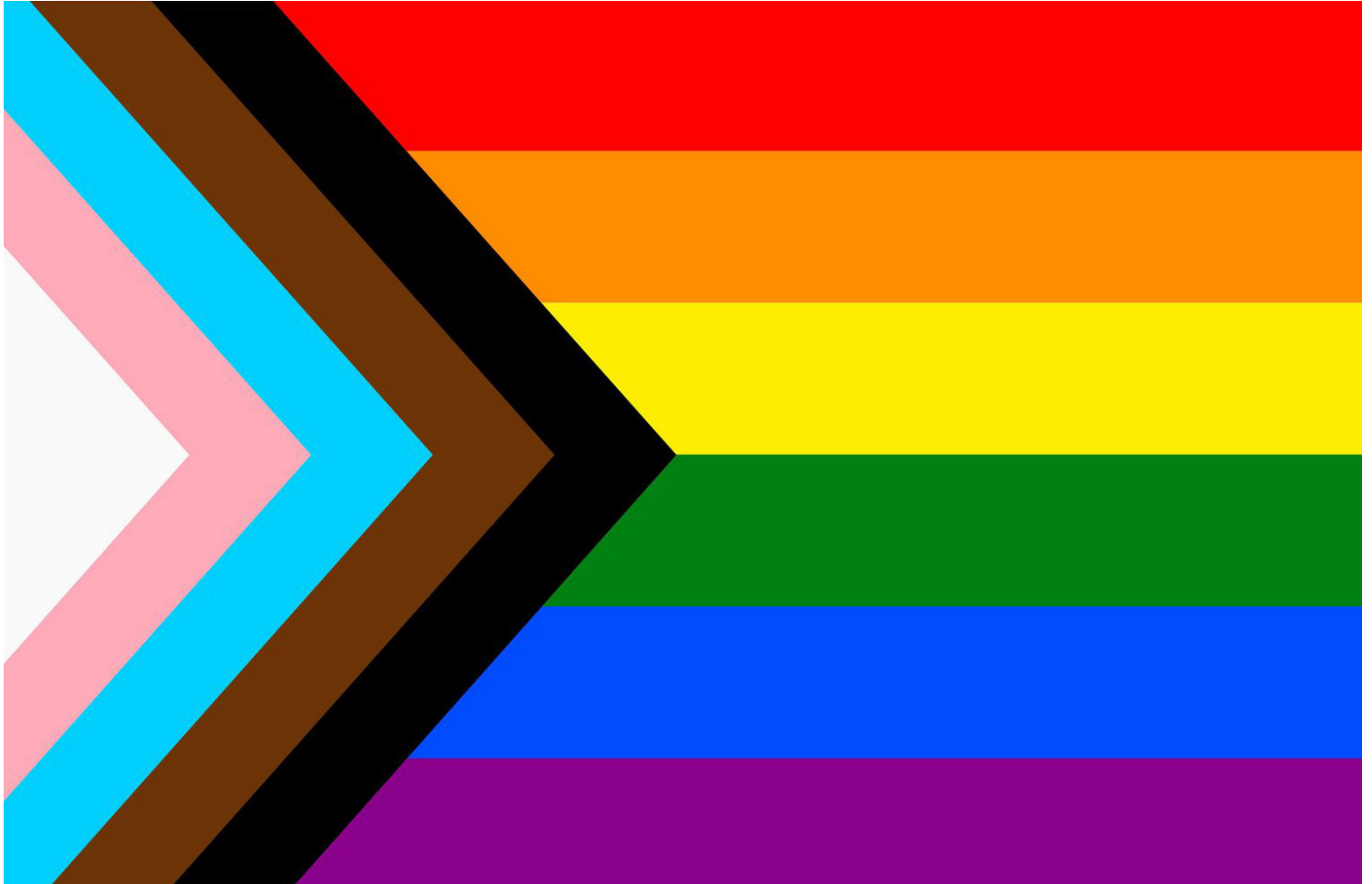


L G B T Q +
HISTORY MONTH



LGBTQ+ History Month is a time to reflect, acknowledge, celebrate and recognize the plethora of achievements, challenges and epic events of the past, which have helped to shape the current landscape of the LGBTQ+ community across our nation. Members of the LGBTQ+ community, continue to advance because of the proud legacy of those who dare to live a life defined by the discriminatory factors associated with the labels sex, gender, race or class. The advocacy for continued advancements in laws that support the LGBTQ+ community help us to understand the importance of providing every member of our community an opportunity to have their voices lifted.

According to National Today “LGBTQ+ History Month is a month-long celebration of the history of the diverse and beautiful lesbian, gay, bisexual, transgender, and queer community and the importance of civil rights movements in progressing gay rights.

Created by Rodney Wilson, a history teacher at a Missouri high school, in 1994.”

Leaders such as **Rodney Wilson**, **Marsha**

P. Johnson: The defender of trans rights.

Billie Jean King: The equality champion.

Harvey Milk: The pioneer politician. **Audre**

Lorde: The warrior poet. **Larry Kramer**:

The relentless activist. **RuPaul Charles**: The queen of drag, all continue to shape the

way we view LGBTQ+ members within our society. We must never forget the sacrifice made of Civil Rights leaders past and present because, “Hope Will Never Be Silent” Harvey Milk.

Resources: HISTORY OF LGBTQ+ HISTORY MONTH
tinyurl.com/3yf75vtd

Paris is Burning tinyurl.com/2xkkwu8w

Courage and sacrifice:
6 activists behind LGBTQ progress
Erika Ryan, CNN
tinyurl.com/27vs4pvd

Learn the meanings of the flags. Visit:
rd.com/list/lgbtq-flags/

THE POWER OF FINDING YOUR WAY

October is National Disability Employment Awareness Month (NDEAM), the purpose of which is to educate about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities.

The history of National Disability Employment Awareness Month traces back to 1945 when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month.

Dr. Frederick Moss, Instructor and Faculty Representative for the Department of Music, is blind. A native of Atlanta, he discovered music as his passion as a young boy who, as he said, "was trying so hard to fit in."

Born in 1962, Dr. Moss grew up in a time when some of his teachers were not especially progressive or accommodating. Some examples include resistance to participating in marching band, challenges when teachers would write notes or assignments on a blackboard, or allowing for extra time to take a math test in braille.

Dr. Moss, who has been with Schoolcraft College since 2001, graciously sat down for the following interview, which has been edited for brevity and clarity, to provide reflections and insight.

Q: What is it like to be blind?

Dr. Moss: The answer to that is so big and so huge. I guess that's part of how we're living our lives these days – we want these quick answers to complicated questions. To start, there is often this assumption that floats around that I must have everything done for me. For example, I'm not a great cook, but I can cook for myself.

To explain further, it's a matter of helping people understand all the time and constantly that there are other ways to do just about everything. But they're not often easy fixes. A screen reader would be an example of one of the quick fixes, though it took a long time to get this type of technology.

The harder fix, for example, is transportation. I'm lucky I have a colleague willing to be my Uber almost every day. And my wife, too. When I was living in Atlanta, though, it was hours on buses.

Q: How did you find your way?

Dr. Moss: I would say I started off pretty darn confident. Elementary school didn't seem like that big of a deal, though I do remember I wasn't thrilled that it wasn't easy to be part of Little League. But I found other things. I'm also grateful to have grown up in a time when it was still fashionable to play in the neighborhood. So, we worked out alternatives to kickball and things like that. I did feel very much a part of my neighborhood and especially my school.

And then comes middle school. And everything starts changing. I think that was one of the first times I felt a tremendous amount discomfort and a moment when I had to define myself.

I had grown up dreaming of being in the marching band. My life's dream at that point was being in the University of Alabama's marching band. And in high school the first thing that comes up is



the band director refusing me to be part of the marching band.

I had never had this type of resistance from a teacher before. Suddenly the dream is challenged. We went round and round and I did finally make it in.

From then on, there was always this question rattling around in my head if the next person was going to help or hinder. I was always prepared for pushback from that moment on. I was relieved when I was embraced and encouraged or got that feeling of "here we go again" when I got pushback.

When I entered college, the stakes were so high. I felt it was a moment that would define my career. So, I had those worries throughout college, such as convincing someone I could be a student-teacher. I also worried about what work would look like after college because I certainly knew by this time the resistance of having a teacher in a school setting who was blind or visually impaired was intense.

Q: How did you get into music?

Dr. Moss: Howard Gardner, who is adjunct professor of psychology at Harvard, talks about young children demonstrating affinities for various areas of interest early on. I think for me, it was music and relationships, or making friends. I started out on piano and did the traditional piano thing, but I was singing and moving and being as musical as I could early on. Then I focused on clarinet in fifth grade. I was drawn to it and homed in on it. I felt success, and that became my thing as I moved into high school.

Music has really served me well in so many ways, but that early feeling of success did have something to do with finding my voice. I knew then there was something specific I could do, and if I could do that, there must be other things I could do.

Q: What was your classroom experience like growing up?

Dr. Moss: By the time I came along in my school experience, the mainstreaming process was starting. My own experience, especially in the elementary school, was good. On one hand, I had shared experience with other kids who were blind and visually impaired, but also spent a lot of time around sighted kids.

Some challenges were self-imposed because I was so driven to succeed. When schoolwork wasn't coming for me quickly, I would get terribly frustrated. I felt I was not moving at the same pace as my non-disabled peers.

I remember in high school and college particularly feeling a lot of fatigue because I was putting out so much effort. And then there was the business of navigating through a very crowded school, using a cane, which set yourself apart from everyone else, which you didn't want to do. But if you don't use it, you'd get jostled around.

Those were some of the more difficult experiences. I was really blessed I was encouraged strongly to eradicate what we call blindisms as a kid – staring up, rocking. I was encouraged to work against those

things. I hated it at the time, but I think it helped me have healthier interactions at an early age. I was also really lucky to have a small circle of really committed friends I'm still in touch with to this day.

Q: How has your experience been at Schoolcraft College?

Dr. Moss: This is exactly always what I wanted. This was the job I had developed in my mind's eye. I feel really lucky landing here at Schoolcraft College. I'm sorry to say that is unusual because I think the unemployment rate among people who are blind or visually impaired is 75 percent, which is higher than the rate for disability in general, which I think is 70 percent. I'm very aware of the privilege that's brought me here and the lucky strokes that have come my way and allowed this to happen.

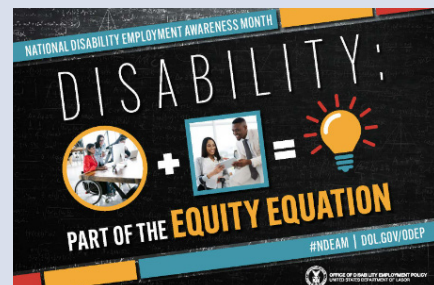


Virtual events for National Disability Employment Awareness Month below:
tinyurl.com/4jwpvw6b



EARN, The Employer Assistance and Resource Network on Disability Inclusion (EARN) offers information and resources to help employers recruit, hire, retain and advance people with disabilities; build inclusive workplace cultures; and meet diversity, equity, inclusion and accessibility (DEIA) goals. askearn.org/

Person-First vs Identity First Language
tinyurl.com/ywzc4ekv



Observed annually in October, National Disability Employment Awareness Month (NDEAM) celebrates the contributions of America's workers with disabilities past and present while showcasing supportive, inclusive employment policies and practices.

SEPTEMBER HIGHLIGHTS

September marked the kickoff of our Schoolcraft College IDEA Strategic Theme, with a successful Launch event that provided Students, Staff, Faculty, and Administrators an opportunity to engage, connect and collectively reimagine a more diverse, equitable and inclusive community.

"We were so happy to have had community members, business owners, students, faculty, and staff participating in the IDEA Launch Event and adding their perspectives to how we will move forward in creating a more inclusive campus," said TaQuilla Kusero, Director of Equity and Engagement. "The event was not only to introduce the goals of IDEA, but to discuss how reaching those goals will take an integrated and structured approach from all of us."

"The Launch was an opportunity to share the mission, expectations, and purpose of creating a culture of inclusion, centrally focused on the IDEA Strategic Theme. A call to action to every member of our campus community, to reimagine the way we think, communicate, and navigate within our respective departments and within our campus community. We must work in tandem to achieve success in creating a legacy of hope for generations to come. We are stronger together than we will ever be apart, and the work we do in the trenches today will yield a future harvest that will strengthen the tightly woven fabric of our Schoolcraft campus community for generations to come." —Qualls



A Seat at the Table

Please Join us for an
Author Reading & Discussion
on the Literary Masterpiece:



Black Girl Rising

by Award Winning
Writer & Professor,
Brynne Barnes



November 1st
11:30am
Waterman 210B

Enjoy a delicious cookie
while you attend!



Schoolcraft College
CENTER FOR EXPERIENTIAL
LEARNING



STAY CONNECTED

Please visit and share Schoolcraft Connection website: schoolcraftconnection.com
Students Activity Sign-up: bit.ly/3tYzCtA

Committed to crafting a more inclusive community for all.
contact us at dei@schoolcraft.edu

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