

diHARD Series 1 PODCAST WHO THE HELL ARE YOU?

[CJ] (0:00 - 0:18)

We at diHARD acknowledge the traditional owners of the land from which we broadcast, the Yalukit Willam clan of the Boon Wurrung people of the Kulin Nation. We pay our respects to elders past, present, and emerging, and Aboriginal people who are listening, as well as all Indigenous peoples who may be listening from other nations. We acknowledge that sovereignty was never ceded.

[grab voice] (0:25 - 0:26)

Phew, what a day.

[grab voice] (0:26 - 0:29)

You just can't ask me your questions. You wouldn't hurt a guy in a wheelchair. Not that question.

[grab voice] (0:29 - 0:32)

But I would hurt a guy with his wheelchair.

[grab voice] (0:32 - 0:34)

But you're black-ish.

[grab voice] (0:34 - 0:43)

Ish? They're just people, James. They're just people exactly like us.

Oh, you's a guy. No, I just don't identify as male or female. Not a girl.

I'm not a girl.

[grab voice] (0:43 - 0:57)

What about that, are you still not getting exactly? Well, obviously the core concept. Hey, you want straight answers?

Ask a straight lady. By the way, everyone here thinks I'm Taiwanese. I'm Filipino.

That's actually racist, Orlaf. Your dad left your mom for another dude.

[grab voice] (0:57 - 1:05)

I am not ahh homo... homopebic. Have you been checked for ADHD? I've had several STDs, which were probably caused by ADHD.

[grab voice] (1:06 - 1:11)

Imagine shutting up. Thoughts? Fasten your seat belts.

It's going to be a bumpy night.

[CJ] (1:13 - 1:14)

[CJ and GRANT] You're listening to diHARD.

[GRANT] (1:15 - 1:15)

Diversity.

[CJ] (1:15 - 1:17)

And inclusion. The hard topics.

[grab voice] (1:17 - 1:19)

Shut up, it's starting.

[GRANT] (1:19 - 1:39)

Good evening. I'm Grant, and I'm here with CJ. And welcome to diHARD.

Diversity and inclusion. The hard topics. Now, I thought we were going to be talking about Die Hard the movie, but I've got this completely wrong.

I was all like, yippee-ki-yay and ho-ho-ho, I've got a machine gun. But what are we knocking down here?

[CJ] (1:40 - 2:04)

We are knocking down perceptions, I think is the best way to put it. When this thought popped into my head about doing this show, it was all about people's perceptions, and just because people get their perceptions wrong doesn't mean they're wrong entirely. It's the way people understand things based on their lived experience, based on what they're exposed to nowadays based on social media.

[grab voice] (2:04 - 2:06)

You still haven't accepted my Facebook friend request.

[CJ] (2:07 - 2:37)

I was thinking about all the barriers that we face in so many different areas and about how nowadays everyone seems to chime in, which I don't think is necessarily a bad thing. But I feel like there's a lot of chiming in maybe without understanding, without kindness. Some things I have lived experience about, but other people's experiences with similar things will be very different.

And we just need to hear many sides of the story, knowing that they're not the only sides of the story.

[GRANT] (2:37 - 3:05)

And that was one of the things that we kind of bonded over and kind of brought us together to put this as a show to people. Because one of my favorite sayings is that things can be a matter of opinion or matter of perspective, because depending on the circumstances that you grow up in or that you're surrounded by will shape how you perceive and how you react to situations that can challenge you or confront you.

[grab voice] (3:05 - 3:10)

Shield your eyes, don't look. But I want to see it. Yes, so do I.

But we mustn't. We'll be corrupted. Don't look at it.

[CJ] (3:10 - 4:01)

We are going to be talking about some tough topics.

There will be definitely content warnings on some things. We know that things will be triggering. We're not out here to trigger people.

We're here to bring these things to the fore so that we can learn. We can have open conversation. We can learn from each other.

It's about, yes, talking about the elephant in the room, I often say sometimes the elephant is sitting in my lap, and making that okay. And I think that's the key thing is, again, when I was mentioning social media before, it's like some people chime in just to poke the bear, just to have their say and rile people up.

And that's not kind and it's not helpful either. And it ends up with a lot of people not actually being able to have a good discussion about things because you end up having to shut down comments and shut down conversations, which we should be able to have.

[GRANT] (4:02 - 4:30)

Yeah, because I think there is a fear of making mistakes or kind of offending people when talking about some challenging topics. And I know it's affected me over the years where I've kind of felt a certain way about something but then become so overwhelmed with fear and just gone, no, I'm not going to say anything because I don't feel as if there's enough space for me to actually share and express what I'm feeling about it enough.

[grab voice] (4:30 - 4:31)

What's all that in aid of?

[grab voice] (4:32 - 4:36)

What? Oh, this.

This is my new screen image. This is how my public sees me.

[grab voice] (4:37 - 4:38)

If they see you like that, then have you arrested.

[CJ] (4:40 - 5:21)

Actually, we just had this experience recently between the two of us when we were putting this show together. I was supposed to post something into a, like, set up a Google Doc and I didn't because all of a sudden a whole lot of personal things landed in my lap and you didn't want to sort of poke at me because you knew I was going through a lot. But then we ended up doing a lot of things last minute and both of us ended up very stressed.

And I think the most amazing thing we did is both of us had the courage to have a conversation like, what was it, two days ago to say, oh my gosh, okay, I'm really stressed. I don't even know if I can put this show on because it's all very last minute. But we opened a dialogue that both of us had had all these reservations about opening and the outcome was incredible.

And that's what we're aiming for here.

[SONG] (5:21 - 5:22)

We had the hard topic.

[CJ] (5:23 - 6:20)

We did. We had the hard conversation and it worked out so well because both of us just went, we can actually do this. This is going to be amazing. And then we both got excited.

And here we are sharing our excitement and trepidation with everyone. So I think we know that we are raising things that, and we will say things that people may not agree with. We are genuinely happy to hear everyone's side of the story.

Obviously, each show is only an hour long. There will be a certain topic for each show and we can't cover everything that everybody's going to, we can't cover all perspectives in one show, but we certainly are happy to be open to hearing from everyone. We will have social media pages where we will be able to have these discussions. All we ask like, as with everything is discussions are respectful and everyone gives each other space for their own opinions because as long as the intention is genuinely not to offend, then we're cool.

[GRANT] (6:21 - 6:50)

And I think that's an interesting one, particularly respect because both of us work within the healthcare industry and respect doesn't necessarily mean that you are on the same page.

[CJ] Absolutely not. It's about how you respond to it and how you actually interact around it is what makes it a respectful interaction rather than, I guess, tokenistic.

[CJ] (6:51 - 7:31)

And also understanding where someone's at. Sometimes someone will have an outburst. And whilst we can't always accommodate sort of everyone's personal circumstances, if you find out later on or from someone else, hey, that person was very sensitive about this because they've got this other thing going on in their life, it's opening that discussion privately with someone saying, hey, I heard you're going through a rough time, letting you know that didn't come across very well.

Maybe, you know, if you're not going so well to hold off on comments and things like that because we're all human and I think actually what has been lost a lot in society today is also people's humanness, is to understand that we are actually feeling beings, we're emotive beings.

[grab voice] (7:31 - 7:42)

First of all, a brand new current affairs program called Brick Wall, in which we bring together two people totally incapable of seeing each other's point of view and they will throw house bricks at each other for half an hour.

[GRANT] (7:43 - 8:20)

And we make mistakes. We have errors and we grow from them and we see that happen in the community around language that we use as well because terms, if you listen to this show live, certain things are going to make sense or be politically correct at the time or

perhaps incorrect. But over time, as language and perceptions and views on topics evolve, certain aspects will become either more relevant or less relevant.

And that's why you need to kind of look at each situation within its own context.

[CJ] (8:20 - 8:35)

We're just basically wanting to have a very open, even, transparent discussion about certain topics. So yes, everyone, welcome to diHARD. And strap on in.

It's going to be a wild, bumpy, crazy night.

[SONG] (8:50 - 8:53)

Who The Hell Are You by Madison Avenue

[GRANT and CJ]

This is diHARD, Diversity and Inclusion-The Hard Topics. and you're with Grant and CJ.

[grab voice] (12:07 - 12:08)

Phew, what a day.

[grab voice] (12:08 - 12:12)

You're just going to ask me your questions. You wouldn't hurt a guy in a wheelchair. Not that question.

[GRANT] (12:12 - 13:04)

So obviously we're here to talk about diversity and it's such a broad topic. I'm currently studying Allied Health Assistance at the moment, wanting to bring some lived experience into the allied health sector. And while a lot of people are shaped or kind of their experience of diversity is really, I guess, dictionary based.

We look at race, we look at religion, we look at backgrounds and things like that. But it really is a personal experience and it is shaped by our own personal backgrounds and biases and what we've gone through. All these different factors really link in to what diversity is.

And diversity and inclusion will mean different things to different people.

[grab voice] (13:04 - 13:10)

That's what it is. You're peculiar. You like it.

It's not what I like. It's what they like. You are peculiar.

[CJ] (13:11 - 14:22)

If someone just wrote a heading on a blackboard like they used to at school, when I was at school as a kid, you'd write the heading on the blackboard and you'd sit there and you'd think, what do I actually think about this? What am I going to write my essay on? I really feel like that's what's being lost is we've, we see lots of comments.

We've got lots of opinions. But how much of that is us really understanding ourselves and being true to ourselves and our own beliefs and how much of that is driven by the filter of fear and censorship and worry about offending and being politically correct and being

socially appropriate and societally appropriate. I sometimes think it's awesome for people who are neurodivergent because they don't have the same social construct.

And sometimes I actually think that's really helpful because they're true to themselves. And part of what I really want to promote by having these conversations in our show is really to go for everyone to be given the opportunity and allow themselves to stop and think, what do I actually think? How do I actually identify?

Forget the labels, forget the titles, forget the headings and just be like, wow, how do I feel about this?

[GRANT] (14:22 - 14:40)

Yes, because so often diversity and as a person with a disability as well, it can be medicalised. It's all about kind of the official terminology or word or kind of how we should speak or how we should feel about certain things.

[CJ] (14:41 - 15:05)

And words we can't use about our own disability, like cripple, for example. You know, some people love that word and some people just despise that word. And then there's a difference between whether I use the word and say and identify, you know, in that way or whether someone calls me a cripple.

I had to laugh. I was waiting for an accessible parking spot and someone wasn't parked in it, but they were parked across it just waiting for another parking spot.

[GRANT] (15:05 - 15:06)

Yep, blocking it off.

[CJ] (15:06 - 16:06)

So it was an older gentleman and I hopped out of the car and I said, well, excuse me, would you mind just moving forward a little bit so I can access? And he said, oh, do you need the invalid place? Do you?

And whenever people use the word invalid, it makes me think of the word invalid. And I went, yes, I'm invalid. I just need this little spot in my world that someone's allocated to me.

Thank you. And I just thought it was so cute. I didn't get offended.

I just recognised that guy literally, I reckon, was in his 80s. That's the term he grew up with. And I'm not going to attack him for going, OK, yes, I'm going to move my car because I recognise you need the spot.

All I needed was the spot. I didn't care. And he didn't mean it offensively.

He simply used the word that he grew up with as a kid. And I'm like, and he wasn't someone that I thought, I don't know him. I'm not going to go, by the way.

[grab voice] Yippee-kai-yay motherfucker

Sometimes I do correct people. I had someone use the term wheelchair bound the other day and I said, oh, just letting you know, that's actually not the best word to use. Wheelchair user is a preference.

[GRANT] (16:06 - 16:34)

And I think that's why context is so important and understanding why someone may be saying or approaching a topic in a certain way. I know you mentioned Crip earlier, and it's a term that some people are really trying to embrace and take back. And for me personally, I understand that because we have seen language and terminology evolve over the years, such as people identifying as queer.

[CJ] (16:35 - 16:35)

Absolutely.

[GRANT] (16:35 - 17:02)

That has been a big shift that we've seen in the last five, six years or so. And for me personally, Crip isn't quite there yet because it was only a couple of years ago, I was having a TV delivered and it was supposed to be installed and they came and dumped the TV at my front door, expecting me to unpack it.

And the guy looks at me and just goes, oh, sorry, we don't have you down for an installation, but I didn't realize you were a cripple.

[CJ] (17:03 - 17:05)

And did you say I didn't either?

[GRANT] (17:05 - 17:12)

I was just like, it had been so long since anyone had used that term.

[CJ] (17:15 - 17:18)

It was like the invalid term for me.

[GRANT] (17:18 - 17:42)

And it was just like this slap in the face. And speaking of slap in the face, CJ is wearing a shirt at the moment that says, I didn't slap you in the face, I high-fived you. Um, and yeah, I think it's just that thing of depending on your perspective or your view and your own personal experiences.

[CJ] (17:42 - 18:12)

And how you've been raised or what you've been raised around it, not just familial, it's also schools, um, your footy club or, you know, your sports or wherever you went. It's just how people engage. And also, particularly as kids, we need to fit in because otherwise we get bullied.

So therefore, if the language used in a certain area is such that that's what the language is, and that's what you grow up around, then that's what you use because otherwise you get ostracized. And that's still true today because that's the nature of children. That's how we learn.

[GRANT] (18:12 - 18:24)

But if you do that too often, you can end up losing your voice,

[CJ]

Correct

[GRANT]

Because your voice is tailored towards someone else rather than expressing and feeling free to talk about your own circumstance.

[grab voice] (18:25 - 18:31)

Time to tackle your fears. Now, it sounds like you're scared of monsters. So to help you get over it, here's Frankenstein.

[grab voice] (18:33 - 18:38)

Aaaarh... I'm Frankenstein. I'm actually really nice. There's no need to be scared of me, Aaaargh.

[CJ] (18:39 - 19:09)

I've got an acquired disability when I first became disabled. And I finally, after years, got around to applying for an accessible parking permit. And my kids and I affectionately termed it the cripple sticker in my car because that's just what... it became a way of me being able to make a little bit light of my situation and cope with it a little bit better.

I was fine with it within myself, becoming disabled, but from a societal standpoint, I struggled about how I'd be received and the barriers I'd face.

[GRANT] (19:09 - 19:39)

And I think that's why diversity can be such a complex idea because diversity is so inherently driven by a personal experience rather than a dictionary definition. It's such a complex suite of characteristics that really shape our perceptions and how we respond to situations moving forward and why we need to give topics the space to breathe and time to actually discuss and unpack some of the hard topics.

[CJ] (19:39 - 19:53)

Moving sort of forwards on that, the point of inclusion is I find inclusion really interesting because inclusion actually shouldn't be a thing. And before everyone jumps down my throat, because that's a big statement to make.

[grab voice] (19:53 - 19:55)

You are disrespecting our entire culture.

[CJ] (19:55 - 20:19)

But my point is that all these things that we're presenting should actually just be so normal that they're not noticeable. I wish, my wish for the future would be that it's just there, that it's that things are naturally inclusive because things are naturally and people and their characteristics and all these things are viewed as just part of our every day.

[GRANT] (20:20 - 20:31)

And if inclusion is looked at first, then services and supports will be available to everyone rather than being approached as an afterthought.

[CJ] (20:31 - 20:44)

Yeah, then a thing that has to be addressed like a tick box on a list. You're listening to diHARD with Grant and CJ, a show where all our skeletons are coming out of the closet and who better to help us do that than Stevie Wonder.

[SONG] (21:17 - 21:19)

Skeletons by Stevie Wonder

[GRANT]

Welcome back to diHARD, Diversity and Inclusion, The Hard Topics

[grab voice] (25:29 - 25:36)

Now who the hell are you to act the way you do You won't be smiling by the time I'm through with you, now who the hell are you?

[GRANT] (25:36 - 25:37)

And as it happens we would like to say who the hell are you? Who are you CJ? What background has brought you to bring your voice to this?

[CJ] (26:01 - 27:03)

I am a proud queer, Jewish, disabled woman... I'm trying to think if there's anything else I need to throw in the mix there, there's so many. I grew up as a performing artist. So I started as a little ballerina when I was four. I've always been into the performing arts and I've carried that with me my whole life, but I've also always been very academic.

So when I was five years old, I believe, my brother was having an operation on his eyes and I said to my grandmother, when I grow up, I want to be an eye doctor and I want to fix my brother's eyes because he'd had a lot of surgeries. He'd had seven surgeries by the time he was seven and I really felt for him and I wanted to be able to help my brother and I never lost that thirst for being a doctor. I didn't become an ophthalmologist, but I realized, well after everybody else realized, I never wanted to go into General Practice because I always thought it was too hard because you had to be a bit of a jack-of-all-trades, but that's where I ended up and everyone's like, we always knew you'd be amazing in that role and my subspecialties are drug and alcohol, mental health, forensics, LGBTIAQ+, medicine and trans medicine and sexual health, so I did a subspecialty in sexual health.

[grab voice] (27:03 - 27:08)

Say hi to Sexual Harassment Panda! Hi Sexual Harassment Panda!

[CJ] (27:08 - 28:25)

And all of that together, I actually have a dual career, so I'm part performing artist and part academic and health practitioner and I'm also really into education so all of that in the melting pot in my sort of professional life mixed with growing up as a very sensitive, vulnerable, self-deprecating young person that didn't like myself until I was 36 and realized

that that was all because of me always needing other people to validate me and I let go of that when I was 36 and yeah, from the age of 4 to 36, that was a long time to be that way. Yeah, I think I'm just a bit of a melting pot of all sorts of things and I realize how that's really shaped me.

I don't always like the term, you know, what, what... the challenges we face make us stronger, I sort of feel like, yep, I'm strong and resilient enough, thank you, I'm happy not to cop anymore but I really feel that that's a journey that a lot of us take and I don't actually believe we have to be faced with all those things to develop strength and resilience, we shouldn't have to. So yeah, that's sort of my background. And Grant, who are you?

Who do I sit with?

[GRANT] (28:26 - 30:59)

Who sits before my eyes? Yeah, so I'm Grant, I've been a disability advocate most of my life, I was diagnosed with a rare disease, essentially a degenerative bone disorder in my hips when I was about 8 years old and had my first surgery at 10 and it did not go well. And ever since then, kind of, I guess you could say for most of my life, I lived with an invisible disability but as of seven years ago, became a full-time wheelchair user because my legs and the pain that I feel in my hips is that severe that I'm just not able to get around as much.

So that's the disability side of things but kind of the diversity background for me, I grew up in a very religious family and I actually experienced conversion therapy through a program that thankfully has been shut down called Living Waters and it took me a long time to really develop who I was and kind of embrace my identity because through those programs, they kind of whittle you away and tell you that everything that you're feeling is not true and it's false and it's been put there by the devil and it's kind of this little kind of seed that gets planted in your head and it just starts destroying the way that you naturally think and you're always trying to override your opinions and perspectives and that caused a lot of damage for me and when I was probably in my early 20s, I actually became an ice addict and probably from the age of 20 to 30, I was injecting meth on a day-to-day basis which was my coping mechanism. It kind of allowed me to suppress any negative feelings to the side and essentially kind of tried to fake my way to normal and destroyed a lot of relationships and friendships and things during that period before kind of coming out of it and yeah, those are kind of the two major factors that have shaped me into who I am today.

[grab voice] (30:59 - 31:03)

Attention, whoever you are, this channel is reserved for emergency calls only.

[grab voice] (31:03 - 31:06)

No fucking shit lady, do I sound like I'm ordering a pizza?

[GRANT] (31:06 - 31:42)

And currently because of those experiences, I'm studying to be an allied health assistant which is someone who works with physios and osteos and nutritionists to help improve health outcomes for people with disabilities because I felt there is such a lack of lived experience within the healthcare sector sometimes that I wanted to bring my experience to it because yeah, I've just never encountered someone who really understands what the complexities of diversity and disability can actually look like.

[CJ] (31:43 - 32:33)

I sort of also feel, Grant, as well, that not just lack of lived experience but a lack of preparedness to even think outside the box. Like you said before, everything being medicalised, it's like a lot of those specialists just aren't even prepared to try to humanise because then it brings emotion into it and particularly for medical practitioners and health practitioners, you try not to get over-involved or attached emotionally but you kind of need an element of that to be compassionate and understanding to genuinely help the person you're helping rather than help them in your way or your understanding of what they need.

It's a bit of the nothing about us without us.

[GRANT] (32:33 - 33:25)

Yes. Yeah, I've always loved that saying. So yeah, you can see how lived experience has shaped our perspectives and we'll be unpacking more of our experiences in the coming weeks but that's why we wanted to do this show and also bring in other people with lived experience specific to some of the topics that we'll be approaching in the coming weeks.

So each person will be bringing their own views and their backgrounds and I think that's one of the things that we've just got to be mindful of is that each person's experience and what they talk about is unique to them and while there may be broad applications, you've got to look at it within the context of the person speaking because over the weeks and the topics, that's how the experiences will be shared.

[CJ] (33:26 - 33:54)

We may actually really identify or something may resonate with us or it may just be really foreign to us and think, gosh, that just makes no sense but just because, and again, as I've said before, just because it doesn't make sense to us doesn't make it any less valid because it's just different, it's something we haven't encountered and it hasn't been shaped by our life experience but it has been shaped by somebody else's. So, yeah, I'm really excited actually to have our guests on and hear and learn from them.

[GRANT] (33:54 - 33:55)

So stay tuned.

[SONG] (34:17 - 34:19)

Best You Ever Had by Kita Alexander

[CJ] (37:11 - 40:06)

And we're back with Grant and CJ on diHARD, Diversity and Inclusion, The Hard Topics.

OK CJ why the hard topics? Why do you have to go there?

[grab voice]

Have a seat right over there please

[CJ]

What are you hoping to achieve? And I have to say, so, I'm gonna content warning this, I am going to talk about sexual assault., not in any details but the topic itself. So, I would say around my late teens, I must have been about 19 and I guess a new friend of mine, acquaintance or someone I didn't know so well, invited me to go to a party and I was young and I was like, yep, let's go and it got to that point in the night where, you know, you have the obligatory D&M sessions where it's like breakout rooms and people are sitting in their little groups and it's all chilled out a lot and I don't recall at all how the topic came up but the topic of sexual assault did come up and I very openly spoke about one of my own very recent experiences with that and there was a woman there who said to me afterwards She said, wow, you know, it was quite incredible You just spoke about that so openly and she's like, it was really helpful for me but, you know, I just couldn't believe like you just came out with it and it was so personal and you shared this experience of yours. And I said to her, well, when that happened to me and unfortunately by that stage, it actually happened to me quite a few times which was very disappointing but I said, you know, I remember feeling so incredibly alone and so like I had nowhere to turn and like I had nobody and I was the only person in the world that had ever gone through this and I remember thinking I never, ever, ever want anyone to ever feel that way the way that I felt to feel that alone and despairing and at some points, yes, I was suicidal I felt hopeless and I just didn't want other people to feel like I felt at those times because it led to so many other sort of bad choices and unhelpful behaviors within myself and I'm like, why do people have to go through that when they can just understand that, yeah, no one else has had my experience but they might have gone through something similar where that thing that I've shared with them makes them go, wow someone else has been through something like that. and they got through it and they talked about it and I can talk to them about it ** put space in here**

So, yep, hard topics, I'm going there Grant's going there, we're going there and we are happy for you to go there with us

[grab voice]
Woohoo!

[CJ]
We will definitely be not only putting content warnings out there giving people a heads up about the future discussion we will be providing information for support services to make sure that you have somewhere to turn but we do want to not have people feel so alone. I remember with the marriage equality sort of vote that horrible thing, the plebishite that we all went through.

[GRANT]
Yeah

[CJ]
and to me, people would be making comments that were sort of on the no side

[grab voice] (40:06 - 40:07)
can't be done

[grab voice] (40:07 - 40:07)

can

[grab voice] (40:07 - 40:08)

can't

[grab voice] (40:08 - 40:08)

can

[grab voice] (40:08 - 40:09)

can't

[grab voice] (40:09 - 40:09)

can

can't

Can!

Can't be!

Well it can.

Can't

[grab voice] (40:09 - 40:13)

Those are the plans, you get on with it

[CJ] (40:13 - 40:57)

and I would be like, do you understand, again content warning you know, how many suicides there were associated with people that were so terrified of which way it was going to go and how it would narrow down the way they were going to be able to live their life and the way they'd be perceived that they just couldn't cope anymore. I didn't want that for anyone. So, as an educator now that's something that I'm never afraid to broach those hard topics and I will put them out there in a respectful way and it's often, have you ever thought about this? have you thought about what it would be like if someone said to you you can't do this if someone said, oh, you know, why do you like fly fishing?

that's ridiculous you know, and it seems like a stupid thing to say but the bottom line is, it really can be that simple

[GRANT] (40:57 - 41:04)

because far too often, shame and stigma can prevent people from actually speaking up when they're experiencing

[CJ] (41:05 - 41:06)

yeah, and for reaching out

[GRANT] (41:06 - 41:06)

yeah

[CJ] (41:06 - 42:14)

and it's so important and it's that other thing, you know, it comes up all the time R U OK Day, I think is fantastic for destigmatising mental health for encouraging people to reach out. What I feel is often lacking is the resource pool to assist people in helping others because when someone says, R U OK? and someone else looks at them and plucks up all that courage and says, actually, no, I'm not and then

GRANT]

Silence

[CJ]

that other person goes 'errrrr' and that's OK, that's fair enough because we're not born walking we don't just walk out of the womb, right?

It's not how... we have to learn and we have to be shown and we have to be helped and that's with everything so part of this thing is also helping people to go here's some things you can say.

[grab voice]

Look man, I ain't fallin' for no banana in my tailpipe

[CJ]

Actually, I mentioned before, I'm Jewish and one of the things I love about being Jewish is when someone passes away we are handed a line to say to people who are grieving and who are mourning we say, yep, we say 'I wish you a Long Life'. which is, even in the face of death I wish you a long and prosperous and happy and wonderful life.

[GRANT] (42:14 - 42:15)

I've never heard that one before

[CJ] (42:15 - 42:58)

Yep, so when you walk up to someone there's literally in our religion no excuse to say nothing or to avoid someone who's lost somebody and I've been on the receiving end of that where people very much avoided me. My first husband passed away and people, because I was young, would avoid me and I was like, but in our culture we literally have been handed a line and you can walk up, say that to someone and we understand your intent and we say thank you and you can just walk away, you don't even need to say anything and you're not considered rude or anything. It's simply you walk up and go 'I wish you a Long Life' and you don't even have to follow on with the how are you doing because that's the part of the conversation that is hard to handle and that's the conversation that goes into the realm of the hard topic.

[GRANT] (42:58 - 43:41)

Yeah, and I think sometimes as well there's going to be a lot of circumstances where you don't have that line and far too often we feel as if if we're asked a difficult question we need to know the answer but sometimes we need to just be honest and go, I don't know what to say or I don't understand what you're going through. Because if you do the opposite and go, I understand what you're going through and you don't you can potentially lead.

[CJ]

Ohhh minefield.

[GRANT] lead into a worse situation and worse outcome.

[grab voice]

Doh! Doh doh doh doh doh

[GRANT]

rather than kind of opening the door to an engaging conversation about the topic

[CJ] (43:41 - 43:49)

So now that we know who we are what this show is about and what this all means... what's coming up?

[GRANT] (43:50 - 44:04)

Indeed, some of the topics are going to be confronting as we've said but we'll start mixing them up so we'll be talking about how queer identities have changed and how terminology around identities have evolved over the years

[CJ] (44:04 - 44:11)

We'll be talking about what it means to be queer and what queer even is and who's queer
Me, me, I's queer

[GRANT] (44:11 - 44:26)

And how people get to that point of self-identity because some of the other topics we'll be talking about include things like Shame and Identity because quite often the intersections of our lives really shape who we are and how we identify

[CJ] (44:26 - 44:40)

Yep, and also self-shame what we put on ourselves and why we do that And as you said, yep, Intersectionality there's another topic, a big one and a really important one Don't get much more diverse than talking about intersectionality, now do you?

[GRANT] (44:40 - 44:58)

No, no, and that's why we've got things like Disability as well as well as Health and Wellbeing because all of these different things do feed into the concept of your own individual health and wellbeing because how you identify and how you communicate affect your health in so many different ways

[CJ] (44:58 - 45:02)

And also how you treat yourself

[grab voice]

Well, now that I'm in heaven... *fart noise

[GRANT] (45:03 - 45:11)

As well as what resources are out there for people to engage with when they are struggling with their self-care

[CJ] (45:11 - 45:15)

Absolutely, like I said, we're not going to open the can of worms without having a fork

[GRANT] (45:17 - 45:19)

Circus performers have nets for a reason

[CJ] (45:19 - 45:34)

Of course, diHARD is about connecting and being heard so if you'd like to connect with us if you've got any comments or feedback or have any questions you can contact us by email at dihard@joy.org.au or on our socials, @dihardonjoy on Instagram

[GRANT] (45:34 - 45:40)

Well, that's been the first episode of diHARD Thank you very much for joining us

[CJ] (45:40 - 45:51)

Yes, we can't wait to bring you more exciting, challenging topics I don't even know what word to use anymore But yeah, thank you for tuning in and we'll see you next week

[GRANT] (45:51 - 45:52)

See you next week

[SONG] (46:24 – 48:19)

Level Up by C.U.T.