Dear Colleagues,

October is LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer, and additional identities) History Month. It’s a time to honor the sacrifices and achievements of members of the LGBTQ+ community. It is also a time to encourage honesty and openness about being LGBTQ+ and about ongoing issues faced by the community.

The many events listed in the calendar below attempt to meet these objectives—to look back and ahead. Therefore, I am pleased to invite you to celebrate and reflect as members of the Baruch community, and engage in discussions about progress and the work that still needs to be done.

**Past, Present, and Future**

First celebrated in the U.S. in 1994, LGBTQ+ History Month now marks its 25th anniversary. During the week, more LGBTQ+ history will be made. On Tuesday, Oct. 8, the U.S. Supreme Court will hear arguments on three cases that will decide whether Title VII of the Civil Rights Act, a federal law that prohibits discrimination based on sex, includes discrimination on the basis of sexual orientation and gender identity. In these cases, a sky-diving instructor and a child-welfare services worker were terminated from employment only because of their sexual orientation, and a funeral-services employee
was fired after she announced that she was a transgender woman and would start working in women’s clothes.

We will be monitoring the outcome of these cases and other upcoming legislation. For additional background, in April 2018, we were fortunate to welcome American Civil Liberties Union attorney, Gillian Thomas, who presented to our campus compelling reasons why antigay and anti-transgender discrimination should be considered forms of sex discrimination. For those who did not have an opportunity to attend her presentation, you can watch it here.

Regardless of the outcome of the Supreme Court decision on these cases, Baruch will continue to adhere to CUNY’s policy of nondiscrimination and equal opportunity that prohibits discrimination and harassment based on various protected characteristics, including sexual orientation and gender identity. The policy also prohibits retaliation for reporting or opposing discrimination, or cooperating with an investigation of a discrimination complaint. All complaints of discrimination should be addressed to me, Mona Jha, Esq., chief diversity officer.

Let me emphasize that Baruch will always strive to promote “an inclusive and supportive environment for all members of the College community,” as articulated in Goal V of Baruch College’s Strategic Plan 2018–23. Additionally, New York State passed the Gender Expression Non-Discrimination Act (GENDA), which “prohibits discrimination in employment, education, housing, public accommodation, and other areas against individuals based on their gender identity or expression.” Our success is your privilege and responsibility. Thank you!

**Opening Ceremony**
Celebrate the beginning of LGBTQ+ History Month with music, food, giveaways, and more!

**When:** Thursday, Oct. 3  
**Where:** NVC, Second Floor Lobby  
**RSVP:** 12:40–2:20 pm

**LGBTQ+ and Allies Meet-and-Greet**
Network with faculty, staff, alumni, and students. Help foster and further develop a supportive and inclusive community at Baruch. Also help us celebrate National Coming Out Day.

**When:** Thursday, Oct. 10
LGBTQ+ Alumni and Employer Event
Join us for a professional event—offered in collaboration with the Starr Career Development Center and the Office of Alumni Relations and Volunteer Engagement—that focuses on the experiences of being LGBTQ+, in the workplace. This event will feature a panel of professionals and employers.

**Where:** NVC, Room 2–125
**RSVP:** 6–9 pm

Debunking HIV: A Discussion
Join the conversation as we discuss and debunk the misconceptions of HIV and its impact on the LGBTQ+ community.

**Where:** NVC, Room 3–215
**RSVP:** 12:40–2:20 pm

GLASS (Gender, Love, and Sexuality Spectrum) Open Mic
Indulge in an evening of music, poetry, performance, and more. All are welcome to showcase their talents.

**Where:** Bookstore Café, NVC First Floor
**RSVP:** 6–9 pm

Safe Zone Training
An informative session for faculty, staff, and students focusing on LGBTQ+ sensitivity and awareness. Learn new terms and helpful tips for being a better ally to the community.

**Where:** NVC, Room 3–215
**RSVP:** 12:40–2:20 pm

Drag Brunch
Experience a drag performance and learn about drag culture.

**Where:** NVC, Room 1–107
RSVP: 12:40–2:20 pm

Queer Questions
Trivia, prizes, and fun galore! Play with a team and learn about the LGBTQ+ community around the world.

When: Tuesday, Oct. 29
Where: NVC, Room 2–125
RSVP: 12:40–2:20 pm

GLASS Fright Night and Closing Ceremony
Show off your costume and dance the night away at this Halloween dance party! Come dressed up and enjoy food, music, and games.

When: Thursday, Oct. 31
Where: NVC, Room 1–107
RSVP: 6–9 pm

And looking ahead to November:

Transgender Day of Remembrance
Join us as we remember and celebrate those who have been killed by transgender-based violence. Learn about what you can do to support those affected.

When: Tuesday, Nov. 19
Where: NVC, Second Floor Lobby
RSVP: 12:40–2:20 pm

Following last year’s LGBTQ+ History Month, a group of faculty and staff created the Baruch LGBTQ+ Faculty and Staff Network, with encouragement and support from Aldemaro Romero Jr., PhD, dean of the George and Mildred Weissman School of Arts of Sciences. This group promotes community with cultural and social gatherings on- and off-campus. Please email Ted Altschuler, PhD, and Michael Marino, if you are interested in participating.

I would like to thank co-sponsors and supporters for LGBTQ+ History Month, including the William and Anita Newman Library; Office of Alumni Relations; Office of Enrollment Management; Office of Diversity Compliance, and Equity Initiatives; Baruch Performing Arts Center; Office of Health and Wellness; Baruch’s Counseling Center; Starr Career Development Center; Student Affairs Professional Development Council;
Undergraduate Student Government; Graduate Student Assembly; GLASS; Graduate PRIDE; and Office of Student Life.

Sincerely,

Mona Jha, Esq.
Chief Diversity Officer