhat<br>important |   | not<br>important |   | not<br>applicable |
|---|-----------|---|-----------------------|---|------------------|---|-------------------|
| a. Recruitment programs for students of my background.  | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| b. Presence of an ethnically diverse faculty and staff.   | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| c. Presence of women faculty and staff.   | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| d. Presence of an ethnically diverse student body.  | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| e. Financial assistance.  | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| f. Ethnic/minority studies or program(s).   | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| g. Women's studies program.   | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| h. Opportunity for frequent contact with faculty.   | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| i. Opportunity for acquaintances with other students who attend the college.                          | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| j. Availability of child care services.   | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| k. Job and career placement services.   | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| l. Opportunity to participate in intercollegiate athletics.   | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| m. The participation of students of my ethnicity in campus activities, programs and governance.       | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| n. Leadership roles for students of all ethnicities in student government organizations.              | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| o. Leadership roles for female students in student government organizations.                          | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| p. Accessibility for the disabled to buildings.   | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| q. Accessibility for the disabled to programs/activities.   | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| r. Special clubs and activities for students of my ethnic background, age group, or special interest. | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| s. Presence of persons of all (adult) ages in the student body.                                       | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| t. Course content and forums which attempt to reflect contributions of all ethnicities.               | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| u. Sensitivity and tolerance of all students in the classroom by other students.                      | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| v. Sensitivity and tolerance of all students in the classroom by faculty.                             | 1         | 2 | 3                     | 4 | 5                | 6 |                   |
| w. Faculty showing personal interest in students.   | 1         | 2 | 3                     | 4 | 5                | 6 |                   |

Please indicate how frequently you have had each of the following experiences at this campus since coming to RSC.

|  | sometimes | seldom | never | not applicable |
|--|-----------|--------|-------|----------------|
| 1. I interact with my instructors after class or outside of the classroom.               | 1         | 2      | 3     | 4              |
| 2. My instructors appear to be sensitive to the needs of students:                       |           |        |       |                |
| a. in general  | 1         | 2      | 3     | 4              |
| b. of my sex   | 1         | 2      | 3     | 4              |
| c. of my ethnic group  | 1         | 2      | 3     | 4              |
| 3. Interacting with my instructors is easy when I:                                       |           |        |       |                |
| a. schedule individual appointments  | 1         | 2      | 3     | 4              |
| b. participate in class discussions  | 1         | 2      | 3     | 4              |
| c. arrange to discuss issues outside of class  | 1         | 2      | 3     | 4              |
| d. seek advice on my educational and career goals  | 1         | 2      | 3     | 4              |
| e. need help with materials taught in class  | 1         | 2      | 3     | 4              |
| 4. When I interact on campus with students who are different from myself, it is through: |           |        |       |                |
| a. my classes  | 1         | 2      | 3     | 4              |
| b. study groups in class   | 1         | 2      | 3     | 4              |
| c. study sessions outside of class   | 1         | 2      | 3     | 4              |
| d. social or recreational activities   | 1         | 2      | 3     | 4              |
| e. my campus job   | 1         | 2      | 3     | 4              |
| 5. I have been treated rudely on campus by:  |           |        |       |                |
| a. instructors   | 1         | 2      | 3     | 4              |
| b. students of my ethnic group   | 1         | 2      | 3     | 4              |
| c. students of other ethnic groups   | 1         | 2      | 3     | 4              |
| d. students of my sex  | 1         | 2      | 3     | 4              |
| e. students of my opposite sex   | 1         | 2      | 3     | 4              |
| f. campus personnel (Specify office: _____)  | 1         | 2      | 3     | 4              |
| 6. I have seen or heard about campus events where:                                       |           |        |       |                |
| a. specific ethnic groups are portrayed positively                                       | 1         | 2      | 3     | 4              |
| b. specific ethnic groups are portrayed negatively                                       | 1         | 2      | 3     | 4              |
| c. women in general are portrayed positively   | 1         | 2      | 3     | 4              |
| d. women in general are portrayed negatively   | 1         | 2      | 3     | 4              |
| 7. I have seen or heard about racist behavior initiated by:                              |           |        |       |                |
| a. campus personnel of my ethnic group   | 1         | 2      | 3     | 4              |
| b. campus personnel of other ethnic groups   | 1         | 2      | 3     | 4              |
| c. instructors of my ethnic group  | 1         | 2      | 3     | 4              |
| d. instructors of other ethnic groups  | 1         | 2      | 3     | 4              |
| e. students of my ethnic group   | 1         | 2      | 3     | 4              |
| f. students of other ethnic groups   | 1         | 2      | 3     | 4              |
| g. campus student clubs  | 1         | 2      | 3     | 4              |
| 8. I have seen or heard about racist attitudes displayed by:                             |           |        |       |                |
| a. campus personnel of my ethnic group   | 1         | 2      | 3     | 4              |
| b. campus personnel of other ethnic groups   | 1         | 2      | 3     | 4              |
| c. instructors of my ethnic group  | 1         | 2      | 3     | 4              |
| d. instructors of other ethnic groups  | 1         | 2      | 3     | 4              |
| e. students of my ethnic group   | 1         | 2      | 3     | 4              |
| f. students of other ethnic groups   | 1         | 2      | 3     | 4              |
| g. campus student clubs  | 1         | 2      | 3     | 4              |

|  | sometimes | seldom | never | not applicable |
|--|-----------|--------|-------|----------------|
| 9. I have seen or heard about sexist behavior initiated by:  |           |        |       |                |
| a. campus personnel of my sex  | 1         | 2      | 3     | 4              |
| b. campus personnel of my opposite sex   | 1         | 2      | 3     | 4              |
| c. instructors of my sex   | 1         | 2      | 3     | 4              |
| d. instructors of my opposite sex  | 1         | 2      | 3     | 4              |
| e. students of my sex  | 1         | 2      | 3     | 4              |
| f. students of my opposite sex   | 1         | 2      | 3     | 4              |
| g. campus student clubs  | 1         | 2      | 3     | 4              |
| 10. I have seen on campus:   |           |        |       |                |
| a. books in the library written from a variety of racial, ethnic, or cultural viewpoints                     | 1         | 2      | 3     | 4              |
| b. textbooks in the bookstore written from a variety of racial, ethnic, or cultural viewpoints               | 1         | 2      | 3     | 4              |
| c. art reflecting various ethnic cultures  | 1         | 2      | 3     | 4              |
| d. negative graffiti about women   | 1         | 2      | 3     | 4              |
| e. negative graffiti about men   | 1         | 2      | 3     | 4              |
| f. negative graffiti about certain ethnic groups   | 1         | 2      | 3     | 4              |
| 11. Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: |           |        |       |                |
| a. informal discussions with others on campus  | 1         | 2      | 3     | 4              |
| b. orientation programs  | 1         | 2      | 3     | 4              |
| c. lectures  | 1         | 2      | 3     | 4              |
| d. workshops/forums/seminars   | 1         | 2      | 3     | 4              |
| e. courses   | 1         | 2      | 3     | 4              |
| f. special events (cultural celebrations, etc.)  | 1         | 2      | 3     | 4              |
| g. concerts  | 1         | 2      | 3     | 4              |
| h. others (Please specify: _____)  | 1         | 2      | 3     | 4              |
| 12. Campus activities in which I participated that have increased my sensitivity to women's issues are:      |           |        |       |                |
| a. informal discussions with others on campus  | 1         | 2      | 3     | 4              |
| b. orientation programs  | 1         | 2      | 3     | 4              |
| c. lectures  | 1         | 2      | 3     | 4              |
| d. workshops/forums/seminars   | 1         | 2      | 3     | 4              |
| e. courses   | 1         | 2      | 3     | 4              |
| f. special events (cultural celebrations, etc.)  | 1         | 2      | 3     | 4              |
| g. concerts  | 1         | 2      | 3     | 4              |
| h. others (Please specify: _____)  | 1         | 2      | 3     | 4              |
| 13. Campus people who have gone out of their way to assist me are primarily from:                            |           |        |       |                |
| a. my ethnic group   | 1         | 2      | 3     | 4              |
| b. a ethnic group other than mine  | 1         | 2      | 3     | 4              |
| c. my sex  | 1         | 2      | 3     | 4              |
| d. the opposite sex  | 1         | 2      | 3     | 4              |
| 14. I see materials in campus media that increase my understanding of individuals based on:                  |           |        |       |                |
| a. their ethnicity   | 1         | 2      | 3     | 4              |
| b. their sex   | 1         | 2      | 3     | 4              |
| c. their disability  | 1         | 2      | 3     | 4              |
| d. their age group   | 1         | 2      | 3     | 4              |
| e. other reasons (Please specify: _____)   | 1         | 2      | 3     | 4              |

Have you ever been the victim of discrimination or bias at RSC due to any of the following? Or have you ever witnessed discriminatory or biased behavior toward someone else at RSC due to any of the following?

| Discriminatory behavior due to: | If yes, the person displaying the discriminatory behavior was |   |               |                        |                 |
|---------------------------------|---|---|---------------|------------------------|-----------------|
|                                 | I have been the victim of discrimination (✓)                  | Yes, I have witnessed discriminatory behavior (✓) | an instructor | a college staff member | another student |
| a. Ethnicity                    | _____   | _____   | _____         | _____                  | _____           |
| b. Age                          | _____   | _____   | _____         | _____                  | _____           |
| c. Gender                       | _____   | _____   | _____         | _____                  | _____           |
| d. Sexual preference            | _____   | _____   | _____         | _____                  | _____           |
| e. Disability                   | _____   | _____   | _____         | _____                  | _____           |

Colleges vary considerably in the way they are perceived by people. Usually there is a "climate" or "campus atmosphere" which may be described along several scales. Please circle one number on each of the following scales which best characterizes the climate at RSC as it pertains to special student groups (ethnic minorities, women, and disabled persons).

For example, if you think the atmosphere here is very relaxed, circle "1". If it is very tense, circle "5". If it is somewhere in between the two extremes circle, "2", "3", or "4".

|                     |   |   |   |   |   |                    |
|---------------------|---|---|---|---|---|--------------------|
| Relaxed             | 1 | 2 | 3 | 4 | 5 | Tense              |
| Friendly            | 1 | 2 | 3 | 4 | 5 | Hostile            |
| Cooperative         | 1 | 2 | 3 | 4 | 5 | Competitive        |
| Socially integrated | 1 | 2 | 3 | 4 | 5 | Socially separated |
| Communicative       | 1 | 2 | 3 | 4 | 5 | Reserved           |
| Concerned           | 1 | 2 | 3 | 4 | 5 | Indifferent        |
| Inclusive           | 1 | 2 | 3 | 4 | 5 | Exclusive          |
| Sensitive           | 1 | 2 | 3 | 4 | 5 | Insensitive        |
| Liberal             | 1 | 2 | 3 | 4 | 5 | Conservative       |
| Improving           | 1 | 2 | 3 | 4 | 5 | Worsening          |
| Harmonious          | 1 | 2 | 3 | 4 | 5 | Racist             |
| Respected           | 1 | 2 | 3 | 4 | 5 | Disrespected       |
| Admired             | 1 | 2 | 3 | 4 | 5 | Resented           |
| Successful          | 1 | 2 | 3 | 4 | 5 | Unsuccessful       |
| Intelligent         | 1 | 2 | 3 | 4 | 5 | Unintelligent      |
| Valued              | 1 | 2 | 3 | 4 | 5 | Demeaned           |
| Appreciated         | 1 | 2 | 3 | 4 | 5 | Worthless          |

Are there college services or programs that would assist you but are not offered at RSC?  No  Yes  
 If yes, what are they? \_\_\_\_\_

Is your RSC experience as you expected it to be?  No  Yes. If it differs from your expectations, how does it differ? \_\_\_\_\_

Please give us your comments on the topic of special student groups and cultural diversity at RSC \_\_\_\_\_

Thank you for your assistance!



March 1993

**BOARD OF TRUSTEES**

- Brian E. Conley
- Carol Enos
- Pete Maddox
- Michael Ortell
- Shirley Ralston
- Henriqueta L. Ramos, Ph.D.
- Tomas Saenz
- Vivian B. Blevins, Ph.D.
- Chancellor

Dear High School Student:

The Rancho Santiago College Research Department is studying what people in the community think about the college. Thank you for answering the questions below to help us in this effort.

Sincerely,  
Julie Stark, Director of Research  
Rancho Santiago College  
Phone: 564-6460

Questionnaire

1. Are you planning to attend college after you graduate from high school?  
 Yes  
 No  
 Don't know
  
2. Which college do you plan to attend?  
 Most likely I will attend \_\_\_\_\_  
Name of College  
 Don't know
  
3. Why did you select this college? (check all that apply)  
 Close to my house  
 Friends going there  
 Cost of tuition is affordable for me  
 Offers academic program I want  
 Parents encouraged me to attend  
 Ethnic diversity of the college  
 Limited ethnic diversity of the college  
 Relatives attended there  
 High school counselor or teacher recommended it  
 College staff visiting my high school recruited me  
 It is a safe campus  
 It is a four-year university  
 Because I am academically qualified to go there

RANCHO SANTIAGO COLLEGE

Santa Ana Campus  
17th at Bristol  
Santa Ana, CA 92706  
(714) 564-6000

Orange Campus  
8045 E. Chapman  
Orange, CA 92669  
(714) 564-4000

Centennial Education Center  
2900 W Edinger  
Santa Ana, CA 92704  
(714) 564-5000

Orange Adult Learning Center  
541 N Lemon  
Orange, CA 92667  
(714) 564-5300



4. Have you ever been to a Rancho Santiago College Campus? (Check all that apply)
- Yes, Santa Ana Campus
  - Yes, Orange Campus
  - Yes, other RSC site
  - No, I have not been to a RSC Campus
5. If you answered "yes" to #4 above, why were you visiting the RSC campus(es)?  
(Check all that apply)
- Junior Day
  - Taking a class or attending an event
  - Just visiting the campus informally
  - Career Beginnings Program
  - Other: \_\_\_\_\_
6. If you answered "yes" to #4 above, did you feel welcome at RSC?
- Yes
  - No
  - I don't know
7. What is your ethnicity?
- American Indian/Alaskan Native
  - Black, Non-Hispanic
  - Asian
  - Pacific Islander
  - Chicano/Latino/Hispanic
  - Filipino American
  - White
  - Other Non-White
7. Do you think that Rancho Santiago College:
- a.
- is a friendly place
  - is not a friendly place
  - is in-between
  - I don't know
- b.
- is academically superior
  - is academically inferior
  - is in-between
  - I don't know
- c.
- is a supportive and welcoming environment because of its ethnically diverse students
  - is not a supportive and welcoming environment because of its ethnically diverse students
  - is in-between
  - I don't know

Thank you for your responses!



March 1993

**BOARD OF TRUSTEES**

- Brian E. Conley
- Carol Enos
- Pete Maddox
- Michael Ortell
- Shirley Raiston
- Enriqueta L. Ramos Ph.D.
- Tomas Saenz
- Vivian B. Blevins, Ph.D.  
*Chancellor*

Dear High School Teachers & Counselors:

The Rancho Santiago College Research Department is studying its image in the community. Will you please complete this short survey and return it to us via your school liaison person?

Sincerely,  
Julie Slark, Director of Research  
Rancho Santiago College  
Phone: 564-6460

Questionnaire

1. How often do you recommend to students that they attend Rancho Santiago College?

- \_\_\_ Frequently/many students
- \_\_\_ Occasionally/some students
- \_\_\_ Seldom/few students
- \_\_\_ Other: \_\_\_\_\_

2. Why do you recommend RSC?  
(Check all that apply)

Why do you not recommend RSC?  
(Check all that apply)

- \_\_\_ Academically superior
- \_\_\_ Low cost
- \_\_\_ Availability of programs
- \_\_\_ Ethnically diverse
- \_\_\_ Good transitional experience for most students
- \_\_\_ Know students who've had a good experience at RSC educational experience
- \_\_\_ Support programs
- \_\_\_ For students in need of remediation primarily

- \_\_\_ Academically inferior
- \_\_\_ Unsafe campus
- \_\_\_ Limited programs
- \_\_\_ Ethnically diverse
- \_\_\_ Prefer four-year university for those qualified
- \_\_\_ Know of students who had negative educational experience there
- \_\_\_ Lack of support programs

RANCHO SANTIAGO COLLEGE

Santa Ana Campus  
17th at Bristol  
Santa Ana, CA 92706  
(714) 564-6000

Orange Campus  
8045 E. Chapman  
Orange, CA 92669  
(714) 564-4000

Centennial Education Center  
2900 W. Edinger  
Santa Ana, CA 92704  
(714) 564-5000

Orange Adult Learning Center  
541 N. Lemon  
Orange, CA 92667  
(714) 564-5300



3. Have you ever been to a Rancho Santiago College Campus? (Check all that apply)

- Yes, Santa Ana Campus
- Yes, Orange Campus
- Yes, other RSC site
- No, I have not been to a RSC Campus

4. If you answered "yes" to #3 above, why did you visit the RSC campus(es)?  
(Check all that apply)

- Escorted students to Junior Day
- To take a class
- To teach a class
- Brought students there
- Articulation or faculty discipline/subject meeting
- To attend an event
- Other: \_\_\_\_\_

5. What city do you live in? \_\_\_\_\_

6. Are you aware that RSC offers the following events and activities? Have you ever attended one?

|                               | Aware of? | Attend? |
|-------------------------------|-----------|---------|
| Art exhibits                  | _____     | _____   |
| Plays and musical performance | _____     | _____   |
| Community services classes    | _____     | _____   |
| Athletic events               | _____     | _____   |
| Cultural events               | _____     | _____   |

Thank you for your responses!

c:\equity\hischl.sur  
03-17-93

## INTERSEGMENTAL GENERAL EDUCATION TRANSFER CURRICULUM

Beginning with applicants for the 1991 Fall Term, transfer students may satisfy the lower division breadth and general education requirements for all campuses of the University of California and the California State University by completing the INTERSEGMENTAL GENERAL EDUCATION TRANSFER CURRICULUM (IGETC). Transfer applicants may also satisfy the

requirements by completing specific lower division breadth and general education requirements at the school or college of the campus to which the student intends to transfer. Transfer applicants to CSU may also complete the lower division general education requirements by following the appropriate pattern for their catalog year.

The IGETC requirements must be completed in its entirety before transferring, or the student will be subject to the regulations of the school or college of the campus to which they have been admitted. All courses must be completed with a grade of "C" or better.

## ASSOCIATE DEGREE REQUIREMENTS

To qualify for an associate degree, the candidate must meet the following requirements:

**Courses:** Sixty units in the following four categories:

**I. Major Requirements:** Each degree and certificate program specifies courses required for the major. See Instructional Programs Section.

**II. General Education Requirements:** 21 semester units of general education which include one course or more as indicated in group requirements A, B, C, D, and E.

Courses from the major may be used to satisfy individual group requirements but those units may not be counted as part of the 21 semester units of general education.

**III. Lifelong Understanding and Self-Development:** Rancho Santiago College requires that students select a course from category F in addition to the minimum 21 units in Groups A, B, C, D, and E.

**IV. Skills Proficiency Requirements, Group G:** Rancho Santiago College requires proficiency in basic learning skills in computation, reading, and oral communication as found in sections G1, 2, and 3. **Note:** The requirements in parts II, III, and IV above also may be met by CSU general education certification, IGETC certification, completion of the UC transfer core requirements, or by submitting a transcript showing completion of a bachelor's degree from an accredited institution, or by submitting a transcript showing completion of an associate of Arts or associate of Science degree from an accredited California institution after July 1, 1983.

**Grade Point Average:** A cumulative G.P.A. of at least 2.0 (C). **Residency:** Twelve units completed at any Rancho Santiago College Campus. (At least six of the units must be in courses required for the major, unless otherwise noted in the catalog.) At least 12 units completed at Rancho Santiago College.

**Petition for Graduation:** Petitions for graduation should be filed in the Office of Admissions and Records one semester before the student expects to graduate. A student who petitions for graduation is certified for the requirements listed in any catalog during continuous enrollment from the original enrollment to the semester in which the student is certified to graduate. Continuous enrollment is defined as attendance in at least one semester or session in each catalog year from the time of original enrollment. A student who has an interruption of attendance must use the catalog at the time of readmission or one of subsequent continuous enrollment. Commencement exercises are held once a year at the end of the spring semester for those students who complete the requirements for graduation during the year or the summer session.

## RANCHO SANTIAGO COLLEGE GENERAL EDUCATION PHILOSOPHY

### A. Natural Sciences

Courses in the natural sciences examine the physical universe, its life forms, and its natural phenomena. They assist in developing an appreciation and understanding of the scientific method and encourage an understanding of the relationships between science and other human activities. This category includes introductory or integrative courses in astronomy, biology, chemistry, general physical science, geology, meteorology, oceanography, physics and other scientific disciplines.

### B. Social and Behavioral Sciences

Courses in the social and behavioral sciences focus on people as members of society. They assist in developing an awareness of the methods of inquiry used by the social and behavioral sciences. Critical thinking is stimulated about the ways people act and have acted in response to their societies, and appreciation is developed of how societies and social groups operate. This category includes introductory or integrative survey

courses in anthropology, economics, history, political science, psychology, sociology, and related disciplines.

### C. Humanities

Courses in humanities study the cultural activities and artistic expressions of human beings. They assist in developing an awareness of the ways in which people throughout the ages and in different cultures have responded to themselves and the world around them in artistic and cultural creation, and develop aesthetic understanding and an ability to make value judgments. This category includes introductory or integrative courses in the arts, foreign languages, literature, philosophy and religion.

### D. Cultural Breadth

Courses in cultural breadth include introductory courses in the history, philosophy, and culture of ethnic groups originating in Africa, Asia, and the Americas or women's studies. They assist in developing the ability to think critically and become aware of the views, interactions, and contributions of ethnic groups and women to the American culture.

### E. Language and Rationality

Courses in language and rationally develop the principles and applications of language toward logical thought, clear and precise expression and critical evaluation of communication in whatever symbol system the student uses.

### F. Lifelong Understanding and Self-Development

Courses in this category are designed to equip students for lifelong understanding and development of themselves as integrated physiological and psychological beings.

### G. Basic Skills

The associate degree at Rancho Santiago College is a verification to prospective employers not only that the graduate has attained specific knowledge or skill in a major field and breadth through general education, but also that the student has proficiency in basic skills and self-direction. This category includes skills courses in computation, oral communication, and reading.

## GENERAL EDUCATION REQUIREMENTS FOR THE ASSOCIATE DEGREE (PLAN A)

General Education is designed to introduce students to the variety of means through which people comprehend the modern world. The general education pattern reflects the conviction that those who receive degrees must possess in common certain basic principles, concepts, and methodologies both unique to and shared by various disciplines.

The associate degree graduate should be able to use general education in evaluating and appreciating the physical environment, current culture and the society in which the graduate lives. As importantly, general education should lead the graduate to better self-understanding.

Note: A single course may be used to meet only one requirement.

### A. Natural Sciences

(minimum 3 units)

Astronomy 110 or 110H, 120, 150  
 Biology 053, 109 or 109H/109L, 119, 149; 159, 177, 200, 201, 239, 259  
 Chemistry 109, 119, 209, 219  
 Earth Science 110  
 Environmental Studies 200, 259  
 Geology 150, 215, 218, 228  
 Physical Science 102, 117, 118  
 Physics 109, 217, 279  
 Science 200

### B. Social and Behavioral Sciences

(minimum 6 units)

#### 1. American Institutions

(minimum 3 units)

History 118 or 118H, 120 or 120H, 121 or 121H, 122

Political Science 101

#### 2. Social Science Elective

(minimum 3 units)

Anthropology 100, 101 or 101H  
 Criminal Justice 101  
 Economics 120, 121  
 Geography 100, 101  
 History 101 or 101H, 102 or 102H  
 Political Science 101  
 Psychology 100  
 Sociology 100

### C. Humanities

(minimum 3 units)

Art 100, 101, 102, 105, 110

Communications 100

Dance 100

Foreign Language:

French 101, 102, 201 or 201H, 202 or 202H

Spanish 101, 102, 201 or 201H, 202 or 202H

Interdisciplinary Studies 107, 111, 121

Literature:

English 102 or 102H OR 231, 232, 241, 242, 271, 272

Music 101, 211

Philosophy 106 or 106H, 107, 108, 112

Theatre Arts 100, 103, 104

### D. Cultural Breadth

(minimum 3 units)

Anthropology 125

Art 103, 104, 106

History 123, 124, 125, 127, 146, 150,

151, 153, 160, 161

Human Development 221

Humanities 101, 102, 201

Literature:

English 245, 278

Music 103

Sociology 120

Speech Communication 103 or 103H

### E. Language and Rationality

(minimum 6 units)

#### 1. English Composition

(minimum 3 units)

Courses fulfilling the written composition requirement include both expository and argumentative writing.

The English composition requirement may be met by:

a. English 061, 101 OR 101H, OR ESL 110.

b. Satisfactory score on English Department Proficiency Examination in composition. Students successfully completing the proficiency examination may earn 4 units in English 061 OR ESL 110.

#### 2. Communication and Analytical Thinking

(minimum 3 units)

Includes mathematics, logic, statistics, computer languages and programming and related disciplines.

Computer Information Systems 100

Computer Science 100, 105, 109,

110, 111

Interdisciplinary Studies 111

Mathematics 080, 105, 140, 145,

150, 160, 170, OR 219

Philosophy 110, 111

Social Science 219

### F. Lifelong Understanding and Self-Development

(minimum 3 units)

Note: No more than one (1) unit may be counted from F2.

1. Satisfactory completion of one of the following:

Business 130

Counseling 100, 105, 116, 120

Extended Opportunity Services 101

Family & Consumer Studies 120

Health Education 101, 104

Interdisciplinary Studies 111, 160

Nutrition & Food 115

2. Satisfactory completion of one of the following:

P.E. Activities 107, 121A, 127A,

130A, 135, 150A, 155A, 160A, 169,

210A, 220A, 230A, 260A, 265A,

270A, 280A, 290A

P.E. Adapted 201, 202, 203, 206, 207, 208

P.E. Aquatics 201A

P.E. Fitness 110A, 120A, 147A,

150A, 155A, 160A, 165A

This requirement (F) is met for Fire and Nursing Majors by completion of their major.

### G. Basic Skills

#### 1. Computational Skill

a. Satisfactory score on Mathematics Department Proficiency Test. OR

b. Satisfactory completion of Mathematics 050 or any other 3 unit mathematics course numbered above the level of 050.

#### 2. Reading Skill

a. Satisfactory score on Reading Department Proficiency Test in reading skills. OR

b. Satisfactory score on a standardized test given in Reading N90. OR

c. Successful completion of Reading 100 or 101 satisfies degree requirements for reading proficiency.

(Students may have to repeat Reading N90 more than once in order to achieve a satisfactory proficiency level.)

#### 3. Oral Communication Skill

Satisfactory completion of Speech Communication 101 or 101H, 102, 140, 145, or 152; Management 122 or Marketing 114.

Note: Schedules for proficiency examinations are announced each semester in the **Schedule of Classes**. Applicants must be currently enrolled or completing graduation requirements at Rancho Santiago College in order to take the proficiency examinations. Students who do not achieve a satisfactory score on the examination may not rechallenge the examination but must satisfactorily complete an approved course as listed in the graduation requirements.

M E M O

DATE: February 25, 1993  
TO: Chancellor Vivian B. Blevins  
FROM: Bonita Nahoum Jaros  
Academic Senate President  
SUBJECT: Chicano Studies

Vivian,

I am cognizant of the issues facing our community and our College, and I am aware of the concern MECHA has continually expressed regarding Ethnic Studies and Chicano Studies in particular. I appreciate your sensitivity to many academic issues, and I would like to apprise you of the status of this situation from the perspective of the Academic Senate.

First I would like to say that the MECHA advisor, Refugio Quintana, is an Academic Senator, and he is an excellent spokesperson for all of the issues of concern. MECHA made a presentation to the Academic Senate in the Spring of 1993, and as a result, the Senate passed a resolution on their behalf (please see attached). The Academic Senate has been working on several other areas of concern through the use of our resolution process, which as you know, is channeled to you and the Board of Trustees, and through the use of our governance structure, particularly the Curriculum and Instruction Council and the Finance and Planning Council.

The following is the status of Ethnic Studies offerings which impact Chicano Studies. A degree is offered in Ethnic Studies, and there is a possible Chicano emphasis.

Currently in Catalog

Anthro 100 "Introduction to Cultural Anthropology" #  
Anthro 105 "Ancient Meso Am. Civiliz." \* #  
Anthro 125 "Native Am. in the U.S." #  
Anthro 126 "Native American Rock Art" #  
Art 103 "African Art History"  
Art 104 "Mexican and Chicano Art History" \* #  
Art 106 "Art of the Orient"  
Dance 010 "Beg. Mex. Am. Folk Dance" \* #  
Dance 011 "Int. Mex. Am. Folk Dance" \* #

February 25, 1993  
Memo to Chancellor Vivian B. Blevins  
From Bonita Nahoum Jaros  
Page 2

Currently in Catalog (continued)

Dance N25 "Summer Jazz Dance Workshop"  
Dance 112 "Ethnic Dance" #  
Dance 219A,B "Jazz Dance I, II" #  
Dance 220 "Jazz Dance III" #  
Dance 221 "Jazz Dance IV" #  
English 245 "The Image of Black Am.  
in Literature and Films"  
History 105 (Same as Anthro 105) #  
History 123 "History of Black People in the US"  
History 124 "Mex. Am. History in the US" \* #  
History 125 (Same as Anthro 125) #  
History 146 "Black People in 20th Cent. Am."  
History 150 "Latin Am. Civil. to Independence" \*  
History 151 "Modern Latin Am. Civilization" \*  
History 153 "History of Mexico" \*  
History 160 "Asian Civilization to 1700"  
History 161 "Asian Civilization Since 1700"  
Hum. Dev. 221 "Children in a Multicult. Society" #  
Interdiscip. Studies 154 "Mexican Civilization" \*  
Music 103 "Jazz in America" #  
Music 132 "The Jazz Singers" #  
Music 134 "Vocal Jazz Workshop" #  
Music 175 "Jazz Ensemble" #  
Music 176 "Jazz Band" #  
Office Tech. 052 "Span. Bil. Office Skills" \*  
Office Tech. 053 "Span. Bil. Interpret.-Gen. Off.  
and Legal Prof."  
Office Tech. 054 "Span. Bil. Word Processing" #  
Spanish N75A,B "Elem. Conv. Spanish I and II" \* #  
Spanish N85 "Intermed. Conv. Spanish" \* #  
Spanish 101 "Elementary Spanish I" \* #  
Spanish 102 "Elementary Spanish II" \* #  
Spanish 201 "Intermed. Spanish I" \* #  
Spanish 202 "Intermed. Spanish II" \* #  
Speech Communication 103 "Intro to Intercult Comm" #  
Travel and Tourism 037 "Destination Geog:  
Pacific, Africa, Asia, Central and South America" #  
Vietnamese N51 "Vietnamese for Public Personnel" #  
Vietnamese N75 "Elem. Conv. Vietnamese"  
Vietnamese N85 "Intermed. Conv. Vietnamese"  
Vietnamese 195 "Advanced Conv. Vietnamese"

New Classes

Music 102 "World Music"

February 25, 1993  
Memo to Chancellor Vivian B. Blevins  
From Bonita Nahoum Jaros  
Page 3

Classes in process of revision that could  
be made relevant

Anthro/Eng. 104 "Language and Culture" #

- \* only Mexican-Chicano
- # regularly offered

In addition, we realize the retirement of Shifra Goldman and Ben Glover impacts the Chicano Studies area. The Academic Senate supported the replacement hiring of both of these retiree positions in the form of a resolution. As a result, in the FTE workgroup, it was determined that both would be replaced because of the important role they played in Ethnic Studies. The budget crisis, as you know, is a stark reality for all California Community Colleges. In the scheme of budget cuts, and with the uncertainty of the effect of fees, unfortunately, the Art Department was compelled to defer the replacement of Shifra's position. In response to this, the Academic Senate passed a motion that a minimum of two sections per semester of Art 104 "Mexican/Chicano Art History" be offered and that the Ethnic Studies Department be involved in the hiring of the person who is to teach those classes. This is amenable to the Art Department.

Moreover, through Curriculum and Instruction a new course, Music 102 "World Music" was approved, and the Music Department is committed to this offering. Also, it was agreed that Anthropology 104/English 104 "Language and Culture" would be rewritten so that it would meet the cultural breadth requirement.

After discussion of these issues and others, in your office on February 22, 1993, you will recall the Academic Senate proposed several ideas, for which we appreciate your support. Please permit me to reiterate them. They are as follows: 1) Instead of replacing Shifra's FTE with a full-time art instructor, we should consider that Ethnic Studies slot in another department which could more easily absorb the FTE (possibly History); 2) Make a commitment to part-time offerings across the College by utilizing the talents and expertise of existing faculty.

February 25, 1993  
Memo to Chancellor Vivian B. Blevins  
From Bonita Nahoum Jaros  
Page 4

I, personally, would be delighted to teach a Hispanic Music class with the approval of the Music Department, and I know other faculty have expertise in other areas. With support from all the Academic Deans, this idea could be very viable. We could greatly increase our offerings for next Spring, and somewhat increase them for Fall under our 198 course number.

California State University, Fullerton has also expressed a desire to articulate our Ethnic Studies courses. This is a tremendous plus, as it gives our program and Ethnic Studies degree credibility and transfer possibility.

Finally, the Academic Senate has always supported the concept of infusing cultural diversity throughout the curriculum, and although this does not address the Chicano Studies Department request directly, it is a start to breaking down barriers.

I hope these ideas clarify what the Academic Senate has been doing in this regard. If you have further questions or if you would like to meet with the students, their advisor, and me together, I would be delighted to do so.

Thank you as always for having the needs of our students as our top priority.

Respectfully,

Bonita Nahoum Jaros

BNJ/mt

RESOLUTION FORM

SESSION / BREAKOUT CHAIR Senate Retreat 8-14-92

SUBJECT Ethnic Studies

MOVER Bonita Jaros DIVISION Academic Senate President

SECONDER Susan Luevano DIVISION Learning Resources

WHEREAS,

the philosophy of R.S.C. celebrates the diversity of its students and staff and the way in which this diversity contributes to richness of the educational environment and

WHEREAS,

the annual goals of R.S.C. include promoting cultural diversity through integration into the curriculum, nurturing a diverse climate and is creating a multi-cultural center and

WHEREAS,

one of the goals and objectives of the Academic Senate is to foster student awareness of cultural diversity and

WHEREAS,

the student population of the State of California will continue to represent rich ethnic diversity and

WHEREAS,

the AA by nature requires a broad base of knowledge

BE IT RESOLVED THAT THE ACADEMIC SENATE FOR RANCHO SANTIAGO COLLEGE support expansion and further development of the Ethnic Studies Department including Chicano Studies, African-American Studies, and Native American Studies; create an Asian-American Studies Program and a Native-American Studies Program; and reinforce an AA degree in Ethnic Studies with a core program including the above strands.

(A mover and seconder must be a senator or member of the executive committee of Rancho Santiago College Academic Senate.)



# RANCHO SANTIAGO COLLEGE

17th AT BRISTOL  
SANTA ANA, CA 92706  
(714) 564-6000

## *Inter-office Memo*

Date: February 19, 1993  
To: Selected RSC Faculty  
From: Research Committee  
Subject: Student Equity Study Survey

RSC's Research Committee is sponsoring the "RSC Study for Educational Equity and Inclusion," a high priority of the college and of educational policy-makers in Sacramento. We want to ensure at RSC that our campuses have friendly and open environments for all students, and that is why we are studying these issues.

We need your help and that of your students. Please administer these surveys to as many of your classes as possible. Please put completed surveys in the marked receptacle in the mail room (also return un-used surveys).

Tell students that the survey responses will remain completely anonymous.

I realize that the survey is long and that your class time is always limited. So we certainly appreciate your cooperation!

If you want additional copies of the survey, please call the Research Department at extension 6468.

c:\equity\fcyadm.men  
02-19-93

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

# RANCHO SANTIAGO COLLEGE

17th AT BRISTOL  
SANTA ANA, CA 92708  
(714) 564-6000

## *Inter-office Memo*

Date: February 23, 1993  
To: All RSC Faculty and Staff  
From: Research Committee  
Subject: RSC Study for Educational Equity and Inclusion Survey

RSC's Research Committee is sponsoring the "RSC Study for Educational Equity and Inclusion," a high priority of the college and of educational policy-makers in Sacramento. We want to ensure at RSC that our campuses have friendly and open environments for all employee and that is why we are studying these issues.

Please help us reach 100% response rate and complete the survey and return it to the marked receptacle in the mail room before March 12, 1993. Your responses will remain completely anonymous. If you have any questions, please feel free to contact Julie Slark, Director of Research, Planning, and Resource Development (X6460) or Ramon Reza, Chair of the Research Committee (X5049).

Thanks again for your cooperation!

c:\equity\stff&emp.men  
02-23-93

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

**Rancho Santiago Community College District  
Board of Trustees**



**Resolution**

**Staff Diversity/Affirmative Action**

WHEREAS, Rancho Santiago Community College District has developed a clear Staff Diversity/Affirmative Action Plan; and

WHEREAS, Rancho Santiago Community College District has made a clear commitment to the implementation of the plan; and

WHEREAS, Rancho Santiago Community College District is dedicated to providing quality education to the multicultural population whom the Plan serves; and

WHEREAS, Rancho Santiago Community College District acknowledges the need to affirm diversity at all levels of its operations; and

WHEREAS, Rancho Santiago Community College District realizes the need to create a multicultural environment;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the Rancho Santiago Community College District hereby unanimously resolves to support an environment of diversity, in both concept and practice, throughout the community at all levels of its involvement, to include services to students, employment groups, vendors, contractors, and all affiliated entities identified within the Rancho Santiago Community College District.

Dated this 14th day of September, 1992.

\_\_\_\_\_  
Brian E. Conley, President  
Board of Trustees

\_\_\_\_\_  
Mara Brandman

\_\_\_\_\_  
Carol Enos

\_\_\_\_\_  
Heather Herbert

\_\_\_\_\_  
Charles W. "Pete" Maddox

\_\_\_\_\_  
Michael Ortell

\_\_\_\_\_  
Shirley Ralston

\_\_\_\_\_  
John M. Raya

## RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT PHILOSOPHY, MISSION, AND PROGRAMS



### PHILOSOPHY

Rancho Santiago College believes that its central purpose is to provide an environment focused on teaching, learning, and the development of students to their fullest potential. The college promotes open access and celebrates the diversity of both its students and staff and the way in which this diversity contributes to the richness of the educational environment. Rancho Santiago College is also committed to the promotion of intellectual and academic freedom. The college fosters the principle that individuals have the capacity to learn to direct their destinies so that they may exert their responsibilities to participate effectively in a global society.

### MISSION

The mission of Rancho Santiago College is to respond to the educational needs of an ever-changing community and to provide programs and services that reflect academic excellence. To that end, the college:

1. Provides quality instruction and services in all programs and maintains an environment that emphasizes and encourages teaching, learning, scholarship, creativity, critical and independent thinking, and social responsibility.
2. Maintains a comprehensive curriculum that includes university transfer programs, associate degree programs, vocational degree and certificate programs, community service programs, and continuing education programs appropriate to the needs of the community and its residents.

3. Responds to the needs of the individual and the community by providing a broad variety of educational, cultural, recreational, and support services and programs that promote lifelong learning.
4. Provides students with opportunities to fulfill their academic needs, enrich the quality of their lives and develop the competencies needed to function productively and responsibly in society.

### PROGRAMS

Comprehensive services and curriculum programs which support the college mission include:

#### Transfer Curriculum

Quality programs which develop the intellectual potential and prerequisite courses so students may transfer with advanced standing to four-year colleges and universities.

#### Occupational Preparation

Degree and certificate programs as well as special courses designed to impart saleable skills and competencies leading to successful careers in business, industry, and government service.

#### General Education

Courses that help students value cultural similarities and differences, attain a sense of self-worth and personal, emotional stability, develop critical thinking, maintain physical health and fitness, gain aesthetic awareness, understand the environment and its ecology, and as appropriate, complete requirements for degree, certificate or diploma programs.

#### Learning Skills Programs

Courses that enable students to acquire basic skills as prerequisites for individual plans, goals, and objectives.

#### Lifelong Education

Courses leading to upgrading of educational skills and new skill preparation in the credit and/or non-credit mode and library and learning resources available both to enrolled students and citizens of the community.

#### Apprenticeship

Apprenticeship programs are offered in conjunction with company, labor, and management organizations, and coordinated with the State of California. Training

is conducted from apprentice through journeyman level in many construction and industrial fields.

#### Contract Education

Educational services are provided, tailored to specific company needs, and conducted in the workplace on a fee basis.

#### Community Services

Fee-based educational opportunities including professional growth, personal enrichment and athletic/recreational opportunities, as well as facilities for community use.

#### Employment Development

Full-time employment training programs for the unemployed or underemployed in cooperation with community-based organizations and private industry.

#### Citizenship Education

Citizenship, American language, and cultural adaptation skills for students who are immigrant residents of the district.

#### Counseling and Guidance

A comprehensive counseling and guidance program, including educational, vocational, and personal counseling for career planning through assessment, diagnosis, advisement, action, follow-up, and evaluation.

#### Special Support Services

Support services for students, such as financial aid and scholarships, job placement, veterans' assistance, tutorial programs, health services, disabled student programs, and Extended Opportunity Programs and Services.

#### Student Activities

Formal and informal activities that expand current student interests, promote participation by students, and provide opportunities for leadership.

#### Culture and Contemporary Issues Awareness

Cultural awareness and concern for contemporary issues through special presentations and programs.

#### Civic Support

Facilities and technical support for civic affairs, such as town meetings, public service television, civic organization activities, and in-service upgrading of governmental employees and services.

# CAMPUS CLIMATE AND EQUITY

## Community College League of California Commission on Education Policy

Recent events in our state and in the nation make the need to examine the climate at our institutions obvious. It is becoming increasingly clear that we can no longer ignore the problems on our campuses. Over the past several years, issues of equity and diversity have probably been topics of nearly every major conference. While most colleges have been successful in addressing issues of access, many are still struggling with low academic achievement of underrepresented students. We no longer have the luxury of relying on past or unimplemented plans to address the issues of change that are absolutely necessary to achieve equity.

Economic, social and political considerations all support the need for continuing improvement of our colleges efforts. We have been directed under AB 1725 to address issues of equity and diversity. Numerous accreditation standard also provide direction to colleges in this area.

The Board of Governors of the California Community Colleges adopted a student equity policy statement and regulations in July, 1992. The policy includes a requirement for all colleges to establish a plan to support student equity, with concomitant research. Assessing campus climate can be an important step in the process.

The California Postsecondary Education Commission has published a series of three documents on campus climate and equity: *Towards Understanding of Campus Climate (June 1990)*, *Assessing Campus Climate: Feasibility of Developing an Educational Equity Assessment System (March 1992)*, and *Resource Guide to Assessing Campus Climate (August 1992)*.

### What is campus climate?

There are many factors and areas which contribute to the campus climate. CPEC defined it as "the formal and informal environment---both institutional and community-based---in which individuals learn, teach, work, and live" (1990). Among the factors contributing to the perception of the climate are faculty composition and philosophy, student-faculty interaction, curriculum content and interactions, campus leadership philosophy, and campus-community interaction.

Campus climate as it relates to equity and diversity includes those factors which create a welcoming, supportive, and positively challenging environment for students who have not traditionally been part of the mainstream of the colleges. It includes, but is not limited to effective affirmative action or to having good "cultural manners". The creation of a **climate** proactively supportive of diversity and equity includes efforts which impact student **outreach**, curriculum, classroom strategies, as well as faculty, staff, and administrative demographics. It involves all members of the campus community in a culture that is continually expanding everyone's awareness of what it means to live **productively** in today's world.

## Why should colleges look at their campus climate?

Assessing the climate of the campus as it relates to equity will enhance understanding of the effect of the environment on learning, facilitate identification of those aspects which enhance learning and those which may hinder achievement of student goals, contribute to the institution's ability to respond to student demographic changes, and identify new directions. It is a springboard not only to continuously improve the quality of education for those from underrepresented groups, but it can also provide data to assist the institution achieve better quality education for all students. This process may well be an important way to respond to the research element contained in the student equity regulations.

## Notes on assessing campus climate

CPEC's report on assessing campus climate and the resource guide are excellent resources for colleges to use in their self-studies. A few suggestions related to assessment are:

- ◆ The assessment of the campus climate should be appropriate to a college's own mission and values.
- ◆ The methods and strategies used should be adapted to the college, and developed through consultation with key leaders at the college.
- ◆ Assessment and change are often difficult; some of the barriers to change such as resources and fear, should be addressed directly.
- ◆ Wide support from many segments and the leadership is important and should be developed. We suggest positive advance publicity for the assessment, linking it with already existing processes, and utilizing staff development programs which motivate people to value the need for equity programs.
- ◆ Evaluating and improving campus climate should be an ongoing effort of the college in many areas---staff development plans, long-range planning, curriculum and program review---and should be integrated into the institution's normal processes of self-study.

One of the results of assessing campus climate will be the clear identification of systems and processes that work. Those successes should be celebrated, and the factors which contributed to the success can be applied to other areas which may need improvement.

The Community College League of California commission on Education Policy supports and urges implementation of campus climate assessment activities for the California community colleges as a part of accreditation self-studies, other institutional review processes, or as a separate study.

Diane Carey, Napa Valley College, 1991-92 Education Policy Commission Chair  
Task Force on Campus Climate:

Carol Cooper, Gavilan College, Task Force Chair  
Wise Allen, Peralta CCD  
Rita Cepeda, Chancellor's Office  
Lynn Fautn, Oxnard College  
Sam Schauerman, El Camino CCD  
Maria Nieto Senour, San Diego CCD  
Barry Sharoe, Victor Valley CCD  
Phyllis Williams, West Valley-Mission CCD

## **Proposed 1993-94 RSC Goals June 9, 1993**

1. Enhance student access and success.
2. Maintain excellence in curriculum, instruction, and student services, emphasizing instructional technology and program review.
3. Refine shared governance, emphasizing teamwork and efficiency.
4. Demonstrate the values of cultural diversity in all facets of the college especially in meeting the learning needs of diverse students.
5. Improve communication and efficiency and continue to enhance a sense of college community through the use of information technology and other strategies.
6. Engage in long-range planning, including the development of supplemental resources to encourage innovative approaches and programs, e.g. grants, foundation, economic development, etc.

## 1992-93 RSC Goals

The following goals are adopted in support of the RSC mission:

1. Enhance student success
  - Through a focus on matriculation and articulation efforts
  - Through focussing on student services, assessment, and special populations
2. Maintain priority for curriculum, instruction, and student services
  - Explore economic development and related curriculum and instructional issues
3. Implement shared governance
  - Address both the legal aspects and collegial spirit of AB 1725 philosophy
  - Evaluate and refine shared governance
  - Orient faculty and staff
  - Nurture the shared governance system
4. Promote cultural diversity through
  - Integration into the curriculum
  - Affirmative action and recruitment
  - Nurturing and pro-diverse climate
5. Fully implement program review
  - Institutionalize program review
  - Ensure qualitative as well as quantitative measures
  - Identify a process to integrate program review with planning and budgeting
  - Maintain an emphasis on research and planning



## 1991-92 RSC Goals

1. Reaffirm our commitment to reflect student and community needs
2. Integrate staff development to support district goals and strategic plan
3. Implement institutional/program effectiveness
4. Review and clarify governance system
  - a. collaboration of groups
  - b. roles and responsibilities of individuals
  - c. council structure refinement
  - d. district organization refinement
5. Promote cultural diversity
  - a. affirmative action
  - b. hiring
  - c. staff awareness & sensitivity
  - d. globalization of curriculum
  - e. international exchange
6. Promote student success by:
  - a. retention
  - b. access
  - c. transfer
  - d. leadership & personal development
  - e. job placement
  - f. sensitivity to cultural diversity
7. Coordinate planning and budget to reflect mission statement
8. Develop a communication system to enhance awareness of available resources
9. Plan for growth
  - a. sites
    - Orange Campus
    - Continuing Education
    - Santa Ana Campus
    - Others
    - development of new sites
  - b. curriculum
  - c. programs
  - d. demographics
10. Evaluate economic development, vocational education activities

## 1990-91 RSC Goals

- ▶ Implement AB 1725
  - Staff development
  - Affirmative action
  - Personnel issues
- ▶ Participatory management, including refinement of Council structure
- ▶ Retention/student success for future RSCCD students, including matriculation, articulation programs
- ▶ Planning, program review, institutional effectiveness assessment
- ▶ Support areas of expanding growth
  - Continuing education
  - Orange Campus
- ▶ Increase credit ADA

## **\* \* RSCCD Goals and Objectives for 1989-91 \* \***

### Overall Goal

Establish an institutional commitment to quality and innovation which supports instruction and services to the student.

### Objectives

- ▶ Implement AB 1725
  - staff development
  - affirmative action
  - personnel issues
- ▶ Participatory management, including refinement of Council structure
- ▶ Retention/student success for future RSCCD students, including matriculation, articulation programs
- ▶ Planning, Program review/institutional effectiveness assessment
- ▶ Support areas of expanding growth (Continuing Ed, Orange Campus)
- ▶ Increase credit ADA