

Black Sovereignty

Ownership is crucial in the world in which we live. Black people who don't have ownership often are not taken as seriously or are taken for granted by people who are in higher power in various work fields, including higher education. It's important to note that the impact of Black sovereignty on networking and employee recognition can vary significantly depending on factors such as the organization's culture, the industry it operates in, and the broader societal context. While Black sovereignty seeks to empower Black individuals and communities, its effects on these areas should ideally lead to more inclusive and equitable environments for everyone involved. Organizations that proactively embrace diversity and inclusion stand to benefit from the richness of perspectives and talent that come from a more inclusive approach to networking and employee recognition. In the business world, being able to own your identity, own who you truly are, and stand for what you believe in are the most important things for standing out as an employee or as a person trying to network with other people.

A definition that defines Black sovereignty very well was written by Dr. Freeman, in which he stated, "To be committed supporting and/ or establishing Black owned and operated institutions." In most cases, commitment is the most difficult thing, whether it's in relationships with people or with work where commitment is difficult to be able to push through and to get to the end goal. Although, for some people, it can be very easy to commit to things and to get to the end goal which can be due to their privilege as a person of their color. For white people, it can be easier to commit to getting their own goals and or to get to what they are trying to establish. Supporting your fellow Black brothers and sisters will be difficult at times because the majority of Black-owned institutions or establishments are not recognized like the white-owned establishments and that can be discouraging to continue to work toward your goals or to commit

to your dreams in life. “In the African case especially, where slavery was envisaged as the originating political tutelage necessary to discipline unrestrained, *arbitrary* wills into membership in civil society, the continued impossibility of accepting Black sovereignty was paradoxically what drove forcible attempts to render it possible. Ultimately, the problem with republican liberty is that by enshrining arbitrariness as the value by which unfreedom is measured, it can never fully escape the domination that nondomination can sanction” (Fejuzla).

In simpler words, Fejuzla is stating that in Africa, and in the context of slavery, there was a belief that slavery was a way to teach and control unruly people, making them part of society. But paradoxically, this idea also led to efforts to force Black people into accepting sovereignty (self-rule). The main issue with the idea of "republican liberty" is that it values the idea of arbitrary control as a way to measure how much freedom someone has. This means it can't completely get away from the idea of domination, which goes against the idea of true freedom without control. For example, people in higher education who are Black can be looked at for what history was like, how their ancestors were treated, and what white folks might think, and they may feel they are constantly trying to prove that they matter and exist. In most cases, people in this country do not like Black people to be in power or have sovereignty because most times the thought is that they are going to take over the country and influence the people or the country negatively.

Black sovereignty is very important to Black folks in this country because it's another way to express ourselves without guilt or fear. It shows what Black people are, truly, and what they are striving to establish and how they can be supported by other Black people.

Black sovereignty also plays an important role in higher education. It is a community where support is most needed and a platform where commitment is very vital because education

is all about committing to your goals and what you are striving to accomplish as a Black person in higher education. This can be if you are a student or an educator fighting for your rights and not trying to be repressed by the overwhelming and inequitable laws or rules in higher education. Black-owned or operated institutions can receive hate from people in the community, and it is important to understand that Black folks must support each other, and they must stand and represent those who are afraid to speak their minds or express their rights such as freedom of speech. Overall, higher education can be toxic to students and educators who are trying to commit, follow their dreams, achieve their goals, and support those brothers and sisters who own operating institutions or establishments.

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Works Cited

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