

Apologies for this transcript being unedited

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Panoply Panorama panpipe pansy aha pansexual that we know 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

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3 CR 855 am 3cr Digital 3cr Dot org dot a you and 3cr on-demand out of the pan with Sally first broadcasting noon till one Australian Eastern Standard Time every Sunday. And of course while I think of it next Sunday, of course, we're over to Daylight Savings Time make the adjustments as needed 3C are proudly broadcasts from the lands of the orangery people of the kulin nation, and we pay respects to Elder's past present and emerging.

And acknowledge any Aboriginal and Torres Strait Islander people shooting in from wherever you are and any indigenous peoples all over planet Earth and if you want to get in touch with the show out of the pan a show covering pansexual issues knowing no boundaries of sex or gender. You can email out of the pan 855 at gmail.com SMS 6 1945 675 1215 tweet at Sal gold said so and that's the bottom line and look for the

On Facebook Sally Gardner. I am and out of the pan 3cr 855 am Melbourne and remember any opinions expressed on this program. I my own personal ones and have no automatic connection to any organization with which I'm involved and if you need the services of switch Q life including switchboard 1-800 1845 to 7. There may be a mention of lateral hostility and privilege on this show today.

L opened up with pride. It's been a big week of Pride for by plus people with celebrate by week and the conclusion today of the Australia New Zealand Stand By Us conference and good luck to those in Perth having the final event this afternoon. Hope those in Auckland and Brisbane went well yesterday. It's been huge but it's also being another big week which is why ee chose to open up with Jonah and the classic Anthem Pride. I awoke Saturday morning after I'm getting some sleep back Goodness Me.

Thing in these in this year to a very very interesting email that I co-president of the organization into Pride the organization that gone sort of connect World Pride marches around the world had resigned and his reasoning was something that in a nice way made my heart leap and it is my pleasure to welcome to the show and I'm praying that the technology Works said the person who remembers telegrams from years ago. So if you are able to just

Owners to tap in and say you can hear my guest in a second after I introduced him, please welcome All The Way live from Geneva Switzerland Andrew Baker. Welcome to 3cr.

Thank you for having me. Hope I can be heard. We'll find out in just a moment. Yeah, it's you know, I'm sort of as I say I'm more anxious about the technology than anything else. This way is always fun. It is look it would be it's a learning lesson with during covid on how to use technology more and more because so many of us are staying in place.

And so we've been learning so much about how to do remote work and the technology that people have started to utilize is unbelievable. Yeah. I'm very very huge. I've caught up a bit and of course some will be a lexicon of 2020 including those Immortal words you're on mute, but I hope our listeners can hear loud and clear and I'll keep an eye on the social medias to see if anything is happening. Also, I forgot to thank the crew from out of the blue who

Dive deep for marine use every Sunday from 11:30 to learn the show preceding this one and draw might get you to start our interview just at risk of sounding like a job interview tell me about yourself, but from a point of view of diversity and your involvement in what I'm going to call Rainbow movements to keep it short hand for today and keep it as International as possible. I'll start that. We'll start there.

All right, so so not sure what kind of job interview this is for. There we go. So yeah, so my name is Andrew Baker. Most people see my written name with a J in front. It stands for James but I don't use that name. So lots of people many have called me J Andrew Baker and other occasionally with the language in flux. Call me Jan Drew Baker. And yeah, that one makes my teeth grits a bit, but smile and Nod I am originally.

From Canada. I was born and raised in central Ontario and come from rural and small City spaces, but primarily Rural and small-town spaces and so spent a lot of time in Canada from my teenage years into my 20s doing a lot of activism for the lgbt community founded in Canada to pry.

Organizations and was part of the founding of a third so founded a student-led pride at Georgian College in Canada when I was a student there that still operates to this day. So it's going on probably 12 or 13 years since I was a student there. I went back to college later in life and study indigenous studies and Community Development, and then I founded to rural Prides and

A lot of the theme of my activism in Canada related to the LGBT community was about being able to be LGBT wherever you were during that time. I worked for a period of eight years with an organization called rainbow Health Ontario and have come to get involved globally in the pride movement through my activism originally Nash in Canada. It was the vice president of governance at pieta Canada Pride.

And did some amazing work there and then eventually moved on and served on a series of committees that inter pride and ended up right at what some people call the top sometimes feels like the bottom as co-president of the organization. Yeah, and Enterprise are really amazing organization as much as I did a statement and a lot of people are using the phrase call-outs. I actually prefer the phrase call in.

There's a reason why I'm not naming anybody or doing those specific things because I really do think that what's in the statement that I released isn't just about Enterprise. It's about all networks of Pride organizations and every Pride organization on the ground is struggling with very similar things and we don't talk about it enough publicly. Yeah, look a lot in there and look on the job interview is just so that listeners understand your diverse background. And so you passed with flying colors. You've got the job. I just have to work out the paste.

Well, there was many things we could talk about there. But there was one that said something to me that I think is really important. You mentioned you your studies amongst other things were involved in indigenous studies. And that was something that I really wanted to, you know, if you wanted to touch a little more on that because I think that's important.

Yeah, of course super happy. So I'm a in terms of like modern thinker. You would call me an indigenous test. I approached the world through an indigenous framework have a mixed ancestry, but strong ties to the Ojibwe or anishinabe communities of central Ontario and I the indigenous studies and I worked in indigenous communities.

He's in Canada and around the globe for many many years was part of the Friendship Centre movement in Canada for about 10 years where I let a lot of programs with at-risk youth and with indigenous families around employment and training and cultural cultural framing in terms of indigenous communities. I'm an indigenous language speaker I speak Ojibwe.

Or anishinaabemowin and so highly functional second language speaker. It was a language that was taken away from our communities in Canada. And so many would call me a revitalization estai don't actually feel like that living in Geneva where I have very few opportunities to do that work now, but but I taught for a number of years actually at my alma mater Georgian College. I specifically taught

Organizational development for indigenous Community organizations helping new leaders come up and Indigenous Language and Cultural aspects cool. Now that's really important. So not only do you get the job will get a higher pay scale for expect and lived expect expertise of diversity. Seriously. It is really important to acknowledge that and I also just want to thank Nigel James roving.

Otter and Hoffler who have said that they can all hear you. So I'm taking huge deep breaths and of caught up my technology 60 years, but I think that that diverse intersectional background is really important to what I woke up to Saturday morning Australian time checking my overnight emails. And that is that you put out a statement which is on Facebook at your Facebook page, you know, sort of a James Baker.

As you mentioned and also your dad Aunt Ruby occur, I beg your pardon J dot Andrew Baker get that right Andrew and there's a statement in both English and French about the fact that you're have submitted your resignation as a co-president of enterprise-wide and I'm wondering if you can talk to that statement first of all and or what and simultaneously explain some of the issues.

Behind making that statement of resignation.

Of course. So so first and foremost a lot of people are calling it a resignation and in some ways it is and in other ways it isn't because what it really is is it's a statement that I am not seeking re-election. I had considered resigning a number of months ago, but I'm acutely aware that resignation does always like it carries a profound statement. Yes.

But also resignation prevents sometimes an organization from being able to respond effectively and So within the struggles that Enterprise is facing and other private organizations are facing I'm very conscious of the fact that inter pride has the capacity to do amazing things and I want to ensure that I'm able to support whoever steps into this role at the general meeting of the organization next week, which is the first one.

That they're holding on line virtually. Welcome to the new normal will call it that we've actually helped hybrid General meetings before where people were able to access via like a webinar service. But this is the first time that it will be fully Global conference done completely online or the organization and so I felt it was very important.

Extent that the reasons why I was not seeking to renew my term during this general meeting were known to the public. The organization's facing a lot of issues The Pride movement is facing a lot of issues and increasingly you talked about rainbow movements. This is not just a pride movement issue. This is a lgbti human rights movement issue. This is a across the board. It's a it's a struggle that the

We're Community whatever acronym you happen to use locally in Canada. They use to S. Lgbtqia+. This is very common. It's probably similar in Australia, but I do highlight that that that plus represents a whole bunch of identities under an umbrella and it's very difficult to include all those identities, but we're talking about communities of diverse sexual orientations gender identities.

Gender expressions and sex characteristics that's kind of how I view it. Yeah. And so this statement really was a call in a lot of people are referring it to it as a call-out, but I wanted to call people in to number one highlight the challenges that people in leadership roles face and the struggles that they face as individuals trying to do the best for their Community, but also at the same

Same time as they're doing that. They're also facing their own personal challenges their own personal traumas their own personal difficulties and

One of the things that happens within that is that so many leaders have ended up in the positions that they're in because of the privilege that they either had because of their family or their economic situation or the color or skin Etc or it comes from privileges that they built over time that have allowed them to end up in those positions and that privilege.

Creates a barrier for a lot of people and it creates a barrier that they sometimes forget what it is like to be marginalized or what the experiences of our of somebody who's experiencing discrimination in that moment and most importantly I think a lot of those leaders struggle to realize that they discriminate or isolate groups within our own community and they don't necessarily effectively know how to address that.

Or even acknowledge it and therefore we end up stuck in a space where Pride continues to be very white very male, very cisgendered and even when it's not in that space it becomes very gay and very lesbian. It's not necessarily a diverse representation of our community, even though it is trying to be and the only way that you can fall.

Oster that change is by acknowledging that there's a challenge there that our community needs to face. Yep. Look so much there. And first of all, I want to acknowledge one of our we don't have regular listeners on this show. We have awesome listeners. One of our awesome listeners roving reporter has come come in with a couple of comments and said that I think that you're demonstrating great leadership and it's not a resignation at all band agreed and said yes preach so I know it. Look I

Trying to maintain a balance of presenter objectivity, but I admit that I am happily struggling because I agree with the comments and what you are saying is very very true. It can be hard when we're traumatized as at least 99.99% of LG B TI plus people. Yeah sort of have faced trauma. There's no one yet has had a perfect life to my knowledge in will say the last well 2000 years give or take but the thing is

You know, how do we move past that? How do we start moving past that and roving reporters come in and said that you've nailed it and I think you've got something there. How do we hold space with empathy and compassion for each other each as genuine equals with genuine equality and respect is this huge issue and now it's of how can we start doing more of it? I suppose is my question to you.

You know, one of the things that I reflect upon when I think about the question that you asked is you can guarantee no matter who you are that you're going to hurt another person whether it's in your community, whether it's outside of your community, no matter what you do, you will hurt somebody you will you will cause harm through lack of knowledge through lack of experience through lack of understanding and and point you will cause harm and you have to be understanding

The fact that that has occurred whether that be engaging with a non-binary person who uses they and you continually misgender them or you misgender them only once whether that is not understanding somebody's identity as they throw a bunch of words that you're unfamiliar with, you know, oh, I once identified as a gay man, but now I identify as a pansexual.

Homo-romantic, etc, etc, etc, and people struggle to understand the way that people are defining their identities today for me the foundation though. Is that a lot of individuals in our community are struggling to stop when somebody says you have caused me harm.

I'm a struggling to relate to a fundamental thing in my mind, which is that if I've caused harm. I wish to know why and I wish to know how to not cause it again and I think that so many in our community are trying to do their best or trying to be the best or feeling judged in the process or struggling with their own guilt cycles that they don't think to stop in the moment.

When they cause harm acknowledge it and move forward in a way that can create change. Yeah, and I think that our community struggles to acknowledge when it causes each other harm and it's a form of lateral violence that's happening within our movement. I'll definitely it's a lateral violence that we keep burying under the proverbial. Well not just rock that pile of Boulders and then we can't dig it out and it is it is that challenge of

A couple of those things that how do we create that space where we you know, sort of start clearing these away in a way that tries to I'll use the phrase minimize that harm to people because we are all hurt and I'm I don't know. I don't know. I mean, I'd like to think now maybe I'm being idealistic here that you know within the rainbow. I'll stick to within the rainbow communities, but I'd like to think no one well intentions are very gray area.

People I don't think perhaps want to cause harm but how then can we help people move past being I'll say defensive in a way. There's my first question. I'm going to come back to another one after that. You know, how can we do that in a way of compassion? And I'm also going to throw in something else. There's a some one of my favorite sayings comes from Picasso who said Every Act of a crack Every Act of Creation is first an act of Destruction, and we're going to have to destroy this lateral hostility to create something better.

Yeah, maybe so I'll throw those two questions in at once first and then I've got a third. Okay. So a couple of things come up for me one first is is you mentioned intent and I do think that lots of people have good intent and I spoke about that inside of my statement was that many many people come with the intent of wanting to make change for their Community but end up marginalizing so much of it.

And to be honest if there's one thing that I could suggest to people who are engaged in our movements who are engaged in Rainbow movements is you need to always have good intention. Yes, but intention is not actually the end of the goal. It's the impact of that intense.

And people need to start considering what the impact of their actions are because the intent of their action really doesn't matter.

Because their actions are for a community their actions are for a group of people that they're trying to make better space for their actions are not for themselves. The intent is for themselves. The impact is for the other.

Then so at the fundamental of it. They need to consider the impact and they need to respond based upon the impact of what they do.

That is absolutely brilliant. I'm no bias there. I'm sorry that I'm I'm close to tears hearing that that is just absolutely amazing and can go to the heart of so many things whether it's in Rainbow communities or Beyond it's just I mean, it's one of the it's almost one of those things that it's so simple yet. It's so powerful. So that has just I'm just going to take a deep breath. I'll now do that is phenomenal and I think you've really got to

Thinking about that and it goes back risk of sounding like a twentieth-century get off. My lawn person. I was brought up with sayings like think about the consequences of your actions take responsibility for your choices is it it's sort of linking into that a little to some extent.

Yeah, it is. It's very much. So and

I'm about to sound semi-religious. But let's just be honest that so many of us are raised in religious families and in religious homes and so much of the trauma that we have comes from that space. I was raised in a Catholic home. And so of course, I was raised with the Ten Commandments. Now, you can imagine to my poor Christian family what it's like for me to be a practicing witch and and in an indigenous ceremonial list, but when I think about how I was brought up,

I think of quote-unquote the Ten Commandments and I think of that concept of treat Thy Neighbor like you would treat thyself and I think that as much as that's there.

And fundamentally it was probably very good two thousand years ago or three thousand years ago when it was written and there's fundamentals of Truth in there that rule actually speaks about intense. It doesn't speak about impact.

Yeah, that's a good way to put it and by the way is a nice Jewish girl who went to a assumed all boys Christian School. I get I get the 10 commandments and I should say should not over for

about 48 hours away for young people for any are Jewish listeners and also say hi to a musician. I play frequently on this show Wendy Rule Australian-born now living in southwestern United and what is now known as the southwestern United States who is a white witch and puts that into her.

Music on many an occasion. So, you know sort of I think you've hit on something there that there is a fundamental human truth that we can apply to these situations which can help perhaps demystify them a little and now that might be sort of a white onion a way where we can start having a guiding principle and maybe turn that into a word of value of values. I'm a Believer in value.

Us and then implementing them that that's might be, you know, you sort of getting onto a great way forward there that I think Andrew could you know start help us guide us guide us out of this and to use that earlier metaphor start removing some of the boulders.

Yep, exactly. And sometimes it's about reflecting on the way that you were told that you were supposed to live in interacting with people when I think about and I mean we're going to hit everything politics religion and all the things you're not supposed to talk about what we're going to do that on this site Dive Dive as deep as you want. I'll take and we've got we've got a big air tank for you to dive deep go for it.

So if you think about politics for a moment in most countries in the world, you have a left and a right and we'll just for the moment. We'll call the left Democratic or socialist and we'll call the right Republican or conservative still with me. Yes. Yes. So if I think about that for a second, there's also a middle and the middle often doesn't have a name, but let's just call it the middle.

If I go to this the extremes of the polarity there's a problem at both extremes. If I think about the extreme on the right on that conservative on that Republican side what I consistently see in the extreme is people who expect everybody to look the same and behave the same. Yeah. What I see on the extreme of the left is everybody expects people to think the same.

Mmm, keep going what somewhere in the middle is an interesting place where both become a reality where neither exists at the same time because do we want everybody to think the same God? No, we don't we want and creativity and thoughts we want diversity and thoughts. We want people to question things. We want people to and when I say question things I'm not saying

Chin, someone's identity. I'm not saying questions somebody's way of life. But I am saying question how you understand that way of life or question your comprehension of it.

And question the way that we approach the world. I do think that the extreme of either side is very challenging and very detrimental because it excludes the other and that's why in so many ways. I'm a proponent of finding those Center points because those Center points are that place where quote-unquote chaos occurs and quote-unquote where

Tear down that you talked about happens, but it's also where actual change occurs it's where that Foundation is late. When you're able to have people to come together collaboratively, even when they come from different sides of an issue different sides of her perspective different sides of a reality and collectively come to decide to understand each other and respect each other.

It's not about that. They come from different spaces. It's about that. They're agreeing to share one space.

Yeah, I think that for our rainbow Movement. We are having extreme people on both sides of that in our movement, which is surprising. But it's there. It's true and so many people in leadership roles. So many people in active roles in our movements are afraid of the chaos that is necessary in order to bring everybody into the middle.

Yep, you've well, I'm just going to Echo some more comments from roving reporter here conversation. That's long overdue show your emotion Sally and let him let Andrew let you rip and Punt and roving is punching Fists in the air and there's a lot in there that the question has come up from our listener roving reporter how to deal with unconscious bias.

Your thoughts there.

Unconscious bias is challenging mainly because the unconscious bias that we're talking about nowadays is unconscious bias towards people of color or people who aren't from privileged identities white cisgender heterosexual gay lesbian. I'm just throwing out more more quote unquote normative identities.

There we are talking consistently about unconscious bias from that group, but unconscious bias exists in everybody. Hmm and towards all kinds of people and it's really difficult to call out or to call in more appropriately and I do think that we too often call it out and in the process of calling it out you create a reaction you don't have a pro action.

I mean for me some of the most challenging unconscious bias is how do I word? It unconscious biases and aware and I'll give a direct example at enterprise Enterprise for a long period of time most bold move. But have we have conflict conflict exists in the pride movement and so of course inter pride has a process for at

Something to resolve conflict whether it succeeds or doesn't succeed and a group of people for a long period of time didn't even have a conscious awareness of the fact that they weren't listening when I shared the concept of utilizing restorative justice because when I would explain it, I would explain it from an indigenous perspective and that perspective was foreign to them. So they shut off.

That's unconscious bias.

It's not unconscious bias with the intent to harm. It's not unconscious bias with a prejudgment in that case. It was an unconscious bias of I don't understand this domain. So I just don't even know what to do in a moment in that moment a way that unconscious bias could have been addressed was by people being transparent and simply saying we don't understand we don't understand the frame of reference that you're coming from. We don't understand how this would work but there was

In capacity at the time for those people to do that.

And I think that unconscious bias is a reality and so many of us and we have to make a commitment to be willing to be called in or called out when we're experiencing it and we have to set what some people are calling accountable spaces or what some people are calling Brave spaces. This might be controversial to some but I'm going to be blunt safe space doesn't work. It doesn't exist. I have a child who's doing?

Very well in Canada an amazing young trans man studying social work. Yay. And I've whether he agrees with me or not. I have all of these told him the only safe space that you have in this world is your home and sometimes that isn't even safe.

And you cannot go into the world expecting a safe space because it doesn't exist. You have to be brave and the spaces that you are in.

I've come when you are not able to be brave in that space you need to bring in your allies your helpers your protectors.

And part of setting Brave space is calling everybody to be those allies those protectors those people. That's what Brave space is about. It's not about everybody being safe and everybody being able to be who they are. Let's be honest 200 years down our battle for lgbti human rights, not even discussing a pan phobes or transphobes or you know people who are asexual folks.

Except that there are still going to be homophobes out there in the world. They will exist and no matter how much we don't want them to exist. They will that is that is still it will be there.

Now, how do we create a space in which that homophobe?

Can be in a space.

And be held accountable for who they are and who they treat how they treat.

We do it by setting Brave space or accountable space. We do it by identifying the way that we agree to be in community with each other and that's the most fundamental part for me and I actually think that it Roots inside of an indigenous way of being which is the concept of community Colonial thinking is very individualized and I think that one of the biggest challenges of our

It's right now is they're very or not.

They're very Colonial in their approach and I say that in a sense that it's about so often and it's needed it's about individual rights, but it's also about individuals fighting for individuals.

And I think that we need to consider the community as a whole and we need to approach spaces from a community perspective. And so routing circling back to unconscious bias. If you're setting Brave spaces, if as leaders were committing to that. We're facilitating a space where unconscious bias can be called in instead of called elves.

Where it's not so much about ceasing to allow it, but it's actually about shifting it. Yeah in my statement I talked about how we need to cease to allow unconscious bias and discrimination and exclusion within our movement. And yes, we do need to cease to allow those things will be fully succeed in that. I don't know but what I do know that we can succeed in is facilitating a space where we are attempting to cease.

Absolutely. Yeah. Look I'm you actually telepathically answered a question virtually the same time from one of our again from our list and a roving reporter about how to get through

unconscious bias, which was incredible and with same listener has come up with a couple of other questions in one is and you've also answered a question of mine that I thought that was that

Question. I was going to ask about calling in vis-à-vis calling out because you're giving us ways where we can keep calling in the two questions that roving reporter has asked is can you give an example of leaders you admire that possess the traits of which you are speaking and the second question is advice for the next generation of leaders in Pride events, which I think you've given but anything more of course, but also people who follow the sort of philosophy of which you're talking about.

Oh, that's the difficult one.

An interesting leader that you probably aren't aware of and she's a musician and she's an activist and she's rather brilliant in a lot of ways and and I'm not going to say that she didn't spend some time calling people out, but it was there and the woman's name is Buffy sainte-marie you may or may not be familiar with her. She's a Native American woman originally from Canada. She was a victim of what

Canada calls the sixties scoop political songwriter. She was part of the 60s movement wrote a ton of songs for a bunch of different peoples. She wrote for Elvis Presley. She wrote for Barbra Streisand.

And but as an activist hurt her own personal song, she was blacklisted in the US for her political songwriting related to indigenous issues. Wow.

And don't get me wrong. There's definitely some call-outs and the work that she does anytime that you're doing indigenous work you end up doing some call out simply because attempting to get through the anger that you experience for the Discrimination that you experience call out happens. I mean any group that has anger because of trauma is going to call people out it's going to happen. But what I will say that I've seen her do in her life is the way number one she's described.

Unity the way that she described love and most importantly in her work with Community outside of her music from the cradle board projects that she's done with going to bring up a new generation that's more connected to their culture and that is

Less just

Grooming Natori to themselves and to others that's calling in that's creating change when I think of when I think of the pride movements.

And a lot of these people that I'm about to mention probably people consider what they did is calling out and there's a lot of records of when they did call people out. But there's also sometimes people miss the fact that at the fundamentals of it they were calling people.

So again, and I think Sylvia Riviera, I think of Lee Brewster, I think of those people the trans women of color who were present at the Stonewall riots. I think of the trans women who started star in New York and the reason why I say that is because these were women who lived at a time when they absolutely had nothing there was no rights. There was no process.

And as much as yes, there's famous recordings of Sylvia Riviera taking a Mike on this stage of I believe it was the 1973 New York City Pride Colin people out. She had spent at least 10 years calling people in so that that event could happen.

Yep.

And so I do think that do we always succeed and calling in no, but it's there. It's interesting because as a man, you would think that a lot of the mentors or the leaders or the people that I look up to or or or have used in a way would be Mal identified but a lot of them are female identified and a lot of them come from all different kinds of spaces and not all of them are queer. Let's just be honest.

It's there and and some of them are really unusual like from an indigenous music perspective. I mean, I think of A Tribe Called Red in Canada, which is this really amazing group that takes traditional Pow Wow music and put it to dance music and challenge the concept that indigenous youth could combine modern culture with traditional culture. I think of Tonya to guck who's a traditional throat singer and traditional throat singing

In Inuit culture, you have to do it with another woman. She wasn't able to and she said no I'm going to do this and she's produced amazing material that talks about the issues that the Inuits face while also challenging traditional ways of being

At the same time calling in is not simple. It's complex. Oh gosh. Yeah. Yeah. Look I'm gonna have to get some references to Tanya foil from you. I think you've I'm just sort of there's so much to process here. I do have to say that we could talk about

In the next got about six minutes to go. I'm a couple of questions are going to come in your thoughts on younger people. Like for example, Janelle Monae and also any if you have any knowledge of Australian rainbow spaces and rainbow leaders,

Of course, so so I don't know a ton about Janelle Monae, but I do know that she's a singer. She's a songwriter.

And she's won a ton of Grammys and she's very much how I worded. She's pushed forward as a public figure.

How do I word that she's pushed forward and she spoken about the experiences of her community of her life, and she's expressed that in her work and she's done so

Janelle Monae and a lot of people like Janelle Monae are using the platform that they have to make change and they're using that in a really profound and Powerful ways. They're using that in the way that they move through their careers. They're using that in the way that they utilize.

This space that they have within quote unquote public interest to talk about issues to raise awareness. And I truly think that that's powerful you had mentioned one other person and I've lost it. I'm sorry all not in the last few minutes. Yeah. No, it's just I did ask if you knew of any think about your

It's about Australian queer spaces and I yeah, yeah, yeah.

Australian queer space so

Australians queer space and Indigenous people there are some amazing indigenous people. That was the question. Thank you. Yeah, I got it back in my head. So there's some pretty amazing stuff happening with First Nations and Indigenous people down in Australia and in the Torres Strait islands and out into the Pacific Islands as well to there is and I've had the opportunity to engage with some as an example. I've worked very closely.

Back Johnson who is an indigenous woman Goring Goring woman who is president of Brisbane pride and she's doing some amazing stuff with the federal level interpret actually just had Australia's part of what's called region xx. And actually shout out to Australia. Australia will host World Pride in 2023 Sydney gay and lesbian Mardi Gras is going to be hosting it in 2023.

Three and they are really engaging First Nations queer leaders and some of the work that I'm seeing down. There is both especially in queer Community is related to Arts expression, but also related to traditional identities and the this space that brother boys and sister girls have within community.

Their value their traditional roles and the modern context of where they come from.

Let's be honest homophobia and transphobia are imported Concepts in most communities their colonial Concepts and you can see that even in the laws that were fighting now, when you look at the Pacific Islands and you look at the number of islands that face criminalization of our people those laws are all Colonial, but then you also look at certain places and I always think of a couple of years ago. I had an opportunity to go to Samoa and my

Community in Canada is an island community. And of course being on a Pacific island all Island communities have similarities there all vastly different. There's certain connections that are the same what I find amazing about samoas Samoa it is we are still criminalized as people, but socially off Athena women.

Have been part of that culture forever and will be part of that culture and not that they're outside of that law. But somehow culture supersedes colonialism in that space and I find that really powerful coming from the Pacific is the way that indigenous communities have been able to maintain or not maintained. Yeah maintain is a good word, but I guess be empowered enough to overcome.

As queer communities some of those Colonial impacts and I think that there's so much that the rest of the world can learn from indigenous queer communities within the Pacific about how that part of the world has been able to retain

Knowledge of our traditional places in in indigenous Society

Yeah, I've the fact they have fought against that combination of colonialism and I'll use the shorthand queer phobia is quite extraordinary. We're just about out of time one more question from a listener. What role does the media play in creating such white and narrow spaces and how do we challenge that status quo in a constructive way?

Oh God media plays a huge role in it. Let's be honest media is a business. It's about what marketing and to be honest we can attack media but oh some media is consumer-based where the

Once we're buying it, we are the ones who are watching it and one of the biggest ways that I think I look at countries all around the globe and I see media being defunded by governments and to be honest if we're to advocate for change in the media, we need to actually be petitioning to our governments that media needs to be funded and most importantly marginalized media.

Mainstream media isn't a huge bubble to pop. It's probably not palpable at this point. But what is able to be done is to actually build up marginalized media.

Because that's where change can occur queer media transmedia indigenous media. It needs to be supported by local governments. It needs to be funded and it needs to be given a stage because that's where change can occur and as that grows that will filter into the mainstream.

Yeah, look I could talk to you for another bout well 10 hours, but I had need more coffee and be I'd be cutting into our next program. So I sadly I think we could have to leave it there but I I'm just wow, there's so much you can say the huge joy and compliments coming in from listeners Hoffler and roving reporter Kayleen and others.

Just phenomenal and they very very much deserved and all I can say is at some point when we can all travel again safely. And legally, you're going to have to come to Australia and address a major in person Gathering and I'll make sure I facilitate that I'll stick my neck out immediately on air and say that because Andrew the wisdom the Insight the perspectives the hope the common sense Concepts, you've got artist stratospherically Sensational and pantastico, and I'm just

You can hear that. I'm really moved by our conversation and I'll say personally we've got to stay in touch and do stuff of some sort and look I whatever you do in the future. Well, I don't know what I don't think it matters what so much but it's how you've got the how worked out and because you're doing what you're doing and I just want to thank you for coming on the show at such short notice being also you will go down in history.

My first ever live to Air Zoom interview. So there's a small amount. Well three a couple of first times, you know, yeah. Thank you for having me. Look. It's an absolute pleasure. And as I say we I hope one day when we can't you can't we can travel safely that you can come to this continent and we can hug in person and talk more about things that are going on. But all I can say is wishing you every health happiness and Truth.

In from now and in your future endeavors, and thanks for your time from 4 a.m. 3:00 to 5:00 a.m. Geneva time much appreciated. Of course. I was happy to be here. You have a great day, and thank you to all those listening. Take care now, Andre. Bye for now. Take care, but

Well, I'll just take a deep breath there. Well, 15 years of radio the something I love doing this show every week and well do use the old Australian saying about beer all the all be is good. Some are better than others. Well, I've got to say that interview is just one of the most amazing interviews I've ever done if I can just say that thank you to all the comments in from the our listeners Hoffler James Nigel Kayleen roving reporter phenomenal. Thank you for your listenership.

Very quickly some news in during the program. I'm going to give this the saddest sad news first that the passing of former sex discrimination commissioner Susan Ryan who of course was a Pioneer in her way for Quality equity and social justice. Also, we are getting announcements. But to me in a way today if I can say so much as theirs there is sort of important to our day of quality of life here. They almost don't seem to me as big as

What we're talking about here in terms of what Jones is said also will try to wrap up more of the stand by us conference, but there will be a standby us with a my YouTube channel with some of them all panel discussions on it coming up online over the next few weeks that the panel type of discussions were recorded, but it was a phenomenal week for my by plus identity. Wow, and on a lighter note after thinking we would lead gone back to Winter and

To be safe for another week all of a sudden it seems to have cleared and it will the forecast temperatures went up by about 3 degrees here in Melbourne. Who knows maybe the world is turning thank you again to all listeners today on the show podcast. If you are listening live going up soon reminder again that daylight savings kicks in next week to make your adjustments of sleep or time zones. If you are wherever you are in the known universe, if you're in the unknown Universe, tell me what time zone you're in by some means I'll take it out today with a little bit of Of couldn't be more appropriate totally gorgeous from gourd in the act and their version of the speech by Martin Luther King. I Have a Dream. Thanks very much for tuning into out of the pan. I'm Sally Goldner. Catch you next week.

Ming real the promises of democracy Now

To make Justice a reality for all of God's children. Let us not take themselves for Freedom by drinking from the cup of bitterness and hatred violence the game and a game.

We must rise to the Majestic Heights of meeting physical force with soul some of you have come here.

Out of great trials and tribulations

Some of you have come fresh from narrow jail some of you