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Q MAGAZINE

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Regardless of the target demographic or cohort, inclusion is never a one-size-fits-all concept. This is particularly relevant when referring to LGBTQ+ employees in the workplace. True inclusion policies should be omnipresent across all company landscapes, but they don't necessarily guarantee employees feeling welcome.

Understanding is the foundation to creating an inclusive workplace for transgender individuals. Rather than assumption, discussion and respectful questions are the key. Open dialogue will lead the way to clearly understanding what both parties need to do, and know, to ensure a mutually beneficial working relationship. Conversation is the first step to breaking down barriers and gain the required understanding to assist transgender employees feel truly part of the company through acceptance and visibility.

It's no surprise millennials are driving the way for gender diversity and inclusion. 20% of the generation currently identify as LGBTQ+, compared to 7% of baby boomers and 12% of GenX. This results in a greater number of people being able to directly relate to the problems caused by gender exclusion and, therefore, pushing for changes necessary to create ongoing solutions. This generation, through greater diversity exposure, are more naturally empathetic of the issue's others face. Millennials also currently dominate the workforce, and have more influence over policies, hiring, marketing, and business decisions, both from an employee and customer perspective.

As people aren't able to emulate experiences, this is not an exact science. You can only really know the personal journeys of transgender people from a lived perspective. Likewise, even if you are transgender, this doesn't mean you will necessarily understand another transgender person either. No two journeys or stories are identical. Being similar to someone does not mean identical. Transgender is a broad term to cover many different people and it's easy to get things wrong if you don't take the right approach.

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for
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**Dr Adam Mattsson
has moved to the
eastern suburbs....**

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More next month.

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ABN 21 631 209 230

q feature: **BRUNSWICK BALLROOM**

Melbourne's most dynamic and exciting new performance venue, the BRUNSWICK BALLROOM has opened.



In addition to their excitement at opening the BRUNSWICK BALLROOM, the team are tickled pink to also be hosting some of the best shows in this year's Melbourne International Comedy Festival as it welcomes comedians to the stage and audiences to their brand new venue. MICF returns in 2021 delivering much needed laughs and good times to Melburnians and for the first time making its way down Sydney Road to the BRUNSWICK BALLROOM with comedy superstars Tripod and the breakout cult favourite, Australia's 'fake genuine Russian choir' Dustyesky. Staying with the Russian theme, VulgarGrad's unique folk-punk-polka-ska-swing musical take on Russian criminal activity could make them guilty of making light of these serious matters!

Featuring Jane Clifton Denise Scott, Fiona Scott Norman, Derek Guille, Brian Nankervis, Dave O'Neil and Adam Zwar amongst many more, Pants on Fire is a live onstage panel game that started as a way to stay sane during lockdown and now explodes live with two teams of well-known showbiz types competing to see who is the greatest bullshit artist of them all.

The critically acclaimed one-woman show Coral Browne's This F*cking Lady stars legendary Australian actress Amanda Muggleton based on the life of Australian legendary star of stage and screen, Coral Browne, putting the Grande Dame back in the spotlight where she belongs.

In addition to the MICF shows eclectic programming continues throughout March and April seeing legends such as Kate Ceberano, Tim Rogers, Ross Wilson, Underground Lovers and David Helfgott don the brand new stage. D'Arcy Spiller, Girlatones and Bitch Diesel will feature as part of the Brunswick Music Festival which will also include a free gig on Tuesday 9th March by Loretta and her Boyfriends at the Brunswick Artists' Bar located downstairs at the new venue.

The newly refurbished BRUNSWICK BALLROOM is located in the old Metropolis House on Sydney Road, taking the mantle as one Melbourne's most eclectic and diverse entertainment and events venue. This extraordinary venue has been reimaged, refurbished and renamed and will feature the best of Australian and international music, cabaret and comedy. The rich history of the venue dates back to the 1960s. Once a hat factory, nightclub, a wedding reception centre, French restaurant and most recently music venue The Spotted Mallard, this reincarnation offers patrons the chance to combine a delicious meal with a glass of wine while enjoying a great show!

The BRUNSWICK BALLROOM, is a fully accessible venue seating up to 300 people, combining the best of London's legendary Ronnie Scott's Jazz Club and New York City institution Joe's Pub with Melbourne's own 1990's icon, The Continental Café, bringing style back to Melbourne's music scene. Downstairs boasts a secondary space, the Brunswick Artists' Bar a Sydney Road local, showcasing artwork and acoustic sounds from local artists. With all the charm and atmosphere of a country pub mixed with the furnishing and décor of a sophisticated yet understated stylish Melbourne bar.

The rebirth of the venue is spearheaded by impresario Andrew Kay AM together with actor and musician Will Ewing who takes on the role of Venue Director. They are joined by Melbourne music scene hall of famer Mary Mihelakos as Music Booker, Emma Calverley Comedy Producer booking Comedy and theatrical producer Liza McLean with Tinderbox Productions who is curating the cabaret line up. Tori Bicknell rounds out the management team as Head of Food and Beverage.

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q real estate: **FOR SALE : ARCO**

ARCO

BY SABA U

66-68 Pickett Street, Footscray

Arco takes the essence of Footscray, acknowledging its history, and catapults it to a sophisticated new level in apartment living.

When we sat at the drawing board to bring Arco to life, we started with breaking down the development's street name, Pickett. We realised 'pic' is the Old English word for hill. This snowballed into the curved lineage we wanted to infuse throughout the design. Much like a hill, we were inspired by the notion of grand arches, a quintessential feature in Italian architecture and design.

Along with the Italian migrants that stepped foot on Victorian soil decades ago, in the years since, Footscray has evolved into the multicultural epicentre of Melbourne with influences from Asia, Africa and South America now infused in Footscray's diverse DNA.

The result? An eclectic melting pot. It simmers with the waves of migration that have come before. Each with their own flavour, from the markets where you can stock up on fresh produce, meats, seafood and more. Prepare a feast in your state-of-the-art kitchen or leave it to the professionals and dine out at one of the many culinary options from a diverse array of cuisines lining Footscray's eclectic streets. Cement yourself with a craft beer and laze away a Sunday afternoon with friends at the nearby Station Hotel, one of Melbourne's top gastropubs.



Seddon's cosmopolitan strip of shops is also within easy reach, home to your new favourite wine bar, Seddon Wine Store, while the option is there to kick things up a notch at the super cool nearby speakeasy, Lay Low. Or perhaps you'd prefer to peruse the paper over a smashed avocado at Common Galaxia, the perfect way to recharge after getting Zen at Westside Yoga.

Gaze at the spectacular arches that adorn Arco's frontage, setting the tone for the grandeur found inside. Every facet has been considered and catered for; resulting in high-end splendour unlike anything else on the market.

Taking cues from European loft-style spaces, these apartments are considered sky homes; a new breed of apartment living where the atmosphere is filled with natural light. They're airy and spacious with unparalleled views as far as the eye can see. It's also a first for the Footscray area.

Residents have access to private terraces while each penthouse comes with their own private roof terrace space and garages.



With just 16 three-bedroom residences and two exceptional four-bedroom penthouses, the mood is intimate and private, a secluded sanctuary nestled away from the bustle of Footscray's vibrant streets.

Drawing inspiration from Arco's Italian roots, on offer are only the finest materials and finishes, including Italian appliances, bold Terrazzo tiles, both natural stone and Caesarstone, Italian designer wallpaper and parquet timber floors.



The concept involves minimising wasted space to make room for oversized, luxurious living zones. This is combined with a neutral colour palette offset by accents of bold contemporary style such as Terrazzo stone, an inspired focal feature in each apartment. Every space is adorned with only the finest materials and thoughtful design.

A ground-breaking development which simultaneously pays homage to Footscray's history, all the while elevating it to a new benchmark in apartment living.

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q cuisine: with HOME COOK HYLTON

Auguste Escoffier once said "Rice is the best, the most nutritive and unquestionably the most widespread staple in the world." He was not wrong. A name synonymous with French haute cuisine, he standardised the five mother sauces we use in everyday cooking, including the béchamel sauce we use while baking lasagne, and the hollandaise many often enjoy on eggs Benedict.

Now, back to rice. Rice is among the most produced food crops in the world, second only to corn and sugarcane, and forms an essential staple in most parts of the eastern world. While rice is often merely an accompaniment to a protein-based dish, combining your protein in rice dishes like risotto, pilaf or, always a kid's favourite, "porcupine meatballs," can form a nutritious, satisfying meal. Also, who can say no to "one-pot cooking?"



Morasa Polo (Chicken and Saffron Rice)

- 1 orange
- 1 brown onion, thinly sliced
- 750g chicken thigh fillets, cut into cubes
- 1/4 cup dried barberries
- 2 teaspoons caster sugar
- 1/4 cup green raisins
- 1 teaspoon saffron threads
- 2 cups Basmati rice
- 3 cups hot water
- 1/4 cup toasted slivered almonds
- 1/4 cup slivered or chopped pistachios

1. Preheat oven to the 180°C
2. Zest the orange using a zester, or use a vegetable peeler or paring knife to cut a section of peel from the orange, remove the white pith from the rind, and thinly slice. Set zest aside.
3. Heat a tablespoon or two of oil in a large pan or casserole dish. Ensure your frypan does NOT have a plastic handle, as it will be put in the oven later.
4. Add the onion and cook until well softened and golden brown. Set aside.
5. Add more oil to the pan and cook chicken, in two batches, until browned. Set aside.
6. Add the barberries to the pan and sprinkle with sugar (they are quite bitter otherwise). Cook, stirring casually until heated through.
7. Add onion and chicken back to the pan. Add the rice, saffron, water and half the orange rind and stir to combine.
8. Bring to the boil, cover pan with lid and transfer pan/casserole dish to the oven, and cook for 20 minutes, until rice has absorbed all the liquid.
9. Remove pan from oven and toss the rice with half the almonds and pistachios.
10. Serve immediately, garnished with remaining nuts and orange rind.



Note: Green raisins and barberries can be sourced from most Iranian/Middle Eastern stores or online. The Royal Nut Company, based just off Sydney Road in Brunswick, is easily accessible by public transport and also offer Australia-wide delivery. Falling short of that, the green raisins can be substituted with currants, and the barberries and sugar can be omitted.

Salmon and Mascarpone Risotto

- 1 medium leek, white part only, finely chopped
- 1 Cup Arborio rice
- 2 cups fish stock
- 2 fillets of fresh salmon, cut into cubes
- A small bunch or punnet of dill
- Two large scoops of mascarpone.
- 1 lemon, cut into wedges

1. Preheat oven to 180°C
2. Heat a tablespoon or two of olive oil in a casserole dish or heavy frypan. As with the above recipe, make sure your frypan does NOT have a plastic handle, as it will be put in the oven later.
3. Add the leek and cook until softened, 3-5 minutes.
4. Add the rice and stir to coat rice with oil.
5. Add stock and bring to a boil, stirring occasionally.
6. Cover pan with a lid and transfer pan/casserole dish to the oven, and cook for 20 minutes, until rice has absorbed all the liquid
7. Remove pan from oven and return to cooktop. Add the salmon, mascarpone and dill and stir well to combine
8. Continue to cook while stirring, until salmon has changed colour and cooked through.
9. Serve immediately, garnished with lemon wedges.



Note: This recipe is easily increased to cater for more people. Increase the recipe by 1 salmon filet, half a cup of rice, 1 cup of stock and another scoop or two of mascarpone.



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q life: with GABRIEL TABASCO

[View From the Top](#)

For this month's article I decided to reach out Eric Tan*, an acquaintance of mine, who is known around some gay circles as an 'Aggressive Top,' a title he gave to himself, (which truth be told is a little arrogant, but then again aren't all 100% tops?). However, every man he bedded seems to agree that his self-given title is justified. In fact even his immediate circle of friends now call themselves 'Aggressive Tops,' the women included! I thought it would be interesting to speak to him about his sexual experience and the view of the gay world, sex, bottoms from this very aggressive top. (How that title makes me want to hurl).

Tell us a little about yourself.

I'm Eric. I am from Singapore. I am a self-professed bottom addict. And yes, I am an Aggressive Top.

What is a bottom addict. It sounds odd.

Well... I'm a gay man that likes to pound the living daylights out of gay men who are bottoms. It's that simple. Not odd at all.

Can you tell by looking at a person if they are top or bottom?

Yes. For sure. It is my power. I could tell you were a big bottom. But generally yes, I can tell from the way a man walks, his attitude, the way he taps on his phone even. And especially the things he wears. Bottoms wear short shorts and show off their legs. It's an indication they want to be pounded. (Laughs a little.)

Would you say that calling yourself an Aggressive Top is arrogant?

Yes. It is. But I am a top and I can do that. It's called a Top Energy.

What do you look for in a bottom?

A bit of flesh. A little bit of chunk on him. Nice round buttocks that make a good sound when I pound them or spank the bottom. (Laughs.) Bottoms that are slightly shy and resist the top a little bit. It is more fun to work to pound them but I get in there a little. (Laughs.) Ideally more petite or slight guy so I can throw him around a bit. Well spoken. Good hygiene. And a handsome face. What turns me off are extremely slutty bottoms that offer up their hole at the drop of a hat.

What's the minimum size a top needs to be a good top?

It's not about the dick size. In one threesome I was in, I saw a guy fuck the shit out of a bottom. The top didn't have a big dick. In fact he was small but he was very good with the movements and rhythm and made the bottom weep a little bit. It was fun to watch and proved it's about technique and attitude. The bottom cried so much that the top left. (Laughs hysterically.)

Would you say you're popular?

For sure. So many gay men are bottoms, even the ones that say they are vers they are really bottoms, and there are fewer tops, so I would say there is more men for me and other tops. We can afford to be picky. I don't think that's the case for bottoms who need to be pounded and have a smaller selection of men to choose from.

Rate yourself of how you are as a top, with one being the lowest and 10 being the highest.

I'd give myself a seven because I am very good at the basics but specialised activities I need to do more of. Some I am looking for more bottoms to practice with.

Any embarrassing situations?

For the bottom: one bottom asked me to fuck him with a dildo. The dildo really relaxed him and pretty much sprayed his guts out everywhere. For me: I had a threesome with two eager bottoms and I think there was too much pressure on me to perform and I could not get an erection. Due to that I have rejected many advances from two bottoms asking me to pound their little holes. (Laughs.)

Any collaborations with other tops?

Yes. Lots. I have organised threesomes where me and the other top pulverised a bottom. In one case me and two other tops fucked two bottoms. In one case I fingered the bottom at the same time as my friend did. The bottom has two fingers in his hairy hole at the same time... but from two different guys. (Laughs hysterically). I have a voyeuristic quality and I like to see the bottom being fucked by the top. I even like to peer at the top's dick pounding the bottom as it goes in and out. (Laughs.)

Any unrealised fantasies?

A harem of men full of men from around the world who I can f*ck at my pleasure and watch them get fucked. I will be the main guy but I will be able to pound any of the bottoms. I am an EOT (Equal Opportunity Top) so there will also be other tops in my harem, there to pound the bottoms. Right now I have a dispersed harem, men who I pound but of course are not in a harem.

What is your best sexual experience?

My boyfriend met a good-looking Italian man on holiday. We went for a swim together. He came back to our hotel room. We continued to drink in the room but without touching each other. Once we could not resist the sexual tension the Italian guy f*cked my boyfriend and then I f*cked the Italian guy. We kept f*cking until 4am. We slept together. We then f*cked for a few more hours and then had brunch together. It was fantastic. A nice guy, good conversation and good sex.

High level facts about Eric:

Penis size: 7 inches.
Favourite position: Missionary.
Favourite tops in porn: right now Elliott Finn. Michael Lukas. Cutler X.
Favourite bottom in porn: Rico Vega, Devin Franco, though his hole has now become the size of a doorway.

Do you understand top-speak? This is what you need to know:

Aggressive Top: full throttle tops.

Bottom: gay men that are passive in sex.

Collaboration: tops working together to f*ck a bottom.

Dispersed harem: the men Eric regularly has sex with. They are part of his harem but not living in this palace (obviously).

Equal Opportunity Top:

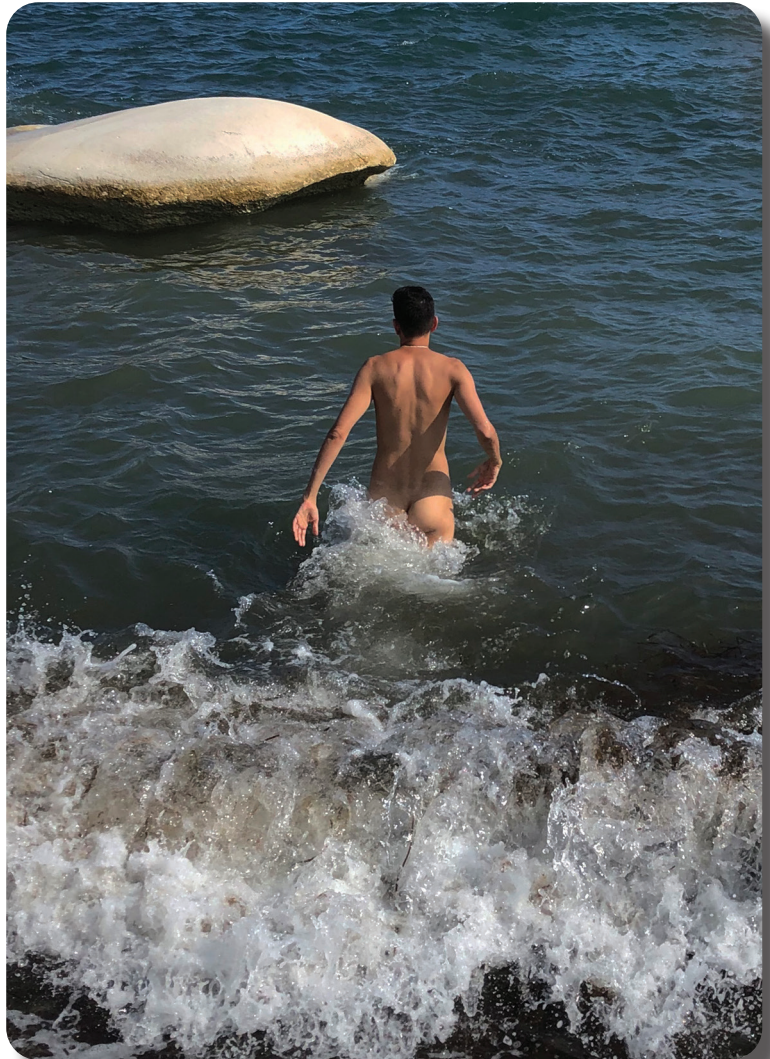
F*cking the living day lights out of the bottom: what Eric loves to do.

Pound: fucking a bottom hard.

Pulversive: f*cking a bottom so hard his hole is pulverised.

Top: gay men that are active in sex.

Whimper: what a top does to a bottom



**not his real name.*

q art centre: FANGIRLS

Arts Centre Melbourne is excited to announce that the break-out musical FANGIRLS, from award-winning playwright Yve Blake will make its Melbourne debut at the Playhouse Theatre from 28 April - 9 May as a part of a national tour. This energetic musical will be showing in Melbourne for the first time following sell-out crowds for Belvoir's season at the Seymour Centre.

"We've been dreaming of coming to Melbourne for years. When we premiered in 2019, some industrious teens started a petition to bring the show to Melbourne and I'm so happy that we can finally deliver on that wish," says the creator of FANGIRLS - Yve Blake.

"Even though this show is called FANGIRLS, it's not just about fans or girls. It's a show for anyone that has felt the sweet torture of a first crush, or who knows what it's like to be obsessed with something that isn't 'cool'."

The prolonged intermission between shows at the Playhouse Theatre will add an extra element to this performance, mirroring the excitement around the show as Arts Centre Melbourne create offerings for audiences to embrace the arts once again.

"It's incredible to have FANGIRLS as a part of our re-opening of the Theatres Building at Arts Centre Melbourne. This has been made possible thanks to the generous support of all those who donated to our Recovery Appeal," says Arts Centre Melbourne's Creative Producer, Theatre & Contemporary Performance – Daniel Clarke.

FANGIRLS follows the uproarious story of Edna, a plucky misfit scholarship girl who believes that she alone can win the heart of the world's biggest pop star: Harry. Sure, he has 38 million other fans, but for Edna, that's merely a hurdle. Because there's nothing she won't do to prove to Harry that she's the one.



With a dazzling cast including AYDAN from The Voice, Danielle Barnes, Chika Ikogwe, Shubshri Kandiah, Ayesha Madon, James Majoos, Karis Oka, Tomáš Kantor and Shannen Alyce Quan, this critically acclaimed show is captivating and will leave you wanting more.

This show is founded in Blake's fascination for the way that society can see a mob of screaming fans as "embarrassing" if they're female and at a pop concert, but "passionate" if they're male and at a footy match. She set out to write the show she wished her 14-year-old self could have seen: a comedy all about the ways that the world tries to convince young women that they're not as worthy as their brothers.

"The response from audiences so far has been unreal. I'm so shook by all the fan art, the memes, and the crafts! I've seen people bring handmade signs like it's a pop concert, and even make custom jewellery," says Blake.

"People should see this show because it's a love letter to the awkward teenagers that we have all been, and also it's the perfect antidote to 2020. This show was designed to feel and sound like a thrilling pop concert, and after a year of no concerts, it really does hit differently."

Yve Blake is a decorated performer and playwright, awarded with the Inaugural Rebel Wilson Theatre Maker Scholarship (2016) and has been widely recognised for FANGIRLS with the Sydney Theatre Award for Best Mainstage Musical (2019), Matilda Award for Best Musical or Cabaret (2019) and AWQGI AWARD for Music Theatre (2020).

Tickets on sale NOW via www.artscentremelbourne.com.au



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q social media: **INSTAGRAM**

Instagram has launched new features for Australians across the country to celebrate the LGBTQ+ community. In partnership with Mardi Gras, Instagram's "Rising Heroes" campaign spotlights the new generation of LGBTQ+ creators and showcases queer expression and connection with a suite of new Mardi Gras features.

Instagram is championing queer expression with the return of rainbow hashtags, transforming over 60 hashtags into colorful beacons throughout your feed. These featured hashtags were identified in partnership with Mardi Gras and Black Rainbow to include #MardiGras2021 #WeRiseFor #IndigenousQueer and many more. Use one of these hashtags in your Stories, or post one of our featured Pride stickers, to activate a rainbow story ring. These products are live now for our Australian community throughout Mardi Gras.

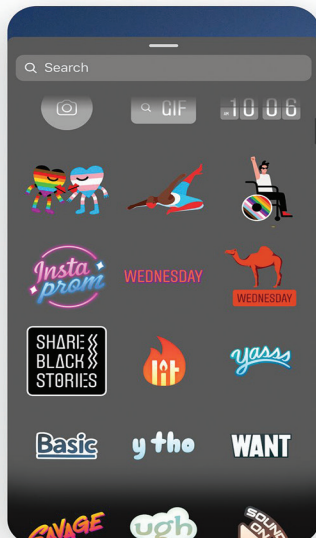
Although celebrating Mardi Gras together in-person may be more challenging this year, Instagram is launching a new feature to bring the community together on Parade night. On Saturday 6 March, all Instagram Stories that share a LGBTQ+ hashtag or feature a Pride sticker will feature in a special collective 'Mardi Gras' story that will sit at the top of your stories tray. This unique feature will help you connect and celebrate with the friends, family, and creators you follow this Mardi Gras.

Keeping your social media a safe and positive place is always important, and we've partnered with Black Rainbow, Trans Pride Australia, ACON, Twenty10 and Minus18 to create a new Safe and Strong guide. Featuring tips on safety tools, advice from experts, and inspiration from your favorite queer creators, this LGBTQ+ Guide To Facebook and Instagram launches today online for everyone to download here.

We're also celebrating with rainbow hashtags on Facebook when you use #SydneyMardiGras, #MardiGras2021, #MardiGras and #WeRiseFor in a post. On Messenger, you can transform your conversation into a Mardi Gras celebration with our rainbow Pride theme.

"While this year's Mardi Gras may look a little different, it's never been more important to support and celebrate the LGBTQ+ community around Australia. The new features we're launching today are designed to help Australians come together, express themselves, and share the Mardi Gras spirit wherever they are," said Zaac d'Almeida, Strategic Partnership Manager for Instagram Australia. "While our community sparkles and shines across Instagram, we're committed to their safety and we are honoured to partner with five of Australia's top LGBTQ+ organizations to share the new 'Safe and Strong' Guide for 2021."

"LGBTQ+ Australians use Facebook and Instagram every day to express themselves, share their experiences and create communities of support. It is wonderful to see Facebook and Instagram continuing to provide new features that promote diversity and allow our community to connect," said Albert Kruger, CEO, Sydney Gay and Lesbian Mardi Gras.



RAINBOW HASHTAGS

Post with one of these top LGBTQI+ hashtags and it will turn **rainbow** in your feed!



Liked by hey_sarah2002 and c

jlau29 Happy #pride! #virtualpride this so much ❤️ #lgbtq #equality #loveislov
amethyst_grl Happy Pride! 🌈

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#DRAGQUEEN

+MANY
MORE!



Sydney Gay and Lesbian
MARDI GRAS

x Instagram

q photography: **THE SHOW MUST GO ON**

"The Show Must Go On"

What the Performing Arts were doing when they weren't doing what we know they do.

What do people in Show Business do when they're locked up? A Photographic Exhibition and Book Launch, by photographer Heidi Victoria. Preview photography exhibition of over 40 framed portraits of leading Australian performing artists in lockdown. Exhibition opens 9 February and runs to 30 May 2021 at Sofitel on Collins, 45th Floor, 25 Collins Street, Melbourne.

To coincide with the exhibition, Heidi has launched a book of photographs and stories of over 70 Australia's leading performing arts identities in their own environments telling of their time during lock-down. Both the exhibition and book feature some amazingly talented people including Rhonda Burchmore, Stephen Curry, Bobby Fox, Marina Prior, Denise Scott, Isaiah Firebrace, Fred Schepisi, Grant Piro, Jonathan Welch, John Michael Howson, Jack Levi (Elliott Goble), Dolly Diamond, Gary Sweet, Wilbur Wilde.and so many more!

Throughout the ages, the world has been hit hard by global pandemics. The Performing Arts are usually the first to be shut down and often the last to be allowed to start back up again. This industry is unique and the people who work within the Performing Arts are resilient by nature. Many of them have re-invented themselves and their income streams, passing time until the magic is allowed to happen again.

From house-hold names, to those who make everything happen behind the scenes, this project covers a multiple of genres – Music theatre, jazz, dance, comedy, ballet, opera, pop, classical, television, film, cabaret and so much more. It's a fascinating look behind the scenes at the stars and how they experienced lockdown.

Heidi Victoria

The Honourable Heidi Victoria is an environmental portraitist. She works with the natural ambience of a moment in order to authentically capture each subject. Having graduated as a photographer over 30 years ago, Heidi became a voice for the arts industry, serving in the Parliament of Victoria for 12 years including as a much-admired Minister for the Arts, but always yearned to return to her first love - photography.

As COVID-19 emerged and opportunities for artists evaporated overnight, she decided to document those hardest-hit, with the aim of producing a series of compelling images to inspire future generations when faced with seemingly insurmountable circumstances.



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Book available from: <https://www.heidivictoria.com.au>

**“My reason to live is
Sundays with my girlfriend”
- Ashley**

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q festival: MIDSUMMA AT THE BOWL

MIDSUMMA HITS AUTUMN WITH PREMIERE EVENT:
MIDSUMMA FESTIVAL LIVE AT THE BOWL



Australia's LGBTQIA+ arts and cultural experience, Midsumma Festival, in partnership with Arts Centre Melbourne, has announced the inaugural Midsumma Festival Live at the Bowl.

Celebrating diverse journeys and communities, the event will present a spectacular line-up of live performance, comedy and music hosted at the iconic Sidney Myer Music Bowl on Friday 30th April and Saturday 1st May.

Due to requirements assessed by Midsumma Festival to meet current COVIDSafe government restrictions, the annual Midsumma Carnival will unfortunately not be able to go ahead this year. Focusing on 'the art of the possible' this year Midsumma Festival has the unique opportunity to activate an iconic venue in an entirely new way. Midsumma Festival Live at the Bowl will host a soiree of FREE queer live entertainment across the two nights, in the second week of the 17-day festival.

"As our cities, streets and venues have laid empty for so long we have come to realise the significance of 'owning' our cities through activations and the all-important sense of place we bring to them. I am thrilled that in this year our communities and artists will take over the Sidney Myer Music Bowl in a joyous smorgasbord of the very best queer performances on offer." - Karen Bryant, Midsumma Festival CEO

With Sidney Myer Music Bowl transformed into a socially distanced and COVIDSafe space, Midsumma Festival Live at the Bowl will bring together a diverse mix of LGBTQIA+ artists, performers, communities and audiences, premiering its FREE two-night extravaganza for 6,000 audiences members as part of Midsumma Festival 2021.

Free tickets to Midsumma Festival Live at the Bowl will be released from 7pm on 18 March, following the Midsumma Festival 2021 program launch, with Midsumma subscribers granted pre-sale access on 16 March (to find out about presale [midsumma.org.au/subscribe](https://www.midsumma.org.au/)). The final tickets will be released on 9 April.

The exciting line-up will be announced via the Midsumma Festival website from 18 March and is planned to feature a sensational stage of queer icons from across Australia. Each night will have the same line-up performing, giving Midsumma Festival audiences two opportunities to see the show. The concert will also be live-streamed from the Midsumma Festival and Arts Centre Melbourne Facebook page, giving everyone the opportunity to see this premiere event, and to ensure that Midsumma Festival Live at the Bowl is as accessible as possible for any audiences that may be vulnerable, regional or interstate, who want to be a part of the important connection that Midsumma Festival brings. The event will be Auslan interpreted as well as the livestream event assisted by captions.

Midsumma Festival returns to Melbourne from 19 April to 5 May, with the annual Midsumma Pride March taking place on Sunday 23 May. Further information about Midsumma Festival and its exciting 2021 program will be constantly updated at www.midsumma.org.au. The full program of Midsumma Festival 2021 will be launched 18 March 2021.

q holiday: HOW TO SAVE \$5000

How to save \$5k for a local getaway

After a challenging year in 2020, a local getaway is just what we all – and Australia's economy – can benefit from right now. And with some savvy saving and careful planning, a \$5,000 holiday can easily be within your reach! I really believe that holidays are not just a luxury, but an important way for the family to unwind and reconnect, especially after the pandemic-induced chaos this year has thrown at us all.

Here are some easy ways to quickly save up some dollars to make that dream getaway a reality:

1. Set your budget

"Save money" is a really vague goal, much like "lose weight" or "eat healthier". Knowing what you're working towards helps keep you disciplined and focused on hitting that magic number. The alternative is "wait and see how much I have to play with at the time", which often leads to disappointment when you realise you haven't saved as much as you had hoped. My book *On Your Own Two Feet* has lots of practical tips on how to set a budget and develop better money habits.

2. Book ahead

Many hotels, tours, activities, flights, car and equipment rentals etc. offer discounts on advanced bookings. So why pay more for exactly the same things, when all it takes is a little bit of organisation and planning ahead! If those savings average 10%, that's \$500 you've knocked off the price of a \$5,000 getaway. Some businesses hard-hit by COVID may even offer bigger discounts as an incentive to get customers back in, saving you even more.

3. Bank your savings

Many people are still working from home most or all of the time since COVID first hit, meaning we're saving money on commuting to work, buying lunches and coffees, and after work drinks. But are you actually banking those savings or frittering them away on other things? These easily add up to around \$100/week. Look at what you're now using more at home and how you can cut down those costs. Open windows instead of running the airconditioner. Put on more clothes instead of turning on the heater. Turn off appliances you're not using and put your computer on sleep mode when you walk away from your desk. Even a couple of dollars saved each day quickly adds up.

4. Old-fashioned DIY

COVID lockdowns forced people to be more self-sufficient. And you can make substantial savings by keeping this do-it-yourself mindset. Cutting the kids' hair yourself saves around \$20 a head every 6-8 weeks. Grooming the family dog yourself could save another \$80 over the same period. Buying groceries and picking up other essentials yourself instead of having them delivered can save another \$10 to \$20 each time.

5. Involve the kids

If you have children, get them involved in saving for the trip by doing household chores to earn their spending money. You'll have to fork out for it anyway, but this way, you can do away with spending money on a cleaner, lawn mowing, car washing etc. That could save around \$100 a week, plus you're teaching them about the value of money in the process.

6. Pay down debts

This might sound counterintuitive – you're trying to save money, so why "spend it" on paying off debts? Paying down credit card and store card debts faster saves you money on interest. In future months, you'll pocket those extra dollars that would have gone to interest on the outstanding balance. Plus, you have freed up your card's balance to use on your getaway. Revisit that mortgage to the new, much lower interest rates.

7. Spend points, not cash

I always like to finish on a positive note, and this is a great one. Credit card points, store loyalty programs, frequent flyer points – if you have enough of them saved up, you can redeem them instead of spending your hard-earned cash. It's essentially free money, and what better time to use those points than on a family getaway!

Helen Baker is a licenced Australian financial adviser and author of two books: On Your Own Two Feet – Steady Steps to Women's Financial Independence and On Your Own Two Feet Divorce – Your Survive and Thrive Financial Guide. Proceeds from the books' sales are donated to charities supporting disadvantaged women. Helen is among the 1% of financial planners who hold a master's degree in the field. Find out more at www.onyourowntwofeet.com.au Note this is general advice only and you should seek advice specific to your circumstances.



q dating: ONLINE DATING PROFILE

How to create an online dating profile that attracts 93% more matches
by Dr Amantha Imber

Single people have never been more reliant on online dating than they are now. Thanks to COVID-19, the days of walking into a crowded bar and easily meeting people seems like an eternity ago. Wearing a mask and keeping 1.5 metres apart in potential meeting places doesn't quite have the same appeal.

While creating an online dating profile that leads to more matches may seem like it just comes down to what you look like, there are several strategies you can use to boost your chances of finding a great partner.

Include at least three photos in your profile

According to Lucille McCart, the country lead for Bumble in Australia, users that have three to six photos get 93% more matches. McCart explained to me on the How To Date podcast,

"If you've just got your two best photos on there, even if you look absolutely fantastic, you're still not going to get as many matches because people are really looking to see a variation of different things". Selecting photos that show you doing things that you love is a great way to get variety.

Be deliberate with the photos you choose

In addition to having a range of photos, selecting the optimal ones matters a lot. "Your first photo that your potential matches see should always be just you," says McCart. No one wants to be playing Where's Wally when the first photo is a group shot.

For your first photo, you should also select a photo where you are not wearing sunglasses. "Eyes are the window the soul, so it's really important that you can see them," explains McCart. Likewise, avoid photos that are blurry or heavily filtered – potential matches want to see who you are clearly and not be misled by images that don't accurately represent who they are about to swipe right on.

Say what you do want, not what you don't

According to McCart, people with a detailed bio get 32% more matches than people who don't have one. The best performing bios are short and snappy, and ideally funny and positive. "Definitely ones that lead with humour and ones that talk about what you're looking for in a positive way (get more swipes)," says McCart.

While it can be tempting to write a shopping list of what you don't want, McCart says this can be a turnoff. Instead, McCart recommends always leading with what you are looking for and being upfront about that. "If you're looking for a relationship, be open about it. 'I'm looking for a relationship with this type of person,' or, 'I'm in this stage of my life and this is what I'm looking for next.' This is going to save you time because the people that you're matching with are aware of that from the beginning."



Use your profile to create conversation starters

It's easy to think about an online dating profile as a series of words and images that paint you in the most positive light. But take your profile a step further by thinking of every piece of information on your profile as a potential conversation starter. By doing this, you'll make it easier for people to engage with you and be able to be interesting and creative in how they start their interactions with you. For example, instead of just having various headshots of yourself, select photos of yourself doing activities that you love to do that represent some of the things that make you unique.

Use video chat to filter potential dates

When lockdown hit Australia between March and May, Bumble saw a 76% increase in video chats. "When people weren't able to meet face-to-face, there was a huge adoption of our video chat feature because it was about trying to recreate that dating experience virtually," says McCart.

While Australians are now in differing stages of being in or out of lockdown, video chat still provides a great filtering mechanism for deciding whether to invest the time in meeting someone in person. The visual, verbal, and non-verbal cues provide a lot of data as to whether someone is worth investing time in face-to-face.

While updating your dating profile can be time consuming, the payoff can be significant in providing you with more choice and ultimately, improving your chances of finding love online.

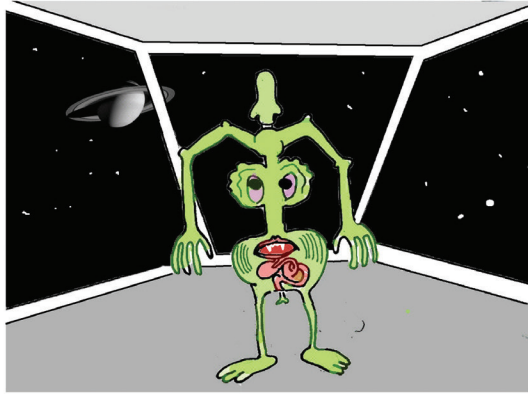
Dr Amantha Imber is a psychologist and the co-host of How To Date, a podcast about how to master the messy, complex, and downright bizarre world of dating.



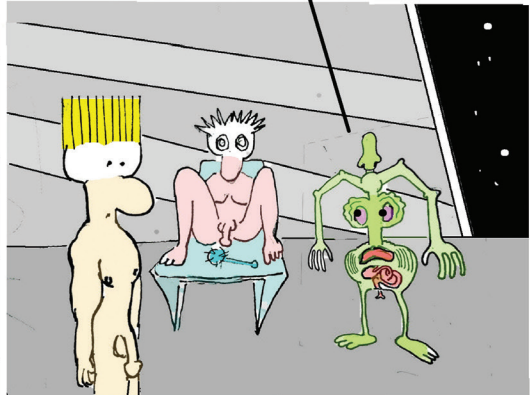
**GIVE YOUR WORD. PROMISE
TO STAND UP AGAINST HOMOPHOBIA,
TRANSPHOBIA & BIPHOBIA. ALWAYS.**

Gaylord Blade

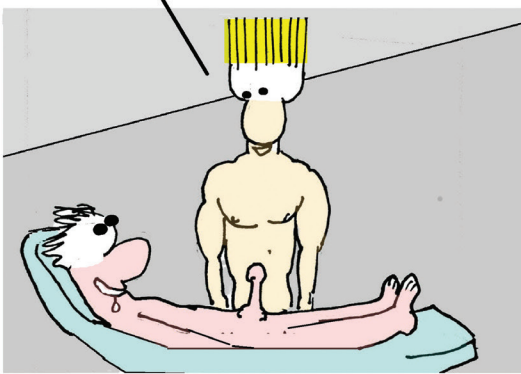
I've kidnapped you up to our mother-ship, Gaylord, for one purpose ...



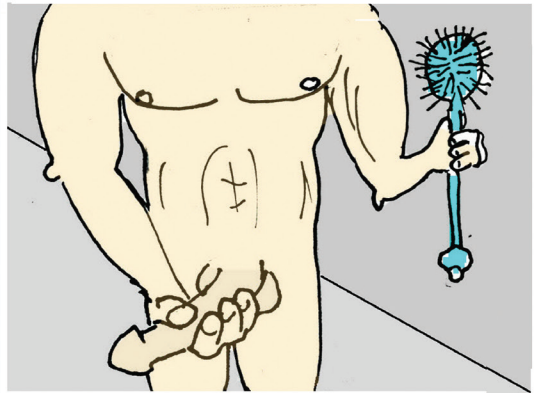
show us how to probe anuses. Humans love your technique but they resist us



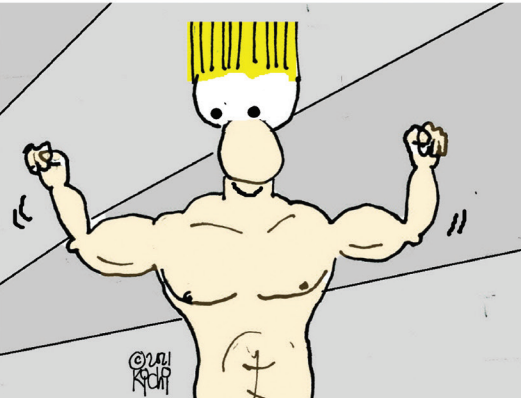
First, you convince the subject that he is about to experience pleasure ... an erection shows he's convinced



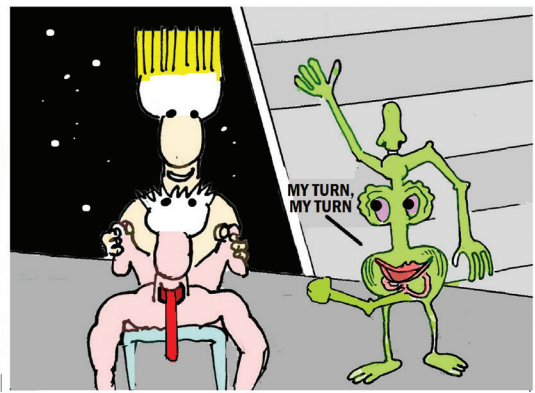
... note that I use a fleshy probe and NOT one made with metal and spikes



then, I flex until he affirms my divinity by breathlessly moaning: "Oh my God!"



And THAT is when I stick it in, WAY in!





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