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VOL 2546 • NOVEMBER 16, 2017
ISSUE 1041

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BY KATE OPALEWSKI

Nicole Derusha-Mackey is on a mission to build a farm team full of LGBTQ people who will best serve their community and represent their city, and state.

As a member of the Genesee County Equality Caucus, she is “recruiting” Democrats and LGBTQ people to advance in leadership starting at the grassroots level.

The goal is to deepen the bench with local activists who can be trained to run for office at higher levels, or to work in campaigns or as government staffers. This effort fulfills the mission of the Equality Caucus, which includes bringing visibility to LGBTQ issues by influencing policy, supporting LGBTQ-friendly leaders and educating the public through community outreach and collaboration within as well as outside the LGBTQ community in an open and honest manner.

“Everyone really needs and wants this,” said Derusha-Mackey, a legislative aide in the office of Rep. Pam Faris (D-Clio) in Michigan’s 48th House District. She said this became clear to her while working as field director during the 2014 re-election campaign for Rep. Dan Kildee (D-Flint Township).

“My boss and Congressman Kildee both made a point that we needed to do more to engage the LGBTQ community in Flint and surrounding areas,” she said. Derusha-Mackey sought advice and support from people like Mark Lachey, chair of the LGBT & Allies Caucus and vice chair of the Michigan Democratic Party, and Nathan Triplett, director of public policy and political action for Equality Michigan.

They discussed the disconnect that exists, she said, when local politics is widely overlooked while people are heavily-focused on national politics. It’s no wonder there is a lack of what Derusha-Mackey calls “ground game.”

This article originally appeared in Pride Source, Michigan’s Annual LGBTQ Magazine. BTL interviewed six changemakers in the LGBTQ community who use their “Tools of Engagement” to provide citizens with ideas and resources to transform their neighborhoods and empower them to make decisions that will create positive change.

Grooming Future LGBTQ Leaders

Nicole Derusha-Mackey Helps Community Engage in Politics at Local Level



The Equality March in Flint this past June. Photo courtesy of Equality Caucus.

Policies made by local governments have more of an impact on a person’s daily life than most national policies do – from income and property taxes to emergency services, law enforcement, roadways and public transportation – all of which are decided by the people serving on the city council.

This includes non-discrimination ordinances, which exist in the cities of Fenton, Linden, and Flint, so far.

“We’ve made progress in the city of Burton,” she said. “They expanded city employee protections to include LGBTQ, the mayor flew a pride flag – that we purchased - in front of city hall in recognition of LGBTQ history month, and they have begun working on the full NDO.”

This is why involvement from the LGBTQ community and its allies matters.

“It’s up to us to make sure that local government is properly representing the people who live in the community,” said Derusha-Mackey, a citizen in Swartz Creek where she resides with her wife, Sarah, and her 13-year-old son, Devin.

“Many members of the community felt for years and years that they couldn’t be a part of the process. We are engaging them and giving them the tools they need to move forward. I

think that’s really important.”

When asked how she is engaging like-minded people in her community, Derusha-Mackey said the Equality Caucus has a presence at events like the Flint Art Walk and Flint Pride, among others. The group rolled out a business pledge during Flint Restaurant Week to help local businesses that want to identify as LGBTQ-friendly. This “Safe Space” directory is now expanding outside the city of Flint.

The Equality Caucus meets twice a month, on the first and third Tuesdays at 6 p.m. The first Tuesday of each month is a social meeting, and the location varies. The third Tuesday of each month is the group’s business meeting, and is held at UAW 1D in Flint.

“We will have a precinct delegate training at our December meeting, and it is my hope that every one of our members is a precinct delegate in 2018 – meaning they will all have their name on the ballot,” she said.

To put the group’s growth into perspective, Derusha-Mackey said that no more than 15-20 people would attend meetings prior to the Pulse tragedy. Following the Orlando shooting last year, she said around 50 people showed up for their meeting.

“Then Trump was elected and interest

increased further. The community is realizing there is a lot of work that still needs to be done,” she said.

By removing the mystery that surrounds the political process for most people, the Equality Caucus is making it possible for people to do the work.

“And not that it’s easy, but that it’s not as intimidating as it seems,” she said. “So many of our members never thought it would be possible to talk with community leaders. They didn’t realize that our elected officials were so accessible. They didn’t realize that they really could make a difference.”

For more information or to connect with the Equality Caucus of Genesee County, call 810-620-0102, email geneseeequality@gmail.com or visit the group’s website at www.geneseequality.org or Facebook page [@geneseequality](https://www.facebook.com/geneseequality).



Tools of Engagement

- Transgender Connect-Flint Chapter
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- Genesee County Democratic Party
www.facebook.com/GeneseeDems/
- PFLAG Genesee County
<https://pflagflint.wordpress.com/>
- Equality Michigan
www.equalitymi.org
- LGBT & Allies Caucus-Michigan Democratic Party
www.facebook.com/TheLGBTACaucusoftheMDP/
- Flint and Genesee Chamber of Commerce
www.flintandgenesee.org/
- Michigan Education Association-Flint
www.michigan.gov/mde/
- UAW Region 1D
<https://uaw.org/regions/uaw-region-1d/>

35th House District Rep. Jeremy Moss Announces 2018 Run for Senate



BY DREW HOWARD

State representative Jeremy Moss (D-Southfield) announced his candidacy for the 2018 State Senate election in Michigan on Tuesday in a video posted across his personal website and social media accounts.

A lifelong Southfield resident, Moss is currently in his second term representing Michigan's 35th House District. Moss became the second openly gay member of the House when he was elected in November 2014, and previously served as the youngest-ever member of the Southfield City Council from 2011-2014.

In addition to fighting against harsh cuts to local governments and school districts, Moss has been active in bringing transparency to state government through the expansion of Michigan's Freedom of Information Act (FOIA). Moss was awarded "Legislator of the Month" earlier this year for his work in making the governor's office and state legislative bodies subject to open record laws.

"The way the laws have been written for 40 years bars the public from having access to the records in the State Legislature and Governor's office to see how and why decisions are made," Moss said. "There's no way to request that information, and it was kind of a shock to me. I'm willing to take on big institutional changes even as it impacts my office in Lansing."

Moss said his run for Senate is the next step in his fight for issues such as government transparency, among other things.

"I've been able to get a lot of things done in Lansing, and this Senate run is a continuation of my dedication to my constituents who I serve," Moss explained. "I'm running for Senate so I can continue to tackle big issues and be a voice for good government."

The 31-year-old candidate has also been vocal in his advocacy for LGBT rights, comparing Michigan to Alabama and Mississippi in terms of its pro-equality rights. In 2015, he fought against a bill passed in Lansing allowing faith-based adoption agencies to turn away prospective LGBT parents for religious reasons.

If elected, Moss would be the first openly gay senator representing Michigan. Moss said the results of last Tuesday night's election, in which 55 percent of LGBT candidates who ran won nationwide, shows that LGBT candidates "can be competitive in any district."

If elected, Moss would be the first openly gay senator representing Michigan. Moss said the results of last Tuesday night's election, in which 55 percent of LGBT candidates who ran won nationwide, shows that LGBT candidates "can be competitive in any district."

"Unfortunately, we haven't had an openly gay voice in the Senate," he said. "As we talk about the issues we need to tackle as a community, especially expanding civil rights to the LGBT community in Michigan, it has to be a two-chamber strategy – we have to make sure we have LGBT voices in the Senate."

Moss added that his Senate campaign will utilize a grassroots approach that prioritizes the interests of voters over those of large corporations.

"I'm going to run a grassroots campaign – that's how I got elected to city council and state representative," he said. "The voters will outweigh the influence of any large corporate donors if they're out and mobilized and ready to vote."

Learn more about Jeremy Moss and his work as a state representative by visiting votejeremymoss.com.



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LGBT Candidates Win 55 Percent of Races Nationwide

BY LISA KEEN

Nov. 7 was a good night for LGBT candidates and an historic one for transgender candidates. There were at least 72 openly LGBT candidates in 23 states. Of those, 55 percent won, 35 percent lost.

Lesbian Jenny Durkan handily won election as **mayor of Seattle**, one of the fastest growing cities in the country and the eighth largest container port in the U.S. Durkan replaces Seattle's first openly gay mayor, Ed Murray, who resigned in September after allegations surfaced from five men who said Murray sexually abused them as teenagers. (Murray denied the allegations.) The Seattle Post Intelligencer said Durkan's opponent tried to link her with Murray. Though her opponent has not yet conceded the race, results suggest Durkan took more than 60 percent of the vote. She was the first openly gay person President Obama appointed as a U.S. attorney.

Also in Seattle, lesbian challenger Mitzi Johanknecht, 58, appeared to defeat incumbent John Urquhart in a race for King County Sheriff. Johanknecht is in charge of one of the sheriff office's precincts and ran against Urquhart, saying he mistreated employees, especially women. She's been on the force for three decades, and Urquhart had recently accused of rape by a former female deputy.

Danica Roem won a stunning victory to the **Virginia House of Delegates** against a candidate who had made a name for himself trying to ban transgender people from public restrooms. According to the Gay and Lesbian Victory Fund, which was supporting 61 of the 72 LGBT candidates Nov. 7, the win in Virginia made Roem the first out transgender person to win and serve in a state legislature and the only out transgender state legislator in the U.S.

(A number of sources subsequently have pointed out that Althea Garrison, a Republican of Boston, was the first African American transgender person to be elected to a statewide position. She won election to, and served a term in, the Massachusetts State House in 1992. Garrison has never voluntarily identified as transgender, but following her election, a Boston Herald reporter outed her after finding a birth certificate indicating she had been identified as male at birth.)

In Minneapolis, another Victory Fund backed transgender candidate, Andrea Jenkins, won 70 percent of the vote to become the first transgender woman of color elected to office in a major U.S. city. Jenkins won a seat on the **Minneapolis City Council**. Another transgender candidate, Phillipe Cunningham, will be the second African American transgender member of the Council



Danica Roem won a stunning victory to the Virginia House of Delegates against a candidate who had made a name for himself trying to ban transgender people from public restrooms. According to the Gay and Lesbian Victory Fund, which was supporting 61 of the 72 LGBT candidates Nov. 7, the win in Virginia made Roem the first out transgender person to win and serve in a state legislature and the only out transgender state legislator in the U.S.

who won 51.7 percent of the vote for the Council president's seat. Lesbian activist Jillia Pessenda's opponent eeked out a 51 percent vote to secure his seat.

Tyler Titus became the first transgender candidate to win elective office in Pennsylvania. He won a seat on the school board for Erie. There were only five LGBT candidates for state legislative offices Nov. 8; three of them were incumbents who won re-election: Tim Eustace and Reed Gusciora of New Jersey and Mark Levine of Virginia. Danica Roem was the newcomer who won in Virginia. And Luis Lopez advanced to a run-off for a California Assembly seat representing Los Angeles Dec. 5.

Mayoral Races

Of the 72 LGBT candidates Nov. 7, 67 ran for local offices -12 for mayor, 41 for city council seats, seven for local school boards, and seven for various other local positions.

Only five out of the 12 mayoral candidates won Nov. 7 - newcomer Jenny Durkan in Seattle and four incumbents (Alex Morse in Holyoke, Mass.; Sean Strub in Milford, Pa.; Lydia Lavelle in Carrboro, NC; and Patrick Wojahn in College Park, Md.).

* In **Atlanta**, long-time lesbian activist and politico Cathy Woolard came in third among 12 candidates for mayor. Woolard, a former Atlanta City Council president, garnered 17 percent of the vote behind the second place

winner. The top two vote getters will battle it out in a run-off Dec 5.

* In **Hoboken, New Jersey**, Councilman Michael DeFusco, 35, failed in his bid to become the city's first openly gay mayor. The six-person race was marred near the end when anonymous flyers tried to portray the campaign leader and eventual winner, a Sikh, as a terrorist. The flyer included De Fusco's name in a way that made it look like his campaign created the ad. But DeFusco's denounced the flyer as racist and "disgusting."

* Paul Prevey, a former openly gay member of the Salem City Council, came up short in his bid to unseat three-term incumbent Mayor Kim Driscoll of **Salem, Massachusetts**.

Major City Contests

* In **Atlanta**, Councilman Alex Wan was the top vote-getter in a race for City Council president, but he must now face the second place candidate in a run-off. Lesbian newcomer Liliana Bakhtiari almost won a Council seat from an incumbent. At midnight, she was leading with 54 percent of the vote, but by morning, she had garnered only 49 percent and the incumbent had enough votes to avoid a run-off. But two gay male candidates, Bill Powell and Kirk Rich, fell short in their bids for Atlanta City Council seats. And Josh McNair came in third in his bid for a seat on the Fulton County Commission.

* In **Boston**, newcomer Mike Kelley, an aide to former Mayor Tom Menino, came within 500 votes of winning a Council seat against the son of another former Boston mayor, Ray Flynn. The seat represents the district that includes heavily gay South End. In Cambridge, Mass., long-time incumbent Denise Simmons, the first openly lesbian African American mayor in the U.S., appears to have easily won re-election to her ninth term on the Council.

* In **Cincinnati**, openly gay Ryan Messer was the top vote-getter out of 13 candidates vying for four seats on the city's board of education. Lesbian candidate Renee Hevia appears to have come in fifth place, just 100 votes behind the fourth place winner. (The vote is so close, there may be a recount after provisional ballots are counted.)

* In **New Orleans**, gay candidate Seth Bloom has won the right to a run-off Nov. 18 against another challenger for a vacant seat. Bloom was the top vote-getter, with 40 percent of the vote. His run-off challenger garnered 27 percent, and four other candidates split the remaining 33 percent.

* In **Lansing, Michigan**, openly gay school board member Pete Spadafore won an at-large seat on the City Council, while newcomer Jim McClurken lost a bid for a district Council seat.

* And in **Palm Springs**, voters gave their two vacant City Council seats to a transgender woman and a bisexual woman. Lisa Middleton's victory makes her the first transgender person to win a non-judicial elective office in California. Middleton and Christy Holstege, who is married to a man but identifies as a member of the LGBT community, were the top two vote-getters in a field of six candidates.

* A gay candidate for City Council in **Cape Coral, Florida**, found a flyer on this front door in August, threatening him with a "nice visit" from the Ku Klux Klan. James Schneider, 54, said, "I'm a gay, Jewish, German man" and that he considers the flyer a hate crime. The flyer said, "We know where you live faggot.... quit now...." He told the local News-Press that photos of him with gay slurs have also been posted on Facebook in the area. Meanwhile, another local paper, the Cape Coral Daily Breeze, endorsed Schneider's opponent. The opponent won with 68 percent of the vote.

Her T is Not Silent: Andrea Jenkins Makes History

BY MICHELLE E. BROWN

Minneapolis is the largest city in Minnesota and the 46th-largest city in the U.S. With its smaller neighbor St. Paul, Minneapolis makes up the Twin Cities, the 16th-largest metropolitan area in the United States. It's known for its cold winters, strong music and performing arts scenes and of course, his Royal Badness, Prince.

As of Nov. 7, Minneapolis can lay claim to another, no two, benchmarks – the election of two transgender members to its City Council Phillippe Cunningham, a transgender man to the 4th Ward and the historic election of Andrea Jenkins the first transgender woman of color elected to a major city council in the country. She will represent the city's 8th Ward.

Jenkins was a guest on "Collections by Michelle Brown" in March 2017 where she talked about her work as an artist, poet, trans oral historian and throwing her hat into the political ring.

With eyes that seem to look deep into your soul and a smile that warms your heart, Jenkins is one of those people who leaves a lasting impression. We first met at creating change in Houston, TX. I was sitting with our mutual friend Kylar Broadus when Jenkins joined us. She had a copy of her book of poetry "The T Is Not Silent."

Jenkins remembered that meeting. "We ordered cocktails and your partner had a beer. We were talking about being in Houston your home Detroit and Chicago where I'm from. Kylar was there and it was a really a special moment."

Although Minneapolis is home now, Jenkins is originally from the Chicago area. Chicago is a city very rich in culture – from African-American culture to LGBT culture to transgender culture even more specifically to black transgender culture. Although Minneapolis has one of the largest LGBT populations in the United States, it's not Chicago.

She republished "The T Is Not Silent" in 2015. With the second edition Jenkins was actively seeking a broader audience. "If you read you know some of the book," Jenkins said. "It's not necessarily transgender related. Some of the poems are but all of the book come from a transgender woman's perspective. I was actively trying to reach a broader audience of people who are concerned about social justice, about human rights issues and are concerned about women's rights issues.

Besides her poetry, Jenkins is known as playwright, a curator, a visual artist, a spoken word artist performer and public speaker.



Andrea Jenkins

She has also been the Trans Oral Historian for the Tretter Collection at the University of Minnesota. The Curator of the Tretter Foundation came to an event Jenkins was sponsoring – The Transgender Equity Summit – at the City of Minneapolis in the hopes of enlisting Jenkins assistance in recruiting people for the job. "I looked at the job description and I thought to myself I want this job. Unfortunately, because of the transgender community's invisibility for so long and really hiding in the closet, in the corners and in basements there was few records and papers and books and organizations to really try to collect their stories. The Foundation figured the best way to try to get information was to actually talk to transgender people and to do an oral history project." Jenkins said.

Jenkins has interviewed and collected the oral history of over 150 members of the transgender community ranging in age from 18 to 80. "You know me I'm a storyteller. It is about telling stories. It's about uplifting the transgender narrative and shifting the cultural awareness of Transgender identities." She said.

And now she is in politics. What inspired her and motivated her to get into the City Council race?

"Great question! You know I have been involved in politics for a long time. And even relating it back to my Chicago life. You know it was a very political city. You know there is no shortage of white power movements coming out of Chicago as you are fully aware. But there were also other influences for me. The Black Panthers had very strong roots in Chicago. There were social justice and civil rights pillars like Jesse Jackson and Reverend Jeremiah Wright. Number 44, President

See T is Not Silent, page 8

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MI Civil Rights Commission Tables Request Again to Take Action on Anti-LGBT Discrimination

BY BTL STAFF

The Michigan Civil Rights Commission unanimously voted Monday to table the Equality Michigan request - a second time - to issue an interpretive statement on whether "sex" in the Elliott-Larsen Civil Rights Act includes Sexual Orientation and Gender Identity.

EQMI's request was added to the agenda for reconsideration after thirty law professors and lawyers specializing in administrative, constitutional, and civil rights law wrote to the Commission to rebut arguments used by the Attorney General to block Commission action in September. After taking up the request and discussing several options, Commissioners could not reach consensus on any single action.

In response to Monday's decision, Nathan Triplett, EQMI's Director of Public Policy, expressed his thoughts on Twitter.

"The Michigan Civil Rights Commission has everything they need to take action on anti-LGBTQ discrimination. Everything but the courage..." wrote Triplett. "This (in)action was taken after the Attorney General's office refused to answer commissioner questions and repeatedly misled the Commission...the Commission steadfastly refuses to do their duty and to provide direction to the Department one way or the other. As a result, LGBTQ Michiganders are left in an impossible catch 22."

He concludes his thread by stating, "There's only one acceptable outcome here, whether we reach it at the Commission, in the legislature, or through the courts: full equality under the law for LGBTQ Michiganders."

There are bills pending currently - Senate Bill 424, sponsored by Sen. Rebekah Warren (D-Ann Arbor) and House bill 4689, sponsored by Rep. Jon Hoadley (D-Kalamazoo) - that would amend Michigan's Elliott-Larsen Civil Rights Act to provide LGBTQ protections by banning discrimination based on sexual orientation and gender identity or expression.

Read the full story online at www.pridesource.com

Ferndale Mayoral, Council Candidates Unchallenged in 2017 Election

BY BTL STAFF

The race for Ferndale's Mayor and two City Council seats were easily won Nov. 8 since the incumbents had no competition. The Oakland County Times reports Mayor Dave Coulter got 1,511 votes. For Council Melanie Piana got 1,426 votes and Greg Pawlica got 1,372.

Piana and Pawlica ran unopposed for four more years on the council. Coulter, appointed in 2011 (he won reelection three times), will be mayor for another two-year term.

For more information about the Ferndale City Government, visit www.ferndalemi.gov.

New FBI Data Shows Increased Reported Incidents of Anti-LGBTQ Hate Crimes in 2016

BY BTL STAFF

On Monday, the Federal Bureau of Investigation (FBI) released hate crime statistics for 2016. This information, released at the start of Transgender Awareness Week, highlights the ongoing epidemic of anti-transgender violence

In 2016, 6,121 hate crime incidents were reported - an increase of five percent from 2015. Of the 6,121 incidents reported, 1,076 were based on sexual orientation bias and 124 were based on gender identity bias. These numbers reflect a two percent and nine percent increase, respectively

Of the 124 incidents based on gender identity, 19 targeted gender non-conforming people, a decrease of 54 percent from 2015. Yet, of those same 124 incidents, 105 targeted transgender people, an increase of 44 percent from 2015.

However, these numbers likely represent only a fraction of such cases, given that reporting hate crimes to the FBI is not mandatory. Thousands of law enforcement agencies throughout the country did not submit any data. And while the number of jurisdictions reporting hate crimes data increased to 15,251 in 2016 from 14,997 in 2015, this is still less than the 15,494 agencies that reported in 2014. The lack of mandatory reporting means that the FBI data, while helpful, paints a very incomplete picture of hate crimes against LGBTQ Americans.

Jurisdictions with populations of more than 250,000 were among the thousands of law enforcement agencies across the country that did not submit hate crimes data, and the vast majority of those - 88 percent - simply indicated to the FBI that no hate crimes had occurred. More than 90 cities with more than 100,000 residents either affirmatively reported zero hate crimes or ignored the FBI request for their 2016 hate crime data.

Over the past year, HRC has been calling on the Trump administration to do more to respond to hate crimes. In March, HRC joined 155 other civil and human rights organizations in urging the Trump administration to more strongly respond to bias-motivated acts of violence and intimidation. The letter cited examples of hate incidents, including the murder of seven transgender women of color, the February shooting targeting two Indian Hindu Americans in Kansas, and the numerous bomb threats against Jewish organizations and houses of worship, among others.

In addition, in September, HRC joined more than 80 organizations on a letter to Acting Assistant Attorney General John Gore at the Department of Justice (DOJ) Civil Rights Division outlining steps that the DOJ should take in the wake of white supremacist violence in Charlottesville and in response to other bias-motivated crimes across the country. The letter also highlights the coalition's broader priorities to help inform the DOJ's plan of action to prevent and respond to hate violence.

Since the passage of the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act (HCPA) in 2009, HRC has worked with the FBI to update the agency's crime reporting, from providing training materials to sharing details on hate crimes when they occur. HRC continues to press for improved reporting, passage of state laws that protect LGBTQ individuals from hate crimes, and expanded education and training initiatives.

The Anti-Defamation League has mapped the hate crime incidents that were reported in cities with populations of more than 100,000 and includes information on reported hate crimes based on sexual orientation and gender identity biases. View the map www.adl.org/adl-hate-crime-map.

Read the full report <http://gaybe.am/MU>.

► T is Not Silent

Continued from p. 7

Barack Obama was from Chicago too. So there's a rich, rich tradition of politics in Chicago. In fact, the first campaign I ever worked on was for Harold Washington who was the first black mayor of Chicago when I was 18 years old. It was the first time I ever voted, and I voted for him twice. So, you know politics is sort of been in my blood, but I literally work in politics here in Minneapolis for 12 years with the diversity council members. I got a chance to really see you know how the sausage gets made and how the political process works. And really get to know the people of the ward that I'm in you know they're my community members."

And they got to not only get to know Andrea Jenkins and saw her as a fierce, hardworking and incredibly committed leader. She received over 70 percent of the vote for her 8th Ward seat on Minneapolis City Council!

What a difference a day makes! Minneapolis went

from having zero African American council members to now having three, not to mention two trans council members. "We don't just want a seat at the table. We want to set the table," said Jenkins on election night.

This trans sister is not silent. She roars and is one of many new voices elected Nov. 7 re-setting the table for an inclusive, diverse and equitable America. The archived interview of Andrea Jenkins' full interview is available on the "Collections by Michelle Brown" podcast on Blog Talk Radio, iTunes, Stitcher or SoundCloud.

Michelle E. Brown is a public speaker, activist and author. Her weekly podcast "Collections by Michelle Brown" airs every Thursday at 7 p.m. and can be heard on Blog Talk Radio, iTunes, Stitcher and SoundCloud. Follow her on Facebook at "Collections by Michelle Brown."



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SAGE Metro Detroit Takes Trainings on Improving Care for LGBT Older Adults Outstate

BY JASON A. MICHAEL

SAGE (Services & Advocacy for Gay, Lesbian, Bisexual and Transgender Elders) Metro Detroit was recently awarded a \$400,000 grant from the Michigan Health Endowment Fund. The grant will fund a two-year project that seeks to reduce isolation and improve care to LGBT older adults in three Michigan regions by replicating a successful Detroit-area collaborative pilot project between local LGBT service organizations and the Area Agencies on Aging (AAA).

AAA are experts on all aspects of aging. They were created by a federal law in 1974 to help older Americans and their caregivers live quality lives with independence and dignity. There are 16 AAAs in Michigan and over 600 in the U.S.

In Metro Detroit in 2013-2014, SAGE surveyed 55 area service providers for the elderly. The survey sought to identify “whether or not they had nondiscrimination policies that included sexual orientation and gender identity,” said Angie Perone, director of SAGE Metro Detroit, for an article that ran in *Between The Lines* earlier this year. “We targeted organizations that because of their funding were required to have this in their policies. We know that currently Michigan laws do not protect LGBT people from discrimination. So LGBT older adults often struggle to find welcoming service providers. And we’ve found that discrimination might attribute to health disparity in older LGBT adults.”

SAGE went on to work with the organizations to help those that didn’t have non-discrimination policies craft one and conducted trainings for the organizations on how to work with LGBT older adults and be more welcoming. When this work was completed they created the Rainbow Resource Guide as a tool for older LGBT adults to know where they go could to find LGBT welcoming and affirming services.

It was while conducting this work and presenting at Metro Detroit’s AAA that SAGE was approached about doing similar work in more rural regions of the state.

“We presented at one of their meetings and other regions from across the state reached out to us and asked for help,” said Kat LaTosch, project director for SAGE’s LGBT Aging Initiative. “We said, ‘we’d love to and were applying for grants and we’ll get back to you



as soon as we have money.’ When we applied for money we approached these three regions and said, ‘you were interested before are you still interested now and if so let’s plan this together.’”

So SAGE partnered with Perceptions for Region 7, which includes Bay City and surrounding areas, the Grand Rapids Pride Center for Region 8, which includes Grand Rapids and surrounding areas and U.P. Rainbow Pride for Region 11, which consists of the entire Upper Peninsula.

“They’re all big regions and they’re all very rural,” said LaTosch.

The Challenges of Reaching a Rural Audience

Most recently, SAGE conducted its patented seven-hour training session in two Upper

Peninsula communities, Escanaba and Marquette.

“In the UP there’s no LGBT organization with paid staff,” said LaTosch. “Similarly a lot of the services in the UP are spread out more. So one agency is not going to serve only older adults. It’s going to serve young people, people with disabilities, etc.

“I can’t even get a cell connection in the middle of the UP, which means that reaching LGBT people is not going to happen over the internet,” LaTosch continued. “Many don’t even have the internet or a cell phone. So our

reaching of people, how we reach people, will require different techniques than how we reach people in Detroit.”

LaTosch said that by the conclusion of this project, SAGE will have worked with six of the 16 AAA regions in the state extensively.

“By the end of this we’d like to have created a how to manual for the other regions,” she said. “One of the most interesting things about this project is we are using a model that we kind of grew in Detroit and applying it to rural Michigan. So we’re learning a lot of messages along the way. Our approach has always been from a learning perspective. Here’s what we did here let’s see how it applies to this region.”

The Rainbow Resource Guide SAGE created for Metro Detroit has also been a valuable tool in the outstate trainings.

“We wanted to use that as an example,” said LaTosch. “We don’t want to be outstate forever.

We’re Detroit. So we wanted to help them get the tools they need and then send them out to do it themselves. We’re continuing to learn and excited about what we’re learning and we’re also looking forward to sharing these lessons with other communities.

SAGE’s outstate LGBT partner agencies are also excited about the work the project is doing.

“Older LGBT individuals have a need to know that there is an organization in the State of Michigan that have staff trained, vetted vendors and partners who are accepting

“We have the opportunity to make a positive impact almost immediately on the lives of those who came before us and helped earned the rights too many take for granted these days and to affect the quality of life for those LGBT community members nearing retirement age, This initiative is as much saying thank you to our senior population but also laying the groundwork for future generations to truly age with grace, beauty, and dignity as their authentic selves.”

– Larry DeShane, Jr., center administrator for the Grand Rapids Pride Center

and welcoming of older LGBT persons,” said Perceptions Chair Chris Lauckner. “Perceptions, Inc. is glad to be partnering with the Region 7 Area Agency on Aging and SAGE in assuring older LGBT individuals they can be who they are in their home environment and assured they will receive quality service and care.”

Larry DeShane, Jr., center administrator for the Grand Rapids Pride Center, shared similar sentiments.

“We have the opportunity to make a positive impact almost immediately on the lives of those who came before us and helped earned the rights too many take for granted these days and to affect the quality of life for those LGBT community members nearing retirement age,” DeShane, Jr. said. “This initiative is as much saying thank you to our senior population but also laying the groundwork for future generations to truly age with grace, beauty, and dignity as their authentic selves.”

Learn more about SAGE Metro Detroit’s online at www.sagemetrodetroit.org, by calling 734-681-0854 or emailing info@sagemetrodetroit.org.

Colorado Baker's Defense for Denying Service to Gay Couple 'Upends' First Amendment, Legal Experts Argue

BY DREW HOWARD

Top legal experts and scholars joined the ACLU in a teleconference Tuesday to discuss the exploitation of the First Amendment in the Supreme Court case, Masterpiece Cakeshop v. Colorado Civil Rights Commission.

Legal experts from Yale, the University of Michigan and the ACLU are asserting that a Colorado baker who denied service to a gay couple in 2012 is twisting the First Amendment to justify discrimination. Plaintiffs Charlie Craig and Dave Mullins visited Masterpiece Cakeshop in Colorado to purchase a cake for their wedding reception, only to be turned away when the owner said he wouldn't make cakes for homosexual weddings.

The baker argues that he's entitled to turn away gay couples due to his personal beliefs, and that being compelled to endorse a homosexual wedding is a violation of his First Amendment rights. Tuesday's teleconference speakers agreed there is no room for discrimination in a business that's open to the public.

Robert Post, Sterling professor of law at Yale Law School, said the baker's claim is so broad that it would undo anti-discrimination laws altogether.

"If you allow an exception then you would have to put limits on the kinds of anarchy it would unleash," Post said. "If I went around and claimed I could hit you because I'm expressing myself, I can make anything I do expressive. If that's a limit then the country becomes ungovernable."

Post added that such laws are content neutral, meaning they're applied across the board with no exemptions.

Floyd Abrams, attorney at Cahill Gordon & Reindel, said this is a clear case of overt discrimination on the baker's part.

"This could be different if the facts were different, but they aren't," Abrams said. "This is a rather straightforward situation in which there was overt discrimination due to the fact that it was a same sex marriage. The First Amendment cannot be used as a defense."

Abrams compared the case conceptually to an artist who offers to paint people at a gallery but refused to service black people. He argued that a win for the baker would allow instances like this as they one in the same, and effectively upend the First Amendment.

Samuel Bagenstos, professor of law at the University of Michigan Law School, reminded listeners that the Supreme Court has previously ruled against defenses similar to the baker's leading up to the Civil Rights Act of 1964.

"This case comes as a different kind of discrimination, but it's the same set of principles and arguments," Bagenstos said. "These arguments should be rejected for the same reasons, as businesses open to the public do not have the right to discriminate."

"The real harm here is the sting of humiliation, and having to wonder all the time if you be turned away," he added.

Prominent voices in business and the LGBT community have filed amicus briefs in support of Craig and Mullins leading up to their Supreme Court appearance. The list includes more than 35 national business leaders, hundreds of celebrity chefs and restaurateurs, more than 200 members of Congress, as well as civil rights leader John Lewis, among others.

Craig and Mullins will be represented in court by the ACLU on Dec. 5. You can find more information about the Masterpiece Cakeshop v. Colorado Civil Rights Commission case, including a full list briefs filed on Monday at <http://gaybe.am/Vq>.

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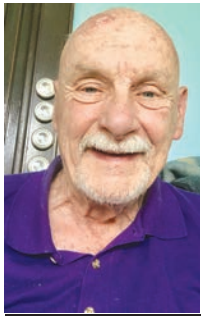
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Memories of a Near-Forgotten Past Pt. 4 Parting Glances

OPINION BY CHARLES ALEXANDER

For five dynamic years – 1940 to 1945 – Detroit was America’s Arsenal of Democracy, a vital source of war materials and weapons. First for England’s defense. Later, for our own.

Automotive factories focused on round-the-clock, nonstop production of bombers, tanks, jeeps, planes. Plumb and popular vocalist Kate Smith kept patriotically singing “God Bless America!”

Soldiers, sailors, marines, WACs – Women’s Army Corps – passed through Detroit before shipping out overseas. Many had been inducted and processed in Quonset huts on Wayne University’s campus. (I took my first English 101 course in 1960 in one of them.)

A result of wartime migration to a big city like Detroit (population 1.3 million) was the unexpected popularity of gay bars. Detroit had four downtown near Old City Hall. (And the First Police Precinct Jail!)

Many small town inductees, stopping off briefly in the Arsenal of Democracy, found to their naive surprise – and secretly, happy relief – that they weren’t the only ones who were “hush, hush” gay! For them it was a golden opportunity. Who knows? We might not be alive tomorrow.

Older gays were quite willing to play host, provide weekend housing, food, drinks, conversation, hugs and – at a time when good gals just didn’t give head – provide friendly lip service to straight servicemen.

As the Allies began to beat the Axis, a mood of cautious celebration took hold in Detroit’s gay bar clubs. Downtown side streets Farmer and Bates, home to Rio Grand, Silver Dollar and LaRosa’s bars, became less secretive. More carefree obvious. (Nearby Palais bar was dyke heaven.)

When Halloween 1944 swished around, the Grand Night of Enchantment became an opportunity for celebration. Following the end of Prohibition in 1933, getting in drag was accomplished without too much hoopla for once a year.

Each year after World War II’s end, Halloween was planned to outdo the last. Gatherings grew large. More flamboyant. Sometime in the early ‘50s, streets were cordoned off. Hundreds came to see and applaud. “Ooo!” and “Ahh!” at the queens who arrived in convertibles and on roller skates.

These service rejects – no relation to recent biblical “left behinders” – were in a party mood. The war in Europe was winding down. Finally! So, why not celebrate?

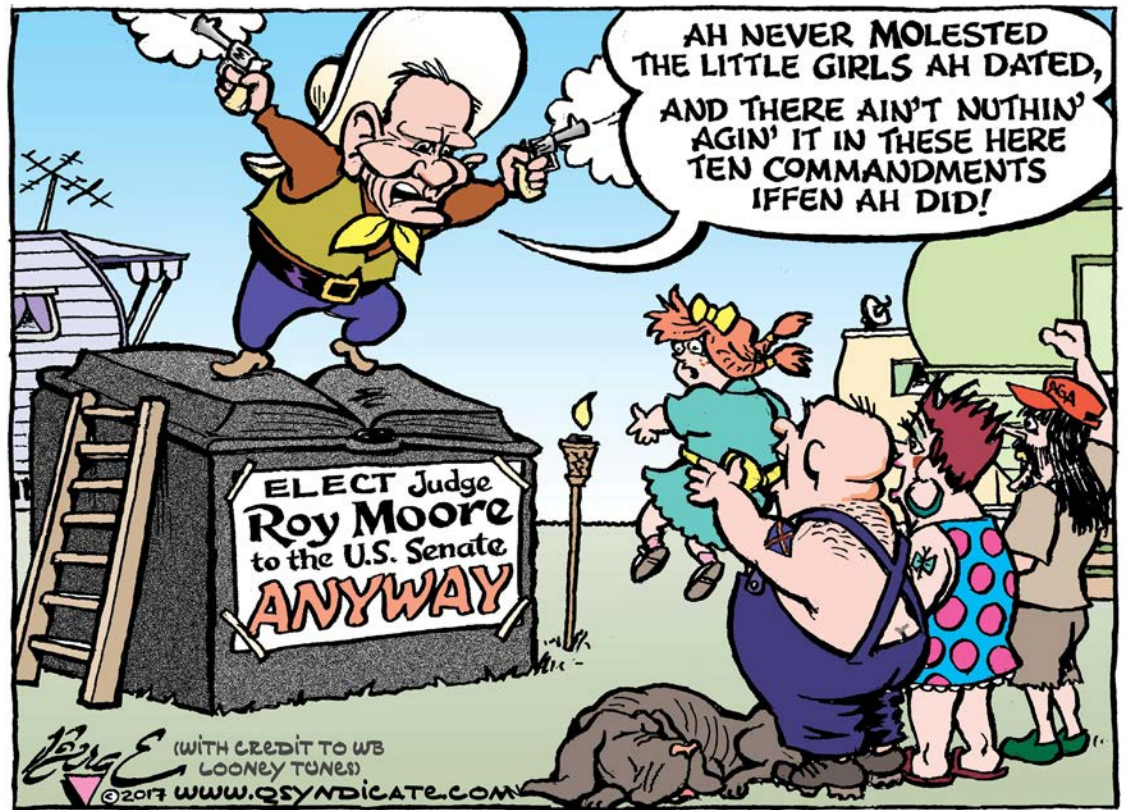
What better time than the only day when cross dressing is permitted without penalty, threat of incarceration, or, if your makeup’s thick enough, likelihood of recognition.

The first Halloween display of queens numbered 25 or 30. Those in other costumes, about 50. Some wore rhinestone tiaras and sequin embroidered titles across their ample, canary-seed-filled boobies.

Miss Victory Garden. Red Cross Rita’s Revenge. Rosey Rivet Me. Miss

During the war years, Detroit’s non-military gays – those 40 or older, or those classified 4F with “homosexual tendencies” – along with straights who had flat feet (not necessarily because of high heels) kept the home fires burning and factories going 24/7.

See Parting Glances, next page



Viewpoint



BY DR. RENEE MCCOY

Faith Matters: We Matter

When the movie “The Color Purple” came out in 1985, I had a disturbing conversation with my mother. She had neither read Alice Walker’s book nor known about Stephen Spielberg’s ability to bring stark realism to the screen. All she knew was a lot of African Americans would be on the big screen and Oprah had a starring role. Fueled by pride and expectation, she and her sisters traipsed down to the cinema, excitedly expecting a comforting and overdue depiction of positive African American experiences. Instead, she saw a young girl abused by a man who had been charged with her care in a community that sanctioned his behavior. She saw women reduced to animal status and made powerlessness to survive. My mother watched for as long as she could, but left half way into the movie. Then, she called to tell me how faithfully Spielberg had captured the flavor of

her childhood. Through tears and clenched teeth, my mother once again vowed to never go back to her hometown in Georgia, to never again allow anyone into her body like that. In her voice I heard both pain and determination.

I never knew my own mother and the women who crafted my childhood had been treated with such sanctioned brutality within their own families, churches and communities. Sometimes I suspected as much and ignored the girth of suffering they experienced. They were my strong, capable role models. They were always so careful to warn me about other dangers waiting outside, such as racism, sexism, and crazy strangers waiting to grab me in dark allies. I never knew the realities buried in their histories; a part of me just did not want to know.

See next page

f t PS www.PrideSource.com

► McCoy: Stay Engaged

Continued from p. 12

Many of us were born into the “hush-hush-flush-flush” generation. When something bad happens, just don’t talk about it. Hush. If, however, IT (whatever IT is) comes out, simply flush IT away and act like IT never happened.

As I scrolled through hundreds of #MeToo postings on social media recently, it became painfully obvious that, for thousands of LGBTQ persons, IT has happened to far too many of us and for far too long. The sexual, emotional, and physical abuses so many of us – both women and men – have encountered have been hushed and flushed too long. Many have lived with unreleased pain and unjustified guilt and shame because someone declared open season on their bodies and contributed to dysfunctional relationships, poor health, abusive behaviors, and broken spirits. So, what happens now? What do we do when the memories just won’t fade and the pain refuses to go away? It is here that the faith of our ancestors is called into play. What we believe about ourselves and the world around us direct how we move into our futures. Our faith calls us to pronounce “Enough”!

There are two resounding commonalities in situations of abuse. We think no one cares or we feel we deserve poor treatment because of the negative messages we have heard about ourselves and whom we love. Neither of these is true. There is a Higher Power working throughout our lives that is constantly accessible to us. I call that Power God, but you may call it something else. That is not the issue. The point is that there is Something greater than ourselves at work which consistently fuels and empowers our lives with voices of encouragement, constantly bringing experiences of peace. It is the faith that sustained our parents and grandparents and it remains available to us today.

In times like these, we are encouraged to remember and embrace the nourishment of our faith and release the hold of former lies and arrogant fantasies. That faith is

Faith matters; you matter.
As we continue to unveil
the hurts and pains of the
past, it is my hope that we
can accept the challenge to
believe more in ourselves
than in those who have
sought to destroy us.

grounded in the truth of our existence which proclaims we are good and holy and powerful and beautiful. That faith decrees that we are worthy of healthy, safe, respected, and prosperous lives. That faith infuses us with joy and confidence and gives us the courage and conviction to never again hush or flush.

Faith matters; you matter. As we continue to unveil the hurts and pains of the past, it is my hope that we can accept the challenge to believe more in ourselves than in those who have sought to destroy us. My prayer is that we nurture greater faith in our partnerships with a Power Greater than ourselves, the power that created and sustains us and promises to always believe in our possibilities and to never leave us alone.

Rev. Dr. Renee McCoy is an ordained minister who in 1981 founded the Metropolitan Community Church in Harlem, New York, and in 1989 founded the Full Truth Fellowship Church in Detroit. She was the executive director of the National Coalition of Black Lesbians and Gays and is the former director of HIV/AIDS Programs at the Detroit Dept. of Health & Wellness. She now lives in Seattle with her wife and is a lecturer at the University of Washington. Connect with her at renee.mccoy2@gmail.com

Tossed bottles. Shouted, “FAGS!” Ripped gowns. The party was over. Insulted – and very, very smart – gays moved northward to seemingly safer Diplomat and Woodward bars.

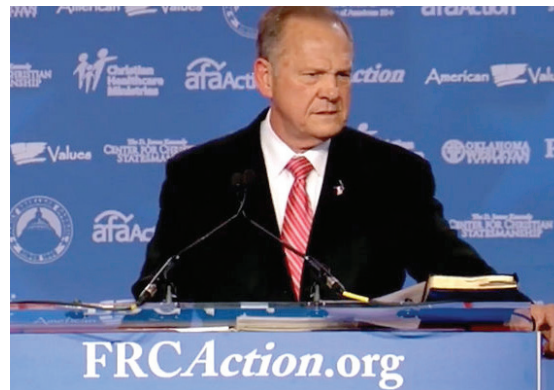
Once home to the Motor City’s first Gay Pride Halloween “Parades,” Farmer and Bates Streets are now bare-assed naked. Silent. Haunted. Empty. Forgotten. RIP. (Rest In Pride.)

Charles Alexander is prolific both as a BTL columnist (700-plus columns) and as a well-known LGBT community artist (1000 Face Book images). He is a Spirit of Detroit Award recipient and an Affirmations LGBT CENTER Jan Stevenson awardee. Connect with him at Charles@pridesource.com.

Creep of the Week

Roy Moore

BY D'ANNE WITKOWSKI



Judge Roy Moore speaks at the Values Voter Summit on Oct. 13. (Image courtesy of the Washington Blade via YouTube)

As of this writing, five women have accused Alabama Senate candidate Roy Moore of sexual assault against them when they were as young as 14 years old.

Newsflash: A 14 year old is a child. An 8th grader.

When asked, by “journalist” Sean Hannity if he’d really dated young teenagers when he was in his 30s, Moore said, “If I did, I’m not going to dispute these things, but I don’t remember anything like that.”

Not exactly an adamant denial. While he does deny the accusations made by the woman who was 14 when he assaulted her, former colleagues of Moore have said it was common knowledge that he used to troll high schools for girls.

And so far most Republicans in Alabama are standing by him because everybody knows that sexual assault charges against important and powerful Republicans are FAKE NEWS (after all, look at who is the god damn president).

But there’s enough evidence that other Republicans are trying to distance themselves. Senate Majority Leader Mitch McConnell, a man who should never be forgiven for stealing a Supreme Court seat from President Obama, has called for Moore to step aside.

Moore hit back with a Tweet: “The person who should step aside is @SenateMajLdr Mitch McConnell. He has failed conservatives and must be replaced. #DrainTheSwamp.”

Is McConnell a failure? Yes. Should he be replaced? For sure. Is he a swamp monster? Yes. But should these things be a consequence of going after Moore? No. Still, let’s not get too excited. McConnell is terrible, but at least he hasn’t been accused of molesting children.

Fun fact: Moore’s “DrainTheSwamp”

tag makes it look like he’s on Trump’s team, but Trump actually backed his opponent Luther Strange in the primary. DRAMA!

Running against Moore, by the way, is Democrat Doug Jones, a former prosecutor who helped convict KKK members for bombing a Birmingham, Alabama church in 1963, killing four girls. While Moore has hurt children, Jones literally fought for them.

Now, if you’ve been following right-wing politics for as long as I have, the name Roy Moore isn’t a new one. He

has graced the Creep of the Week column many times over the years. His list of anti-LGBTQ credentials is long.

“Homosexual conduct is, and has been, considered abhorrent, immoral, detestable, a crime against nature, and a violation of the laws of nature and of nature’s God upon which this Nation and our laws are predicated,” he wrote while Chief Justice of the Alabama Supreme Court in 2002. “It is an inherent evil against which children must be protected.”

The case before him was a lesbian who wanted custody of her children because her ex-husband abused them. Moore sided with the abuser.

In 2003 Moore was booted from the Supreme Court after putting up and refusing to take down a Ten Commandments monument at the courthouse. In 2012 Alabama voters put him back on the bench, and you can kind of guess what Moore’s response was to the U.S. Supreme Court’s 2015 marriage equality ruling. He was suspended from the bench for banning the issuance of marriage licenses to same-sex couples.

“The great sufferers will be the children,” he said of the ruling.

Moore was unfit for a Senate seat long before it came out that children were, in fact, suffering HIM. LGBTQ people have had to live under the cloud of the right-wing claim that we’re harmful to children. Moore has been a megaphone for these views for decades now.

And now we know why.

And yet so poisoned are the minds of Republicans it took child molestation charges for them to back away from Moore. And for many, not even that is enough. And, in the end, the great sufferers will be the children.

► Parting Glances

Continued from p. 12

Harry James’s Trumpet (pin-up Betty Grable’s band leader husband). It was great fun. War-relieved and weary cops looked the other way.

Each year after World War II’s end, Halloween was planned to outdo the last. Gatherings grew large. More flamboyant. Sometime in the early ‘50s, streets were cordoned off. Hundreds came to see and applaud. “Ooo!” and “Ahh!” at the queens who arrived in convertibles and on roller skates. Everybody behaved.

In 1969, the year of the Stonewall Riots, things got out of hand. Rednecks threw rocks.

Parents Inspired By Gay Son, Give Back to LGBTQ Youth

BY EVE KUCHARSKI

Madelyn and Jim Cosens are known for serving up some of the best mac ‘n’ cheese for dinner at the Ruth Ellis Center in Highland Park every fourth Monday of the month.

“Initially, when we went down, I wanted to try some fancy cooking and I made some enchiladas that had a whole bunch of cilantro on it,” Jim said. “Somebody looked at it and said, ‘What’s that green stuff?’ Now, we don’t go too overboard.”

The Cosenses, both 62, have been volunteering at the Center – a youth social services agency provide short and long-term residential safe space and support services for runaway, homeless, and at-risk LGBTQ youth – for two years now.

“It probably all stems from when our son came out to us about seven years ago,” Jim said. “We really didn’t see many of what you might think are traditional indicators that somebody might be gay or lesbian. It just never registered.”

They said that although they didn’t expect their son to be gay, they never stopped loving and supporting him. However, their giving attitude took a long time to foster.

“One of the things we did early on was, because we had so many years of wrong thinking, we did a lot of reading and listening to stories,” Madelyn said. “We talked to our son and some of his friends. It was a process and it wasn’t something that happened right away, but we tried to educate ourselves as much as possible.”

Eventually, they began to get acquainted with some of the deeper issues in the LGBTQ community.

“It was through that whole experience that really caused us to kind of step back and look at what’s happening with this community of people,” Jim said. “We saw that in many cases, this group of folks are really being marginalized. I really started getting disturbed when reading some of the statistics around the impact on



Jim and Madelyn Cosens

homelessness and suicide rates and things like that with the LGBTQ community – especially when they just come out.”

Those statistics can be tough to look at. A 2013 study by the Centers for Disease Control and Prevention found that suicide is the second leading cause of death among young people ages 10 to 24, and the chances of LGB youth seriously considering suicide is nearly three times greater than heterosexual youth.

According to the report of the 2015 U.S. Transgender Survey, among the transgender community rates of suicide have reached 40 percent, 92 percent of those attempts before the age of 25.

Many of these issues stem from LGBTQ youth who are experiencing homelessness, which the Center has made its mission to end. The True Colors Fund found that of the 1.6 million youth that become homeless each year, 40 percent of them fall into the LGBTQ category. That’s why the Cosenses decided to do anything they could to help.

“We’re not going to change the world once a month serving dinner at Ruth Ellis, but we’re doing what we can at this stage,” Madelyn said.

“One of the biggest things I think we’ve learned in the past few years is that we have to go in there realizing that for some of these kids, we might be their worst nightmare – white people from the suburbs coming in to serve. We have to go in with a real humble spirit. We’re there to serve, we’re there to help. When we can bond, we do.”

– Madelyn Cosens

“Serving doesn’t have to be just in an organized situation. Serving can be whoever you’re meeting in your daily walk of life.”

And though she loves the role she plays now, Madelyn said that she hopes to be able to expand her volunteer work too.

“I’m not sure I want to do any more meal things. I’m more relationship-oriented. I would jump in if there was another way to help with families, if there was another way to help them work through it,” she said. “To me, that’s more where my passion is, and could be used, for both of us.”

The Cosenses urge others to volunteer too, but to be mindful as well.

“One of the biggest things I think we’ve learned in the past few years is that we have to go in there realizing that for some of these kids, we might be their worst nightmare – white people from the suburbs coming in to serve,” she said, adding “We have to go in with a real humble spirit. We’re there to serve, we’re there to help. When we can bond, we do.”

Jim said, “We don’t push it.”

For more information about how to volunteer at the Ruth Ellis Center, 77 Victor St. in Highland Park, call 313-252-1950, email info@ruthelliscenter.org or visit www.ruthelliscenter.org.

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Stylists Beating Hunger Seek Donations for Thanksgiving Meal

Lexie Washington, owner of Salon Kinki in Detroit, started the non-profit organization, Stylists Beating Hunger, to collect donations for less fortunate families and the elderly throughout the holiday season. This year, Washington and her staff are hosting a soup kitchen at Omars Bistro next door to the salon at 12811 W. Seven Mile Road in Detroit.

“We are excited to help feed those experiencing homelessness and the less fortunate this holiday season so we really depend on the generosity of donors to help us make this happen,” said Washington, who is requesting the donation of turkeys and/or chicken including side dishes to prepare for the meal.

The soup kitchen will be open 8-11 a.m. on Nov. 23, Thanksgiving Day. To support the SBH effort, call 313-466-0722 or email stylistbeatinghunger.sk@gmail.com. Cash donations for the purchase of food can also be made. This is tax-deductible donation and a letter of receipt can be given upon request.

Live Proud Holidays Campaign Works to End LGBT Youth Homelessness

BY BTL STAFF

Forty percent of America’s 1.6 million youth experiencing homelessness are LGBT. In an effort to raise awareness about this issue AT&T has partnered with True Colors Fund to launch the Live Proud Holidays Sweepstakes.

AT&T is encouraging the LGBT community and its allies during National Homeless Youth Awareness Month to participate in this campaign which runs until Dec. 31.

From now through Nov. 26, participants can join the Live Proud Holiday Sweeps by tagging three friends on the AT&T Instagram post with #ProudHolidaySweeps. Do this for a chance to win a trip to New York City to attend the 7th Annual True Colors Fund Home for the Holidays benefit concert presented by AT&T on Dec. 9.

The winner and three friends will also get to meet concert host, legendary singer and longtime LGBT advocate Cyndi Lauper.

Share the campaign video featuring Cyndi Lauper and True Colors Fund “True Fellows.” AT&T’s goal is to reach 100,000 views.

AT&T is also contributing \$100,000 to True Colors Fund’s events and programs in 2017 to help expand the work to end LGBT homelessness.

“Live ProudSM Holidays continues our long-standing commitment to the LGBT community. And we are proud to support True Colors Fund in their work to end LGBT youth homelessness,” said Leonardo Torress, assistant vice president of Diverse Markets at AT&T. “A stable, nurturing environment is critical to a young person’s journey to adulthood. We’re honored to be part of this effort to end homelessness for a group as vulnerable as LGBT youth.”

Don’t forget to join the conversation on social media using #HelpLGBTYouth and #ATTLiveProud. For more details to participate, go to att.com/liveproud. No purchase necessary.

For more on AT&T’s commitment to diversity and inclusion, go to about.att.com/sites/diversity.

Affirmative Living

Volunteering at Affirmations Community Center

BY JONATHAN W. THURSTON

In the spirit of the holiday season, it’s important to think about ways to give back to the community, and helping local non-profits is often a great way to do that.

Located in Ferndale, just north of Detroit, Affirmations works to provide a safe space for people of all genders and sexual orientations. Many of their services include offering various support groups as well as health education, youth programming and leadership training.

We spoke with Jeffrey Olivier, a volunteer at Affirmations, to hear his thoughts on the organization.

“When I walked into Affirmations I did not know many gay people,” Olivier said. “Somewhat low self esteem. I was bullied and harassed on my job for being gay. However, the day I walked into Affirmations, my life changed forever. I gained a strong circle of friends who have been friends for the last 20 years. I also started to have the freedom to be who I was without dogma. Affirmations is like a gift that keeps giving to many center users.”

Olivier defends volunteering as a great way to help both yourself and the community as a whole.

“I would say volunteering at Affirmations is a great way to meet others in the community. Help build skills. It feeds my soul to know that I made someone’s life better.” And he feels he is genuinely making a difference for the Affirmations clientele. “I never wanted others in the community to ever have to go through the things I went through as a gay man.”

He goes on to give more detail on how he feels he has helped people. “Volunteering at Affirmations means that any time someone comes into the center, I know every time they leave I made their life better. Affirmations is a live helpline for those in the community. Whether they want to meet others or are struggling through coming out, they will always have me as a friend for support.”

While many of Olivier’s experiences have been rather positive, a lot of times they can be incredibly somber. “Currently, I run five support groups at Affirmations and work at the volunteer resource desk. I run a group called the Men’s Group at Affirmations. One of Affirmations’ oldest groups and still going strong. One evening we had a topic. Suicide.

Donate to 10x10x10

Affirmations is celebrating the 10th anniversary of the community center building where the organization provides programs and services to the 20,000 guests that visit the center annually. To continue to assist the community, Affirmations is calling on its supporters to donate \$10 and to tell 10 friends to donate, all in celebration of the 10-year anniversary. Simply text an amount to donate to 248-600-5220, visit <http://gaybe.am/IN> online and share this information with 10 friends.



Affirmations is always open to people interested in volunteering or donating to help advance their resources.

That evening, I prevented a gentleman from going home and taking his life. Another instance I remember a center user who was thrown out of their house. They approached the desk. I remember giving her resources that gave her a safe place to sleep. She was thrown out of her home because she was gay.”

Olivier finds that Affirmations is a place where anyone and everyone can be treated with dignity and respect. It’s a safe space for people to be who they are, and volunteering and funding the center allow people in need to have the resources they need in order to survive and thrive.

Affirmations is always open to people interested in volunteering or donating to help advance their resources. They have event spaces available for rent, and they also have an art gallery to showcase LGBTQI performance and art exhibits. And of course, giving to Affirmations is facilitating their being able to continue to support local LGBTQI people by having those safe spaces and support groups available.

“Together we build a community,” Olivier said of Affirmations. “Always, anyone who needs support please feel free to come to Affirmations.” And of course, give the gift of giving this holiday season and support the Michigan LGBTQI community.

Affirmations is located at 290 W. Nine Mile Road in Ferndale. For more information about volunteering, visit www.goaffirmations.org/get-involved/volunteer.

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The Holiday Guide to Giving

Voice of Volunteer Lawrence Pennymon

BY KATE OPALEWSKI

For those who are wondering what it's like to volunteer, Lawrence Pennymon says, "It's beautiful work."

Since 2008, he has been dedicating his time, talents and energy to make a difference at LGBT Detroit.

"I have always been a giving person. I was raised by my parents to give," says Pennymon, who felt like he needed to give back to his community after recovering from an illness. He met Curtis Lipscomb, executive director of LGBT Detroit, while in the hospital.

"He told me about KICK (in 2015, KICK became LGBT Detroit) and what they do," he says. "I realized it was time for me to give back."

The 43-year-old who is on disability has been traveling from Waterford to Detroit each day for six-hour shifts. Pennymon helps with general office duties at the #SafeBraveSpace acquired by LGBT Detroit in 2016 in Detroit's northwest business and residential neighborhood, Murray Hill.

"We're all here to help each other and support one another," says the former Detroit Medical Center employee. "Helping out is the best feeling in the whole wide world. It's not about what you're going to get in return. It's not about money. It's about giving of your time. You never know when you're going to need that kind of support in return."

Pennymon's favorite volunteer service is planning for Hotter Than July. The week-long black LGBT Pride celebration hosted by LGBT Detroit has been held annually in Detroit since 1996.

In 2015, Pennymon earned the responsibility of coordinating the candlelight vigil during HTJ's opening ceremony for which he received recognition from members of the community.

"When people tell you they are so proud of you and the way you give of yourself, that feels good," he says, adding that he enjoys meeting new people and helping to lift their spirits. "I get a lot of love and support. Knowing that I'm truly wanted brings joy to my heart."

Pennymon pays it forward by encouraging young people to rise up and take on volunteer roles. If that means providing a ride to and from the office, for example, he is willing to drive.

"We're one big family. We will help you out," he says. Having a mentor was a big part of Pennymon's growth.

"I had issues with my sexuality, but Curtis spoke with me and I felt comfortable here. I am a proud, gay, Black man," he says. "I believe in LGBT Detroit. This is something we definitely need in Detroit."

When asked what traits a good volunteer should possess, Pennymon says, "Be a friendly person people can talk to, have



"We're all here to help each other and support one another. Helping out is the best feeling in the whole wide world. It's not about what you're going to get in return. It's not about money. It's about giving of your time. You never know when you're going to need that kind of support in return."

— Lawrence Pennymon

patience, be easy going, have the motivation to do this and don't take things personal. Things happen. Brush it off and keep going."

The most important thing Pennymon takes away from his volunteer experience, and still finds relevant today, is his constant desire to do more and learn more, for himself and for members of the community.

He said, "I love to give and be there for people. I thank LGBT Detroit for the opportunity to do that."

LGBT Detroit is located at 2025 Greenfield Road in Detroit. For more information about the organization or to volunteer, visit www.lgbtdetroit.org.

#GivingTuesday

Join LGBT Detroit's #GivingTuesday event on Nov. 28 on the organization's Facebook page <http://gaybe.am/Kb>. #GivingTuesday is a global day of giving that harnesses the collective power of individuals, communities and organizations to encourage philanthropy and to celebrate generosity worldwide. This #GivingTuesday will help support the LGBT Detroit Leadership Academy, which has graduated 58 young adults since 2012. Visit www.lgbtdetroit.org/donate for more information.





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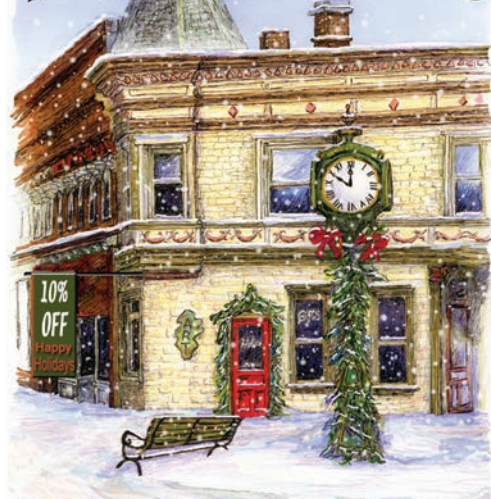


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The Ultimate Guide to Gay Gift Giving 2017



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ONEHOPE Pride Box

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Slumbr Pillows

Slumbr's online Pillow Quiz will help determine which luxurious pillows suit each sleeper – take it on your partner's behalf so you don't ruin the surprise – but rest assured (yeah, we know what we did there) that you'll both sleep better as visions of go-go boys dance in your heads. \$60-\$225, slumbr.com



BY MIKEY ROX

Gay ol' St. Nick delivers the goods to LGBT people of all ages and sensibilities with this comprehensive gift guide designed to please every persuasion. (And because it wouldn't be Christmas without dick cookies.)

Elliot Havoc Racer Chronograph Watch

Designed in gay-mecca Golden Gate City, the chronograph watch from Elliot Havoc – shown here in festive green with Italian leather straps – features Miyota



BucknBear Small Abalone Knife

Vibrant iridescent abalone handles flank a gorgeous VG10 core Damascus steel blade – which resembles a beach shoreline – to create this all-purpose pocketknife that avid outdoorsmen and lesbians will go gaga over. \$89, urbanedcsupply.com.

EcoReco E-Scooter

Commuters and students alike will appreciate this environmentally safe electric scooter that charges in a standard AC outlet, hits the road at up to 20 miles per hour for 10 to 20 miles on a single charge, and folds down quickly and easily into a compact and lightweight means of save-the-planet transportation. \$799, ecorecoscooter.com.

See Gift Guide, page 22

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► **Gift Guide**

Continued from p. 20

Petite Diamond Snowflake Necklace

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Fanchest

Deck out your special sports fan in head-to-toe spirit for their favorite team with a Fanchest filled with everything they'll need for a next-level game day. Each box is unique but chests often include shirts, hats, scarves, cups, and more officially licensed swag from NFL, NHL, NBA, MLB or college teams. Autographed memorabilia boxes also are available. \$59-\$299, fanchest.com.



Genital-Shaped Cookie Cutters

Gay sex positions and detailed human genitalia – veins and all, y'all – turn sugar-spiked dough into never-more-than-a-mouthful cookies lifted straight from the Kama Sutra. Perfect for the church bake sale. \$9-12, www.etsy.com/au/shop/bakerlogy.

Astro Fi Wi-Fi Connected Telescope

Your gay niece or nephew (don't we all have one by now?) can shoot for the stars – or at least gaze at them – with the Astro Fi Wi-Fi Connected Telescope that throws the live night sky onto a phone or tablet for easy exploration of the cosmos (or the hot neighbor's bedroom). \$400, thegrommet.com.

Frank Lloyd Wright Porcelain Box

Gold-trimmed and limited edition – only 1,500 numbered pieces exist – this porcelain lidded catchall features one of Wright's Liberty

magazine cover designs with a quote on the inside as a daily reminder to put your best LGBT foot forward. \$80, shopwright.org.

Wine Explorer by Vinome

After receiving their Helix-sequenced DNA results, recipients can head to the Vinome website to discover curated wine recommendations tailored to their taste preferences and scientifically selected based on their genetic makeup to add an exciting new element to boozy half-price-bottle nights. \$110, helix.com.



See Gift Guide, page 24

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► **Gift Guide**

Continued from p. 22

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Symphonica Horn Speaker Dock

Reminiscent of the iconic Victrola phonograph, this handcrafted acoustic horn updates turn-of-the-century design to produce a sleek, electricity-free speaker to amplify smartphone playlists that would make Edison cream his pants. \$130-\$160, symphonicasound.com.

Kevin Messenger Beverage Carrier

Don’t let this bag fool you: The only message it’s sending is how to get day drunk on three liters of insulated wine, beer, or premade cocktail – and look dapper as fuck doing it. \$75, vivajennz.com.

Iridescent Universe Joggers

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Hestan Cue Induction Cooking System

This smart pan and induction burner with embedded Bluetooth sensors brings amateur kitchen skills into the 21st century so you and boo can home-cook like the tuned-in Millennials you can’t stop telling everybody you are. \$500, hestancue.com.



Rocabi Weighted Blanket

Cut back on your Advil PM and Xanax nightcaps with all-the-rage adult weighted blankets that studies have found to help alleviate anxiety and insomnia. (But a little rub and tug at bedtime never hurt either.) \$209-\$279, rocabi.com

See Gift Guide, page 29



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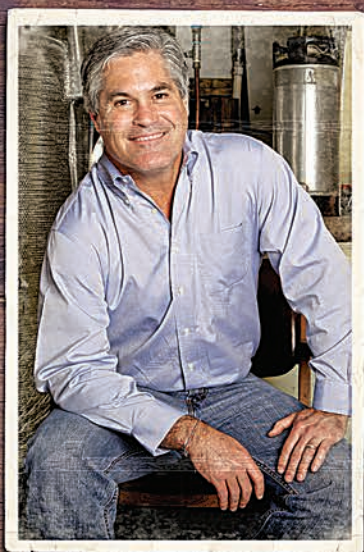
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10 Reasons I'm Thankful I'm Gay

BY MIKEY ROX

Like many of you, I was once confused about my sexual orientation.

There were times as a teenager that I would stand in front of my bathroom mirror, staring into my own eyes, and cry – trying to figure out what was wrong with me. Why did I feel so different? Why wasn't I like the other boys? Even after I came out in my early 20s, despite having mostly come to terms with being gay, I sometimes wished I were straight. Life would be so much easier that way.

But as you know, with age comes wisdom – and self-acceptance. Now, in my mid-30s, I look back on that time and reflect on just how wrong I was. Because I've learned over the years that being gay is a blessing – even when it was in disguise.

As the holidays approach and we express gratitude for all that we have, I give thanks that I'm a homosexual – a proud one. Here are 10 reasons why.

1. Compassion and empathy come naturally

Being picked on, called a “faggot” by your classmates, and physically and emotionally abused by your family aren't easy things to reconcile as a gay adolescent and young adult – especially when I felt completely alone in the world – but there was a silver lining: Instead of letting those circumstances undermine who I am, I turned the pain into something positive.

I know what it feels like to be called names and spat on and beaten for being different, and every day those memories inform how I treat others. In hindsight, I've realized that many people lack compassion and empathy because they've never known what it feels like to need and want it. Which sort of makes you wonder, doesn't it? If we all started beating the bigots' asses, maybe they'd start to recognize how just a little kindness goes a long way. Santa, if you're listening...

2. No accidental babies

There's a slang term you may know called “gold star gay.” Its definition is somewhat loose. Some define it as a gay person never having intercourse with the opposite sex while others tighten the criteria to include ever being in a romantic relationship with the opposite sex. I've had girlfriends in the past – and we've done things, however begrudgingly on my part – but I've never had penetrative sex with a woman (even though



The Frivolist

I still consider the prospect from time to time, but I'll save that for a future column). Does this make me a gold star gay? That's debatable, I suppose, but I'm certain I'm not a daddy. To biological offspring, anyway.

3. I wouldn't know half the people I love

People come into our lives for all kinds of reasons, but when you're gay you meet and befriend people on a regular basis just because you're gay. As I try to quantify the relationships that I have, I realize that I wouldn't know half my friends and acquaintances (and former lovers, of course) if I weren't attracted to the same sex. Putting that alone into perspective satisfies my soul.

4. I've helped change people's minds about the LGBT community

I grew up in a family and in a town and in an era that had rarely, if ever, seen a gay person who wasn't a drag queen or a pedophile or dying of AIDS, which, to be honest, has helped me forgive a lot of people for their ignorance. They didn't know any better because they didn't have personal experience with our kind. I like to think that's why the universe gave me to them. Not to put me through years of angst and duress, but rather to open their closed minds and hearts to that which was unfamiliar – and I think I've done a good job so far.

5. Naked men

I can appreciate the human body in all its form – being a homosexual doesn't exempt me from recognizing a beautiful woman when I see one – but the naked, medium-haired, reasonably fit man, according to my own bias, is the greatest gift. For which I will never need a receipt.

6. I live by my own rules

I spent my entire life up to the day I no longer had to rely on my parents for financial support apologizing for being gay and trying to appease those who didn't understand what that means. A decade-plus later I've come a long way. Today, I don't give a fuck what anybody thinks about my sexual orientation. This is my life. Come along or don't, but this ride isn't stopping for anybody.

7. My open-mindedness grants me access to experiences that many people are afraid of

From sexual exploration to building a life in New York City (the heart of Harlem, in fact) to marching in pride parades, being gay has opened up the world wider to me, and I'm better for it. I'm living my truth and learning every day about all the different people with whom I share this planet. So many cisgender men and women don't or (most often) won't allow themselves to experience what they're unfamiliar with or undereducated about, and thus spend their entire lives scared and

defensive and bitter. And then they die. Despite never having lived in the first place.

8. My humor, even as a defense mechanism, makes me more attractive

Attractiveness is relative. I'm not classically good-looking nor am I genetically predisposed to being physically fit. I have to work hard at it, and most of the time I just feel cute – to some people. I am funny though. My sense of humor was equally established as a result of my own intelligence – wit is not a learnable characteristic – and being forced to find a way to responsibly deal with all the shit life threw my way. I'm not alone either. So many of us are hilarious because we have to be. Which is OK with me. I'd rather gossip with the girls than ugly-cry over the Super Bowl any day.

9. I wouldn't have such a satisfying career

A lot of gay writers don't like to be called “gay writer.” But that's what I am. I'm a gay writer, and I have been for the past 15 years. This career has afforded me opportunities I wouldn't have had otherwise, and, frankly, I can't imagine what else I'd be doing or what other turn my life would've taken if I wasn't able to cathartically express my thoughts and frustrations and joys in print on a regular basis and get paid for it. It's the best job in the world for me, and it only exists for me because I'm gay.

10. My life would be completely different – and I love it just the way it is

Who knows where I'd be if I were straight. Married with kids? Single and feeling sorry for myself? Watching SportsCenter while stuffing my face with pepperoni Hot Pockets and masturbating to lesbian porn? (Not that there's anything wrong with that, of course.) The point is, my life would be different. It would've been different from the time I was a toddler, and I don't like that idea. Everything I've ever said and done, and all the people I've met along the way, the amazing relationship I'm in now has everything to do with me being gay, and I'm proud of it.

Early on if you'd have asked me to make a choice, I would've chosen to not feel different, to be like the other boys. But that's not what the world needed; there are plenty of “other” boys. There's only one me though – and for that I'm thankful.

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EQMI Gives Thanks in the Month of Thanksgiving

BY BTL STAFF

Tired of all the negativity in our country, our state and our community? It's enough to create a state of depression.

Since November is the month of Thanksgiving, EQMI is daring themselves (and members of the community) to turn that state around with an attitude of gratitude. It just may change that state to "good" and they'll start by giving thanks to their volunteers, community partners, donors, board members, petition-signers, sponsors and other who EQMI simply could not have made an impact without.

Thanks to members of the community, EQMI has successfully done the following:

- Delivered 2500 signatures to Lansing lawmakers to include sexual orientation and gender identity in Michigan's Elliott-Larsen Civil Rights Act (ELCRA) at Lobby Day, so people like a gay man from western Wayne County, whose identity was revealed at work, can't be fired from his job again or lesbians from Detroit can regain custody

“A very special thanks goes to EQMI's dedicated volunteers, who sacrifice their time, their homes, and their resources for the betterment of the organization and the LGBTQ community”

of the daughter they've raised together for 12 years. Visit <https://equalitymi.org/press-release-elcra> for more.

- Provided legal support and guidance to cities like Jackson and Westland who now have non-discrimination ordinances (NDO's) protecting Michigan's LGBTQ population. City by city, now NDO's cover more than 2.2 million Michiganders, but not Jessica

See next page

Holiday Events IN Birmingham

SMALL BUSINESS SATURDAY

November 25 / Downtown Birmingham Shop BIG and support the local economy on Small Business Saturday. Enjoy extra perks for shoppers & unique gift items for everyone on your list.

BIRMINGHAM WINTER MARKET

Featuring carriage rides, Santa Haus and Birmingham Tree Lighting December 1-3 / Shain Park The Birmingham Winter Market offers illuminated booths featuring traditional holiday crafts and decorations, art from local artisans, holiday greens, home décor and live entertainment. Tree Lighting - December 1 at 6 p.m.

SANTA HAUS & CARRIAGE RIDES

Throughout the Birmingham Winter Market event and the entire holiday season, children are invited to visit the Santa Haus under the pavilion in Shain Park. The community will also enjoy complimentary carriage rides offered throughout downtown Birmingham during the holiday season.



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► Equality Michigan

Continued from p. 28

and Julie, who after finding their ideal wedding venue in Holly, were told by the owner “I’m a Christian man... I don’t want your kind here.” Visit <https://equalitymi.org/anti-lgbt-wedding-venue/> to read their story.

- Increased the number of pop-up offices statewide from two to six, so a trans woman, among others, from the Tricities area can receive vital financial, legal and emotional resources from EQMI’s Department of Victim Services after she was nearly choked to death by her partner. Why is it important NDO’s are in place? Find out here: <http://gaybe.am/7m>.

- Built bridges on both sides of the aisle including at our Fall Event, check out more online at <https://equalitymi.org/event-gallery/> to advance full humanity and equality under the law.

“A very special thanks” goes to EQMI’s dedicated volunteers, who sacrifice their time, their homes, and their resources for the betterment of the organization and the LGBTQ community: Melani Mood, Marinda Mood, Tanya Bell, Paula Holly, Brandi Smith, Paris Carson, Travis Dean, Tahj Douglas, Courtney Haupt, Reilley Jones, Chad Jones, Kendell Jones, Liz Morgan, Zach Hill, Deadre Pickett, Kim Phinnessee, David Reid, Diondre Rice, Andrea Simon, Grayson Beras, Caroline Hatfield, Ryan Redoute, Patty Krupa, Peggy Lynch, Stephanie Leugood, Steven Wright, Luke Shaefer, Susie Shaefer, Jeremy Bloom, Chris Bergen and Tony Misuraca.

For more information about how to volunteer with Equality Michigan, visit <http://gaybe.am/9Y>.

► Gift Guide

Continued from p. 24

Seersucker Martini Belt

Hand-stitched and made to order, the martini needlepoint belt from Brewster Belt Co. adds a twist of whimsy to casual Fridays while reinforcing the comforting reality that it’s always five o’clock somewhere. Also available in a San Francisco landscape design prominently featuring the rainbow pride flag. \$165-\$175, brewsterbelt.com.

Happier Camper

Hitch vintage-inspired Happier Camper – outfitted with modern amenities, like the Adaptiv modular interior, USB ports, and other custom components – to the back of most vehicles for all-the-time hook-up-and-go getaways guaranteed to renew a zest for adventure. \$18,950+, happiercamper.com.

Mikey Rox is an award-winning journalist and LGBT lifestyle expert whose work has been published in more than 100 outlets across the world. He splits his time between homes in New York City and the Jersey Shore with his dog Jaxon. Connect with Mikey on Twitter @mikeyrox.



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Hear Me Out



9 Acts to See During the Next Year's Very Gay Concert Lineup

Kesha on the Rainbow Tour.

Save Your Pink Dollars, Gays!

BY CHRIS AZZOPARDI

Welcome to the gayest concert year of your life. For instance, if all you want for Christmas is a healthy dose of divadom wrapped in high notes and vocal ad-libs, you're in luck: the always-festive Mariah Carey is decking the halls of venues across the world on her first-ever Christmas tour. But now through 2018, other acts queers go crazy for, like Taylor Swift, Katy Perry, Shania Twain, P!NK and Lady Gaga, are also heading to a venue nearish you (if they already have, perhaps it's time for a jaunt?), as they take their respective new projects on the road.

Shania Twain, Now Tour

In our recent (very) gay press interview, I half-kiddingly told country-pop priestess Shania Twain 15 costume changes would be ideal for her upcoming tour, launching May 3 in Tacoma, Washington. (Hey, she asked!) Since she's only human, don't count on that many, but at least gay Shania devotees who have a

strong desire to see Taylor Swift's trailblazer in all things leopard print are in luck. "Gotta have a little flashback moment here and there, yeah!" she concurred enthusiastically. As she draws upon her Grammy-winning classic "Come on Over," as well as her first album in 15 years, "Now," the bound-to-be-impressive production promises plenty of opportunity for nostalgia and hot cowboys. That alone should impress everybody. <http://www.shaniatwain.com/tour>

P!NK, Beautiful Trauma Tour

If P!NK doesn't fly at a concert, is it still a P!NK concert? The committed aerial artist swoops into arenas starting in March and, TBH, I wouldn't be surprised if this is her most Adele concert yet. After all, her new power ballad-heavy album, "Beautiful Trauma," is rife with some of her most sophisticated vocal moments – who can't wait to see her Trump protest song "What About Us" live? – that don't necessarily need additional razzle dazzle. But hey, P!NK, if you wanna fly during "Raise Your Glass" again, by all means, work those silks, lady. <https://www.pinkspage.com/events>

Mariah Carey, All I Want For Christmas Is You Tour

And you thought Pride was gay! According to Kelly Osbourne, Mariah Carey's Christmas

extravaganza is the ultimate queer affair. "My favorite gay Christmas event is anything with Mariah," she says, noting all of Mimi's highly emotional gays (must be the diva's version of "O Holy Night"). "It's totally a gay event – I mean, have you gone?! It's so much fun." When I met the diva in August 2016 (you know, summertime for everyone except Mariah Carey) in Las Vegas, songs from her second holiday album, "Merry Christmas II You," played as background music in the meet-and-greet holding room. Which is to say, Mariah has been waiting for this day as long as you have. <http://www.mariahcarey.com/tour>

Taylor Swift, Reputation Tour

Approximately a billion thinkpieces will be written about pop star and cat mom Taylor Swift's monster of a new album, "Reputation," before her aggressive ruminations on boys and feuds tantalize arenas across the country. So, if you've got a blank space, baby, on your calendar next year and you're obsessing over "Getaway Car" and "Delicate" and "Don't Blame Me" and "Dress" – from the famed scribe's latest batch of pop sizzlers – as much as yours truly, just know it's never too early to start thinking about which cat shirt you should wear to the show. <https://taylorswift.com/events>

Lady Gaga, Joanne World Tour

Lady Gaga's "Joanne," a grittier foray into her dive bar days, was better on paper. But if you've ever basked in Gaga's live-show glow, she could literally eat meat from her meat dress for two hours while singing "God Bless America" with Tony Bennett and I know y'all would pay double. The "Joanne" tour pays homage to every incarnation of Gaga during its two-hour-plus runtime, from the simple pop gloss of her debut on through her queer AF "Born This Way" anthems and her stripped-down resurgence as Gaga the Rodeo Singer. During her unforgettable show at Little Caesars Arena in Detroit on Nov. 7, Gaga read a handwritten note from one of her gay Little Monsters about how she helped him to come to terms with his sexuality. Come for the state-of-the-art staging, stay for Gaga's big, loving heart. <https://www.ladygaga.com/tourdates>

Kesha, The Rainbow Tour (and special Jingle Ball events)

In a year that has royally sucked balls, thank Pebe Sebert for the birth of Kesha Rose. The glitter punk's tour-de-force comeback LP "Rainbow" is the survival album this wrecked world needs, and seeing it in all its vibrant hues during a recent Detroit stop was positively life-affirming. Though Kesha dipped into her back catalog for

indelible pop nuggets like “Tik Tok” and “We R Who We R,” the magical night was devoted to the singer-songwriter’s evolution into pop’s Lady Fortitude, as she took a firm stand on equality and worked her masterwork’s empowering crux. For nearly two hours, as Kesha shot glitter from a light-up hose and her two hopefully-on-Scruff backup dancers got jiggy with it, the “Rainbow” show was a testament to hope and all things bright and sparkly. <http://www.keshaofficial.com>

Tim McGraw and Faith Hill, Soul2Soul: The World Tour

It’s their love, it just does something to us. But that, all you country-lovin’ queers, isn’t the only reason to catch the Royal Couple of Country, Tim McGraw and Faith Hill, on their first tour together since 2001, the debut “Soul2Soul” tour, when some girl named Taylor Swift was their, yes, opening act. Obviously,



Tim McGraw and Faith Hill performing on the Soul2Soul Tour.

that tour was a massive success, because look what we made them do: hit the road yet again with their deep catalog of respective and collective hits, including “It’s Your Love.” And the production? Imagine Nashville in space. Like, why is there a futuristic theme? Is it the centrifugal motion? The perpetual bliss? I’ll tell you what’s bliss: seeing Faith Hill sing again. <http://soul2soultour.com>

Lorde, Melodrama World Tour

Where do broken hearts go? To drown in their shared sorrow at a Lorde “Melodrama” show, which will obviously become our new favorite

place to reckon with old Grindr “relationships” gone awry as we immerse ourselves in the New Zealander’s career high and pop-subverting, Kate Bush-ish “Melodrama.” The Guardian, which reviewed her London stop, cautions that you should leave your artsy expectations at the door – this is a pop concert dressed in chiffon, sad strings, Lorde’s no-fucks-given dancing and, blessedly, a cover of Phil Collin’s “In the Air Tonight.” <https://lorde.co.nz/tour>

Katy Perry, Witness: The Tour

In a perfect world, “Witness” would be a different, better album, but even God herself, Cher, can’t turn back time on that bumper of an album. So, Perry’s tour, for obvious reasons, will be style over substance, even more than usual. With “huge puppets, giant basketball goals, confetti and robot Venus flytraps,” according to the Courier-Journal, Perry might even give this chintzy batch of songs new life. If not, there’s always the 2,012th performance of “Fireworks” and, from what I hear, a show of mercy from the One Above in the form of a surprise appearance from Left Shark. <https://www.katyperry.com/tour>

Chris Azzopardi is the editor of Q Syndicate, the international LGBT wire service. Reach him via his website at www.chris-azzopardi.com and on Twitter (@chrisazzopardi).



Mariah Carey’s Christmas tour stops at the Colosseum at Caesars Windsor on Friday, Nov. 17.

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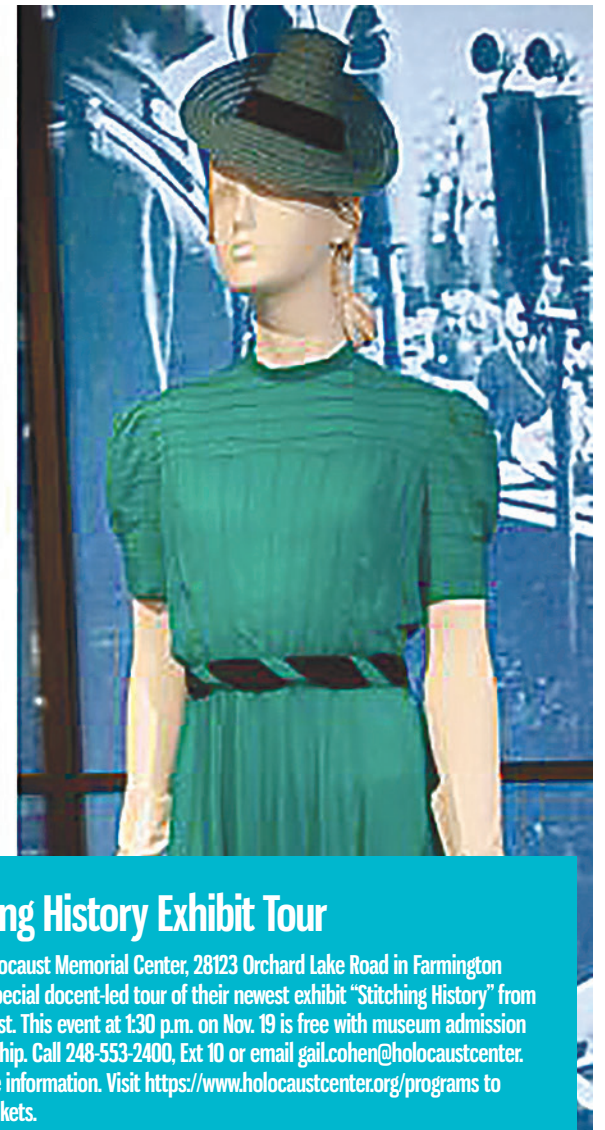
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Happenings

Stitching History Exhibit Tour

Join the Holocaust Memorial Center, 28123 Orchard Lake Road in Farmington Hills, for a special docent-led tour of their newest exhibit "Stitching History" from the Holocaust. This event at 1:30 p.m. on Nov. 19 is free with museum admission or membership. Call 248-553-2400, Ext 10 or email gail.cohen@holocaustcenter.org for more information. Visit <https://www.holocaustcenter.org/programs> to purchase tickets.

OUTINGS

Thursday, Nov. 16

Gender Non-Conformists 7 p.m. A social and support group for genderqueer, genderfabulous, transgender, gender-exploring folks and all those who transgress gender binaries. Affirmations, 290 W. Nine Mile Road, **Ferndale**. 248-398-7105. www.goaffirmations.org/programs-services/support-discussion-groups

Polyamory Network 7 p.m. Open and inclusive community of people living

polyamorously, people interested in polyamory and people of, friendly to and curious about polyamory. Welcomes diversity of sexual orientation and gender identity. Polyamory Network, 319 Braun Ct., **Ann Arbor**. 734-995-9867. jimtoycenter.org

Friday, Nov. 17

Woman 2 Woman 5:30 p.m. For lesbian, transgender and bi-attractional individuals. RSVP to Sharron Fincher via email. Woman 2 Woman, 20025 Greenfield Road, **Detroit**. sharronfincher@lgbtdetroit.org www.lgbtdetroit.org

Saturday, Nov. 18

Bisexual Peer Group 5 p.m. Meetings are a freeform discussion of current bi/pan/omni news, events, and other LGBT topics. Jim Toy Community Center, 319 Braun Court, **Ann Arbor**. 734-995-9867. paylor9@mac.com www.jimtoycenter.org/

LGBTQ with HPV 6 p.m. Support, discussion and activity group for anyone with HSV1/2 and HPV. Affirmations, 290 W. Nine Mile Road, **Ferndale**. 248-398-7105. haymer@goaffirmations.org www.goaffirmations.org

Sunday, Nov. 19

PFLAG Meeting 2 p.m. Info and Support Meeting PFLAG Tri-Cities, 2525 Hemmeter Road, **Saginaw Township**. 989-971-7085. leishashaler@gmail.com www.pflag.org

PFLAG Monthly Meeting 2 p.m. Entry from parking lot behind church. Every third Sunday. PFLAG Ann Arbor, 306 N. Division at Catherine Street, **Ann Arbor**. 734-741-0659. info@pflagaa.org www.pflagaa.org

Monday, Nov. 20

Brotherhood of Support 6 p.m. For transmasculine identified people ages 16 and older. Group is affiliated with FtM Detroit. FtM A2 Ypsi, 319 Braun Court, **Ann Arbor**. 734-995-9867. www.jimtoycenter.org/

Tuesday, Nov. 21

Intervention to Durable Recovery: The Power of Family 7:30 a.m. By best-selling authors Debra Jay and Jeff Jay. Practical, helpful, hopeful information about intervention and building a family recovery team. Free. Dawn Farm, 5305 Elliott Drive, **Ypsilanti**. 7344858725. info@dawnfarm.org www.dawnfarm.org/programs/education-series

Business Meeting and Thanksgiving Potluck 6 p.m. Equality Caucus, 1940 W. Atherton, **Flint**. www.facebook.com/events/832467033571491/

A Drag Queen Christmas - The Naughty Tour 7 p.m. National touring group with some of the country's best known drag performers. Contact The Fillmore Detroit for ticket information. Murray & Peter, 2115 Woodward Ave., **Detroit**. 8007453000. www.dragfans.com

Young Adult Group 7 p.m. For young people ages 18-24 Grand Rapids Pride Center, 343 Atlas Ave. SE, **Grand Rapids**. www.grpride.org

Ann Arbor TNG 8 p.m. For the kink and fetish community Jim Toy Community Center, 319 Braun Court, **Ann Arbor**. 734-995-9867. www.jimtoycenter.org/

Thursday, Nov. 23

Men's Social Group 7 p.m. Grand Rapids Pride Center, 343 Atlas Ave. SE, **Grand Rapids**. www.grpride.org

Support group for parents and transgender youth 7 p.m. Youth meet in the "youth lounge." Parents meet in room 100. Second and fourth Thursday of each month. Stand with Trans, 30450 Farmington Road, **Farmington Hills**. 248-739-9254. roz@standwithtrans.org www.standwithtrans.org

Red Umbrella Support Group 7:30 p.m. For individuals involved in the erotic labor industry. Sex Workers Outreach Project Michigan, 290 W. Nine Mile Road, **Ferndale**. 248-398-7105. www.goaffirmations.org

Saturday, Nov. 25

Smart Recovery 10 a.m. Smart Recovery offers people with any type of addiction a place to learn how to change unwanted behaviors through cognitive based methods. This is a non-12 step program, led by Smart Recovery trainers, and does not require abstinence. Affirmations, 290 W. Nine Mile Road, **Ferndale**. 248-398-7105. www.goaffirmations.org/programs-services/support-discussion-groups

Coming Out Over Coffee 10:30 a.m. A casual discussion group covering all aspects of coming out and the effects it may have on your life. Affirmations, 290 W. Nine Mile Road, **Ferndale**. 248-398-7105. www.goaffirmations.org/programs-services/support-discussion-groups

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Editor's Pick

Marginalia Book Club

The Marginalia Book Club hosted by the Salus Center and Capital Area District Libraries will meet from 6-8 p.m. on Nov. 21 at the Salus Center, 624 E. Michigan Ave. in Lansing to discuss fiction and popular non-fiction by queer and trans authors. The club prioritizes reading about intersecting oppressed identities, and from our own diverse experiences of gender and sexuality. November's book is "We the Animals" by Justin Torres. Copies will be available for purchase at Everybody Reads, 2019 E. Michigan Ave. in Lansing. For more information, visit www.facebook.com/SalusCenterMI/.



Open LGBT AA Meeting 11 a.m. Grace Episcopal Church, 341 Washington St., **Traverse City**. www.tcpolestar.org/

Friends and Families 12:30 p.m. Support group for friends and families of LGBTQ identifying persons. Affirmations, 290 W. Nine Mile Road, **Ferndale**. 248-398-7105. haymer@goaffirmations.org www.goaffirmations.org

Alcoholics Anonymous Brownbaggers 1:30 p.m. Affirmations, 290 W. Nine Mile Road, **Ferndale**. 248-398-7105. www.goaffirmations.org/programs-services/support-discussion-groups

Smeared Lipstick 3 p.m. A discussion group for self identified feminine lesbian women to identify issues specific to them. The group also does a monthly community service project to increase their visibility in every community. Affirmations, 290 W. Nine Mile Road, **Ferndale**. 248-398-7105. www.goaffirmations.org/programs-services/support-discussion-groups

Own Your Gender 7 p.m. For transgender, non-binary and gender and gender questioning people Grand Rapids Pride Center, 343 Atlas Ave. SE, **Grand Rapids**. www.grpride.org

GLBT AA 8 p.m. Jim Toy Community Center, 319 Braun Court, **Ann Arbor**. 734-995-9867. www.jimtoycenter.org

Sunday, Nov. 26

Gay Subtext Book Club 2 p.m. Email for more information. Gay Subtext Book Club, 610 Woodmere Ave., **Traverse City**. gaysubtext@gmail.com www.tcpolestar.org/

Transcend 4 p.m. For transgender and gender non-conforming individuals OutFront Kalamazoo, 340 S. Rose St., **Kalamazoo**. 2693494234. www.outfrontkzoo.org

LGBTQ Support Group 5 p.m. Unitarian Universalist Congregation, 6726 Center Road, **Traverse City**. www.tcpolestar.org/

Pride AA Weekly Meeting 6 p.m. OutFront Kalamazoo, 340 S. Rose St., **Kalamazoo**. 2693494234. www.outfrontkzoo.org

Pride NA Weekly Meeting 7 p.m. OutFront Kalamazoo, 340 S. Rose St., **Kalamazoo**. 2693494234. www.outfrontkzoo.org

Monday, Nov. 27

Department of Victim Services Open Office Hours 11 a.m. Contact Genny Maze, lead advocate, or Jaynce Poindexter, transgender advocate at jpoindexter@equalitymi.org, to schedule an appointment. Walk-ins welcome. Equality Michigan, 121 S. Garfield Ave. Suite A, **Traverse City**. 866-962-1147. gmaze@equalitymi.org www.tcpolestar.org/

Alcoholics Anonymous 5:45 Serenity 5:30 p.m. Affirmations, 290 W. Nine Mile Road, **Ferndale**. 248-398-7105. www.goaffirmations.org

goaffirmations.org/programs-services/support-discussion-groups

Lambda Group Open LGBT AA Meeting 5:30 p.m. Lambda Group, 341 Washington St., **Traverse City**. www.tcpolestar.org/

T-Time 6 p.m. Social gathering every fourth Monday of the month where trans folks can meet in a safe space. FtM A2 Ypsi, 307 N. River St., **Ypsilanti**. www.facebook.com/ftma2ypsi/

FtM Detroit Support Group 7 p.m. Support is limited to transmasculine, AFAB people who no longer identify as female, or are questioning, and their guests. FtM Detroit, 290 W. Nine Mile Road, **Ferndale**. 248-398-7105. ftmdetroit@gmail.com

Sexual Addicts Anonymous 7 p.m. Affirmations, 290 W. Nine Mile Road, **Ferndale**. 248-398-7105. www.goaffirmations.org/programs-services/support-discussion-groups

Whole Lives, Healthy Lives Adult Support Group 7 p.m. This one-of-a-kind program in Berrien County helps attendees support each other in healthy ways through active listening and caring feedback. OutCenter, 132 Water St., **Benton Harbor**. 269-925-8330. www.Outcenter.org

MUSIC & MORE

Ann Arbor Civic Theatre "A2CT Acting Workshop" Ann Arbor Civic Theatre is thrilled to announce that veteran actor, director, & instructor Glenn Bugala will be teaching a 5-session Acting 2 class focusing on scene work. Glenn is an actor & director who has directed many A2CT's critically acclaimed productions. A2CT Studio Theatre, 322 W. Ann St., Ann Arbor. Nov. 11 - Dec. 16. 734-971-2228. www.a2ct.org/classes-and-workshops

Detroit Symphony Orchestra "The Kris Johnson Group With Lulu Fall" Award-winning trumpeter Kris Johnson returns to the Cube with Lulu Fall for an evening of vibrant music elements. Tickets \$15-\$49. Max M. & Marjorie S. Fisher Music Center, 3711 Woodward Avenue, Detroit. 10 p.m. Nov. 17. 313-576-5111. www.dso.org/ShowEventsView.aspx?id=4699&prod=4698

Detroit Symphony Orchestra "Don Juan, Classical Series" The promiscuous adventures of Don Juan. ConcerTalk 11/18 at 7 PM, 11/19 at 2 PM: Get the most out of each Classical concert with informal presentations in Orchestra Hall one hour before the performance begins. Max M. Fisher Music Center, 3711 Woodward Ave., Detroit. Nov. 18 - Nov. 19. 313-576-5111. www.dso.org

Detroit Symphony Orchestra "The Music of Queen" Brody Dolyniuk channels the distinct vocals of Freddie Mercury for a "Bohemian Rhapsody" of hit after chart-smashing hit along with the DSO and a full rock band. They will rock you! Max M. Fisher Music Center, 3711 Woodward Ave., Detroit. Nov. 25 - Nov. 26. 313-576-

5111. www.dso.org

Detroit Symphony Orchestra "The Kris Johnson Group with Lulu Fall" Kris Johnson and Lulu Fall make their long awaited return to Detroit to celebrate the release of their new project, The Unpaved Road. Contact Max M. Fisher Music Center for ticket info. Max M. Fisher Music Center, 3711 Woodward Ave., Detroit. 10 p.m. Nov. 17. 313-576-5111. www.dso.org/cube

Michigan Theater "Sing-Along & White Christmas Movie!" Caroling is free with a ticket to the sing-along. With on-screen lyrics, interactive props, and more! Join us for caroling with the Barton organ from 7 to 7:30 PM. Bing Crosby and Danny Kaye play war buddies turned entertainers who fall for a pair of sisters (Rosemary Clooney and Vera Ellen). Michigan Theater, 603 E. Liberty St., Ann Arbor. 7 p.m. Nov. 24. 734-668-8397. www.michtheater.org

Static Network "Konrad Lee & The Hotsy Totsies with the Samauri Arkestra" PRESENTING FOR ONE NIGHT ONLY! THEE ONE & ONLY KONRAD LEE-LOUNGE SINGER EXTRAORDINAIRE featuring THE HOTSY TOTSIES AND THE SAMURAI ARKESTRA! Lots of music! Lots of dancing! Lots of absurdity! And, lots of FUN! He will perform classics from the 60s, 70s, 80s, 90s & 00s. Konrad Lee is what you would call the consummate performer, a Detroit gem, an acrobatic vocalist. A man of few words, unless music is playing. Tangent Gallery, 715 E. Milwaukee, Detroit. Nov. 17 - Nov. 17. 313-873-2955. www.facebook.com/events/399222680493920/

The Ark "Cheryl Wheeler w/sg Kenny White" Singer, songwriter, comedienne extraordinaire, Cheryl Wheeler, brings her poetry, modern folk music and humor to The Ark for one night. Tickets \$25. The Ark, 316 S. Main St., Ann Arbor. 8 p.m. Nov. 18. 734-761-1800. www.theark.org

The Ark "Loudon Wainwright III w/sg Lucy Wainwright Roche" Loudon Wainwright III is a cherished icon of American Folk Music, a dark, witty and touchingly songwriter and storyteller. Tickets \$25. The Ark, 316 S. Main St., Ann Arbor. 8 p.m. Nov. 16. 734-761-1800. www.theark.org

Dance

Detroit Symphony Orchestra "Swing Dance Party" Cocktails and live DJ at 7:30 p.m., dance lesson at 8:30 p.m. and live music with open dance floor at 9 p.m. Tickets: \$25-49. Max M. & Marjorie S. Fisher Music Center, 3711 Woodward Avenue, Detroit. 7:30 p.m. Nov. 18. 3135765111. www.dso.org/ShowEventsView.aspx?id=4726&prod=4725

THEATER

Beau Jest Contact Theatre for ticket prices. Williamston Theatre, 122 S. Putnam Road, Williamston. Nov.

See Happenings, page 38

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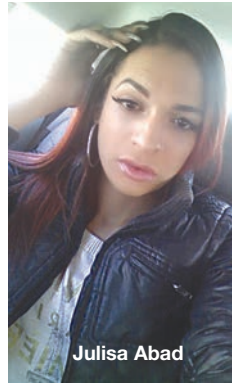
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Help Trans Women of Color This Holiday Season

BY BTL STAFF

Julisa Abad, director of transgender outreach for the Fair Michigan Justice Project, seeks support from the community to help her trans sisters who are experiencing homelessness. The mission of TeamABAD during the holiday and season is to help trans women of color find a place to sleep at night, eat a hot meal, get adequate clothing during the winter and build relationships with organizations who can help provide ongoing services.



Julisa Abad

“This is a glimpse of our reality:

60 percent of trans women of color earn less than \$10,000 a year, 26 percent are unemployed and transgender people are four times more likely to be homeless, beat up and yes, even killed,” said Abad. “So please, help us to help ourselves.”

To support TeamABAD, visit <https://www.gofundme.com/djb9ueb>.

JIGSAW Hosts Charity Drive for Ruth Ellis Center

BY BTL STAFF

This winter, Wayne State University’s JIGSAW is hosting a charity drive for the Ruth Ellis Center in Highland Park.

This effort runs now through January 15, 2018 and the following supplies have been requested for donation.

- Winter wear: coats, boots, gloves, hats, scarves, socks - new or gently used
- Hygiene supplies: soap, lotion, shampoo, conditioner, toothpaste, toothbrushes
- Beauty supplies: makeup, nail polish, hair products (especially for type four hair)
- School supplies: agendas/planners (no dates, so they never expire), composition books

Please do not gift wrap or enclose supplies. Package contents must be verified before donation. Deliver supplies Monday-Friday, 8:30 a.m. - 5 p.m. to the Quoffice, Room 361 or to the Office of Multicultural Student Engagement (OMSE), Room 791 – both at the WSU Student Center Building, 5221 Gullen Mall in Detroit. Drop-off locations will be closed during university holidays.

Cash donations and checks payable to the Center can be delivered to Tom at the OMSE during office hours. To donate online, visit www.ruthelliscenter.org/for-donors. Email Cara at ft9709@wayne.edu for more information or to inform JIGSAW of online donations made.

LGBT Detroit Welcomes New Staff Member Jacquelyn Hippe

BY BTL STAFF

A new counselor and community advocate, Jacquelyn Hippe, LLMSW, will join the LGBT Detroit staff on Dec 1. She will be responsible for client-centered counseling, support group facilitation and community outreach.

Hippe has extensive experience in trauma-related social services throughout the Detroit area. She received her bachelors of arts in women’s studies from the University of Michigan and a master’s degree in social work from Wayne State University’s School of Social Work. Hippe is a native of Lansing and a resident of Metro Detroit.

“The LGBT Detroit community will certainly benefit from having Ms. Hippe on our staff,” said Curtis Lipscomb, executive director of LGBT Detroit. “Due to the State of Michigan’s belief in



Jacquelyn Hippe

our mission, Ms. Hippe’s contribution will enable LGBT Detroit to strengthen our services by offering opportunities to help heal and support LGBT people traumatized by domestic and sexual

violence.”

LGBT Detroit has been granted an award from Michigan’s Crime Victims Service Commission with funding from The Victims of Crime Act of 1984 (VOCA). The focus of VOCA is to help victims of criminal actions through means other than punishment of the criminal.

“I am excited that Ms. Hippe has joined our team,” said Danny Inman, program coordinator at LGBT Detroit. “Her role helps to expand our programs and services and makes it possible to provide much-needed services for LGBT people.”

To seek counseling for trauma related social services, please contact Hippe at JacquelynHippe@lgbtdetroit.org or 313-397-2127.

VegBash Coming to Metro Detroit’s East Side

Black Friday Event is a Green Affair with Plant-Based Food, Drink, Wellness and Shopping

BY BTL STAFF

MI Green Team recently announced a partnership with The Quintessential Event Company to bring its popular vegetarian/vegan event series, VegBash, to metro Detroit’s east side. The East Michigan VegBash will be held on Nov. 24 from 3-8 p.m. at the historic Packard Proving Grounds, 49965 Van Dyke Rd. in Shelby Township.

Bill Lonskey, VegBash founder, describes the event series as a “celebration of creative and flavorful vegetarian and vegan cuisine, libations and living,” developed in response to “an outpouring of interest by vegetarians, vegans and those simply wishing to lead a healthier lifestyle.” The upcoming event will be the fourth

VegBash and first event of its kind in Macomb County.

As with past events, the VegBash will offer food, tastings, samples and drinks from many outstanding restaurants, caterers and food trucks, as well as live musical entertainment, an extensive shopping emporium of plant-based natural products, on-site parking, and \$5 in concessions vouchers with each adult ticket. MGT will add green/healthy living exhibitors to the lineup, along with free massage and wellness checks, door prizes and leading educators offering presentations, food demos and networking opportunities.

“As a vegan myself, I’m excited to produce a major plant-based living event and am encouraged by the crowds at the recent Royal Oak and Ann Arbor

VegBash events,” stated John Batdorf, MGT general manager. “We look forward to serving the growing health-conscious, veg-curious community on the east side, with healthy, ‘greener’ food and shopping options on Black Friday.”

Event details and tickets are available at www.emivb.com. Online tickets are \$10 per adult and \$7 per student/senior, each offering \$2 savings over tickets purchased at the door. Event information and updates are also available at www.vegbash.com as well as the “Greater Detroit VegBash” and “MI Green Team” Facebook pages.

For information on exhibiting, vending or volunteering, visit www.migreenteam.com/VegBashParticipate.



The Gay and Lesbian Alliance at FCA US (GALA) is one of seven business resource groups at the Company. These employee-directed groups pursue initiatives that celebrate multicultural differences and bring value to the larger community through volunteer, charitable, career-building and strategic activities. GALA's objectives include promoting a positive awareness of LGBTQ people and issues within FCA US and to ensure that the Company's products and services are tailored to diverse customers.

FCA US Achieves Top Score For LGBTQ Workplace Policies and Benefits

BY BTL STAFF

FCA US LLC is one of a select group of leading employers to achieve a 100 percent rating on the Human Rights Campaign's 2018 Corporate Equality Index.

The annual CEI report rates employers on their LGBTQ workplace policies and benefits. A 100 percent rating indicates a company provides full parity for domestic partner benefits, not only in basic medical coverage, but in dependent care, retirement and other benefits that affect the financial and medical well-being of families. A 100 percent rating also signifies coverage for transgender individuals for medically necessary care — a community the HRC notes has historically been overlooked.

The HRC rated nearly 1,000 employers for the 2018 report, including the entire Fortune 500. The top rated businesses span nearly every industry and major geography of the U.S.

"FCA US is proud of our longstanding support of our LGBTQ employees, customers and communities," said Kelly Tolbert, head of diversity, FCA US LLC. "Our consistent record of providing an inclusive work culture and benefit parity for our LGBTQ employees represents our core belief in the talents and potential of our people."

The Company was the first automaker to offer domestic partner benefits to employees

in 2000 and has attained a 100 percent CEI rating eleven times since the benchmark was established in 2002.

"Solid performance by FCA US on the Corporate Equality Index demonstrates the Company's commitment to creating and sustaining a supportive and inclusive work culture," said Kelly Hanlon, chair of GALA. "Scoring a 100 percent on the CEI has been a source of pride for the Company, especially its LGBTQ employee community."

GALA is one of seven business resource groups at FCA US. These employee-directed groups pursue initiatives that celebrate multicultural differences and bring value to the larger community through volunteer, charitable, career-building and strategic activities. GALA's objectives include promoting a positive awareness of LGBTQ people and issues within FCA US and to ensure that the Company's products and services are tailored to diverse customers.

According to the 2018 report, "since the CEI's inception in 2002, America's largest employers, including so many with a global footprint, have embraced LGBTQ inclusion as a best business practice. Protections for employees on the basis of sexual orientation and gender identity are now non-negotiable components of business operations."

The HRC's 2018 Corporate Equality Index report is available at www.hrc.org/cei.

The NATIONAL LGBTQ TASK FORCE invites you to a gathering of our community

Friday, December 1, 2017
5:30 p.m. – 7 p.m.

At the home of Mary Harper and Marigene Arnold



We believe we need to be together at this critical time for the LGBTQ community, our allies, and our country. Kathleen Campisano, Organizing and Training Director of the National LGBTQ Task Force, will be our honored speaker. She will tell you about the critical work the Task Force has done in Michigan and other states, as well as our plans to continue to be a leader in the resistance to the Trump administration and how you can be involved.



Drinks, light fare provided. Suggested donation: \$100. Address provided upon RSVP

We hope you will consider becoming a Leadership Council member of the Task Force, with a minimum donation of \$1,500 annually. If you cannot attend, please consider making a gift to the Task Force at www.thetaskforce.org/kalamazoo

Hosts:
Mary Harper, Board member
John Allen, member of the National Advisory Council and former Board member
Jon Hoadley, member of the National Advisory Council
Susan Horowitz, former Board member
Jan Stevenson, former Board member

To RSVP, visit
www.thetaskforce.org/kalamazoo

CAREER FAIR

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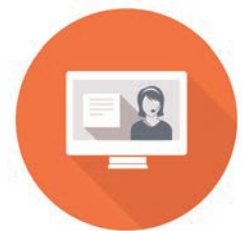
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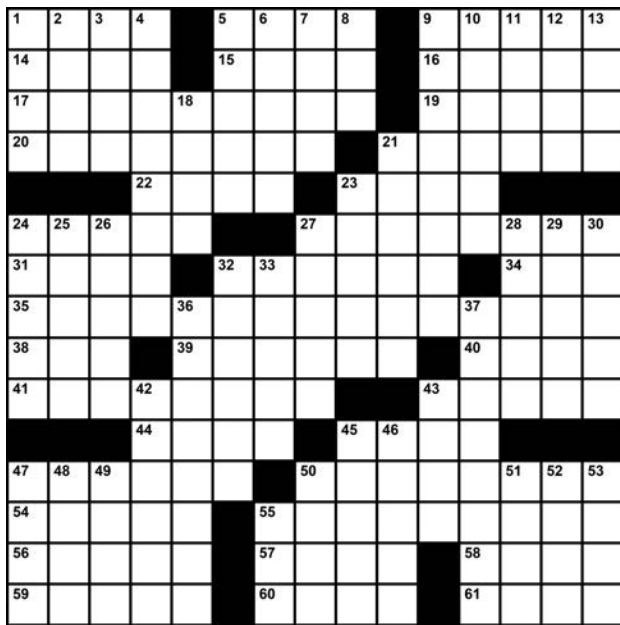
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Q Puzzle



Kurt Response

Across

- 1 Put out a feeler
- 5 Opposite of loads
- 9 They're sucked, in insults
- 14 Reed in a Ned Rorem work
- 15 Dick, for one
- 16 Show penitence
- 17 Somewhat unconventional gay teenager Ian in 55-Across
- 19 Transsexual Richards
- 20 Hans Christian of fairy tales
- 21 Chris, who plays 47-Across

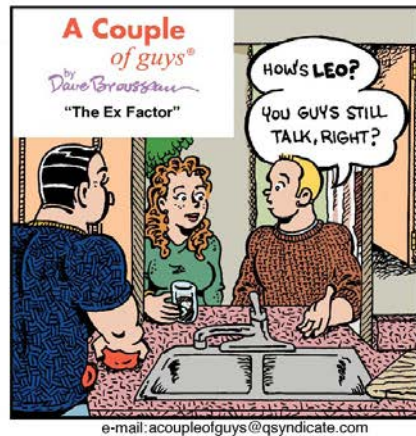
- 22 Help reelect Tammy Baldwin, e.g.
- 23 Become wearisome
- 24 Silky undies material
- 27 Shackled
- 31 Meadow moms
- 32 Milk container
- 34 Scandalous suffix
- 35 Actor who plays Ian and described him as the "anti-Kurt"
- 38 Cooking meas.
- 39 Keyboardists finger them
- 40 Circumcision, e.g.

- 41 Near future
- 43 Karen does this on Jack on "Will and Grace"
- 44 Some of Sappho's vowels
- 45 Stick it in a tough guy
- 47 Somewhat stereotypical gay teenager Kurt in "Glee"
- 50 Former Arizona legislator
- 54 Rehoboth Beach setting
- 55 Showtime comedy-drama set in Chicago
- 56 "The Pink Panther" director Edwards
- 57 Hatcher of "Desperate Housewives"
- 58 Iroquoian tongue
- 59 Rock Hudson's "Gun Fury," for one
- 60 Plaything for a kitten
- 61 Somewhat like Christina Crawford's mommie

Down

- 1 It covered Caesar's Johnson
- 2 Abba not of "Mamma Mia!"
- 3 "Gone," at an auction
- 4 Put on "Logo," for example
- 5 Drama queen's emotion, perhaps
- 6 California border lake
- 7 Baldwin's "The ___ Corner"
- 8 Article of Rainer Maria Rilke
- 9 Dorothy Allison's :Bastard out of ___ "
- 10 Titular tenor of Verdi
- 11 Eastern, to the Washington Mystics (abbr.)
- 12 Trick joint, maybe
- 13 Prefix with sucker
- 18 "East of Eden" son
- 21 Church laws, to Bishop Gene Robinson
- 23 Spike used to climb ev'ry mountain
- 24 Factions that sound like fornicating?
- 25 Up to one's butt (in)
- 26 Beat, to Barber
- 27 Spin doctor
- 28 Like a rare game, in Glenn Burke's sport
- 29 Tickle pink
- 30 Ophelia and Hamlet or Claire
- 32 Place for stallions
- 33 One of the thanes in "Macbeth"
- 36 More like something in the state of Denmark
- 37 Got down on one's knees
- 42 "The Bird Cage," to "La Cage aux Folles"
- 43 Emulate Greg Louganis
- 45 Rocker Ringo
- 46 Leave no escape for
- 47 Judy Garland concert persona
- 48 NCAA home of the Bruins
- 49 Sexual partners, to the insensitive
- 50 Where the Mets once waved their sticks
- 51 Mother of 50 million Frenchmen
- 52 Mishima's continent
- 53 River of the country of the Singing Nun
- 55 Filthy digs

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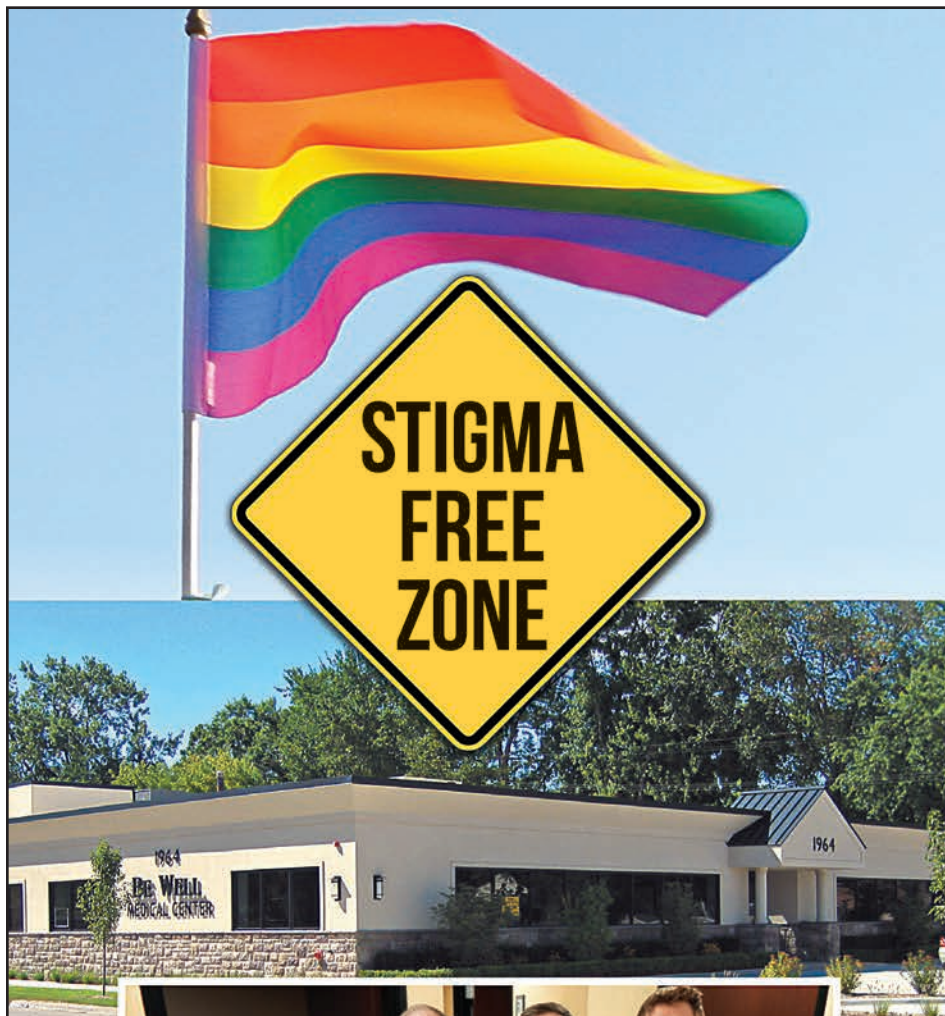
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Editor's Pick

Wild Lights at the Detroit Zoo

The Detroit Zoo will light up the night again this holiday season with Wild Lights, a spectacular light display. For 24 nights, more than five million LED lights will illuminate trees, buildings and more than 230 animal sculptures throughout the front half of the Zoo at 8450 W. 10 Mile Road in Royal Oak. Wild Lights, sponsored by Strategic Staffing Solutions, will be held Nov. 18-19, 24-26; Dec. 1-3, 8-10, 15-17, 20-23, 26-31. Tickets are available online at detroitzoo.org/events/zoo-events/wild-lights; the cost ranges from \$10 to \$16. Parking is \$7 per car.



Happenings

Continued from p. 33

16 - Dec. 23. 517-655-SHOW. www.williamstontheatre.org

Professional

61st Season Black Tie Celebration Join the celebration with keynote speaker, Tonya Allen, Skillman Foundation President. Includes champagne and appetizers, Cash bar. All tickets \$75. Contact for tickets, sponsorships and contributions. . Detroit Repertory Theatre, 13103 Woodrow Wilson, Detroit. 6:30 p.m. Nov. 18. 313-868-1347. www.detroitreptheatre.com

A Bright Room Called Day Unabashedly political, thought provoking, even a little scary and a good deal of theatrical fun! Contact for ticket info. The Theatre Company, The Marlene Boll Theatre, 1401 Broadway, Detroit. Through Nov. 19. 3139933270. www.detroitmercyarts.com

A Raisin in the Sun Tickets are \$20-\$23.50. Stagecrafters, Baldwin Theatre, 415 South Lafayette, Royal Oak. Through Nov. 18. 2485418027. www.stagecrafters.org

A Streetcard Named Desire Tennessee Williams story of secrets and passion erupt under the New Orleans heat. Contact for ticket info. Theatre & Dance at Wayne, Hilberry Theatre, 4743 Cass Ave., Detroit. Through Nov. 19. 313-577-2972. www.theatreanddanceatwayne.com

Miss Nelson is Missing! Tickets: \$25. Olympia Entertainment, City Theatre, 2301 Woodward Ave., Detroit. Nov. 25 - Nov. 26. 313-471-6611. www.olympiaentertainment.com

Resisting by David Wells Tickets: \$20. Pay-What-You-Can tickets available. Based on a true story, a young black woman who begins to film an incident of police brutality is subjected to shocking treatment herself and becomes embroiled in a legal case that never should have been. Theatre Nova, 410 W Huron, Ann Arbor. Through Nov. 19. 734.635.8450. www.theatrenova.org

Stagecrafters "A Raisin in the Sun" Tickets are \$20-\$23.50. Baldwin Theatre, 415 South Lafayette, Royal Oak. Nov. 3 - Nov. 18. 2485418027. www.stagecrafters.org

Swimming Upstream Tickets: \$20. World Premiere by Rich Rubin, Detroit Repertory Theatre, 13103 Woodrow Wilson, Detroit. Through Dec. 23. 313-868-1347. www.detroitreptheatre.com

The Marriage of Figaro The classic opera with music by Wolfgang Amadeus Mozart. Check website for ticket information. Michigan Opera Theatre, Detroit Opera House, 1526 Broadway St.,

Detroit. Nov. 11 - Nov. 19. 313-237-SING. www.michiganopera.org

The Wizard of Oz A spectacular new national tour of the beloved Wizard of Oz. 313 Presents, Fox Theatre, 2211 Woodward Ave., Detroit. Nov. 25 - Nov. 26. 3134716611. www.313presents.com

ART 'N' AROUND

Ann Arbor District Library "The Battle Over Oscar Wildes Legacy" Years after Oscar Wildes death, two of his closest friends engaged in a bitter battle over Wildes legacy and who was to blame for his downfall and early death. The feud had long-lasting repercussions, not only for the two men, but also for how we remember Oscar Wilde today. Ann Arbor District Library Downtown Branch, 343 S 5th Ave, Ann Arbor. 7 p.m. Nov. 17. (734) 327-4200. <http://www.aadl.org/node/365701>

Detroit Institute of Arts "Church - A Painter's Pilgrimage" One ticket sends you on two artistic adventures -- Monet: Framing Life and Church: A Painter's Pilgrimage. Travel to distinct places and time in history to experience the world as these two artists did. Check website for details! Detroit Institute of Arts, 2100 Woodward Ave., Detroit. Nov. 9 - Jan. 14. 313-833-7900. www.dia.org

Detroit Symphony Orchestra "Art @ The Max III Gallery Tours" Join gallery curator Steve Panton for a guided tour of the Art @ The Max III exhibition featuring the works of Detroit artists Matt Corbin, Scott Hocking, Sydney G. James, Nicole Macdonald, Jo Powers, Maya Stovall, and Andrew Thompson. Tours begin at 230 pm and 330 pm, and will convene at the 1st floor Atrium. This event is free and open to the public. Max M. & Marjorie S. Fisher Music Center, 3711 Woodward Avenue, Detroit. 1:30 p.m. Nov. 25. 3135765162. <https://www.dso.org/>

Equality Michigan "Metta Yoga Project" All are invited to participate in the Metta Yoga Project, a one hour yoga class for all levels, with 15 minute kindness meditation. All proceeds benefit Equality Michigan. \$20 donation is suggested (more or less gratefully accepted) Michigan School of Professional Psychology, 26811 Orchard Lake Road, Farmington Hills. 11 a.m. Nov. 18. www.equalitymi.org/

Flint Institute of Arts "The Art of Containment" 50 plus Vessels from Bloomfield Hills resident Sidney Swidler's Collection, curated & amassed over 30 years! Tickets: Adults \$7, Kids \$5, Senior Citizens \$5, Free under 12, FREE SATURDAYS! Flint Institute of Arts, 1120 E. Kearsley St., Flint. Oct. 11 - March 18. 810-234-1695. <https://flintarts.org>

Flint Institute of Arts "Size Matters" Big and small works from the FIA Collection Flint Institute of Arts, 1120 E. Kearsley St., Flint. Sep. 16 - Dec. 30. 8102341695.

flintarts.org

Lawrence Street Gallery "Face and Heart: Visions Behind Walls of Continuity" This is a two-woman show featuring internationally-acclaimed artists Nora Chapa Mendoza and Martha Ramirez-Oropeza. . 22620 Woodward Avenue, Ferndale. Now till Nov. 24. 248-544-0394. www.lawrencestreetgallery.com

Made in The Mitten Store "Made in The Mitten Holiday Market" A great holiday shopping experience! Made in The Mitten is a Michigan artist inspired marketplace, showcasing the work of Michigan artists from all over and their craft. Admission \$2 for adults, kids under 10 free! Made in The Mitten, 706 S. Washington Ave., Royal Oak. 5 p.m. Nov. 25. 248-850-3268. www.madeinthemittenstore.com

Penny Stamps Distinguished Speaker Series "Lucy McRae: Future of Wellness" Lucy McRae is a sci-fi artist, designer, body architect, and filmmaker placing the human body in complex, futuristic scenarios that confound the boundaries between the natural and artificial. Michigan Theater, 603 E Liberty St., Ann Arbor. 5:10 p.m. Nov. 16. 7347643464. https://stamps.umich.edu/stamps/detail/lucy_mcrare

Plant Based Nutrition Support Group "A Plant Based Holiday Cooking Extravaganza" Enjoy plant-based cooking demonstrations of dishes sure to impress at holiday dinners. Chefs from GreenSpace, Clean PlateCacao Tree, Ann Arbor Vegan Kitchen, Reluctantly Vegan, GladiatorVeg, Chef Veggi and the PBNSG Culinary Curator. Try delicious samples and get recipes to make these mouthwatering dishes at home! Tickets are \$20 online until November 15th and \$25 at the door while supplies last Seaholm High School, 2436 West Lincoln, Birmingham. 6:30 p.m. Nov. 16. 248-919-8726. www.pbns.org/Events

Signal-Return "INK UP!" Come celebrate our 6th anniversary at our annual fundraiser, in the studio, in the store and in the street! Join us in an action-packed celebration! This year, we welcome Third Man Records as party co-hosts. Children and teens admission is free! Signal-Return is a 501c3 nonprofit arts organization and all money raised go to support our innovative programming for the upcoming year. Signal-Return, 1345 Division St Ste 102, Detroit. 6 p.m. Nov. 17. 313-567-8970. www.signalreturnpress.org/ink-up/

The Guild of Artists & Artisans "Royal Oak Farmers Market Art Fair" 75 Artists, Food Trucks, Beer/Wine and Entertainment! Check website for details. Royal Oak Farmers Market, 316 E. 11 Mile Road, Royal Oak. Nov. 16 - Nov. 17. 248-246-3276. www.theguild.org/fairs/royal-oak-market-art-fair-edition

In adults with HIV on ART who have diarrhea not caused by an infection



Tired of planning your life around diarrhea? **Enough is Enough**

Get relief. Pure and simple. Ask your doctor about Mytesi.

Mytesi (crofelemer):

- Is the **only** medicine FDA-approved to relieve diarrhea in people with HIV
- **Treats diarrhea differently** by normalizing the flow of water in the GI tract
- Has the same or fewer side effects as placebo in clinical studies
- Comes from a tree sustainably harvested in the Amazon Rainforest

What is Mytesi?

Mytesi is a prescription medicine that helps relieve symptoms of diarrhea not caused by an infection (noninfectious) in adults living with HIV/AIDS on antiretroviral therapy (ART).

Important Safety Information

Mytesi is not approved to treat infectious diarrhea (diarrhea caused by bacteria, a virus, or a parasite). Before starting you on Mytesi, your healthcare provider will first be sure that you do not have infectious diarrhea. Otherwise, there is a risk you would not receive the right medicine and your infection could get worse. In clinical studies, the most common side effects that occurred more often than with placebo were upper respiratory tract (sinus, nose, and throat) infection (5.7%), bronchitis (3.9%), cough (3.5%), flatulence (3.1%), and increased bilirubin (3.1%).

For Copay Savings Card and Patient Assistance, see Mytesi.com

Please see complete Prescribing Information at Mytesi.com.

NP-390-32

Mytesi[®]
(crofelemer) 125 mg
delayed-release tablets

RELIEF, PURE AND SIMPLE

IMPORTANT PATIENT INFORMATION

This is only a summary. See complete Prescribing Information at Mytesi.com or by calling 1-844-722-8256. This does not take the place of talking with your doctor about your medical condition or treatment.

What Is Mytesi?

Mytesi is a prescription medicine used to improve symptoms of noninfectious diarrhea (diarrhea not caused by a bacterial, viral, or parasitic infection) in adults living with HIV/AIDS on ART.

Do Not Take Mytesi if you have diarrhea caused by an infection. Before you start Mytesi, your doctor and you should make sure your diarrhea is not caused by an infection (such as bacteria, virus, or parasite).

Possible Side Effects of Mytesi Include:

- Upper respiratory tract infection (sinus, nose, and throat infection)
- Bronchitis (swelling in the tubes that carry air to and from your lungs)
- Cough
- Flatulence (gas)
- Increased bilirubin (a waste product when red blood cells break down)

For a full list of side effects, please talk to your doctor. Tell your doctor if you have any side effect that bothers you or does not go away.

You are encouraged to report negative side effects of prescription drugs to the FDA. Visit www.fda.gov/medwatch or call 1-800-FDA-1088.

Should I Take Mytesi If I Am:

Pregnant or Planning to Become Pregnant?

- Studies in animals show that Mytesi could harm an unborn baby or affect the ability to become pregnant
- There are no studies in pregnant women taking Mytesi
- This drug should only be used during pregnancy if clearly needed

A Nursing Mother?

- It is not known whether Mytesi is passed through human breast milk
- If you are nursing, you should tell your doctor before starting Mytesi
- Your doctor will help you to decide whether to stop nursing or to stop taking Mytesi

Under 18 or Over 65 Years of Age?

- Mytesi has not been studied in children under 18 years of age
- Mytesi studies did not include many people over the age of 65. So it is not clear if this age group will respond differently. Talk to your doctor to find out if Mytesi is right for you

What Should I Know About Taking Mytesi With Other Medicines?

If you are taking any prescription or over-the-counter medicine, herbal supplements, or vitamins, tell your doctor before starting Mytesi.

What If I Have More Questions About Mytesi?

For more information, please see the full Prescribing Information at Mytesi.com or speak to your doctor or pharmacist.

To report side effects or make a product complaint or for additional information, call 1-844-722-8256.

Rx Only

Manufactured by Patheon, Inc.

for Napo Pharmaceuticals, Inc. San Francisco, CA 94105

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Mytesi comes from the *Croton lechleri* tree harvested in South America.



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award winning designs



Customize your own
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