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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 a U 3 CR on demand out of the pan with Sally first broadcasting noon 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 respect to elders past, present and emerging. Hello to any Aboriginal, Torres Strait Islander First Nations people tuning in from whichever lands you are on at this time and acknowledging that it always was always will be Aboriginal land.

I'm Sally Goldner I use the pronouns she and her and welcome to well a special edition of out of the pan. And it's in prompted, I will say the obvious recent events that have happened and in the world. And if you want to get in touch with the show today, at any time you can do so via out of the pan 855 at gmail.com SMS, six, one, four, five, six, seven, five, 1215; Twitter, Mastodon blue sky and Instagram at Salgoldsaidso and that's the bottom line and posts on Facebook out of the pan 855 am 3 CR 855 am Melbourne and my page Sally Goldner any opinions I express on the show are strictly my own and I will give a Content notet today because there will be a relatively detailed discussion of sexism and misogyny is toxic masculinity, patriarchy and therefore I will clearly give numbers such as Q life including Switchboard in Victoria and Tasmania on 1 800 184527 and rainbow door one eight hundred seven to nine three six seven to call and you can SMS rainbow door, zero four eight zero. Zero one, seven, two, four, six.

And well it's for a show that focuses in a large part on issues to do with gender, sex, sex characteristics and so getting beyond and either or binary thinking the recent events prompted by up by the behaviour of five Sydney Swans players, who let's be clear at the time of recording this in the week between the 20th; sorry, the 23rd and 30th of August, 30 2026 now, have breached club guidelines and that's all we know at this stage and that is of relevance. But now let's with respect to the law you know, sort of not sort of let's look at this from a human perspective. It certainly doesn't to my mind seemed like there. Had been what might be considered respectful Behavior or lose is significant doubt as to whether there was which is why the players seem to have been a factor in my the players seem to have been stood down. But the issues that come up to me, go massively massively Beyond a football code or a sporting code or anything of that nature. I think has to be the first thing that needs to be considered and that's why I wanted to look at this issue in sort of in a much deeper way using it will say as a prompt or if you like a straw case, those sorts of things to glue, the whole situation together. Look at it from a bit broader than one particular. Sort of idea of what happened with more may have happened with five sports people and we start

With let's get cut straight to the chase, you know, patriarchy has Wikipedia defines it, a social system in which positions of authority are primarily held by men sort of anthropology tells us that it's a family or Clan controlled by the father or eldest male or group of males and in feminist Theory, a social structure where men dominate Society. Now, lets, you know, Analyze That for starters. Yeah, sort of I think that, you know, it's sort of the first thing I would say is let's look at that. From the point of view of this program, we're talking about predominantly cisgender men. Not sexuality, not sell sexuality, and romantic orientation, not necessarily the issue and dominate of course, doesn't just mean,

You know, sort of perhaps in New, in numerical sense or even who holds the positions in the hierarchy, it's who, and to my mind also, what form of thinking, has influence and power, and how it Wills that power. And I think that's a really critical thing to start off with it. Now.

Sociologists, according to Wikipedia, say that put the theory that it's socialization, that leads to And two roles and to some extent that is true. You know, we're people sale and I almost feel a bit cringy or you know, six saying these words, you know, men are the only ones who can do maths and women are the only ones you have feelings. I'm pleased. We're all in my opinion unique beings and we've all got a range of ways that our brains could be wired in terms of what I'll call skills that Society has arbitrarily said those assigned male.

Only have certain skills according to a certain part of their brain and those assigned female only have the others. Now, of course, that's incredibly binary. We've all got bits of skills. They're not all going to be exactly the same. For example. You know, I might some men are better at maths and other some are better at language. Some women have more empathy than others, all those sorts of things and there's this. So this comes from this idea that gender

And inequity of evolved into social norms that maintain control. What Wikipedia says over women, I would say over transgender diverse non-binary, people as well. I'd also have to say patriarchy sort of cuts into paternalism then that it controls children. Or in terms of often, very demeaning patronising ways with ideas. Like our you're too young to know about anything but magically the night before your 18th birthday.

The awareness fairy will come and sprinkle awareness. So if you and that point, you know, you'll suddenly wake up with some emotional intelligence and self-awareness course it evolves from Pabst. Even the moment were born or very soon after and in that sense, of course, people know about their sense of self and it's only when certain ideas are pushed onto them perhaps by outside influences, that they may not know,

Things. And of course, sort of patriarchy hasn't always existed everywhere. Some societies have given more respect to women, but whether there's been matriarchal societies where women perhaps have dominated by either by numerical or sort of other means, not too many of which I'm aware, having trying.

To have a look. Now, there's also of course, biological theories that might lead to things. And some people say, oh, it's we've, you know, if old from our animal cells in terms are sort of a survival of the fittest. Well, that doesn't necessarily mean that latter part doesn't mean anything to me. I mean, there could well, have been and, of course, there have been strong women. You know, we're certainly women have been or more powerful in many senses of the Word in relation to society and that of such as the the Amazons would be one example. So to me, I don't get into broad brushstroke theories. I don't think they're helpful, and I think the real issue needs to be bringing a taking every individual, one at a time and treating people, you know, I'll say, but just one at a time that you phrase that I grew up with was on the merits of how someone's Behavior at merits.

Seems to be. Now, one of these words that has a, what I call a real meaning in a sarcastic, meaning like politically. Correct. And woke and many, many other terms that get thrown around against women, minorities of all sorts and very similar. So there are unfortunately. However, patriarchy has taken root and we therefore need to look at the consequences of that and what it means and what it continues to mean in society.

And so we'll do that. And we opened up with a song about a strong woman. Artemis god of the trees from Wendy rule. Let's have some more music from one of my favorites. Here is the artists in and better than you 3. CR 855 am 3 CR Digital 3, CR dot org dot a. You 3 CR on demand out of the pan with Sally

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Addition of a mezzo and for those who don't speak Italian, that's Wednesday evening 6:30 to 7:30 p.m., you'll hear from multi-generational Italian voices, coming together to connect and learn and discuss, Italian culture and politics and politics of you feel it Building, Bridges. Between the diaspora, the program will beat an Italian pattern in which so practice your Italian on your listening skills and your feel it lock washers have not Eva. The Lagoon is Italian-American Food chain into 3 CR 855 am where you can listen on line 3 CR dot org a you see or feel if

3 CR 855 am 3 CR Digital 3, CR dot org, dot U 3 CR on demand out of the pan with Sally with a special presentation on patriarchy and other things in light of recent events. And we heard prior to the messages from sin from an EP she produced some years ago and a great track from sin. And the track was called better than you. Well some people can behave better than others regardless of sex gender sex characteristics or anything else. But when people behave poorly and in simple terms, I'll start with when people who Society call men you know behave badly to women it's patriarchy but we then get into how things have evolved over time and To the outbreak of well, the right, that's not the word I was after the incident that happened a couple of weeks ago at the first time of first broadcasting this show the thought had crossed my mind even before that, you know, which could be the bigger problem patriarchy or capitalism. And I suppose patriarchy was around before capitalism and some one person recently said to me that we're heading back to

To a almost feudalistic system of in the world and we're not far off that. I mean, you know, there would be some who it's all, but hang on, you know, we've got a vote in Australia. We've got a vote by a ballot, in a secret democracy with reasonably balanced, you know, electorates or something. But we, you know, let's be practical. It's somewhat meaningless. And now are we in feudalism?

Well, we kind of, could we be there? I mean, peasants and serfs in feudalistic. Times farmed land gave crops to the Lord's in exchange for physical safety and a place to live. Surf were legally tied to the land and could not leave without permission. Well, I suppose we're somewhat above that but when we look at the decrease in jobs, available through automation, Ai and other things and that people can't, you know, perhaps use their best skills in.

In a way that gives them value for labor and even leaving aside automation, we think about how poorly sometimes most societies, including Australia of Might devalue creative people, which may be seen in some cases as Femme creative might be seen as a more. Is it a more feminine thing? One might say, so it involves imagination, it's not tangible factual, which could be a masculine bias as well. There's that angle to it.

But also another angle, we talk about toxic masculinity in relation to, in simple, binary terms, man and woman now. Yes, most of toxic masculinity is perpetrated by and I'm going to use the exact language that this show would like, because we can cisgender men on to cisgender women and usually, in heteronormative and or heterosexual settings, but if there is behavior That is commonly associated with toxic masculinity. Can any person of any gender identity or sexual romantic orientation, do it, someone else, regardless of what you might think of a person's polity, the person's politics and certainly wasn't, I'd be honest, not. Obviously, I would disagree with the approach taken by a well-known UK prime minister, big Margaret Thatcher one could argue was her behavior, toxic, masculinity, and do women and others then thing. All we have to behave like the toxic masculinity alpha male types to get somewhere, you know, to how do you balance your conscience with achieving things? So there's a there's one to throw in as well, but it's also, we could spend, you know, I think it is important to look at the ideas of

that, perhaps a behind patriarchy and certainly, they're reasonable propositions. I'm not rejecting them out, right? But the

Thing is, Are We Hardwired? Are we hardwired for things like patriarchy, toxic masculinity. I'm, I'm going to say at least jury's out. I mean, we have in the last well, from around the sixth 1960s to relatively recently, seen some advances in places around the world and some countries are doing better such as Iceland. So people who ask questions and question the question rather Answer the question have achieved some things. Now I'm not saying it's cause for celebration and we can all light, have a lie down, but it shows that things can change. But the thing is also, if there is some evidence to say that psychological and emotional patterns can be handed down through three fat you through family, I mean, if we can hand down or say physical, Ian's, maybe like Dementia or asthma or something like that. Could we hand down psychological beliefs and the longer it goes on the harder they are to imprint. I'm not saying that to true or not. I'm just saying, is it a factor? And the thing is, though, we need to be able to change it. Now, there would be people who would say, oh, ha, but we've got a freedom of opinion. Well, again, this is one of these sort of democracy, bits of democracy on paper in my Pinion where it's all very well to say. We've got freedom of opinion, but when we don't have power or perhaps, what might has been for most of History called Common Sense, human debate based on rationality and kindness, has been replaced by inhumanity, lat, lack of logic. And fact, and post truth thinking where you cannot doesn't seem possible to have a What might be called a sensible conversation, and let's bring in a trans issue here, where trans and gender diverse. People will say, there is overwhelming evidence to say that the sort of ideas that we hear that. We believe our anti-trans are harmful to us. All that's disingenuous and that's all it gets said. Well that's not debating it properly that is not in my opinion factual or logical, it's also its that's maybe it's not unkind but it's

Certainly not kind either. So we seem to have thrown out human principles and values. And in that light, the process has to be at least remotely reasonable. If we're going to achieve that change and with concentration of Power Media, what's so called, traditional media, social media politics element, elements of politics, elements of religion, and I'm coming, of course, from the perspective of so-called Australia,

Yeah. And where we're seeing and yes, a lot of these things happen all over the world. Is there a fair process for debate? Is there a good process? A fair process of balance process. Let's not get too hair splitty here. So a lot of things to consider you know how do we debate these issues in a more careful manner. Also needs to be considered, maybe it's a good reason why we need more Community radio maybe it's a reason why.

Community media, doesn't tend to get a lot of attention and a lot of them will say unfettered funding. So yeah, stifle processes for a range of thought, by whatever means of power. And that is another form of misuse of power. But there's plenty, we could consider on that. But we also do need to consider how can. But it also touches on how do we start changing things, how do we

We break out of things. We're going to consider that in the second half of this special episode of out of the pan. In the meantime, let's have a track from Rosie Burgess. We also need to look after all the living creatures on this planet as shows like freedom of species which follow out of the pan, always do freedom of species at 1:00 on Sunday. Afternoons. Here's Rosie. Burgess thinking about living creatures and Roadkill 3 CR 855 am 3 CR Digital 3, CR dot org, dot U 3 CR on demand out of the pan with Sally.

3 CR 855 am 3 CR Digital 3, CR dot org, dot a you and 3 CR on demand out of the pan with Sally. And on broadcasting noon 3, one Sunday afternoon, and a special presentation on sexism in light of the recent outbreak wife could keep using that word. I stopped using it. The recent upsurge or particular incident in relation to what five players breaching their team's

football teams code of conduct and then I suppose leads us into the more current and practical issues having to giving having given some more of a will say, a more theoretical or abstract background if I can put it that way and also linking in to current systems. Now, yeah, there's certainly capitalism, you know,

Been very patriarchal. There's no question of that. As I said feudalism was the most other systems were authoritarianism or so people are more then say are socialism's the answer. Well depends. You know, I'm not into labels that much and this some people might not agree with what I'm about to say but you know a lot of systems is a system necessarily the answer I suppose a system to me is only as good as the people influencing it.

It and, you know, if people are not open to learning open to change, open to growth and most importantly, open to unlearning, then things will stay stuck and that I think is part of the problem. So, you know, people would possibly and I look, as I say, I'm not a an expert in what I'll call the abstract sort of theory of political systems. I did not study that, I don't know, but

A practical sense you know was Soviet Russia any better to women? I honestly don't know. It's system is about overall kindness not to me a theory book and kindness to me. Some people would say I do unto others as they would do unto you all. That's not the answer because you know sort of is if some one person a does, toxic masculinity to person. B is really be doing. Hang it back to AV arts. And now, that's a very philosophical and ethical debate to me. The question is, how would you like to be treated? How would you not like to be treated? It means, you know, putting going beyond your own line of thinking and that's where. Yes, there are some broad principle values and principles that need to be upheld. But now, every individual will be different, you know, as a, for example, not to do with gender.

Much, but trans people, most trans people would want the pronouns that they use to be the ones that as to how they referred to some people don't care. Some people don't use pronouns Etc but that's to me a case of where. How would you like to be treated? And to me, therefore, you've got to ask each individual what they want and not just think about yourself. And unfortunately, some of the things that toxic masculinity

He and patriarchy do by making excuses such as I didn't mean it to be offensive. Don't answer the question. The point, you know, that to me is meaningless because when you say, I didn't mean it, or when I hear those words, I didn't mean it. It's put us in saying. Well, I'm only thinking about myself. I don't doesn't matter how you might take it. And, you know, I don't think anyone wants to be demeaned for a part of their sense of self, whether we call that Identity or experience.

And so, when you say, I didn't mean it to be offensive or high meant it as a joke, heaven forbid, not no excuse, but it's, that sort of thinking that gets shallow thinking that gets bulldozed into people. But I also think there's other things that need consideration in this. In this in relation to this issue, plenty of other things that go beyond

How you mean it all those sorts of things. And I think that you know, it's I'm things that need consideration is now sort of what can we do. I think one of the problems is also that we're not taught how to listen to other people. Now my a lot of people say, you know, think of listening because of that then think of listening as well, I'm going.

Stop talking. That means I'm listening if we had stood, for example, having a one-on-one conversation, and of course, that is not listening. I'm going to give an example of that. One time I was having just some degree of General stress in relation to a role I was at. And my direct report, you know, my supervisor, if you like, in my opinion, was not a good listener, the supervisor shut up. And when I'd finish speak said, well, here's what I think, blah, blah, blah, that is not listening.

It's a listening, of course means reflecting back. It means where possible allowing performs of neurodivergent taking on all forms of communication, such as tone of voice volume of voice body language. And I think that is a problem in this day and age where we only have. We're so

much that this stuff happens online including social media where we only have words. There is room for misinterpretation but also manipulation and so there's a problem. But also Also, there can be ways around that you could, you know, if someone puts a again using trans as an example, it's relevant to Show puts up at a comment that you think is anti-trans and provocative. Are you saying you could ask, the could ask the person? Well are you stirring or do you genuinely believe what you've just said? Or something else. Again, let's not be binary. So, you know, communication skills is a part of it and I don't want to generalize I. Sadly find people who do toxic masculinity and a wrapped up in themselves as not good listeners. They've closed their mind so they're not taking on information. I sometimes defined listening as receiving information, not and we're taught how to read which is one way of getting information, but that's not really, you know, receiving information from people. It's from again a nonhuman source.

Horse before we had all this funny technology. So I think that would be something that we could do if we taught people to listen, well, to listen more effectively and perhaps Holtz base, or even get past people's emotion, which a lot of toxic masculinity men. Probably, if I don't must be willing to say or just simply can't do. And of course, then come back to, if we're talking binary terms women, are you too emotional? Even when they're not, because a woman dares to even question,

Question a man. All. That's angry. That's emotional. But men are allowed to be angry. Yes, I'm getting a little sarcastic and generalizing but it has to be said. So if we open people's minds up, then isn't that helpful thing just allow people genuinely to allow room for difference of opinion, will that happen? So, that's one thing that I think could help, you know I think what have benefits in lots of things even if we ignore diversity for

Has the second how many times when people don't communicate, clearly do problems, create you start it? Start a new job and sure you might have a job description, but then, you know, you'd told something and to go away and I don't know. Do a repair report and some say, well that's not what I asked you to do. Well, is it in writing, what you asked me to do? And when, you know, so it comes down to things like delegation skills, many other things, communicating expectations up front here.

Is what the report needs to cover. Here's the aim of it, here's where it fits into the organization's values and Mission, or something like that, and off we go. But most time people don't stop and communicate carefully. And that's what I'm too busy. Well, you know, that's the whole problem. You then just create more problems down the line and make yourself busy, as sorting them out. So balancing short-term and long-term could be something. But yeah, communication skills, I think are highly important in these things.

And that will lead us into the last part of the show which is something I want to cover. And that is sort of how do we put people into positions of prominence and influence with the right attitude and the right skills. Anyway let's have a listen to a woman who have course gave so much to so many people regardless of when you're listening to this show.

Here is the late great Dolly Parton and we were talking about some extent, the world of work. He is of course, one of her favorites, 925 3. CR 855 am 3 CR Digital 3, CR dot org Dot 3 CR on demand out of the pan with Sally.

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The state government has sold 578 hectares of public land to private developers. They're building private, public partnership, model housing over public housing land and it's just not on housing, is just massively expensive. It's never been effective in this country to rely on the market to provide decent housing. For people rent has risen by 21%. That's median, rent across the country as of January this year as a rents, keep Rising.

So much. We can we must stand together as a collective because this war cannot be won by the few. It will only be Victorian by the many 3 CR. Stay tuned. Stay radical.

3 CR 855 am 3 CR Digital 3, CR dot org dot EU 3 CR on demand out of the pan with Sally first broadcasting known through one every Sunday afternoon. Thanks for tuning in to this special presentation, a little more of an in-depth dive on patriarchy and how we might be able to overcome it. And that's what I wanted to finish on because we could dive into the problems forever. We know what the effects are it? Damages people you know when you're at work like dolly was at 9:00 to 5:00 and don't get treated equally, don't get paid equally for the same amount of work or the same type of work, etc. Then it's demeaning all those sorts of things. It doesn't really add any value whatsoever. But some as I say, what do we do about it? You know, can patriarchy system. All right? Can it be uprooted? Well, attitudes can be changed and we see attitudes change over time. That is, you know, that has happened. Yes, it's slow. Yes, we wouldn't want more and wanted all yesterday. But there has been some degree of change. So how do we do this? I think a lot of the time and again, there is I suppose some degree of Patriarch in is that we see people get promoted via schmoozing power, please, whatever else rather than on their skills. And in particular do people get promoted on their skills to lead and manage to communicate? Well to deal with people will often in hierarchical settings and that can be both all sectors, private public and not-for-profit people get promoted on a technical skill, but they may not supervise people. So people will see someone go up a hierarchy in. Yes, they might be competent in whatever skill or occupation is, whether it's rocket science, hairdressing accounting, whatever else. But do they have leadership and management skills? When they're put in a position of, as much as I hate the word authority, over - I hate the word. As I said earlier, hierarchy isn't itself bad, it's when it's misused or not used well.

At a minimum authority over other people. And this is what I think we fall down a lot. We don't do this often enough. You know, people and I saw this in my accounting life where accountants got promoted and they didn't have will say skills that were motivational, they then brought their own limited attitude into place when they got promoted often they were strict. Hierarchical attitudes based on values that didn't fit

What an organization really wanted but unfortunately, perhaps upper management who were trying to promote the values, wouldn't do anything to change them or we cut the training budget. So we won't give them that person coaching or something like that so there can be all sorts of reasons why it doesn't happen but often people at a minimum don't think about it. But also there's one term that you know I feel very frustrated by and that's the term soft skills and I find that a really insulting term and one could also say, I think anyway, that it's an anti woman attitude. When we say soft skills, they are intangible skills skills. Like leadership management people, communication, delegation all that sort of thing and when people won't delegate and over control or micro and or micromanage, that's because of their insecurities and they won't trust which is also part of the problem.

And I've generally found that to be the case with people to say regardless of gender doing toxic masculinity behaviors. So somehow those people need to keep developing themselves and working on it. But ultimately, as much as high right now, some might say well would we get rid of hierarchies and have flat structures? There may be an argument for that but we're not going to get the my way overnight. So to me it comes down to what sort of leadership we get is so Critical when people lead, by example. So they try to leave their behaviors, they try to keep learning, they try to develop all their skills, or these two might use my wording tangible skills that

I'm talking about and they use power and influence in a positive way to lift people up rather than kick people down. Now, that's what I will call positive masculinity and when positive masculinity and what I'll call positive femininity, where we use.

Empathy, which is often seen. I'm going to use the word as a in inverted, commas, feminine skill. But of course, as I said, every human has skills that have been arbitrarily arbitrarily called masculine and feminine. If we all can use them to the best of our ability, then we would truly be getting the best people into the right places. So I think there's a lot to be said about leadership and management training. It's not going to granted, it's not

Kind of change overnight, I touched on earlier whether it's to do with capitalism. I mean, I don't know if capitalism was any more ethical some years ago. We're seeing one would quote the worst sort of entrepreneurial wheeler-dealer types and saying that there's more of them. Some of the more entrepreneurial types of days gone by sin to, at least give to charity or something. We're not seeing that as much anymore, but is capitalism.

In itself, a problem, as I say, is it more about the people behind the system, you know, you can, can you have capitalism or any other social or economic system. But if it's run with some degree of good values, genuine respect for people, Humanity fairness, kindness, maybe just maybe it could be done better, so it's up to each of us to look at that. We all have to look at where we might have.

That are stopping us from treating people with kindness that we may not know about. We may not have looked at maybe their big emotional blocks that stop us doing that and we need to consider them, but we've all got to try to face them and that is where comes down at it.

Something each of us can do where we can, then can use what power we have, and I don't mean in a hierarchical sense, what qualities we have for good. That will put something good into the world and

If it people and that is perhaps something that's within our control. Even if I'm saying we can or we can't but if we can't change a whole system then maybe we have the power within ourselves, I'll leave it on that thought. Freedom of species is coming up next. If you're listening to this in the 12:48 time slot or of course, check out the 3 CR website for podcasts of this show. Freedom of species and all the others. I'll take

Get away on a hopeful note with Emma wall and any minute now, thanks for tuning in to this special episode of out of the pan. I'm Sally Goldner catchya next week.

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