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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 we'll 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 3 CR on demand out of the pan with Sally first broadcasting known through one every Sunday afternoon. Thanks for your company. Well, every Sunday afternoon like well there was a broadcast it just wasn't a new one last week took a week off refreshed and ready to rock as we need to be.

Out of the pan is a show covering pansexual issues knowing no boundaries of sex or gender hosted by yours truly Sally Goldner. I use the pronouns she and her thanks to the crew from out of the blue diving deep for the marine news as they do every Sunday morning at 11:30 through till noon.

And there's lots of ways to get in touch with the show today and you might want you because we're going to be guest I'll introduce in a minute. Well, I want you to give a quick introduction now, the commish Ro Allen is waiting on the line, but if you want to get in touch with the show, you can do so by modern means of communication outofthepan855 at gmail.com .SMS six one, four, five, six, seven, five, 1215, Twitter, Mastodon bluesky, and Instagram at salgoldsaidso and that's the bottom line. And look for posts on Facebook: my page Sally Goldner and out of the pan 3 CR 855 am Melbourne. Snail mail, postal mail same thing really p. o. box 1277 Collingwood 3066.

Any opinions I express on the show are strictly my own. I'm going to just give a general mention of the contact numbers as there may be triggering mentions of triggering material today such as transphobia and hate behavior. So for qlife, including switchboard in Victoria and Tasmania 1-800 184527 rainbow door. 1800 729367 and so just they are on standby. It's just one of those, maybe, possibly type of things that will need to consider. Yes.

And as I said on the line is to talk about some new guidelines put out by the Victorian equal opportunity and Human Rights Commission. Guidance for employers, lgbtqa+ employers and employees. So goes right to the heart of this program is a person who best of my memory has changed half of their job title since they were last on the program. They're still Commish. But instead of being Commissioner of LGBTIQA+ communities, they are now commissioner for the Victorian equal opportunity and Human Rights Commission on the line Commish Ro Allen Ro, welcome back to out of the pan. Thanks Sally, it's lovely to be back on 3 CR and if I may ask, if it's okay to ask, can I ask which pronouns you use If any and even more importantly than that, which Aboriginal land you are dialing in from to wit. I'm dialling in from Yorta Yorta up here in Violet Town I can't be in the studio today. Beautiful lands of the audio de and I use they/them pronouns, but I'm pretty gender-fluid. As. I'll answer to any pronoun. Yeah, fair enough. Including you've got your own pronoun of Commish? Which I was added that, that's right. That's the title. Yeah, seriously though, it's well very welcome to have the support of the Victorian, equal opportunity, and Human Rights Commission for people of all, sorts of backgrounds attributes, identities, and experiences, and similar, and the Victorian equal opportunity and Human Rights Commission. Hence, known for this interview. As VEOHRC has put out an LGBTIQA+ employer guideline and just to make clear conflict of to disclose any potential conflict

of interest. I did have some input into the guideline. But from your point of view, starting off, was there anything that sort of brought up the need for? This was their research. Was the anecdotal evidence, how did it come about row? Well, let's start at the beginning. So yeah producing guidelines is one of the functions we have at the commission so it's one guideline in a suite of guidelines. We have on sexual harassment in the workplace. Last year, we delivered racism in the workplace so it was just a sort of the next cab off the rank suppose in relation to making sure we are inclusive and we have LGBTIQA+ plus, because workplace guideline obviously every guideline takes an intersectional approach and looks at everybody holistically. But it's really important that when an employer, particularly is looking for a resource, there's a lot out there. They need to go to a trusted source. And we're really lucky to have people like yourself. And we were consulted Rural, and Metro all sorts of all the letters of the alphabet.

It and then obviously it's all embedded in the Equal Opportunity Act and we've delivered something all in one place. With fact sheets and information targeted employers but obviously employees understand the rights. I mean tell me we're so lucky to live in Victoria. If you think globally about the rights we have under the Equal Opportunity Act to protect sexuality or gender sex and our sex characteristics. I mean it's all covered there.

And we just need to make sure that we produce something like these guidelines. That makes it really clear really easy, really accessible. So people have no excuses, run. Absolutely. Yeah. You know, it's the old story, you can put a law in place and to quote, I think was Martin Luther King, is one of my favourite, which is a quote, one of my friends users in her email signature. The law may not change the heart, but it can restrain the heartless, but then you've got to educate.

Well I want to talk to you about that as well in very seriously but then you've got to educate, you know? It's just the I call the education legislation spiral, you know we've got some legislation, but people go. How does this work practically? So we need to educate and we've put this resource out there. Let's dive into some detail, I'm going to pick a random. I'm actually going to start with variation of sex characteristics because a lot of time we times where, you know, we use the lgbtqi

I plus acronym and sometimes don't remember to put into sex what's in there for people with variation of sex characteristics and people employing them. Yeah interesting obviously we did consultation with the intersex Community as well and you know you know our friend Paul. He came to the launch and he said oh my goodness. You have a pullout fact sheet purely for the I, you know, there are three facts, sheets 14,

Sexuality, one for gender and one for the sex characteristics. So he has his very own a three pull out fact sheet. So it's important that we look at all the letters of the alphabet and as I said, obviously, some sometimes people have multiple identities, but for people, with sex characteristics, they can be discriminated against directly or indirectly like everybody else. Now, I think it's important that, you know, we make sure that we have examples and experiences from people from the are intersex community.

So you know, that's important. Yeah. Look, that that is very important because you know, you can put some sort of example in but then an employer might say that's never going to be relevant to me or whatever. And so if it comes from that lived expertise where someone has had an experience where something has gone amok, then it can, it's obviously one that sort of gets, you know, will be practical usage.

And then start one would hope conversations flying so and amongst many good intersects Educators, people like Paul can then go out and flesh things out and do heavy if needed or in conjunction with someone from Iraq, intersects focus training, which is always a good thing as well. Yeah, that's right. The guidelines obviously Explain the law, but they also give an lgbtiq 101 along the way. So, yes does help. We don't we try to meet people where they're at and obviously, there are a lot of people that

No letters of the alphabet and what they all mean and what might be some of the experiences from those people. But, you know, there's a lot of people are starting as you know, Sally. Yeah. Why behind the pack who just don't want to be ignorant anymore? They just want to learn and they want to go to a trusted Source, something they can trust and hopefully that's, that's very shocked. Well, that's the one. The thing is I wanted to ask you just say, I ask all my clarifying might clear something on that. The thing is very shocked, is Will

Say the neutral umpire and, you know, so to speak, it's there to try and look at things, you know, often in very emotional situations as objectively as possible. And I dislike might get you to explain a little more about that for our, for our listeners. So thanks Ali. We do guidelines is one function but yes, we do dispute resolution. So you have a inquiry and come through our 13 hundred to nine to 15.

3 number and I'll try that again, it later. If you want to grab your hand and yes, you can come through inquiries, they can help you determine whether that is a discrimination under the Equal Opportunity Act. You might like to Lodge a complaint, it's a voluntary process. We can't force the other party to come to the table but I think when they do most of the time they do we are yes you said that neutral umpire. We have 10 incredibly trained conciliators I would say the best in Victoria but

I'm completely biased but we do have a 98 percent satisfaction rate, just plugging them there and they do they they use the law and conciliate the dispute. It doesn't always settle to everybody's liking but you can get apology letters. You can get compensation to get reinstated as a whole lot of range of things sometimes. People just want to be heard. Yeah. And and that training is offered.

And in that organization that can also be an outcome of the conciliation. Even if you've chosen to leave for whatever reason, that reason or others they people often want to just make sure that the employer is safer for the next person. Yeah. So you know, we don't see a lot of, I wouldn't call them a lot of complaints around, gender identity. Usually, about

Well, in 25, we've had 14 complaints in 2411 and twenty twenty-three twelve. So, there's not great increase their sexual orientations about the same, but that's not the level of discrimination that victorians are experiencing. That's the level of people that are coming forward. Bending my and if nothing else, you know, let me say we've got some, as I said, some fantastic people, you

Can come in anonymously through the inquiry line. 13 hundred to nine 2153. They can talk you through the process in a bit more detail than I'm doing briefly with you on the air and you can decide whether you want to put that complaint in and whether you want to go forward with it. Yeah, those statistics are just first had a quite well, punning pun coming in here. A query on them, the use that you've quoted. Are they Financial years or

Only two years, they are Financial years Financial. Okay, so it's still for the gender ideal background there. Yes, my accounting background comes in because it is still a doubling on the

gender. Identity attribute, you know, give or take over the two previous years, which I think is I'm going to I'm going to turn into an actual question in all seriousness, that is, you know, it may be a small number. So that's the first part and, you know, sort of what might be worth asking, what sort of

Do we have an idea of what sort of complaints are coming up in relation to gender identity? That's the first one. I'll ask. Yeah. Well, very broadly to be, obviously, make sure it's all be identified. A lot of them are employment-based and the guidelines on employment around these issues. So we could do all sorts of guidelines. But we're often informed by where the complaints are coming from and for gender identity. And

Sexuality. Most of them are coming from workplace. Hmm. Not necessary Service delivery directly to them but in their workplaces. So that's the the general background to that. And obviously, we could have more on sex characteristics. I don't have any data on that, so that means we're probably not getting any and that space. But as we said, this is not even touching the surface on what's actually happening out there. Yeah.

We do have a backlog. I'm promoting a service that there is a waiting list waiting time, which can be quite lengthy. But as I said, when people go through the process, there's a high level of satisfaction rate the other end. Yeah, yeah. Look, I mean, that begs the question. As you know, I was going to ask, you know, we know, you know, if lgbtqia+ people are, you know, will say to conservative estimate 5% of the population we

Start doing the numbers, you know, of Victorian six million. How many in the workplace? You know, I'd love to believe that 99% of lgbtqia+. People are having a relatively stable time in this Regard in workplaces. But as you say, we know that's not the case. What do you think is the reason for such what would appear to be a large gap?

Well I think there's a lot of Under reporting because people are worried about losing their jobs. Yeah I think that's an enormous part of it and victimization for doing that or they just look for another job and so that just don't see the reporting of that. I think that's a huge part of it. Yeah. Well that is hitting it's the things that you can't put a complain about.

Just intangibles, like I didn't get the promotion, is it because, you know, I made a complaint or is it because of my sexuality, or gender identity or it is very difficult and that's why really say to people don't self-assess ring up the inquiry line. Have a conversation before you make any decision about not going forward, I think? Yeah, fair enough, you know, look, you know, sort of, you know, it is, it's always worth checking.

Kicking in, but it is disconcerting. The people, perhaps feel, they have to cope with this sort of stuff and can't perhaps get there, because it's obviously it's a well, it's an economic detriment for employers when they have to hire someone else. But it's also, of course, distress social economic detriment for the employee, or having to change jobs hunt for a job, and all that sort of thing. So if it can be prevented and minimize, that's of course a good thing.

Ng. So it was couple of different types of discrimination to yes the direct discrimination. Uh, you know, it's all not to do something or we kept. We've got to put you in the back because we you know because of your gender identity. Confuses people, we can't. Have you doing customer service that we're going to put you on stop and shells or something. That's direct discrimination. But then I think what we can, I mean, we can solve that to good education and good conciliation, but there's a lot of indirect discrimination and and we

We hope that got rid of a lot of this, but it's still their employers parental leaves for example. Yeah, it may not cover rainbow families, so it's not that. The employer is trying to be discriminatory. It's just that the policies are. Well, I would say, in 2025, fairly archaic. Mmm, and need to be updated to make sure that everybody is every family, and every parent has the access to parental leave, for example.

Yeah, yeah, exactly. Single parents, you know, parents, regardless of sex, gender, sex characteristics, and sexual orientation, all those sorts of things. You know, family is well, count on a couple in a relationship is how it's well defined by the people in question. Give or take. Yeah, yeah. This is, you know, it's a really important Point. Hopefully, these guidelines been put out there and being talked about will sort of

You know, I helped to start getting ass more information but that leads into a question about what are the major may seem obvious. But let's just put it on the record. What are the desired benefits for each of will say lgbtiq a plus people and employers?

Well, you want the brightest and smartest, you know, you want lgbtiq a place people, right? So a lot of employers, put a lot of work and effort into Recruitment and training, you really don't want a high turnover. So from a bottom line, if you want to be really callous and capitalistic about it all it costs money to lose staff and retrain. So there's a lot in it for them, plus the law, but I don't want, you know, they shouldn't break the law, they don't want to break the law, it's not good for business.

They need to understand what the lorries and have, I can, you know, make their positive Duty, which is putting the prevention things in place to make sure they don't discriminate definitely. Yeah, sort of. And, you know, for employer employees to stop, get it, get it, get you to put it in your own words even though it may seem incredibly obvious. And just so, we've got it on the record.

For employees. Yeah, well, it's also timely and costly to go and look for another job. If you can do a couple of tweaks in your, in your current employment ways to improve the policies to include you and all lgbtiq people in that place. You know, I always say Sally when we do work for ourselves, we take everyone with us. Yeah, it's not just about lgbtiq people have been with that making and more inclusive.

Base for everybody. And that's just got to be better for everybody's mental health. And, you know, I spend a lot of time at work. You know, you spend time at home, but you spend just happened amount of time at work. So, being in a place where you're not feeling safe, that's not good for anyone. Absolutely not. So, yeah, that's really important that, you know, we get it sorted. I want to come back to again specific groups and of Interest. I

The obviously personally but of interest to this program by specific stuff what sort of things are in there for by plus people in the neem lgbti qa+ employer guidelines put out by varrock. Well we've got examples around, well just conversations in the workplace where people might feel discriminated against because of being bisexual or like inappropriate questions in the lunch room area.

Or by their manager or by a colleague, but a discrimination, there would be one. I think we've probably got a lot of as I said, lgbti 101, but around bisexuality. There's some information for

employers about what it is, what it isn't. I think that's really important. And these kind of accusations that even gay and lesbian people can make around bisexual people can be

This well so and that's also discrimination from within our community. So we explain that as well. So anything that any conversation that makes you feel uncomfortable in the workplace. Can also be not only discrimination can also be sexual harassment. Yeah. And so we talked about that as well. Yeah, very, very important that we do and I'm glad that this is getting a mention because it does happen and we can't sort of sweep it under the rug otherwise people don't think it's going to happen to go.

All that can't happen because there's nothing out there out of it about it. So that's, you know, it's a difficult topic. But yeah, let's just put a shine, the light behind the Rockers, whatever the saying is and will do something about it. And the other one, which I obviously need to ask about is trans issues some and then lead that will lead into another question, you know, sort of what, you know, what sort of examples are in there for transgender diverse non-binary people.

Well, if it's even getting into employment for Trans and non-binary people, so talks about qualifications, that might be in other names. Even the HR forms, where you have to tick, whether you're male or female. It's Christmas tree for non-binary people. So there's we focus on the indirect discrimination like that. But also direct discrimination I gave that example before about somebody who transition in the workplace who was pride of house and customer-facing that get

It's bold that they can no longer do that. They have to be in the back doing stock. Take that sort of thing which is direct discrimination. So we have examples of that and yeah, they're real examples is as you said, you were Consultants early. Others were consulted, you know, over 100 people. And so we were able to find examples to the identify, every example in the guidelines. You somebody's real story, the employment situation is

One aspect of trans and gender diverse. But I think it would be remiss of me not to ask about trans and gender diversity in a broader context particularly where see what's happening around the world you know with your sort of well-known countries like the US and the UK and the you know exactly also the actions by powerful institutions politicians and courts that sort of thing you know.

In terms of what vrock does what is, you know, what sort of things would can apart from conciliation of education and what would sort of things might generally would help trans people at the moment. And what sort of things are going on, I suppose is what I want to ask because it is a tough time. Let me acknowledge that. It is a tough time. It's scary. You look at what's going on for Trans and non-binary people particularly

Say in America. And I've seized broadly, it is very scary tan. I think the best thing very all can do is jump onto our website human rights. Big Dot org dot. Are you and reassure yourself? You live in Victoria these laws are here. They're strong. They're to protect you. They're not going away and we are very lucky and I'm very grateful, but it's it is a scary time, you know? I'm not going back to America anytime soon.

Not that got in the last time mmm take it into another room and all those sorts of things with all the other queries that people of color. That was the first time he was President so it is a tricky time, there's no question but we have great laws in Victoria and I'm very proud to be the human

rights. Commissioner that gets to Shepherd those and get the information out as broadly and far as I can. Yeah.

Which leads to probably the most difficult topic. And I mean, we can't avoid what is happening, you know, sort of out there in the world and one of our awesome listeners roving reporter has come back and Rit asked about this, which I had a feeling one of our sort of always thoughtful or some listeners would saying first to me, glad you're back. Yes, good to be back roving. But of the important note, very sad news about the scene.

Logan restaurant attacks over the last 36 hours or so sending support his support, their support to Jewish friends in the community and not allow hate to thrive. But, and saying, and brilliantly, put roving, not political, just sending Positive Vibes, but you're in a position, you know, obviously where the Victorian equal opportunity and Human Rights Commission supports people on a range of attributes including faith and cultural backgrounds. Those sorts of things. And I just wanted to make

Give you the chance to put in whatever message you need to put out there on behalf of Iraq row. Yeah, so it's extraordinarily awful. What's been going on the last 36 hours? And, you know, again lucky that we live in Victoria, where we have the freedom and the right to protest swear globally, that is not the case, but this is not protest. This is awesome. You know, this is this is hatred. Yep, this is

A protest. And you know, yes, things are happening globally. The we have no control over. What we can control is how we treat each other with respect and dignity here in Victoria. There is no place for hatred and hate speech and racism in Victoria and we all have to work together whether it's islamophobia. Anti-Semitism racism, in all its forms. There's no place for it here in Victoria.

No, absolutely not. And look, you know, we just need to get that message out there. And it just seems like there's just such an in intensity of feeling, you're having an opinion is one thing, but how you express it, and in what ways is what we've seen in the last 36 hours, regardless of your views and it's roving is said here, not being political. It's just is, you know, it's going too far. And just, I don't know how we get people to generally just metaphorically speaking. I don't want to oversimplify to just

Pause and take a breath or something because this is not right. You know regardless of whatever else is happening in the world. We just don't need it. So thank you for spreading that is there anything else that coming back to the main point of today's conversation? Not by any means disregarding the last point. It's just there. Anything else you want to add about? The guidelines all v-rock generally? Yeah, look at websites, a pretty good one is pretty user-friendly.

Please go on to Human Rights because dot gov dot. Are you? And take a look, you can download the guide line and you know, all the other guidelines, sexual harassment, racism guidelines, everything else is there. And the first thing you'll see is a very big button that says, how do I make a complaint? You know, I encourage people to seriously consider that if they've been discriminated against because that's not, that's not right. And is against the war in Victoria. Indeed, it is and noticing also that there's

Some translations of the various fact sheets in a number of different languages and just mentioning a few here Arabic Chinese putting Jambi Vietnamese, the ones that leap to Malik to

the eye so to speak Arabic as well and in those Immortal words you gave a number earlier in the interview for the complaint sign in those Immortal words. That number again is one 300.

None 2153. Is that a good radio voice? Very, very good. Not that, I'm not that, I'm sure you'll need it, but I'm sure you'll be able to go on the revived home shopping show. If you ever need me on Zoe, it's always a pleasure to have you on, keep up the great work. And yeah, look after yourself and hopefully it's well a blue sky and violet town today and you can get out. Enjoy some sunshine and fresh air. Thanks Ali.

We thank you. Thank you very much. Ro Allen commissioner for the Victorian equal opportunity, Human Rights Commission. Plenty to say, always worth having role in the show and yet just acknowledging roving, most recent message the individual who was involved in the synagogue issue has been apprehended and 36 year-old man has been arrested due to appear in court today. Yeah, difficult times indeed.

You know, it's sort of take a breath and pause and not will say by any means, you know, sort of, as I say, wanting to diminish anything, the difficult things that are happening in the world, but maybe we do need a little bit of jollity. So in the words of Geri Halliwell, let's have everyone get a bit, GA y, 3, CR 855 am 3 CR Digital 3, CR dot org, dot U 3 CR on demand out Out of the pan with Sally.

Out of the pen Thanks gokindly for their sponsorship of this program. Go kindly creates high quality locally made bedding donating, 50 percent of profits to support women and gender diverse. People experiencing housing straps check out go kindly Dot com.au and take their pillow. Quips

Listen to hillbilly fever every Saturday night from 11 p.m. to 2 a.m. for classic country, artists, like, Hank Williams, Moon Malik, and Lefty Frizzell Hanks. Now, and many more remember hillbilly fever, every Saturday night from 11 p.m. only on 3 CR.

This is David Rovics and you are tuned to 3. CR 855 am Melbourne Australia step three is finding there's a tactic when everyone believes it could be true. That if all the people work collectively there just might be something we can do and everything can change.

3 CR 855 am 3 CR Digital 3, CR dot org dot a. You 3 CR on demand out of the pan with Sally first broadcasting known through one every Sunday afternoon. Thanks for your company prior to the messages, we heard from, Geri Halliwell, and GA Y, and roving has messaged in. And I have to admit, there must have been some subconscious work going on here because Mel B got married yesterday.

The a for the Spice Girls, Stop right now. Thank you very much. Perfect. So yes the timing did work. Thanks for link of but only one form of spicy girl attempted and. Yep. Come to the other link. You've popped through in a second and I've got forgot to mention that we opened the show today with the Hoodoo Gurus from the 2022 release which I have to sadly say that I miss.

The time Chariot of the Gods and answered prayers. Well, let's have some prayers for peace, and calm, and nuanced. And, you know, those sorts of things. I don't want to get political or anything on Giant on this issue. And there's lots of reasons which I'm just going to be frank. I'm only due to my own mental health and peace of mind. But, you know, if we sort of, you know, doing these sorts of business, invasions and fires, that's

Not I just don't see that. That's really going to achieve anything for anyone. I just don't quite understand, you know? I think that that's going way too far and achieves, nothing. And I just please ask people, you know, really take a breath. You know, I just feel that, you know, we've lost Nuance in a lot of debates, everything seems to be so all or nothing. And I don't, you know, I feel like we've got a, you know, sort of more, you know,

A middle ground and you know, the, interestingly, the link that roving has popped in here from the ABC. Is that the Now sort of

You know, the there's been some talk about yeah sort of.

You know, sort of what's going on in relation to protest as well. These incidents are not protest. They're already covered by laws such as arson and surely some sort of violence. Now, I don't claim to be a lawyer and I think that that's not the answer, but my personal opinion is that there is just too much thoughts about people's individual freedom. And there, I've got a right to do what I want. Maybe we need to stop thinking about that, and think about two things responsibility and the in,

Impact on other people. A difficult issue, very emotional like knowledge. And as I say, I've tended to steer clear of public debate on it, for the reasons for my own mental health, because I do find it an emotional issue. But let's hope we can get some degree of calm just asking people. Maybe they're not the sort of people who listen to this program of whatever belief to just, you know, sort of stop and reflect, even adjust a little now cut

Lots of things happening at 3C to do 3 CR in the last couple of weeks and I'll get some good news. A small bit of good news from my perspective. But most of all, thank you so much to all the wonderful listeners who have supported the radiothon show for 3 CR. And I can proudly emotionally report that this show has reached its Target of 15 hundred dollars that we're actually at 1583. So

Just to acknowledge donations that came in either late on the day of our radiothon show or thereafter. I'll go back to Anonymous, who gave \$518. Thank you so much for such a big donation, Elizabeth of reservoir gave 25. Thank you, Elizabeth, you're a star another anonymous house this time in Rye gave \$100. Thank you down in Rio. I hope you're getting some beach view.

Today who walking along the beach and enjoying nature. Matt of talk, he gave \$50. Thank you so much Matt. Hope you're getting your Beach views on the other coast. Luke of Brunswick West gave \$30. Thank you Luke for supporting the show hugely appreciated, a big one. Michael of. Well, here's the wrestling reference at 44 minutes and 22 seconds in Parts Unknown. It doesn't list a suburb Michael gave \$259

So thank you Michael. I'm not until I've got to do it as one wrestling commentator used to say when someone was announced as in a mask as Parts, Unknown weight unknown, don't, they have scales in Parts Unknown, and Frank's gave \$54 Frank's from down in st. Kilda. So, we're over the mark on this show. However, I played the hillbilly fever promo a little while ago, because hillbilly, fever hasn't made it yet, and we need to support old time music.

That hillbilly country. Bluegrass e stuff, or least. I think we should that's 3. CR is diversity. Please support them. And also, the good people from out of the blue, the show before us haven't quite got there either. So, there's a couple of shows you can still support and get over

the line now. Also the 3 CR solidarity. Breakfast is going to have a radiothon fundraiser, waffle and live gig Extravaganza with live. Musical acts Rin, McArdle Abe, Deneuve

It's and Duke Ville, Nick, and \$10 entry at the door and the door, you need to be out on the Saturday. The 12th of July at 3 p.m. is the Greek Democratic deep Greek, democratise workers League at 583 High Street Northcote. So head on up to Northcutt and support 3 CR. There's so many ways you can do it other things to do with 3 CR is our listener survey has been extended. Now, if you're listening to 3 CR and you want to put your comments,

Good, bad or non-binary? I mean, between go to 3, CR dot org, dot a you survey and complete the survey that why else would you go to a part of a website called survey? It seems logical. So, yeah, lots of things happening at 3 CR. I just again, thank you so much to all the listeners have donated to this show. I mean, this show means more and more to me as time goes on. Where are we now? It's 20 coming up. Oh, it's gone over, it went over.

20 years back in March. I just sort of slipped by honestly. Forgot the first shot weekend in March is the anniversary of the show. Fifth of March to be precise. And so where are we nearly 20 and a half years of cooking up stuff at noon on Sundays and I hope that you get in entertainment and information from it as part of 3, CR your station, your voice. And I'm very, very grateful that people have supported the show because I love doing it.

Was it probably wouldn't come in. There you go, but seriously massive thank-yous row things popped in again with another message, some thoughtful analysis on the childcare worker debate but a slippery slope to engage in discrimination of all male workers. Now by some childcare, venues the extreme response taken his lack of nuance and reactionary approach to Crime. Yes I agree. There are lots of wonderful male. Child care workers support workers of All Sorts nurses. And that sort of

Sending us back the wrong way. And of course, the I don't even want to go down the slippery slope that would then happen from there. You can bet there's be either. I am I'm thinking it and I won't say it. If anyone can think what I'm thinking message me and I'll say yes. Because, you know, let's just take every person one at a time. Every issue, one at a time in these, you know. Sorry, I'll leave the issue stuff for a second. Let's take every person one at a time. If someone is genuinely

Only good person, they can work where they need to work best and those sorts of things, but let's not rush in. And I'd also recommend people follow someone who's very knowledgeable on this issue and that's Dion. Carson, with whom I had the pleasure to work. Well, some years ago now who's runs body. Safety Australia. Might have to get her in to have a chat about this. She's very, very informed on it and I think deserves

To, you know, I think is well worth listening to but yeah, there's a horrible situation again. You know, every feel feeling for the children parents, other innocent workers involved. But again, let's try to look at things calmly rather than rush in. You know, it's just, I think we'd be far better off if we did that. So that's caught up some of the issues.

And B, in the meantime, let's have some more music having had who do gurus and Geri Halliwell. Let's have a thought from ballot. I think I'm going to go for a short track from Colin Hay, one of my favorite artists and this was walls from as far as I know, from his most recent Studio release and it's track from the album called now and forever. The ever more from

Um where is it 2023? So two years ago and the track is called Agatha Bell 3. CR 855 am 3 CR Digital 3, CR dot org, dot U 3 CR and demand out of the pan with Sally.

Hey, what's up y'all? This is Paul Miller aka DJ Spooky straight out of New York City. I'm checking in with Australia on 855 on your am dial and remember, Community radio is subscription sponsored and I think it's incredibly important to the always remember that it's different perspective. Check it Community radio now and Beyond.

Community radio that's us 3. CR 855 am 3 CR Digital 3, CR dot org, dot EU and 3 CR on demand out of the pan with Sally. Well, first broadcasting noon through one every Sunday afternoon. Thanks for your company and we'll only not just under six minutes left of the show for today. So better wrap it up, but before I go once again thanks to Row Alan Victor Victoria equal.

Unity human rights, commissioner for their time on the show today, and I'll put a link to the new guideline into the podcast link. What else it is. Naidoc week of great importance might have the meaning for all Aboriginal and Torres Strait Islander people might have the meaning that you want and we all solidarity to you and freedom of species is up next and they've got eggs, got a great show. Animals are going to billionaires talking.

Have billionaires massively and disproportionately contribute to the climate crisis and therefore animal suffering. So yep, that's one. That's topical at the moment for sure. So keep it locked on 3 CR, rotation depth to p.m. queering the air at three PM Salam radio show at for a great afternoon's listening. If you can get out into the sunshine, if it's still out there, I don't think it's changed too much in the last hour while I've been in the studio but out there and enjoy it. We got a couple of mildish, winter days for. So make the most of it and get that vitamin D. I'd better get out of here and make way for freedom of species and the shows following their into wit once again, thanks to Rowell and for guesting on the show today, please take care. Be safe, be calm everyone and take it out today with some classic Australian 80s rock because we do from one of the I think pioneering women of Australian music, Wendy Stapleton. In an early band, Wendy and the Rockettes play the game.

Thanks for tuning in to out of the pan. I'm Sally Goldner, catch you next week.

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