

VICTORIAN PRIDE LOBBY, STAND BI US, 20TH ANNIVERSARY OF VIC LAWS

Presenter: Sally Goldner

Guest: Nevena Spirovsky

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

[*High Wire* by Men at Work]

Sally Goldner: 3CR 855AM, 3CR Digital, and 3cr.org.au, and 3CR On-Demand. *Out of the Pan* with Sally, first broadcasting noon till 1:00 every Sunday afternoon, thanks for your company. 3CR proudly broadcasts from the lands of the Wurundjeri people of the Kulin nation, and we pay respects to Elder's past, present, and emerging; and hello to any Aboriginal and Torres Strait Islander peoples listening in by any means

Lots of ways to get in touch with the show, you can email outofthepan855@gmail.com, you can SMS 61456751215, you can tweet @Salgoldsaidso – and that's the bottom line – or look for the posts on Facebook on my page Sally Goldner AM – the only band to be on – *Out of the Pan* 3CR 855AM Melbourne, and also look for the posts on the page, actually of our guest today at around quarter past 12:00 Nevena Spirovsky, who is the co-convener of the

Victorian Gay – well, a Victorian organisation, so but tune in, but I also well obviously have to acknowledge a few other things. We opened up today with Men at Work and *High Wire*, because that's where Daniel Andrews is right now. Daniel Andrews, Premier of Victoria is walking the high wire with the big super presser – sounds like a giant iron – no, it's the roadmap press conference instead and so there will be some degree of multi-tasking on today's show, I'll try to keep you up-to-date live as it happens for those who are listening in live. Obviously, people awaiting news and on all sorts of things are happening, so try to keep you up to date with that, as well as I say catching up with our guest from the Victorian Pride Lobby which you know, just if you're not aware, there's some degree of mystery there, that is an organisation that has had that name for only a little while and we'll talk with Nevena Spirovsky as I say around quarter past 12:00. So, lots happening; it's also Father's Day and happy Father's Day to those identifying with that, you know sort of approach, with that sense of identity very, very important that that you're there for your families of any sort, of any description, of any background, all sorts of families and all that sort of thing. Also. Thanks to the crew from *Out of the Blue*, diving deep for the marine news as they do every Sunday morning from 11:30 till noon. And on Father's Day they spoke a little about seahorses who of course defy characteristics of gender, sex characteristics and other thing because they sit on the eggs. So of course, there's sorts of gendered stuff in nature of all sorts, of all sorts. And so, all these people say, "well there's just men and women you know" uh, I don't think so. So, there we go.

Well, there's a couple of other things to talk about today, as well as catching up with Nevena, we'll also be – got some big bi news as we head towards celebrate Bi Day and Bi Week and around mid-September some big news for Australia and New Zealand, which I'll drop the hint on and a heads up and all that sort of thing. But also, it struck me that today is the 20th anniversary of when Victoria got anti-discrimination protections in our Equal Opportunity Act, protecting sexual orientation as gender and gender identity as defined. Now, acknowledging right off the bat that these may or may not have been good practice at the time, but now understandably have slipped; there's no coverage of non-binary identity for example, and whilst I can't speak directly for intersex, I'm well aware of the opinions of intersex, that they don't really cover intersex variations well enough, not even by the standards of the 2013 federal laws, which now, there's been a better definition since, and if you look on the website for Intersex Human Rights

Australia, *ihra.org* – make sure you go to a “.org”, because if you go to “.com” you'll end up at the International Hot Rod Association – but intersex people can drive fast cars; there's all sorts of diversity that can happen. But at *ihra.org*, intersex – they use the practical definition, “intersex people are born with physical sex characteristics that don't fit medical norms for female or male bodies”. And so it just says there's more than two bodies at birth, and so there's lots of... you know, we're not three boxes of... two boxes of seven and a half billion... there's some people say well, is there one box of seven and a half billion, or seven and a half billion boxes of people? It could be both, because we don't like binaries. See? There we go.

So, lots to consider there. But yes, 20 years since those laws came into... or were passed through the Legislative Council after going through the Legislative Assembly a week before, the anniversary of the Proclamation is on 9th October when they got the Royal assent; no not Her Majesty, the State Governor – tea and scones or something like that – and yeah, there are those 20 years on and look, acknowledging the limitations of the definitions that they're not complete and they're not covering all the people they need to cover. You know, they have obviously made a difference, and – content warning – mention of transphobic violence. You know prior to that we had you know what to start with, sadly, stories of people wanting to affirm their gender identity in their workplace and the anecdotal evidence was 95% of people just lost their jobs, it was too hard and of course nowadays, very different. I had an interesting story during the week which I'll keep de-identified of someone who felt disappointed that her affirmation in her workplace wasn't celebrated enough, I mean in the old days it was sort of kept a little quiet or you know, all that sort of thing, but over time it has progressed and I remember in around 2012 hearing a story of a trans woman who worked as a bank teller who, – said this accountant – after the books were balanced one Friday and all the tills checked and all that sort of thing set the staff down for I don't know tea and scones perhaps and said, look, I'm affirming my female gender identity and I'd never heard of that before, so we do have now lots of celebration and we need that acknowledging of course, I think it's still important to acknowledge that it's not all sort of hunky-dory for everyone by a longshot and of course that can vary according to location and other factors, where you are not just in Australia but around the world and really need to be aware of that. So, you know, it was an interesting time, there was we'll say some political shenanigans going on where

someone we'll just say we thought was supportive turned out not to be and tried, in my opinion, tried to wedge the trans community. And we'll just say that person's sort of somewhere under the trees now. Anyway, story for another day, probably can't say it on this station, and you know sort of well, that person went rushing off or something. But seriously it you know, was good and it was interesting four years later when I was giving a presentation at the now called the Victorian Equal Opportunity and Human Rights Commission and was telling about those things prior to 2000 I said, "*well, have you heard of those happening?*" It's like, "*no, they've stopped*" so to quote my dear friend and sometime listener to this show Kayleen White who quotes that saying, "*the law may not change the heart but it can restrain the heartless*" and so, really important.

Now as I said, there's going to be a sort of [inaudible] or you know, sort of like a parallel universe here today, we will keep... the show must go on and we'll get... I'll get Nevena on the line very, very shortly, but the first quote that I've come up, from the super presser, the giant iron – know that's Daniel Andrews road out conference – has come up that we can't run out of lockdown, we have to take steady and safe steps to find that COVID normal. Now I don't know what that means but that is a quote from Premier Daniel Andrews. We'll keep you... I'll keep you up-to-date in this sort of parallel universe – thank heavens for the coffee, you know boosting my multi-tasking skills – in the meantime as we gear up to talk to Nevena from the Victorian Pride Lobby, here is the obvious track of choice an anthem no less from Jonah. 3CR 855AM, 3cr.org.au, 3CR Digital, 3CR On-Demand. *Out of the Pan* with Sally.

[*Pride* by Jonah]

Voiceover 1: Victoria Legal Service has launched a free information and advice phone service for people who have been stopped, questioned, fined or charged for breaching the new COVID-19 restrictions. Have you been fined or charged under the new laws? Or stopped and questioned by police for being outside? Call 0434136501 weekdays between 9AM and 5PM. That's 0434136501, or head to fitzroy-legal.org.au for more information. You can also report incidents at covidpolicing.org.au. Fitzroy Legal Service is a 3CR supporter.

Voiceover 2: There's kind of a lot of, a lot of things that are coming up to the four at the moment as well, particularly in terms of the way that we imagine, for example, essential work and also sort of, essential community life or essential caregiving, and how those, how those function. If we think about sort of the way that queer family often takes very, very sort of different forms and very, you know, important and meaningful forms that often don't match the picture of normative, heteronormative family life. But how so many of the of the affordances or the restrictions or the kind of the government, governmental sort of imagining of the way that we should live, and what we need to live, and what we need to survive, really is shaped around heteronormativity. You know, it's around the family life in the suburb as opposed to many, you know, single individuals who have shared queer family, both sexual and community connections that sustain them and that kind of give them give them life, and give them, give them sort of energy and comfort and safety and security and support.

Voiceover 3: You're listening to 3CR community radio 855AM on digital and online. 3CR radical radio.

Sally Goldner: 3CR 855AM, 3CR Digital, 3cr.org.au, 3CR On-Demand, *Out of the Pan* with Sally, first... and on 855AM, *Out of the Pan* with Sally, first broadcasting noon till 1:00 Sunday afternoon. And well, this show is live at 19 minutes past 12:00 at this time, there's a time call for the old-fashioned radio listeners. And look, do have to update, it's a sort of split show today. Yes, the stage 4 lockdown extended for another two weeks is the news that's come through in the last few minutes, but the curfew going to 9PM given longer daylight hours, two hours per day of exercise, social bubbles to be you know sort of increased for those who are single, those who live alone and will be able to partner up with someone else, the 5-kilometer rule will not apply. So, you know sort of there's a lot of things coming in there. Outdoor gatherings of two people allowed for a household for two hours, not the one hour of exercise and playgrounds will reopen so we're getting some news coming through. So, I'll keep you up to date with that. But as they say as well, the show must go on and well, we just heard messages of relevance to queer people, one in particular and one well relevant to lots of groups. Well and also, we heard from Jonah and an anthem *Pride*, anyone'd think this show was planned because on the line I have from the Victorian Pride Lobby, Nevena, welcome to... welcome back to 3CR.

Nevena Spirovsky: Thank you Sally, it's fantastic to be back.

Sally Goldner: Oh, I'm having some technical difficulties... Nevena?

Nevena Spirovsky: Is that a bit better?

Sally Goldner: Sorry?

Nevena Spirovsky: Is that a bit better?

Sally Goldner: No, you're very faint.

Nevena Spirovsky: How about now, Sally?

Sally Goldner: Still very faint. Live radio people of all genders.

Nevena Spirovsky: Is this any...

Sally Goldner: I think we might just...

[Dial tone]

Sally Goldner: I might sort of get Nevena back on the line and see what's going on, so live radio. Yep, we've had to drop out as we do so hold in their people of all genders and well in the meantime in honour of an anniversary yesterday, lined up this, well it's a camp classic if it's not anything else. Here is a track to honour and anniversary. 3CR 855AM, 3CR Digital, 3cr.org.au, 3CR On-Demand. *Out of the Pan* with Sally.

[*Mahna Mahna* from The Muppet Show]

Sally Goldner: 3CR 855AM, 3CR Digital, 3cr.org.au, 3CR On-Demand. *Out of the Pan* with Sally, first broadcasting noon till 1:00 every Sunday afternoon. And we just heard *Mahna Mahna* from the... in honour of the 44th anniversary of the

Muppet Show premiering yesterday, and as someone said on Twitter, know the Liberal Party has been going for longer than 44 years, I didn't say that, that's just what they were saying. All right let's see if we can do take two, Nevena. Let's see how we go.

Nevena Spirovsky: Fantastic Sally, I think we've got it this time.

Sally Goldner: Oh gosh, I don't know what's going on here. I can still barely hear you.

Nevena Spirovsky: Oh, the magic of live radio.

Sally Goldner: I'm not sure what to do here...

Nevena Spirovsky: Is this at all... is this better, Sally?

Sally Goldner: Paging...

Nevena Spirovsky: Or how about this one?

Sally Goldner: No, we're not having any luck. Oh damnit.

Nevena Spirovsky: How bizarre.

Sally Goldner: Well, um... well, not really... yeah look I just... I'm sorry I'm not sure why I can't get you through but just not coming through.

Nevena Spirovsky: Oh, sorry about that Sally.

Sally Goldner: No... yeah, what a... what a nuisance.

Nevena Spirovsky: Just not our luck today.

Sally Goldner: Look, I'm sorry we'll give it one more try we'll just try to roll to another track. But yeah, something is definitely amok... and yeah sort of... yeah just can't seem to get, hear you Nevena. One last try?

Nevena Spirovsky: No worries Sally, might just be gremlins in the technology.

Sally Goldner: No, it's not coming through... um, trying again.

Nevena Spirovsky: No worries, third time's a charm.

Sally Goldner: Ah, actually you have just seemed to have come through and hopefully all right... So, I'm going to... if listeners are listening in, if you've not got your ears on. Mr. Andrews let's try that now, Nevena.

Nevena Spirovsky: Thanks Sally, wonderful to be here with you today.

Sally Goldner: Yes, not sure what's happening there with the tech and look if anyone listening to the show today let me know if you can now hear Nevena. Oh, both completely audible to listeners, we've got this it's one of those high-tech moments, thanks, James. Breathe. All right, welcome once again to 3CR. Thanks for giving up your time on a Sunday and well, let's put... a bit of fun but let's put people out of any mystery what... The Victorian Pride Lobby, people may not have heard the name, but you've been around for around 23 years. What's the explanation?

Nevena Spirovsky: Well Sally we've had a little bit of a facelift so although as you mentioned we've been around since 1997, the Victorian Pride Lobby changed its name from The Victorian Gay and Lesbian Rights Lobby. We've recognised that there had been significant changes over the last 20 years in our community and the Lobby was actively considering how we could not only better reflect our community, but also be more inclusive of the people we advocate on behalf of. So, over the last year or so we've been on a journey and that has taken us all the way to July where we held a special general meeting to change our name to Victorian Pride Lobby.

Sally Goldner: Indeed. And I should just declare that I am a life member of said organisation just for the sake of declaring that in the interview. As you said that the community has changed and it is important that we are inclusive and it is really important that we do that but on the other hand over time other organisations have emerged and grown representing we'll say various stripes in the rainbow. So, how

do we, how does it, how does it go about balancing both? Said this liberal as we're two weeks away from... two and a half weeks away from that time of year?

Nevena Spirovsky: That's a great question and one we very much considered when we were changing our name, but in doing so we were considering how our remit, our mission statement, and our values remain the same and very much in our ethos is that we don't speak on behalf of the trans and gender diverse, intersex and asexual communities, but rather we work alongside the corresponding organisations to achieve positive social change for the community. So I think it's incredibly important that there is representation for the different stripes and along our journey of changing our name we worked very closely with Transgender Victoria, Rainbow Families Australia, Bisexual Alliance Victoria, Equality Australia and Intersex Human Rights Australia just to name a few organisations.

Sally Goldner: Yep, and look I better declare obvious interests as someone who works for Transgender Victoria on the committee of Bi Alliance, but even declaring those interests, I think that that sort of consultative approach to make it clear why it was being done is just to make the name relevant but not take anyone's space and then if anything to work more effectively. If I can say so myself as that, you know that I think it was a very good consultative process and you know, it's just it shows when you do it right it's really done quite easily, it was really, you know, I if I can suggest that perhaps writing up the process as well as the outcome and documenting that I think is really important because it just shows how valuable it was to consult, so declaring any interests, of course thank you for so doing, much appreciated.

Nevena Spirovsky: Thank you so much Sally that very much means a lot to us and it was something that was incredibly important for us when we were undertaking the process to make sure that not only people were meaningfully engaged but their feedback that they were giving us was considered and was at the heart of the reason why we were making those changes, as well as going out to the community to our members and supporters and giving them an opportunity to have their feedback, and overwhelmingly we found that the change was supported by the vast majority – 98% of people that we surveyed were in favour of the lobby changing its name and we found that people really were supportive of the plan to move forward to be more inclusive and to have a name that reflected that.

Sally Goldner: Definitely. Definitely so that it is that important. So, it has been done consultatively, and yeah really important. So, we've got you know, we have refined that name now and you know obviously work goes on and there's a few things to talk about, we could, you know all equally important. I might start with one. We are of course and particularly noting today that you know, what is going on, we are of course in the middle of the pandemic and state of emergency. What have been I'll just say first implications for groups that can and are potentially and actually do face discrimination in this time and the approaches of the Victorian Pride Lobby to that, those situations?

Nevena Spirovsky: Well, we've found and we've outlined in our submission to PIAC that the pandemic has much like a tornado wreaked devastation across our community and that has had a detrimental impact on our physical and mental health, our incomes, our businesses, community venues, organisations, but most importantly our lives and livelihood; but in times of crisis to respect for and protection of human rights has become more important than ever so we found a lot of our focus has been on monitoring some of those restrictions and providing recommendations when appropriate to do so, and one example Sally, would be that we don't take issue with the wearing of the face covering when leaving home, however, we have been concerned that the associated fine for disobeying the direction will disproportionately impact those of lower socioeconomic backgrounds, including our community and we feel that authorised officers will be better placed to provide face masks rather than infringement notices. So that's just one of the recommendations we're putting forward to PIAC and one that we'll continue to campaign for.

Sally Goldner: Yeah, look I agree, I think that you know there's, has the balance been quite right? I'd sort of you know have to say not quite and I think that some of whilst I don't, I totally agreed myself I don't often bring that in, you know my own opinions in, with the wearing of masks and yes, it's inconvenient, but we've got to do it but I think there's better ways to enforce it rather than this sort of the sort of approach which has been sort of heavy-handed and I mean, I'm going to bring this in we saw during the week the approach when arresting a pregnant woman yet I haven't seen Sam Newman arrested at all. So why [sic] is there double standards based on say gender for starters?

Nevena Spirovsky: Exactly and it's been alarming to see the rise in the use of force and the disproportionate display of it. This is not how we get people on board and that's not part of a public health process in response to the crisis. We've also been concerned with the expansion of powers of PSOs, that's Protective Service Officers, they don't receive the same amount of training as Vic Pol, Victoria Police Officers, but are still issued with the gun and for many people in the community, especially for people like myself who English may not be their first language or come from a culturally and linguistically diverse background they may not be able to recognise the difference between a PSO and a Vic Pol officer and you know, there could be some confusion there is those powers aren't exercised accordingly.

Sally Goldner: Wow, there's, there's a lot in there. I hadn't heard about the PSOs and the gun situation, if they haven't had the right training I mean someone who for a long time did the community encounters program at the Police Academy, which where PSOs were added in later when police can't you know, what came in first. That I do know, they generally get less training, but if they've been thrown in at this time without you know, some extra, extra training or of some degree that's actually really concerning I mean and you know, we see sadly too many times police respond overly aggressively and a case that comes to mind is a dear friend of mine who sadly has a very aggressive neighbour who plays loud music, police, she called police the police then came into her house to talk to and she began to get upset and a bit emotional and her mood rose and the police officer put a hand on a gun in her house. You know, that's, that's not even anything to do with COVID or anything else. So, although obviously the situation with the loud music playing neighbours being exacerbated massively at the moment. So, these are the sort of things that are going on and so, it is really good that we have organisations like Victorian Pride Lobby to cover, to link in the broader issues with the needs of rainbow communities.

Nevena Spirovsky: And I think that's a perfect segue to another very significant piece of work that we're doing at the moment, which is our police attitude, survey. So we put this down approximately four weeks ago now and we were really overwhelmed with the response that we received which included over 1,500 responses from members of the Victorian LGBTIQ+ community and what that is telling us is that overwhelmingly people do have things to say about police and

we're really interested to understand the nuance of that and engage in the hot button issues for example the role of the police at Pride both as part of the Pride March and as a community safety capacity and the ongoing and active conversation about the role of police in our lives, especially during the current pandemic, we really wanted to provide the community with a platform to have their say. So, the survey has finished now, we're in the process of analysing those results and you know, there's risk quite a few visceral responses because that can be a reflection of the experiences that the community has had with the police.

Sally Goldner: Yeah, look there's a few things to unpack in that, first of all 1,500 and it was it was around for a short space of time and people are well, whatever things you know, they could say they're distracted by the pandemic it's stressful time and the, and I totally, I can understand why and how the emotions are high and given the history of police with our rainbow communities, but also then breaking down rainbow into say gay, lesbian, trans, and so on, and then adding in multiple [sic] inter-sectionality I can imagine some of the responses I mean, you know sort of if you can is if you are able to if you've seen a couple I'd like and you can I'd like to hear about them but also, where are you, is there a place to stay a plan at this stage for when the full report will be released because I think it is really critical

Nevena Spirovsky: We do too and just touching on the plan, we will have a public community consultation where we put forward our recommendation and also present the report to the community just thanking them for the information that they shared with us confidentially and anonymously. From there will be also doing a stakeholder roundtable to make sure that these recommendations are fed up to you know, organisations like Vic Pol, different agencies, and different departments involving the Commissioner Ro Allen as part of that process and as a liaison for government as well to make sure that the Lobby is working constructively and cooperatively to as a liaison between the community and these different agencies, having been entrusted with this very sensitive information. So, while the report hasn't been finalised with such, that will be made public in the next couple of weeks. Some of the responses that we have had, especially from members of the trans and gender diverse community which made up approximately 25% of all respondees, so we're really happy with the level of engagement we've had from that community, was that there was a lack of understanding and sensitivity, broadly

speaking, from Vic Pol Officers when interacting with them and this could be from different scenarios, for example at community events moving all the way up to events where they were involved directly with police officers, so, we are seeing a disproportionate response there and it's something that we have raised with Vic Pol in the past.

Sally Goldner: Yeah well I mean there's you know, in terms of trans and gender diverse as a percentage of rainbow communities, you know as distinct from the whole community I mean the conservative estimate of trans across the whole population is 1% but if you've got 1,500 responses and you said 25% were from people self-identifying as trans or gender diverse, even the maths tells me that there's an issue in itself alone that people are keen to respond and want that voice heard so it is hugely, hugely appreciated but talking intersectional I need to, like to just take a couple of steps back if I can you mentioned you're someone of multicultural background and you have a first language other than English. Can you, are able to just share a little about parts of your background and how they might have influenced you to do both the role you have with Victorian Pride Lobby, formerly Victorian Gay and Lesbian Rights Lobby for the last time, and also what perhaps how it influences your work [sic] what else you might do as well as on the good work with the Lobby?

Nevena Spirovsky: Absolutely, so my background is I was born in the former Yugoslavia Republic of Macedonia and my family were displaced during the Yugoslav War. We had a humanitarian visa to come to Australia and it was a bit of a lucky dip at that point after many Yugoslavs were displaced around the world. We happened to land in Melbourne, and that's where I've called home ever since that I count myself to be incredibly lucky when I consider that happenings back home and also being escalating disproportionate, poor responses that people in Macedonia have and that being having the largest death rate in Europe to COVID so, you know, it's really difficult to read that as well as having the most polluted air in the world in our capital city. It hasn't been able to transition particularly well to the 21st century following the breakup of the Yugoslav countries and I think what's really imprinted on me is, you know, a sense of justice and a sense of wanting to diminish discrimination [sic] is something that is very prevalent back home. There's not much rainbow rights, there's not much in the way of rights altogether, it's a bizarre place to go and visit but one worth visiting all the same and so in joining the Lobby

and being involved in community work for you know 15+ years I've always looked for organisations that strive to do better especially in arrived framework.

Sally Goldner: Yeah look. Gosh, mountains to unpack I mean, I... my, my heart moved as he were telling that story first of all, there's so much in there and thank you for sharing it and for honouring us I'm honoured [sic] that sharing with us and I thank you for your openness and it's you know, sort of says that a lot of things that sometimes we can sort of get that rough pecking order of gay, and then lesbian to doing ok and all that sort of thing, but you've gone through other things there and I think that's really important, you know things that you know, obviously horrific and then I suppose the other part of it is I don't know I wasn't quite sure if it's relevant what [sic] age you left what was the Republic of Yugoslavia and came here but then of course at in that time you've had to deal with sexual and romantic orientation and I don't know which label you use but, how was putting it all together and throwing in those angles how was that going as well?

Nevena Spirovsky: It was a very bizarre experience and you know I think that's very common amongst Eastern European people and people who have that, we don't exactly have many pride idols and it's something that I certainly didn't have growing up in an incredibly conservative household and discovering that about yourself. I was a lesbian growing up and then realised after I moved out of home at quite an early age with family differences in the like that you could actually be attracted to all genders of people and having that experience open up and now I use the label bisexual it's been an incredibly powerful awakening for me and one that now, that's just given me the opportunity to experience life as my full self, whereas before I was incredibly shut off and projecting only a very small part of who I am I feel like I'm just bursting with pride wherever I go now because I've had that opportunity to explore that and find that out about myself.

Sally Goldner: Well again, thank you for sharing that and I've got to say safe distance [sic] bi-fives to you.

Nevena Spirovsky: Yeah bi-fives to you Sally.

Sally Goldner: And well a good time to give a quick mention now that the first Australia and New Zealand Stand Bi Us Oceania Conference, obviously a lot online

is coming up and they'll be a full program released early in the coming week, Monday or Tuesday, so hope to see you on there for sure on the zooms and look might have to have a further chat about some things off-air that you know, thank you for sharing that it's, it is still I've got to say personally still a thrill to me to find another "B" wherever I go there's more and more there but we've often faced isolation if you know both in broader society and under the proverbial rainbow so there's still that thrill when you imagine that and I'm you know, really pleased to hear that and I think you're intersectionality and what you've journeyed through gives you so much insight and we need that more and more in our community and the other thing I was going to ask if I may, when you're not doing stuff for the Lobby and which we know sadly our communities are massively underpaid if we're paid at all, what are you, you know sort of what else goes on in the life of Nevena?

Nevena Spirovsky: Well quite a bit, Sally. I've got many, many fingers in many, many pies. I just love and adore and find my calling in volunteer work so when I'm not volunteering for the Lobby, I also volunteer for National Homeless Collective which is the first [inaudible] run organisation that seeks to you know, support people experiencing homelessness, social isolation, and disconnection as well as victim survivors of Family Violence. Particularly, I volunteer with the Melbourne Period Project which provides menstruation items and support for female, non-binary, and trans and gender diverse people experiencing homelessness. I work full-time in the community services sector and also volunteer at one or two other organisations. I truly can't help myself Sally.

Sally Goldner: Well, yes, you're a sucker like me but I'd better, I'd better warn you as someone who's, who did it for 25 years just be careful about burnout, but... and...

Nevena Spirovsky: I'll heed your warning.

Sally Goldner: And sort of, you don't have to name the organisation or anything but in terms of pay, you know paid as distinct from unpaid work, what sort of role do you do specifically in the community sector if I can ask that?

Nevena Spirovsky: Yeah certainly, I work for the peak body for Child and Family Services in Victoria, the very long named Centre for Excellence in Child and Family

Welfare, so I work there across their strategic projects, communication, and media so I do a lot of work in the advocacy space especially around children and family experiences vulnerability.

Sally Goldner: Oh look, excellent. Lots going on there, you know sort of all good things and I'm so, I'm so glad. I did here a few months ago about the distribution of tampons to sort of in a very gender inclusive way if I can put it that way and I was, sort of the fact that you're in there well, you know that clearly we're in good hands, which is very, very awesome. And on a lighter note any sort of, I know you're a sucker for volunteering, but any other hobbies, pastimes, things that you do?

Nevena Spirovsky: I am a very...

Sally Goldner: Oh, and this time we definitely have some drop out, anyways...

[Dial tone]

Sally Goldner: Oh gosh, I'm going to have to find out what it was but we're just about 12 minutes to 1 we're just about out of time on the show. Live radio people of all genders. I'll find out what the hobbies were and let you know. Wow. Look it's just so exciting to have such a person of diverse backgrounds and diverse interests on the show. So yeah, let's have another track for all the good queer people who volunteer out there, he's Dave Graney and The Coral Snakes from the album *Night of the Wolverine* and the opening track. 3CR 855AM, 3CR Digital, 3cr.org.au, 3CR On-Demand. *Out of the Pan* with Sally.

[*You're Just Too Hip, Baby* by Dave Graney and the Coral Snakes]

Voiceover: *Freedom of Species* is a show about animals for animals listened to by humans. Tune in, Sundays 1PM.

Sally Goldner: That's us. 3CR 855AM, 3CR Digital, 3cr.org.au, 3CR On-Demand, *Out of the Pan* with Sally. Born to Be Wild. Just to finish the interview, not sure what happened with the phone there, it wasn't the same issues before that's a radio moment. If I ever do an *Out of the Pan* bloopers, I'll tell you what it was but

Nevena likes 1 hour walks, is a baker and is happy to swap recipes, I'm happy to be the liaison even if I pinch the recipes well is that some do I declare fringe benefits tax or something? And when safe and legal to do so, likes being on the tennis court as she said in her words like a lot of East Europeans so, there we go. So, thanks to Nevena for coming on and really cool to hear. Well lots of things to quickly update. You know sort of first of all, hi Roving – [sic] woving weporter – lots of messages today and yep. So yeah, we've got stage 4 for another two weeks, but some restrictions easing. Very quickly, they'll be singles and single parents able to visit a friend no 5km distance, but still curfew so no late nights and Roving also says, "disappointing to see the freedom protests yesterday" yes, I'd agree with that and Roving has said, "where is our freedom boy defending these actions?" he's lost his cape and mask or something. Roadmap for mental health, well, I think that having the connection for singles will be helpful and you know sort of also Roving said, "in terms of police perspective here as well as the excessive force with some members and compared to the US we're still doing a bit better" well, better, less, worse. I don't know. Half glass half empty, half glass half full there. But yeah and thank you for the comments, "great interview. We need diversity in these spaces" I agree. And so, lots to cover their now very, very quickly great excitement. Watch out, late Monday or Tuesday for the announcement of Stand Bi Us, the first Australian and New Zealand bi conference, obviously a lot online in these times from around the 18th-23rd, declaring my interest as someone in Bisexual Alliance Victoria, which is co-organising this with numerous bi groups and people around Australia and New Zealand. Now we did want to call it "Oceania" but we didn't really have people in there and felt it was tokenistic to in call requirement called "Oceania", but one hopes maybe next time we can do that because it is so important and wherever you are listening in the world, there will be all sorts of links going up, website going live as a say probably early in the coming weeks. So, watch out, really excited about that in this time. We know that isolation is not great, but we can connect so really looking forward to having guests and getting information over the next few weeks or it will happen largely in the block from the 18th to the 23rd Australian time. So, putting through lots of information, but also make sure we have lots of people on in the next few weeks behind him. So, bees can buzz in and we can cook up the pans and bi-fives and pan-slaps and all the rest of it.

All right, I think I've got it all covered. Yes, the news on the various sort of, sort of roadmap is there but won't go through that now, not quite the time to do it but of

course, you can look it up and look obviously still distance to travel and you know, such a challenging time for us all so stay hip people in the words of Dave Graney and the Coral Snakes. And we'll take it out, it's not quite ultra-dancing time yet but have a little bit to take us out today of the Gipsy Kings and their version of a classic rock song, The Eagles' *Hotel California*. Thanks for tuning in to *Out of the Pan*, once again, thanks to guest Nevena from the Victorian Pride Lobby with the last time formerly the Victorian Gay and Lesbian Rights Lobby. I'm Sally Goldner, catch ya next week.

[*Hotel California (Spanish Mix)* by Gipsy Kings]