

# NORCO COLLEGE PROMISE PROGRAM



**OUR DI GROUPS ARE FULLY REPRESENTED WITHIN PROMISE— THERE ARE NO GAPS IN REPRESENTATION.**

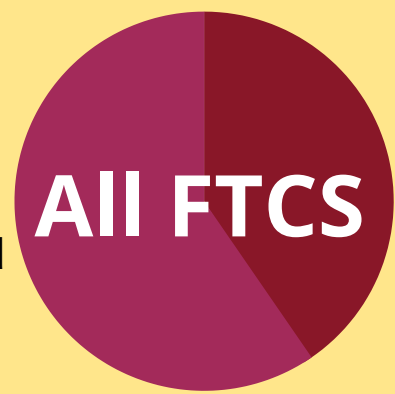
Promise students receive financial aid at a higher rate than all first time college students (FTCS)

No Aid  
35.2%



\$ Aid  
64.8%

No Aid  
59.6%



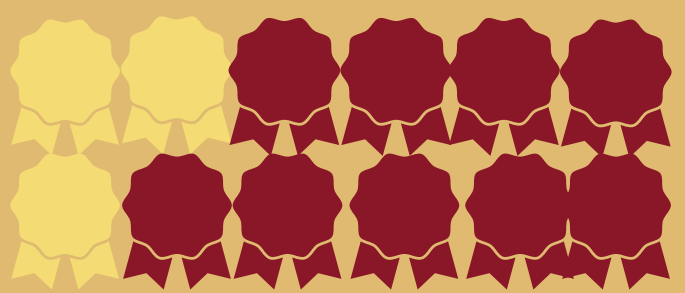
\$ Aid  
40.4%

## MEN OF COLOR

### PROMISE



### ADT COMPLETERS



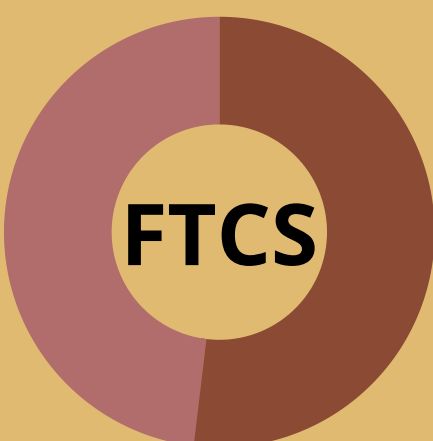
Men of Color make up a third of the promise program, but less than a quarter of ADT completers.

How many **more** Men of Color need to complete an ADT to close the **Equity gap**?



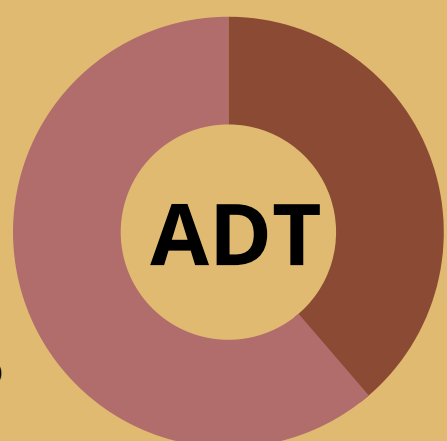
## MALE POPULATION

48.1%



Males  
51.9%

61.3%



Males  
38.7%

Males make up more than half of the FTCS population, but less than 40% of ADT completers.

## Norco College Promise Program 2019-20

The Norco College Promise Program is designed to help first-time college students (FTCS) complete their educational goal in a timely manner. Students who commit to the Promise Program receive financial support to reduce college costs and increase their success. A question arose within the college community concerning financial need of Promise participants and the population being served by the program. To address the concern, Promise participants were compared to the entire population of first-time college students in Fall 2019 and ADT completers from 2018-19. The primary goal was to understand if program participants were representative of entering and completing students. Table 1 disaggregates the three student groups by ethnicity, gender (including Men of Color), age and financial aid.

The main takeaways from the comparison were:

- Our disproportionately impacted groups are fully represented within Promise compared to FTCS and there are no gaps in representation. White students were the only ethnicity group with considerably lower representation within the Promise Program compared to FTCS (17.6% vs. 21.9%).
- Promise students receive the Community College Promise Grant and the Pell Grant at a higher rate (64.8%) than all FTCS (40.4%). Students with less financial need are not utilizing the Norco Promise program at a disproportionately higher rate.
- There is a gap in the proportion of ADT attainment (23.4%) for Men of Color compared to FTCS (33.6%) and Promise participants (32.7%). Men of Color make up about a third of the FTCS and Promise population, but less than a quarter of ADT completers. (34 more Men of Color would need to complete an ADT to close this gap, please see the [Norco College Student Equity Plan](#) for more detailed information)
- There is also a gap in the proportion of ADT attainment (38.7%) for Males compared to FTCS (51.9%). Males make up more than half of the FTCS population, but only 38% of ADT completers. This may be attributed to the ADT completion gap within the Men of Color population (refer to bullet point above).

Table 1.

	FTCS Fall 2019		Promise 2019-20		ADT Completers 2018-19*	
	1642		483		333	
<b>ETHNICITY</b>	Count	Percent	Count	Percent	Count	Percent
African-American	88	5.4%	32	6.6%	20	6.0%
American Indian/Alaskan Native	3	0.2%	1	0.2%	0	
Asian	138	8.4%	38	7.9%	28	8.4%
Hispanic	1001	61.0%	316	65.4%	189	56.8%
Multi-Ethnicity	26	1.6%	7	1.4%	4	1.2%
Pacific Islander	8	0.5%	3	0.6%	3	0.9%
Unknown	19	1.2%	1	0.2%	4	1.2%
White Non-Hispanic	359	21.9%	85	17.6%	85	25.5%
<b>GENDER</b>		1642		483		333
Female	766	46.7%	256	53.0%	201	60.4%
Male	853	51.9%	221	45.8%	129	38.7%
Non-Binary	1	0.1%	0		0	
Unknown	22	1.3%	6	1.2%	3	0.9%
<b>Men of Color</b>		1642		483		333
African-American and Hispanic Males	551	33.6%	158	32.7%	78	23.4%
<b>AGE</b>		1642		483	(Age at first term)	333
19 or Less	1356	82.6%	456	94.4%	259	77.8%
20 to 24	145	8.8%	19	3.9%	41	12.3%
25 to 29	49	3.0%	1	0.2%	15	4.5%
30 to 34	24	1.5%	1	0.2%	8	2.4%
35 to 39	25	1.5%	1	0.2%	6	1.8%
40 to 49	24	1.5%	2	0.4%	3	0.9%
50 +	18	1.1%	3	0.6%	1	0.3%
Unknown	1	0.1%	0		0	
<b>Financial Aid</b>		1642		483		333
CCPG (formerly BOG)	656	40.0%	312	64.6%	196	58.9%
Pell	419	25.5%	190	39.3%	107	32.1%
Neither CCPG or Pell	978	59.6%	170	35.2%	135	40.5%

\*Note: ADT 2018-19 completers are a different sub-set of students than FTCS and Promise students and are included for comparison purposes.