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Panoply panorama panpipe pansy aha pansexual: knowing no boundaries of sex or gender, sound interesting? Then join Sally on Sundays at noon for out of the pan. All those gender questions making you think too hard? Whether it's transgender bisexual polyamorous or beyond will throw those questions into the pan and cook up the answers for you. So go on push that gender envelope. Only on 3 CR 855 am digital and 3 CR dot org Dot au.

3 CR 855 am, 3 CR Digital, 3 CR dot org dot au, 3 CR on demand; Out of the Pan with Sally first broadcasting known through one every Sunday afternoon. Thanks for your company 3 CR broadcasts from the lands of the Kulin Nations at the overlap of the Wurundjeri and Bunnerong peoples and we pay respects to Elder's past present and say hello to any Aboriginal Torres Strait Islander First Nations people for tuning in by whatever means from whatever lands you are on and acknowledge that all the lands were stolen and never ceded; always was always will be Aboriginal lands.

As stated I'm Sally Goldner I use the pronouns she and her and Out of the Pan is a show covering pan issues knowing no boundaries of sex or gender and sometimes genre, although it's a little more rocky today. That is not rocky as in shaky rocky as in rocky and rolly.

Not that no country. No, it's actually it's almost on the louder side of things. Mmm, but not too loud. Lots of ways to get in touch with the show. And how do you do that? How do you do? How do you do that? I'm beginning to sound like Ronnie Barker; [outofthepan855 at gmail.com](mailto:outofthepan855@gmail.com), SMS 61 456751215 tweet and today on Mastodon Instagram and bluesky, we're back on all the socials at [Salgoldsaidso](https://www.instagram.com/salgoldsaidso) and that's the bottom line and for all you Mayhem Maniacs out there. Yes, yours truly will be ringing announcing next Saturday night in Bacchus Marsh six minutes and 57 seconds today for the wrestling reference and look for posts on Facebook for on my page, Sally Goldner and Out of the Pan 3 CR 855 are Melbourne snail mail PO Box 1277 Collingwood 3066.

Any opinions expressed on the show are my own not those of any organizations with which I have been associated past or am associated in the present; and general content nights today because we do have to mention topics like domestic sexual and Family Violence online hate abuse and doxing and employment discrimination in a queer context, but there won't be graphic descriptions by any means and why are we doing that? And why did we open up with Mia Dyson from the album parking lots from million years ago 2005 nearly 20, but why the heck not because as she said in that song where a cop and a judge and etcetera all conspired against me a cop and a judge in a mirror or conspired against me wealth not everything is conspiracies and sometimes it is damn damn real and and you do need to get some legal assistance.

Well, I got I got sent a media release during the week. Thanks to the good people here at 3 CR about the desperate need to increase funding for queer specialist Community Legal centres around this big broad Island and the smaller ones around and I thought I'd better chat to someone about this. So on the line, I am joined by Katie Green who is someone involved very much in that she is the managing solicitor of any Inner City Legal Centre up in New South.

Wales Katie welcome to 3 CR. Thank you so much for having me on you're very very welcome. And if I can just check a couple of things if it's okay to ask which pronouns you use if any yes, thank you. My pronouns are I'll join you in the land, but I'm coming in from as well. I'm on the gadigal land of the gadigal people in the place.

Centuries of business yes and has done lots of great work for all sorts of people for years. But of course in a Sydney, it is fair to say has a strong concentration of L2 Igbtiq a plus people who are will alternate idli refer to data T and today if I'm using referring to all as Igbtiq A+ or just or queer and along with your colleagues in various parts, as I said around this all the bigger island you've popped out.

A very important media release this during the week on queer specialist Community Legal Services, but I might just get you first before we dive into the nitty gritty to talk about the background of how these queer specialist Legal Services have emerged over the years. It's such a good question and I feel like almost because we've been somewhat behind other kind of key groups that are represented in my community legal sentence.

I can feel like we are emerging even though you know queer communities have existed forever. But as it how it occurred for the inner-city legal sense, eventually Community Legal centres history is really interesting. Most DLCs across the country were formed in the late 70s or early 80s. So for us in Sydney that was in 1980 and Community Legal centres, I'll speak from their New South Wales context, but I believe it was quite similar in Victoria Where You Are

All originally a lot of selfies emerged and they claimed a patch of land. So here on gadigal land we claimed the inner city. Our neighboring Community Legal centres are Redfern Legal Center. And and if we started just from that and then being responsive to our communities a lot of fealty establish special as practices so us being in the time at darlinghurst and fit me and you know for me,

Just two years after the 1978 Mardi Gras protest quite naturally became the first Igbtq+ legal percentile specifically, I believe in all of Australia and where it began of course began as a gay and lesbian Legal Center and some of the first really important work that we were doing in the space was going to Ward 17 at Saint Vincent's hospital to draft who the people who were dying of HIV.

Dna and so that was one of the first interventions we made into this space. And again, I don't believe that the center was set up specifically to be queer focused Community Legal Centre but based on our physical location and the communities that are around us and the people that were coming to us for help. That was quite organically what we've now become Specialists and well known to be doing. Yeah cool. And so it's all developed and

Look at very similar down here. Of course. We're here in Collingwood right next door to Fitzroy. And if I have my history hat on correctly. I've got my wrestling cap on today the Fitzroy legal service not far away from us. I believe was the first down here starting in 1972 if I have it, correct, if anyone if I am I'm happy to be corrected listeners, if you want to pop a message to me or or affirmed, but the thing is of course we've seen

Use just for a second the acronym of the rainbow. Well, no get greater representation over time and need for representation of all which is always so critical and you know, there's constantly I'll say on the ground legal situations to fight and this has led the three Legal Center quiff queer Focus legal centres. We have inner city in Sydney on gadigal lands the

Lgbt are legal service in Queensland and I believe me engine and down here on call and lands Q law have put out a joint media release. Let's get to the heart of what we need to talk about start drilling in and what has brought about the need for this media release and the issues behind it. Yep. It's quite boring and it relates to state and federal funding model that is concerned. Most Community Legal centres the vast majority.

A of the sort of 118 and clc's across the country have core funding that's received from the combination of state and Commonwealth Thunders and there are priority population groups under that agreement. It's called the national Legal Assistant partnership and under the inlet. There are lots of the usual kind of vulnerable marginalized, you know, big groups that experience just systemic legal problems and

Termination. So the priority groups will come as no surprise to you. They are First Nation people. They are older people. They are young people. They are people with disability. They are children. They are people experiencing chronic Health. Our people with mental health are experiencing domestic and Family Violence migrant populations are a lot of the groups that we all know are well-established to experience these kinds of you know, discriminatory factors that cause legal problems.

Somehow lgbtq people are missing from the in lap. And and we don't know what the history for that is for the best guess I can make is there is an assumption that lgbtq people will fit into some of those other groups and indeed for the vast majority of our clients at the oclc. That is the case. However, the ICL see and same with the lgbt legal service not talk about Q Plus more in a minute because you guys

You're different and you're special in some ways down in Victoria. But because the algorithm our communities are not prioritized under the impact. We didn't actually get suitable government funding to run our service. So the I see ya and as other other services specialist services in particular, so I'll use the example of the Australian Centre for disability law, which is just analogous like for months on end gadigal land they get funding specifically to just

Deliver those services to those communities the Aboriginal legal service exists entirely in-house design in recognition of The Chronic legal made in First Nations Community as a result of dispossession and colonization. So for whatever reason lgbtq youth populations have not been included in that funding agreement what that means for the inner city Legal Center and if we go back to what I was talking about in terms of steals, he's being carved up in terms of land.

Humming does not take into account that we run Statewide lgbtq and sex worker legal services and I should mention that we also have a sex worker legal service, which we think is obvious being part of the lgbtq community. So we receive no funding from the state or federal government to provide that service. The funding that we do receive is to run our catchment based legal services. And as far as I can unpack the kids.

History of these funding agreements because they go back a long time. Now the funding that we've allocated to Inner City legal Centre is based on are quite small Geographic amount of land in which we operate and being the inner city in eastern suburbs of gadigal land. There are actually quite a sense of it. So that's a misconception type of issue going on quite quite and and indeed, you know, the majority of people we assist in our Inner City catchment Base Are People experiencing

And look at so they're not necessarily accurately captured by that modeling that's based on socio-economic needs. So I think quite candidly about the resources that we have which is approximately six hundred thousand dollars a year to run our legal serve generalist legal service that includes and then we have another smooth top pool of money to do an employment rights legal service. Now, the total government funding is less than 1 million dollars a year and we are trying to run it.

Statewide service particularly for Trans people and sex workers who today in 2024 we're identifying as have having them highest level of legal needs communities. And and so that resourcing that we have will that under resourcing that we have doesn't allow us to touch the sides of the legal needs that we're aware of and one of the things that really concerns me, even that were geographically based in the inner city is how do we reach our priority communities in?

One Regional areas. Yeah, and the answer is we just come so we know that there's vulnerable people out there experiencing all sorts of you know vilification and abuse. They don't have an easy access to get our support. Yep. Well look you tapped into a question that I was definitely going to ask. I mean we often look at this is where I will use lgbtiq a plus as one Hub in inverted commas homogeneous lump and

Good commas, and we know darn well that are different and if you are and I don't really like stereotyping but a middle-class gay or lesbian couple in the say Eastern suburbs of what's now called Sydney on gadigal land to give it a proper name that's very different to being a marginalized trans sex worker with probably neurodivergent mental health, possibly migrant / Refugee and all the and everything else and as you say, I'm also glad

And you touched on that issue of you know, someone living in broken Hill or lightning Ridge or wherever else is going to face very different issues to sort of darlinghurst or Etc. So I think there's lots in there and I was just going to ask for the statistically minded out. There are many have you seen what sort of numbers are we? I don't know we're talking of course about human beings and their lives but in terms of the say percentage of your

Okay, people who come to you know, where you get your stats on identity what we're talking about here. But also have you seen Trends over time? I mean, you know in terms of same or trans people needing your services more sex workers and more transects workers Etc. So just run us through some of the stats. So people who are numerically minded can get an idea of this.

I'm not the most numerically minded people.

Am I speaking to people and you know do the experience mental health issues. Do you what's your income? Were you born overseas? Are you of original toaster? And we are all wherever you are in the you know, Western Australia in literal each other, you know Mania we have to ask those questions. We don't have to ask. Are you queer? Are you a sex worker? Are you Trend? So we've done a really bad job both at the ICL see and across the country. I'm not collecting that data.

But as you know, lgbtq people aren't even counted in the census. Yeah, so so we're not counting people properly anywhere another problem that we have for the for our services. We are in New South Wales is that the majority of callers that comes through to CLC go through legal art. It's called law access in New South Wales, which is administered by legal aid and we and we're going out there to do some training in the coming weeks.

So I don't believe that their assessment questions taking to account our priority populations on it. So we think there are asking the same question which is first and foremost. Where do you live? What's your income? What's your legal problem? And so what they're not because of the methodology they use to effectively triage people that need legal assistance. They're not getting to I guess the identity characteristics and of our population so I don't even

No the scale of the problem but in terms of our Center particularly and and so it's people and again our priority populations of the amount of trans people and sex workers and of course many of our clients identifies both of those things. Yeah, they don't tend to come through the traditional channels They Know About Us by our Word of Mouth by a community because they've got a friend that says been assisted by us before and even within that cohort.

When not able to act for people as much as they want and certainly the Discrimination jurisdictions, one of the hardest one for us because discrimination can be quite hard to prove particularly when it's just because you know when it's like the way the cashier looks at you at the supermarket the way you treated by somebody when you're catching a bus it's so frequently nonverbal and we get so many requests for assistance with that kind of thing and I'll advise sadly because the discrimination

Laws are so bad because the jurisdictions are so hard is often. We acknowledge what's happened to you. We affirm that you experienced discrimination and vilification in your life, but we're not able to take this further partly because of lack of resources being and partly because the framework is so poor. Its release Executives, you know, a lot of the work that's coming through for them is they've not been paid by a client. We're talking about a relatively small monetary claims that individual

Ask Renee \$300 is 85. It's require a noise for us to commence legal proceedings to you know, and we do strongly believe that those funds should be paid right because the symptoms are not paid. It's a sexual assault and thank you for your trigger warning earlier. I won't go into the Gory details too much more cuz it's really quite terrible what happens to sex workers in the course of their work when they're not paid shows are often we can provide advice.

That person about how they could go about accessing the court to reclaim that money and experience, you know, varying degrees of sort of discrimination through the legal system because with that client groups, there's often a you know, a belief that it's an inherent occupational hazard right being assaulted and you know sex workers will experience either all levels are trying to access assistance, but the reality is for us with one I think Point fix

650 a so three days per week solicitor for the whole sex worker legal service for the whole state. We can't be running those matters. I'd love to run every single one of them. They absolutely would but it was not possible for work.

Yeah, look there's a number of questions that have come out of all of that. I'll try to work through them just in terms of asking about gender generally is that in terms of getting information. Is there more options than male or female when you when there's intake?

All centers can do can do their own thing with that. So we obviously have quite a rigorous process around that where we ask people about their sexuality and their gender identity and we do those two questions separately and ask them their pronouns. So we do all three of those things when we're doing intake but I would think that most other mainstream Community Legal centres don't do that and then you know, it's

Quite a fun fun is not really the right word. But it's an interesting process for us at rclc because in addition to providing that service we also have and we do it in partnership with two other legal centers. We have a Statewide employment legal service that works with lots of migrants. We get people ringing through that are having maybe a wage theft issue and working with those groups around all of our quite rigorous questions around gender and sexuality and a lot of the time when we're asking people

What they burned down by they're like, what are you talking about? So that we try and be really rigorous @i C LC to try and act actively capture, you know important personal information about all of the clients that are coming through our service. But yeah, I would think that the majority of the other mainstream services and catchment Based Services and not engaging in that process so much and we certainly as ict try and be leaders in the field and certainly a

Educate other centers about you know pronouns and why they're important and I think you know as the sector is doing a really good job of catching up, but they wouldn't necessarily yet be so rigorous about collecting that information and our existing database because we all have to use the same database to send information back to our funders doesn't capture it. So, you know, I asked people whether or not they're asexual whether or not they're intersex, but I have absolutely no way of feeding that data.

To at Commonwealth fund has so at the moment. I've just collected it without any particular border purpose other than our own knowledge. Okay. Yeah. Look I just I don't I don't look I knowledge that maybe people are not aware and I don't want to be be or be sent to be for lack of better words slagging off at the other sale sees but hey, we've had federal anti-discrimination law for 10 and a half years. We've got the sex and gender guidelines we've got

All these things and we're not collecting the data in that and the model doesn't work. So something. Yes, there's definitely a systemic issue there. But I suppose that I have to put on the record. I feel quite bewildered by so yeah, there's there's the issue, you know, well, there's a critical systemic issue that we're not even getting the other data into the records in the first place, which is

Quite sad and I mean if this system for collecting data is a federal one. This is conflicting with the birth certificate laws now in five states and territories and to some extent Western Australia is sorry 6 and to some extent Western Australia making seven, which is problematic. So it's an issue, but I want this one more thing on the systemic stuff and then I'll get dive into the issues that

You mention in your media release. I'm talking with Katie Green from inner-city legal Centre in Sydney gadigal land about funding for lgbtiq A+ legal centres on out of the pan on 3. CR. The other question was the Federal Government seems very reluctant to be a strong Ally on lgbtqia+ issues. It's all very nice to walk across Sydney Harbour Bridge or walk-in Marty grown bit of research.

Only better we don't need research. We know what the issues are. Everyone does. There's plenty of research from arches. Rainbow Health Australia and a whole heap of services. What do you think is the problem with the federal government not wanting to be stronger particularly. I'd have to say on trans issues and to some extent intersex.

Such a good question Sally and I'm probably going to find out in a couple of weeks time because I'm going to make a trip down to Canberra with state and federal Peak sales any South Wales and CLC Australian to be talking specifically about the need to include our communities in the federal budget my best assumption and goes back to what I mentioned earlier is I think there's an expectation that those

These will find themselves in one of the other priority group and to a certain extent that's true because like you mentioned, you know, the quite affluent is gendered predominantly white gay community in Sydney Eastern suburbs don't really need our help. In fact, I say they should be our allies and they should be our fundraisers. So I think there's a critical lack of understanding and then there's of course the argument that well we've got marriage equality job done.

It's not yes. Yeah, I think that's probably job done move on because we've got other bits of work to do now, so that would be my guest but it is extremely misguided particularly, you know, when we speak about the kinds of work that we do and the issues that our clients have when they are attempting to seek redress for legal issues both engaging with the police and engaging with the Civil infrastructure that we have in place.

Place or lack thereof. So I hope to have some of those conversations because I know that whenever I'm speaking to decision-makers about the real work that we do it's like the the scales of come away from their eyes and they're always quite you know, I find that I have great engagement with the themes that I'm talking about, but it's just getting those, you know, getting the expenditure of you committing to have that conversation with them in the first place and getting them to you know, invest

Yep, had a couple of messages in which its want to catch up on. I'm both from one of our we don't have regular listeners on 3 CR. We have awesome listeners such as Kaylene who in terms of Fitzroy legal service was said when she was living in Queensland in the 80s you to subscribe to their hard copy Publications on legal matters, and I do remember that but then she's coming just a couple of minutes ago with a question or a comment quote. I consider there are questions about legal.

It is not being aware of pronouns Etc. It is similar, I would argue to a claim ignorance on TV as seem to be a true case a decade or so ago. So, you know, I think there's you know, there's sort of just this not catching up with the time sort of stuff is part of the issue. Yeah, so we'll look I'll send all the on the systemic stuff. I'll send all the Vibes to you for meeting with those big sort of Moneyppenny suit type of people in Canberra.

Yeah, but coming to you know, really down to the Grassroots. We without going into the sort of detailed stories of the issues your your media release mentions, you know queer people are kept safe from a range of harms and I what do want to talk about this will say in Broad terms and not to triggering but we know that Family Violence Domestic and Sexual Violence is an issue for queer communities in ways that are simply

Both similar and different to what might happen in cisgender heterosexual relationships and we acknowledge the pain of that that when that happens in cisgender and ha and or heterosexual relationships, but what sort of things in general are you seeing in this area, you know that without as I say trying to balance giving an idea without going into too much less a graphic detail. Hmm. Yep. Thank you for asking. So this is this is one area.

Area where I really do come out in defense of cisgender gay men. Okay. I'm really not in defense. But as an advocate, I guess I'm always happy to defend cisgender gay men when they need it. Yeah, but so what we see and again, we are the only LGBTQ TV service in all of this state. So what we will often have happened when the police have attended a you know an incident

In the household of two gay men and there's often quite lateral violence in that don't so it's a really different dynamic that we see in both gay and lesbian relationships often which you know, it's less because the power dynamics are different generally in same-sex relationships. It can often be quite hard to unpack the nature of the violence. Yeah and often it truly is quite lateral or it's on both sides. And so the police will

End both people will get charged. Both people will have an AVO, you know, put in place and put in train through the court system and for us we can only assist one of those two people and then because of the in the, you know general population, there isn't really a need for men domestic and Family Violence Services because they're predominantly the perpetrators in heterosexual relationships. There is nowhere

Nowhere in all of these at Wales to refer that other person lesbians are bit different because there's heaps of women's services for domestic violence. So in the city where we have lesbians that come to us in a similar set of circumstances, we might have just one person in the relationship and women's legal service might assist the other. So yeah, they're really clearly needs to be at least one other service in New South Wales to assist men in same-sex relationships experiencing DV and

And we know that there's quite a lot of that. Yes a huge amount of it. And that's again in our sort of inner city Eastern suburbs where there's often, you know, lots of other complex issues around drug use in committee particularly on the weekend the sort of party scene. There's quite a lot of violence and then I mean trans women we could have a whole I could have a whole hour with each tally talking about trans women and police and intimate partner violence, but it will come

No shock to you as trans women often mislabeled as the perpetrator in a relationship and then they are Miss gendered through the court system. They are treated appallingly by the police and all of the ancillary issues around. I mean, you know, the criminalization of trans people and the traumatic process of going through the criminal process using incorrect pronouns and incorrect language and

Connected to that because you mentioned the states and territories New South Wales is pretty much the last state in the whole country to have Del Phi D. So the vast majority of clients that come through our services have not legally affirmed their gender on their documents because you have to have yeah. Yeah and then it needs to be affirmed by to Medical practitioners. So, you know, a lot of the colleagues that I work with in this space, you know trans people that are social workers Community workers.

And naturally being the only service we assist people, you know trans people that we work with and I'm consistently astonished when I see the legal documents of my colleagues in the field that are out there working in, you know Community organization that haven't affirmed their gender on their documents. So, you know for Trans people to be going through the the criminal and domestic violence service. It's double triple tenfold more traumatic.

Than I would say for the other communities because of that systemic, you know, exclusion lack of understanding. Generally, it's horrific. Yep, and look I'm not so much a legal issue, but I do

want to acknowledge our trans Brothers here because often now they're need just not understood in Family Violence situations. There's no shelters for them or anything like

That and if they are the person with childcare responsibilities that can add another layer to it. Although whilst, they're not specifically legal issues. There's that lack of service availability and accommodation, which can also come into the whole situation as well. Not quite it's a really good like we've had cases that we've not wish to sort of formally litigate, but you on

The point of accommodation trans men have nowhere to go and there are you know, perhaps sound reasons why you know women accommodation is not suitable. There's definitely found reasons. Why men and accommodation is not suitable and so they have nowhere to go and we've done discrimination cases where we've tried to deal with these on the individual service provider level, but like you were saying earlier, you don't want to throw too many rocks at the people of it.

Right next to you because we you know homelessness services are oversubscribed generally, but it just goes to and absolutely prison, you know, we have lots and lots of trans people women and men that inappropriately house and inappropriately cared for in whatever prison that they're in so, you know, those can be quite hard matters to litigate again just owing to a lack of appropriate structure and resourcing but what

We do try and do is and it is illegal work is advocate for those people to improve their circumstances wherever they are. But yeah, the issue of lack of appropriate crisis accommodation for Trans men is systemic and I really hope that we're going to see some change in this space in the coming years for sure. Yeah. Well, yes, hopefully the there will be the much-needed law reform in New South Wales, and I have to

As a by person finally getting buy-in to state anti-discrimination law as well. But coming on to the second issue that you've mentioned here. And this is of course is a big one and I'm I don't even have to ask you I'm sure it's got bigger over the last five years and that is particularly for Trans people, but online hate abuse doxing sort of I mean term for all Queer Australians, but what

Lot of things, you know again just drilling a little into the detail are going on there. Yeah. I'm so grateful to you for asking this so some of the existing framework are really poor. So we had in Sydney a couple of weeks ago and Igbtq safety Summit that spoke about online vilification and you know, the new South will be e-safety commissioner came and spoke in New South Wales anti-discrimination coma spoken.

Talked about the existing Frameworks that pretty much everybody in the room said these are inadequate they don't work and they don't work for so many reasons. So we and similarly for that lack of legal need, you know, lots and lots of clients will come to us and speak about instances of neighborhood harassment and yet online abuse and certainly a lot of the public very very public vilification particularly a hydrant profile.

These people online is something that we've been paying a lot of attention to lately and so it's hard for us because we're not able to litigate all of them. But we do have one case that's is under appeal in New South Wales. So I can't talk about too much of the detail, but it was a situation of online harassment of a trans woman playing Sport and some you know gender critical.

Advocates that have a public profile so, you know advocating for the existence of there only being two two genders, etc. Etc. Were vilifying our clients online and inciting for people to come down to the place where they were playing sport to I don't know protests to Rally against the club for allowing it and you know, we're not talking about the Olympics were talking about local community sport. Yeah. So we

Absent the police intervening because we know that the police often go I will it's online. What do you want us to do, you know, it's not not violence or absent the police intervening. We been in the process of seeking private ABO applications on behalf of that person. And what was good was you know, while the litigation was in place the online harassment stopped as you would expect right? So we assume that the other parties lawyer.

We're telling them not to commit these active online Insight meant and online hatred and online abuse because it wouldn't be a very good look while they were proceeding on foot. And and yeah, I suppose the current status of that matter is this is it was rigorously defended which is you know, quite tedious and long drawn out for a vo matters. So we're talking more than a year that we've been dealing with this and so by the time we finally were heard.

It was sort of found that there hasn't been any recent conduct. And so therefore the need for the application was perhaps unnecessary, you know at the point of time of the hearing so we were a bit disappointed by that because it shouldn't be that people need to bring Avo proceedings in order to see violence against them. You know, there's the Avo system. We think ought to be in place to deter people from that kind of conduct. You shouldn't have to bring proceedings just to sort of have

Online safety and safety and you know and real for real spaces online spaces. So we are seeking to appeal that decision but I think it goes to show just how hard it can be to do and you know that involved a lot of trouble for us involved engaging barristers. It's you know, it's expensive and it's time-consuming to run these kinds of litigations and we really believe that they're necessary because the police don't seem to be interested in taking

Taking action in situations of online abuse and and similarly for sex workers that get doxed online are outed online, you know, the police approach often seems to be well, what did you think was going to happen? So we say that's not good enough and we as lawyers do need to intervene and try and you know persuade the courts to make those orders for the protection of our people Yeah. Well, yeah. Well, look, I'm in want to say wow and sort of I don't want to sound surprised. It's just sad

And heavy and I once I just will say if anyone is finding any of this conversation heavy, please talk to Q Life which in Victoria include and Tasmania includes switchboard on 1 800 1845 27 all around this so-called Australia the last area that you've mentioned here is employment discrimination and yougov four years ago found 61% of queer employees in Australia felt they had to hide their sexuality.

At work which doesn't talk about gender identity or variation of sex characteristics and 47% of experienced harassment and I've certainly unfortunately face that in all sorts of places in terms of gender identity sexual orientation and also neuro Divergence. Let's just, you know, sort of what sort of things are going again what sort of things are going on there.

Mmm, well we know in New South Wales that private employers are still allowed to refuse employment or terminate employment for people that identify as trans or is queer or is gay and

lesbian but still allowed to go on here, you know Alex Greenwich in introducing his equality bill here in New South Wales and who reading speech talked about who can be a member of parliament, you know, and and represent his people in the state of New South Wales, but he can't get a job.

As a school teacher in a Catholic school, so and you know, that's not fair and we know that our communities are sort of self-select out of employment opportunities because it's not safe. Did I not just clarify something here. That's for religious schools. We're talking here or are we talking private sector employers did you say so yeah private sector Employers in the state of New South Wales. There's no protection against discrimination on

On ground sexuality or gender in New South Wales that's going to change pretty soon either via Alex Greenwich is equality bill or by New South Wales government's current review into the Discrimination Act. But that's an indication of how broken the anti-discrimination laws are here in New South Wales. We are we were originally ahead of the other jurisdictions in our anti-discrimination act. But now it's way behind lay in New South Wales the anti-discrimination ACT has to

Use of trans people. Yeah, one of the recognized and the other one is not recognized and the qualifier is surgery, which is just you know, so it was Progressive one, but now it's just so far behind it's embarrassing and I hate talking to clients about it because it's just what the law is but it's wrong but yeah look back to employment the high high prevalence of sexual harassment is enormous and again, it can be really hard for people to come out.

And seek redress because it's just so traumatizing and often the evidence is not that strong such as the nature of sexual harassment it often happens behind closed doors. There's no evidence left. He said she said they said but can be really hard to come forward and trans people in the workplace. I mean begin when I sort of speak about our clients often being both trans people and sex workers. It's often the case and speaking to people through the sex work legal service that

Should we talked about at the point of transition and needing to go away to take a break to transition and often getting into sex work to support the costs associated with that and then just finding that post-transition returning to mainstream work wasn't an option for them. So they've remained in and and you know, not not with a problem but just going sex works is easier for me now because it's been too hard to return.

To mainstream employment or another client that spoken about you know being outed at work because they were you know, their colleagues didn't know that they were trans actually so someone post transition but then that information made its way into the workplace and then the person who had transitioned being approached by a jar to sort of say, oh you're making people feel uncomfortable in the workplace rather than it being the other way around nice less rather than what are we doing to make this person who's bravely come out.

Now workplace. What are we doing to make them feel safe? It's like know what are we doing to stop our employees from feeling uncomfortable? So these are just some of the stories that we hear it and we just know you know gender affirmation can be expensive and it can be time-consuming and it doesn't just happen in six weeks of leave and that's if you've got an amazing policy. So there needs to be a lot more work in workplaces around bringing employers on board and ensuring that there's

Anti-discrimination wherever the step on someone's Journey but I think it's going to take a really and the laws might change but will the workplaces. Yeah, they're change to catch them. Yeah, what's up? Wow. Well come just before I'll just got to do a few quick announcements just a couple of things coming up next week and then I'll wrap up with sort of so you have a breather and grab the water bottle while I do this.

Next weekend if you're a family member of trans people and want to join in a celebration. Obviously, you might want to contact trans family via [trance family dot org dot a you](http://trancefamily.org) and on the Community Front next Sunday at noon. So we'll do a live cross down to Edinburgh Gardens because bisexual Alliance Victoria and Melbourne bisexual Network are hosting the bi plus picnic.

Check if you go down to the woods today, you sure of a by surprise or something like that and as mentioned next Saturday night, if you're in the Bacchus Marsh area, may you have Mania for you Mayhem Maniac. So what in a certain person will be sharing the ring announcing duties. I am Relentless.com that are you come along and have some fun. So yes, I'm going to I better hit. I'd better hit the cafe next weekend. Although it's iced coffee down here and given its 38.

All for all this long weekend, but coming back to my guest Katie Green from Inner City Community Legal Centre in New South Wales. What are you wanting from policymakers? But also is there anything that people who are concerned about these issues can do to support the group of queer Community Legal centres in terms of the proverbial court allyship whether you are queer or not part of quick.

Communities in any way what can people do to support what your work and what you're aiming to achieve? Thank you very much for asking. Well, there's a very obvious option of popping on to any of our website. So in Queensland, that's the LGBTI legal centre in New South Wales. That's I see L see down there in Naarm. You've got q+ law and I'm sure they accept donations as well. And I did briefly want to mention about q+ law. It's a great service and it's the

In government that has been convened to funds that service. So Q Plus law received an investment from the Victorian government of two million dollars annually because the Victorian government recognized that legal needs. So I applaud the Victorian government for making that decision and now the remainder of states and territories around this country need to step up but the Commonwealth needs to step up. So on Community Legal centres Australia, there are social media tiles will find similar tiles on

On all of our Instagrams and socials as well making the specific case for LGBTQIA+ Legal Services because of course, you know LGBTI CLC and q+ law all exist on the Eastern Seaboard and our Collective. Advocacy campaign is saying well, we need them else. I mean South Australia sex workers still criminalized so much work to be so there's no sex worker legal service and there's no clear legal service in

Jurisdiction, so it really has to happen everywhere. So wherever you are listening to right particularly to your Commonwealth and pain use the Commonwealth budgets coming up quite soon to advocate for this because we just it's just a tip of the iceberg what I'm talking about here and there is a demonstrated need for these specialist Services right across the country definitely so all local Federal MP and

Also at any general Mark Dreyfuss acting would be someone with need to write 2 as well. Yep. Yeah your state and federal agencies as well. Yes the state that what is it the state

Commonwealth Attorneys General that used to be called delightfully called SCAG, I think goodness. Maybe if I can put in a little bit of dry humor Wicked going to need some after this discussion now, yes.

It's just it just it is just it just shows that let the issues that are going on there. I think it is important that we acknowledge that in of course and that people's lives are being heavily affected by all of these things. Look Katie Just One Last Call because I have to move out of here and make way for freedom of species. I also forgot to thank the crew from out of the blue for diving deep for marine use as they do from 11:30 till noon on 3 CR freedom of

Species coming up next and today their guests will be someone from the from animal Liberation Tasmania. Talk Christie Alger talking about their campaign in relation to greyhound racing. But just any last comments that you would like to make on the issues around queer legal centres.

We need a whole other hour. Yeah, we are so desperate and I see L see right now. So, you know pay increases for our staff that we can keep them that we actually did a Bunning sausage sizzle.

It would probably be my closing remarks to sort of indicate how serious mr. Because if this is because you know where lawyers were not sausage Sizzle and so I asked me about cooking not a good idea. Exactly. Exactly. We don't know right it was a good day. But you know, I don't want to get into the habit of getting down there on the weekend took we need to rest and recuperate and get ready for you know, the big weeks that we have. So yeah, hopefully will succeed in our Quest. I wish you every

Every success. I wish you every success in your work as much as you can do without while doing self-care and more. It's really really vital Katie. Just hang on the line while I close down the show and Let Freedom of species in and we'll leave it our chat there. Thanks. Once again to Katie Green from Inner City Community Legal Service and take it out today with the track that I think is desperately needed around most of these.

Coast of Australia as well as funding for queer Community Legal centres his attract from Dragon's Body in the Beat album from the early 80s cool down as we go through a very hot and steamy weekend. Thanks for tuning in to out of the pan. I'm Sally Goldner. Catch you next week.