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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 a u, 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 the Wurundjeri and Bunnerong peoples, and we pay respects to elders past and present and hello to any Aboriginal and Torres Strait. Islander people tuning in from whichever lands you are listening from and we acknowledge that all the lands were stolen and never ceded. Hello To any First Nations people listening from all over the world.

And, well, we opened up with ZZ Top. I'm Bad, I'm Nationwide. I suppose I'm worldwide, and I'm bad. There's, I've gone, heel on you; there's the obligatory wrestling reference and it's only 6 minutes and 40 seconds into the show and got it out of the way. Heel if you don't know, is the bad person; the baddie in a wrestling match? I've got it out of the way and if you want to get in touch with the show, I am Sally Goldner and I'd love your messages. I use the pronouns she and her and welcome to listeners of all genders, including but not limited to ladies and gentlemen

And get in touch with the show, lots of ways to do it. Out of the Pan 855 at gmail.com SMS. Six, one, four, five, six, seven, five, 1215. Your operator is waiting for your call tweet, Mastodon and Instagram at sell gold said so and that's the bottom line. And look for posts on Facebook out of the pan 3 CR 855 am Melbourne and my page Sally Goldner and remember any opinions I express on this show are strictly my own and not, those of any organization with which I have been Associated past or present.

Good to be with you on a Sunday afternoon. And as we well, we are passing Beltane we're past that in the southern hemisphere, but it's still feeling chilly. But first things first, got to give a shout-out to the Matilda's. Whoa, has anyone got any fingernails left after last night? And he here unless you are Stone Cold. Steve Austin and you shaved your hair off already. You would have pulled it out. Amazing. I'm going to go back and watched again this afternoon at home and now it's a program that's interested in things to do with gender. What the Matilda's are doing for women's sport, and women and body, and exercise, as well as just, you know, come as far no, as it was set on the commentary last night. No Australian round ball /. Soccer team has made it to the semi-final of the World Cup they have

Anne has done it and they're cool. They're just amazing. It's been really interesting friend of mine was saying he was at a pub for lunch the other day and there were two in inverted, commas blocks. And the next table, they were talking a FL. They weren't talking rugby league. They were talking Matilda's and, you know, they've just, it's just been one of the best things in a long time and so awesome to see, well done to you.

You are really just what you're doing and how you're doing it and that's not just the players on. The field is sort of just absolutely slaying it and you know and they're just now well will there be a national holiday? If they're weird if we win, just as long as we don't drag out that Gordy jacket from 1983 that Bob what Bob Hawke War where?

R, when we won the America's Cup, and let's not repeat the addy employers tax. A blurb for not setting up today as a bum on your Bob up there. Anyway, enough rambling to start the show. I did pop into our Facebook page post today that the I wanted to talk about responsibility and Leadership my zoom. He neurodivergent mind thought about this. I was picking the music today and then I decide I didn't go with the song, but it's a song that

Looking at the title of it's called what have you done for Australia? Now, it's not about nationalism or anything like that. It's like, what do people give nowadays? It's just something that I wanted to talk about.

We hear a lot about people's rights and individual freedom and religious rights. But the problem is that that's only one side of the coin. The other side is responsibility, you can't just have everything and not give otherwise the world is pretty Cactus. It's going to sort of disintegrate.

It's going to fall apart. And the thing is, it also ties in with leadership when we have leaders who behave irresponsibly, who, you know, talk up irresponsible things, or even if they don't do anything and don't take responsibility, you know, is that the standard we want? That's the sort of thinking that I'm thinking here and managed to come up with that thinking before coffee and

I'm off to the psychiatrist to see what's wrong with me because I did thinking before coffee. And in any way, it's just something that gets to me, you know, is that responsible as and I'll say, content note here. So we'll just give our bit of our numbers for Q mq Life, which includes switchboard in Victoria and Tasmania 1-800 1845 to seven rainbow door. One eight hundred seven to nine,

3 6 7 and I say, you know, responsibility responsibility because I'm I don't think it was responsible around 15, 16 months ago, when Anthony Albanese, he was asked, what can men have babies? And he just said, no, where does that leave trans men? Transmitting trans mask face? Massive invisibility as it is and he's just involve is invisible, eyes them and their issues in terms of getting

And appropriate Healthcare or certainly hasn't helped would be one way or another way to put it. I always chatting with the Trans mask, friend, some months ago and he had to go for an x-ray and there's a sign-up now. Pregnant pregnant, women do not have x-rays, but no one thought to ask him as someone who could still be, who could be Camp actually, or potentially carrying a child. It's about to ask about that.

Do we do these things. So that's about taking responsibility and I know I'm going to sound like the sort of get off your lawn type you. But I'm seriously, I was brought up with the idea that you take responsibility for yourself on a number of levels. And that means, if you screw up, you screw up. I'm shy. Know, I've screwed up according to the latest University approved research, out of 8 billion people on planet Earth. At this time, eight billion have made a mistake. I am quite comfortable to put myself in that. And if you make a mistake, you

Amongst other things, admitted fix it, learn from it happen, and, and try to prevent it happening again. But do we see that nowadays? I'm not so sure. So I'd welcome your thoughts listeners of all genders, including but not limited to ladies and gentlemen. What do you think? Do you think the world takes people? Take responsibility for themselves? Do they own? This stuff? Are they willing to put in and do things? What do you think? What do you feel? How do you feel?

That's been to sound like Jonathan Cain Iran. The astrology forecast that I get probably better acknowledge copyright. Welcome your thoughts. Whilst we hear from some musics and the thing is, when people don't take responsibility, but they sound convincing. No, unfortunately, lots of people can believe it. And that's a lead-in to this track, which is M People covering the Doobie Brothers. What a Fool Believes 3, CR 855 am 3 CR.

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It's your best. Friend 3 CR 855 am 3 CR Digital 3, CR dot org dot. Are you 3 CR on demand out of the pan with Sally first broadcasting noon? Through one every Sunday afternoon. Thanks for your company prior to the messages. We heard from em people and their version of The Doobie Brothers, classic What a Fool Believes and I have

Admits. And there was a bit of what's not quite getting the steps up. But there was a bit of bullying here in the studio because that stretched out. My waistline had a small of course the Fantastic lead. Vocalist of M. People went on to have a good solo career as well and yeah, nothing has always if the music is nothing but diverse on this program, it spans genre knowing no boundaries of

Genre, we opened up with rock and rock metal blues and now I've had dad's you stuff. We're going to have some cunt, couple country, country rock and some wells and Jazz in a sense to close the show delay. Already. Sort of jazz lounge swing, that might give you a hint as to, who it might be swingers. Anyway, what were we talking about? We were talking about leadership before the break and so still talking about it. But remember,

Leadership doesn't have to come, of course, from people. Hi, in a hierarchy, in this is one of my little sort of hot button. Pet thing be do Pit trips. What is it? Pet theories about leadership. We tend to think that Loop, you know, someone higher in a hierarchy must be better at leadership. Which, of course, is not true. And I think is actually a very toxic masculinity approach to leadership upon, which we can do better than that. Thank you very much umpire and

Leadership can come from, you know, sort of anywhere, everyone has something unique to offer, and I think that is, what makes someone a leader in many ways is what you offer an equally important, which I'll get to in a second. How you offer it and just spotted, just before I came on air this article, which I think is the perfect example of leadership for queer communities. It's in today's age, or sort of a particular

Monopoly of newspapers, and similar papers, Sydney Morning, Herald and similar, and the headline on line reads it felt like home Australia's first Pride Cafe for people with dementia, what a great thing to have, and it's about Mithra need a brew mutt. Mother Mahadev I beg your pardon and about how music dance and human connection of being the best therapies for

It's Ronnie since her dementia diagnosis. She's a rock and roll girl from way back. She's now in her 70s. The Melbourne artist uses both the prone and she and they and is non-binary launch of Australia's first specialist. Pop-up Cafe for people with dementia for from the Igbtqi, says here, Igbtqi Community. That's the way it's written but it's not an inverted commas, Igbtqi+ community.

Tease. And so it's my had Davis said, I keep thinking this is such a safe and happy place during the opening of The Memory Lane Cafe. Inside the Victorian Pride sentence and killed her. It just felt like home. Yep. That's what we need. There's no place like home. There's no place like home. Anyway so important to have a home and a tribe and all those things and connect with people of

Like sort of views and things like that. And so myth running used to be an avid book reader. But also combination of dementia Lewy Body Disease, which I admit I have to look up Alzheimer's, struggles, to make out words on the page and is now cared for by one of her daughters and so she met people who are interested in equality music dance art and community and like the sandwiches they were bite-size and soft to it. Now this is

In leadership here because it says, this article, says people with dementia, can sometimes have difficulty swallowing food and so, the sandwiches were bite-sized and soft toys. Now, this is one of the things about leadership is doing a form of will say, an individual centered approach, and I'll come back to what that means in a minute. Some people might say is that is that not contradictory to what you said Earth in the first segment know there's this, there's that well-known mean which I know is not

Not perfect about three people standing on boxes, trying to watch a sporting game and they're all given one box. So the short person can't see over a wooden fence that sort of thing and then they Shuffle the

boxes. So everyone is about the same height over the fence and the addition of has a third memes, gets rid of the fence. The wooden boards, though, people don't even need boxes at all, which is a sensible approach. And what that's saying is the critical thing here is we want the same outcome for people, but we're going to have to take different paths to get there.

And this idea of just having bought sighs soft to eat sandwiches for people with dementia. There's a classic case of it and then that's leadership in a workplace, there's a reasonable adjustment which certainly has a legal meaning under the Victorian Equal Opportunity Act such as sort of someone with, in a wheelchair needing a particular physical layout for a toilet, but it can mean other things beyond that. It means that if people have certain Euro Divergence don't

Like being yelled out which no one should be getting away, don't yell at them. But in a broad sense, regardless of attributes, reasonable adjustment means what are the things that will make the good work for you and make things even better? And what are things that we can avoid for now until we've worked through them? And so some people, for example, in a workplace might like to be more autonomous if they've got the goal in the deadline, hey, just let me do it. Don't micromanage me. Some people might like being supervised, I'm not really one of

Each to their own. So that's reasonable adjustment and this is a great case of individual centered care reasonable adjustment. And Leadership, these memory cafes are growing across Australia and the world for all sorts of people of all backgrounds with dementia. But of course, as this article rightly says for those living with dementia from Rainbow communities, increased loneliness, and isolation traumatic, memories of fear of discrimination can resurface after diagnosis.

And there's another story of Ballarat, woman, and tutor, whose wife Edie Mayhew was diagnosed with early onset Alzheimer's before, passing in 2026, you needed a place like this. And so it is, unfortunately, as we say, left us, and, and it's now, as a carer for someone is able to speak up for someone in an was crowned Victorian senior of the year in

One for a dementor advocacy work, but I didn't know she identified as part of our communities, estimated 472,000 people living with dementia. So what's that? Two percent of the population? But then of course, around 10% of those could be at least could be queer. And of course, I think it's a lot more and it's not understood dementia. Is a term used to describe symptoms caused by a bright? A group of well, this article says brain disease,

Has I would like to say brain conditions or situations including Alzheimer's and of course things change. So it's a joint venture between dementia Australia, Life View, declaring an interest. I do paid work as an educator for Life View and the Victorian Pride Center, and the Victorian Pride centers Memory Lane Cafe will begin running. Dementia events in September, and you can call the national dementia helpline on 1-800 100, 500.

Email Vic dot memory line Cafe at dementia. Dot-org Dora you. What a great example of leadership. This is awesome. Clap, clap clap clap. There's your bonus to arm wrestling reference for the day seriously. Excellent so well done and sort of, you know, very much needed indeed. All right, let's have some more musics and here's a track from Rich web and from

The album Le lay on this it and this one is called Stoner 3. CR 855 am 3 CR Digital 3, CR dot org, dot Tau 3 CR on demand out of the pan with Sally

3 CR 855 am 3 CR Digital 3, CR dot org dot a you and 3 CR on demand out of the pan with Sally first broadcasting noon. Through one every Sunday afternoon. Thanks for your company. We just heard from Rich web from Lily en Verte, album of 2018 and Stoner. Great work. They're rich on vocals, guitar. Keyboards harmonica percussion at times for Wakeman on guitar.

As piano organ banjo, and George sabot Giorgio on bass and David Eugene web on drums, accordion and other things, John Webb on sax at times as well, a very rich web of talent there in the family. All right,

that's what we like. Good Australian music on 3 CR. We've got two more strident tracks, coming up in the show of various sorts.

And well, creating your own music on our, there's a form of leadership as well. And you can do it your own way. Now it's all. Is it good? Art comes from the heart. I can rhyme and it's not a crime all that sort of thing. And so you get rich web with regardless of anything is certainly doing that. And it's just so much fun just to listen to that and we get to enjoy it and it entertains people which is always a nice thing. We need some entertaining.

These weird times that we are in. We also need leadership in these good times. So it takes, you know, what are the qualities of being the leader? There's no definitive guide book on this, I mean, it takes courage, sometimes, to particulate you're pushing things in Progressive ways, as many of the sort of things that this show and other shows on 3, 3 CR covers and you know we are here to give a progressive Viewpoint and whilst we and what's a to question the status

Disqualify a bit because we know that from the point of view of social justice, for example, I'll start close to home with queer. We know things aren't right, not that, it's my identity. Obviously, things are not right in terms of how Aboriginal and Torres Strait. Islander people have been treated and still are in so many ways whether overt or subtle doesn't matter and well, Freedom. Species coming up at 1:00. I'll tell you what they've got on in.

I'm a little while but they want to talk about how animals aren't being treated well. And so you know, so many of the shows on 3 CR worker Justice, in terms of many of our Union shows such as the concrete gang on Sunday mornings so many things that we need to talk about. So takes courage to challenge the status quo sometimes and to do it with integrity and dignity and courage. Empathy,

The, the ability to communicate, I think is an important leadership skill and I say communicate because and make sure that we emphasize that to both giving and receiving information, talking's. Important in simple terms if we're going to use that. But it's not just listening, people. Get listening is more than just hearing, of course. Now some people think listening means I have to stop talking for a bit. I met plenty of people like that or and then there, you pick up.

Nice. That you know you pull as a night the conversation has no linkage to what you've just said or they'll say something that completely ignores or rejects what you've just said. And you think you're not listening, are you? And the thing is what stops people from not listening all degress on. This is there's many reasons. Sure, you could be looking at your phone and another message which is a very rude thing to do if you're trying to have an important conversation with someone and really giving that person your undivided attention is a sign of respect for starters. But

But there's things like that. Sure there could be background noise, so you know, move somewhere else. I will not have important conversations in noisy, cafes or I try to find a place that's quieter. It's very important to me. But one of the big things that stops people from listening and taking in information, carefully is

He's emotions and feelings. No emotions and feelings are not in themselves. Bad in inverted commas. It's when they stop you from achieving your best for yourself and others. That's where they can be a problem and we've all got them. I've got my emotional blocks, even at 57 and a half. I've got mine brother sister sibling that was a third wrestling reference at 41 minutes in if you if you bet on that, you win a giraffe to quite Rod Quantic serious.

Leslie. So we've got to keep unblocking in the more you unblock. The more you learn that's form of leadership, is self growth and personal growth is a form of leadership and I see people who go higher in a hierarchy, but don't really do that growth and then their limitations influence other people in ways that are negative and destructive. And so, there's something to think about as well. Love your thoughts on leadership. In the meantime, let's have some more musics. We said we'd have more Australian music

Classic 1970s Band Stars reform. They've done a couple of CDs. I've got to get my hand. I've only got my hands on one of them and the moment is Paul Keating would have said to the school physical limitations. And they've now got Nick Charles on guitar along with many, great people of Australia, music from that Arabic peeling on vocals, Roger McLaughlin on base Malley stick on lead guitar, and Eric chases doing drums mentioned

Starbucks. Of course, one of the original guitarist was the late. Great, Andrew Durant. Anyway, here's a track from Stars album. One more circle around the Sun and you can never count. I said you could never stop learning, but sometimes you might need to just learn things differently or learn them again. Here's learning how to rock and roll again, stars on 3. CR 855 am Digital 3 CR dot org dot a. You 3 CR on demand and 3 CR and out of the pan with Sally.

The Seaman's Union and the Waterside workers Federation took part in the longest boycott in Australian history. After finishing took over in July, a democratically elected. Government was overthrown with the help of the United States. There are many Chileans in Australia, who suffered torture imprisonment and whose family members have been disappeared. We can't move forward as a society without healing these past crimes, the chili

Community in partnership with the am Wu's. International solidarity, initiative is holding a commemorative event for the 50th anniversary of Chili's crew. September 11, the day that changed us forever. Join generations of Chilean, refugees Exiles, and recent, arrivals together with Australian unionists and activists in the solidarity movement, for a night of testimonies speakers poetry and music on Monday, September 11 from 6 p.m. at solidarity, Hall at the Victorian trades Hall this.

Event will be held in English and all are welcome to register search for chile. 50 years on eventbrite.com dot chilly. 50 years of solidarity and struggle a 3, CR supporter.

Tune into rainbows, don't Fade with age on radio 3 CR, fortnightly on Mondays of 2 p.m. rainbows, don't Fade with age, Melbourne's only show. Dedicated to all things, lgbt aging and H care, me, stories and information to empower, and Inspire action for all those interested in the health well-being, and visibility of older lgbt people.

15 sake we're focused shows on 3 CR 855 am 3 CR Digital 3, CR dot org dot a you and 3 CR on demand this is out of the pan with Sally. That's another one of them. Rainbows don't Fade with age. Others are in your face 4:56 Friday and picks far new 2:30 Saturday afternoons. One of them is part of our afternoon lineup on Sunday, afternoons, clearing the air at three theres, two programs.

Prior to that, though, freedom of species is up next in around eight and a half minutes and Trevin Caroline today we'll have dr. Jed good fellow from the Australian Alliance for animals. That's aaa-rated a Australian Alliance for animals. Look forward to that. Always lots of good information on freedom of species about how to support our and respect animals and animal rights animal advocacy. So that

It will be awesome to listen to and between them rotations at, to not sure who's going to be spinning in today. We will find out in due course, and as I said, queering there at 3 then this alarm radio show at for a great lineup of diverse radio on 3 CR and part of the diverse music. Today, we had some Australian classic country rock stars, learning how to rock and roll again from their album, circle around the Sun. And I've got to get, as I said, I've got to get my hands on their other.

More recent release as well and just news through again. I mean, it's just so awesome on so many levels, whether you're a sporty head or not, so to speak the Matilda's match last night. The quarter-final late yesterday, e afternoon, Australian Eastern Standard Time. Four point one, seven million Australians, tuned in. I'm going to do it again. This is awesome. Clap, clap, clap clap.

Absolutely amazing. So, it's the highest rating TV sport program of the past decade. So just absolutely amazeballs go till he's and now, it's looking, like, I think it's Australia vs. England. Yes, in the semi-final,

with this Wednesday at Wednesday evening coverage on 7. + 7 + not often. We mentioned commercial media on this station, but I think that's worth a mention 7:00, Australian Eastern.

And it also says here, oh, that the official Oz 10:00 broadcast, audience numbers released this morning, a preliminary and don't take into account that the factor at the fact that the game ran over time, and they'll be in greater numbers released later. Wow. So 11 is during that penalty shootout, which would have taken things over time whether the numbers are even bigger. Absolutely amazeballs. Now, just go Matilda's.

You got this. Whoo and all that to meters to go. Gosh or good God Almighty. That's a sixth wrestling reference to quote, the or well-known commentator. Jim Ross. Anyway, lots of things coming up during the week. What, what things were coming up? Polly dick on Tuesday night. Alphabet soup, Wednesday night. Also pop the trance Cafe night could be a goal on Wednesday and bent to bent too.

He and it's part of queer to be on Friday night. I want trance family, next, Saturday afternoon, check out trance family, dot org dot, are you declaring the course that I am a Committee Member of trans family? So yeah, right range of things to do and think about for queer and Allied people. If you want to write into the show. Forgot to mention that earlier PO Box 1277 Collingwood 3066 what's the address postal address for the

All the programs on this station and they are wonderful. Office staff will put a letter in our little mail slot and we'll get it in the next week or maybe two weeks later, depending on what I was supposed to erupt, you better get out of here. Make Way for freedom of species with Trevor and Caroline. Again, talking to Jed. Good fellow from the Australian Alliance For Animals. I said we'd have some Jazzy swingy bluesy stuff. Here's an old favorite from Bob down. There's someone who creates

It did some creative leadership with his Artistry. This is the old track written by Eddie Cooley and Otis. Blackwell made famous by Peggy Lee. You give me fever. Thanks for tuning in to out of the pan. I'm Sally gold and I catch you next week.

They can cook, and they don't even need the women's weekly, wrestler, people. Ted, what do you think they like the shorts?

They are great, aren't they? They're very Gladiators, aren't they?

I'd love to be one of the Gladiators. Why would I call myself stick?