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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 3 CR dot org Dot au

3 CR 855 am 3 CR Digital 3, CR dot org dot au and 3 CR on demand out of the pan with Sally, first broadcasting noon through one every Sunday afternoon. Thanks for your company. 3 CR proudly broadcasts from the lands of the Kulin nations at the overlap of Wurundjeri and Bunnerong peoples and we pay respects to elders' past, present and emerging hello to any Aboriginal and Torres Strait Islander people tuning in and we acknowledge that all the lands were stolen and never ceded. I'm Sally Goldner; I'm your host for out of the pan. I use the pronouns she and her and lots of ways to get in touch with the show. You can email out of the pan 855 at gmail.com, you can SMS 61 456 751215 on Twitter Instagram and now Mastodon

Can look for at [salgoldsaidso](https://www.facebook.com/salgoldsaidso) and look for posts on Facebook on my page, Sally Goldner and Out of the Pan 3 CR 855 AM Melbourne. And remember, any opinions that I express on the show are my own and for that matter today, any opinions expressed by my guest are those in a personal capacity, not those of any organization with which my guest is associated. You can also write into the show, PO Box 1277 3066 General morning. We'll just give the numbers for Q life, including switchboard in Victoria and Tasmania 1800 184527 and rainbow door. 1800 729367 and just in case but I've got an awesome guest on the zoom wires. Ready to have a chat. Someone who I hope that song was welcoming Eddie Mabo from Neil Murray's album. The wondering kind.

Guest is someone who is highly intersectional and I'm going to get my Laura McLean to introduce oneself with pronouns which lands you're on and we'll go from there. Laura, welcome to the 3 CR Airwaves

Hi Sally, thanks so much for having me. I'm very excited to be here. I Laura, my pronouns, are she her? I'm calling from the lands of the boomerang, people of the kulin nation, I myself. And I'm a descendant of the rhetoric people from New South Wales and I've been looking down here in Victoria for about 10 years now. So yeah, very excited to be here. Well, look at all

Awesome, to have you. And I'm look, I hadn't met you until where are we? If today's May the 14th 45 days ago or so, when we both had the, I think it's fair to say the honor to speak at the transdev visibility rally, which was so much needed and so powerful. And we've got to give thanks to Austin for his great organizing at short notice and that we reclaimed the steps Parliament House, which was an awesome feeling, but you spoke, so,

Play that day from an intersectional perspective and and I mean, I'm going to get you to perhaps dive in at one part of your intersection start by talking about anything. You want to talk about. Is someone who is Aboriginal, who identifies under the parts of somewhere the lgbtqia+ communities, and is also a unionist. So, take your pick spin, a three sided coin, so many places to start from

Yeah, so I guess, you know, my experience, you know, being a trans woman who is Aboriginal and working in the union movement and it is involved in political activism, a member of the greens as well. And then I just like to put out a disclaimer that you know, all my opinions, I'm shared here just my own. They may open up being built by the party that yeah, I think.

From my perspective, it off things and insights into when you have these various forms of discrimination and you know, Prejudice and we're seeing real uptick in transphobia lately I guess looking at it from an intersectional point of view in. And what's the Crux of a lot of my speech was about

Out, you know, Auntie dogs was that transforming a transphobia and homophobia and sexism racism and so on are part of the colonial project, you know, there wasn't those phobias as by Foose that systemic discrimination that we're seeing today, against marginalized groups on this continent until after, you know, European

Limits and see and the genocide and the colonization that will suit you know, after the white fellows got here. So I think it helps to understand how colonialism and racism and transphobia a ling speak if they're one in the same and they come from the same place, they come from a place of

Of you know, that unjust hierarchy that has been imposed upon. All of us into these gender norms and Sumo sexuality Norms that have been enforced Upon Our people and people all around the world who have suffered at the hands of colonialism. So yeah, I think it's important to recognize that they are one in the same that they're linked into that.

25 for Liberation, the wound group, we have to fight for Liberation, for all of us, you know, our ongoing fights as Aboriginal people for self-determination, for several teeth. For our land back bird. Treaty is, is that it's a fight that will liberate all marginalized people. Yeah, there's a lot in what you've said there. There's so many things that

I'm out of that, which is great. First of all, I've got to give, thanks to out the crew from out of the blue diving deep for the Marine use as they always do. 11:30 till noon every Sunday and they gave the show a shout out, thanks to the crew there. And also the thing that came out there was perhaps people, you know, may not understand. You know that the what the situation was like for what we now in Western / Anglo terms, call lgbti

Q0 plus, and if there are better words for Aboriginal and Torres Strait, Islander people overall fit that, please let me know. Please put those in as well. But what was the beliefs about that? Prior to set will say, 1788

Well I think it is. It depends on where you were on this continent. I think when a lot of people view Australian and maybe blackfellas as a homogeneous group but I like to liken it and to like a continent with many nations and countries and that with diverse and diverse cultures and languages and

Practices and belief systems while we have, you know, there are common ones between, you know, certain months and it's very diverse. So there's not, I don't think you can really put it down to what was the belief for the whole continent at the time. But, you know, from my experience, and from what I was saying to look into different elders and we differ among them and people who sort of avast,

Beats. This is that, you know, there there's a range of sexual and gender expression, you know, in some of it was more acceptable than others and it's not I guess just applicable to Australia but you know, it was so a lot of the Pacific as well and I'm not 100% familiar. I was like I'll just back when you talk to, you know, First Nations people from the Pacific or

You know, other colonized areas, it's much the same story that you know, this idea of rigid gender structures and sexual expression and sexuality is very cooling Lighty. So yeah, it doesn't super answer your question but I think it's a broad not rule. It may be to be able to narrow it down of that multiple perfectly Fair answer and reminds us that just because this is

Yes. Now, we are so-called Australia that sometimes we forget to think carefully about the fact that there were two hundred and fifty Nations on. I'll say this big island and surrounding smaller ones, so to speak and that there will cause there wasn't a uniform approach and that's perfectly. Okay. Now, you talked, I think, if you hit a good point right on the button, very early about unjust hierarchies, they exist in so many ways.

Word that I once heard, I think is Curie our key which combines them all able ISM, sexism homophobia transphobia into phobia and sadly we could go on racism as well and those sorts of things. Tell us more about that from your perspective that idea of unjust hierarchies and what's that about and perhaps also what let's, let's go with that first. And then, I've got another thought already. It's a big one. So,

And I ramble on a little bit here about, you know, my growing up in, please don't know if, you know, growing up my mind and uncurl mother of, not sure it was a staunch activist. Feminists Community leader in Western signal, incredible woman who I was. Very fortunate enough to grow up with things go. This the Bible Des marches from a young age Etc, but

For me growing up in sort of when I was, you know, a teenager and approaching adulthood. I very much felt a sense of powerlessness that my situation. I was just, I guess a victim of circumstance, you know, my whole sort of life and that, you know, I didn't have any concerning employment rights, you know, industrial protections or

Any real sense that I could affect positive change in the world, despite having met incredible, Nana, as a role model, and she taught me a lot better. I guess that's the thing that never really clicked. I felt that when, you know, I was reading this system, I have no choice but to function within the system and just try and make the best of it. You know, when I came out as trans at 16, I moved out of home at 16.

And got a job in Sydney and you know, lady came out as trans and started transitioning. And I was fired from my workplace because I made my colleagues uncomfortable. And you notice the for any beings were thing and I was like, okay well that's just a thing that they can do, you know, there's just the powers that be and you know, just have to navigate that however far you can. But there's no understanding of why those structures were in place. And then

Instead of is they grew more and face more discrimination, you know, and then and got a job in a super grateful to have a job because I hadn't played the tell me, you know, you should be really grateful, like no one's going to hire someone like you. It's, you know, really six of you and you're 17 18, but it got a job that anything when I was 19 and I was so, so, so grateful. But it's basic sense about their business.

And, you know, decision makers, making decisions when they don't understand the work that the work is due and it'll seem to be ashy 7mm. I discovered the young movements, you know,

through that experience and I had a very incredible organized that era will end. He taught me so much and I can't remember what it's specifically was from that conversation. But all of a sudden, all of my experiences,

The way that the world operated, the reason why things are the way that they have started to click and I started to see these, I'm just High Rockies, I started to see the interconnection of why they would want things to be a certain way and why some people are disadvantaged because it works to benefit this system. And I also started to see that I have seen individuals of worker and single voice had power and

The collective, you know, and that was really really empowering for the 19 year. Old ten-year-old kid, who grabbed him in completing this incipient, you know have my beautiful mother who just you know we had to rent and she had just busted them. You know, would exploit her and to see that exploitation doesn't have to be there. Like it doesn't have to be part of the thing, exploitation is

Choice. And to see that really makes this links that this capitalist system that we're living under that is part of colonialism but was brought in to subjugate and exploit people for the sole purpose of profit, it was just really eye-opening and I started to realize that all of these things that seem to connect to them that that it's not the natural way of being you know these Pageants the not it's not.

Not just the way it is because that's the way it is. It's been designed that way. It's it has there's a purpose and intent behind it that we at all. It is just the way of the world and so I kind of need my original question, Sally. That that's my experience. I guess in very short compact for me. Growing up and starting to connect those dots. And once I have those dots,

Acted and I started to learn more. And I started to listen to English. And how the voices who came before I sing incredible activists and, you know, like Uncle Gary family. And I've learned so much, you know, from Celeste little winter riding, which is incredible. That is very accomplished academic and she writes so well and I could never articulate myself as well as she could, but she is such a role model to me single.

Lydia thought, you know, speak Invasion day. I can't remember however many years ago and then getting a beer with her at the pub afterwards. She became a role model to me and these incredible forebears who understand and can articulate this so. Well, through years of experience in activism if it's really incredible. And so these are being able to connect these dots in articulate, my experience in this way say

To the people who have come before me, his set background back here and simplify and explain things in a way that I can understand. Yeah. Now that you've explained it really well. You know, it started with the question which was about your remark about unjust hierarchies and that they are, you know, set up that way, they're designed that way. And I think you've explained that really well. And I think you've also you've happily led into what was going to be my next question after that.

You've leased started an answer to it. Is how do we get those hierarchies to be a bit flatter, so to speak, hopefully steamroll the damn things and you've answered it by, you know, having people, you know, the old saying, you can't be what you can't see. And you mentioned people. Wonderful people like Gary Foley and Celeste little, and I I've never met. I don't, I'm sure I've met Gary somewhere, but I know I've certainly met Celeste who I just know. I agree with you is awesome. Leading you mentioned, Lydia Thorpe as well.

So that's one answer is that we need to share information and make sure that we keep sharing that information. So we're not Reinventing Wheels but building better Wheels. What other things do you think we need to be doing that? Might flatten out these hierarchies, when it comes to employment rights / workers, when it comes to queer, when it comes to Aboriginal and Torres Strait Islander. And we'll say all intersections there in because it is, you know, it is simply not right.

I think I think it really gives starting seven and ties into what the saying that we need to have these role models and have these conversations. That, you know, I think a lot of it when we acknowledge the idea that these systems of Oppression, a part of the colonial structure is a truth-telling process, you know, in d.c. governments and media. Really

Ali of they appear to be very frightened by this idea of truth-telling process that treats the Treaty of voice. You know, in that order I won't we can't begin to deconstruct these systems unless we all understand where they come from, why they set up how, you know, how we can work together to address them. So I think definitely the first step

It's the truth and then that sharing information with each other and acknowledging Australians, Colonial history and present you know because it colonization is an ongoing continuous process that hasn't really stopped. I think a treaty would go a very long way I think. When

You know, we

Romy. Have

What's the word? If because these, because these oppressions are all tidying. So if we start to deconstruct that Colonial project through things like a truth-telling in a treaty and we give real power and self-determination back to us no back to our leaders. I think that is going to help the ongoing.

Education aspect of it as well. Because when we have, you know, like AI self-determination enshrined in our sovereignty, enshrined it will provide a model, I guess the, the life balance, the the government to have something to look forward to to Aspire to to learn from. I think there is so much

You know that we can teach, you know, these are white balance and Wiens institutions of power about, you know, what it what it means to be leaking and accepting and you know, embrace the difference instead of exploiting it. What it means to be, you know, in I struggle with the word sometimes Sally because it going I'm going great.

I think that, you know, your rights trans rights black rights land, right? So we'll type together. I think if we have an opportunity to advance one, it's going to pull everyone else along with it. So I think that I would love for every, you know, knowing Aboriginal Igbtqia+ Tennyson to get involved in our struggle because our struggle is

Your struggle as well. You know, come along and support us in amplify our voices. Because when we lift one, we with all and, you know, Lydia's little has been such an incredible Ally to the Igbtqia+ community. Such an incredible Ally to trans people, especially, during the last federal election, that we was just seeing as, you know, political thought we would just be little man, collateral damage to the Labour party to, you know, the Liberals, they flirt.

They could wedge the public on trans issues and, you know, Lydia was one of the few politicians. I so love going, not, that's not on your right? And she's being consistent in that, you know, have whole career and you know, protesting a mighty got protesting where you see Parker, you know, putting her wife online, her health safety and well-being on the line. She fight for the

G B T Q i+ community and I think that it's only fair that lgbtqia+ Community, does the saying, but us as someone from both communities, I would love to see that, you know, thank you sweeties. It's tied in, it's our struggles of the same. Absolutely. You know, we have to lift each other where we can and particularly those who are will say further down the well, I hate to say it, the ladder of privilege.

You know, those further up need to do more lifting, but where we can we need to lift those further down up and certainly speaking just one dimensionally for a second. I totally agree with you trans people need sis allies. Not just to you know sort of send us a text are you okay? Which is great. But we need cisgender allies to be building more cisgender allies. Excuse me in terms of both numbers and the strength of that allyship because as

As you said and I'm again shouting out to the crew from out of the blue, he mentioned this on their show about Marine news that it's certainly heavy. Going at the moment for Trans people and also drag performers and just while I think of it, I'd like to give a shout-out to do no Curie who. I just think in the face of the loss of work and the undignified attacks, that drag performers are facing is conducting himself with so much dignity around our community. There was an

You in the guardian yesterday about this. And the fact that he keeps his composure and dignity and all that sort of thing. In the face of this, I just think is enormous. And, you know, he's not just the the busiest homosexual. In Melbourne / Nam. He's some one of the best time. So I just wanted to give that shadow, love him. Yeah. Well, I haven't met anyone yet. Who doesn't? There? We go. But coming back. Coming back to our conversation.

I mean, you mentioned, you came out at trans at 16 and I mean, you know, first of all, firming that the well Malarkey to keep it polite that you copped from employers was simply not appropriate under state and federal laws. It coming up to 10 years of the anniversary of federal anti-discrimination law. This you should not have happened. You know what about other did you get support supports from other places if so, who, who Warehouse, so to speak in terms?

Was it what was the journey? Like at that point we'll manage Journey at the time and this is over a decade ago, link, this is over 10 years ago and things have dramatically improved in that time. We're seeing a lot of pushback now which is quite scary, but when we look at, you know, at least practical rights like you know, when I when I started you had to go through.

Of months of like Psychotherapy to preview with trans. And I before you I'm get a referral to an endocrinologist. Like it took me over a year to get a whole Rings back then and it was very expensive and stressful um, you know and now you know we have the informed consent. Well, which is amazing, but at the time. So I was prior to coming out as trans I guess, I identified as a naive Twinkie gay male here.

Race that at the time. And, you know, I had a very easy time being, you know, perceived by the world as a game and I could get jobs, very easy, I made friends, very easy. It was very funny to be like a Twinkie 16 17, year-old a teenager looking Sydney. And so I thought, oh, well like, you know, the love is so Progressive. Like it's gonna be like, you know, once I realized I

Was trans once I realized that trans existed as actually I was watching a late night, excuse kind of them in my apartment called my transsexual summer and I didn't really know trans people existed up until that point. And I was like, oh my God, she's to be a boy, I just sound looking to, but I was like, oh my God, that's that's me. Like, that's my other. My life, those really amazing, and it was also really scary and I cried in the shower but a couple of hours that, you know, I was like, this is gonna be fine. The world is Progressive.

Is going to be bright and that it wasn't. I was fired from my job. I was kicked out of my apartment. I lost all of my friends. Actually, they kept me around for a little bit to make fun of me behind my back, which I didn't know. So that one of them, he left that friend group consists of what they were doing and told me, and that was really lovely. So I have, you know, a friend, but when I lost the majority of my social support, maybe three people,

And I know I was couch surfing for opiates, you know, and and kind older queries. You know, how sneak on their couches, it was really great and I'm so thankful for and and yeah, it was really difficult. I didn't have any supports and at the time I didn't even know any of them know. People had workplace protections. They didn't know. There was an anti-discrimination protections I thought I could.

Just be fired on the spot and my job I thought that's how employment worked because that's what I grew up. Witnessing is. Okay, I'll go get another job. You know, and say that's just what I expected like it didn't seem wrong to me, it just was the norm because that's what I've saw growing up. So

I wish I knew back then what I know now laughing to the English Monarchy is I would have a very delicious payout well that experience. But you know hindsight and all of that. So you have this really hard but there were you know all the queries and good people around. It was just hard to find them. I found me supports, I just had to leave

Lose what I thought of supports. And when I lost to find something ones, if that makes sense. No, it's very much. Does make sense. Sometimes something that seems okayish, doesn't turn out to be when the crunch comes and you've got to and it's really hard to let it go and find something better. Let's just say, yeah, I get you and most of all though, totally affirming the difficulty you went through and any feelings.

And pain that would have been involved in it and glad that you did find some support, some will say threads to will say not fall off the cliff with so to speak because it would have been awful. But, you know, I think there was a point that struck me. You said you'd grown up thinking that people just could be fired because I'm wondering if that is, because you saw that happen to Aboriginal and Torres Strait Islander siblings that they were fired or treated poorly.

Pauly due to racism colonialism similar.

Yeah, well I think at the time growing up I didn't I didn't make the connection that it was that I just was like, oh, this is just what happens, you know, because it's such a common experience, you know, so much exploitation. And I think when you are, you know, whether you're a black belt or, you know, a young pretty wicked Tech like, anyway, you don't, you don't know that you have rights because you don't see anyone else have.

Yeah, they're not right. I can't even imagine that exists because you don't you don't witness that anywhere. So when you're a bit older and you're like oh what the fuck is these Protections in place? Like what's up when since when this is no, there's no education around it and if your

whole family and your community or all experiencing, the same thing, then you don't think to question it. You don't, you know, it's

It a lot of what I was heard about these. That's just the ladies. You know it is the way it is. Yeah. And I'm just and have not becomes your expectation. Yeah, well look, it's a really interesting, you know, it's a really striking sort of point there that, you know, you see something it's hard to break out of the habit of seeing it and find where there might be alternatives.

And you know, it's really unfair. And also I think there's elements of how much education not so much yourself, but other people have had that you know, perhaps people aren't aware of some of the rights and was unfortunate I remember going back when we did get the federal equal opportunity, learn 2013 it was the night before. Kevin Rudd took back the Prime ministership from Julia Gillard and it got buried in that news cycle and it was such a big thing and so a lot of people didn't know about that.

That. So yeah, sometimes these things don't get the publicity they need and should be added at the moment. There is no one at the federal Australian Human Rights Commission who is dedicated to lgbtiq i+ issues which is really, really not good enough and we're going to fix that up or but you know having a chat on 3 CR 855 am 3 CR Digital 3 CR. Dot-org 3 CR am dot org dot a you. And on

And to Laura McLean queer and Aboriginal unionist. And Laura, the thing that I wanted to ask you about is you are now involved with the Union. Although, as once again, reiterating things that you say today at your own personal opinions, tell us about how you got into being involved in a union and be having a role with them. I mean, you've sort of hinted at it in a way that tell us a bit more and what you're doing now, in the sort of campaigns that you're working

Working on.

Yeah. Absolutely. Fairly certain I found seeing any movement as working and maybe we were really. Well, then we went for applications be well-liked and we will be assessing Department. I was in a directory roll, people would apply for a homeowner, not having a personal in our credit card. It come to us food assess the application and then send it off the verifications. We were told this many operating systems coming in place in that everyone's job is staying the same. Everyone's can do the same job just underneath

Sister and I going for training the Disney system and assessment having automated and we will all of a sudden expected to do verifications which was much harder. And also have like a grade are standing at a responsibility to it. We have all these lending responsibility guidelines. They have to follow. Anyway, we're all like, this is weird. This doesn't feel right without jobs have just essentially being made redundant since its

Automated male, and then I was like, oh, maybe we should reach out to that, like union guy that comes around on the time to join the union. Maybe he knows what's up. And so that's when I met Aaron, who I love him, so much different of mine, and he explains Collective power, and how capitalism works. And, you know, what profit is made up. As I say, I'm not good. We do make the proper, like, if we do

Whack here, there would be no money for this multi-billion Dollar Bank so I realized my department and that was super fun and I was like I want to be organized when I grow up. So I did become an organizer at the FSU and and I really think for for that opportunity in the things that I learnt through the FSU organizing as a job isn't for me at all.



Is that is it kind of takes the fun out of it when your employment is attached to it. So I ended up taking a redundancy from there during covid, and then, I ended up at the ASU where I saw him today. My dear friend, I'll soon be about, you know, Valley Austin, who's amazing organize the to do rally worked at the AFC when we used to work together at the FSU. Actually, we were colleagues and all

In this breaking, my organizer as well when I was a delegate. And so yeah, I went over to the ASU really goods and and I'm working in our grossing attention team. So, Allah making campaign phone calls for the organizers were running campaigns. Whether it's a protected action, ballot turnout. You know, we call them your members and welcome them and then my other job at the ASU is I'm the training Support Office, laughs. Oh,

I do all of the administration for our delegates who come into training the training to all of the stuff in the back end there or a catering, which is a funny book. Accommodation, that a, I essentially help our trainers. Same, you know, facilitate the development of our amazing delegates because I believe that education is very, very important, having strong empowered knowledgeable and capable delegates is

We grow the king of England's, I cannot stress that enough. It's the future of the movement is in our delegates. So I'm very passionate about being part of the process that helps to develop them because I was a delegate myself and it's such an amazing experience, but I'm not so much into campaigning wrong anymore. But I do like to keep abreast of the campaign's that we run and help facilitate

And volunteer for those campaigns and I think back to your earlier mentioning Sally of the track story times and dragging and trans people being under attack. So their ASU local Council workers and Library, workers are members. There are coverage, we have incredible delegates who work in our local libraries.

And I think it's white.

Topic cool and anything important for the union movement as a whole. But I think especially the ASU to really try and support our workers, especially our library, a library, like a members and with all of this Chancellor tracks or three times and far-right protesting stuff that is going on because I know that our members to working in the sector feel quite passionately.

About being allies like dip. All every Library member. I've met his just being an incredible person and a great Ally. So, yeah, I can't really speak too much showing what is happening there, but I know that a lot about our members and our delegates, you know, feel probably feel quite passionately about this and, you know, we really need community support, you know.

To protect a, the people attending these events be to stop them getting shot down by far, right. We have Nazis and see also support our incredible Library work is okay. Also at risk in the situation. Yep. Just a few things out of that, Austin fabric Jenkins, who you mentioned is the co convener of the Victorian Pride Lobby formerly, the Victorian gay and lesbian rights Lobby, and job. Probably just declaring that. I even though I'm self-employed now, have still a member of

Australian Services, Union, myself. But I think you've raised some really good points there about that. This is a workplace health and safety issue. That is affecting workers that they're being bullied in this way. And that's very much where we need unions, and it's absolutely atrocious.

That people who are just trying to go to go to their work or being, you know, you know, psychologically and verbally attacked in these ways. And that, you know, it seems

We're caving in, but hopefully down the track. I want to get in. And if so, if one of my 3 CR quick programming colleagues on shows, like, in your face or querying, they are haven't or others haven't covered it yet. There was a sort of sorry, counter defense group organized this week by long-running Advocate Felicity Marlo and I can't remember the name, rain rainbow Family Support, I'm really sorry. I'm I'm was trying to see if it came up

Easily in my social media, which I think is incredibly welcome that we now have that and I know lots of other people are not, you know, sort of taking this lying down and how we get to Community Support. So, I just want to say to people and to the council workers, to anyone who's being sort of attacked, you know, in this way that, you know, hang in there because sort of help, well, risk of sounding like a Little River Band song, help his life.

It's why? So we're definitely going to make sure that this sort of stuff gets turned around and we would ask councils, we understand your difficulties if there are actual physical threats. But please stay firm on this. It doesn't need to happen but just on the good part of local Council work, we're coming up to Idaho but week and it should be noted that all 79 local councils in Victoria will fly rainbow Flags this year. So that's

Also part of good work by people at councils and things. They are doing, might be worth just asking about campaigns that unions have in relation to queer. I mean, one issue that comes up is transition leave in Awards and bargaining agreement. So how is that progressing along sort of slowly but surely or how's that going? It is that it is a slowly but surely happening at the moment.

A lot of local councils have adopted it as being very little pushback for it, which is being really, really right. He's I remember back in the day, I'll send again because they're make you so much, Austin, and just me. Huh? Back when Jess was working at trade school and myself sort of we sat down to talk about like we have a transition you'd like what would that look like?

Can, you know, drafted model Clause of the back of those conversations and I think it's the modern tools that still being used today in balcony, that at least when a union puts forward, the idea of transitional me because some employers do put it in there, log of claims that there's is lackluster. And sometimes leaves tolls, open for people to just be 5 because I believe so definitely good to use and what will cause it's me.

Approved by unions. But yeah, the thing a lot of councils pick it up slowly but surely, you know, it's really good. A lot of family members super on board with it, sometimes members have some questions, but I think once you sort of explain it to them, you know, in a way that appeals to our values as Union as to the quality and dignity and stuff. They're quite from boards. Like ah, like you that make sense that I think it's a New Concept for a lot of

Apple. And, you know, I often sort of related to parental leave. Like, not everyone's going to take parental leave because not everyone's gonna be coming. Carriage, not everyone's going to take transition me, but it's really good for those who need it, because transition is expensive. It is obvious processes. A lot of paperwork to get through. You know, it's not, it's not a big thing, you know, when it takes a lot of time and money and sometimes you need time off work.

Yeah, I think relating it's something like parental leave. Okay, receiving visits a similar length of entitlement usually is a good good thing to talk about sex. Not everyone's going to need Paris Lee that everyone's going to need transition me, but it makes everyone's life, he needs it

easier and make sure that people can keep their chunks. And when you have a community that place is a lot of unemployment and deliver discrimination in the workplace is good 50.

All to be able to keep their jobs. Yeah, well absolutely. So that, you know, they're around those similarities. I mean, sometimes in the health care debates people. So why should trans be covered by Medicare, when at the moment it isn't. Well, I'm, you know, hoped all goodness, that I will never need treatment for cancer, but Cancer Treatments. Covered for example, or some are so it's all those sorts of things.

We know those sorts of not, everyone needs things. It's just about human decency and fairness. We're coming towards the end of our time, to get it going. That's been a flying our around you. We've scratched the surface on everything. So we've got to sort of start moving out of here, toward around five to one to make way for the Fab crew from freedom of species talking all things, animal advocacy,

Which is one of the wonderful shows on 3 CR and 2:00 rotations 3:00 queering the are the afternoon lineup on 3. CR 855 am 3 CR Digital 3, CR dot org, Dot and 3 CR on demand. So let's any any sort of final points and anything and let's bring it all together, Laura, it's just been you. I just love your perspective that you, you see these link

Is they are there and lots of good people, do you know the Debian Allison from Freedom Socialist Party. Radical women are doing it so well, it's just we need this and people go on into the old Australian slang. It's just about a fair, go mate, that's the thing. If so I'm sort of bring it all together, you know, sort of you've given us a clear indication of what drives you just that sense of fairness and justice but

Put it all together. Perhaps just for the end of the show in your own words.

I'm very bad at doing a summary of Valley, it's not give it a shade too slow. Yeah, existing a continuous stream of Consciousness that. Yeah, I think I think that means sort of takeaway is, you know, change is possible. It can happen. And I think a good starting point something that we all really need to work on is that, you know, that education is

Steps that sharing our truths in our stories, that truth-telling process. That let me share our stories. We bring others along on the journey with us. And, you know, again, you know, our, our fights and whatever, whatever Community you fool under whatever. If you're, if you're a marginalized Community experiencing discrimination and I fight is won and we really need to start standing up.

Up the all of each other having each other's backs I think. And having that solidarity is how you know, we will make progress and hopefully start to unravel some of these oppressive structures that are in place and build a better world so yeah, we can do it. Yep. Keep unraveling keep unraveling. We've got lots of support. We've got to give someone who's a great Elder of our lesbian Community. Joan Nestle, had a birthday.

During the week, she's an amazing woman. And also while we're talking amazing Community Pioneers after 50 years, Julie Peters, the self-proclaimed fairy, grandmother of the Victorian transcommunity retired from the ABC this week which is amazing and she's just done so much work there. And well hey she was part of the crew that brought us count down in the seventies so that makes it double Legend status or quadruple different people.

Inhale down. Absolutely one of the great things about our time. So, and yes, if we also need strong media, Auntie ABC being true, hopefully, given its independence and not being pressured is one of those things Community. Media is another 3 CR, radiothon getting underway in a few weeks in June. There's a just a subtle hint coming through there but you know,

Shout out, Sally has yo Ronnie Lidia for Pure, doing a deadly drugs to start, we lucky, keep up you where you need to be and you just get the fucking best. Yeah. Well look, she yeah. You know, I think she's someone who's authentic and that's something I think that we're craving for in this day and age. We went through the cycle while called the social media whether you call it a revolution or Evolution or something. But we went through this phase where it was just published

City for the sake of publicity. I think people have going, it's him much of that. Now, let's just swing back to some authenticity and if it's coming from the right place, then publicize it. And I'm I'm the first to admit that. I don't know everything. Obviously, someone who is neither Aboriginal or Torres Strait on. Do I understand everything about Aboriginal issues? No. But I can respect that where Lydia Thorpe is coming from is honest and authentic and I'd rather that than some you know half-assed

3 if I can use such a term just about out of time. But I've got it. I'm a it's as we say we're heading into Idaho but we can. I think that thank you so much for your intersectional perspective on the show today. Laura, I've got a guest lined up for next week who I'm just a little bit excited about and that is that next week on the show. My world's sort of come together in that I'm going to be interviewing Ken Dazzler Dunlop who is the first Australian professional wrestler to put out an autobiography and he was openly gay in the 80s in professional wrestling. So a little so yes, I'm just a tiny bit, excited about that.

So what a way to bookend two wonderful guests to bookend Idahobit but week next week show will be called bout of the pan as opposed to out of the pan and there's going to be and so that's why tonight we didn't get any wrestling references listeners of all genders because you're going to get them in droves next. So I thought I'd do a bit of Libran balance thered so very excited to have Ken on the show. I got was a huge thrill when he sent me a message directly during the week and I've got to thank Shawline publishing who put us in touch. So get out and buy that Dazzler. Dunlop Inside my Squared Circle by Ken Dunlop and you can ask Ken and myself Lots of questions next week listeners

But we've got to leave it there. Laura, thanks so much for coming on the show. Really really appreciate it. Thank you for all your great perspectives and I better get out of here and make way for freedom of species covering all things animal advocacy. I'll get us in a rest Lee food because I have to take it out. It's a day with the theme music. From Bret the Hitman Hart, the pink and black attack. Thanks for tuning in to Out of the pan listeners. I'm Sally Goldner, catch you next week