UNITED BROTHERS OF LOS ANGELES

THRIVE

Issue No. 3 · Tuesday, November 10, 2026

Diabetes and the A1C test · The year-end money reset · The election that just happened · Cybersecurity careers

From the Co-Founder's Desk

Brothers,

The election is over. The holidays are coming. And November is Men's Health Awareness Month. Issue No. 3 is built for exactly this stretch of the calendar.

Inside: the diabetes check too many brothers put off, and the two numbers that tell you where you stand. A year-end money reset you can run in one sitting, with Jelani's three numbers to know before January. A plain synopsis of the November 3 election, Los Angeles first, including a Flashpoint box on the governor commuting every death sentence in California. And a door into cybersecurity careers that is wide open right now.

Four pillars. Four moves. Make them.

Kirk Samuels Co-Founder and CEO, United Brothers of Los Angeles

---

HEALTH, Lead story: Diabetes and the A1C Test: The Check Too Many Brothers Put Off

Signature stat: 11.5 percent. That is the share of Black men in the United States living with diagnosed diabetes, age adjusted, in the CDC's National Diabetes Statistics Report (CDC, National Diabetes Statistics Report, Appendix Table 3, 2019 to 2021 data). Source URL: https://archive.cdc.gov/www_cdc_gov/diabetes/php/data-research/appendix.html

The story

Name it outright: diabetes. It is the disease that works in silence. A brother can carry high blood sugar for years with no pain, no warning he cannot explain away, while the damage builds in his eyes, his kidneys, his nerves, and his heart. By the time the symptoms argue back, the disease has a head start. That is why the test matters more than the symptoms.

The test is called A1C. It is a simple blood test that shows your average blood sugar over the past two to three months, reported as a percentage. You do not have to fast for it. One draw, one number, and you know where you stand. The American Diabetes Association's Standards of Care set the lines plainly: below 5.7 percent is normal. From 5.7 percent to 6.4 percent is prediabetes, the warning zone, where the disease can still be slowed or turned back with changes a man can actually make. At 6.5 percent or higher, the diagnosis is diabetes. Source: American Diabetes Association, Standards of Care in Diabetes 2026, Section 2, Diagnosis and Classification of Diabetes. Source URL: https://diabetesjournals.org/care/article/49/Supplement_1/S27/163926/2-Diagnosis-and-Classification-of-Diabetes

Prediabetes is the part of this story brothers need to hear twice. It is not a shrug. It is the last exit before a lifetime diagnosis, and it comes with a proven program: the CDC's National Diabetes Prevention Program, a year of structured support around food, movement, and weight, built for people exactly at that exit. Los Angeles County runs its own doors into the same program, listed below.

And if the number already reads diabetes, hear this clearly: a diagnosis is information, not a verdict on your worth. Diabetes can be managed, day by day, with medication, food, movement, and a care team that knows your numbers. For many adults living with diabetes, the management target is an A1C below 7 percent, set with your own doctor (American Diabetes Association). What cannot be managed is a disease nobody has named. Get the test. Know the number. Then work the number.

Know your numbers box

A1C (average blood sugar, past two to three months) - Below 5.7 percent: normal - 5.7 percent to 6.4 percent: prediabetes - 6.5 percent or higher: diabetes - Living with diabetes: many adults aim below 7 percent, set with your doctor Source: American Diabetes Association, Standards of Care in Diabetes 2026. Source URL: https://diabetes.org/living-with-diabetes/newly-diagnosed/health-checks-people-with-diabetes

Blood pressure (millimeters of mercury, systolic over diastolic) - Normal: below 120 over below 80 - Elevated: 120 to 129 over below 80 - Stage 1 hypertension: 130 to 139, or 80 to 89 - Stage 2 hypertension: 140 or higher, or 90 or higher - The general treatment goal in current guidance: below 130 over 80 Source: American Heart Association, Understanding Blood Pressure Readings. Source URL: http://www.heart.org/BPlevels

Two numbers, one blood draw and one cuff, and a brother knows more about his health than most men learn in a decade of guessing.

How We Win

1. **Take the one minute risk test.** The American Diabetes Association's free 60-Second Type 2 Diabetes Risk Test scores your risk today. A high score is not a diagnosis. It is your reason to get the blood test.
2. **Get the A1C test by name.** At your next visit, or at a clinic below, say it plainly: I want an A1C test, and I want the number in writing.
3. **Know your lines.** Below 5.7 is normal. 5.7 to 6.4 is prediabetes. 6.5 or higher is diabetes. A number you can recite is a number you can move.
4. **If you are in the warning zone, take the exit.** Enroll in a CDC recognized Diabetes Prevention Program, in person or online. Los Angeles County's own program door is in the action row below.
5. **If you are diagnosed, get coached, not just prescribed.** Diabetes Self-Management Education and Support programs teach the daily skills: food, medication, monitoring, and problem solving. The CDC locator below finds one near you.

Put it into action

- American Diabetes Association, 60-Second Type 2 Diabetes Risk Test: https://diabetes.org/risktest
- CDC National Diabetes Prevention Program, Find a Lifestyle Change Program: https://www.cdc.gov/diabetes-prevention/lifestyle-change-program/find-a-program.html
- Los Angeles County Department of Public Health, National Diabetes Prevention Program: http://publichealth.lacounty.gov/diabetes/prevention/nationaldpp.htm
- CDC, Find a Diabetes Self-Management Education and Support Program: https://www.cdc.gov/diabetes/education-support-programs/find-a-dsmes-program.html

Secondary story: Prostate Screening: The Conversation Black Men Start at 45

November is Men's Health Awareness Month, so the second health story is the other check brothers put off: prostate screening.

The fact to hold: prostate cancer is the most commonly diagnosed cancer in Black men, accounting for 44 percent of the cancers diagnosed among Black males (American Cancer Society, Cancer Statistics for African American and Black People, 2025). Source URL: https://pressroom.cancer.org/CancerStatisticsforAfricanAmericanandBlackPeople

The guidance is a conversation, and for Black men it starts earlier than most brothers have been told. The American Cancer Society says men should have the chance to make an informed decision about screening with a health care provider, and that the conversation should take place at age 45 for Black men, at age 40 for men at even higher risk, including men with more than one close relative diagnosed at an early age, and at age 50 for men at average risk. Screening itself is the PSA blood test, with a physical exam possibly added. Source: American Cancer Society, Recommendations for Prostate Cancer Early Detection. Source URL: https://www.cancer.org/cancer/types/prostate-cancer/detection-diagnosis-staging/acs-recommendations.html

If you are 45 or older and this conversation has never happened, this month is the month. If prostate cancer runs in your family, do not wait for 45 to ask.

How We Win, prostate screening

1. **Start the conversation at 45.** Earlier, at 40, if prostate cancer runs in your family. Ask for the benefits and the risks in plain language, then decide with your doctor.
2. **Use the Black men specific doors.** ZERO Prostate Cancer's page for Black men and the Prostate Cancer Foundation's screening guidelines for Black men, both in the action row below, were written for you.

Put it into action, prostate screening

- ZERO Prostate Cancer, Resources for Black Men: https://zerocancer.org/black-men
- Prostate Cancer Foundation, Screening Guidelines for Black Men: https://www.pcf.org/prostate-cancer-foundation-highlights-evidence-based-prostate-cancer-screening-guidelines-for-black-men/

FINANCIAL LITERACY: The Year-End Money Reset

Signature stat: Below 30 percent. That is where financial experts say your credit utilization should stay, and lower is better. The consumers with the highest credit scores often use less than 10 percent of their credit limits (Consumer Financial Protection Bureau, How Do I Get and Keep a Good Credit Score, guidance source for this story). Source URL: https://www.consumerfinance.gov/ask-cfpb/how-do-i-get-and-keep-a-good-credit-score-en-318/

The story

The election is over. The holidays are coming, and January is closer than it feels. This is the one stretch of the year when a brother can see his whole money picture at once: what came in, what went out, what he owes, and what January will demand. The year-end money reset is a single sitting with four moves.

Move one: pull your credit reports. Every brother can check his credit report from each of the three nationwide bureaus, free, every week, at AnnualCreditReport.com. It is the only site federally authorized for the free reports the law guarantees you (Federal Trade Commission, Free Credit Reports). Read all three. Errors are common, and an error you do not dispute is a rate you overpay. Source URL: https://consumer.ftc.gov/articles/free-credit-reports

Move two: list every debt with its rate. Card, loan, payment plan, all of it, one page, highest interest rate first. A debt you can see is a debt you can sequence. A debt you avoid is a debt that grows at interest while you sleep.

Move three: set one automatic transfer. One amount, however small, moving to savings on every payday without a decision attached. January you will thank November you.

Move four: check the doors that are already open to you. Free tax preparation through the IRS VITA and TCE programs serves people who generally make about $70,244 or less, with TCE focused on taxpayers 60 and older (Internal Revenue Service). Booking that door now is a January move made in November. A certified nonprofit credit counselor will review your whole picture in a free first session. And community lending circles are building real credit files for brothers the banks shut out. All three doors are in the action row below. Source URL: https://www.irs.gov/individuals/free-tax-return-preparation-for-qualifying-taxpayers

No shame in any of this, and no fantasy either. A reset does not make a man rich by January. It makes January legible, and a legible month is a month a man can run.

CFO's Corner: Three Numbers to Know Before January

By Jelani Hendrix, Co-Founder and Chief Financial Officer, UBLA.

Brothers, before January, know three numbers.

One: your credit utilization. Add up your card balances. Divide by your total credit limits. That percentage is your utilization. Keep it below 30 percent, and know that lower is better: the highest scores often sit below 10 percent. You do not need to carry a balance to build a score. Paying in full each month is the strongest play there is.

Two: your total monthly debt payments. Every minimum, every plan, every loan, added into one number. That number is what your month actually costs before food, rent, and gas. If you cannot say it from memory, that is the first problem to fix, and the fix is a list, not a lecture.

Three: your cash on hand, in weeks of expenses. Take what is in your accounts. Divide it by what one week of your life costs. The answer, in weeks, is your runway. One week is a start. Four weeks is a cushion. The reset above is how the runway gets longer.

Three numbers. Know them before January, and January works for you instead of on you.

How We Win

1. **Pull all three credit reports this week.** Free, weekly, at AnnualCreditReport.com, the only federally authorized site. Dispute every error you find, in writing.
2. **Write the debt list.** Every balance, every rate, highest rate first. One page. No debt stays invisible.
3. **Automate one transfer.** Set a payday transfer to savings, any amount you can hold, and let it run without a monthly decision.
4. **Book the free help now.** A VITA or TCE tax prep site, a certified nonprofit credit counselor, or a lending circle: pick the door that fits your number one problem and walk through it before January.
5. **Recheck the three numbers monthly.** Utilization, total monthly debt payments, and weeks of cash on hand. What gets measured gets moved.

Put it into action

- National Foundation for Credit Counseling, free first session with a certified nonprofit counselor: https://www.nfcc.org/byyourside/
- SaverLife, nonprofit savings challenges with cash rewards: https://saverlife.org/
- Mission Asset Fund, Lending Circles (0 percent loans, payments reported to all three credit bureaus): https://www.missionassetfund.org/lending-circles/
- IRS VITA and TCE, free tax return preparation for qualifying taxpayers: https://www.irs.gov/individuals/free-tax-return-preparation-for-qualifying-taxpayers

---

CIVIC ENGAGEMENT: The Election That Just Happened: Los Angeles Counted Its Votes

Signature stat: 417 votes. That is the margin in Los Angeles City Council District 9 in the unofficial count as of November 7, a race still too close to call (Los Angeles County Registrar Recorder, LAVote, unofficial results, November 3, 2026 General Election). Local races are decided by the actual count. Every vote lands exactly as cast. Source URL: https://results.lavote.gov/text-results/4348#contest-42

Results status, stated plainly: every result in this story is unofficial. Los Angeles County is scheduled to certify its results on November 27, and the California Secretary of State certifies statewide results on December 11. Numbers below are the county's unofficial count as of November 7, 2026. Source URL: https://www.sos.ca.gov/administration/news-releases-and-advisories/2026-news-releases-and-advisories/office-california-secretary-state-issues-unprocessed-ballot-report

The story

Los Angeles has a new mayor coming. Councilmember Nithya Raman defeated incumbent Mayor Karen Bass in the November 3 general election. In the unofficial county count as of November 7, Raman held 579,501 votes, 54.46 percent, to Bass's 484,580 votes, 45.54 percent. News organizations projected Raman the winner, and Mayor Bass conceded on Thursday, November 5, calling Raman to congratulate her and promising a smooth transition. Raman's term is reported to begin December 14, after certification. It is the first loss by an incumbent Los Angeles mayor since 2005, as reported by USA Today. Source: Los Angeles County Registrar Recorder, LAVote, unofficial results as of November 7, 2026; USA Today, November 5, 2026. Source URLs: https://results.lavote.gov/text-results/4348#contest-42 and https://www.usatoday.com/story/news/state/california/los-angeles/2026/11/05/nithya-raman-wins-la-mayor-race-defeating-karen-bass/92624957007/

UBLA stays nonpartisan, so here is what this page does with that result: it starts the clock. During the campaign, both candidates made promises about the things that decide a brother's daily life in this city: rent, housing, homelessness, public safety, and the condition of our streets. The winner now owns those promises. UBLA's standing practice is the 100 day frame: know what was promised, watch what gets done, and grade the work in the open when the first hundred days close. That grading episode is already on this publication's calendar for the spring. The habit starts now, with the new mayor and with every winner below.

The rest of the Los Angeles ballot, in the same unofficial count: Sheriff Robert G. Luna won a new term with 70.11 percent of the county vote. Marissa Roy won the City Attorney's office with 68.25 percent. City Measure FD, a half cent sales tax for the Los Angeles Fire Department, stated on the ballot to generate about $345 million a year, was passing with 53.68 percent voting yes. County Measure E, a charter amendment building a County Ethics Commission and community investment, was passing with 74.90 percent voting yes. And in Council District 9, the count stood at 50.57 percent to 49.43 percent, that 417 vote margin, with District 3 also close. Neither race is final, and this newsletter will not call them early. Source: Los Angeles County Registrar Recorder, LAVote, unofficial results as of November 7, 2026. Source URL: https://results.lavote.gov/text-results/4348#contest-42

Beyond Los Angeles, the national pattern of the night was widely reported as a blue wave. Democrats retook control of both the United States Senate and the House of Representatives, flipping seven

Senate seats, according to CNN's election night analysis, and more than 30 House seats as of November 5, according to USA Today, and won five new governorships. Final seat counts are still unofficial, and the result is divided government: the presidency did not change hands, so the new Congress and the White House will have to deal with each other for the next two years. For a brother in Los Angeles, the translation is simple: the offices closest to your block changed hands on the strength of local counts, and those are the offices this newsletter will keep watching. Sources: CNN, midterm election takeaways, November 4, 2026; USA Today, midterm live updates, November 5, 2026. Source URLs: https://www.cnn.com/2026/11/04/politics/midterm-election-night-takeaways and https://www.usatoday.com/story/news/politics/elections/2026/11/05/midterm-election-results-updates--live/92387129007/

FLASHPOINT: The Governor Commuted Every Death Sentence in California

On November 5, 2026, Governor Gavin Newsom announced he is commuting all 548 California death sentences to life in prison without the possibility of parole. The Death Penalty Information Center calls it the largest mass commutation in United States history, a description other national outlets attach to the action if it is approved and finalized in full. This box reports the action straight, because it is historic, and because brothers and their families live on both sides of what death row means.

The mechanics, exactly as the Governor's Office laid them out: 166 of the commutations take effect on the governor's signature alone. The other 382 involve people convicted of more than one felony, and under the California Constitution those require a recommendation from the California Supreme Court, with at least four justices concurring, before they take effect. The governor has asked the Court to issue its recommendation by the end of the year, so he can act before his term ends in January. If the Court does not act in time, the requests do not roll over to the next governor. Of the 548 people, 529 are men and 19 are women, according to the Governor's Office.

Three clarifications belong in the record. First, this action does not repeal the death penalty. It applies only to the current death sentences. California's death penalty was created by ballot measure and can only be repealed by the voters, who rejected abolition in 2012 and 2016. Second, as of this edition, the Supreme Court review of the 382 is still pending, so the full action is announced and underway, not complete. Third, on the question readers of this newsletter will ask: no official count of how many of the 548 are Black men has been published by the Governor's Office, the Department of Corrections and Rehabilitation, or the Death Penalty Information Center. UBLA will not guess at that number. When an official count exists, this newsletter will print it with its source.

Sources: Death Penalty Information Center, November 5, 2026; USA Today, November 5, 2026; CNN, November 5, 2026; Wall Street Journal, November 5, 2026. Source URLs: https://deathpenaltyinfo.org/news/governor-gavin-newsom-grants-largest-mass-commutation-in-u-s-history-to-death-sentenced-prisoners-in-california and https://www.usatoday.com/story/news/state/california/2026/11/05/newsom-commutes-548-california-death-sentences/92629187007/ and https://www.cnn.com/2026/11/05/us/california-death-row-commutation and https://www.wsj.com/us-news/california-gov-newsom-to-commute-sentences-for-548-people-on-death-row-f3b86cb4

How We Win

1. **Learn the new names.** Mayor, City Attorney, Sheriff, your council member, your supervisor. The District Locator in the Two Steps Ahead app builds your ladder from your own address.
2. **Write down the promises.** Pick the three promises the new mayor made that touch your block. Put them where you will see them. The 100 day clock is already running.
3. **Watch the files, not just the speeches.** The City Clerk's new Legislative Management System posts council files, agendas, and public comment in one place. It is in the action row below.
4. **Take a seat at the block level.** Your Neighborhood Council meets monthly, takes public comment, and seats residents. Find yours through EmpowerLA, in the action row below.
5. **Get paid to keep watch.** LA Documenters trains and pays Los Angeles residents to attend public meetings and report what happened. Accountability with a paycheck attached.

Put it into action

- Los Angeles City Clerk, Legislative Management System (council files, agendas, public comment, alerts): https://lms.lacity.gov
- EmpowerLA, About Neighborhood Councils (find your council, attend, join, run): https://neighborhoodempowerment.lacity.gov/about-neighborhood-councils/
- LA Documenters, get trained and paid to document public meetings: https://thelalocal.org/documenters/
- OpenStates, find your California legislators and track bills and votes: https://openstates.org/

TECHNOLOGY AND AI: Cybersecurity: The Door That Is Wide Open

Signature stat: 4.8 million. That is the gap between the cybersecurity workers the world has and the workers employers say they need, on a global active workforce of 5.5 million (ISC2, 2024 Cybersecurity Workforce Study). Read the number precisely: it is a staffing need reported by employers, not a count of posted job openings, and that precision is part of the opportunity. The field cannot hire fast enough to close it. Source URL: https://www.isc2.org/Insights/2024/10/ISC2-2024-Cybersecurity-Workforce-Study

The story

Every company, hospital, school district, and city hall in America now runs on systems somebody has to defend. The defenders are in short supply. In the United States, the supply of cybersecurity workers meets only about 74 percent of employer demand (CyberSeek, reporting period May 2024 to April 2025). ISC2's 2025 workforce study adds the sharper point: employers increasingly say the shortage is about skills, not just headcount, with 59 percent of practitioners reporting critical or significant skills gaps on their own teams. Translation for a brother weighing a career move: the seats are open, and the fastest way into one is a verified skill with a credential attached, not a four year degree collected

first. Source URLs: https://www.cyberseek.org/ and https://www.isc2.org/Insights/2025/12/2025-ISC2-Cybersecurity-Workforce-Study

The entry lanes are real, and several start at zero cost. Cisco's Networking Academy runs a free, self-paced Introduction to Cybersecurity course through its Skills for All platform, built for absolute beginners. NPower's Path2Tech cybersecurity course is free, part time, and online, aimed at the CompTIA Security+ and Linux+ certifications, and Los Angeles is one of its eligible cities. Cyversity, a nonprofit built to diversify this field, runs chapters, mentorship, and scholarships for people entering the work. And ISC2, the body behind the field's senior credentials, offers an entry level certification, Certified in Cybersecurity, that requires no prior experience. Be clear eyed about that last one: it is a real proctored credential and it is not free. The free doors above are where a brother starts this week. The credential is where he proves it.

One honest note on representation: this newsletter only prints numbers it can source. No current primary source publishes a Black men specific share of the cybersecurity workforce, so this story prints none. What can be said plainly is that the field is short millions of workers, the training doors listed here are open, and organizations like Cyversity exist to walk underrepresented talent through them. The door is open. Walk through it with your eyes open and your skills documented.

How We Win

1. **Start free, this week.** Take Cisco's Introduction to Cybersecurity on Skills for All. Six hours, no cost, no experience needed, and a real answer to the question: is this work for me?
2. **Pick the training lane.** If you have a year or two of tech experience, or you are ready to commit part time for about five months, apply to NPower's free Path2Tech cybersecurity course. Los Angeles residents are eligible.
3. **Get a community, not just a course.** Join Cyversity for chapters, mentorship, and scholarship support built for people entering this field from outside it.
4. **Earn the entry credential.** When the free work is done, take ISC2's Certified in Cybersecurity exam. No experience required. Budget for it honestly: it is a paid, proctored credential, and it is the one hiring managers recognize.
5. **Aim at the skills gap.** Employers report the deepest needs in hands on skills. Build a small home lab, document what you practice, and bring that record to every application.

Put it into action

- NPower, Path2Tech Cybersecurity (free, part time, online, Los Angeles eligible): https://www.npower.org/apply/cybersecurity/
- Cyversity (chapters, mentorship, scholarships): https://www.cyversity.org/
- Cisco Networking Academy, Skills for All (free Introduction to Cybersecurity): https://www.skillsforall.com/
- ISC2, Certified in Cybersecurity (entry level credential, paid exam, no experience required): https://www.isc2.org/certifications/cc

---

The Close

The vote is counted. Now we watch. The test is available. Now we take it. The numbers are knowable. Now we know them.

Get the A1C test. Run the money reset. Learn the new names at City Hall. Start the free course. We do not teach Black men to survive. We equip them to thrive.

See you at the clinic, at the council meeting, and in the classroom, brothers.

UBLA

Thrive is the twice-monthly newsletter of United Brothers of Los Angeles. Companion podcast: Thrive: The Podcast, Episode No. 3, hosted by Kirk Samuels and Jelani Hendrix, publishes with this issue. Issue No. 4 arrives Tuesday, November 24, 2026.

Sources for this issue

- CDC, National Diabetes Statistics Report, Appendix Table 3: https://archive.cdc.gov/www_cdc_gov/diabetes/php/data-research/appendix.html
- American Diabetes Association, Standards of Care in Diabetes 2026, Section 2: https://diabetesjournals.org/care/article/49/Supplement_1/S27/163926/2-Diagnosis-and-Classification-of-Diabetes
- American Diabetes Association, Key Medical Screenings for Diabetes (A1C): https://diabetes.org/living-with-diabetes/newly-diagnosed/health-checks-people-with-diabetes
- American Heart Association, Understanding Blood Pressure Readings: http://www.heart.org/BPlevels
- American Cancer Society, Cancer Statistics for African American and Black People, 2025: https://pressroom.cancer.org/CancerStatisticsforAfricanAmericanandBlackPeople
- American Cancer Society, Recommendations for Prostate Cancer Early Detection: https://www.cancer.org/cancer/types/prostate-cancer/detection-diagnosis-staging/acs-recommendations.html
- Federal Trade Commission, Free Credit Reports: https://consumer.ftc.gov/articles/free-credit-reports
- Consumer Financial Protection Bureau, How Do I Get and Keep a Good Credit Score: https://www.consumerfinance.gov/ask-cfpb/how-do-i-get-and-keep-a-good-credit-score-en-318/
- Internal Revenue Service, Free Tax Return Preparation for Qualifying Taxpayers (VITA and TCE): https://www.irs.gov/individuals/free-tax-return-preparation-for-qualifying-taxpayers
- Los Angeles County Registrar Recorder, LAVote, Unofficial Results, November 3, 2026 General Election (as of November 7, 2026): https://results.lavote.gov/text-results/4348#contest-42
- USA Today, Nithya Raman wins LA mayor race, November 5, 2026: https://www.usatoday.com/story/news/state/california/los-angeles/2026/11/05/nithya-raman-wins-la-mayor-race-defeating-karen-bass/92624957007/

- CNN, Midterm election takeaways, November 4, 2026: https://www.cnn.com/2026/11/04/politics/midterm-election-night-takeaways
- USA Today, Midterm election results live updates, November 5, 2026: https://www.usatoday.com/story/news/politics/elections/2026/11/05/midterm-election-results-updates--live/92387129007/
- California Secretary of State, Unprocessed Ballot Report and certification timeline, November 5, 2026: https://www.sos.ca.gov/administration/news-releases-and-advisories/2026-news-releases-and-advisories/office-california-secretary-state-issues-unprocessed-ballot-report
- Death Penalty Information Center, Governor Newsom Grants Largest Mass Commutation in U.S. History, November 5, 2026: https://deathpenaltyinfo.org/news/governor-gavin-newsom-grants-largest-mass-commutation-in-u-s-history-to-death-sentenced-prisoners-in-california
- USA Today, Newsom commutes California death sentences for 548 people, November 5, 2026: https://www.usatoday.com/story/news/state/california/2026/11/05/newsom-commutes-548-california-death-sentences/92629187007/
- CNN, Newsom commutes sentences of all California death row prisoners, November 5, 2026: https://www.cnn.com/2026/11/05/us/california-death-row-commutation
- Wall Street Journal, California Gov. Newsom to Commute Sentences for 548 People on Death Row, November 5, 2026: https://www.wsj.com/us-news/california-gov-newsom-to-commute-sentences-for-548-people-on-death-row-f3b86cb4
- ISC2, 2024 Cybersecurity Workforce Study: https://www.isc2.org/Insights/2024/10/ISC2-2024-Cybersecurity-Workforce-Study
- ISC2, 2025 Cybersecurity Workforce Study: https://www.isc2.org/Insights/2025/12/2025-ISC2-Cybersecurity-Workforce-Study
- CyberSeek (Lightcast, NICE, CompTIA): https://www.cyberseek.org/

(c) 2026 United Brothers of Los Angeles (UBLA). All rights reserved.