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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 will throw those questions into the pan and cook up the answers for you. So go on push that gender envelope. Only on 3 CR 855 am digital and 3cr Dot org dot au

3cr 855 am 3cr Digital 3cr Dot org dot au and 3cr On Demand out of the pan with Sally first broadcasting noon, through one every Sunday afternoon. Currently Australian Eastern Daylight Savings Time. 3 CR proudly broadcasts from the lands of the Kulin Nations, and we pay respects to Elders past present and emerging hello to any Aboriginal and Torres Strait Islander people joining in from around all the lands on this large island, and smaller ones there around or any First Nations people from anywhere in the world. And we acknowledge that all the lands as mentioned was stolen and never seeded. I'm Sally Goldner your host for out of the pan, a show covering pansexual issues knowing no boundaries of sex or gender and I use the pronouns She her on today's show. Well, there's some good news, good things, happening international Women's day Roundup and also had the fun of going up to chill out. Hence I repeated the fabulous Show with Cody Smith from Intersex human rights Australia, that first aired last October last week, check that one out. Good to keep up on intersex issues, and I've, but there are some tricky topics to cover today. So we'll do content notes for roughly, the first half of the show because I'm going to talk about issues I've missed. such as bullying and harassment and look at them through and hopefully more encompassing lens than the world sometimes looks at them. But we do there will be mention of particular events. I'll call that medium to high and similarly going to talk about ongoing issues with police and diversity in light of a number of events over time in the second segment. And so do need to discuss those issues. Lots of ways to get in touch with the show.

At various points in time and you can email out of the pan 855 at gmail.com SMS 6, 1 4, 5 6, 7 5, 1215 tweet at sal gold said So for any reason, if you're on Instagram with the cool kids like me said me, all trying to be 2018 or something. Also sal gold said so and look for posts on Facebook. My page, Sally Goldner am and out of the pan 3 C R855 AM. All sorts of am's out there. Remember any opinions expressed on the show are strictly my own and not, those of any organization with which I have been or in still Associated. Now, today as mentioned, given the issues mentioned. I'm going to throw lots of all the numbers in. You can contact Q life including switchboard in Victoria and Tasmania on 1 800 1845 27 and also you can contact the Victorian Igbti Family Violence line on one eight hundred five four, two eight four, seven rainbow door is also there one eight hundred seven to nine three six seven or SMS 0 4 8 0 0 1 7 2 4 6, those four numbers the various 1-800 numbers in that last mobile are the sort of numbers you need to call for any point of contact or can call amongst others and other supports that you may have. I think we do need to talk about it and I forgot to mention.

Other way, you can get in touch with the show. Obviously not instantaneously Australia, Post have a pretty high success rate of delivery, but they're not quite going to get something through to me, immediately. P.o. Box 1277. Collinwood Victoria 3066, because I had a postcard during the week from wombat. Hey, wombat, one of our awesome listeners as 3C. Our listeners are not just regular and wish me a happy International women's day. And yes, I am back at 3 CR. Now on a regular basis, you know, sort of

And child of Omicron willing and say Yes, or popping in at least once a week and certainly getting things prior to the show on Sunday. And one that says, keep up the great radio will thank you. One bit, glad you are listening. Glad other people are and doing hope. I can keep doing it well and better for you, but we do, as I say have to talk about an issue that, you know, in a sort of a situation that's emerged events during the last two weeks. And I want to start this by saying

Spruce. I make it expressly clear that I don't want to comment directly on this particular issue. I'm not a camera inside of that seperatly. Some other show on broadcast media. I think I've heard about it. The issue is, of course, the issue of bullying and workplace harassment violence, similar on following from the death of Kimberly kitching and noting

that at the time of broadcast that funeral happens tomorrow. And so I want to be very careful. There's been a range of

Viewpoints on that some people saying Labor's covering up. Some people saying, for example, that Liberals are desperate to try to divert problems from their internal and policy issues on women could be I am as I say, I'm not going to comment directly could be either way. I'm not a camper Insider. We are of course entering an election period or very close to it with four dates, likely being April 30 and either May 7 14 or 20 feet.

Just what I want to talk about in light of this issue, is unconscious bias in relation to gender something that is to sort of topics that are joined to one. And a very well say dear to my heart. And, you know, I think that I want to acknowledge something. First. We live in a society where it appears the majority of people identify as heterosexual in terms of their sexual orientation. So, men are new tractor to women and women are only

Attracted to men and that the majority of people are cisgender. That is they are assigned a sex at Birth based on their body and fit expectations of gender identity, and gender expression as particular in relation to Western Society, according to that. So someone with what Society calls a male body will be a man and perhaps behave in more masculine ways and so on. And I do use the word expectations and also there is patriarchy and definitely, we need to consider those things.

Acknowledge that a lot of women have had to fight very, very hard to get to where they are and get things better by whatever degree for women. Where I have a problem here is that sometimes that can lead to a very gender stereo typical model of these issues and maybe some of our recurring listeners in all seriousness are aware of these issues and haven't thought about it, but the problem is, you know, there are

Bad. And the majority of violence does appear, then that, you know, sort of an element of badly behaved cishet men, perpetrate on to cishet women and children. The problem is badly, behaved people can perpetrate on two innocent people of any background and I wanted to talk about this and this is where I'll just raise up for Content. Warning again. You are welcome to tune out although I want to say hi, but just before I go into this mellie's listing, as about to head off, to the queer Exhibition at the National Gallery.

Laura Victoria with Mom and he's listening to the show. Hello Mel, but we do have some serious things to talk about. So this is where again, raising the content note. I look at the times. I have been violated in the first part of my life where I was still because of society's expectations, identifying as a man. This was prior to 1995 before I began being myself and had any information on what we would Now, call Trans and gender diverse. I worked in a corporate environment.

As an accountant and my direct report was someone who's far as I know, was a cisgender woman. Interestingly, who claim to be a feminist claimed? She'd face discrimination getting to the role above me and she may well have on keeping it neutral as I can. But then behaved in exactly the same way as the second in charge of a particular section who whose Behavior no doubt was that of a toxic masculinity cisgender male? I remember

Time when I even offered a suggestion, I was told that I was snotty and impertinent, believe it or not, just for offering an idea and of course, but she was also one of these people who was a bit of a control freak and so everything had to be done. When where? Who how why her way and there's lots of managers like that of all genders, but that's interesting thing. Interestingly this organization, which doesn't exist anymore, but I still

I won't name it was in and yes, it was a corporate or part of a corporate group. But it did do was trying to do some things in relation to aged care in terms of combating discrimination, against older people and attitudes and it was quite ironic that these two people would often from memory. Sometimes have arguments in team meetings about gender. And then go on to talk about how we should stop age discrimination as I call that selectively woke and there's lots of people out

They who are thin. As I mentioned. I came out. I started getting involved in the rainbow communities and just one small example of microaggression one of those things that happens so many times and gets repeated as an accountant. I've had gay men talk across million emails and about me. But without asking me about things and making decisions for me and I've had straight men when I was still working more as an accountant as Auditors, come into an otherwise, good work place and start.

That man splaining accounting to me because suddenly I lost all my accounting knowledge after I filmed my gender identity as a woman, but I've also had a well-known trans man. Tell me what I said when I didn't say it. And tell me that I didn't say something. When I did more, man, splaining. I've had a transwoman be highly abusive, to me in a workplace, including outright discrimination based on my neural processing. And when I refer to the behavior as toxic masculinity Iowa's,

The response to the Apparently always misgendering here. I've had a cisgender lesbian lecture, me and on it goes I've had non-binary people abused me. So is it all about a an abuse of power? We need to consider the power of patriarchal Ford and how much the influences our society. And some women do take it on unconsciously, but some think that's the only way they're going to head to head and make a conscious decision. Some however, stick to their

Simples and well, to quote, John Cena rise above hate. So, and it was interesting as I was having these thoughts over the last few days. There were so many things that came in the regular column that I subscribe to from our model, we of the Guardian the week in patriarchy touched on this last night. I mean, Elon Musk. Everyone's favorite, nice guy. I'm sorry. And I sort of said he would challenge Vladimir.

To a duel. Now, if a women to sort of sort out, the Ukraine situation, which is of course, utterly stupid, but if a woman behave that way that instantly be ridiculed and judged. But Elon is somehow taken, seriously, which shows we have a pretty low bar when it comes to, you know, because of the patriarchy that patriarchal be patriarchal, he behaved sis men put in power. Well, yeah, there's lots of double standards there can be. Of course, the concept of internal,

Wised. Misogyny is MM where people only see limited environments and limited ways to use power. And that is often misuse of power and that I think is so critical. So what on Earth do we need to do to start fixing this? I think that we do have to acknowledge one thing that often things that Stan seem aggressive can come from a place of trauma. So I think we need to do more about having trauma-informed, sort of work workplaces.

And certainly in marginalized communities and organizations that represent them. I only speak for broadly for Igbtqi+ a plus, but we also everyone needs to keep learning and I

think one other thing we can do is also listen, be careful. You don't assume because someone yells that it is abuse. It might be a from a state of trauma, but bottom line is, everyone needs to just keep lifting ourselves and trying to come more from a place of kindness. I'd welcome people's thoughts. One has come.

Come in already, Mel double tasking as preparing to head off, to the fabulous. Queer Exhibition at the National Gallery of Victoria, which I've only heard excellent things about Mel, says, quote great to hear your story Sally. Yes, in terms of unconscious bias and problematic Behavior with women. We can also talk about Jane campion's remarks towards the Williams sisters, Serena and Venus, and sadly, even females have unconscious bias. She talks about the patriarchy in Hollywood and sexism but used her white privilege to attack people.

Of color, women can be complex as well. Even with good intentions. Well, Lots in that to Mel and there is that old saying that the road to hell is paved with good intentions. And I think they can be look in all seriousness. They can be useful, but it is about, you know, sort of, I'm a great believer in putting principles into practice. There's a wonderful diagram. I might try and dig it out as I multitask and it's imagine an archery target where values are in the center.

Aah. And then the next ring around from the bullseye is behaviors and if your values and behaviors don't match individually or as an organization, that's where the whole thing. Just collapses and I can think of plenty of so-called lgbtiq A+ organizations that are very selectively. Woke might touch on that in the next segment. Mills also come in. Gosh, you're multitasking skills. Are incredible. We live in a white Western capitalist system. So every person sadly will exhibit problematic behaviors with patriarchal structures.

I think that's a fair point to and I would also add that. I'm sure I have my unconscious bias and some you know, the that's 56 and a half. I do wonder sometimes if I've got some very deeply buried stuff that I don't see, but how do you then you get feedback that is constructive and calls you in, you know, it's very hard to get that sometimes people and you know be Discerning to see past other people's biases and possibly their own interests in the

In the words of Mike Moore of front-line Fame as opposed to the movie director in the US. Hmm. Welcome your thoughts on 3cr. We open musically today and a very apt track that just couldn't have come in fall into place any better. As I was searching wanting to plan another track from Midnight oils album, excellent album resist. We are not afraid. I didn't go and see them. The only tickets left were behind a pole. I think that would have blocked the view of the stage at Rod Laver.

For Raina, so, I ducked out of that, one unfortunate. Unfortunately, would have liked to see them. Probably won't get a chance now, ever again. Mmm. Anyway, but Peter Garrett dancers are consigned to the Past. Someone who is a fabulous person. And I think there's a good linkage here as well. I love it when the show comes together. I didn't have this album. It's a 2006 or eighth album from KD Lang called reincarnation, which someone totally.

Unprompted gifted me. It's remixes of a range of her songs from across her career. And well, if we're talking about diverse bodies and genders, and all sorts of things, then I think this one's totally apt. Here's KD Lang and the big-boned gal, a remix 3cr 855. Am 3cr Digital 3cr Dot. Org dot EU and 3cr On Demand out of the pan with Sally.

Do you want a bit Bond girl from Southern Alberta? It just couldn't call her small for the legion.

She was reading about a living.

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3cr 855 am 3cr Digital 3cr Dot org, dot a you'll. See our on-demand out of the pan with Sally first broadcasting noon through one every Sunday afternoon. Thanks for your company and prior to the messages. We heard from KD Lang from the re entire nation album. And why did I go to a Daffy Duck voice there? Because I watch too much Warner Brothers as a kid, why didn't our nation and the

Track the big-boned gal and hello, to all the people of any body size, or shape or functioning out there. Well, got another big big issue to discuss which links in a way to misuse of power. And this is obviously a big one for many communities. So, once again, I'm going to read out the numbers you'll need for support in a second. But I did have a message come in from Kayleen. Who is also another of our awesome lister's out and about

Out and about listening and about to stop listing. But laying on being called snotty and impertinent. One boss criticized Kayleen for a yellow vest. She was wearing. So the next day, wore a bright red belt to make the patriarchal build a little, the blood really happy. Good one. Kaeleen. Yeah, you tell them given me peace and all that. And I think that's the thing. I've had a bit of a breakthrough personally, in the last couple of months. I'm just some things just sort of

Me to a high level which is why when I saw that Midnight Oil track, we are not afraid. I just felt what a great way to open the show today and I don't care if I'm a big-boned girl either. So, just before we head into this difficult issue of police. We've had a message of from Melody yet. Again, the new edition of Marie Claire. There's a special interview with Chanel contest and Julia Gillard. Oh, that's about the only time. Well, that's a good reason to buy that magazine for sure. Some great insights about combating, the

Patriarchy, in strategies for unconscious bias. It institutions all. Well. I'd better hit the supermarket afterwards, a great display at the queer exhibition features a black queer group, who live in a matriarchal Community. They don't have the issues we do in our society. All be it be a roving reporter. What happened to roving reporter, but you can be won by all means Mel. If you want. I just the same just hearing awesome reports of the exhibition at the ngv. There was also a

Panel discussion, featuring people including the fabulous, fabulous paid away people's Crow, which I'll try to dig out the reference form, perhaps put in to the the podcast for the show. I won't get time to discuss it today, but reading out again, the numbers for support for queer people switchboard, 1-800 1845 27 as part of Q life around Australia also Family Violence, one eight hundred five for 2847 and rainbow door. One.

Eight hundred, seven two nine three, six seven and also SMS rainbow door, 0 480, 17. 2246 put issues of police and diversity. And how policing is done. Well, goodness me. Where do you even start? I suppose half the time and this started and it only broke after the last live show. I did two weeks ago, the story of 78. ER, Barbara karpinski and

Happened to her watching Mardi grass. She had a crater support Ukrainian sign as Ukraine sign and was thrown out by police and her and her belongings were left behind. She didn't have a chance to get them had to walk home without them. Thankfully, there were friends there to pick them up. But Barbara has disabilities and

That's a huge, you know, sort of problem that for anyone and of course if someone at the first Mardi, Gras, the trauma that could have come up there, given the horrible things that police did at that and the biopic that was around a few years ago now, which was yes. Tailored to, you know, some particular Viewpoint and television was, you know, sort of, According to some 78 is

Tell him, I've had the honor to speak pretty accurate. That would have brought up some, you know, big stuff. So there was a lot of stuff going on there. And yeah, the police have issued an apology now to Barbara for rejecting her from the Sydney cricket ground. According to Star Observer. The New South Wales. Police force is taking and a police car.

Went there in quote. The New South Wales. Police force is taking this matter very seriously and conducting inquiries as to why and how this incident occurred and sure it is not repeated. We apologize. Sincerely, to the 78 is asked to leave into all 78 is in the lgbtqia+ community. Broadly, our dialogue and communication with the lgbtqia+ communities, will continue to build on the solid relationship. We have established together in quote and there was no comment on whether the inquires will be shared with the community.

And what the exact steps are? Yeah, so let's hold people to account Barbara stated in one of the three or four articles on Star Observer. Well, covered by them on this one that she was terrified. She was going to be arrested again, Barbara has now thanked the police and Mardi grass CEO Albert Krueger for their apologies, but she said that the action rather more than apologies and needed she hopes communication and awareness the way forward. So she's

Had a heart. She said this point in time, this article is dated March, the 12th. So about a week ago. We are catching up on news hard week and been open about what happened to me. She has a swollen joints and all, but they didn't put handcuffs on her and she was grateful for that. How nice? You know, she was a teenager at the set as a 78. ER, terrified. My hands would be smashed as the police, and with the fingerprinting at Central Lockup in 78, police are supposed to be there to protect us. Sorry.

Exact words are police, are there to protect us? My apologies, that fear that trauma has stayed with us here here. So she's sort of sort of that. I think that's very typical. And this article also quite so fabulous person who I have colleague and friend. I had my Amber Loomis a young by Community, organizer and research investigating trauma in Rainbow communities described the incident as deeply upsetting.

And said, an apology means very little. When we see police acting violently each and every day traumatizing and re-traumatizing, especially when it happens at Mardi, Gras an event where we should be safe to not only celebrate our communities, but speak out against human rights. Abuses police and Mardi. Gras organization. Must be held. Completely accountable for this. Now. There's an extra layer here. Barbara karpinski is someone who is by and I just wanted to go on to this. And Marty grow has an appalling.

Of treatment of by plus people. Look through the, you know, sort of podcasts and find one that first went to a February 20, 20 just before the fun and joy of the last two years where I spoke with fabulous author and researcher, Maria power TQ, Rowley about this and so must have been very difficult to hope that Mardi. Gras would stand up for. I actually once two friends of mine from by lights myself.

Out of Melbourne Community event and we're talking to another 78 of identifies as gay and wait for this content, note by razor. He was adamant still and no bisexuals at the first Mardi, Gras. And when I posted this in a de-identified way on Facebook, some time after I had immediately four or five people come and say I use on by on pan whatever and what a load of nonsense so would have brought up a lot of trauma and if it comes to apologies when our Mardi, Gras going to apologize for that. Systemic biphobic vilification and buyer Asia that is part of

The history. It's all very well to, you know, for gay men to want apologies for past convictions or gays and lesbians for conversion practices. But if we're linking to violence against each other, the lateral hostility and lateral violence that some gays and lesbians do to other parts of the rainbow is pretty appalling. So lots to consider there but there's then we've also got another one coming back to the police issue. And I'm really going to raise the

Content node here. This is from The Herald Sun of Wednesday, March, the 9th page 14. If you're on the tree version, a pull it and award-winning Victoria, police detective of accused of misconduct over leaking, photos of former AFL Coach. Danny lately in custody, has been acquitted on all charges. Not guilty of misconduct by a public official, not guilty of accessing and disclosing police.

Formation without reasonable, excuse seriously, and apparently, the magistrate said, the prosecution had failed to establish sufficient evidence to find the five charges proven. Sorry, you don't just like a photo of anyone in custody on your own public finances and it's this sort of well, I'm trying to keep it light piffle. You fill in your own word at home, dear listeners.

Owners that frustrates the heck out of me. We are we saw last year the officer who led content, night, disability phobia. High-level the officer who hose down a disappear helpless Disability. Pension. I just got to find the others who stood by and did nothing apparently got off scot-free. I mean seriously, and of course, I acknowledge the various forms of privilege that I have as a sort of white.

Plus, I'm middle-class appearing person and many other things that make it easier. Although, I've had my run-ins with police, thankfully managed to get least one of them

rectified after a long struggle. And I've also heard a story recently of just general police, misuse of power G mask, toxic masculinity, misusing power. So, there's a

You know, sort of an interesting comparison in our first two segments, wombat has emailed in hell. I want that you're using all the means of communication. I enjoyed the police being at lgbtiq events, including Pride March, but sadly in my day-to-day contact with police based in Weigel Trafalgar. Mario more. Well, whose service where I live, don't seem to be improving all want to link into that. When I talk about chill out Regional and Rural issues. Still.

Language in terms, that make me cautious in my dealings are emitted still remember when the Trafalgar team didn't want to come to a launch of respectful relationships program at work because it's too similar to Safe schools. Oh, so that's interesting. You know, if we had more respectful relationships, surely. We'd prevent crime and police jobs to be easier. Well, coming back. That's my comment there. Then coming back to the quote. I use Crime Stoppers website to report them to the police because I don't feel like calling my local station all the Rainbow.

Opr in Melbourne, won't make me feel comfortable to local changes made. You stuck. If you come in with two great comments their diversity, you know being trained, you know, the inner city lot a belt and the call the Kylie Minogue belt. If I want to be really cynical and the the differences there, but also this links back to an issue that just at the end of last year. There was this police Town Hall, which I think I've mentioned previously.

Separate Witnesses. Said it was a bit of a schmooze-fest and I think that's really disappointing in the police were listening to yes, people from middle-class, white gays and lesbians, which is, of course, so much of a problem in the community. Hello, Mardi, Gras and no amount of tokenism or toxic positivity. Can change those things Mel's come in some truths about our only our own Pride, much that I recently the past 5 years were indigenous groups allowed to be leading the March, which really surprised me about five to seven.

And remember that began to move to the better in 2014, even at a Grassroots level. We still have a long way to go with, inclusiveness as white privilege is still present present. Even in Progressive circles. Yes, agreed! Lots to do there. Well, how do we look at our

own unconscious bias and find ways to sort of move through it. So there's lots of it and it affects so many groups, and of course, much much bigger than even anything of

Discussed, but not my area of expertise. But, of course, needs to be acknowledged. The ongoing issues of Aboriginal and Torres Strait Islander deaths in custody and misuse of power there. And I'm not an expert on that issue. I just as a human being something just says it's wrong. Suppose is all, I can really say to that and I'm sure there are others, including many presenters on this station, with far more knowledge of other than me to whom I will defer. So again,

Kitchens are what do we do when we have powerful institutions that misuse power in terms of police, and I'm going to say policing Houston. We have a problem, you know, so I think we've just got to keep pushing and pushing and networking and networking and my first thoughts there. And you know, keep sort of trying to move things forward. All right, let's have a breather and I'll tone it down a bit just to show.

That is militant politically correct, tree-hugging Pinko. Greenie lefties can laugh at ourselves. Today is World astrology today day. And well, we do Yankovic had some fun here. I actually now I think well, as I always say astrology in professional wrestling, a more believable than most of the federal liberal National party. Let's have a laugh at ourselves. Here's Weird. Al Yankovic from the Running With Scissors, album, your horoscope for today, 3C are at 55, am 3C are digital.

3cr dot org dot out of the pan with Sally Kona.

Your future when your tongue freezes, to the back of the speeding bus. Fill that void in your pathetic life, for playing whack-a-mole 17 hours a day, trying to avoid any, Virgos are Leos with the Ebola virus. You are.

The look on your face will be vying for fun. You find that 40 pound watermelon in your colon three? Toothbrushes with an albino more than give a hickey, a Meryl Streep. You will never find true happiness. What you gonna do cry about it. We dig tomorrow.

Your love and your fiance hurls a javelin. The position of Jupiter says that you should spend the rest of the week face down in the mud.

A big surprise today when you wind up with your head.

Find it inconceivable or at the very least a bit unlikely that the relative position of the planets and the circuit have a special deep significance or meaning that exclusively applied to only you. But let me give you my Assurance that he forgives and predictions are all different colors. All you did it documented ever.

So you would have to be some kind of get ready for an unexpected trip. What you both screaming from an open window work. A little bit harder on, improving your low self-esteem. Used to all your friends are laughing behind your back.

Silver pictures of Ernest. Borgnine you got hanging in your head, the stars say that you're an exciting and wonderful person, but, you know, they're lying. If I were, you would like my doors and windows and never never never.

Let's go for today.

I need to sign anything. No government. In Australia, has had a planned approach to Safety in terms of workers under covid. Everything's been done nature. So, why should you got market capitalism? Operating from a market perspective? We're only ever going to get knee-jerk things which involves huge exploitation in equity and racism.

None of these things are being planned or addressed in any long-term way. It's all stop Gap in the Juke and it is because of the role of Market.

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Words, app, freedom of species has hit the airwaves. Tune in for debates and updates on both local and international animal, protection news and events and learn about how you can live a cruelty-free sustainable lifestyle.

News views and non-leather shoes. That's freedom of species, 1:00 p.m. Sundays on 3cr.

Authorised, by the last few remaining kangaroos camera.

3cr 855 am 3cr Digital 3cr Dot org, dot a you'ii. See our on-demand out of the pan with Sally first broadcasting known through one. Every Sunday afternoon. Thanks for your company and freedom of species coming up and well. Adam and Caroline are going to be talking about individual animals, in three films. And I have interestingly here, interesting to see whether they're in Live or not people.

Really getting more more back to 3cr live, which is of course, incredibly welcome. And hopefully once we just sort of had a few things here, we'll have some live gooey rests in the studio as well. But still doing it by Zoom life to are is just as bad and as it's just a story is what was I saying? There is just as good. I will just concentrate and stop trying to multitask and

And go from there. Well, there have been, lots of good things happening on for bit heavy in the first part of the show, but that's sometimes where the news is. So, you know, about the last seven or eight minutes before Adam, and Caroline hit, the airwaves lots of good things happening. International women's day. Personally. I had a fabulous David, I had three events on all in person. I mean, it's been two years since that happened. I got home and I was just disintegrated into a psychological puddle in the bed, but it was

Wonderful in my own home patch. As I sometimes like to call it off Manningham. I was on a panel for international women's day with for wonderful diverse women, aren't you are a Norman, an Aboriginal Elder and person of Multicultural background, a person of Multicultural and disabilities background, and the panel was chaired by the awesome Shelly. We're a proud Aboriginal woman who broadcast on SBS and a great reception and some great conversations head.

I then went down to a an event at the Australian Services Union, where I spoke and I've been an Australian Services Union member now. It's probably around 15 years. And now I'm self-employed. You might say, why do I keep the membership up? I feel that is a contribution to a strong union movement, and they've been very helpful to me in some difficult situations where I needed some support and so, it's great to contribute their.

And then I had the honor of speaking at the international women's day. Rally on the steps of the treasury building down in Collins Street.

In a walk through the city and thank heavens for my rainbow boots, which were both glamorous and comfortable, but it was very powerful and empowering to have be a part of those events. What have I done to challenge my own unconscious? Biases? I feel Mel has asked me. Do I have suggestions, books? I've read training sessions. I can recommend. Well, yes, one I did the training by The Fabulous, people at the Victorian. Aboriginal

Aboriginal Child Care Agency vacher, we love a good acronym here in the community sector, seriously. Amazing training and look there were just things I hadn't known. I might give away the particular exercise, if you go and do the training, which the time I did it in late, 2019 or the latter part thereof from memory, of course, times fogged out in the last few years, you know, just things that I'd never hurt and thought about that also felt

Right aged by what had happened and I'm sure Aboriginal and Torres Strait. Islander people feel more enraged but it's about then using that rage for good and not evil purposes and in a good and kind way. And it just made me want to try to do better books. I've read on unconscious bias. Not quite on unconscious bias directly, but what I've read recently which I highly recommend is called Atomic habits, which, you know, sort of all, we all want to change habits. Maybe now, eat better exercise.

And more those sorts of things. And because our system is programmed in a certain way. We don't break down the habits that we have, and we give up. Well, in that case, you could say unconscious bias is a habit. And I'd really recommend this book Atomic Habits by James Clear, which is really awesome. But I think the thing that I've just tried to do is keep working through my own block, smell and unblocking them and leaving myself more open, which I think is something we all have to take responsibility to do in this area and it was interesting.

That that theme certainly was mentioned on the panel on by all or most of the participants at that Manningham panel that I mentioned and thank you to City of Manningham for hosting me and wonderful coffee and Hospitality as well. Lots of things

therefore going on. I also was up at chill out last weekend. Awesome to be up there. Beautiful weather, a fabulous March.

In the the town center and then down to Victoria Park for the chill-out. Carnival day. I was there officially representing bisexual Alliance, but lots of networking which is really good. And this was something we touched on earlier. Wombats tweet was right on the button about Regional differences and it's something that had I been a little more alert. It was an early start and I began to run out of puff. I would have pulled out my little MP3 recorder and asked people what

Things similarities and differences between Metro particularly in a Metro. And then once we get further out, and there are certainly differences, you know, there's issues as wombat said in the earlier email with police and also Now sort of, I remember hearing a panel on last trans day of visibility, and noting that next Sunday is trans day of audibility on, 3cr starting with this program at noon.

And Regional panel, which talked about the lack of say, queer, friendly. Hairdressers was just one example, you know, sort of someone goes in on, are you can't have that cut, whereas, there will, possibly would be more options in this is e, so all sorts of service provision and I'm else to come in. On unconscious bias. My mum says she reads books by black authors. I think that's a fair point. We can all look at things beyond our own experience and find ways to do it better.

Um, so yeah, there's a big issue there and they have a think about what? I still must earn it. Sorry 3cr management. I haven't made up my mind what I'm going to do next week. It might just be a regular show, but if I can get some binary busting guests to join me, what are the things that we still need to do for Trans and gender diverse people and possibly many others. And also we could look at the intersections of trans and by that's a big one. That's emerging a lot as well. So yep, International

Amin stay chill out. Also, lots of other things. I forgot to thank the crew from out of the blue, James & Co diving deep for the Marine use as they always do in Winter snorkeling on the Monday, Labor Day holiday at Jawbone, Sanctuary off Williamstown, beautiful Clear Water warmed, a little scary Sally. Who used to go fishing with Dad, got saw to

banjo sharks and had childhood small, childhood traumas, come back up. Seriously a wonderful day. And I've total cultural diversity, just to finish on a high cultural note on the

Did I before chill out? I went to Melbourne City wrestling. It's the first Australian-based wrestling show. I've been to since the old days or Festival Hall on a Saturday night and I had an absolute ball. And now, apart from the personal enjoyment. I do have to say one thing that really impressed me. Was that prior to the show starting? They had a pre-recorded message, about everyone's safety by with all the stars and people sort of saying a message and how to knowledge meant of country. And that's the first ever wrestling show that I've ever.

The scene had that has done that and I think WWE, if you come back eventually and some point you need to do that as well. Or if aw comes out here, that sort of thing. It would be really nice. If the big companies from around the world acknowledge that when they came here also broke a drought on Thursday night. I went to my first AFL men's game in 25 years. When I was going through my journeys of gender and sexuality way back in the mid to late 90s.

Going to AFL still living as a male and hearing sexism racism homophobia. It was very off-putting in it. Just put me off for a long time, but I went with two friends. I won't mention the resultantly 17 out of 18 listeners. Ha ha, but it was just good to be back there and having some fun and all the rest of it. And well other things, of course, the South Australian election result, labor, taking back power. After the Liberals room, for only one term is, I think quiet extraordinary and Scott Morrison might be needing to reach for the nerve pills. I think he's being to look a little shaky, we can but hope. Anyway, that's all. I've got time for today. A pact program in the words of two Immortal comedians, freedom of species coming up next talking about animals in films and I'll catch you next week. As part of trans day of audibility, take it out today for all the challenges we have. Well, we've just got to keep going and this track from Huey Lewis and the News greatest hits album sums it up really well. Here's Jacob's Ladder keep climbing, step by step. Thanks for tuning in to Out of the Pan I'm Sally Goldner catcher next week.