



JULY 2020

Q MAGAZINE

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featuring:
MASSBRANDED

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q comment:



The way to solve the work and broader societal problems we face is to focus on the causes not the symptoms. Yes, it is easier to get short term results with short term solutions but that isn't going to create fundamental or deep change.

For example, when instigating a hiring quota system: does that change the attitudes of the majority; does it automatically create an inclusive environment; or does it create some resentment from the majority? Furthermore, does it create feelings of unworthiness in the person hired, believing their new role was the result of them ticking a diversity box rather than their ability. Even if this is not always the case and it doesn't undermine the benefits of a more diverse work force, the problem is that these points of contention would never be openly discussed in the workplace for fear of reprimand in the first place, manifesting the reinforcement of internalised feelings.

This leaves us wondering that if a hiring decision was not motivated by reasons of diversity why a seemingly more qualified but a person from a minority did not get the job. Was it just bad luck? A bad day? Or...

Read the full article here: <https://lnkd.in/gaE3IY6>

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q feature: **MASSBRANDED**

Looking Fierce!
By Jack Cummins

MASSBRANDED is sexy streetwear that pushes boundaries on masculine sexuality by focusing on construction and fit and engineering styles that visually enhance the body. They are statement pieces; perfect for occasions when standing out is essential – like at dance clubs, music festivals and on cruises.

Their latest collection is "Fierce." Inspired by paratroopers and athletes on their pursuit of glory, the next generation in MASSBRANDED's popular Mesh Series combines complementary tops and bottoms that shine while showing off skin. Designer Mass Luciano explains more.

Who is the MASSBRANDED man?

Mass Luciano: The MASSBRANDED man is individualistic. He is confident and not afraid to stand out from the crowd. He's an extrovert and an exhibitionist who uses fashion to express himself. We design sexy streetwear for men who want to dress casually without dressing down.

The collection is not available in stores or malls. Is that to prevent guys walking in off the food court and buying the brand?

Mass Luciano: Not at all. Selling online with our 'direct to consumer' approach allows us to have better price points without compromising the quality of our designs. Through our website we are able to design styles that our customers love and not have to rely on buyers dictating the styles we make.

When did mesh become so cool again?

Mass Luciano: Attitudes toward fashion are always changing, especially in menswear where dress codes are more relaxed than ever before with gender rules becoming more fluid. All of a sudden, it's okay for men to want to feel and look sexy and mesh is an approachable way to achieve that look in a more masculine way. Mesh has always been around and will continue to be for its versatility. It can be sporty and elegant, masculine and feminine, technical and functional.

We also notice a ton of metal in the Fierce collection. Is there a reason?

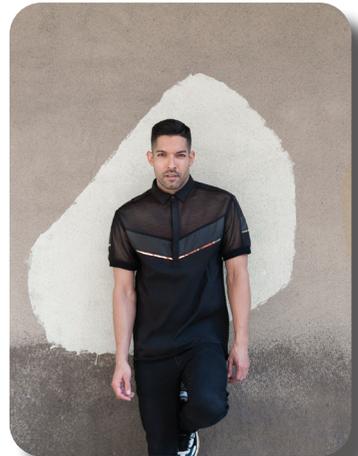
Mass Luciano: The Fierce capsule collection is inspired by athletes and their pursuit of glory, so we wanted gold and silver to represent trophies or medals. We also love how the metallic print reflects light, making the wearer shine.

What's the one piece in Fierce that guys can't get anywhere else?

Mass Luciano: It's hard to pick just one, especially since the Fierce collection looks great as a set. The Fierce Sweatshirt features soft scuba bonded jersey panels that frame the chest and shoulders, visually enhancing the body for a muscular look. The side zippers make this style easy to layer with your streetwear staples and looks amazing when worn with the matching Fierce Shorts.

What are your world-dominating goals for MASSBRANDED?

Mass Luciano: We're still quite a small brand and produce our styles in small runs. A lot of detail goes into our designs, which are made with high quality, unexpected materials and panelling. The quality of our styles is what you would expect from a high-end label, something we are proud of. Over the next few years, we hope to grow MASSBRANDED into a full lifestyle brand and expand into other categories like swimwear, activewear and accessories.



Visit www.MASSBRANDED.com for more information and to buy from the collection.



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q life: with GABRIEL TABASCO

An Interview with Laurence, our loveable Nudist

I came across Laurence's profile while scrolling through twitter one afternoon. I had always found public nudity and exhibitionism a turn on and admired people who could be so comfortable, and natural, in their own skin. Quite literally only in their own skin while out and about and 'owning it'. From his Twitter feed I could deduce that he was an Australian, with a sunny personality living in Berlin and a nudist. He did everything in the nude and did it quite well. If it was intentional to make men like me (and women) horny while scrolling through his feed then he succeeded at it. If not, then it was an added bonus and point to him. I was intrigued about him, his finding the photos and scenarios sexy, and wanting to know about his motivation around it. And so I reached out to him with my questions.

Tell us a little about yourself.

Thanks so much for interviewing me Gabriel, It's a great honour. Let's start off with the simple stuff. I'm Laurence, 33 years old and I grew up in Melbourne, Australia. I've been working as a web developer in Berlin for over two years now. This is my second time living in Berlin. I initially came as part of an exchange programme for my University and was meant to be here for just one semester but stayed for a whole year. Living in Berlin showed me that while Australia is a great, sun-kissed country, it's also isolated and can be very backward. So when I graduated from University, I knew that I wanted to move overseas again and explore more what this amazing world has to offer, as well as push and challenge myself. I did the typical Australian thing of selling everything you own, saying goodbye to all your family and friends and starting all over again on the other side of the world. I ended up in Berlin because I wasn't interested in living in America or the UK. And thankfully I was very easily able to get a working visa here.

How did you get into nudism?

Actually, Berlin and Europe played a very important part in this. Let me explain a little bit about myself first. I grew up in a typical Australian family, going to a catholic school and struggling during my adolescence with my being bullied at school, dealing with anxiety, as well as trying to accept sexuality, plus feeling ashamed of my body. So when I was in the locker room at school or at the pool, I would always cover up. I loved swimming and as a young adult I swam in order to stay fit and healthy.

When I first went European (swimming in the nude) by myself when I was 24. I read about a weekly swim night in Amsterdam. It took all my courage to go and check it out. I was so nervous, and couldn't look anyone in the eye. It was the most amazing feeling finally shredding off my speedos and finally swimming in the nude. The experience sparked something. Throughout my journey around Europe, bit by bit I kept challenging myself to get naked at beaches.

It was when I finally arrived in Berlin as a tourist during this trip, I went to a normal swimming pool. I went to the sauna with my speedo, which I found out very quickly by a mother who was there with her husband and two children that this was a huge no-no in their culture. I had to bare it all or leave. I said to myself, I am in a foreign country, no one knows me here, so just go change into a towel and relax. And I am extremely grateful that I did it. By the end of the night, I made a friend in the sauna who I still see these days in Berlin.

Coming back to Australia, I tried to seek our nude beaches and discovered this nudist festival that is sadly no longer happening. I randomly went with this guy I just started dating as one of our first big dates. It was a challenge to both of us. This was just over a month before moving to Berlin for university.

When I came back to Melbourne after my year abroad, one of the first things I did was to join Melbourne's World Naked Bike Ride. It was the most surreal experience cycling around my own city in the nude. I still remember standing outside Flinder Street Station in the complete nude, surrounded by 150 other cyclists, completed or near nude and with a huge group of onlookers. I was nervous and exhilarated at the same time. It was the best home-coming experience.



Living over in Europe has shown me that we shouldn't be ashamed of our bodies, instead we should celebrate it. For example, the saunas over here in Germany are co-ed. Genders mixed together, sometimes as a whole family. At the end of the day, we are all flesh and bones, and we shouldn't be made to feel ashamed of this.

On your Instagram page you mention that you are 'In love with the Freikörperkultur (FKK) movement'. Can you tell us a little about that?

Freikörperkultur, or FKK for short, is German for Free Body Culture. According to Wikipedia it's 'the joy of the experience of nature or also of being nude itself, without direct relationship to sexuality.' To me, it was about meeting others, learning how to be better connected to your own body, and how to form strong friendships with others without it being complicated by things that society may normally tell us as gay men to be judgemental of. By meeting people through FKK, I learned how not to judge others by how they look, instead find out who they are. By removing sex and sexuality, FKK helped me open myself up where I would normally be too scared of being naked on fears of being rejected or feeling shamed of how I look.

Where and when are you nude the most?

This depends on where I am and the time of year of where I am living. It's almost summer here in Berlin, so right now I am naked a lot on my rooftop terrace. As many of us are now working at home, I am working on my terrace a lot with my laptop. I mostly put on a t-shirt for any video conferences. After work I try to cycle to one of the two parks that has a dedicated nudist area. And on the weekends I try heading to one of the many lakes that you can strip down. Another great place to be naked is at the sauna at my gym or at the relaxation centers. If it wasn't for the saunas here, I wouldn't be able to survive the cold, dark winters. Hopefully next year I can do more trips around Europe and America and do some more nude trips. Hiking, camping, more World Naked Bike Rides in multiple countries.

You've posted images and videos of your adventures nude at Amsterdam Pride. What was that like?

I went to Amsterdam Pride, the year I was studying in Berlin. It was my first time, and I was staying with a female friend called Lee who works as a tour guide, and lives with some other guides from the same company. At the end of Pride, Lee and her friends encouraged me to strip off for some cheeky Pride photographs on the canal. I had an amazing time, but I don't know what the tour boats made of the whole thing.

When I moved back to Europe, Lee invited me to stay with her again. She knew I wanted to go to be naked for the whole of Pride, or with as little clothing as possible, since public nudity is not legal in the Netherlands. The company she was working for has an office overlooking the canal where the boats go by. They have this great party with many of the other guides as well as their friends and family. So when I came to the office, my friend introduced me to the boss of the company who agreed that it was alright for me to be naked in the office any time I wanted. In the streets however, I had to be more careful. So when it was safe, or when it was really crowded, I would take off my cock sock and party around naked. My friends didn't care, and they were supportive. It was such a different experience to my first naked Pride.

In Amsterdam, my friends were by my side the whole time, and never felt uncomfortable once by my nudism. In fact, one of the people living with Lee, the housemate's brother and the brother's best friend were also with us. So I was partying with a bunch of straight men and women, none of them either told me to get clothed. The straight guys were really encouraging the selfies with random people, and they also jumped in for many playfuk photos.

What other Prides did you attend naked?

Whilst travelling Europe in 2017 with my then boyfriend, we happened to be in Madrid for World Pride. Two hours before the parade started, he found there was a nudist group marching in the parade, and encouraged other nudists to meet up. Even though my partner wasn't a nudist, he supported me and knew how scared I was of walking around naked in front of millions, but that I really wanted to do this. It was the most serial experience marching the whole parade naked with 50 other nudists. And then partying in the streets until the early hours of the next morning with no clothes at all.



Any particular memories you would like to share in public events?

One memory that will stay with me, was at the end of the day, while walking home with Lee during one of Amsterdam's Prides. I had just a bandana covering my cock, while my ass was on display and a police officer stopped us. He explained in Dutch that I needed to cover up. Lee was annoyed at the officer, telling him it was Pride, and there were so many more important things to be concerned about. The officer reminded us that I could get on the spot fine. So Lee took off the transparent shirt she was wearing. I wrapped it around my ass and the officer agreed that it would do for the moment. The following year, Lee wasn't in Amsterdam, but I still stayed with her housemates and went to the same party, with the same bandana to walk to the parade, only just covering up my cock, and losing it once we arrived at the office party.

Your Twitter feed is packed with hot photos and videos. Who takes them? Who sends them in?

Mostly I either take them myself, or try and get my boyfriend or anyone else I am naked with to take them for me. I used to work as a photographer at university, so I learnt how to set up the camera and then jump into the frame for the shot. Otherwise I ask a random person passing by to take a few photos. Now and again, I receive a message from a photographer who wants to team up and take some amazing shots. Occasionally I might receive a message from friends or fans who saw a photograph of myself online and forward it to me. I've received photos from myself at different events I've stripped off at, or at the beach that I never knew someone had taken of me. That was a very weird experience. Seeing a photo or video from a place I was dancing or relaxing naked at and had no idea I was being filmed.

You now have an online following. Have you ever been recognised by fans?

The first time that happened, I was just completely surprised that someone actually read my blog and knew who I was. I think I was bright red and couldn't stop blushing. Back then, I had a Tumblr account and tried to write posts educating others on what nudism is about, how they could be involved and help break down the shame many people feel about their bodies. At times I thought I was putting my voice online to an empty room.

One of the strangest experiences I had was at the second Amsterdam Pride I attended. As I mentioned, my friend's workplace was on the second level of the canal where the parade was taking place. When I arrived at the party (only wearing a bandana that covered my cock), many people I met the previous year came up to greet me. They were all wondering in the weeks leading up to Pride if I would make the trip over to Amsterdam. After a while, we went down stairs to the street and within a minute, a group of women came up to me and asked me if I remembered them from the previous year. Apparently I posed with them for some photos, and they said that it was the highlight of their experience at Pride. They explained that they decided to wait in the same spot in hopes that they would meet me again. They even brought some of their friends along to meet and experience this naked Australian guy. While all this was happening, an Australian girlfriend who I've known since my late teens was there with me. She was visiting Amsterdam by herself, and didn't know it was Pride. She couldn't stop laughing at seeing the 'new' side of me. We all ended up drinking and partying together. I had so many people come up to me that day saying they remember me from the previous year and they were so glad to see me back there again.

What about friends, work and family? Are they aware of your lifestyle?

All my friends know about my lifestyle, many I have met through my adventures, or they have seen me naked one way or another. Friends I've known for most of my life think it's funny. They have been supportive.

My family are all aware of my adventures, I am very blessed to have a very caring family. When I used to do TV and radio interviews in Australia, my mum would ask when she could tune in to listen in. And now that I am living abroad, I get messages from my mum asking what naked adventures I've been on.

As for my co-workers, this depends on my job, I try and keep my life personal. In one of my previous jobs in Melbourne however, one of my colleagues knew I was a nudist, as we met on a nude hike before I got the job. In a different job, some of my coworkers came along to the World Naked Bike Ride that I was organising so they could show their support. It was an amazing feeling to see them joining in the ride .

At my most recent job in Berlin, a few of my coworkers found out through my Instagram account. I am unsure if they saw it linked on my Grindr profile or saw some photos on Twitter. One was German and didn't care. The other is from Brazil and had so many questions.

Other than Q Magazine, you were approached by TV and other media outlets. What was that like as an experience?

When I lived in Melbourne, I used to organise a number of nudist events and festivals. The very first time I was approached by the amazing Dean Arcuri for doing a naked interview about one of the events I was organising. I was so nervous and scared, but Dean was fantastic. He made me feel relaxed, and felt like I was naked at my own home during the whole interview. He even stripped

off, which words can't express how grateful he is for being naked, instead of taking the approach of making fun of nudism, as many interviewers has previously done. For example, I've been interviewed on Gold FM where they streamed the broadcast live on Facebook, during which the show's hosts made many inappropriate jokes. But you get used to these immature responses and try to be witty and educational, instead of getting offended. My favourite experience was being interviewed by Channel 7 and Nine News for helping organise Melbourne's World Naked Bike Ride. I was even filmed walking out of a Seven-11 naked. Over the following weeks, I had a range of people from my swimming classes and even co-workers approach me saying that they saw the broadcast and were completely surprised to see me 'blurred out' on their television screens.

Forgive me, but I have to ask: have you ever become aroused while being out in public? If so, what did you do? If not, how do you manage it?

This is one of the most common questions I get from textile people. The honest answer is no, I do find being naked in public arousing. Living in Germany and experiencing FKK, nudism is about being free and liberated. If I want to feel aroused, playful or naughty (however you want to phrase it), I love putting clothes on. I used to have a good collection of jockstraps, speedos, wrestling singlets and other fun clothes back home. Now I am rebuilding my collection. My boyfriend, who is also a nudist, is trying to get me into thongs.

However as most human beings, if someone tries to play with me out in public, that can be a big problem. I've had to tell many people, both men and women, to stop touching me in public. While it may seem like a lot of fun to them I know from organising public naked events, an erection can unfortunately cause the event to get into a lot of trouble with the police, and means that we may not get the necessary permission to run the event again next time.

Sometimes when I do get aroused, I have to manage it properly not to get into a lot of trouble. This is really difficult when you are in public and don't have anywhere to hide behind.

You have a big smile and good energy. What do you like most about yourself? And what would you change?

This is a tough question. A part of me would love to change many things about myself. Even after all these years being naked in public, I still struggle with my body. I find it hard to accept compliments or accept people who sexualise me. I don't know how to put it, but to me, there are so many hotter people out there. When you are walking naked around Pride, you are surrounded by thousands of hot muscled men. It sometimes feels like everyone is looking at them, and even though I am naked, no one seems me as I am no where as attractive as they are. So I guess I would love to change my acceptance of myself. I need to learn how to be happier with myself and not to stress so much. What I love about myself is easy I guess. I love how I have challenged myself, from moving overseas and pushing myself with my life and nudism, and become the person I am today. Oh and I get told a lot I have a great ass, so I guess there's that too!



What are your future plans? Both with nudism and on a personal level.

I want to continue to push myself in life and as a nudist. I want to do more public nudist stuff, or more CNMN stuff. I have learned how to enjoy this. I just wish I was able to do it more often without the threat of getting into trouble with the local authorities. I also dream about visiting home one day in the near future. I love to take my dog back to the beach, or go camping with friends at the great ocean road. I just wish we could do this naked together. I cannot wait to travel the world more, see more amazing places and explore what nudist opportunities many nudist cities have to offer. I have many couch surfing friends I need to visit.

Finally, I love to return home to join my friend's nudist festival in Sydney. They have done such an amazing job with the NAKEDMAN Camps, and to participate on another World Naked Bike Ride in Melbourne. Where much of my love of nudism started from.

Laurence's handle: @fkklad

You can follow him

On Twitter: <https://twitter.com/fkklad>

On Instagram <https://www.instagram.com/fkklad>

q mens health: **SEXUAL HARASSMENT IN THE WORKPLACE**

Men's Workplace Sexual Assault Still in the Shadows By Nick Preston

Sexual harassment of men by more powerful men in the workforce is the second highest category of sexual assault in the workplace. Despite the success and prominence of the #MeToo campaign, much of the calling out against workplace sexual harassment against men still goes unreported. Sydney psychotherapist and accredited sex therapist Julie Delmar says sex, power and coercion is not individual, industry or country specific.

'Sexual harassment and discrimination are not gendered issues,' Delmar says. 'We live in a patriarchal society, where sexual assault and harassment has been accepted and normalised, with few consequences enforced for perpetrators.'

Delmar says the #MeToo campaign has changed the discourse about workplace sexual assault, by bringing previously taboo topics, out of the shadow of silence. Unfortunately, much of the uptake of #MeToo is yet to show any tangible help for men harassed by more powerful men in the workplace. And to further exacerbate the issue, in many cases, commentary around the #MeToo campaign can be triggering for victims, Delmar says, especially for men who have never spoken up about their situation.

Kevin* 30, from Sydney's eastern suburbs, is one such man. Kevin left his job as a junior legal aid after a manager sexually harassed him at a work event. Kevin, fearing he would lose his job, admitted he never had the courage to report the assault. *"The thing that I take away from the #MeToo movement is it is not really about sex it is about power."*

Despite the findings of the reports, Delmar concedes that the problem of male sexual harassment in the workforce is multilayered and while she encourages men to speak up, she stresses that it needs to be done within a safe environment where victims feel heard and supported.

For workplace sexual abuse, like most sexual abuse, it is important to try to break the cycle. Direct Health have suggested the below guidelines to try and avoid workplace sexual abuse encounters:

- report what is going on to the police or a trusted contact
- write a safety plan of how to stay safe and where to go if in danger
- keep a journal of everything that happens

Sometimes the best people to talk to are professionals, such as the police, a doctor or a counsellor. It is a good idea to review a company's policy to see if an Employee Assistance Program exists as they offer a comprehensive framework to make complex workplace issues manageable.

How to deal with stigma

Stigma can surround the reporting of abuse but it is important to remember men have the same right to be safe as everyone else.

- Remember that the violence is not your fault
- Choose who you tell and what you tell
- Talk to a professional domestic violence service

Where to get help

- 1800 RESPECT (national sexual assault, domestic and family violence counselling service) 1800 737 732 or chat online
- Mensline Australia (telephone and online support for men) 1300 78 99 78 or chat online
- Men's Referral Service (telephone counselling service for men) 1300 766 491
- Dads in Distress (support for separated dads and their families) 1300 853 437
- Victims & Witnesses of Crime Court Support (free court support service to any victim or police witness of crime) - (02) 9287 7671
- QLife (support for same-sex couples) - 1800 184 527 or chat online
- Lifeline (anyone having a personal crisis) 13 11 14 or chat online



q online: AIRBNB CELEBRATE PRIDE

At a time when physical connection is exceptionally difficult and in-person events have been cancelled, the LGBTQ+ community and allies around the world are getting ready to celebrate Pride month like never before.

To coincide with Pride season, Online Experience hosts on Airbnb will bring to life the platform's first virtual celebration of LGBTQ+ culture, history and activism across +10 countries. Pride enthusiasts will be able to travel virtually and join Online Experiences led by hosts in Australia, Thailand, United Kingdom, United States, Germany, Portugal and more from the comfort of their living room.

Throughout the year, guests wishing to celebrate alongside the LGBTQ+ community on Airbnb can experience the [Twists & Turns of Matthew Mitcham's story](#), as Australia's Olympic diving gold medallist takes guests on a journey of personal development - from childhood neglect, to issues with sexuality and ultimately elite sporting success.

Guests can also learn the [secrets behind Ladyboys in Thailand](#), join a [global LGBTQ bar hop](#) across four cities or opt for the recently premiered family-friendly interactive musical [cLock Down](#), written by Pedro in Portugal, who also hosts the extremely popular [Sangria and Secrets with Drag Queens Experience](#).

"My achievements have given me the incredible opportunity to share my story, which is really important to me because my story isn't one of constant success and happiness, it also deals with clinical depression, self-harm and addiction, both before and after achieving a lifelong goal of winning Olympic gold," said Matthew Mitcham.

"My journey is one of incredible personal development and with Airbnb Online Experiences I can share what I've learnt with people all over the world. I'm incredibly proud to say I'm an Olympic Champion, but what I'm even more proud of is being the first openly gay Olympic Champion - how I overcame childhood neglect and issues with my sexuality to achieve elite sporting success my way."

Airbnb has also partnered with IGLTA (International LGBTQ+ Travel Association) and the IGLTA Foundation and its members to launch 100 new Experiences representing LGBTQ+ diversity over the coming year, including learning all about [LGBTQ Culture and Nightlife](#) in London or exploring the [Stonewall Museum LGBTQ Archives](#).

"This partnership provides an exciting way to elevate the voices of IGLTA business members and to promote their LGBTQ+ travel experiences to a new and expanded audience. We also appreciate Airbnb Experiences' commitment to the IGLTA Foundation, which will create visibility and funding for our LGBTQ+ tourism industry initiatives globally," said John Tanzella, President and CEO of IGLTA.

Celebrate the Olympic spirit with all-star athletes Matthew Mitcham's Experience will also feature prominently next month when, for the first time in history, Airbnb, the International Olympic Committee and the International Paralympic Committee, will partner to bring the passion of the Olympics and Paralympics into your home through a virtual, interactive celebration of the Olympic spirit.

This July, Airbnb will host an exciting lineup of Online Olympian and Paralympian Experiences for fans across the globe to personally interact and learn from their sports idols in the comfort of their own homes.

Launched in April 2020, Online Experiences unlock unprecedented access to inspiring hosts and activities across the world, including [meditating with sleepy sheep in the UK](#), meeting a [real life shark scientist in South Africa](#) and more. Whether joining a yoga session hosted by an Olympian, wine tasting in Portugal, or [cooking Mexican street tacos](#) with a pro chef, guests have the chance to connect with new people and travel virtually, all from the comfort of their own living room.



To celebrate Pride and book dedicated virtual experiences, you can visit [airbnb.com/online-experiences](#)

q book: BAIT AND SWITCH

BAIT AND SWITCH – your mid-winter read sorted

A new book of short stories by Australian gay author Ashley Sievwright is the mid-winter page-turner you're looking for. Launching this month, *Bait and Switch & other stories* is the long awaited gay-themed follow-up to Ashley Sievwright's debut novel *The Shallow End*, which was nominated for the Commonwealth Writers Prize Best First Novel award.

The author spoke to Q Magazine about his writing and influences.

*"I was born and raised in country Victoria, and growing up I had no gay role models, no clue really, what living a gay life might look like, no outlet for my own sexuality. My only understanding came through books. I remember getting my hands on gay books and reading them voraciously, and secretly. It opened my eyes to a world where gay men existed, a world of male desire – a world of sex. This early exposure to gay literature has clearly influenced my writing, and is reflected in *Bait and Switch* which examines a whole range of different ways that gay men interact, and does not shy away from desire and sex. The stories are primarily about love and friendship, but there is a healthy dollop of sex in there too – why not? When I write, I think about myself as an isolated young teenager, curious and fascinated by every aspect of how men interact with men."*

The stories in this collection range across a number of different setups and plots, but all eight stories reflect on family, friendship, desire and belonging, and what it means to gay men. All have quirky but believable characters, and are, by turn, intriguing, touching, and sometimes laugh-out-loud funny.

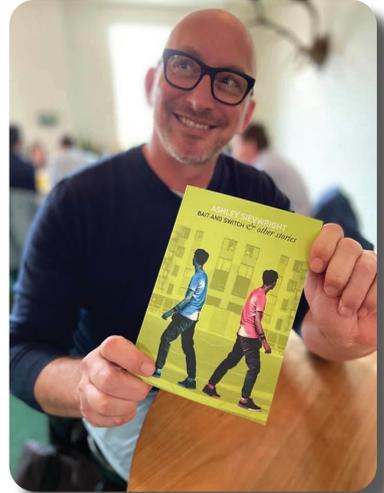
In the opening story, *My Cousin Mark*, we meet a teenage boy, a little wet behind the ears, suddenly orphaned, and sent to stay with his slightly older cousin Mark, a gender non-conforming bisexual man, with a job in promotions and a life full of drugs and partying. As the story unfolds we witness an unexpected and unconventional friendship and family bond grow. Other stories explore different phases of gay male relationships, from the initial 'first kiss' stage, through early desire, the pressures of marriage and mortgage, and on to late-relationship disinterest.

In *Stay and Defend*, we meet Paul and Ricky, who are in a long-term relationship, but are increasingly spending time apart. When a raging bushfire threatens the country property that they had decided they would stay and defend, but Paul finds himself there alone, yet again, he makes the decision to abandon both the house and the relationship – but is it too late?

*"I know I shouldn't have a favourite story, but I do, and it's *Elephant*. In this story I examine the relationship between an older gay doctor and a much younger Brazilian man, JD. JD is a 'social influencer' who makes a living from posting photographs of his enormous penis alongside products he's paid to promote. The two are on a cross-country journey to meet up with the doctor's siblings and scatter the ashes of a dead sister – at an extinct volcano. It's such a ridiculous setup, but I had such a lot of fun taking it in unexpected directions."*

Sexy, funny, touching. If you're looking for a page-turning read to get into bed with mid-winter, here it is.

Officially launching in July, *Bait and Switch & other stories* should be available at your favourite bookshop. If it's not on the shelf, ask at the counter – it's published by Clouds of Magellan and distributed through Lightning Source. It's also available in hard copy and as an ebook from your preferred online store.

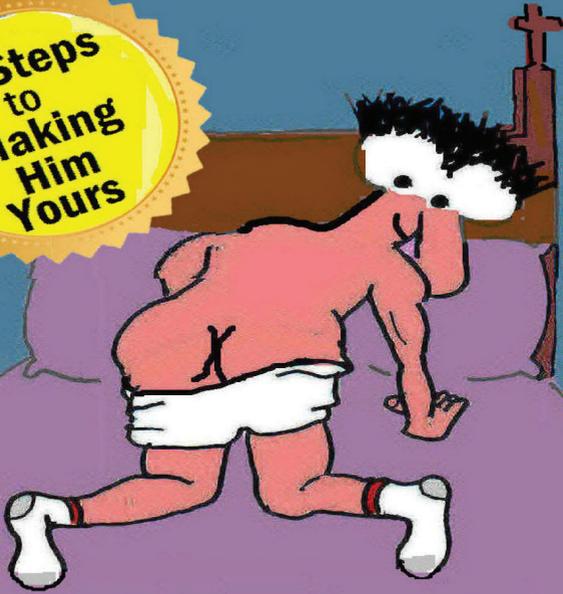


Q Magazine has a copy of *Bait and Switch* to give away. To put your hat in the ring, email getfree@qmagazine.com.au with *Bait and Switch* in the subject line to win. The prize will be drawn on the last day of July at Unit 1, 13 Rae Street, Chadstone VICTORIA 3148

ASHLEY SIEVWRIGHT
BAIT AND SWITCH *& other stories*



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q music: BEETHOVEN RE-WORKED

The Great Kat, "Reincarnation of Beethoven" celebrates Beethoven's 250th Birthday (Dec. 16, 2020) with new virtuoso and powerful recordings available on CD Singles and Digital. Ludwig van Beethoven's greatest hits are shredded on BOTH guitar and violin by The Great Kat, Juilliard grad violin maestro and "Top 10 Fastest Shredders Of All Time" (Guitar One Mag).

The Great Kat shreds Beethoven's famous "Eroica Symphony", "Für Elise", "Turkish March", "Minuet in G", "Moonlight Mosh" (Piano Sonata) and much more to come in 2020 and 2021. The Great Kat is the only guitar/violin double virtuoso shredding Beethoven's masterpieces at high speeds and bringing his genius music to a whole new generation with metal.

The Great Kat is the world-famous Juilliard graduate Classical Violin Virtuoso/Carnegie Recital Hall Violin Soloist/Winner of "Artists International Competition". The Great Kat performed as a Prodigy Violin Soloist for NYC Mayor Ed Koch at Gracie Mansion and for Coahuila, Mexico Governor Flores Tapia at the Centennial of General Vito Alessio Robles' birth and at the famous Teatro Fernando Soler in Saltillo, Mexico and was awarded the "Certificate of Merit" from New York Governor Mario Cuomo. The Great Kat is now the world's fastest Shred Guitar Virtuoso/"TOP 10 FASTEST SHREDDERS OF ALL TIME" (Guitar One Magazine)/ "FAMOUS JUILLIARD SCHOOL ALUMNI" (Ranker)/Reincarnation of Beethoven and the ONLY Guitar-Violin Double Virtuoso since Niccolo Paganini. Timothy Leary, cultural icon collaborated with The Great Kat Violin Virtuoso on the rock song "Right Brain Lover". Retailing giant Tesco is now featuring The Great Kat's virtuoso Vivaldi's "The Four Seasons" music in the TV commercial for the popular Activision video game "Call of Duty: Ghosts" http://youtu.be/6tW_jk2J000. The Great Kat's Revolutionary Albums, "Beethoven On Speed" and "Beethoven Shreds" are now featured in "America's Beethoven" Exhibit at the "American Beethoven Society". BBC Radio's "The Arts Hour" features The Great Kat Shredding Beethoven's "5th Symphony" and Interview from "Fast And Furious" Show (heard on BBC Radio 4). Warner Music Group releases the Legendary "Worship Me Or Die!" & "Beethoven On Speed" Metal Albums by The Great Kat Shred Goddess!

For more information, please visit: <http://www.greatkat.com>



Links to Music:

iTunes: <https://itunes.apple.com/us/artist/the-great-kat/id368743108>

Spotify: <https://open.spotify.com/artist/4YDaaWoQRwk2CPzsX8pXzt>

Amazon Prime: https://www.amazon.com/s?i=popular&rh=p_32%3AThe+Great+Kat

The Great Kat Web Site: <http://www.greatkat.com>

q success: 4 PEOPLE YOU NEED

The 4 people you need in your inner circle for success

At the 2019 Australian Open Novak Djokovic won the men's singles title for a record-breaking seventh time. In his acceptance speech he talked to the fact that a year earlier he'd been undergoing surgery and that without the collective effort of his team he couldn't have achieved this title. He thanked his coaching team one by one for developing the formula for him that's working, and he thanked his inner circle, his family, for their unparalleled support through tough times.

It was leadership expert John C Maxwell who said, "Those closest to you determine your level of success, so choosing the right companions as partners in pursuit of your vision is an important decision." He went on to add "My advice is to surround yourself with talented people who will challenge you, help you grow and inspire you to maximise your potential".

This is the power and potential of your personal Inner Circle. It is more than a pocketful of business cards, a database full of contacts, a list of 'friends' on social media (all of which I accept are needed for lead generation and business growth). Rather, your key network provide an additional powerful layer of awesomeness to you. They understand you, your goals and your dreams for success. They respect your strengths and your imperfections, the areas you rock at and the areas you need support in. They provide quality thinking and behaviours and push you further than you could ever go alone.

Who is in your network and how much input or influence they have on what you are doing or trying to achieve is critical to your growth and success?

Choosing your network wisely starts with these 4-key group of people:

1. PROMOTERS

These are the people who will help you achieve more, the individuals who always see more in you than you see in yourself. They see possibility where you see impossibility. Your own personal cheerleading squad. They're with you by your side through thick or thin, never giving up on you, always dreaming big with you. Promoters pull you towards your future dreams, make noise about potential possibilities, spend time with you to explore how you're going to achieve your goals and inspire you to become more.

Need more proof? According to research from the Centre for Talent Innovation, people with promoters (aka sponsors) are 23 per cent more likely to move up in their career than those without sponsors.

2. PIT-CREW

Climbing the ladder of success can be a lonely task, requiring grit, determination and perseverance. We all experience days of frustration and disappointment, days when we have to face our fears, make tough decisions or calls, push past failures, recalibrate our reality and keep focused on opportunities that lie outside our comfort zone. Having the right crew to help you overcome these difficulties, keeping you mentally tough and balanced, is crucial.

Be Brilliant

HOW TO LEAD
A LIFE OF INFLUENCE

Janine Garner

BESTSELLING AUTHOR OF *IT'S WHO YOU KNOW*

WILEY

Like a Formula One pit stop, your pit crew can make or break a race. They add stamina to run the marathon of your dreams; to navigate complexities and recover from setbacks.

3. TEACHERS

A life of continuous learning is essential to growth. Successful people know this; that's why they have an insatiable desire and commitment to learn more, in more ways than one.

Harvard professor Linda Hill says, 'You can't think of something new unless you are being pushed to think in new directions, and you can't do that unless you are engaging with people who have a different viewpoint'.

The right teachers teach you mastery, guide and stretch your thinking, challenge your ideas, and encourage you to push further because they know that this constant curiosity creates real opportunity for growth, achievement and success.

4. BUTT-KICKERS

Love them or hate them, we all need butt-kickers: those individuals who help accelerate the journey, pushing you to do more and holding you accountable for all your actions. They accelerate action, they mentor you through your thinking and decision making and they call you on your bullshit.

Butt-kickers are masters of delivery. They hold you accountable for your actions and decisions, and ensure you do what you say you're going to do—and then some.

Choose your tribe carefully. Take control because strategically aligning yourself with the right people will fast track your goals and ambitions and influence the person you eventually become.



*Janine Garner is a global thought leader on powerful networking, collaboration and transformational leadership. A highly sought-after keynote speaker, educator and best-selling author, Janine works with high-profile global leaders, and helps many of Australia's top 50 ASX companies and multinationals. Her new book *Be Brilliant – how to lead a life of influence* (Wiley) is published in July. Visit www.janinegarner.com.au*



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q survival: POST COVID-19

5 ways COVID-19 has marked a return to the simple life

In a world of screen saturation, 24/7 expectations and always-on technologies, Australians were struggling to find a sustainable pace of life. And then came COVID-19 and the resulting lockdowns at home. While COVID-19 has brought anxiety, health concerns, and financial impacts, it has also provided a much-needed 'coronacation', which many Australians have used to rebalance their lives. Here are five ways a return to the simple life has helped our wellbeing.

1. More time for creative pursuits – Our national research shows that 1 in 3 have spent more time reading, baking and in creative pursuits as a result of 'iso' (social isolation). A quarter of us have also learnt new skills or engaged in online learning and dusted off some old-school activities to pass the time.

2. An increased focus on family time – From jigsaw puzzles to family board games nights, Australians have spent more time interacting with those at home. The results are positive: 1 in 5 say that all this has led to stronger connections within their household. Home hobbies are being passed on to the next generation too, with backyard sports having had a resurgence, as well as vegetable gardens and gardening generally having become mainstream once more.

3. Cost and time savings due to working from home – Homes across Australia shifted from living spaces to home offices overnight as more than a quarter of Australians (27%) started working from home. This has brought unique opportunities with the biggest benefits being more time because of no commute and less time getting ready (82%), and saving money on travel and lunch costs (76%).

4. The Aussie humour shining through – During these tough times, Australians have seen the humorous Aussie spirit shining through, particularly with our unique Aussie lexicon. Our old life is remembered as B.C. (Before Corona) in this A.C. (After Corona) world. But far from being intimidated by this virus, for Aussies it is simply The Rona. Our lives are now spent in iso, our DIY haircuts and colours have delivered the embarrassing coronacuts and working from home has become such a mainstream thing, it now comes with its own three letter acronym: WFH. This work context has brought with it new work realities like Zoom-bombing (kids or partners lurking in the background of our virtual meetings), virtual happy hour (Friday afternoon drinks at home), and with less incidental exercise, the dreaded corona-kilos!

5. Greater flexibility and work/life integration – Despite the challenges, Australians are embracing this return to the simple life, and it's set to continue. More than 7 in 10 (73%) say they would be excited to work from home more often and a similar proportion (69%) say that they are as, if not more productive when working from home compared to the workplace. More than three in four Australians (78%) believe working from home will become more of the new normal. Although it's been a challenging time, there have been some wellbeing benefits that many are hoping to continue when life resumes to a place of normalcy.

WORK WELL BEING

*Leading thriving teams in
rapidly changing times*

MARK MCCRINDLE
& ASHLEY FELL

Mark McCrindle, along with Ashley Fell, is the author of *Work Wellbeing: Leading thriving teams in changing times* (Rockpool Publishing \$29.99). Mark is a sought-after speaker, social researcher and is the Principal at McCrindle, which helps leading organisations gain a clearer picture. *Work Wellbeing: Leading thriving teams in changing times* is available at all good bookstores and online at www.workwellbeing.com.au

q beauty: MAISON 21G - THE NEW WAY TO PERFUME

Bespoke Parisian haute couture perfume house Maison 21G has unveiled a new way for men to experience the brand's exquisite range of perfumes – in an all-natural, alcohol-free solid perfume housed in a travel-ready compact case.

Maison 21G solid perfumes are not only kind to your skin the planet, they are perfect for the modern man's on-the-go lifestyle, and of course for women too. The small compact format fits into any pocket, so customers can now take their favourite scents with them wherever they go and freshen up whilst out and about.

These solid perfumes have the consistency of wax and are made from 100% natural essences and are alcohol-free. Ingredients include beeswax, shea butter and virgin almond oil infused with the customer's own solo scent of choice. The perfumes are clean and cruelty-free.

80% smaller, 100% smarter, Maison 21G's range of pocket-sized solid perfumes come packed in a lightweight zamak case with a luxurious sleek finish. The compact case, made from enduring material, incorporates a simple shape with a handy flip lid for easy one-handed opening and use. Allure on the inside that speaks volumes on the outside.

To be applied selectively on neck, pulse points, or lips to nourish the skin and re-energise with one's favourite scent, Maison 21G solid perfumes have been specially designed for discerning men seeking alternative beauty products or women who are looking for skin-friendly, alcohol-free alternative to liquid perfume.

"Maison 21G is always pushing the boundaries of perfumery creativity and innovation", said Founder and CEO Johanna Monange. "These new solid fragrances for men, housed in a stunning and convenient flip case, are sure to appeal to today's active man-about-town who demands that his scents are completely natural and ethically manufactured."

Each solid perfume is priced at A\$40 for a 4ml zamak case, and A\$15 for a 2ml mini solid perfume in a glass jar in a solo scent of choice.

For more information and to buy the perfume visit: https://maison21g.com/all-products/solid_perfume

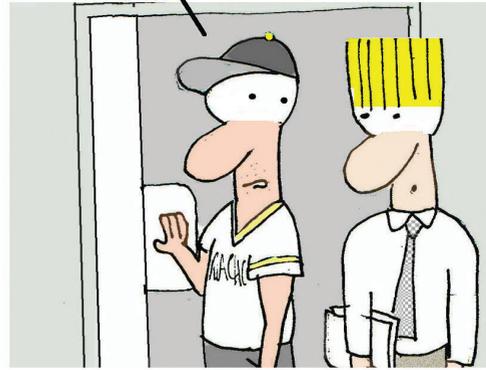


Gaylord Blade

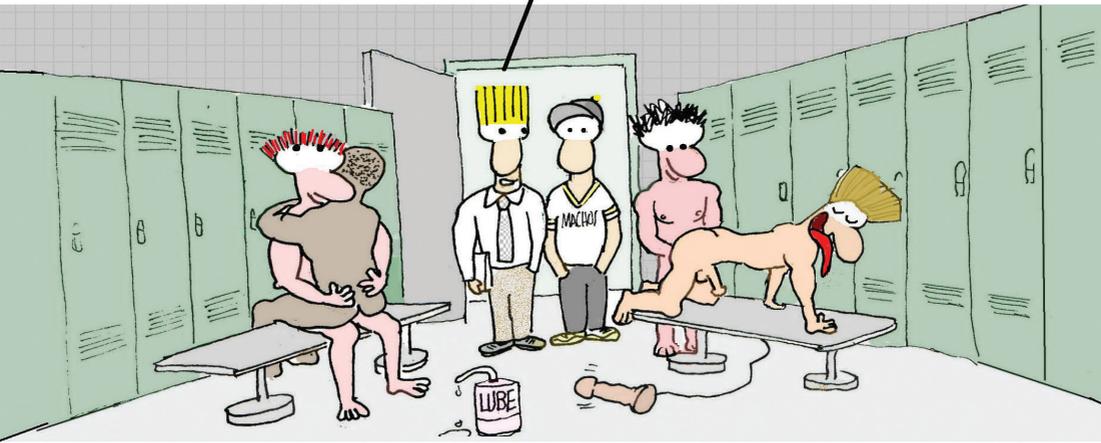
Gaylord, you'll be our first Gay assistant football coach



if can you keep your dick in your pants ... my boys are hot athletic young men!



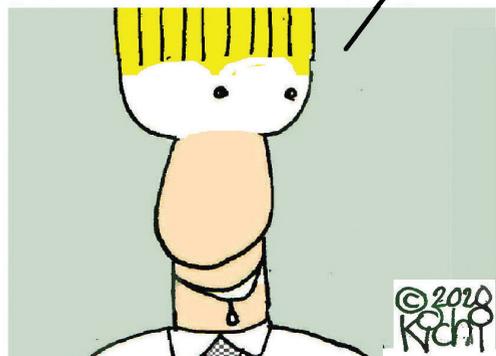
er, ... Coach, I can keep my zipper up, but can your boys?



Huh? Oh, this stuff? This isn't Gay sex, it's team building

...it's to build **CONFIDENCE**

Sir, you can count on me to make these boys the most confident team in Australia





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