THE BUTTERFLY INDICATOR PROGRAM

INSPIRED BY ERIC'S ID LAW



A SIMPLE SYMBOL FOR GREATER RECOGNITION, UNDERSTANDING, AND SUPPORT

The Butterfly Indicator Program allows students with nonapparent (hidden) disabilities to voluntarily add a butterfly to their Montgomery College student ID.

The butterfly gives campus staff and Public Safety a visual cue that a student may benefit from additional patience, support, or a different approach to communication.

Participation is voluntary, free, and requires no medical documentation.

FROM ADVOCACY TO ACTION

The Butterfly Indicator Program began with Eric Carpenter-Grantham and his mother, Linda.

Through their personal experience and advocacy, they identified a need that could improve interactions and outcomes for people with hidden disabilities—not just one student, but many.

Their advocacy:

- Raised awareness of hidden disabilities.
- Inspired a proactive solution centered on dignity, understanding, and safety.
- Demonstrated leadership and courage through a commitment to helping others.
- Created a lasting impact for future generations of Montgomery College students.

Eric and Linda's advocacy shows how one family's experience can inspire meaningful change and help create a more inclusive community.

MONTGOMERY COLLEGE

WHY IT MATTERS

RECOGNITION
Helps staff recognize when a student may have a hidden disability and need additional support.

COMMUNICATION
Encourages patience, understanding, and individualized approaches.

SAFETY
Helps reduce misunderstandings and unnecessary escalation during interactions.

BELONGING
Supports a more inclusive, accessible, and student-centered campus community.

HOW THE PROGRAM IS GROWING

PHASE 1

Public Safety and Frontline Staff

Initial training focused on:

- Understanding hidden disabilities
- Communication strategies
- De-escalation techniques
- Recognition and inclusive support

Eric and Linda shared their lived experience and advocacy, providing firsthand perspective on why recognition matters.

PHASE 2

Expanded Awareness and Training

Montgomery College will expand awareness and training to additional frontline staff and faculty while gathering feedback from students and the campus community.

Future efforts may include:

- Additional focus groups and surveys
- A butterfly indicator in Starfish
- Student-led awareness and education
- A broader Collegewide awareness campaign

A LASTING IMPACT

The Butterfly Indicator Program is more than an identification option, it is a symbol of inclusion, empathy, safety, and student success.

By recognizing Eric and Linda Carpenter-Grantham, Montgomery College honors the vision, persistence, and advocacy that helped bring this initiative to life.

Their advocacy created a path for greater understanding, accessibility, and belonging.

