

'Out of the Pan' Broadcast 30-May-2021

'Chillout, Pride March including police'

Content warnings: references to biphobia and bi-erasure, references to COVID-19 lockdown in Victoria, police at Pride, police brutality

[Podcast Intro] Thanks for downloading a 3CR podcast. 3CR is an independent community radio station based in Melbourne, Australia. We need your financial support to keep going. Go to [www.3cr.org.au](http://www.3cr.org.au) for more information and to donate online. Now, stay tuned for your 3CR podcast.

[Show Intro: Opening music plays. Speaker: Sally Goldner]

Panoply, panorama, panpipe, pansy? Aha! Pansexual! Knowing no boundaries of sex or gender. Sound interesting? Then join Sally on Sundays at noon for 'Out of the Pan'. All those gender questions making you think too hard? Whether it's transgender, bisexual, polyamorous, or beyond, we'll throw those questions into the pan and cook up the answers for you. So go on, push that gender envelope, only on 3CR 855AM digital and 3CR.org.au.

[Snippet of 'Let's Cook' by Mental as Anything]

[Song: 'How Long' by The Eagles]

[Speaker: Sally Goldner] 3CR, 855AM. 3CR Digital, 3CR.org.au, and 3CR On Demand, 'Out of the Pan' with Sally, first broadcasting noon to one every Sunday afternoon. 3CR broadcasts from the lands of the Wurundjeri people near to the intersection of the Boon Wurrung on Kulin lands, and we pay respects to elders past, present, and emerging. Hello to any Aboriginal and/or Torres Strait Islander people tuning in and also acknowledge that all the lands were stolen and never ceded. 'Out of the Pan' is a show covering pansexual issues, knowing no boundaries of sex, gender or genre, and we opened up with a bit of country rock. I'll tell you why in a second. The Eagles from their first full album in a very long time in 2007, 'How Long', that version on one called *Eagles Live at the Forum MMXVIII*, that was released last year and has the sort of more post Glenn Frey's sad passing lineup, Deacon and Vince Gill and others all there.

And yeah, that's opened up with that one and there's lots of ways to get in touch with the program today. You can email [outofthepan855@gmail.com](mailto:outofthepan855@gmail.com); you can SMS +61 45 675 1215; you can tweet @salgoldsaidso, and that's the bottom line. And look for posts on Facebook on my page, Sally Goldner AM, and look for the one going up on the 'Out of the Pan' page, Out of the Pan 3CR 855AM Melbourne, very shortly. And any opinions on the program are my own, not necessarily those with any organisation with which I have been associated past or present.

Well, opened up with some country-ish music today because zooming in live from country Victoria is someone who's, well on a, on a cold morning, I'm going to have to say is pretty chilled out, the president of Chillout joins me on the show today and it is a big welcome to Tessa Halliday.

[Speaker: Tessa Halliday] Thank you so much for having me, Sally. This is a real thrill to be on your show.

[Speaker: Sally Goldner] It's good to have you. Now, the disclosure is that not so – don't think it would be relevant for today but will mention it anyway, we are both committee members of Bisexual Alliance Victoria we'll be transparent, but two things I need to check in with which lands you are on where you are.

[Speaker: Tessa Halliday] Of course. Yes. Chillout Festival and where I'm currently located are on the Dja Dja Wurrung lands and the people – and they are part of the Kulin nation which I believe is – it's the Kulin nation where you are as well, is it?

[Speaker: Sally Goldner] It is. Yeah, we're on the intersection of mainly Wurundjeri, but it is somewhat possibly we'll say, disputed I think is the term, intersection of Wurundjeri and Boon Wurrung land. And the other thing to check in before we go further is, I use the pronoun she/her if people need to refer to me in that way. Is it okay if I ask which pronouns you use, if any, so we can respect everyone's gender identity?

[Speaker: Tessa Halliday] I also use the pronouns she/her. Thank you for checking in Sally.

[Speaker: Sally Goldner] Awesomeness, we got. We got this. Well, we're here to talk to you with your chilled out – well, I've got my beanie on because it's chilly. I'm going to keep that pun going, as Bob Downe once said, I'll be milking that one for the whole show. But seriously, you're the president of the organisation Chillout. Let's just get the overview first if people haven't heard of Chillout, or perhaps have forgotten, or wonder what it was and does and is doing. Tell us a bit about past, present, and, well, maybe even a little bit of intended future of Chillout.

[Speaker: Tessa Halliday] Yeah, fantastic. So if you haven't heard about Chillout, Chillout is held in Daylesford, the Spa sort of country area west of Melbourne, in Victoria. It is Australia's longest-running and largest regional pride festival. It recognises a culturally important and nationally celebrated LGBTIQ+ Pride event, and next year is going to be our 25 years, so it has been running for some time. Started off very small in 1997 and now brings up to about 20,000 people to the region. This year was a little bit challenging with COVID, but I have to say that our committee and our amazing festival director managed to pull it off. And even though it wasn't perfect, I think everyone was really, really happy to be able to come up to Daylesford and celebrate Pride and get together after 2020, which was a really hard year for everyone.

[Speaker: Sally Goldner] Well look, absolutely so and I mean the – I think we, you know, for LGBTIQ+ peoples there was that need to reconnect, I know you and I felt it in the Metro version down here at Pride March last Sunday. Good to be back with the listeners, by the way. We weren't – because I wasn't here, kind of haven't learned how to be in two places at once. Bi people might be breaking binaries, but we don't know how to clone at this point, but it was really good to connect, so I can understand that need for connection, which is such a vital thing, particularly for queer communities, and how important it is. And it has its different reasons, let's say all equally valid for those in regional and rural Victoria where of course things are, now it's obvious to say, spread out and brought people together as well. Was it good to get back together back in March when Chillout was on?

[Speaker: Tessa Halliday] Absolutely, I think there is more chance of being isolated out here in the country because a lot of us are in small little towns and some of them are amazingly accepting and some not so much. So it really is a great chance for people to come together and feel that sense of community and belonging and make new

connections. So I think it is an essential thing. COVID in some ways brought people together with some wonderful online events, and we were part of 'Pride-solation' last year, but I think in person is, is just, it's another level. It's not quite the same over Zoom.

[Speaker: Sally Goldner] No. I think there has to be that sort of you know, full body language and, you know, sort of facial expressions and tone of voice. Well, tone of voice, of course, you get on Zoom – provided the net holds up and the volume stays in and all that sort of thing that we need. But all the same, it's still, I think that human touch is much more needed, and we really need it. And we need Chillout. I mean, as you say 25 years, which is, if I remember rightly, the first Pride March was 1996 in Melbourne, so there's sort of 25 years in there somewhere at least. Midsumma's been going for longer, but the future is on your mind, which is sort of the initial spark that created and I said, why don't you come on 'Out of the Pan' today because you have a paid position going at Chillout?

[Speaker: Tessa Halliday] We do. So, firstly before I say anything, I think I'd really like to say a really big thank you from myself and the community to Michele Bauer, who is our current festival director. She's done two amazing festivals with us and brought some fantastic ideas and initiatives to Chillout. Unfortunately, she has decided not to continue on with us, which we're really disappointed about, but it does give someone else an opportunity to jump on board and help us produce our 25th Chillout Festival. It's a pretty amazing opportunity and you will have a lot of support from our great governance committee that we've set up over the last couple of years. It is a paid position and applications are now open. There's details on our Facebook page<sup>1</sup>. You're also more than welcome to email me at [president@chilloutfestival.com.au](mailto:president@chilloutfestival.com.au)

[Speaker: Sally Goldner] And is the job being advertised on places like well, Ethical Job, Seek, that sort of thing as well?

[Speaker: Tessa Halliday] Yes, I believe so, and there is another place which it is advertised, but I cannot think of the name of it, Sally. I should have written that down beforehand, but I believe yes, Facebook and Seek and one other—

[Speaker: Sally Goldner] LGBT Jobs? That was a random—

[Speaker: Tessa Halliday] No. It's a site that is for artists and performers, I believe, but the name isn't coming to me at the moment. So hopefully someone fabulous is either listening today or has seen the ad on Seek or Facebook and they're preparing their application now.

[Speaker: Sally Goldner] Fair enough. All right then. Well, they'll know where to look for it. And let's just, I mean, you know, sort of I'm interviewing you about the interviews. What would be some, you know, if you've got it there in front of you, what would be the job – some of the job criteria, the essential criteria, said me in my best human resources sort of voice.

[Speaker: Tessa Halliday] Of course. So a big part of the festival director is managing and running all of the events across the festival. So we do have Chillout events, but we also have events that are run by other groups as our umbrella events. So it is quite a large number of events to manage. You'll be liaising with our governance committee, our web designers, graphic designers, marketing people to make sure that we reach our targets of getting everything organised and ready for our program to go out. So it's quite a – it's a big role and requires a lot of juggling. So if you're someone who can juggle a lot of things at once, and have experience running a festival or similar event, then it could be the role for you.

[Speaker: Sally Goldner] So, yes, a bit of, I can imagine, I mean, you know, sort of, you know, that there'd be a lot of juggling. I probably would be running out of the room screaming or something, to be honest. I'm somebody needs to work a little more one mask – one – I nearly did a spoonerism, one mask, what was I going to say, one mask at a time? And that's a bit of a COVID spoonerism there. One task at a time. I'm not multi-masking well today as my words are coming up. But seriously, yeah, it's a big, big role and I know—

[Speaker: Tessa Halliday] Some other key areas are things like developing the budget, risk management plans, and all those sort of things that come with organising an event. But I'd say for someone who's been in these sort of roles before, they'll have a bit of an idea, and we're more than happy to send the PD out. So do get in touch and we can send you a full PD with all the details, because I've given such a brief summary that it's not really going to cut the mustard for most people.

[Speaker: Sally Goldner] Well, yeah, look it does, you know, I mean, I'm I'm just someone who performs in arts festivals, so to speak. Last thing I'd be is a festival, as I say, a festival manager. And I'm just trying to sort of see what comes up, and try and get the job description in front of me. But yeah, it's obviously juggling, you've got a whole heap of sort of relationships with the whole range of people as you say your committee/board is obviously one that would sort of need to be considered, but obviously you've got a whole range of rainbow stakeholders, allied stakeholders, the whole thing. So it's a pretty sort of big role to consider in all of those aspects alone. So yeah, really important to get that right and obviously knowledge of arts and events and all that sort of thing. Yeah, pretty huge.

[Speaker: Tessa Halliday] That's a really good point, Sally, actually, you raised. You've got to be a good communicator because yeah, you're dealing with so many different people across the events and our communities to bring it all together into one. So yeah, that was a good summary. Thanks Sally.

[Speaker: Sally Goldner] Fair enough. Well, I'll keep trying to sort of scratch around to get a few more things on that. Just now, well, again, failing on the multitasking there to try to bring up the actual job ad. But the thing is, you're, as you say, president, you're a very multi-hatted person and of course, your – I'll just make it clear your hat that is on today, so to speak, metaphorically speaking is as president of Chillout, but there's lots of other facets to Tessa Halliday. Tessa, you're an extremely busy person. Take one of the facets and tell us about – tell us a little more about some of the things that make up your whole person and life at this time.

[Speaker: Tessa Halliday] Okay. Well, probably in my private life I run a small business town planning consultancy and I also am an elected councillor at Hepburn Shire Council, this is my first term, and that's been a big learning curve, but I wanted to throw my hat in the ring and try and make a difference for my community. And then obviously mentioned before, I'm part of the Bisexual Alliance committee as well and a few other community organisations locally. I probably overdo it a little bit and don't have much time for anything else, but yeah, I do it. I do really enjoy it.

[Speaker: Sally Goldner] Well, that's the thing. So, I mean, let's pick one of those. I mean, it might sound, you know, sort of a well-worn question. But I think it's always good to, you know, sort of check in with when it happened. When did you have an awareness that you, I'll say might be something – I'll start by saying in inverted commas, 'something other than heterosexual', was there a particular moment or point in your life where that happened?

[Speaker: Tessa Halliday] Yeah, I was lucky enough to go to MacRobertson Girls High School for year nine to 12, and it was quite open as far as sexuality went. And so I realised at some point, I think in, yeah, might have been late year nine, you know, and that I was attracted to women. I'd never really realised that before, so yeah. And I think at that time it wasn't really a question about what I was labelled and I had boyfriends, I had girlfriends and it – I was very, it was very sort of safe way to come out, at that school. So I'm really blessed in that way. The hard part came when I left school, I think—

[Speaker: Sally Goldner] Okay.

[Speaker: Tessa Halliday] And then delving into the greater community and trying to fit into the LGBTI community. And I really started hearing about, I guess all biphobic type comments and so forth. So I ended up coming out as lesbian.

[Speaker: Sally Goldner] Understandable.

[Speaker: Tessa Halliday] And I now believe, yeah, I believe that was because it I didn't think I'd be accepted if I was bisexual. And then unfortunately, I decided – I met a guy and I decided to start dating him and then came out as bisexual and lost all my friends and that community that I'd sort of become a part of. They thought that I'd been stolen away or that I'd been lost from the community. Didn't really – no one really sort of thought, actually she's just bisexual, she's still part of the community. They just didn't want to hang out with me anymore. So it was, yeah, it was pretty, pretty hard.

[Speaker: Sally Goldner] That's – certainly that's, you know, that's awful and unacceptable that you know, if we're in a world where people need to be treated on their

merits and/or treated with respect, you know, that's obviously the opposite of that. Can I – if I can ask, how long ago did that sort of thing was – did that happen to you?

[Speaker: Tessa Halliday] That was 1999, I think it was, so showing my age.

[Speaker: Sally Goldner] Not at all. All ages are valid.

[Speaker: Tessa Halliday] But yeah, it was a while ago, but biphobia has sort of followed me throughout my adult life. It hasn't been a – that wasn't the only incident, and you probably have the same like many other bisexuals. And only really I think in the last couple of years have I made the decision that I am going to identify as bisexual and be open and proud about it, because I don't want other bisexuals to have to go through the same thing. Hopefully, you know, we can finally make a dent on bi erasure and biphobia.

[Speaker: Sally Goldner] Yeah, well look, I'm, you know, I'm glad that things are in a better space. Was there a particular catalyst for coming to that decision to be open and, you know, sort of, you know, sort of clear about your sense of self? Was there a moment or a process?

[Speaker: Tessa Halliday] There was, and she's probably not going to be listening. So I had a girlfriend a couple of years ago, and she was really biphobic, and kept sort of questioning my fidelity and worrying that I was going to – she would never be enough and that I was going to run off with a guy, or there was more chances, chance of me cheating and all those things. And she said some pretty horrible stuff and it sent me into a bit of a depressed – bit of a depression and I either could have just kept spiralling down or I got angry as we call it, now I know we call it bi-furious. And yeah, I got angry and I decided that no, I'm never going to let anyone treat me like that. And, and I made, you know, heaps of t-shirts and, and then yeah, decided to get a bit more involved with the LGBTI community again.

[Speaker: Sally Goldner] Yeah, well, look, I think that, you know, the sort of this – sort of, it gets to that point of, well as you say, you could keep spiralling. But you decided to well, let things out and clear the head and you were able to move forward. It was, sort of got to a make or break in a sense, in simple terms. So I'm glad you made because, you



know, to have an openly bi person as the head of a major LGBTI organisation like Chillout is great. Now, I know now, without being self-indulgent, Bi Alliance values the contributions and skills that you bring. And well, on a lighter note, you do good face paint. Look for the bi flag painted onto my face last week by you, prior to us marching in Pride March.

[Speaker: Tessa Halliday] \*laughs\* Thank you.

[Speaker: Sally Goldner] So we do need all these things and so yeah, multi-faceted person, a multi-talented person as of course so many queer people are which is really, really good. And well, the question then comes up what does the, you know, any thought, any plans for the future? I mean obviously, as you say, you're someone who is keeping busy but, you know, what sort of things would you like for yourself for the future, for your community, and obviously an immediate wish for Chillout that there may be at the moment is to get the world's best festival director, but anything else, name it? I can't say your wish is my command, but we'll try.

[Speaker: Tessa Halliday] That'd be nice. Gosh, my wishes are – my wishes are many, but I think probably working towards being more inclusive of transgender people, bisexuals, our elders in our community, and our community events. I'd really like to see, well, Chillout itself, but also within my community in Daylesford seeing all facets of our community be included. So yeah, that's probably what I want to see. And gender equality would be nice.

[Speaker: Sally Goldner] I'll back that. Yeah, well, it's a weekend, so we should be able to knock all that over by 5pm next Friday, just a bit of luck and good management.

[Speaker: Tessa Halliday] Yeah, next week.

[Speaker: Sally Goldner] The, what is it? The eclipse blood super moon with pike, I think, seems to have shifted energy, so, we should be able to just – bit of coffee, we'll work it out. Seriously we'll keep working for it.

[Speaker: Tessa Halliday] Beautiful.

[Speaker: Sally Goldner] So look, I know you've got to head off to a meeting, so I'll let you sort of have a breather before that. So, thanks for coming onto the show today, and—

[Speaker: Tessa Halliday] Thank you so much for having me, Sally, it's been wonderful.

[Speaker: Sally Goldner] Yeah, good to be with you, and, well, we'll hopefully once – hopefully, very soon, we'll be able to travel more than five kilometres here in this state and we can do safe bi-fives in person or something. But in the meantime, keep up the awesome work. You know, the sort of – the ripples are spreading, I think, you know, I think back ten, 12 years ago, that Pride March seemed to be very inner-city centric. And now it does seem more and more regional groups – obviously last Sunday was a bit less than 2020 pre-pandemic in terms of everything, which I'm going to discuss in the next segment. But all the same, you know, I think that gradually we're sort of, you know, sort of, as I say, the ripples are spreading – rainbow ripples, that sounds like a chocolate and ice cream flavour – that is spreading, and they're spreading throughout Victoria beyond the inner city area, through the suburbs, through regional, rural, getting to remote, great to – I was able to connect someone with Mallee Pride up in the northwest who needed that earlier this week. So that's really great. So you keep pushing it along and hopefully, yeah, we'll catch up with each other, you know, and particularly keep being chilled out in a metaphorical rather than a two-degree morning way for as long as possible.

[Speaker: Tessa Halliday] Thank you so much, Sally, and enjoy the rest of the day.

[Speaker: Sally Goldner] You too, hang on a second. We'll just get into another track with some loud rock and that will be the Cosmic Nomads. You're on 3CR, 855AM. 3CR Digital, 3CR.org.au, and 3CR On Demand, 'Out of the Pan' with Sally.

[Song: 'I'm Still Alive' by the Cosmic Nomads]

[Song: 'I Broke my Leg' by the Joe Walsh]

[Speaker: 3CR voice #1] This is Jeffrey Zimran from Tjintu Desert Band We love community radio 3CR. Support independent music and views on air. Call 9419 8377 to subscribe or online at 3CR.org.au.<sup>ii</sup>

[Speaker: 3CR voice #2] 3CR community radio is dedicated to exploring the issues that affect our future because I think it is something we just need to be talking about. 855AM, tune in and listen up.

[Speaker: Sally Goldner] 3CR, 855AM. 3CR Digital, 3CR.org.au, and 3CR On Demand, 'Out of the Pan' with Sally, first broadcasting noon through one every Sunday afternoon. Thanks for your company. Thanks once again to our guest Tessa Halliday in her capacity as president of Chillout. And yes, look for that festival director job. Best way to get to it, it seems, is go to the Chillout Facebook page and email the address on the ad thereupon to wit.

Well, just recapping music thus far on the show today. We opened up with the Eagles, 'How Long' from their 2018 live album *Live at the Forum*. The two tracks we just heard, first up was the Cosmic Nomad *Damage* from 2012 – sorry, from the 2012 album *Damage*; the track was 'I'm Still Alive', which is a good thing to be. And following that we had the always laconic Joe Walsh, and 'I Broke My Leg' from his album *The Confessor* way back in the 80s somewhere and well, broke it on a skiing trip. Well, we could have some of those soon if we're allowed out and about, we will see.

So a few messages have come in during the show of various sorts. Hofler – and of course 3CR and 'Out of the Pan' only have awesome listeners, not regular listeners. So one of our awesome listeners, Hofler, said a couple of things: good to see the inclusiveness of MacRob High, which Tessa mentioned, and then there's another message as well, which I'll get to in a second, because the rest of the show I want to try to talk a bit about Pride March last week, didn't I don't – probably won't have enough time to do the issue, the big issue justice this week, but I will sort of get it underway.

Let's do the warm and fuzzy stuff about Pride March last week. I must admit it was good to be back with the rainbows and get the queer energy back after, you know, sort of, having so little of it in recent times. And, of course, a beautiful day and as it was 20 degrees and sunny last Sunday and not too cold in the morning. First time I've ever

wore tights at a Pride March in Melbourne. Of course, because normally in January and, of course, almost feel like saying let's not bring up traumatic events, but 40 degrees back in 2018, tights usually stayed at home. But on a six or eight degree morning, as it was last Sunday, by Gadfrey the pink tights were needed. But bisexual colours, you've got to look the part and it was just good to be there.

And look, I have to say, I wasn't expecting anyone to be on the side of the road. Obviously, I knew there were people in the cafes but there were some people lining the streets, which was cool and a pleasant surprise, and good to get a bit of that vibe. And it did seem a little smaller obviously than usual, both time and numbers, obviously numbers limited to about 30 per group, rather than unlimited. But, you know, it was still good to be there in a bit of – it's nice just afterwards. Grab some food and sat under a tree and just watch the passing parade or the parade had finished, the passing people, the second part of the parade so to speak and it was really good to have it, have it back. Well touch wood, fingers crossed, we'll be – the plan at this stage is the Pride March will return and Midsumma will return to their usual January-Februaryish timeslots next year.

But of course, we do have to acknowledge what is happening in the state of Victoria this week or at least, it would seem, with the lockdown. Five new cases for the last two days. At least it's not ten. I suppose that's something but it's still dicey, the chance of an early release from the week-long lockdown according to news this morning, not good. Possibility it'll still be a week, but who knows, possibility it could go a little further. We shall have to see. Not easy times.

But there is an issue of course that, you know, sort of broke the last couple of weeks before Pride March, and going to say before I say anything, I'm well aware this is an issue that invokes strong feelings, strong emotions on all viewpoints, not an easy one to deal with. So how do we move through it? And that is, of course, the issue of should police be marching at Pride March? Now, you know, there's – is it, it is a, as I say there's one there's lots of views on each, on each side. Let's – and I'm just going to try to keep it as neutral as I can and then tie into one of Hofler's announcements.

What are the reasons for police marching at Pride? Whether you agree with them or not, not the point. Let's just try to go through them. For example, police are, there are

LGBTIQA+ police, they should be there, Pride March is for people who support us and that sort of thing, you know, are a couple in favour.

What are the reasons against? Police continue to oppress parts, maybe all of LGBTIQA+ communities, and many others e.g. Aboriginal and Torres Strait Islanders, people with disabilities, sex workers, regardless of sexuality gender identity, that police are not favouring the communities, and therefore shouldn't be there.

So it's not – there are sort of pros and cons and then you could rebut those, you know, each of those arguments so to speak. That people don't feel safe with the police there marching. People don't feel safe with police marching in uniforms. There's a whole range of them, and there's elements of logic to them all. And Mel now has telepathically come in with this very question, you know, as we've been talking about it. And you know, look, I'd be the first to say that I've gone sort of, well, been viewpoint-fluid over time.

Let's try to look at this over time first. I mean, obviously in terms of police relationships with LGBTIQA+ communities overall. 1994 Tasty raid. Rock-bottom, targeted, systemic raid, misuse of power, the damage – lots of people, 460+ people of all sexualities and genders. I mean, needs to be remembered that there were heterosexual cisgender people who were abusively strip-searched that night. Now yes, that was the low point and then actually, there was various reference groups/committees of LGBTI people working with police. I – disclosure, I have served on that in its various names from time to time throughout mainly throughout the late 2000s, early 2010's. There's been the LGBTI liaison officers still called GLLOs. And well, I can say that at one point, I had to fight back an effort by cisgender gay men to just change that to GLO because it was easier and it's like, no, that erases bi and trans people.

And you know the thing is, of course that actually that's probably not the most relevant thing, but of course it's indirectly relevant in that, you know, we know that say trans people may, from all the research we have from a range of sources, experience worse relationships with police than cisgender gays and lesbians. Not that we want to play hierarchy of the oppressed. That is just simple fact. So trans people are worse off. We know that two-thirds of people who are sex workers are, I will be a little careful here

LGBTQ and I'll be probably a little specific in that, possibly A, I'm not so sure about I, which is why I'm being taking a more individual circumstance sort of approach.

We know, of course, horrendously, and we hear, and if you were listening prior to the program, messages on what Aboriginal people and Torres Strait Islander people still face in custody and the systemic prejudice they face and other groups as well.

So the thing is what do we do? Is the police – here's what I'm going to answer Mel's question with just one thought, and I'm not saying this is definitive because it isn't. Also should disclose that I have an award for my involvement in the Community Encounters program, one of the highest civilian awards Victoria Police can give, and I think that experience will come into it.

I honestly felt we were beginning to sort of get into first or second gear throughout the latter part of the 2000s. After we built up the liaison officer roles, other things happened. And then in 2009, Community Encounters, the program developed by the then LGBTI liaison officer Scott Davis started at the Academy, which has been with dry humour called a cross between a living library book and speed dating where many people from a whole range of diverse communities meet new recruits. I think that was a good initiative, but I think since 2010 has been a lot of changes that have seen police relationships with diverse communities, well, stall, maybe even go backwards, including parts of queer communities. Yes, all the Community Encounters in the variance would reference / working groups are all there.

When you consider the – in my opinion, the overuse of powers in the phony war on terror, you know, that perhaps there's been internal police wars that played a part in things, in the late 2000s and early 2010's many, many other factors. I think things haven't perhaps kept the pace. So maybe they're sort of moving forward, but not keeping up with the issues well enough.

And then you look at things in the last few years. There's lots of individual incidents we could talk about some we have to just mention and be careful. One that is closed – content warning police brutality on all of these – one that is closed, the disability pensioner who was hosed down by a police officer, two others assisting, three watching

from memory and you know, \*mocking tone\* 'so you like that do you' or something like that and they just get fined. So that's pretty weak.

The – I'll just say the situation at Hares and Hyenas, being very careful that that is subject to ongoing proceedings. Last year, we saw a police officer tackle a pregnant woman to the ground when it didn't seem like she was being physically violent. Many other situations. Also, you know, a few years ago, there were 250,000 false breath tests, and those sorts of things. The issue is, then, how do we balance this? How do we bring together that there are, you know, I'm a firm believer that you can't really look at a whole organisation. It sucks, and I'll disclose the interest here that a year ago I had an horrendously, verbally abusive situation with a police officer that it took some months of effort to fight and get a fine that really was not existent at all. Long story for another time, reversed, that sort of thing and so, not easy.

But let's try to look at something here. You know, is the police marching in Pride March in uniform, a symptom of a situation? What's the cause? It's the police behaviour. So how do we keep working for that police behaviour? Obviously memories don't go away overnight. I talked about in the education work that I do, particularly for older and middle cohort queer people, rainbow people, that just because we get some advances doesn't fix everything. It helps, but our paradigms don't shift automatically and completely. So how do we keep shifting that paradigm?

You know, there's been criticism, for example of Midsumma. Well, I'll throw something out there, could Midsumma use the power and privilege they have to set up more conversations between groups and police? Now, I'm not saying that's the whole answer but is it a thought? How can we do something constructive? How do we accommodate openly LGBTIQ+ officers who want to march and show their pride? Do they do it in, not in uniform, do they do it in a sort of quasi-police attire or something like that? There's, you know, that's not to say that, of course, we ignore the pain that many groups face. And also, there's been issues to know, where people talk about groups that are similar-ish to police, you know, such as custodial people, Sheriff's office, many others. So, you know, I don't think there's easy answers here.

But the thing that I wanted to mention from Hofler is that it was announced on Saturday Magazine on Joy 94.9 yesterday that Joy are going to organise a town hall meeting with

the police and the Rainbow Lobby, being the Victorian Pride Lobby – who, for an organisation that sometimes, you know, and I declare my interests there as a life member of that organisation, sometimes they have to be a little more cautious. They have come out strongly in favour of banning police. Now, that's a pretty well, you know, sort of strong step to take for an organisation that sometimes has to balance a lot of interests, but I think it says something. So it is about taking an initiative, but, you know, other Pride Marches around the world have stopped police marching, whether in uniform or not, and Pride has gone on.

People say, well, the police are there for our safety. Yes. Sadly, we have – the police need to be there to protect us from, you know, violence and that's what they're there to do. But I have to be honest, I did feel at times last week, police, you know, sort of, they seem to be there in large numbers and that sort of thing. It did seem times a little uncomfortable and so, I don't know, as I just said, I don't think there's an easy answer.

Mel's emailed in again, still conflicted. Always think of Nelson Mandela, who made friends with his enemies and showed the world that you need to reach out to your enemies. I'll come back to the words in a minute. In favour of making people accountable for their actions with consequences. Well, you know, come back to that too. Careful not to look like hypocrites to the wider community and you know, also differences between the Australian context to the police culture and the USA. In particular, obviously it's just over a year since the horrendous death of George Floyd.

So let's go through that, I don't want to see police as enemies, you know, I know I don't really for that matter personally want to see the Christian Lobby or anyone else as enemies. I don't really think that's productive and achieves a lot. But yes, we need to try to have dialogue, but I think the dialogue always needs to come from a place of equality and respect on all parties, and not easy when there is such deep feelings and emotions on the issue. People accountable, yes, I agree with you on that, particularly the institutions we give more power, police, courts, media, you know sort of religion, others. You know, there needs to be greater levels of accountability and responsibility. Responsibility. One of those novel words that we don't hear about in this day and age of clichéd individual freedom.



Look like hypocrites. Well yeah, also I'll throw a hypothetical out. Would we have gay Nazis marching in Pride March? Well they do exist. They are there. So would that be allowable that, you know, do we let anyone who claims to be LGBTI to march? Now some might say that's an extreme comparison, but it is in general terms, the sort of issue that we need to consider. Australian context, well it does and you know, I have seen some of the signs of aggression of police. It doesn't perhaps seem to be the same degree, but the same nature. So, you know, more time. If you're listening in, obviously the show is just about to reach an end. So pop your messages through to me, if you are listening to the podcast repeat or On Demand, keep them coming through and we'll keep this discussion going over the next few weeks. I'll be interested to hear more about that town hall meeting and whether it's a who's invited and who isn't, and who's allowed to be there and who isn't and all the rest, and that could be very, very interesting.

All the same, I had better get out of here and make way for 'Freedom of Species' who are coming up at – in a few minutes' time at one o'clock, if you are listening live, of course, be warned today, lots of shows might not be on because people can't make it in due to COVID. Although electronic media is exempt from this sort of working from home restrictions, or it was last year where there's more relaxation, it's considered an essential service. Don't have to have permits and paperwork this year. So take it today in the spirit of pan-genre knowing no boundaries of sex, gender, or genre, the music today's been varied as well with rock and country. Let's have a little bit of loungy stuff from Frank Sinatra and Chrissie Hynde from *Duets II* way back in the 90s and 'Luck Be a Lady'. But, well, ask which pronouns luck can be, it could be whichever gender identity you want. Thanks once again to Tessa Halliday for being my guest on the show today. I'm Sally Goldner, catch you next week.

[Song: 'Luck Be a Lady' by Frank Sinatra and Chrissie Hynde]

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<sup>i</sup> <https://www.facebook.com/chilloutfestival>