

From: [James, Tenisha](#)
Cc: [Oceguera, Gustavo](#); [Lopez, Bibiana](#); [Camacho, Steven](#)
Subject: Norco College Black Student Network
Date: Tuesday, February 7, 2023 8:01:23 AM
Attachments: [BSN Basic Flyer Final.pdf](#)
[image002.png](#)
[image003.png](#)
Importance: High

Congratulations, you made our VIP list!

Norco College is excited to launch our inaugural **Black Student Network (BSN)** on February 14, 2023. This is a special invitation to join the BSN online community. You were identified as a Black Student Ally through a demonstration of your commitment to equity via completed CORA training(s) aimed at addressing Racial Microaggressions, Teaching Men of Color, and/or the Black Ally Program.

[BSN Interest Form](#)

WHAT is the BSN you ask? It is a Flash Mentoring community to support the success of Black students here at Norco College. Flash Mentoring is not the traditional mentoring model, which requires a long-term relationship or commitment; it allows students to connect to professional experts to assist them in navigating barriers and uncertainty through questions and guidance.

***LEARN MORE – participate in our Flex workshop Friday, February 10th at 2:20pm (online)**

WHY do we need the BSN? Black students have communicated their lack of safety on campus compared to their peers (via multiple surveys). The BSN seeks to create a safe space for Black students to get support and expertise from Black Allies across the campus.

HOW does it work? We will initially launch the support network through an online mentoring software called Xinspire (*shin-spire*), but our plans are to generate a student designed logo this Spring so we can eventually create on-campus Black Ally spaces with a visual representation of safe spaces for Black students.

You are the WHO. We need to identify Black Allies in every department, program, and division at Norco College. Your willingness to share your expertise with our Black students will be invaluable in the launch of this unique community.

***MEET THE STUDENTS - attend our Kick-Off Event on February, 14th at 12:30pm in CSS 217 (in-person)**

This will be an opportunity to meet our students, enjoy a hosted lunch, and get support for your profile set-up. We are excited to launch programming responsive to our students' needs and to welcome you to this special community. Please complete the interest form so we can provide you with access to create a profile account.

Submit your interest today: [BSN Interest Form](#)

or copy the following: <https://forms.office.com/r/1SPkvpKgRL>

BLACK STUDENT NETWORK

JOIN THE NETWORK!

Please contact your BSN Recruitment Team members for questions or concerns.

Tenisha James (tenisha.james@norcocollege.edu)

Bibiana Lopez (bibiana.lopez@norcocollege.edu)

Steven Camacho (steven.camacho@norcocollege.edu)

Gustavo Ocegüera (gustavo.oceguera@norcocollege.edu)

Tenisha James, Ed.D.

Interim Vice President, Planning & Development

Norco College

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(951) 529-2773 Cell

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BLACK STUDENT NETWORK

kick-off EVENT

MAXIMIZE YOUR POTENTIAL. JOIN THE
NETWORK.



ATTEND THE KICK-OFF EVENT TO LEARN
MORE AND SIGN-UP!

2.14.2023

CSS 217|12:30PM

NORCO
COLLEGE

For more information contact Dallas Carter @ dallas.carter@norcocollege.edu

BLACK STUDENT NETWORK



Kick-Off Agenda

| | |
|------------------------------|----------------|
| 1. Welcome & Icebreaker | DR. TARRANT |
| 2. Team Members Introduction | ALL |
| 3. Purpose of the BSN | DR. JAMES |
| 4. Speaker (Nathan Ilo) | DALLAS |
| 5. Website & Art Contest | KIM |
| 6. Explain & Sign Up for BSN | STEVEN/BIBIANA |

PROGRAM LOGISTICS

QR CODE

LAPTOPS AVAILABLE

BAGS FOR COMPLETION

RESOURCE FAIR (10AM - 2PM)

2.14.2023

CSS 217|12:30PM

NORCO
COLLEGE

BLACK STUDENT NETWORK

RACIAL JUSTICE TASKFORCE: BLACK STUDENT CARE TEAM

SPRING 2023



NORCO
COLLEGE

BLACK STUDENT CARE TEAM – BLACK STUDENT NETWORK

Student Support Team

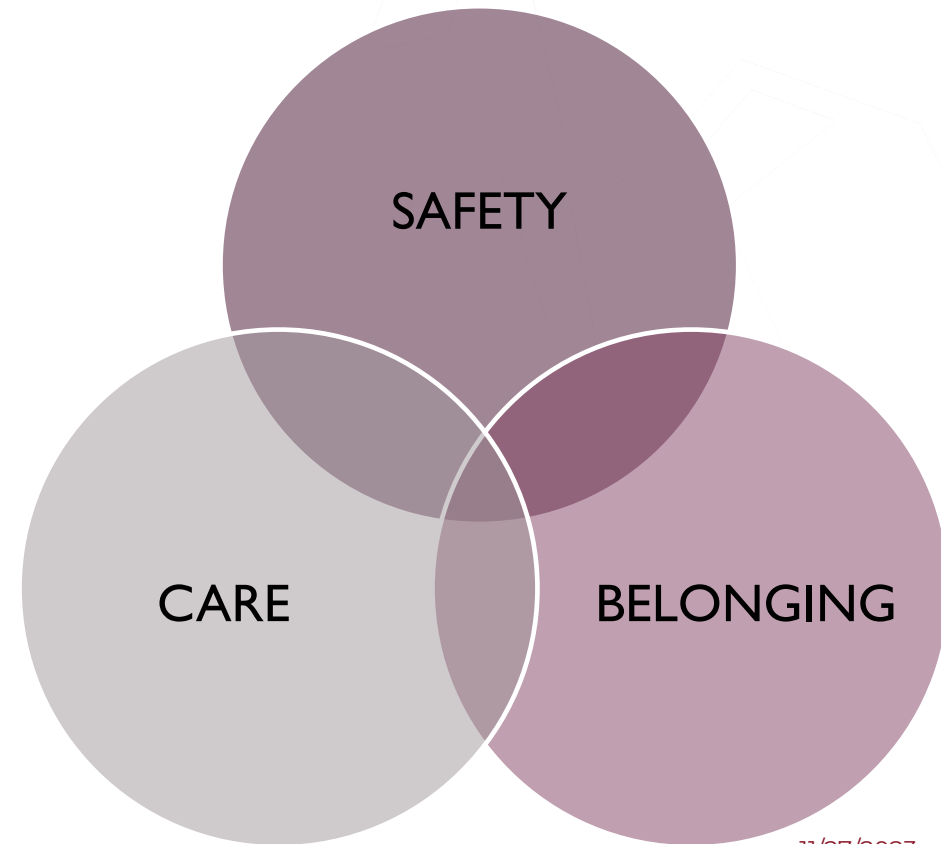
- Kaneesha Tarrant (Student Services)
- Dallas Carter (TRIO Student Support Services)
- Kimberly Thomas (Basic Needs & Wellness)
- Bernice Delgado (Equity)
- Jim Rossum (Campus Safety)

Staff Support Team

- Tenisha James (Planning & Development)
- Ms. Bibiana Lopez (Math)
- Steve Camacho (English)
- Gustavo Oceguela (Student Equity & Grants)

WHY

- Strategic Goal: Close all student equity gaps
- RJTF Qualitative Black Student Study
- RJTF Mosaic Series
- NACCC Student Survey
- Holistic Student Support Survey
- Student Equity Plan



WHAT

BLACK STUDENT NETWORK

JOIN THE NETWORK!

- Mentoring designed software
- Online community of Black Ally's
- Private Community Forums
- Annual in-person events
- Flash Mentoring (online Guides)

GETTING STARTED

The Role of Black Ally's

- Serve as Guides for students – an online community to support Norco College students to achieve their personal, academic, and career goals.
- Supports students through occasional or regular communication with no long-term commitment.
- Share information and anecdotes from their own experiences to impart wisdom and insights.
- There are five common areas for supporting students: industry knowledge, academic goals, workplace confidence, professional networking, and career planning.



The Norco College Success Network is an online registry of committed guides and mentors who are eager to help Norco College students achieve their personal, academic, and career goals.

The network is made up of people who provide information upon request to students regarding college majors, universities attended, employers and companies, various career fields, and much more. Guides are experienced individuals who support students through occasional or regular ongoing communication and may consist of Norco College peer advisors, alumni, faculty advisors, professionals from the local workforce, and others who can contribute to student development.

Announcements



Learning Communities @ Norco College

Norco College has several programs that provide special learning cohorts, out-of-class cultural activities, mentoring, and specialized tutoring. Check out [Umoja](#), [Men of Color Scholars](#), [Puente](#), and the [Women's Lean-In Circle](#) today.



Norco College Financial Freedom Program

All students have free access to nationally acclaimed personal finance training, interactive online finance workshops, one-on-one financial coaching, and financial resources at www.norcollege.edu/financialfreedom.



Resume Writing Overview

Learn how to write a résumé that will grab an employer's attention by watching our "15-minute Résumé Overview" and learning the six rules for writing an effective résumé.

Stay in touch!

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ACCOUNT SET-UP



[Create account](#) [Sign In](#) ▼

[Resources](#)

[About Us](#)

[Contact Us](#)

Create Account via Email

| | |
|---------------------------------|----------------------|
| First Name | Last Name |
| <input type="text"/> | <input type="text"/> |
| Email | |
| <input type="text"/> | |
| Password (8 characters minimum) | |
| <input type="password"/> | |
| Password Confirmation | |
| <input type="password"/> | |

☒ I agree to the [Terms and Conditions](#) and [Xinspire Privacy Policy](#) .

To counter SPAM bots, we use Google's one-click reCAPTCHA v2, which requires data transmission to Google. Please allow cookies to submit the form.

Allow cookies

[Already have an account?](#)

Create Account via Third Party

— OR —

By accessing the platform through one of the following authenticators, I agree to the [Terms and Conditions](#) and [Xinspire Privacy Policy](#) .

Create Account via Norco SSO

Create Account via LinkedIn

Welcome! Your account has been successfully created.

Register for Program

Norco College Success Network

The Norco College Success Network helps users connect with information regarding college majors, universities, employers and companies, various career fields, and much more. Guides are experienced individuals who support students through occasional or regular ongoing communication and may consist of Norco College peer advisors, alumni, faculty, professionals from the local workforce, and others who can contribute to student development and success.

Begin New Registration

Students

Current Norco College students and recent graduates.

Guides / Mentors

Faculty, workplace professionals, alumni, and peer guides.

BASIC INFO

Guide Profile

Basic Info

Professional Experience & Education

Guide Details

First Name *

Gustavo

Last Name *

Oceguera

Preferred Name (Optional)

Preferred Phone Number *

☐ I want to receive text notifications. (Optional) (Visible to admin only)

Profile Picture (Optional) (10 MB limit)

Upload File

Ethnicity (Optional)

Select one or more...

Gender (Optional)

Preferred Contact Methods *

☐ Phone

☐ In-Person

☐ Email

☐ Video Chat

Save for Later

Next »

Guide Profile

Basic Info

Professional Experience & Education

Guide Details

Professional Summary (1-2 lines about your professional experience) *

LinkedIn Profile URL (Optional) ?

Current Job Info (Optional)

Company Name

Job Title

Briefly describe this position

Career Field(s)

Select one or more...

Career Specialty

Select one or more...

Start of Employment (mm/yyyy)

⬇ Move to Past

⬆ Move Up

⬇ Move Down

🗑 Delete Entry

+ Add Entry

Previous Work Experience (Optional)

Former Company Name

Former Job Title

Briefly describe this position

Past Career Field(s)

Select one or more...

Past Career Specialty

Select one or more...

PROFESSIONAL EXPERIENCE

Start of Employment (mm/yyyy)

End of Employment (mm/yyyy)

⬆ Move to Current

⬆ Move Up

⬇ Move Down

🗑 Delete Entry

+ Add Entry

Education (Optional)

Institution Name

Degree

Major(s)

Select one or more...

Graduation Year

Concentration

⬆ Move Up

⬇ Move Down

🗑 Delete Entry

+ Add Entry

Education (Optional)

Institution Name

Degree

Major(s)

Select one or more...

Graduation Year

Concentration

⬆ Move Up

⬇ Move Down

🗑 Delete Entry

+ Add Entry

Student Activities at College: (Optional)

Student Activities at College: (Optional)

Professional/Academic Affiliations (Optional)

« Previous

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Next »

GUIDE PROFILE

Select Group: Black Student Network

Group Membership: Please indicate which college groups you are affiliated with

- ☐ Umoja
- ☐ Men of Color Scholars
- ☐ Puente
- ☒ Black Student Network
- ☐ Women's Lean-in Circle

Guide Profile

| Basic Info | Professional Experience & Education | Guide Details | |
|------------|-------------------------------------|---------------|--|
|------------|-------------------------------------|---------------|--|

Guide Type: Using the list below, please indicate what type of mentor/guide group you most closely align with. *

☐ Alumni Guide

☐ Faculty Guide

☐ Professional Guide

☐ Peer Advisor

Group Membership: Please indicate which college groups you are affiliated with (select all that apply): (Optional)

☐ Umoja

☐ Men of Color Scholars

☐ Puente

☐ Black Student Network

☐ Women's Lean-in Circle

Network Contact Limit (The Norco College Success Network can limit the number of other users who connect with you by temporarily making you unavailable for contact in the directory when a specific limit is reached. Please indicate how many total people can connect with you at a time? Indicate 1-10) * (Visible to admin only) ?

Specific topics I feel comfortable discussing *

☐ Sharing Your Personal Experiences and Lessons Learned

☐ Career / Industry Trends

☐ Career Exploration

☐ Resume Review

☐ Job or Internship Search Process

☐ Networking / Informational Interviewing / Introduction to Others in Your Field

☐ Shadowing at Your Workplace

☐ Transitioning to Life After College

☐ Work-Life Balance

☐ Workplace Issues

☐ Choosing a Major

☐ Providing Insight into How to Maximize your College Education

☐ Pursuit of Advanced Degree / Applying for Graduate School

Advice for College Students (Provide your best advice for college students. What is something you know now that you wish you would have known before starting on your path to college and career? Write as much as you like.) *

Personal Interests and Hobbies (Optional)

What do you hope to accomplish through participation in the Success Network? *

Additional activities you would be interested in participating in (Optional) (Visible to admin only)

- ☐ Workforce Advisory Boards
- ☐ Mock Interviews
- ☐ Panels and Presentations
- ☐ Resume Critiques
- ☐ Job Shadowing

« Previous

Save for Later

Submit

SUCCESS NETWORK GUIDELINES

Success Network Guidelines

The Norco College Success Network is an online registry of committed guides who are willing to help Norco College students achieve their personal, academic, and career goals.

The network guides provide it employers and companies, vi difference in the lives of stud experiences to share and tim

What Does it Mean to Serve
The objective of the Success and assist in the pursuit of pe

Who is a Guide?
A guide is an experienced ind mentoring, but with no expect faculty advisors, professional chooses how many students employees must secure an ei

Guides are positive role mod work and determination. Guid insights that cannot otherwise instruction).

Common behaviors of guides challenging students to confr of the relationship is to educa coach, teacher, and friend to

Guides also demonstrate sen socioeconomic, cultural, disal

Understanding Boundaries
Guides are not expected to h information they do not know whenever appropriate, espec personnel. Guides may conta student inquiries.

Getting Started
Each relationship will begin w what they are hoping to learn

We ask that guides try to res; and career experiences, so e that guides are clear with thei would be better answered thr

Building the Relationship

The network utilizes e-mail communication to initiate the connection between guides and their students/mentees, but the relationship may proceed with whichever communicati

1. Enhancing skills and knowledge for a particular
2. Supporting academic goals and encouraging co
3. Building self-confidence for the workplace
4. Establishing a professional network
5. Exploring career interests and assisting with car

Ideas for discussion topics and activities are availa

Guidelines for In-Person Contact

Guides may also choose to invite students to their i a great way for guides to share their work environm their first time setting foot in a professional setting, meetings and introduce the student to other staff m professional conferences or other career-related ac guide/mentoring activities that take place off of the

Guidelines for Self-Disclosure

There are two types of disclosure:
Biographical – relates to one's history, past experie
Personal – concerns one's more private self, thoug

Biographical information is much easier to disclose judgment to determine what you are comfortable st

- Always be honest, genuine, and authentic.
- The more comfortable you are with self-disclosu, engage in conversation.
- Try to focus on past experiences the student ca

Moving On

While there is no predefined time period for the dur until one or both parties feel that the relationship ha

When the time comes, close the relationship in a w student should have an opportunity to assess the e in which either member reviews the topics discusse steps or goals for the future. Guides must then rele students in the network.

NOTE: A guide may fully withdraw from the Succes Success Network at successnetwork@norcocollege.edu of any relationships with your students on your beh

Terms of Use

By participating in the Norco College Success Network, you acknowledge that you have read the following disclaimer and agree to abide by the guidelines specified herein.

If a district employee, you participate in the network within the scope of your job description or as defined as institutional service and should do so with manager approval.

If a non-employee, you understand that your involvement as a "guide" or "mentor" is on a volunteer basis, will not result in compensation of any kind, and may be terminated at any time. You will not request nor accept payment for any advice provided. You understand that you are not acting as a representative of the Riverside Community College District or Norco College and will express opinions as your own when doing so.

You understand that "mentees" may consist of students, former students, alumni, or other authorized users of the Success Network platform. The Norco College Success Network is intended to serve as an educational information resource regarding the experiences of guides within various career fields, majors, and universities; it is not to be used to exploit guides in any way or to solicit any other kinds of information including, but not limited to, requests for job placement, recruitment activities, confidential information, or any other personal or professional information outside of the scope of career and academic experiences.

You agree to primarily serve as an educational resource regarding your personal experiences within the career fields, majors, and/or universities with which you are familiar. You understand that all participants of the Success Network do so e their own discretion and the information provided to students/mentees should not be interpreted as a substitute for the use of independent judgment. Norco College does not actively monitor the conversations that take place between guides/mentors and students/mentees and is not responsible for the exchange or use of the information that takes place.

You hereby agree that in no event will you file suit or otherwise attempt to hold liable for damages, the Riverside Communi College District, Norco College, or any student, mentee, participant, or user of the Norco College Success Network as a result of your participation in this program. You agree to indemnify and hold harmless the Riverside Community College District and Norco College from any and all claims, suits, actions or proceedings of any kind arising out of, or in connection with, any advice or experiences you provide in relation to the Norco College Success Network.

☐ I have read and agree to the above terms. *

Save for Later

Submit

Home

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You are registered for the following sessions: Guide Session

We're pleased to welcome you to the Norco College Success Network! Your registration form has been approved! You will receive an email when someone requests to contact you. Please know that this could take some time since this is a student-initiated program.

Dismiss

Search

Search

Q

Have a story to share?
Submit here.

You can [contact us](#) to let us know how things are going!

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WHAT'S TO COME

- Please complete your profile today!
- In-Person Kick-Off Event
 - Staff Recruitment Team will be available to assist with profile access and set-up
- Need assistance creating engagement/discussion forums
- Student Logo Contest Spring 2023
- On-campus Black Ally signage tentatively planned for Fall 2023



A maroon poster for the Black Student Network Kick-off event. At the top, the text "BLACK STUDENT NETWORK" is in white, with a globe icon for the letter "O" in "NETWORK". Below this, "kick-off" is written in a white cursive font. On the left, there is a photo of a smiling Black woman with curly hair wearing a maroon graduation cap and gown with a purple lei. To the right of the photo, the words "SAVE THE DATE" are written in large, bold, white capital letters. At the bottom left, the date "FEBRUARY 14" is displayed in white, with "14" being significantly larger. Below the date, the text "CSS 217 | 12:30PM" is in white. In the bottom right corner, the "NORCO COLLEGE" logo is in white. A vertical white line separates the photo area from the "SAVE THE DATE" text.

**BLACK STUDENT
NETWORK**
kick-off

**SAVE
THE
DATE**

**FEBRUARY
14**

CSS 217 | 12:30PM

**NORCO
COLLEGE**

BLACK STUDENT NETWORK

JOIN THE NETWORK!

[HTTPS://SUCCESSNETWORK.NORCOLLEGE.EDU/](https://successnetwork.norcocollege.edu/)

THANK YOU!