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## START OF TRANSCRIPT

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Panoply Panorama panpipe pansy aha pansexual going 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

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Bring your smile pot shot to kill don't you bring your Justice? Don't you bring your J to bring your arm? He's tripping on a dress.

A job confident

We don't need y'all to be a just got tires. You're a man, sir. Please don't you dare don't you fell out dream, don't you?

We can.

Tracy I 855 am 3cr Digital 3cr Dot org Dot and 3cr on-demand welcome.

I'm in lots of ways to the special binary Buster's broadcast and welcome to out of the pan kicking it off. What an exciting thing today for all those who want to break Beyond binaries of All Sorts trans and gender diverse people by plus people everybody. Most of all though 3cr acknowledges that we are on Warren jury land and we pay respect to Elder's past present and emerging and acknowledge any Aboriginal and Torres Strait Islander people listening in to out of the pan.

An in any part of the binary Buster's broadcast and knowledge that the lands were stolen and never seated and it seemed doubly appropriate to open up with midnight oils gadigal Land from the Macarena project particularly got to send a big shout out and hope that all those on gadigal and nearby lands are very safe given the huge amount of rainfall that has happened over the last couple of days thinking very very much of you all and hope that you are safe and I

Playable to listening to this particular show and the great broadcast of binary buses today and you know sort of get a little bit of lift. If you are needing it lots of ways to get in touch with the show. You can email out of the pan 855 at gmail.com. SMS 6 1 4 5 6 7 5 1215 tweet at Sal gold said so and that's the bottom line and look for the posts on Facebook on my page Sally goldner am

And out of the pan 3cr 855 am Melbourne River any opinions that I express on the show are my own and not necessarily those of any other organization with which I have been or still are associated might be some possibilities of triggering content today. We may have to tackle some different difficult topics and I'll tell you who we is we use we are in a second. And so remember that switchboard is there 1-800 1845 to 7 and but I don't think they'll be

Anything to graphically detailed. Well, we're leading the way on the binary Buster's broadcast. It's something that has really been something on my mind since I did the interview with Jay Andrew Baker last year and how we talk about leadership in queer community. So I thought when I had to do something for this broadcast, I'd love to talk about leadership in trans communities and I have two awesome awesome. Awesome. Awesome trans and gender diverse humans to help do it with me. Welcome to the show.

Kayleen white Kailyn I use the pronoun she her can I check in with which pronouns you use if any yeah, I and also on the on the show. We have Jacob Thomas.

Hello and Jacob. Can I check in with which pronouns you use if any? Yes, so my pronouns are they and then exclusively and thank you very much for having me Sally very excited for today. Well, look, I mean as I say I have to admit I do I love doing the show every week, but I'm even a little extra excited today. So I'm I will take a breath and just settle myself a bit because we want to talk about this issue of leadership in we're focusing today on trans community.

Think they'd be lots of crossover for the broader rainbow / queer communities and that's poses an issue in itself. And now it's sort of I supposed to start with now I might get you just to do each to do a few sort of highlights of what you've learned along the way you sure we've all journeyed as trans and gender diverse people, but what you might have learned a few things just a few overviews executive summary and standout

Moments, etcetera on what you've learned about leadership in I'm going to take it. We are all coming under trans and gender diverse. But if we need if we need to extend it to Rainbow / queer will do that as well. So we forgot to flip a coin before we came on air as to who was going to go first. So anyone desperate to go first.

Yeah, the Caleb old start off. I think one of the things that's been really significant to me is the issue of mentoring because back in the early days were not when selling I was starting off in TV basically and perhaps a little bit earlier the the thing that made a really massive difference to me was hearing the advice of other.

And I think one of the statements that most helped me was what I had to give a speech and I don't like speaking in public and I'm just pretending at the moment that it's only the three of us. So there you go. But the advice that I had was basically the speak from the heart and when I did that I basically stop thinking about myself and I started thinking about the speech that I was going to give.

Live from the point of view of the people that I was representing and I found that that really made a big difference to me because it depersonalized it so it wasn't about me embarrassing myself while I was up there and I was doing my best to represent other people specifically the tqd community and yeah, I feel that I was a lot more development and calm as a result. So I think that that's probably one of the biggest lessons from

I'll look that's a flying start and I want to come back. I'll come back to that in a second. So, you know and talk just talk a little about that Jacob your opening thoughts. Yes, I think for me. It's learning how to lead kindly and generously as much as possible. I think for those of us who are in TGG communities and across the rainbow experience if you

Will we have to deal with so much even still now? We still have to deal with so much bigotry and isolation discrimination harassment that you know, it can make us really really hard and really really cold to how we you get into making important and sustainable change happen and last I was saying this to a school group that I was teaching a couple of weeks ago and this is like a group

Year nines and like let's just say this is like the kids are doing great. Like they're so good. I'm just like it's so it's I'm so happy to say it. So happy to say it because it's what I wanted and why the things I tried to give them for a perspective was recognizing that you know, I'm yeah. I'm in my early 30s now, you know, I'm a beneficiary of people who came before me, you know, my Giants that I get to stand on the shoulders of who had to be fierce.

Guess who had to be ruthless who were literally fighting for their lives and I get to be a beneficiary of that to recognize your history fundamental absolutely fundamentally important and you know for me now I get to have the privilege of just being if I wanted to I now just get to exist.

And you're one of the great things I think is recognizing that you don't have to always be an upset or in later or you know creating change you can just exist and that in itself is powerful. That's really nice. The important thing with that is the BART is that you still have to be kind about it. You have to be kind to your community. Even if you're fighting for Rochas lie for their rights. I'm very happy to always punch up.

If you will, so as a next comedian always punch up never punch down hehe because if I want Community to come along and to you gain those benefits to hold those benefits and to then bring that into their own whole personal self. Then I need to do that really really kindly so my biggest learning I think is just like no matter how frustrated you might be by the internal politics of the queer experience trying not to throw that back at people. Take it on take it on. Just listen to it too because

Being an advocate in the later is a very very special position that you are given and entrusted with it's not something that you just wake up one day and just go I'll just do that. You know, it's you've got to listen you've got to listen to that and you've got to be really kind of at be ferocious and fierce against the head. He's totally for unless there are lives in which case we'll give them some Plex a whole two degrees. But you know, it's they're going to Binary but you know, if that's changed it's just, you know, I'm happy to go. I'm happy to go hard and conservatives.

I have two in my job anyway, but for Community always kindness first and foremost and keep it there absolutely chi-ling. You had a dance off during that. Yeah, I do. I've got to say I totally agree with that. It being kind I think is one of the you know, being that there may be a place for being I think more assertive than aggressive while they were being aggressive is this is needed occasionally, but being kind about what you're doing is so important and that also includes being

On to yourself because it's so easy to wind up scarred not just from being a leader but just from living and not and also leading in other roles. So, you know my day job that's led to me getting quite emotionally scarred at times and I've got to be aware that I've got to make sure that I'm looking at himself properly or otherwise, I'm not going to be effective in that role because it's not me that's reacting. It's the scars that I've got that are reacting. Yeah, look a couple of quick thoughts.

It's there you all have to do self care that works for us. And I've got to actually it's not quick time to mention. Thanks to the crew from out of the blue diving deep for the Marine users. They do it 1132 M. Every Sunday. I did some self-care yesterday and went with a dear friend to Jawbone Marine sanctuary and snorkeled it wasn't the greatest day, but it was still self-care to be on the beach and I'm also reminded from the openers of your conversations of the quote by and I do hope if I have had the privilege.

Tension of the family name right here. Maggie can spell k, uh and speak your mind. Even if your voice shakes which sometimes isn't easy. But as you say if it's coming from the heart I think and it's coming from a place of genuine kindness where you've reflected and thought is this kind then I think we're you know, we're well underway to achieving that so lots to open up in there and sort of just it was so many thoughts.

It's that we you know, we could cover on this whole awesome topic but you know sort of tailing you had a thought I think not that you express to me once about I think it's based on the Peter Drucker who's a management and Leadership expert of the past leaders don't create more followers, but they create more leaders. So yeah, we've given us a start to that cap skin you at Mia with your at the opening remarks. How would you expand on that one?

Okay, I'm actually going to use my day job as a go through an example because what I started at a new company about 12 years ago and when I went there I said I had the aim of making myself redundant. Basically, I wanted to train up people and pass on all my skills so that they could take over what I was doing and carry it on. Otherwise everything on you just basically went to the Grave with me and unless I could find a good medium. It was pretty much going to be lost. So

But I think this is another aspect to that to which we've already sort of alluded to them. And that's basically we're standing on the shoulders of the Giants have gone before us. So we're starting from a higher point because of their efforts now we need to pass that on because that way

Everything gets better in life. It's not a continuous process. It's a bit of you know, two steps forward one back Etc. But by sharing our skills and our knowledge other people have the ability to build and learn and adapt on that which is how civilization has evolved its how when I look back at how the world was when I was first thinking about transitioning back in that well actually the 60s and compare it to what we have now things have got better and there's

Better because people people keep building on the other efforts and one of the key things there is nobody can do it all themselves.

Pass on what you know and help other people as we've been helped to be able to be better leaders Jacob and I didn't know came from Peter Peter Drucker, but there you go old look him up. Yeah, Jacob, it looks really can't disagree with anything that kalin's just said I think and I'll put into a personal context is you know, it's what I look at in Academia as an example. So if context I decided

Phd in Medicine of all things so there we go, which I'm still very confused about but they let me in so I'll take it and that's fine. Dr. Jacob can't wait. That's how Bo why the things that I always talk about is I guess sort of like separating the power of community development, which I think is what you just talked about really eloquently there K Lane is you know being able to pass on to community to keep that, you know that vibrancy.

E and that learning in that story and that narrative to continue fourth one of the things that I also try and look at your not to separate from what's just been talked about. But yo you look at somewhere like universities schools educational institutions across the board. They are very we call them the academy a lot of the time because a lot of the information gets stuck in there. And for those of us who are academics our job is to teach and to help people learn and to

Understand it new things and that has to be complemented with creating new stuff in the finding new things and finding new ways to articulate that because otherwise we do get stuck with I guess just the same knowledge. If you will, it doesn't build on top of that like I look at my research in my work and it's still very surprising to me to I say seven weeks into a PhD, but I find it's so surprising to even think about how

How I'm even approaching my particular piece of research hasn't been done yet, but it gets to be done because someone else fought for that space and I get to work in that space and then I get to create more content. So more people can think about it and then other people can do something with it and then it just keeps going it's about that vibrancy of creating new knowledge as time goes on because when knowledge is sat within ourselves it becomes wisdom. And that's the thing. That's really really beautiful. I want to do the

Work so that someone else doesn't have to and someone else gets to benefit from it. I love being able to do that one because I'm a nerd. So I'm leaning ride into that like a white woman on a board leaning love it hate the book hate the idea but Yuma but it is trying to yeah, I was explaining this even to a few professors that I get to work with not to brag but we work together and and I was just like well look if we were talking about like trans inclusion in add know pick a topic.

Because there's a lot of gaps, right and I was like well, look it's not just about adding your like I know and you gender marker box or just so like let's keep gender is like an open field in the in the application form. I was like, that's fine. But like you've got to understand there's so many issues before we can even get to like this research patient has like if you think about like and I work at a top 100 universities, we don't even teach anything lgbtqi a

Anything queer anything your tqd or across the rainbow experience as a degree? We are guest lecturers still yo, where one weakening unit. I can't major in queer Theory as an example. You know, like I still can't we still can't do this. So it's of things like it's great that we're talking about but I want to instill that in the academy so that an undergrad can come along and just so go that's what I want to do very excited about that and I get to do that because other people

Oh created the units because they gave me something to work with and then I get to go and do that because I want that new knowledge to be found. I want to be grounded and I want it to be learnt and instilled in others. Yeah good thoughts that the thing that's has struck me. I wanted drilling a little more you and you've touched on it there Jacob. I mean kahlan you work in a will say professional environment in your work, Jacob. You've said you work in Academia, but when we get into trans communities, which is

I'm the focus of today what sort of adaptations need to happen for the sort of people that we are. I mean like I'm going I'm hot. I'm not I'm trying hard not to sort of feed things into here, but we know that the trans experience which has ever touched on a little about what we've all come through that it's a challenge is an issue how then do what I'll call in inverted commas if there is such a thing standard leadership textbooks that are often.

Designed with their limitations how do they need to be adapted for Trans and queer / rainbow communities if they do, that's all. Well. Let's not be too biased. I think they yeah go for it Kaylee. I think they do but I think that it's not just adapting it for TV and rainbow communities. I think most of the leadership books that get threatened get written so that they can get sold and the people who've got money who are likely to buy them people in.

Fields and professions and Academia and so on and so forth. So the the yeah the the Leadership Lessons based on what I would turn my day job and that's got a whole different Power structure to how leaders interact with people in a community-based any community-based organization or any volunteer-based organization, and I think the earliest time

As I came across that were Sailing Club that I was in up in central Queensland when I was a teenager and we had such a doozy interpersonal conflicts that people would Ram each other with their abseiling. I was on a protest committee when I heard to get technical one boat was on a starboard Tack and head right away over the other they collided everyone expected that we would rule

out the port bow, but there's on Port tack we did that. We also real

The other parts are not taking action to avoid a collision and after that two of them settled down and started to behave like normal human beings most situations don't have that sort of option, but it is an issue that I think it's fairly important is being aware that you can get conflicts and it's not just the case of being disagreeing over meeting protocols or

Something that's relatively superficial the issues that we're dealing with about really Life Death. It's about us and US surviving not just surviving as our authentic selves but surviving as ourselves. So there's a lot of power and significance and what we're doing so we have to be aware of that. We have to treat it's not the case trekking carefully. It really goes back to what Jacob was.

Earlier about being kind

We have to be far more content in a workplace. You can have counseling and you know, you might monitor people's performance and so forth at the worst. They might lose their job which is significant in many cases, but it's not as significant as the issues about personal identity and personal truth is that we're dealing with so you have to take everything that that's in the leadership books and adapted for different Power structure and the

That we're dealing with personally very very significant issues. Yeah, Jacob shall Dismount soapbox stay on it. But Jacob your turn to client climb up equally on the number-one position on the podium.

Last yeah, thank you for that. Look. I apologize for anyone listening in I can't really disagree with anything Kayleen says so if you're looking for a fight then I'm sorry do was drag race, but you know, it's I think it's interesting is that your these points around? I guess you're like care and kindness and everything as well, which you're very happy to hold on to those. I think it was so it's just like we kinda need to focus on accountability.

Self as well, you know, I think which is a hard thing. Right? Like it's very hard to be accountable and very hard to be kind with in power structures. And I mean like, you know, I'm saying this is like a white middle-class queer who lives in Melbourne like you know, who's doing a PhD like I got a lot of good stuff going for me, right? I could very arrogantly just be sort of like this is my experience only fit to my experience. I will draw the line and What needs

To happen. This is the this is the ground that we need to achieve and if you don't do that, you're a bad person and how Jada you and bugged off like, you know to be an advocate to be a leader means to listen and to be very accountable for your own biases. You know, we are which I'm sure some conservatives would disagree with and I'm not going to say their names but we are people and people are imperfect and Missy and it's like like have you make humans like the kind of course, but it's

This is probably some more so than others but you know, I think it's interesting. I'm just like you do have to have a personal accountability to just try not to swear but basically not being an asshole. You know, it's just like it's just like it's that thing of just like I'm I am white and I still benefit from racism. Yes. I don't benefit from transphobia, but it's not it's not about who loses most. I was re-watching. I don't know if anyone saying panty bless who's

This phenomenal Irish drag queen and she yeah and she came as hiv-positive a few years ago and everything as well that I was re watching her Ted Talk. Yes. I'm so sorry for everyone listening and I am that queer in listens to tend towards I'm so sorry. I've done one on as well. So cute. Don't read the comments but it is she was working at this point. I'm just like it's not you can't just talk about who's got it worse and the worst person gets to complain the most because I think Roxane Gay points is as well.

It just becomes an oppression circle. Jerk. No one wins. It's all garbage. Like it's not a bad. I want our narrative to move away from suffering. That's what I want our narrative to move away from because I want what kailyn's talking about is survival, but I want that. I don't even want thriving I want celebration. I want a Dana T to be quite honest with Laverne Cox talked about so much about you representation in media. I want mundane a lot of the time to be quite honest because I don't think I'm exceptional just because I'm trying

Trans and gender diverse. I'm not really that exceptional because I'm queer. I just kind of want to be I'm doing this work because I have to and I want to like I'm here for a reason very hip purposefully, but I also will still get things wrong and I will still and I will apologize for them and I will change my behavior and I will get better at that. It's why I think it's it should to my own horn one of the reasons why I'm as successful as I am in my space is because if I'm wrong I'm just going to say noted. Sorry about that.

Along because I think I think this is a really just important thing just when we're talking about younger people and trans and gender diverse communities Professor Damian Riggs pointed this out in a phenomenal piece of research in which builds into my own is Damian pointed out that ozone presentation last year where Damien was faking and Damien was saying that you know, we have this assumption that you know for youth to support each other when

We spaces, you know that they're just going to benefit and like some of them do that's fine. Like they've got their he knew Co solidarity with each other but one of the populations that actually struggled most within that was trans and gender diverse youth. You know, you can't have that Co solidarity in the same way because they actually really they don't benefit on the whole we don't benefit when we're trying to look after each other because we're trying to look after ourselves at the same time. And the reason I bring that up is because you know, it's

It is this point around you have to just be able to look after yourself selfishly you have to be able to do that as a leader you have to be able to do that and Leadership text do not talk about that at all. They talk about burnout. They talk about capitalist perceptions. They talk about you know, you've got to start a business no more businesses. I'm done with businesses do volunteer go do something good. Don't make it about yourself. Don't sell send to yourself within that go look after yourself.

Go look after yourself, please. And then you can go and look after other people that's really important because I don't want us to keep struggling all the time and burning out all the time and being tired and exhausted and then in very dangerous situations of poor mental health and you know worrisome levels of you disparity. I don't want us there anymore. I was to move out of that. So be selfish bugger it

Yeah, and then look after yourself, so then you can look after others, please go do that. That is the biggest change. I want to say Kyle. I knew you had something came up for you during Jacobs comments. There are few points, but a couple not like to comment on one is and this was a need to perhaps in the early days of teaching be in the sort of in the 90s generally was when groups should come together and then perhaps not also be together so you can

Focus on shared issues will focus on your own issues and so forth and the whole thing reminds me of the saying that Kelly is your brand had about relationship, which was Let There Be spaces in your togetherness. So yeah, there's times when we have to be together and there's times when we need to have that focus and that applies to different sections of the rainbow communities. It applies to us and our groups and so forth and our relationships and so on. So, I think that that's a one point that I've sort of kept in mind.

And but the other one that I really relate to is the fact of growth through life when I look back at what either the sort of person I was when I was younger and you know, I can remember way back to when I was about three or four and he's ago and we bit more than that add a couple more words anyway, but that it's also a point this brought out in I think my favorite action movie.

And this is going to blow your minds perhaps a little bit. But that's Gandhi the actions not physical. The action is spiritual and in the course of that movie. There's a lot of development that Gandhi goes through and you know, it doesn't cover a lot of the problems that Gandhi had but it shows that we all even the people who get looked up to and respected have that potential for growth and they probably have already been growth and I know that I have as well so I think you know

The issue of growth and and kindness is really very very important. Yeah. All right, I've got there's a few things that have come up through the way. Yes, and I'm glad I'm Jacob you acknowledged the privilege that you know privilege that we can have and I know I'll only speak for myself here. I'm white. I'm non-indigenous. You know, I've always had a roof over my head. It's always been one of my own choosing. I've never been incarcerated and I

Uk dated which is one that often I overlooked because we live in a society where we think everyone's going to get least go to some level of school all these sorts of things and many many more and I think you know that I'm I just wanted to acknowledge that for bringing it up but I suppose if there's a tough question here. Yes, we need kindness and compassion. But how far can that go? You know if you have someone who let's say, you know, he's a he's the really challenging question here.

And this time Jacob because you seem quite enthused by this question. I'm going to let you go first. You know what happens when someone is continually even in a volunteer traumatized environment. We all know there's lateral hostility in someone just makes no effort to continue to improve themselves or some people who are deliberately going out to be aggressive rather than you know, assertive and doing this kindness. How do we deal with that from a point?

If you have kindness and Jacob your put some hands up so which of course the listeners can't so you got some I can only see the zoom but I'm going to throw to you first this time. I love these questions are my favorite because I think this is this is why I brought up

accountability, right? Aha. You still have to be accountable. Like it's I like I think you can like, okay, let's put this bike kindness is not an absolute. None of these things are

Absolute, right, they're not they're not definitive. You know, I can't you remove being kind to myself to be kind to you because you're not being kind to me like there has to be reciprocity. Right? I mean like I can disagree with you. I have to work with a lot of people I disagree with and it's not because I'm right. It's because I have a bias. I am a product of my upbringing they are a product of their own upbringing so I'll give you

Lay on stuff, but I can still work with you. Right like I have to work with like some very conservative individuals. I don't have to I choose to I choose to work some very conservative individuals in making one rights work and the institutions that I work in I mean is an academic and as a researcher literally I'm not allowed to be biased I just have to listen and that's it and take the experience on take the opinion on but like using it a bit of a ridiculous example, but it's just like if you keep throwing eggs at me, I'm not just going to be so like that.

That's fine. They can't help it. They've got an egg flinging arm. It's just who they are. No, don't throw the damn eggs. Absolutely. It's just like I don't I mean I just I'm laughing because it's I've gone through a lot of therapy. And so now we're seems ridiculous to me, but I was an overly giving person to my own detriment and it's wild to look at in that

Spective now and just so excited. Well, I really let a lot of people walk all over me and that's really interesting because the says I said standing up for myself a lot more and very bluntly very quickly. A lot of people are just like oh like a Haven of it. And so a lot of people just like you're really rude you're really mean blah blah blah and I was like, no no. No, this is just self respect. This is why it is you just can't get what you used to get for me anymore. And I'm not even sorry about that one. You're just going to have to deal with that because

Because if you're not going to if you're not going to do the bear bear bear minimum of respecting me, I don't want to be here. I don't want you to be here. Now. I find people for my organizations. I've left volunteering opportunities because I'm just like, you know what? I don't care how great I'm going to be here. This is garbage. I'm out. I can put my energy somewhere else like getting a good night's sleep, or I don't know like mentoring a younger queer person who actually has potential in want to make the world better.

I don't really need just give my screens to you or be. I'm trying to be in trying to swear. It's like a it was trying to you and you have to and I can I'm just trying not to it's called a practice practice but it is you have to be to sailing with the with the ifs that you have to give to certain things. Right, you know, it's just like sometimes I'm all the way out, you know, if you're just going to be a bit of a flange. I'm out of f I'm out.

Just give in that day so but bugger off get out. I don't care because yeah, it's I can't keep giving that to you. My mom actually gave me the best analogy for this because we're talking about dating because we've got it. We've got a good healthy relationship where we talk about like what each other needs in regards to our own individual lives because she's a very strong Ally and that's just a very mentally well family get to have now which I'm very excited about this, but she point we both date men.

She was just like I'm not going to pump up your ties. If you're not going to pump up mine. Yeah, it was just like oh my goodness such a great way to look at it. She was like, yeah, we're not are Sav. We're not locking up to the problem. Let's not eat. I am in my car you are in your car. We're driving down same line if you get a puncture, I'll help you out. But if my car then gets punctured helping you out and you drive off.

Off. No, it's not it. So click that people out of your life kick crap people out of your organization's because I was like, it's what I know. I'm rambling a little bit but I'm just so passionate about this because we over we over extend kindness to the point of burnout and this goes back to my previous point. It is not kind to drill yourself into the ground because you want to give someone a second third 1504 chance. Okay, that person has to be accountable. We all have to be accounted.

Go to our own garbage. And if you are a leader in that position, this is a big call out to community. If you are a later in these organizations that so many people are dependent on I'm not but other people are other people are fundamentally dependent on your leadership in your organization. If you cannot do that, well without harming other people you are not a leader. You're just a person in power. That's all you are and you need to pay attention to what's happening everywhere around Australia at the moment because just because you're not serious.

Just because you're not the Prime Minister just because you're not you're a white man in an ivory Tower doesn't mean we can't see it. You need to set the example you need to set the standard and she can't do that bugger off. Let someone else do it who's going to do

better he here and I have to say the thought did strike me on leadership as I drove to the studio today only exactly that example and others we could talk about that have happened during the week, which I'm a relevant with Kayleen bounce back so to speak

That was beautifully said Jacob I've got to say so yeah, all I can do is add on to that. I think one of the we're talking before about getting lessons from sort of the workforce and how you apply them into the rainbow Community situation and I think in the workforce I've seen

People who changed their behavior enough to fit into the workforce, but I'm damn sure that if you get outside the workforce, there's still a bigger and in the work face looks also the sake that we can just go there get our paycheck and so forth. I'm happy with that. But in the sort of organizations that were looking at for the TD and the rainbow communities, it does become an issue in a you've got a person who's having a disruptive effect. That's a Charming not just themselves because

Anyone whose?

Indulging in that sort of behavior is harming themselves as much as anyone else but it's going to start harming other people around them. It's going to start harming the organization. It'll get to the stage where the organization can't function and so forth then you have to take action for well, maybe maybe the expression the greater good applies. It's a little bit of a simplification I think but yeah, and in that case is we're somebody's not prepared to

Respond, then they have to go they have to be removed for the sake of everyone else around who's being affected by them. It's a little bit like

Sigh an angry gorilla gets out of a zoo and starts pounding on all the the the people visiting the zoo. You don't focus on what's upsetting you mr. Gorilla or Miss gorilla or Miss gorilla or exam non-binary gorilla while other people are being put into ambulances, you know you focus on first, let's get everybody else safe. And then if there's time space and so forth afterwards, then we can look at what's happening with the

Yeah, yeah fair enough. I wanted to do something earlier in terms of acknowledging standing on the shoulders of giants. Of course going way back to Stonewall mentioning thinking of people like Marcia P Johnson and silver Rivera and in the bike Community Brenda Howard the mother of Pride and I don't know. I just want to quickly acknowledge one of the Victorian Trends Pioneers Julie Peters, one of the you know, just the awesome humans.

Who had a sense of humor? There's classic Julie Peters stories. I'm going to do one quick one one and it's she's spoken about it publicly. She was interviewed of all people One Day by a certain thread W morning announcer who for once was a bit flustered and said, so did you your television lighting experience what your lighting experience was that in television or radio and Julie had the dignity at least to just sort of smile it off, but you know, it's we see

Of humor is a healthy thing. And it's how we maintain a sense of humor in this work, which is very serious. You know, as you as you both said people's lives are on the line here, but how do we find a sense of humor not so much in the midst of the work but in some of the things we do and you know and maintain that is part of our own first self-care and then leadership being giving to others. I might just that I wanted to throw that one in just to see what lighten it up if you like and pick a toss a coin

Dentist who wants to go first

I'll make a bit of a joke. I'm Irish. My father used to go to the Irish Pub when I was a kid and he came back with the lamest jokes. We love them. You know, we're at five and my sister was 3 and we love it. So basically we were raised in an atmosphere where we tell jokes and I'm a little bit notorious for it at work actually so and in fact

Wouldn't I was thinking about this week. There was a little bit of a pointed joke from The West Wing where there's a story about a French radical who sees his piece is people running past in the street and says, they're hurt my people. I must find out where they are going so I can lead them Jacob terrible.

In the been tailing done with it Yuma look, I think I think one of the things we need to remind ourselves of I don't think we should get it because I don't think we would necessarily giving it to forget why the things that I wanted you to eat people and everyone across L rainbow experiences and communities is to remember is to remind yourself that you were deserving of joy and deserving of peace and Tranquility. You are absolutely



Living at that and I know I should get it. Like I have had and I talked very openly about mental illnesses. Okay, but PTSD from activism and months of the things like I'm 31, and I've had I think like three breakdowns and like not I've had a bad day but like clinically diagnosed pool in hospital level breakdowns and there it's only now that I look back and just so go you were treating yourself. So harsh

Joey yeah, and like, you know, if you tell someone that they that they're garbage whether they're stupid or your pick a thing. They stop believing it right. So I want all of our beautiful queer Bears to remember that you will enjoy your allowed humor. You're allowed parts of the human experience just like anyone else and part of that for me is I mean, I'm funny so it's great. It's over in the face or in the humor. So, you know pick one. Sometimes it's both Yahtzee.

It is your fine table who nourish you I use the word nourish a lot because you know, that's what I need and it's what I have. This work is very isolating. It's very isolating. I think most of us become assholes in this work because we become isolated from it and Leadership is gross. It's so cold and lonely on that pedestal. There's no way to poop. It is just so is just let us stick in the air just covered in feces and everyone's just like you've got their sin.

It's like but what if I fall in love just like you won't oh, you're falling bite. It is so isolating so that I think that's my allowance of kindness just touching, you know, tying a few points in it's just like I am fine to reach out to you if like you're being a bit of a dick right and not the good kind to your check-in. Why you so mean and why you so isolating why you being a bit vicious about things if you just add then I don't care but it work on the I do care but work.

Accountability but also it's just like you're allowed to just not you allowed to have days off. Hmm. Yeah, you're like I do we don't necessarily have like queer explicit unions in the community. Maybe we need to I don't know it's maybe that's what we need joining Union, but it you know, it's just you're allowed to take days off like yeah, everyone ask me all the time. They don't but I'll pretend that they don't be a really boring conversation topic but just like but you do so much do you get time off?

I'm like I get my weekends.

I got most of my knots off because I'm really good at what I do. And also I just stopped prove it. I'm gonna hit goes back to what you said earlier Kaylee you do good to others. If you know good to yourself take a break. Yeah, just go to a show covid safely still at the moment. Like, you know cook our food like get people to cook for you get you Just Like Heaven line time or like have a bath at have a bath with friends. I don't know you did you sit in some human soup for an hour. I don't know you do.

Do you know it's just whatever you need to do to nourish yourself to bring that Joy Kayleen for example is just brought her cat on screen. So we love that just tell everyone across the radio waves that is yo you are deserving of time off you are deserving of joy, you are deserving of humor just don't make it racist and offensive just you are allowed to have those things. So give yourself those things give yourself that time when I am mentoring it is one of the first

Who said I talked to a young person about is take some time off to you. Yep. That's all I want you to do. Yeah, we'll just to two things. I actually as well as going snorkeling yesterday went to the Cat Cafe in Melbourne, which was much needed. And as these The Cheeky Sphinx cat and humor will look I've got to give a quick mention because we had a bit of humor on the show a few weeks ago. Friday was the Ann Arbor 100th anniversary of the birth day of Tommy Cooper British comedian and magician.

Well known for puns doc. I can't stop keeps I can't stop singing The Green Green Grass of Home. That sounds like Tom Jones syndrome. Is it common It's Not Unusual. And now I've thrown you completely off track and then my dad sends me that sort of stuff and we call them dad jokes, or to be inclusive nowadays would probably call them parent jokes, but seriously, you know, look, I think that this is really important that you've got to do self care and I'll just sort of give you a few moments because we're going all the way through here.

We need but we are near the end of the show. So I'll give you a few thoughts to Marshall some thoughts on to summer tour summer tour up because I just want to mention the rest of the binary Buster's special for seven hours today. First of all, thanks to those shows like freedom of species and in psychedelic who have generously given up their time slot for today a whole range of trans and gender diversity issues to consider from one till 2 tilde Joy. Also the coordinator of the binary bust.

This broadcast has recorded two interviews from first half will be with and Keith from incarcerated trans and gender diverse Community Fund re-incarcerated trans people. Then second half is a panel on trans-health Star lady from Zoe Bell gender Collective

L void from your community health. Azio Aiden Sanchez from Northside and great work as in terms of medical and students and Alex kuf from House of mutual learning to till 2:30 and

Unpronounceable nothing like a pun done by law presenter MJ and a conversation about grammar pronouns and language that shapes. Our gender is and identities 2:30 to 3:00. Sassy's teed off as sassy is a transects worker of color and the importance of trans do visibility for her clearing. The air is still of course happening is a queer program MV speaks with Hunter Dylan and my like a muff muff. I'll may I do hope I pronounced that correctly about with

Asan, chronic illness and disabilities for till 4:30 inclusive architecture with the fabulous Simona cast Rock'em 4:30 to 5:00 busting the binary in the drag seen Megan Williams talks to them for towel and how drag performance can trouble the gender binary that sounds like a good thing to me sweet dreams lots of music and then transforms in noise and Industrial musics from 6:00 till 7:00. So just wanted to make sure that your keep your ears glued to the binary busting broadcast live.

As for the rest of the day Jacob and Kayleen we've just about we're sort of getting near the end. So I mean we could we could take the whole seven hours. You know, it's just such a huge topic that we're talking about, you know today, so we'll sort of get some summary closing thoughts and the proverbial take-home message if we can do that.

Who wants to go first? Okay, I guess building on what's gone before looking after yourself so that you can go on being kind and accountable is what I've got out of stay and I think it's been marvelous listening to you Jacob. It's helped clarify a number of thoughts for me as well. So, you know what? I think there's some multiple themes there too.

Ariel

Thank you so much K line. That's really lovely. Look I think absolutely everything that kalin's already noted. I think recognizing that for guys still count myself as younger even though I'm technically not anymore, but I don't care whatever what age is just a number anyway, but I think is, you know, working through intergenerational responses recognizing and understanding and learning history is really really important.

And working with privilege. If you have the capacity to help dismantle, you know institutional oppressions and systemic oppressions. So that others can benefit the news your privilege for that as much as you can you help each other out that's what I would just love to see, you know, it's why the best things I think I've ever learned in my life and it was when I was having my last break down is you take care is an action.

You know, you can't just look at something and say I care about that you have to act on it kindness is an action carers and action accountability the role actions and they're all practices. So take the time and learn on those as much as you can to because you'll benefit as well your entire Community. Oh, look, there's some absolutely on on all of those. So yeah look totally so look, it's been an incredible conversation today as I so wish we could go on longer there.

Things we didn't cover sort of about how but I think we've covered a fair swag of it, which is awesome. And I hope as I say as I said at the start of the show that this is the start of an ongoing will say frequently recurring series of of conversations that I'd love to have with plenty of people about this on this show. I think it's the sort of thing that we really need to start looking at it in rainbow rainbow experience communities.

Jacob and Kayleen. What can I say? Thank you. Thank you so much for your time your wisdom vary hugely. Both of you. I hope that for our listeners, you know, we've I think people have been pretty engrossed today with it all thank you Hoffer for tuning in Hospital of the line about punch, you know sort of going up, you know, and I agree to quote use my favorite adaption of the quote about privilege you use your privilege for good and not evil.

Purposes Robin described at that pan. So I really love it. Thank you so much for giving up your time on the weekend both of you because I know you do work really hard during the week hard and fast so to speak so it's been really really huge, you know sort of but in the theme of self-care I'm going to end today with a strap from the band The Cosmic Nomads on still alive so it could just hang on a sec while I get that role.

Lee and to our listeners thanks for tuning in to out of the pan as part of the binary Buster's broadcast stay tuned for the interviews with tilde Joy at the in the chair. I'm Sally goldner. Catch you next week for \$80 show.

Down on the streets without

END OF TRANSCRIPT



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