

Norco College

Black Serving Institution (BSI) Application

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Application Content

Black Serving Institution

Draft Application

Due June 6, 2025

State your institution's commitment to address black and or African American student success and explain how your commitment is consistent with your institution's mission.

Norco College is unwavering in its commitment to the success of Black and African American students. This dedication is embedded in the college's mission to inspire a diverse student body through inclusive, innovative learning approaches, and our Core Commitments in Access, Equity, Student Success, and Inclusivity. This commitment is further articulated in our 2030 Educational Master Plan and five-year Strategic Plan. Our strategic planning documents emphasize our institutional focus on student transformation through strategic goals in equitable Student Access, Student Equity, and Student Success. Our strategic priorities in equitable student outcomes are operationalized in several key documents, including our Strategic Enrollment Management (SEM) Plan, and Student Equity Plan. The college's SEM Plan emphasizes a holistic student journey, ensuring that Black students receive comprehensive support from enrollment to completion. The 2025–2028 Student Equity Plan specifically identifies Black students as a disproportionately impacted group, with targeted strategies to dismantle systemic barriers and promote equity in access, retention, and completion. Our strategic planning documents and operational plans specifically articulate our commitment to Black and African American student success consistent with our Mission Statement to inspire a diverse student body, our Vision to change the trajectory of student lives, and our Core Commitments in Access for all students, Equity in student outcomes, Student Success in and out of the classroom, and Inclusivity through embracing diversity in all forms.

Please state the percent of institutions enrolled student population identifying as Black/ African American for the current term.

As of Spring 2025, 10.53% of the Norco College student population identifies as Black/African American.

Please state the number of students identifying as Black/ African American enrolled at the college or university for the current term.

As of Spring 2025, there were 1,263 Norco College students enrolled who identified as Black/African American.

Describe the academic goals for the institution to achieve within the five-year. In which the initial designation is awarded. The goals described in this section should outline the institution's plans to improve retention, time-to-degree or time-to-certificate completion, and graduation rates of Black and African American students.

Norco College aims to achieve the following academic outcomes within five-years of designation as a Black Serving Institution (BSI) to support Black and African American students in retention, time-to-degree/certificate, and graduation. These goals are designed to accelerate improvements in retention, time-to-degree or certificate completion, and graduation rates for Black and African American students through targeted, data-informed strategies.

Retention: Achieve equity in retention by 2030 through eliminating the disproportionate impact for Black/African American students in first-term to second-term persistence per our Student Equity Plan Persistence Metric, and in alignment with our Key Performance Indicators (KPI) to Increase Persistence, and Eliminate Equity Gaps for Black/African American students across the following metrics: Successful Enrollment, Persistence, Completion of Transfer-level Math and English, Certificate/Degree Completion, and Transfer.

Strategic Plan (KPI 2.3): Increase First-term to Second-term Persistence of first-time college students by 3% annually - disaggregated by race/ethnicity.

Strategic Plan (KPI 3.1): Eliminate equity gap for Black/African American students in Enrollment, Persistence, Math and English Completion, Degree/Certificate Completion, and Transfer.

Student Equity Plan: Eliminate disproportionate impact in Enrollment and Persistence for Black/African American Students.

Time-to-Degree/Certificate: Achieve equity in time-to-degree or certificate through the reduction of excess units in alignment with Strategic Goal 2: Implementation of Guided Pathways. KPI goals include equity in course success rates, completion of Transfer-level Math and English courses, and persistence. Reducing time-to-degree or certificate aligns with the Student Equity Plan goal to eliminate equity gaps in Comprehensive Student Education Plans (i.e. course maps) to ensure clear pathways to student educational goals.

Strategic Plan (KPI 2.1): Increase course success rate across all course modalities by 5% by 2030 – disaggregated by race/ethnicity.

Strategic Plan (KPI 2.2): Increase completion of Transfer-level Math and English by first-time students by 5% annually - disaggregated by race/ethnicity.

Strategic Plan (KPI 2.3): Increase First-term to Second-term Persistence of first-time college students by 3% annually - disaggregated by race/ethnicity.

Student Equity Plan: Eliminate disproportionate impact in Comprehensive Student Education Plan attainment in the first year of enrollment.

Graduation: Achieve equity in graduation by 2030 in alignment with KPI 2.4 Increase Degree or Certificate Completion, and the Student Equity Plan Vision Completion metric. Attaining our goals in equitable completion requires targeted support and intervention in leading indicators, such as retention, course success rates, and completion of gateway courses in English and Math.

Strategic Plan (KPI 2.4): Increase the percentage of first-time students who complete a degree or certificate in three years by 3% annually - disaggregated by race/ethnicity.

Student Equity Plan: Eliminate disproportionate impact in Vision Completion (degree or certificate).

Describe the academic equity goals your institution aims to achieve within the five-year period of the initial designation as a California Black- Serving Institution. Specifically, outline how these goals will improve academic equity gaps in retention, time-to-degree or time-to-certificate completion, and graduation rates between your black and African American students and the overall student population. Provide data-driven benchmarks and strategies for achieving these objectives.

Norco College has set ambitious, data-driven academic equity goals to be achieved within the five-year period of its designation as a California Black-Serving Institution (BSI). These goals are grounded in the college's 2025–2030 Strategic Plan, 2025–2028 Student Equity Plan (SEP), and Guided Pathways framework, and are designed to close academic equity gaps between Black and African American students and the overall student population in retention, time-to-degree or certificate, and graduation rates.

Retention

Goal: Eliminate the equity gap in first-term to second-term persistence for Black/African American students by 2030.

Benchmark: Increase persistence for Black students from the current baseline of 61% to 75% within five years.

KPIs Alignment:

KPI 2.3: Increase first-term to second-term persistence by 3% annually, disaggregated by race/ethnicity.

KPI 3.1: Eliminate equity gaps in persistence, enrollment, and milestone completion.

Student Equity Plan Alignment: Address disproportionate impact in persistence metrics.

Strategies:

Implement proactive case management advising.

Expand early alert systems with targeted follow-up for Black students.

Provide culturally relevant onboarding, orientation, and intrusive advising through Umoja and Success Teams.

Time-to-Degree/Certificate

Goal: Achieve equity in time-to-degree or certificate completion by reducing excess units and ensuring clear educational pathways.

Benchmark: Reduce average time to degree or certificate for Black students by 20% over five years.

KPI Alignment:

KPI 2.1: Increase course success across all modalities by 5% by 2030.

KPI 2.2: Increase completion of transfer-level Math and English by 5% annually.

KPI 2.3: Support persistence through embedded academic support.

Student Equity Plan Alignment: Eliminate gaps in first-year Comprehensive Student Education Plan (CSEP) completion.

Strategies:

Ensure all Black students complete a CSEP in their first year.

Prioritize access to embedded tutoring and supplemental instruction in gateway courses.

Provide intrusive academic coaching and enrollment guidance to reduce unit accumulation.

Graduation

Goal: Achieve parity in degree and certificate completion rates for Black students by 2030.

Benchmark: Increase the 3-year completion rate for first-time Black students by 3% annually, reaching parity with the general student population by 2030.

KPI Alignment:

KPI 2.4: Improve 3-year degree/certificate completion for first-time students.

KPI 3.1: Eliminate completion and transfer equity gaps for Black students.

Student Equity Plan Alignment: Eliminate disproportionate impact in Vision Completion.

Strategies:

Leverage early momentum metrics (persistence, English and Math completion) to scaffold completion.

Expand cohort-based models like Umoja to include career and transfer pathways.

Engage Black students through academic milestone tracking and one-on-one completion coaching.

Together, these equity goals reflect a systems-level approach to dismantling institutional barriers and ensuring Black and African American students experience equitable academic outcomes. These strategies are continuously assessed through Norco's Integrated Planning Model and shared governance structure to drive measurable improvement.

Identify institutional memberships, charters, or affiliations to organizations dedicated to the advancement of Black and or African American Students.

Norco College maintains active affiliations with organizations dedicated to the advancement of Black and African American students, including:

Accrediting Commision for Community and Junior Colleges (ACCJC): Accrediting agency supporting member institutions in attaining equitable student outcomes through advancing educational quality.

A2MEND (African American Male Education Network & Development): Focuses on supporting the success of African American male students.

California Community Colleges Chancellor's Office Initiatives: Engages in statewide efforts to promote equity and inclusion for Black/African American students.

Research and Planning (RP) Group: Leads local, state, and national work to support California Community Colleges in attaining equitable outcomes for minoritized and marginalized students through race-conscious, equity-minded research, planning and professional development.

Umoja Community Education Foundation: Provides a community and critical resources for African American students.

Attach your institution's strategic plan to address the academic goals and academic equity goals your institution aims to achieve within the five-year period of the initial designation as a California Black-Serving Institution. The strategic plan should include, but not be limited to, all the following: (A) a mission statement that addresses the applicant's commitment to serve Black and or African American students; (B) outreach services to potential Black and or African American students; (C) existing and/or proposed academic or basic needs support services to assist in the academic success of Black and/or African American students. Support services described in this section may include campus affinity centers, coursework, activities or events; (D) an outline of the planned allocation of resources during the five-year period in which the initial designation awarded; (E) an outline of how the institution is using or will use existing resources to provide culturally relevant professional development for the applicant's faculty and staff in pursuit of Black Serving Institution goals.

Community College applicants submit the following for the previous three academic years: (A) The number of degree and certificate programs completed by all students, and by Black and or African American students. (B) The number of all students, and of Black and or African American students, who completed degree and certificate programs within normal time and up to 300 percent of normal time to degree completion. (C) The student transfer rates for all students, and for Black and or African American students, to four-year colleges and universities.

A. Volume awards, not headcount (matches KPI). Compare to headcount proportion, 10.53%

B. 3-year and 6-year award rates

C. 3-year transfer rate

Please submit a certification, in writing, by the chief administrative officer of the college or university, of the applicant's commitment to address Black and African American student success that is consistent with the applicant's mission.

Describe the campus resources available to promote equity and inclusion for Black and African American students. Include details on academic support programs, cultural centers, mentorship opportunities, student organizations, financial aid initiatives, and any other institutional efforts designed to foster an inclusive and supportive campus environment.

Norco College offers a range of resources to support Black students:

Academic Support: Tutoring centers, supplemental instruction, and learning communities tailored to the needs of Black students.

Equity Center: Dedicated Umoja space within the Equity Center, centrally located on campus, as well as a dedicated Umoja learning community classroom. These spaces serve as a hub for cultural engagement, academic support, basic needs assistance, and counseling/advising.

Black Faculty and Staff Association (BFSA): Connects Black and African American students with faculty, staff, and community mentors.

Men of Color Scholars Program: An affinity program that provides community and student leadership development for men of color.

Student Organizations: Support for Black and African American student clubs and organizations that foster community and leadership development.

Holistic Student Support: Early support and referrals through our Guided Onboarding process to ensure Black and African American students are connected early with programs tailored to their individual needs.

Umoja Program: A learning community and critical resource dedicated to enhancing the cultural and educational experiences of African American and other students.

Include any additional information that the governing board should consider in evaluating your institution's readiness to be identified as a Black Serving Institution.

Norco College's application for designation as a California Black-Serving Institution reflects its unwavering commitment to educational equity, student empowerment, and institutional transformation. With over 11% of its student body identifying as Black or African American, the college acknowledges both the opportunity and responsibility to eliminate structural barriers and create affirming pathways to academic success.

Grounded in the 2025–2030 Strategic Plan, Student Equity Plan, and Strategic Enrollment Management Plan, Norco College has established clear, measurable goals to improve retention, reduce time-to-degree and certificate completion, and close equity gaps in graduation rates. These goals are reinforced by robust KPIs, culturally relevant support systems like Umoja, investments in our Equity Center and Umoja dedicated spaces, and sustained professional development for all faculty and staff. Our commitment is evident in our organizational structure, which includes the division of Planning and Development which is charged with advancing equitable student outcomes through continuous improvement, with additional leadership from our Dean of College Equity, Inclusion, and Engagement.

Through its integrated planning and governance structure, Norco College ensures that equity is not a peripheral priority, but a central principle driving all institutional efforts. This designation will not only affirm Norco College's progress but will amplify its ability to serve Black students with excellence, care, and intention—ensuring their success is visible, valued, and sustained.