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Top row, left to right: Delawrence Sykes, Joshua Wells, Michael Smith, Antonio Williams, Clint Dawson, Chris Sutton, Chris Graffon, Brian Jennings. Bottom row, left to right: Eric Anderson, Damon Percy, Brandon McColl. BTL Photo: Jamie Feldman.

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Over $30,000 Raised for Services at Affirmations
‘No Place Like Home’ Fundraiser

BY EVE KUCHARSKI

In under 10 minutes last Friday, community members pulled together just over $10,000 for the Affirmations LGBTQ community center. As soon as that sum was made official, two $10,000 matching grants were pledged by DTE Energy and longtime supporters of the center Margo Dichtelmiller and Nancy Katz, creating a final sum of $30,600. The July 19 event was the kick-off for the No Place Like Home Campaign in honor of the center’s 30 years in existence, as well as a community pull to encourage both new and longtime community members to reconnect with Affirmations. Center Executive Director Dave Garcia thanked the crowd after meeting the match, outlined the campaign and talked about his experiences running the Los Angeles LGBT Center.

“I'm not going to lie, the last few months have been difficult, the last five years of this organization have had ups and downs, but this is a 30-year organization and I want you all to think about one thing: what 30-year relationship doesn’t have its share of ups and downs? And that’s what the community center is, it’s a relationship to the community,” Garcia said. “What I learned in LA is that while the scale may be greater, there is nothing Los Angeles is doing that we can’t do here. Nothing. And so, we are launching the coming home campaign because it’s personal, because I came home from LA, but more importantly, for 30 years, I want anybody who has ever been touched by Affirmations, who has ever donated to Affirmations to come back to the community center.”

However, as successful as the fundraising kick-off night was, Garcia made sure to clarify that the No Place Like Home Campaign will be running continuously until the Thanksgiving holiday. That’s because the center’s minimum goal for this campaign is $50,000 to ensure that Affirmations “to get through to the end of the year when we can have grants continue to come back to the organization.”

“Because the truth is, when I left Affirmation five years ago, we had a couple-dozen grants and now we have zero grants. I’ve been out to have conversations with grant partners that I know have supported us consistently in the past and in those face-to-face conversations, almost all of them have agreed to start investing in Affirmations again — but grants don’t happen overnight,” he said. “We’ve got to get them in, and then they’ve got to be approved. And so, I haven’t even budgeted for those grants until November and December.”

Other Milestones and Impacts

The event also honored former Executive Director Leslie Thompson for her work and was also the debut of Affirmations’ brand-new Cyber Center. The Center made possible via donations from the David Bohnett Foundation, a nonprofit grant-making organization that specializes in social activism.

“And now we have eight brand-new Mac computers in our Cyber Center and I put them upstairs facing 9 Mile so people can see them in the community and come in and use them any time that they want,” Garcia said.

Garcia added that this show of community and national support only underlines the importance and value of LGBTQ centers like Affirmations. In his address to the crowd, newly appointed Development Director John Joanett agreed.

“This place represents home to me on lots of levels. When I returned, I struggled with addiction coming out of a divorce and this place provided the comfort that I needed and the support that I needed through our AA groups. And that’s what gave me a life worth living,” he said. “And it is just amazing that after running organizations in three different states that I get to come back home and partner with Dave and the board and all of you to make sure that we sustain this organization for all the generations that will come after us.”

New Ways to Aid Affirmations

Garcia made sure to emphasize that the Coming Home Campaign is more than a single-day fundraiser, it’s an ongoing commitment dedicated to ensuring the center’s longevity. This will be done, he said, via a two-tiered system.

“It has two obvious goals: one is to raise funds for the center, and the other is to increase our volunteer base, which has dwindled over the last five years. And the two key ways that we’re going to increase volunteers is an opportunity to join the Aff-Advocates, which will be an advocacy and a policy group of community members and staff,” he said, “or they can join the new Entertainment and Enrichment committee. And that is all entertainment and enrichment activities for the center.”

As an Aff-Advocate, volunteers will be able to help the center tackle policy issues confronting the LGBTQ community locally and nationally, and calling attention to local candidates who are invested in aiding LGBTQ causes. Garcia said that not only was a similar program popular when he worked at the Los Angeles LGBT Center but it was successful.

“Because the reality is that our community is under constant attack and that attack comes directly from Washington, D.C.,” he said. “So, whether it is the transgender military ban, whether it is conversion therapy, whether it is the president of the United States writing an executive order making it legal to discriminate against us in health care as long as their weapon of choice is religion, we have a responsibility as a community center, all of us here today, to protect everybody.”

Those involved in the enrichment committee will be known as Aff-All-Stars, and they will be responsible for ensuring that Affirmations’ 17,000 square feet are being used efficiently to represent the community’s needs.

“So, for example, we have two pianos in the gallery in the lobby, and someone said to me the other day, ‘Can we have a night with wine and cheese and maybe a Disney-themed dueling piano?’ I’m like, ‘Of course, we can!’ We can do anything that we want to and we should be,” Garcia said. “So, that’s more fun activities that people just like you and I would want to come to, whether that’s theater or concerts or anything along those lines. And we have a beautiful building that we own, the mortgage is paid, it’s ours, it’s yours and we can do all kinds of things.”

To find out more about Affirmations, its upcoming events and how to get involved visit goaffirmations.org.
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Calling All Bears

The Black Bear Brotherhood is Detroit’s Newest Social Collective Dedicated to Centering Black Gay Men of Color

BY EVE KUCHARSKI

For many members of the LGBTQ community it’s a familiar uncomfortable feeling: walking into a public or social space and feeling unsure if being open about one’s identity will be welcomed or not. And depending on the progressiveness of a person’s community, situations like this one might, intentionally or not, be frequent. This issue can be complicated further, too, for those who do not have the luxury of being discreet about their sexual orientation or gender identity. And for LGBTQ people of color, instances of discrimination are even more frequent (see panel below). It’s also something with which Black Bear Brotherhood Founder L. Michael Gipson was all too familiar.

“Detroit is my sixth city since high school. And so, you get kind of good at making new friends and being the new person in the state,” he said. “I’ve lived in Detroit for about 4½, going into five, years come October. … One of the things that I noticed was that most of what was available for black gay men are catered to a couple of markets. So, if you were young and urban there was the Woodward. … If you were white you had multiple places that you could go to depending on your scene.”

But for bears, gay men of size often with a lot of body hair, and specifically for those of color over 30, there were no regular hangouts or meetup spots available.

“They could congregate at the Hayloft (Saloon) or at Menjo’s, grab a beer, and they would all be more or less in the corner together,” Gipson said. “It wasn’t like they were in seamlessly integrated spaces where they were part and parcel of the community and [in] those rooms it was very clear that they were not.”

So, roughly two years into living in Detroit, Gipson decided to throw a party. Unbeknownst to him, that gathering would take off and eventually become one of Detroit’s newest LGBTQ social collectives: The Black Bear Brotherhood.

First Meetings

After mulling over what kind of celebration would be best, Gipson settled on a tradition that he had seen done in Philadelphia “back in the early aughts.”

“It also piggybacked off of other black tradition into the movement and in women’s organizing, which was simply to have a potluck,” he said.

It was then that he asked for the help of Chris Grafton, another bear who he had met via nonprofit work. Gipson asked him to use his popularity among other bears to spread the word among the community.

“When we went over for the first potluck it was one of those things where they almost felt like stars were aligning and the universe was connecting us all together, because the energy was so genuine and so authentic,” Grafton said. “And I’m someone who is born and raised here in Detroit, I’ve been here my entire life, someone who has really tried to invest themselves in the LGBT, especially the black LGBT community. And one of the things that I’ve noticed is that you have some spaces where people in our community come together, in places like Menjo’s and the Hayloft, but to be honest, sometimes those spaces are predominantly white and not welcoming to people of color.”

Since that first meeting of roughly a dozen people, it wasn’t long before the potlucks became a regular, monthly occurrence, and bears from across the Metro Detroit area were making their way to Gipson’s home. Gipson, who now works as a nonprofit consultant, said that in his work experience he’s often been tasked with forming community groups similar to this one across various cities. However, he approached this one differently because he wanted to make a sustainable model that “people had ownership over from the start.”

So, for BBB, that meant a collaborative attitude.

“Everything is always ‘our’ from the very first day and, ‘What do you all want to do? What can we do together?’” Gipson said. “And so, out of that came the logo and mission statement. I think that’s one thing that we know as black men, as gay men and as men of size is that you kind of become out in public — and even within our own community — just that one thing. And … we have needs that go beyond those social identities.”

Thus the official mission statement was born, declaring that the BBB is “committed to fostering the social connectivity, health, wellness, political, creative and financial wellbeing of Black gay, bisexual, gender non-conforming and same-gender loving men of size and their allies.”

The group even garnered national attention from groups like The Counter Narrative Project, an Atlanta political advocacy group for black gay men and their allies, that collaborated and subsequently sponsored BBB’s expansion efforts. That sponsorship helped get BBB active in community forum events on a variety of topics that affect those within the black bear community, ranging from things like love and dating, addiction, HIV and self-care. This sparked community partnerships with groups like the ONXY Great Lakes Chapter leather community.

Black Bear Principles

Fast forward to a BBB meeting today and those in attendance will be a diverse bunch in the black bear community. Gipson said that that is intentional. He hopes that BBB will be a way for people not only to re-evaluate what they feel like is normal within the gay community, but also within masculine spaces.

“All the principles that we have reflect those values. ”

According to a joint Harvard, Robert Wood Johnson Foundation and NPR study called “Discrimination in America: Experiences and Views of LGBT Americans,” these instances for LGBTQ people of color are almost double.

The study surveyed 489 LGBTQ adults over the course of four months and the majority reported experiencing “slurs” or “insensitive or offensive comments.” Overall, one in five reported being personally discriminated against because of their sexuality or gender identity. However, when examining LGBTQ people of color within the group specifically, almost one in three reported discrimination.

Several members work security, several are factory workers with blue-collar jobs, some like guns — that is not what people think of when they think of gay men,” Gipson said. “So, I wanted to make sure that people who wanted to be part of the space but were femme knew that they could be a part of the space and that they could come and bring all of their fabulousness into a room that included security guards and a cop. And so, those principles and our mission statement and our value statement all reflect those values.”

Additionally, Gipson emphasizes that just because BBB spaces center masculinity, feminism is one of the group’s principles along with compassion and personal and political evolution; at all BBB events any kind of bigotry is unwelcome.

“And if you say you want to be part of this, then this is what you’re signing up for. Now, some of the principles are pretty aspirational,” he said. “Like, people don’t always do a good job of taking care of themselves first before they take care of others. People don’t always do a good job of being their brother’s keeper, but the idea was that we would say that this is the standard that we’re expecting people to meet and when you fall short of the standard we now have permission to have that conversation with you to tell you that you’re falling short, and how can we help you get back on track?”

Allies Invited

The Black Bear Brotherhood extends a welcome to those not directly in the black bear community, too. Those who are admirers or allies of the Bears are welcome to join in all of the group’s events, outings and political events except for the monthly potlucks that are reserved for full members. The only qualification to become a full member, Gipson said, is to be a man of color.

“We went around and around and around on that quite a bit and part of it is that, you know, the space itself was an organically grown space,” Gipson said. “There weren’t any rules
around it initially, and over time it wasn’t just a men of color coming together thing. … But even people who have white partners didn’t initially ask to bring them. … They could talk about their racial and ethnic issues without having to filter and have a safe space where other people might understand that based on their own experience.”

Gipson said that it soon became clear that this type of discourse was valuable and key for members to feel comfortable when interacting with each other. Grafton agrees.

“We often don’t have spaces where we feel welcome, where we feel seen, where we can feel safe. Especially, I think, now,” Grafton said. “And it’s incredibly important to have those spaces because, to be totally honest, if you walk through a typical mainstream pride or film festival or event or any type of social space, if you walk through that space you may be the only person of color in that space. No one is really questioning that or understanding how that may weigh heavy on that person who is the ‘odd person out.’”

Grafton made clear also that the private potluck events are not designed to try and diminish the experience or value of other groups but to allow those in attendance to feel “truly free,” even if it’s only temporary.

“I hope people understand that we’re not trying to alienate anyone, we’re just trying to create a space where for once we can feel seen and we can feel comfortable be ourselves,” he said.

To Find out more about the group, how to join and upcoming events, visit blackbearbrotherhood.org.

Black Bear Brotherhood at recent outing in Detroit. BTL cover photo and story photos by Jamie Feldman.
Sen. Mallory McMorrow Says ‘Awareness Is Key’ on Conversion Therapy Ban Bill

Specifically, the bill, if passed, would ban licensed mental health providers from practicing conversion therapy on minors. However, as surprised as the general public may be about the bill’s necessity, McMorrow was frank about the difference in tone at the state capitol.

“There’s a reason this has been stuck, like a lot of LGBTQ issues,” McMorrow said, referring to the fact that similar legislation has been introduced three times previously and “died” without a committee hearing. “I think there is a lack of acknowledgment sometimes that these issues matter and are important. So, we’re trying really hard this year to push forward.”

And pushing forward means first ensuring that Senate Bill 284 gets a hearing in committee – something left to the discretion of Health Policy and Human Services Committee Chair Curt VanderWall (R-Ludington). Sen. VanderWall was also the chair last term when the bill was introduced and subsequently died.

Taking Action

For those interested in aiding the bill’s passage, McMorrow’s advice is simple: contact representatives and the committee chair. “Awareness is key,” she said. “You can ask your legislator to do something for you. Their job is to speak on your behalf.”

She suggested calling or sending a letter requesting that they contact the committee chair. And reaching out to VanderWall directly can’t hurt either she said. That can be done by making an effort to schedule time to meet with him, or even another representative or senator, face-to-face. “Because “personal stories are really, really powerful.”

“My advice on any of this is there are certain members of the legislature who don’t necessarily believe that LGBTQ issues are important,” McMorrow said. “So, I think it’s really important to pursue any contacts with a level of respect and humanity. You don’t want the person who you’re reaching out to to put their defenses up.”

Other suggestions to bring awareness and put pressure on legislators to fight for this issue from McMorrow include contacting local media organizations, submitting letters to the editor, creating online petitions and posting videos of personal stories on social media.

Victory Fund Endorses Jon Hoadley for US Congress

BY EVE KUCHARSKI

WASHINGTON – Last week, the LGBTQ Victory Fund, the only national organization dedicated to electing LGBTQ leaders to public office, endorsed Michigan state Rep. Jon Hoadley for U.S. Congress. If elected, Hoadley would become the first openly LGBTQ member of Congress from Michigan and would flip a key swing seat for the Democrats. The race for Michigan’s 6th Congressional District is among the most closely watched 2020 Congressional races. The seat is currently held by anti-LGBTQ U.S. Rep. Fred Upton – who opposes federal non-discrimination protections for LGBTQ people and voted in favor of constitutional amendments to ban marriage equality.

“I’m thrilled to receive the endorsement of the Victory Fund,” Hoadley said. “The Victory Fund makes sure that our community has a voice at some of the most powerful tables in the country. It’s clear that having representation for our community still matters when there are people like Rep. Fred Upton who vote ‘no’ on the Equality Act and making sure that everyone is treated fairly and equally.”

Victory Fund is the latest in a string of endorsements for Hoadley. Ten labor unions, Lt. Gov. Garlin Gilchrist and Attorney General Dana Nessel have endorsed his candidacy. In the first quarter since announcing, Hoadley has raised more money from donors than was raised by Rep. Upton’s previous challenger in all of 2017.

“We raised over $315,000,” he said. “It looks like of the Democratic challengers to incumbent members we’re gonna finish in the top 10 for this quarter.”

Currently, Hoadley has no serious primary opponent.

“For his entire political career, Fred Upton has worked to deny basic rights and protections to LGBTQ people – so it will be poetic justice when he is defeated by an openly gay challenger next November,” said former Mayor Annise Parker, president and CEO of LGBTQ Victory Fund. “Few 2020 Congressional races are more important than this one – a swing seat in a swing state with a stark choice for voters. Jon aims to uplift all constituents and put real people at the center of his decision-making, while Fred Upton continues to play cynical politics with people’s lives and well-being. I am confident voters will help Jon shatter a lavender ceiling on election night, not because he is gay, but because of his strong record and commitment to representing all residents of the 6th District.”
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**Blackmail Stonewall Style**

*This column first appeared in BTL June 2014*

Fifty years ago when closets were leased for a lifetime, it was SOP – standard operating procedure – to go by a catchy nickname.

Some gay/lesbian Detroit monikers I recall as friends are Little Bobby, Little Pat, Estralita, Marshmallow, T.D. (Tall Dick), Savoy, B.J. (Butch Jimmy), Miss Bruce and, among Dykes Anonymous: Big Red, Skye, Petey, Speedy, Rusty, Drano, Little Blue Birdy.

Long before the tracheal advent of gay porn stars, I was actually introduced to a guy – of dubious intellectual and moral turpitude, to be sure – who went by the hustler alias of Dallas Copenhagen. ‘Cope’ for short. (I suspect he no longer holds dual citizenship, or turpitude of any kind, in this world.)

My own ID was Angular Al. (Brando Bob when out hitchhiking in my 32-inch waist "White Goddess" Levi’s.) Our nicknames provided a protective distancing till we found out who we could trust as lover, friend, trick or washroom towel attendant.

Nicknames kept nasty people from calling our folks, our employers, our shrink – our parole board – and made blackmail (an ever-present danger back then) less likely.

Speaking of which: I was surprised to learn that the famous Stonewall Inn – where the modern Gay Lib movement began in 1969 – was a home base for blackmailers operating on a colossal entrapment scale.

According to historian David Carter’s "Stonewall: The Riots that Sparked the Gay Revolution" (St. Martin’s Griffin Press), the Mafia-owned Stonewall Inn did legit business under a loophole, membership license.

Members were allowed to bring their own booze for bartender pouring (with tips). Booze – watered down – was also sold on the premises.


Anyone who appeared well-dressed (even casually so) – who seemed several cuts above the impoverished street queens and flammers who regularly danced there – was game.

Cute waiters (all gay) were ordered to be friendly with hustlers, trick or washroom towel attendant.

Hustlers were also threatened by the Stonewall Inn mafia guys to come on to these newcomers, trick with them, get them stewed and steal their wallets. ID to be turned over to mafia bosses. Or else!

According to Carter, the blackmail ring operated mostly in New York City and Chicago: "[The operation’s] scope and size were staggering: having operated for almost 10 years,

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**Viewpoint**

What’s Hotter Than July? Being Black, Gay and Proud of Both Every Day

**BY MICHELLE E. BROWN**

Summertime is Pride time! And I’m saying it loud: I’m black, gay and proud!

From DC Black Pride in May to Atlanta Black Pride in August and all the Pride celebrations everywhere in between, no matter which hat I wear, summertime is Pride time.

This year being African-American and LGBTQ has been especially sweet.

As we prepare for Detroit’s annual Black Pride celebration Hotter Than July, The NAACP has come to town for its 110th Annual Convention, and as part of the events is a town hall on the state of LGBTQ people – my people, black people – in America.

When we were young my aunt gave each of us an NAACP youth membership. We learned about the civil rights movement and were taught the NAACP was our organization. Throughout the ’60s the NAACP was there fighting for civil rights. Like many, I took for granted the organization would always be there fighting for me. I let my membership go and went on leading my life.

Then I came out and suddenly claiming my LGBTQ card seemed to mean I had lost the support of my African-American community and the organization that had been there for me all those years. For years, I turned to LGBTQ civil rights organizations where I was a minority within a minority. Then came Julian Bond.

This civil rights icon would build a bridge between my two identities. Growing up as a child of the ’60s and the civil rights movement, Julian Bond was a hero to me. Bond helped to establish the Student Nonviolent Coordinating Committee (SNCC). In 1971, he helped found the Southern Poverty Law Center and served as its first president for nearly a decade.

With a voice that was as easily recognizable as his face, he extended his social activism beyond the Civil Rights Movement as a politician, professor and writer.

Under his leadership in 2009, the NAACP put together an LGBT task force to help the African-American community fight the challenges of homophobia and transgender discrimination especially in the black community.

The Task Force had a three-part mission: to strengthen NAACP’s knowledge of LGBTQ issues and policies; to build relationships among LGBTQ civil rights and human rights organizations; to advance awareness of LGBTQ issues as they relate to overarching programs and interest of the NAACP.

Bond said, “We know sexual orientation is not a choice. We know homosexuality is not a mental illness. We know you can’t ‘pray the gay away.” He said gay rights are civil rights.

A lot has happened since 2009, not only in the LGBTQ community but within the NAACP.

The Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act was signed into law. “Don’t Ask, Don’t Tell” was repealed, ending a ban on gay men and lesbians from serving openly in the military. And in 2013, the U.S. Supreme Court struck down section three of the Defense of Marriage Act, granting LGBTQ couples the right to marry.

Many openly LGBTQ candidates have been elected to...
positions across the country with 2018 seeing a rainbow wave as well as a blue wave. And as we approach the 2020 elections, most candidates realize the path to elected office must include gaining the support of African-American and LGBTQ voters.

As an organization, the NAACP has taken steps to embrace LGBTQ civil rights as part of its mandate as the nation’s oldest civil rights organization. In 1995, it publicly endorsed the Equality Act, a federal LGBTQ anti-discrimination bill. The Equality Act would modify the Civil Rights Act of 1964 to add “sexual orientation” and “gender identity” to the list of protected classes.

Unfortunately, despite these advancements, recent developments have made a recommitment to not just building bridges between the LGBTQ community, especially the African-American LGBTQ community and the NAACP, crucial.

Participating in the town hall discussion “The State of LGBTQ POC in America” during the 110th NAACP gives me hope that one day my full identity and full self will be acknowledged, respected and protected by the organization that has been a part of my community, my history, my legacy long before I was born and for generations to come.

For a moment, my heart sank but I/ we cannot give up. We must stand for equality and justice even in the most uncomfortable situations because, in the words of Julian Bond, “The humanity of all Americans is diminished when any group is denied rights granted to others.” When we stand together, we win!

And with that, I walked over to that gentleman said, “Good morning! Welcome to Detroit.” And then, gesturing at the couple said, “Love is Love, sir! And, by the way, I am gay!”

Michelle E. Brown is a public speaker, activist and author. Her blog radio podcast “Collections By Michelle Brown” airs every Thursday at 7 p.m. Current and archived episodes can be heard on Blog Talk Radio, iTunes, Stitcher or SoundCloud. Follow her on Facebook at facebook.com/ CollectionsbyMichelleBrown.

Stonewall Inn bar.

But Murphy proved a canny operator. He managed to sidestep indictment, time after time – for one important reason: a buddy-buddy photo of him with America’s Big Untouchable; Federal Bureau of Investigation chief J. Edgar Hoover.

Write Carter, “…investigation into the nationwide blackmail ring had turned up a photograph of Hoover ‘posing amably’ [in drag] with the racket’s ringleader, and had uncovered information that Clyde Tolson, Hoover’s lover, had himself ‘fallen victim to the extortion ring.”’ Oh, yes; Hoover’s SOP – Dick Tracy, Tolson’s ‘Tess Trueheart.’

“After federal agents joined the investigation, both the photograph of Hoover and the documents about Tolson disappeared. Poof!” (Actually two ‘poofs’, but who’s counting?)

Charles@pridesource.com

Creep Of The Week

Ryan Fournier, Chairman of Students for Trump, is one such person. On July 19 he Tweeted, “Game over folks – Elizabeth Warren added her pronouns,” along with a screenshot of Warren’s Twitter bio.

As if I needed another reason to love Elizabeth Warren, she’s gone and done something yet again that has upset right-wing Republicans. Granted, she pretty much does this every day by advocating for things Republicans hate like access to healthcare for everybody and a living minimum wage.

But what I’m talking about is literally pretty small, but figuratively huge: she added her pronouns to her Twitter bio. Now, in addition to saying, “U.S. Senator, former teacher, and candidate for president. Wife, mom, grandmother, and Okie” it also says, “She/her.”

Is she the only, or even the first, presidential candidate to include her pronouns on Twitter? I don’t know (though all of them should).

What I do know is that some people are not happy. And those people are largely anti-LGBTQ, with a heavy emphasis on anti-trans.

I, too, list my pronouns, which are the same as Warren’s, in my Twitter bio and other places like my resume and email sign off. And it’s not because I’m worried people won’t know if I’m a “she” or a “he”. I legit do not care. I’ve been called “sir” multiple times in my life, especially when I was going through chemo for breast cancer and was totally bald. Once all of my hair grew back I stopped shaving my legs because to hell with that patriarchal shit. I still wear shorts in the summer, though, and I have hairier legs than many dudes. Again, I don’t care what people think of me, but I’m still a cisgender female.

That said, listing my pronouns isn’t for me. It’s to show solidarity with transgender and genderqueer people for whom pronouns can be very complicated. And not for them, but for other people who refuse to recognize or respect any gender identities that aren’t strictly male or female and based on the gender assigned at birth.

Ryan Fournier, Chairman of Students for Trump, is one such person. On July 19 he Tweeted, “Game over folks – Elizabeth Warren added her pronouns,” along with a screenshot of Warren’s Twitter bio.

Now, by “game over” Fournier didn’t mean “mic drop” or anything positive. He clearly thinks that listing her pronouns is a negative thing. Something to laugh at. Much like the transgender woman he mocked last year by Tweeting, “[This is] what happens when you ‘misgender’ someone” alongside two crying laughing emojis and a video of a woman getting very angry at a Game Stop store after she is called sir. In the video the woman gets very agitated and then aggressive with the sales clerk, challenges the clerk to “take it outside,” swears and knocks boxes over. It’s easy to watch this video and see someone freaking out over nothing, especially if you yourself have never faced discrimination, ridicule and the constant threat of violence because of your gender identity.

What I see when I watch the video is someone who is in a lot of pain having a very hard time. I’m not excusing her behavior, but I also see her first as a human being, which is not something Fournier sees at all.

But Warren does see transgender people as human, and including her pronouns in her bio is a way of saying, “I see you and I respect you and I am fighting for you.”

This is a big deal. Transgender people are at a much higher risk of violence in the U.S. due in large part to transphobia, which is itself due in large part to the powers of ignorance and hatred combined.

I did a Google news search for “transgender” and the headline “29-year-old transgender woman found shot dead on side of road, motive unknown” was the first thing that came up. The ABC News story reports that Denali Berries Stuckey was murdered in South Carolina.

It is, sadly, not an uncommon occurrence. “Stuckey’s death is the 12th known case of deadly violence against the transgender community in 2019. All of the victims were Black transgender women,” according to the Human Rights Campaign.

From HRC’s Violence Against the Transgender Community in 2019 report: “It is clear that fatal violence disproportionately affects transgender women of color, and that the intersections of racism, sexism, homophobia, biphobia and transphobia conspire to deprive them of employment, housing, health care and other necessities, barriers that make them vulnerable.”

With so much stacked against them, transgender people, especially Black transgender women, need to have allies who are visible. And if those allies are in a position of influence and power, like a U.S. Senator running for president, all the better.
Arrests Continue in String of Murders of Black Gay Men

Suspects in Murders of Diano Johnson, Brian Anderson Charged

BY JASON A. MICHAEL

Anthony Brock and Darnell Wilson, both of Detroit, have been charged in the June 19 shooting death of Diano Johnson. Authorities believe Brock, 28, lured Johnson to meet with him after communicating with him via Facebook. But when they met, Brock forced Johnson into the trunk of his own car. Authorities say Brock then drove to pick up Wilson, 30, before the pair drove Johnson’s car to the east side of the city. There, Johnson was shot multiple times and his car set on fire.

Brock and Wilson were charged Saturday with first-degree murder as well as carjacking, unlawful imprisonment, felon in possession of a firearm, and six counts of felony firearm. Wayne County Prosecutor Kym Worthy said the case would be handled by Jaimie Powell Horowitz, special prosecutor for the Fair Michigan Justice Project, which focuses on homicides and other capital offenses committed against members of the LGBTQ community.

“When members of Detroit’s LGBTQ community are targets of violence, the Fair Michigan Justice Project is ready to vigorously prosecute these cases,” said Alanna Maguire, Fair Michigan’s president. “These horrifying allegations demonstrate the ongoing need for determined efforts to bring justice for all.”

Earlier this June, 18-year-old Devon Robinson was charged and arraigned in the shooting deaths of Alunte Davis, 21, Timothy Blancher, 20, and Paris Cameron, 20, all from Detroit. In that case, which is also being handled by Horowitz, the victims were also believed to have been targeted based on their sexual orientation and gender identities.

“Tragically, members of the greater Detroit LGBTQ community continue to be targets of acts of violence that have killed or seriously injured individuals,” said Erin Knott, executive director of Equality Michigan. “Enough is enough as too many lives have been lost or ruined.”

Knott also called on the community to take precautions when arranging to meet someone met online or through a phone app, and to pressure the state legislature to amend the Elliott-Larsen Civil Rights Act to include sexual orientation and gender identity.

“LGBTQ Michiganders must be vigilant and take extra precautions in a world today that is filled with bigotry and hatred because of who we are and who we love,” Knott said. “It is inexcusable that the Michigan legislature has not stood up to the never-ending acts of violence and discrimination facing LGBTQ individuals. Until they act, Equality Michigan’s Department of Victim Services is here to help community members in crisis. You can call our team at 313-337-7000.”
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www.PrideSource.com
Obituary: Clif Levin

BY JASON MICHAEL

Nov. 17, 1947 – July 9, 2019

Longtime community activist and committed volunteer Clif Levin died July 9. He was 71.

Levin grew up just outside of Detroit in Oak Park and graduated from Oak Park High School in 1965. He went on to earn a bachelor’s degree in psychology from Wayne State University and finished WSU’s law school in 1972.

Levin joined Wayne County Friend of the Court as a staff attorney in 1973. He would work his way up to senior staff attorney during his tenure and he remained with the agency for 30 years.

Even while working long hours at his job, Levin became a tireless volunteer working for causes he believed in. He volunteered for Detroit Public Television, the Detroit Zoo and the Detroit Institute of Arts among others.

“He was such a quintessential volunteer,” said friend Peter Terence Milne in an online tribute.

“Always there, always encouraging others and always ready to step in and help.”

Levin also had a love of theater and was involved for many years with the Grosse Pointe Theatre both as an actor and behind the scenes.

“As I have read the posts from my other theater friends who knew him, several of us said, 'He was in my first show,'” said Elizabeth Perkin McQuillen on Facebook. “He was in mine as well. So calming, so encouraging and wickedly funny.”

Levin was also involved in LGBTQ causes. He was an early member of the Triangle Foundation and sat on its board for several years. He also served as board president of the Detroit Together Men’s Chorus.

“Clif was an integral part of the DTMC family for 20 years as a friend, volunteer and officer,” said a statement released by the Chorus. “We’ll greatly miss his smile, his support and his friendship.”

As new of his passing spread, friends took to Facebook to remember Levin.

“Clif was a decades-long servant to the community as a leader with the Triangle Foundation as well as a relentless volunteer,” said Agustin V. Arbulu, director of the Michigan Department of Civil Rights. “His energy and passion and quiet leadership through action will be missed.”

Ann Arbor Pride Co-Director Talks Community and Connection

BY ELLEN SHANNA KNOPP

Inspiration Born from Tragedy

One year after Joe Schoch attended his first Ann Arbor Pride, formerly known as OutFest, he knew he wanted to become actively involved with the festival and sign up to volunteer. But it wasn’t just because he had a great experience at Pride the previous summer.

“Ann Arbor Pride was one of my first connections into the community and what it is, and the following year was the Pulse shooting,” he said. “That event really hit me hard and I wanted to do something about it. And so, I tried to focus my energy on creating safe spaces within our community.”

Schoch said his involvement began as a “day-of” volunteer and increased over the years to where he is today: co-director, along with Leo Cartier.

“The second year I ended up taking over the kids’ zone and really growing out that program,” Schoch said. “A part of it, with building safe communities, I wanted to make sure it was accessible to everybody. And the kids’ zone was a really nice, easy, direct way to make sure that Pride, specifically Ann Arbor’s Pride, wasn’t just for single people and kind of the stereotypes that people think of.”

The following year grew into more of a leadership role for Schoch, and this year, he said he’s ‘stepped up’ into a position where he’s not only supporting the various committees and groups but also working with media, various marketing methods and vendors for the festival.

In his day job, Schoch works in talent engagement, so recruiting, networking and building community relationships are what he does best. As a volunteer for Ann Arbor Pride, whose proceeds benefit the Jim Toy Community Center, he’s using those same talents to build up the LGBTQ community in Ann Arbor.

“I think we do a really good job of capturing the Ann Arbor community,” Schoch said, and went on to describe the diverse venues, entertainers and activities designed to appeal to people of all ages and backgrounds for their exploration this year.

“My goal then is to hopefully have Pride be able to live in on our participants’ life where they can find a place to connect and find a place of community continue to grow that throughout the year,” he said.

Personal Reflections

As one can imagine, putting on an event like Ann Arbor Pride is a community effort, and Schoch said that although it's a lot of hard work, it’s fun, too. What especially motivates him are the behind-the-scenes conversations.

“I get to learn from other people in the LGBTQ+ community and then take those experiences and conversations and then really build on to a bigger event,” Schoch said.

“Some of my favorite conversations are the first-time companies that are coming in and are trying to learn more and explore more about what we do. And when they enter our conversations with a sense of curiosity and passion that comes from such a place of love and support — to be able to see that ... is pretty cool and impactful.”

For Schoch, Pride means many things.

“For me, it’s about visibility, it’s about acceptance, it’s about community and safe exploration and then being able to find yourself as ‘normal,’ or not feel as such an outsider as some people can feel outside of Pride month,” he said. “People aren’t as fortunate sometimes to have an employer that allows you to be ... your true authentic self in the workplace and some people don’t feel that way in their family or their friend group.”

Schoch wishes that those attending Ann Arbor Pride this year are able to take the spirit of the weekend home with them.

“I hope that this community allows people to feel comfortable with who they are and ... explore and expand that community beyond just Aug. 3 and 4,” he said.

Special Guests

Schoch said that this year, he’s expecting to welcome some very special first-time guests to Ann Arbor Pride: his parents. They’ll be traveling to the festival from Cleveland and are planning to finally see what their son is so passionate about every summer. Schoch said he’s both excited and a little nervous.

“I acknowledge that this is definitely something new for them and I really appreciate their willingness to come,” he said. “This is something they brought to me and that they wanted to do. And so, that made me feel really good, and it made me feel anxious because I know they’re going to have questions or see things that they don’t see every day.”

He said that he’s trying to redirect those anxious thoughts into positive ones.

“And so, I’m really trying to focus that nervousness and anxiety into: this is a good thing that’s going to help them understand me more. And for me, to share this part of my life with them for the first time is, as you can imagine, such a wide range of emotions,” Schoch said. “I’m grateful that I have parents that are curious and have kind of traveled along their own journey as allies and I think this is a pretty cool milestone for that.”

What gave Schoch some encouragement was remembering an experience at Pride last year: a teenager who had just come out as queer and their parents came to Schoch to thank him.

“It made me feel like, well, if someone else can do it I can do it, too,” he said. “It kind of goes back to that community thing where it’s so diverse and means so much. ... To capture all of those perspectives and all of those emotions in a weekend-long event is one of the most difficult but is also one of the most fun and rewarding challenges I’ve had in my career.”

Visit annarborpride.com to learn more about volunteering at and attending Ann Arbor Pride.

Judge Allows ACLU to Represent LGBTQ Support Group in School Discrimination Case

BY BTL STAFF

A federal judge in the Western District of Michigan granted the American Civil Liberties Union of Michigan’s motion to intervene and represent the student-run, Williamsonson Community Schools for adopting policies that prohibit discrimination against students for their sexual orientation, gender identity or gender expression.

Jay Kaplan, LGBT Project staff attorney for the ACLU of Michigan, had this reaction:

“We are pleased that the magistrate recognized the impact that this lawsuit has on creating a safe learning environment for LGBTQ students, which is also the mission of the Williamson Gay-Straight Alliance. LGBTQ students belong in school, period.”

He added that lawsuits like these pose a significant threat to equality for LGBTQ people “particularly in this instance.”

“It’s about students being in a safe and supportive school environment,” Kaplan said. “And that’s under threat by this lawsuit, and that’s why we felt it was important to intervene.”
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“This is what it feels like to be a superstar,” Ana Gasteyer remembers thinking the night she was at a New York City gay bar for a themed evening of Broadway sing-alongs. She doesn’t recall the exact bar or which of her “Saturday Night Live” characters its LGBTQ patrons were singing with en masse – maybe it was her animated impersonation of Celine Dion, maybe school music teacher Bobbi Mohan-Culp, she says – but Ana Gasteyer was there, dammit, fame welcoming her like never before: with a big, gay Broadway initiation.

It was 1996, the year Gasteyer became an “SNL” regular. With female co-stars Molly Shannon and Cheri Oteri, along with now-openly lesbian writer Paula Pell, the comedian was instrumental in disrupting the gender status quo on the late-night sketch show, which had long been male dominated. In those days, Gasteyer says she and her funny-lady cohorts were supported, naturally, by a devoted LGBTQ following.

“I do feel like gay men traditionally have had tremendous appreciation for women with a little more bite,” says the 52-year-old actress, “and they embrace female characterizations that cross a wider swath” than merely the dated female stereotypes some straight male filmmakers and directors fall back on. Sometimes, however, films about women are best left to, you know, actual women. Gasteyer’s latest film, “Wine Country,” which premiered on Netflix in May, aligns with Hollywood’s current and belated shift in how women are characterized in film. They can be action heroes, and they can be best girlfriends who leave the hubby and kids at home so they can go on a mommy getaway and get messy. Directed by Amy Poehler, who stars alongside Gasteyer, Maya Rudolph, Rachel Dratch, Tina Fey, Emily Spivey and Paula Pell, the idea for the comedy originated after taking a real-life girls’ trip with her “SNL” friends to Napa Valley, California, for Dratch’s 50th birthday. Imagine the Golden Girls, but in a grassy field of grapes. Wine! Friendship! Must-wine!

“As people can come out more openly this is changing, but the gay community is like ground-zero for found family, for people who have to work to find their people and have to really nurture and embrace those relationships,” Gasteyer says. “I see it in a lot of gay friends; they have such deep loyalty to their crew, and “Wine Country” is about that: It’s about the support of your found family, about lifelong friends who may have a lot of differences and jagged edges at times but who are fundamentally there for each other in a way that is deeply unconditional.”

On numerous occasions during our interview, which took place in April in Napa on the rooftop of the Artesa Vineyards & Winery, a shooting location for the film, Gasteyer treads thoughtfully as to avoid generalizations she wishes not to make. She says “I hate to stereotype...”, but safely assumes why “Wine Country” has spoken to at least some gay men who revere a strong woman: “It’s a bunch of fierce divas who are fantastic and connected and emotional.” But it’s also as simple as, “Gay men have good taste and they know a good glass of wine.” (Her pro-tip, if you’re as intimidated as she is when in the presence of sophisticated wino gays: “Top-shelf Trader Joe’s; you can get yourself quite a deal.”)

They know a good, gay-friendly TV show, too. In 2016-2017, Gasteyer portrayed Karen Grisham on the queerish Netflix series “Lady Dynamite,” a role that cast her as the ruthless agent of the show’s main character, Maria Bamford (played by real-life comedian Maria Bamford, as a fictionalized version of herself). Grisham among them, the characters ran wild with their own eccentricities and offbeat energies – “and not just in terms of being women but just human beings,” she says.

I tell her that her projects always seem a little bit gay – and at this point we hadn’t even talked about her role as Elphaba in “Wicked” during its Chicago run in 2005-2006 and, a year later, on Broadway. But I have inadvertently underestimated the fundamental queerness of Ana Gasteyer’s work, and she laughs: “A little bit? It’s not really a coincidence.”

Gasteyer says it never dawned on her until this sit-down, but her relationship with the LGBTQ community began even before 1996, thanks to a gay friend who “sat me down.” She showed her videos of
'80s “SNL” cast members Nora Dunn and Jan Hooks, spurring her to break into the male-driven world of sketch comedy.

Her move to Los Angeles was the result of “another really bossy gay,” she says, laughing. “He was like, ‘You need to work in L.A.; you have a really distinctive voice, and I think you’re gonna work.’” Then, she went to one of the leading improv training programs in the country, The Groundlings, because “he told me to get my ass over to The Groundlings.”

“(He) just had a vision in a way that I didn’t for myself,” she adds.

During her six-season “SNL” run, from 1996 to 2002, Gasteyer was known for her absurdly spot-on impersonations of global gay icons Celine Dion and Martha Stewart; she also originated a slew of original characters including NPR's “Delicious Dish” host Margaret Jo McCullin and Bobbi Mohan-Culp, half of the popular old-hat middle school music teachers with the perpetually “real hot mic” (Will Ferrell played her singing partner, Marty Culp). “They were such sort of earthy, crunchy, earnest, well-meaning nerds,” she says of the dowdy duo, laughing. For a 40th anniversary special of “SNL” that aired in 2015, Gasteyer joined Ferrell to reprise the Culps during a performance at an LGBTQ prom – exactly the kind of audience they would be singing for, she says: “In retrospect, we were often putting them in settings that were slightly underdog. It’s the kind of thing they would really root for anyway.”

Gasteyer, after all, knows a thing or two about musical-theater: Aside from her role as Elphaba, she starred in Fox’s 2017 live musical production of “The Christmas Story Live!,” portraying Mrs. Schwartz. Of course she can trill “My Heart Will Go On” for a laugh, but she also earnestly croons jazz numbers, as she did on her 2014 debut album, “I’m Hip.” Next, Gasteyer will release a collection of Christmas songs, including several comedic holiday tunes, called “Sugar & Booze,” out Oct. 25. Again, the songs are jazzy, which is good if you’re not big on jazz – because, no worries, Gasteyer will probably still be your friend. “We joke about it, but my husband and I have sort of a family thing that we tend to not be friends with people who don’t like food, animals or musicals,” she says, laughing, “and there are rules within that: Like, you’re allergic to dogs? Fine, whatever, I’ll forgive you.

“But I’m obviously a singer so I’m drawn to (musicals),” she continues, “and I think there’s something so naturally joyful and empathic about people who love musical-theater, because the function of really good music and a really good musical is that when the feelings get too big, you sing about them. So I think a gay audience, at least a traditional gay audience, is very dialed into their empathy.”

That, and wine. Very dialed into wine.

The Broadway adaptation of the film has introduced a new generation to itsfetch story of female unity, including Gasteyer’s kids who she said are “deeply invested in it.” Recalling a recent exchange she had with her 11-year-old son, she erupts into a giddy laugh. Clad in a skull cap with a “Mean Girls” sweatshirt on, he said to Gasteyer, “Do I look too thug-y?” “I was like, ‘No. You’re wearing a Broadway musical sweatshirt. I think we’re clear.”

As editor of Q Syndicate, the international LGBTQ wire service, Chris Azzopardi has interviewed a multitude of superstars, including Cher, Meryl Streep, Mariah Carey and Beyoncé. His work has also appeared in GQ, Vanity Fair and Billboard. Reach him via Twitter @chrisazzopardi.
Affirmations to Host Intro to Coding

BY BTL STAFF

Over the last several years coding has become a vital piece of knowledge for many in technology jobs and shows no signs of becoming less useful in the near future. Grand Circus is a Detroit-based learning institute that teach coding and other tech skills to students across the city. On Saturday, Aug. 3, from 11:30 a.m. to 2:30 p.m. it will be offering a workshop for the LGBTQ community to brush up or get introduced to a new skillset at the Affirmations community center in Ferndale.

“Taught by an instructor from the queer community, this free workshop is an easy and accessible entry into coding. Learn how to write your first line of code and start your path toward a new skill, hobby or even career!” write event organizers. “At Grand Circus, we believe anyone can become a developer. This free Intro to Coding Workshop is designed for those who are curious about coding, but who have very little or no coding experience.”

The featured instructor for the day’s event is Christina Bergstorm, who has been in the tech industry for almost 20 years and been a software developer for three.

“Five years ago she went to a workshop that reignited her love for programming. In October 2016 she went to Grand Circus for their Front-End Developer Bootcamp. In January of 2017, she started her first position as a React Developer. Through her new career as a developer she has been able to change her family’s life through financial freedom and growing confidence,” organizers wrote. “She enjoys serving in the community and is looking forward to a new volunteer position with Women Who Code. Christina is a fierce advocate for inclusion in the workforce and hopes to inspire future generations of underrepresented coders.”

To find out more about this event and Grand Circus, visit the Affirmations Facebook page or go online to grandcircus.com.

SaveArtSpace and Playground Detroit Present ‘Signs of The Time’ Exhibit Through Aug. 4

BY BTL STAFF

DETROIT — Brooklyn/Detroit-based public art nonprofit SaveArtSpace and Playground Detroit will present “Signs of the Time,” a cross-media gallery and public art exhibition curated by Ellen Rutt. The selected exhibiting artists are Bre’Ann White, Dessislava Terzieva, Elysia Vandenbussche, Erik Henderson, ProjectArt, Adeshola Makinde, Jonah Welch, Viscaya Wagner and Thomas “Detour” Evans. This exhibit will display the work of these artists across the city on billboards and other public advertisement spaces.

Public art locations include:
- E. Grand Blvd and Cameron Street
- E. Jefferson Avenue and Holcomb Street
- Harper Avenue and Marlborough Street
- E. Seven Mile and Kempa Street
- W. Warren Avenue and Wesson Street
- Michigan Avenue and 23rd Street
- Livernois Avenue and Desoto Street
- Conner Street and Maiden Street
- Joy Road and Alpine Street
- Gratiot Avenue and Linnhurst Street

An exhibition with the original artwork will be on view at Playground Detroit, located at 2845 Gratiot Ave. in Detroit from July 18 through Aug. 4.

Transgender Pride in the Park in Ferndale

Celebrated since 1997, Transgender Pride is a method for the transgender community of Southeast Michigan and its allies to come together to both celebrate strides made in the fight for equality and raise awareness about what still needs to be done. Held on Saturday, Aug. 10, in Martin Road Park, this year’s event is gearing up to provide all that along with a picnic, free food, fun and friends. This event is sponsored by the Affirmations LGBTQ community center and Planned Parenthood of Michigan.

More information can be found online at transgendermichigan.org.


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DETROIT ZOO: AFTER HOURS EVENT AUG. 15

BY BTL STAFF

For $14 on Aug. 15, attendees can visit the Detroit Zoo in Royal Oak, bring a date, hang out with friends and take time to connect with animals.

“Experience this exclusive after-hours opportunity to socialize, have fun and connect with the amazing animals who live at the Zoo. All habitats and buildings will be open. Food and beverages will be available for purchase,” wrote event organizers. “This adult evening is for guests 18 and older. Tickets are available online or at the Zoo. The Zoo is open to explore until dark.”

The event will last from 6 to 9 p.m. Parking is not included. Find out more about the event and upcoming ones online at detroitzoo.org.
‘Othello’ at Royal Oak’s Water Works Theatre

BY BTL STAFF

ROYAL OAK — For its 2019 season, Shakespeare Royal Oak will present William Shakespeare’s “Othello” Thursday through Sunday evenings July 25 through Aug. 4.

Othello lives for love, passion and pride, but is manipulated by jealousy and revenge. No modern thriller can match the suspense of the Bard’s adventure deep into the mind of a powerful man boldly facing the deepest fear of his life. Directed by Water Works Theatre veteran Frannie Shepherd Bates, “Othello” features Will Bryson* (Othello), Catherine Coffey (Desdemona), Connie Cowper (Duchess), Jonathan Davidson (Iago), Annie Dilworth (Lodivico), Matthew Van Meter (Montano), Sarah Hawkins (Emilia), Dante Jones (Roderigo), Artun Kircali* (Cassio), Chris Martin (Gratiano), Allison Megroet (Bianca) and Sean Paraventi (Brabantio).

Performances will be at 8 p.m. Thursday, Friday and Saturday evenings and 5 p.m. Sundays. Shakespeare Royal Oak tickets are sold as general admission by performance date, but festival rain policy allows guests to use their purchased ticket for any performance of that same play. Guests may bring their own blankets, low-to-the-ground and regular lawn chairs for lawn seating or choose bleacher seating in the outdoor theater. Parking for Shakespeare Royal Oak is free and best found on the west end of Starr Jaycee park, toward Crooks Road, across a grassy field. Plan a minimum of 5 minutes to walk from the parking lot to the gate.

*Will Bryson and Artun Kircali are members of Actors’ Equity Association.

Tickets are $25 and are available online at shakespeareroyaloak.com, at brownpapertickets.com. Call 248-399-3727 with any further questions. Star Jaycee Park located at 1301 W. 13 Mile Road in Royal Oak.

www.PrideSource.com
The Frivolist: People Who Love Their Jobs Do These 8 Things – Do You?

BY MIKEY ROX

So many of us go to work, do what we're paid to do, punch out, and go home. But are we happy? Take a look at these eight things content employees do, and see how you measure up.

1. Go the Extra Mile Without Being Asked

People who love their jobs don't have to be asked to do something – for several reasons. One is that their overall sense of satisfaction makes them more efficient; they breeze through tasks because they don't view them as chores. They appreciate that what they put off today will have to be done tomorrow, and that will throw everything off. They also recognize that good things come to good employees who go above and beyond. Some might call this kind of people suck-ups, but eventually you’ll be calling them boss.

2. Put in Extra Hours to Get Things Done on Time

I know plenty of people who, as soon as that clock strikes 5, bolt for the parking lot. That doesn't help their coworkers (who are still in the office working) view them favorably (especially if they're stuck picking up the slack), and it's certainly not helping their chances of getting a raise or promotion anytime soon. Yet, you can be the kind of employee who puts in the extra time to get things done correctly – and by deadline – and still manage to enjoy a decent work/life balance. These two concepts aren't mutually exclusive. Perhaps better time-management skills are necessary, and you'd be keen to improve them if you want to advance in your career.

3. Encourage and Recognize the Work of Others

You know the old saying “There's no ‘I’ in team,” and that's important to remember when whatever you're doing is a group effort. Encouragement and praise helps keep everybody motivated – and if you're in charge of a project, that's part of your job. Furthermore, if this culture doesn't currently exist at your job, create it. Let people know that you appreciate them and all the hard work they do. When people feel like they're being positively recognized for their efforts, it'll show. Co-workers will be happier, tasks will run smoother, and going to work in the morning won’t be such a drag.

4. Share Credit for the Work They Do Themselves

People who love their jobs realize that it takes a village to keep all the parts moving and that nothing is the result of a single person. Even when you're working alone on a project, there are bound to be at least a few people who helped along the way – a secretary, assistant, HR, co-worker, or intern. It's important to share credit for a particular success if there were helping hands involved, however insignificant. Say thanks when the time comes to solidify your status as a team player.

5. Speak Positively About Their Job Outside The Office

People who love their jobs never badmouth it – or any aspect of it (coworkers, boss, etc.) – and instead find positive solutions to conflicts that arise. When they’re in corporate company, they sing the praises of their work environment because they genuinely enjoy it. Outside of work, they talk to their friends, families and strangers about the work they're doing and even say that they ‘love’ their jobs. They become great brand ambassadors for your company. Also, reading articles and books relevant to their position, or attending industry events and seminars aren’t chores, but areas of enjoyment and learning.

6. Steer Co-workers Toward a Path of Success

If you’re successful at what you do, you should want other people to be successful too; there’s room for everybody at the party. People who love their jobs are eager to help their co-workers get a leg up by mentoring them, offering assistance if they have time, helping them catch up after a few days out of the office, checking in occasionally to make sure everything is on track personally and professionally, and speaking positively about them to superiors. They understand that when the team as a whole is successful, so are the individual players – not the other way around.

7. Learn New Skills to Enhance Their Performance

When I worked in a corporate office, I seized any chance I could to learn new skills that would enhance my on-the-job performance. It’s a good practice to adopt for two reasons: First is that you’ll learn something new that will make you better at what you do. Secondly, your superiors will take notice of your initiative. Proactively seeking to advance the company’s cause through your own continued education sends a message that you care about your company’s progress and growth, and that you want to be a catalyst for that by using the best resources available to you – yourself.

8. Exhibit Passion to Inspire Others to Perform Better

People who love their jobs are passionate about their jobs. They come to work with a great attitude that inspires others around them. When people are passionate about their jobs, it shows in the quality of their work. Outside of work, they still embody their work culture because it aligns with their own. When people are passionate and content with their professional life, it flows into their personal life as well. You owe it to yourself and your co-workers to be 100 percent vested in a positive company culture in order to facilitate the best working environment you can.
We know that moving forward means remembering where you came from. That's why we're proud to say that Hodges is celebrating nearly 90 years in Ferndale, Michigan. We'll help you get where you're going, because you've helped us get where we are. Thank You!

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Friday, July 26
Hotter Than July 2019 – Annual Summit 9 a.m. Hotter Than July – Detroit Black Gay Pride 2019’s annual day-long conference takes place every year. Marvin Lee Social Justice Center, 20021 Greenfield Road, Detroit. lbgbtdetroit.org/hotter-than-july.

LGBT Social Meet Up 6:30 p.m. LGBT social meet up group is a group for all LGBT people who want to meet have light-hearted discussions and social activities. All is welcomed, we are on-going every Saturday. Hazel Park Community Center, 620 West Woodward Heights, Hazel Park. 248-632-8274. redbellysenegal90@gmail.com.


Saturday, July 27
Hotter Than July 2019 – Pride Picnic 10 a.m. The pinnacle event of Detroit’s annual celebration is a family reunion that takes place in Palmer Park (at the intersections of West McLean Road & Woodward Avenue) Palmer Park. lbgbtdetroit.org/hotter-than-july.

17th Annual HotWorks Orchard Lakes Fine Arts Show 10 a.m. The event features a juried fine arts and fine crafts show. All art is original and personally handmade. Orchard Lake Road, 6900 Orchard Lake Road, West Bloomfield. social@hotworks.org. hotworks.org.

Monday, July 29
LGBT Game Night 7 p.m. LGBT Game Night is an opportunity for all LGBT people and allies to come play a board game, drink coffee and socialize with other LGBT individuals. Java Hut, 165 W 9 Mile, Ferndale. 248-632-8274. redbellysenegal90@gmail.com.

Wednesday, July 31
Affirmations Senior Koffee 2 p.m. A discussion and networking group for people 45 and older. Various discussion topics, social outings and potlucks are held throughout the year. Affirmations, 290 W. Nine Mile Road, Ferndale. 213-398-7105. goaffirmations.org.

Thursday, August 1
Pride Night at Thunderbowl! 8 p.m. Meet & Greet First Thursday of every month, unlimited bowling, shoe rental, private room, private bar area, drink specials, billiard room, 250-foot video wall. Thunderbowl Arena, 4200 Allen Road, Allen Park. 313-928-4688. thunderbowl.org.

Heart With Joan Jett & The Blackhearts and Elle King Aug. 5
Heart, Ann and Nancy Wilson are heading on the road in 2019 for the first time in three years for their “Love Alive” cross-country summer tour. Joining them at the DTE Energy Music Theatre on Monday, Aug. 5, will be Joan Jett & The Blackhearts and Elle King. Tickets start at $29.50. Find out more about this event at 313presents.com.

Editor’s Pick
Queen + Adam Lambert Little Caesars Arena July 27
Longtime and newly converted fans of Queen should gear up for July 27 dual performance between the iconic band and singer Adam Lambert. The tour, known as “Rhapsody” follows will feature famous tracks from the band’s discography. Find out more online at 313presents.com.
Editor’s Pick

MOB DIP at Menjos Entertainment Complex

Head over to the Menjos Complex in Detroit every other Friday at 11 p.m. for its biweekly Mob Dip events that feature a rotating cast of guests. Events are hosted by Grant Jackson, Caine and DEKA. Find out more information on the Menjos Facebook page.

Saturday, August 3
Ann Arbor Pride 2019 This 2-day festival, first in 1995, Ann Arbor Pride (OUTfest) celebrates lesbian, gay, bisexual, transgender, queer identities, community and allyship. All proceeds go to support the efforts of Jim Toy Community Center. jimtoycenter.org.

Sunday, August 4
Stand with Trans Wyandotte Support Group for Trans Youth and Parents of Trans Individuals 5 p.m. There is no fee to attend the groups. This group meets the 1st and 3rd Sundays of each month. For Parent Support Group information, contact facilitator Kim Tooley, 734-747-4363. St. Stephens Episcopal Church, 2803 1st St., Wyandotte. 734-747-4363. standwithtrans.org.

Monday, August 5
Toastmasters International SpeakOUT! LGBTQ Meeting 8 p.m. Professional & personal communication skills development. Jim Toy Community Center, 319 Braun Court, Ann Arbor. 734-995-9867. lawrencemoebs@gmail.com. speakout.toastmastersclubs.org.

Tuesday, August 6
Stand with Trans 2018 Support Groups – Lake Orion / Oakland County 7 p.m. For parents of transgender kids. Facilitated by Lisa Gayotte, ally, activist. Mary’s In The Hills Episcopal Church, 2512 Joslyn Court, Lake Orion. 248-391-0663. stmarysinthehills.org.

Wednesday, August 7
Stand with Trans 2018 Support Groups – Macomb County 7:30 p.m. Macomb Teen/Youth Support Group: All youth are welcome to attend this free group. Dakota High School, 21051 2 Mile Road, Macomb. 586-723-2700. cheffewasalley.schools.org.

Thursday, August 8
Stand with Trans 2018 Support Groups – Farmington Hills – Oakland County 8 p.m. All youth are welcome to attend this free group. Farmington United Methodist Church, 30450 Farmington Road, Farmington. 248-626-3820. oaksandumc.org. standwithtrans.org.

Find puzzle on page 33
in the role of the famous supermodel with a full Rolodex; to Guttenberg's Jack Morell, an aspiring singer-songwriter, she says things like "Mama has connections.") It's a bad movie that became a cult film because it's a joke, but you wish that everyone involved in this crazy disco musical knew that it was too. Except its schlock isn't quite schlocky enough; its kitsch isn't quite kitschy enough. But I'll tell you this much: You don't watch it for the drawn-out dialogue scenes. You watch Shout! Factory's Blu-ray remaster of "Can't Stop the Music" for its commitment in trying to be the gayest thing ever committed to celluloid, producing musical numbers that entail a Folsom daddy singing "Oh Danny Boy" on a piano and, during what you might call a very avant-garde interpretation of "YMCA," men in thongs, in wrestling singlets, in jocks, in nothing. Plus, massages and ping-pong! The gym of your dreams! Among the new extras are an audio commentary with comedy writer Bruce Vilanch and Jeffrey Schwarz, who produced and directed "The Fabulous Allan Carr," a documentary about the producer-writer of "Can't Stop the Music." The Village People's Randy Jones sits down for a separate interview.

By Chris Azzopardi

Can't Stop the Music

"Three Men and a Baby" actor Steve Guttenberg is on roller skates, and that's just the beginning of "Can't Stop the Music," the quasi-autobiographical film about the Village People. The 1980 film is a gay wonderland from another time, another place, another gay galaxy: when guys used to rock crop tops (oh wait...); when full-frontal male nudity could apparently be seen in a PG-rated film (for some swinging softies, watch those guys in the locker room during the extravagantly gay "YMCA" number); when Caitlyn Jenner, playing a Daisy Dukes-clad lawyer named Ron White, was an actor. It's the movie Olivia Newton-John turned down. The one Cher passed on too. They were wise to do so, of course; it certainly wouldn't have done their careers any favors. (Instead, Valerie Perrine was cast in the role of the famous supermodel with a full Rolodex; to Guttenberg's Jack Morell, an aspiring singer-songwriter, she says things like "Mama has connections.") It's a bad movie that became a cult film because it's a joke, but you wish that everyone involved in this crazy disco musical knew that it was too. Except its schlock isn't quite schlocky enough; its kitsch isn't quite kitschy enough. But I'll tell you this much: You don't watch it for the drawn-out dialogue scenes. You watch Shout! Factory's Blu-ray remaster of "Can't Stop the Music" for its commitment in trying to be the gayest thing ever committed to celluloid, producing musical numbers that entail a Folsom daddy singing "Oh Danny Boy" on a piano and, during what you might call a very avant-garde interpretation of "YMCA," men in thongs, in wrestling singlets, in jocks, in nothing. Plus, massages and ping-pong! The gym of your dreams! Among the new extras are an audio commentary with comedy writer Bruce Vilanch and Jeffrey Schwarz, who produced and directed "The Fabulous Allan Carr," a documentary about the producer-writer of "Can't Stop the Music." The Village People's Randy Jones sits down for a separate interview.

Hedwig and the Angry Inch

Nearly 20 years after its initial theatrical release in 2001, "Hedwig and the Angry Inch" looks ageless thanks to Criterion's vibrant restoration of John Cameron Mitchell's queer takedown of cultural homogenization. Mitchell wrote, directed and starred in the cult musical dramedy, portraying the lead, Hedwig Robinson, a punk- rocker and self-proclaimed "girly-boy" who undergoes a forced sex-change, leaving him to grapple with his identity. A personal statement for its genderqueer protagonist (Cameron recently said the character is not transgender given his involuntary surgical procedure), "Hedwig and the Angry Inch" is timeless even beyond its flawless 4K revamp – the enduring cult film's themes of self-discovery and self-invention still resonant today, in part explaining its recent success on Broadway. Composer-lyricist Stephen Trask breaks down the details of producing the soundtrack, one of several new supplements made special for this expansive, beautifully assembled Blu-ray package. Additionally, cast and crew sit down for a reunion discussion about the making of the film, and over 50 pages of illustrations, Hedwig portraits, an essay and more are featured in the book insert. Holdovers from its DVD release include a 2003 documentary about the film's development.

Gloria Bell

When we meet Gloria Bell, she's rocking side to side, half committed to Donna Summer's cover of "Never Could Say Goodbye," which booms overheard in a nightclub she frequents. She's sipping a martini, but that's not why she eventually cuts loose: Music frees her, or as much as it can free a 50-something divorcee and mother who's been through to the woozy reverie of its final frames.

Blue Velvet

In writer-director David Lynch's unsettling, surrealist crime neo-noir about the dark, bloody corners of small-town life, a severed ear is found in a field by Kyle MacLachlan's collegiate pretty-boy Jeffrey Beaumont. A twisted mystery transpires, with his wholesome co-sleuth Sandy Williams (Laura Dern) by his side as they attempt to, ahem, piece together whose head the ear belongs to, why it was in a field, and what alluring lounging singer Dorothy Vallens (Isabella Rossellini) has to do with it. Viewed as a cult film upon its premiere in 1986, "Blue Velvet" has certainly gone on to attract a wider swatch of curious minds with a thing for fantastical enigmas, its metaphors on youth, gender and sexuality still being deconstructed more than 30 years after its release. But decoding every deliciously weird frame of Lynch's trippy psychological mind-fuck never looked this good. Criterion Collection's new 4K restoration of "Blue Velvet" is a dazzling enhancement of vivid, come-to-life color and 5.1 surround sound (full and 5.1 surround DTS-HD sound (full and 5.1 surround DTS-HD sound); when Caitlyn Jenner, playing a Daisy Dukes-clad lawyer named Ron White, was an actor. It's the movie Olivia Newton-John turned down. The one Cher passed on too. They were wise to do so, of course; it certainly wouldn't have done their careers any favors. (Instead, Valerie Perrine was cast in the role of the famous supermodel with a full Rolodex; to Guttenberg's Jack Morell, an aspiring singer-songwriter, she says things like "Mama has connections.") It's a bad movie that became a cult film because it's a joke, but you wish that everyone involved in this crazy disco musical knew that it was too. Except its schlock isn't quite schlocky enough; its kitsch isn't quite kitschy enough. But I'll tell you this much: You don't watch it for the drawn-out dialogue scenes. You watch Shout! Factory's Blu-ray remaster of "Can't Stop the Music" for its commitment in trying to be the gayest thing ever committed to celluloid, producing musical numbers that entail a Folsom daddy singing "Oh Danny Boy" on a piano and, during what you might call a very avant-garde interpretation of "YMCA," men in thongs, in wrestling singlets, in jocks, in nothing. Plus, massages and ping-pong! The gym of your dreams! Among the new extras are an audio commentary with comedy writer Bruce Vilanch and Jeffrey Schwarz, who produced and directed "The Fabulous Allan Carr," a documentary about the producer-writer of "Can't Stop the Music." The Village People's Randy Jones sits down for a separate interview.

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Janelle Monae hits ‘The Road’ with Gloria Steinem

Feminist icon Gloria Steinem’s 2015 memoir titled “My Life On The Road” concerned her childhood, one that saw her moving from place to place, and how it informed her later life as a writer and an activist for women’s rights. Now that book will be a film from director Julie Taymor (“Frida,” “Across The Universe”) called “The Glorias: A Life on The Road.” No fewer than four actors will portray Steinem at various stages in life: Ryan Kiera Armstrong (Netflix’s “Anne”), Lulu Wilson (“Sharp Objects”), Alicia Vikander and Julianne Moore. And they’ll be joined by queer icon Janelle Monae in a supporting role, as well as Timothy Hutton, Bette Midler and Lorraine Toussaint. Already wrapped, no release date has been set, but we’re excited that a living, breathing heroine of modern civil rights is getting the biopic treatment. And of course these kinds of films carry with them the familiar feeling of awards season, which means it’s going to be Feminist Christmas this year. Or next.

Ryan Murphy’s ‘Prom’-posal

We just reported on the (brilliant, we think) decision on the part of Netflix to show its subscribers the closing night performance of Broadway’s heartwarming queer musical “Prom,” later this summer. And now the movie adaptation is in the works, and who else, Ryan Murphy, king of all things high school and singing. Oh, and he has stars: Meryl Streep, James Corden, Nicole Kidman, Ariana Grande, Awkwafina, Keegan-Michael Key and Andrew Rannells, for starters, with a casting call on to fill the role of teenage lesbian Emma, whose one wish is to bring her girlfriend to the prom. This one has a timeline in place, a late 2020 theatrical release for awards consideration, and you know La Streep will not rest until she gets an Oscar for super-singing in a musical comedy. So it’s pretty much on.

‘Breaking News In Yuba County’ is a lady-fest and we’re happy about that

A woman catches her husband in bed with another woman. He dies of a heart attack at that same moment. She buries his body – as one does – and basks in the glow of the local news and the glamour of being the performatively worried spouse of a missing husband. What could go wrong? We’ll find out in “Breaking News In Yuba County,” the latest from director Tate Taylor (“Ma,” “The Help”). It stars – take a deep breath if reading aloud – Awkwafina, Mila Kunis, Ellen Barkin, Regina Hall, Juliette Lewis, Allison Janney, Samira Wiley, Wanda Sykes and Bridget Everett, to name a couple handfuls of talented women. And while we’re not sure if this story is going to be played for “Gone Girl”-esque thriller potential or “9 to 5”-style wacky comedy, we’re already here for it, as our interests are always actress-based. Look for it to break into theaters in 2020.

Queer horror fans unite and take over

If you’re a horror movie addict like us, you already spend too much time streaming them on Shudder. And now that Shudder has proven themselves as producers of very cool stuff like “Horror Noire: A History of Black Horror” – a documentary that shined its light on a neglected area of the horror film story – they’re coming back around with a similar film about queer horror. Writer-director Sam Wineman is in production of an untitled feature that will “explore the complex, fascinating history of queer horror on film,” from James Whale (“Bride of Frankenstein”), Clive Barker, and many others. And it’s not going to shy away – how could it – from the history of problematic and coded queer characters in horror films such as “A Nightmare on Elm Street 2: Freddy’s Revenge,” “Sleepaway Camp” and “High Tension.” It’s coming to get you in 2020.

Romeo San Vicente knows that Pamela Voorhees was the hero of “Friday the 13th.”
Across
1 1985 play about AIDS
2 Pricks
10 Score in Jill Ellis’s sport
14 Gay cable network
15 Want in the worst way
16 Village Voice award
17 Walk like you’re fagged out
18 Playground retort
19 Gimlet garnish
20 Singer in the “You Need to Calm Down” video
42 Beebo Brinker creator Bannon
43 “Heather Has Two ___”
45 Before, in verse
46 Where to find nipples
48 Pirate interjections
49 Spacey in “Beyond the Sea”
51 Fathers and sons
52 Labium
53 IRS info
54 Waters of “Hairspray”
55 Male type
58 The Connecticut Sun, for one
61 Meir contemporary
62 Spoke (up)
63 NCAA home of the Bruins
64 Spelling of “Trick”
65 Previously, previously
66 Tubboat sound
67 Gets hard
68 Transsexual Richards
69 Renate and Elton

Down
1 One of Maria’s mountains
2 Our sun
3 “… ___ Rhythm”
4 He serves drinks with foamy heads
5 Burn with water
6 That’s bull, to Frida
7 State emphatically
8 Porgy’s lady
9 “Uncle Tom’s Cabin” writer
10 Sheehan footwear item
11 Parting words
12 Prepare to shoot off
13 Liberase’s nickname
21 Suffix with law
22 Corp. name tag
25 Sub, to Rohm
26 Left Bank river
27 “My Drunk Kitchen” star in the video
28 Lions and tigers and bears, e.g.
29 Championship figure skater in the video
30 1/4 of a pair of balls
32 “Orange Is the New Black” star in the video
33 Funny Cheri
34 To eat, to Ulrichs
36 Alt-rock genre
37 “To ___ For” (1994 gay British flick)
43 Submissions to eds.
44 ‘60s radical org.
47 Mauresmo’s game
50 Keenly perceptive
54 “West Side Story” gang
55 Penetrating reed
56 On ___ with
57 Chick’s suffix
59 Soothing agent for skin
60 Where to pin sweaty guys

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- Caleb Youngblood, PA-C, AAHIV-S
- Mark Rosen, PA-C
- Leon Bullough, NP-F
- Keyuna Nance, MSW