

'Out of the Pan' Broadcast 11-Apr-2021

Consent Issues

Content warnings: references to domestic violence, sexual assault, consent breaches, ableism

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[Show Intro: Opening music plays. Speaker: Sally Goldner]

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

[Snippet of 'Let's Cook' by Mental as Anything]

[Song: Glass shatters, 'Stone Cold' Steve Austin's WWE theme]

[Speaker: Sally Goldner] 3CR, 855AM. 3CR Digital, 3CR.org.au, and 3CR On Demand, 'Out of the Pan' with Sally, first broadcasting noon to one every Sunday afternoon. Thanks for your company. 3CR proudly broadcasts from the lands of the Wurundjeri people of the Kulin nation and we pay respects to elders past, present, and emerging. And hello to any Aboriginal and/or Torres Strait Islander peoples, tuning in from whichever land you are on. And the lands, whichever one it is, were all stolen and never ceded.

And if you want to get in touch with the program today, you can look for posts on Facebook on my page, Sally Goldner AM, on 'Out of the Pan' through 3CR 855 AM Melbourne. You can email outofthepan855@gmail.com; you can SMS +61 45 675 1215; you can tweet @salgoldsaidso, and that's definitely the bottom line.

We opened up with 'Stone Cold's' theme in honour of it being Wrestlemania weekend, said Sally, who allegedly was watching a little of it just outside the studio

before we came in, but the iPad is now off. I never said that. Thanks for your company. What a busy week it's been. Hope you had a, if you are of faith, had a wonderful weekend last weekend if Christian faith was your thing, if you had some relaxing time out. As mentioned last weekend, by gosh, Saturday was wonderful in terms of Melbourne's climate diverse approach to life with 30 degrees and now waking up this morning and hearing announcements at wake-up time of how it was 11 degrees? Yes. Start singing that Melbourne climate anthem called 'Four Seasons in One Day'. Oh dear. I don't mind winter, but I just don't like the sort of autumn coming down, to quote Kris Kristofferson or something like that.

On the show today, I've got a couple of big topics. There was a really, really good mainstream media article in the *Sydney Morning Herald*, seriously, full credit to this article. It's one of the best mainstream media articles I've seen on the issue of consent. And I should just add that any opinions on the show are my own personal opinions. They may or may not coincide with those of organisations with which I'm involved. And this was a really good article, full credit to Caitlin Fitzsimmons, I should say. It's called 'How do you talk about consent with your kids?' And there's just so much good in this I thought would work through it today because it's a big issue and it covers all sexualities and all genders. Yes, yes, yes, we live in a society where it would appear the majority of people are cisgender and/or heterosexual, and therefore, when it comes to consent, so often it is understandably framed in that frame, in that light of sort of men and – in simple language, straight men and straight women. But of course it could apply to anything. And that's one of the things I really liked about this article.

And of course it's come about in the light of the recent well, allegations to be – to stop the lawyers getting on me and 3CR in terms of Parliament House. And I think this is, this is one of the better things that's beginning to happen now that some of the initial and understandable shock and emotion and feeling has subsided: what do we do that's constructive? Yes, changing laws, I want to have a talk about that is important, to make them better. But of course, people have to stand by those laws is another thing. And this article in last Sunday's *Age*, which I read after the show, was really, really good. And so I think the first thing that sort of comes out, one of the things when I was reading back through this article. No still means No. I think, whilst that's not the whole answer by any means, it's a flyingly good start. And yet of course, we see it ignored. Silence is not consent. I'd add to that, hesitation is not consent either. And of course, hesitation is more than 'um, oh, I'm not sure' in a verbal sense, because of course not everyone can communicate verbally or some

people don't, and I'll come through this and this article does it, which is why I was so rapt to see this.

This is by the way, not legal advice. There are various laws in states and territories. But this is sort of looking at it from a more practical day-to-day matter.

And I really like what this says. It says silence is not consent. I'd take silence, better to go on the safe side and say no silence with silence or hesitation. As this article says, consent is not only legal, it's about doing the right thing by other people. Yes, it's not just, well, 'I didn't mean it to be offensive' or 'I meant it as a joke' or 'I meant it as a compliment'. No, it's how the other person takes it. And they might not be able to talk about that. And there's a good website called Make No Doubtⁱⁱ, created by the New South Wales government puts it, 'Yes? + Yes! = Yes'. And I think that's a pretty good approach. But then of course, I would add to that you've got to work through. What exactly does that mean? If someone says, person A – I'll keep it gender-neutral – says, 'would you like to go to dinner with me?' And person B says 'yes'. Dinner means dinner. We would hope well, you have to explore that.

The second thing it says here, consent needs to be voluntary without coercion or pressure. A large power differential can affect this. Now, this is where, of course, we acknowledge that we are in such a patriarchal society or other things as well; a cisgenderist society, an ableist society, many, many others. And I'm going to say a neurotypical society, come to that in a second. And the person has to be capable of giving consent, you know, if they're asleep or under the influence or otherwise out of it, maybe distracted, then that's not consent either. And also it can be withdrawn. And then consent for one activity does not imply consent for one another.

Now, this might sound incredibly basic to some of our listeners, but to a lot of people, particularly probably, sadly the people perpetrating, but also as you know, a lot of people who feel disempowered or overpowered if we want to put it that way, they might not be. So it's always good to reinforce these things.

And there's a great meme, like no meme, it's – none of them are ever perfect. It's called the cup of tea memeⁱⁱⁱ, it sort of says just because someone wants a cup of tea one day, you don't just go and plonk it under them the next. Next time they might want white tea, next time they want decaffeinated, next time they might want sugar, next time they might want artificial sweetener. And the next time, if I can be a little dry-humoured, it's Melbourne, they might want coffee. And next time they might want

nothing at all or something else. So I think that, you know, sort of, I think that's really important as well. And that sort of gets us past the dinner is just – makes it clear, dinner can only be dinner. And so no still means no, but it's not the end of the story. This was why I liked this article.

Silence is not consent. Here's one that I massively resonated with. Silence is not consent. Sometimes people will freeze in the moment and won't say no, but they won't say yes either. Now, I've spoken frequently on this program about my neuro-processing that I identify with the highly sensitive person trait: we take in sensory information in greater length, depth, and breadth than the median of the population. And so if someone starts really pushing in on me, and I've had this happen a number of times where people move in just - they think they're been nice, again, that sort of, you know, sort of all this is thinking about how they mean it. But if someone just barges in even to kiss you and they think it's a compliment. And this can happen in any gender, but it does seem to happen a lot with males onto females – including gay men on to females at times – that's really overloading. Because you're invading someone's personal space all of a sudden and they might be sitting there talking, minding their own business; the other person, the person who's doing that behaviour has just walked into the room or space or whatever it is if we are in person and doesn't think about these things. So this one is really, really important to me. Not a lot of people quite understand that. And I've met lots of cisgender men, heterosexual and gay, who think they're the nicest, sensitive new age guys and they do this and they don't stop and ask first.

You ask if you hug, and of course, particularly in these COVID times, it's even more important.

So really, really good one there. Watch for people freezing, just – it's called self-awareness. Is it so hard? And if there's any doubt, it's up to the person initiating the encounter to check if the other person wants to participate. But most people, as I say, perhaps thinking about themselves.

The next good thing about this article, which we'll come to after the message and the other thing we're going – some music and messages. And the other thing we have on the show today is we're going to have a little look at the issue, content warning just for the mentioned, but it won't be looking at in detail, there's been a press release from the state government on rainbow family violence prior to LG, I will say

LGBTIQ family violence day in Australia on the 28th of April. So good to see that happening.

So also we'll be tackling in this show, whilst this article is focused on how you start educating children, that will of course leave gaps for some other people who are older. We'll talk through that as well. In the meantime, let's have a listen, another great track from Troy Cassar-Daley's album, *The World Today*, and here's one that features Ian Moss, so well, it's got to be good. A track called 'South'. 3CR, 855AM. 3CR Digital, 3CR.org.au, and 3CR On Demand, 'Out of the Pan' with Sally.

[Song: 'South' by Troy Cassar-Daley featuring Ian Moss.

[The following spoken over The Beatles' 'Paperback Writer'. Speaker: 3CR voice #1] Are you a keen reader with an unpublished manuscript? Do you want to be a writer? Or are you interested in how others have written their books? Listen to Jan Goldsmith speaking with authors and those in the writing business on 'Published... Or Not', 11:30 to noon on Thursday and of course on 3CR.

[Speaker: 3CR voice #2] The current world in which the higher education sector operates is characterised by profit and power and, as universities are further incorporated into global neoliberalism, these ideas of the public good face the most serious threat that they have ever faced. COVID pandemic, besides highlighting all of the other fissures in society, has also really highlighted the terrible inequalities that have long existed within the sector. The precarity, the overwork, declining mental health caused by intensifying privatisation and the privileging of profits at all costs and students who should be our co-learners in this process face mounting debt. If this pandemic has done nothing else, it has shown us that the system in its current iteration is unsustainable. We have to organise and fight against it. There is no other way. There is no alternative, to quote somebody who shall remain nameless.

[Speaker: 3CR voice #3] You're listening to radical radio 3CR.

[Speaker: Sally Goldner] That indeed is us, 3CR, 855AM. 3CR Digital, 3CR.org.au, and 3CR On Demand, 'Out of the Pan' with Sally, first broadcasting noon through one every Sunday afternoon. Thanks so much for your company. And discussing on the show today a very important topic, consent, which to some extent goes across sexuality and gender. But if you, perhaps if you think there are possible differences for any or all of the LGBTQIA+ community. And also there could be differences in

terms of intersections. I mean, one possible thing, if you've not had, if you've had less education, is it theoretically possible that you haven't understood consent? We've got to be aware of our own privilege to some extent on these sorts of issues.

Had a comment, couple of comments come in from Hofler who said, first of all, 'when I travelled to Europe, there are cultural factors where men kiss each other and it's accepted. It's all about context as well.' Well, absolutely so, you don't just walk up to anyone and kiss them, but we'll come back to the article in a second which sort of talks about where people in any situation kiss or hug or whatever. And also Hofler said, 'the arrogance and entitlement of gay men is annoying. It's why we—' I'm presuming Hofler, you're referring to self and partner '— are choosy in the clubs we go to as well'. Well, yes. Far be it for me to say that some clubs might be more or less appealing than others. Anyway, we could go on about that. And dare I say, wow.

Let's come back to this article. As I say, it is just really good. It's just such a good piece of work by Caitlin Fitzsimmons. When do you start talking to children about consent, and how do you explain it to young kids? Can't really start too young, but obviously age appropriate. Now, I'll be honest and say this perhaps is a little beyond my expertise. There's lots of others. Deanne Carson is one person who does great work in this through Body Safety Australia^{iv}, just a friend of mine. And others who I would turn to for expertise, Cindy Darnell, who now lives in New York, Helena May, Anne Hunter.

But of course, consent is broader than sexual consent. This is why I was just having, sort of 'woohoo!' moments reading this article. You know, how many times do we misuse consent in workplaces where let's say people just use hierarchy to get things done because they don't communicate effectively, they won't look at themselves and their own attitudes, it's probably, I don't know, about 99% of people have seen misuse of hierarchy and lack of consent. I'm going to — a small example of this, many moons ago, when I was working as an accountant in a corporate sector, which shows you how many moons ago it was. As a male, but it's — and this isn't about sexual consent. The general manager of our business unit was in a grumpy mood one day, and we put in our monthly reports which then got consolidated with the other business units for the whole organisation. We had a monthly overhead budget, let's say it was \$100,000. It was always rounded up to the nearest \$1,000. This month it came in at \$1,100. Because this guy was feeling grumpy and wanted to misuse power, he made us analyse the - every up and down variance, you know, whether it was more or less than budget to the single dollar, even though it was only

1% out. Now If we had said no to that would we have been fired, not promoted, is that misuse of power. So we didn't really have consent. So this is just a teensy weensy schneensy example about misuse of power. The guy went off and retired to Western Australia somewhere. Yes. How you climb, power, is why I don't work in the corporate sector.

And I'm going to digress off that. So much of our society is, I'll say male/masculine dominated. And we don't think about this. It's how we teach leadership is dominated by male and/ or corporate thinking. And you need different, in my opinion, it's necessary to have different styles of leadership in the community sector; it's also necessary possibly in the public sector. But when you're in trauma-informed, traumatised communities such as trans and gender diverse and still most of LGBTI, that sort of – I'm going to use the phrase toxic masculinity, non-consent, corporate leadership is, I think, triply problematic. So big issue here is – and also another thing, I'm going to go broader than the term listening. I'm going to say receiving information.

When we're at school, we're taught, we're taught how to talk and say words, we're taught how to speak up, and the only way we're sort of taught to receive information really is reading. I guarantee for those who are privileged enough to have had some structured form of education listening to the show, I'd be almost willing to bet that it's a very tiny percentage, if anyone at all, who had any listening skills training at school. And I don't just mean not talking. I don't just mean, you know, sort of waiting till someone's finished talking and then jumping in to have your say. I mean listening. Listening for emotion, listening for feeling, these sorts of things. And this is where I think this plays into consent issues as well. So it's very, very broad. And I think this is why I like this as being broader than just sexual consent.

And the thing is this article, coming back to it, says that learning can predate sex education. Yes! Put some basic habits in first! And it gives children an intuitive understanding of consent they can later apply in terms of sexual encounters as teenagers or adults. It's a child protection tool. And that way the child is also knowing when someone is doing something inappropriate. 'Explain to your children they are boss of their own body and other people are the bosses of their bodies.' Yes! 'That's why you can't hurt or force people to do things. Children learn by observation, so model consent.' As this article says, 'if you are playing a tickling game, stop when they ask you to stop. If they don't want to hug their uncle or kiss grandma, don't force them'. My sister was listening to this show and we'd be probably remembering a

mutual aunt who we always used to say gave us sloppy Jewish kisses. Um, anyway, I digress. I wish I didn't have to endure that. 'If they don't want to play football in the yard with their siblings—' like the non-gender terminology there, '—it's okay to say no'.

So really, really good stuff here. And there's sort of so much of this where we don't stop, and something else went through my mind there as well. People often don't know how to manage peer group pressure, so, you know, building up people's assertiveness and their right to say no. And Relationships Australia Chief Executive Elizabeth Shaw is quoted saying that can be about managing other people's disappointment. If you feel in your gut it's right to say no, say no. There's peer group pressure and of course more so for girls and women. But I think in a perspective of cis vis-à-vis trans and gender diverse, I remember reading an article some years ago that many trans and gender diverse people feeling at that time, they had less options for intimate partner relationships, often sadly went through with unsafe sex just to have some sex. And that's sort of very accurate.

Hofler's come in again, 'was it a blokey culture?' Well, yes, the all-boys' school, definitely. And that corporate culture, absolutely so. And schooling as well. You know, sort of big issues, as I say, we don't get enough of these things. Just perhaps flesh out those comments, we'll have an open dialogue on air. Love to have more listeners coming in on this. It's such an important topic. So feel free to message in via all the means. You know, sort of girls and women are socially conditioned to be people pleasers, we can't ignore that. And there's still so much of that. It's not total and we have progressed some way, but not all the way.

What about talking to older children and teenagers about sexual consent, same as other sex education? But of course, the first thing is, if you get it, still so many places don't do it. And of course, from the perspective of this program, it's heteronormative and gender normative. And we'll say, I'll say sex / sex characteristics expected sort of girls and vaginas, men and penises rather than people with penises and people with vaginas. And if JK Rowling is listening to this, that's unlikely. Seriously, let's make it inclusive. And I have to say I had a lovely – had someone tell me a few months ago that there is lots of work being done to make this trans inclusive and school principals asking for the sort of appropriate aged stuff that is inclusive, being very proactive and not just assuming heteronormativity. So I think there's lots that we can be done. So interesting here, noting the erasure of non-binary people, one in eight boys, one in 12 girls said they engaged in unwanted sexual behaviour towards someone else. Wow, that's – let's just average that out roughly one in ten. That's still

too much. It is a lot of percentages and we need to have more conversations is so important.

And how then do you overcome the awkwardness? The 'birds and the bees' talk, I didn't get one. Was interesting a few years ago at a weekend away with lots of people and we were discussing this. I got this orange covered booklet which had a silhouette of a body expected male, body expected female on it. And someone mentioned that and about half the hands in the room of about 12 people went up. And my mum just said, here's this, because she wasn't talked about. And so we have to learn these things. And I want to come back to that in the next segment. So you start by asking general questions. What do you think about consent? What do your friends said about it? Well, they were our friends and I think it was a largely polyamorous sort of gathering. Remain calm if your child's experience is more mixed than anticipated. Talking to many parents and sort of social worker types, be prepared that this could have – this conversation could happen when your child is in the front seat of the car. Be sensitive to other factors and on – here's another good thing about this article, including such as teenagers exploring their sexuality or identity. Oh wow, what a good article. So yep. What would lack of consent look like at a party? Ask these questions. Yeah, really good. And there's an article in today's *Age* that sort of has a sort of scenario about this. So really, really good, sort of just getting as much guidance and I think, good discussion, educated, informed discussion about this is important. So let's have another breather. Let's have some more music. And one of the other good albums that I've picked up in the last few weeks is catching up a bit from the 2017 album, Colin Hay *Fierce Mercy*. And we heard from Troy Cassar-Daley with Ian Moss was the last track from the excellent *The World Today*. Colin Hay's album is called *Fierce Mercy*. This track is called 'Two Friends', appropriately enough. 3CR, 855AM. 3CR Digital, 3CR.org.au, and 3CR On Demand, 'Out of the Pan' with Sally.

[Song: 'Two Friends' by Colin Hay]

3CR, 855AM. 3CR Digital, 3CR.org.au, and 3CR On Demand, 'Out of the Pan' with Sally. And we just heard from Colin Hay, 'Two Friends', a very powerful song because it's just such a very good album, *Fierce Mercy*. I don't know how I missed it because I'm normally right on top of Colin Hay, he's done some great songwriting since Men at Work, which of course he's more well-known for.

Let's go on with this discussion of consent. I just think this is so good. And this Make No Doubt website from the New South Wales government sort of talks very clearly, body language and non-verbal cues are important. Now this comes in. What if you're someone whose neuro-processing of some sort might miss these things? Well, that is something that needs to get considered, and what if you're, and that's something that needs to be considered for, we'll say both people in an interaction.

So some signs indicate your partner is comfortable with what's happening includes reaching out to touch you in ways that you like, smiling and making eye contact, bending their body towards you, and working with you if this is the situation to remove clothing. But nonverbal cues that could lead to – indicate discomfort: freezing up, hello, tension in their body and stiffness, stillness or lack of response to what you're doing, bending away instead of moving towards you, and turning their face away or avoiding eye contact. So these are some things that need to be considered remembering, as I say, with some things everyone's individual. If someone is showing discomfort or hesitation, ask hey, are you okay with this, we can stop. And I think that's really important, it doesn't – and in this article it says asking permission doesn't have to be a miserable sort of thing to be asked to do. It can invite intimacy to check in with your partner and show respect. It can actually bring you closer to having the conversations. And it also asked, should you teach your children again, this focus of this article being on children, how to say no verbally. It's a good communication skill, but easier said than done. And it can be stuck trying to put into action.

Some years ago, I mentioned Helena May earlier on. We just had – we would practice conversations where no matter how much you wanted to do something, you just get – you'd learn how to say no. It's a start, you know, it's not the whole thing, but it was a pretty good start, in my opinion. You know, sort of, you know, so unpacking the child's fear that the big, you know, about peer pressure and those sorts of things, and managing the expectations of peer groups. And so yeah, roleplays are mentioned here. And yeah, sort of, you know, the thing is, as much as we would all want prevention and for a while, some time yet I suppose, we're going to need reactive responses. No one should be victim blamed. People should look at their behaviour. But we're not going to get there, you know, just yet. So how do we do it as much as possible? You do have to take precautions, it's a sad indictment. And of course, the many hierarchies in society such as gender in terms of male and female, in terms of cis vis-à-vis trans. Also gender expression can come into it is also

these sorts of things. So you do have to be on the lookout. Parents do need to take responsibility for children as well.

And, you know, sort of it also talks about if, heaven forbid, something does happen, make sure that the person is safe and things of if there is some sort of harassment or assault that it's stopped. And then you talk it through and affirm people and guiding them gently with someone. And also talks about, you know, sort of if someone did make a mistake and pushed someone, you know, sort of listen first. And maybe it can be clarified more quickly than a sort of heavy response, but it can be that someone just honestly slipped and work through it.

So there's a couple of issues that come out of all of this. I'm talking here about children and how we can get things off to a start. But of course not everyone has had that. We've got lots of adults and teenagers of all ages who haven't had it. Well, how do we deal with this? How do we start getting people to do more training and learning from it? That's a big question. I don't have the full answer to that, but I think we've got to start doing something. Maybe workplaces could encourage this for a workplace context, where are good boundaries, have experts do it, people who are trained. Schools, obviously another big one. And try to get across all ages. Maybe, you know, if it's done in the right way, it's the sort of thing that someone might want to look for in terms of where they work. We often talk about, is an organisation doing inclusion well enough? And that can be something that attracts people of all backgrounds to a workplace. Is this part of it? Maybe it's gotta be done that way. So they're really important things.

I was thinking about the age aspect, I mean, in the context of the death of Prince Phillip, because he made a lot of, well, poor remarks to put it mildly, about a number of groups of people over the course of his life. Now, I'm all for the thing that we might not sort of know something. We've all made slips in our time. We haven't thought about things. Content warning, ableism. I, a year or so ago, used the phrase 'walk the talk' and we don't think about it, but then when we do, we stop and think, Oh, how ableist, if you don't do it again, fine. But when someone like, in terms of the context of poor behaviour, Prince Phillip keeps making the same ones and won't look at himself. And then has our former Australian Prime Minister praise him for being not politically correct, which has happened in the last 48 hours. Heaven help us. So there are some points where you can't call in and it is necessary to use the phrase to call out to some extent. And that's a difficult thing to deal with at times. So yeah, definitely need sort of though we're not going to get everyone, but the more we can

get at, the more we can get some momentum to get to a proverbial tipping point, maybe in how we do this. That's good.

It has been good to see there's going to be some legislative reform coming up this week which is long – or being proposed, at least in terms of having Parliament, judges and others, you know, sort of being subjected to federal law which as I said a couple of weeks ago, just utterly surprised and shocked that that wasn't the case already. But I think that will be a start. And that can be used to get some momentum. Hofler's come in, 'in my experience, Europeans are more open about talking sexuality, what they do and don't do, it's about open communication'. I'd agree with probably at least in gist with all of those sentiments. Haven't spent a lot of time in what I'll call continental Europe myself, but I did, even in the short time when I was not really self-aware on these issues, did notice that. Also they have a lot more all-gender toilets in continental Europe. So there have also been forums of politicians. And I think we need more of those. It has to get spoken about and get that sort of leadership going. Of course, ideally this will be, we'll say cross partisan. And that has to happen as well. And so that's very welcome.

Alcohol, yeah, that can come into it too. But I think that we need to be careful. Alcohol doesn't help anything. But whilst there was a – there were some female politicians talking about the issue of alcohol and drug testing in Federal Parliament. That, to me, is sort of – and that's from a health perspective, a good thing. In terms of sexual consent, I wonder if that's attacking symptoms and not causes. If we had people were more well, deeply thoughtful about this, maybe even when they were drunk, there'll be at least some decrease in chance of non-consensual activity. You know, sort of. And Hofler said we normalise cultural norms such as racism and sexism and [unclear], as part of the negative side of privilege and entitlement. Yeah. Well, we certainly do. I think that – sometimes I do wonder that in some of the things we've done in terms of reform, yes, it's necessary to tack immediate problems. And sometimes we'll use the phrase we chop the top off an overgrown plant, but do we uproot and pull it up from the roots? Maybe we've got to start doing that sort of slightly more. Put a bit of strain and elbow grease in and uproot things is where we need to be. So lots to consider here. But it's a really, as I say, this is such a good article and well worth thinking about.

Let's have a bit of a listen to Jimmy Barnes. And we hope one day that, well, to quote in the title of one of Cold Chisel's famous songs, this version from the *Working Class*

Boy recording of a few years ago, 'we hope one day the war is over'. 3CR, 855AM. 3CR Digital, 3CR.org.au, and 3CR On Demand, 'Out of the Pan' with Sally.

[Song: 'When the War is Over' by Jimmy Barnes/Cold Chisel]

[Speaker: 3CR voice #4] The Boldness. Campaigning for human rights for people with disabilities. Join us every third Wednesday of the month at 6PM on 3CR.

3CR, 855AM. 3CR Digital, 3CR.org.au, and 3CR On Demand, 'Out of the Pan' with Sally. Prior to the message, we heard from Jimmy Barnes and a *Working Class Boy*. Barnsey for PM and Ash Barty for Deputy, or something like that. Seriously, two good Australians. Very quickly, didn't get enough time to cover this in detail. Kaylene, who forwarded to me because I missed it somehow. A campaign to back Victorian LGBTIQ+ and loved ones called 'Pride, Respect, Equality', which launches today, which was – which is today, the 11th. And preventing all forms of family violence and abuse. Now, we're not just talking intimate partner, but of course, family violence can come from any family member to the other. And the perpetrators of family violence most likely to be parents or siblings. Six in ten LGBTIQ+ people have experienced it. So remember, if you have, you can call 1800 542 847, the With Respect line, or 1800 184 527 for Qlife including switchboard in Victoria and Tasmania. There'll be ads in forms of – sort of all forms of media: metro and regional television, radio, press, digital and social channels, and in Italian, Greek, Hindi, and Punjabi on radio. So that's a really good thing backed by Gabrielle Williams, Martin Foley, and Ro Allen. I think this is - also supported by Respect Victoria chair Melanie Eagle. So I think this is really welcome. I'll have to track down more and see if we can get the [unclear], L apostrophe, on the show to talk about this because I think this is a really important initiative. Thanks for sending that in Kaylene, we'll get into that in more detail in the next few weeks.

I'd better get out of here and make way for 'Freedom of Species', who are talking vegan fact-checking today. And gosh, we could do about 23 shows a week on LGBTIQ+ fact-checking, given that there is often misinformation. But we'll rock our way out today with Bob Seger and the Silver Bullet Band from the classic *Live Bullet* album of 1975, and 'Bo Diddley'. Permission to do air guitar, drums, and keyboard is granted. Thanks for tuning into 'Out of the Pan', I'm Sally Goldner, catch ya next week.

[Song: 'Bo Diddley' by Bob Seger and the Silver Bullet Band]

ⁱ <https://www.smh.com.au/lifestyle/life-and-relationships/how-do-you-talk-about-consent-with-your-kids-20210317-p57bj1.html>

ⁱⁱ <https://www.women.nsw.gov.au/makenodoubt>

ⁱⁱⁱ https://www.youtube.com/watch?v=pZwvrXVavnQ&ab_channel=ThamesValleyPolice

^{iv} <https://www.bodysafetyaustralia.com.au/>

^v <https://www.respectvictoria.vic.gov.au/campaigns/pride-respect-equality>