SoJo Cinema Featuring: Mudbound

Laura McAllan is trying to raise her children on a Mississippi Delta farm, a place she finds foreign and frightening. In the midst of the family's struggles, two young men return from the war to work the land. The eldest son of the Black sharecroppers who live on the McAllan farm, now battles the prejudice in the Jim Crow South. Click the video icon to see the trailer available to stream on Netflix.

SoJo Book Corner

Our book recommendation is called “From Equity Talk to Equity Walk.” We have all heard statements of the values placed on diversity, equity and inclusion. Often times those statements are moving and well written. However is there true follow-up? The authors share how to trun the talk into walk. Follow the link above to learn more about what the book has to offer.

Around Higher Ed

The Black Experience in Higher Education

Black campus leaders have deeply rewarding careers, but taxing. Black professionals are sharply underrepresented in upper leadership positions in higher education. Black and African American employees make up less than 10 percent of higher education professionals, according to the latest data from the College and University Professional Association for Human Resources. White employees on the other hand account for more than three-quarters of all higher education professionals. Follow the link above to learn more about a strong Black leader in higher education.

Black employees often are forced to educate their white colleagues on social justice, racism, and lead other diversity initiatives in a corporate world mostly based on the qualification of, well they're black. This article from the New York Times explores some of what it is like to advocate for diversity initiatives and how our black colleagues often are the ones forced to take on more responsibility. Diversity education should be a shared burden across an organization and should not be handled exclusively by someone because of their skin color. Take time to learn more about corporate diversity education in this article!

SOJO REFLECTION Questions

1- Do you believe that people can challenge power structures in their lives?
2- Do you believe that people must learn to live as best they can in the situation they have in life? Take time to reflect.

National News

National Native American Heritage Month

November is Native American Heritage Month, or as it is commonly referred to, American Indian and Alaska Native Heritage Month. This month is a time to celebrate the rich and diverse cultures, traditions, and histories of these peoples. As a society we should acknowledge the important contributions of the indigenous people. This is a great time to educate yourself about the tribes, and become aware of the unique challenges indigenous people have faced both historically and in the present. Take time to learn about Native American Heritage Month.

Transgender Day of Remembrance

Transgender Day of Remembrance (TDOR) is an annual observance on November 20 that honors the memory of the transgender people whose lives were lost in acts of anti-transgender violence. Additionally, the week before TDOR, people and organizations around the country participate in Transgender Awareness Week to help raise visibility for transgender people and address issues the community faces. You can read more about the TDOR above, and find out how you can show support for the community on this day.