



OCTOBER 2019

Q MAGAZINE

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Community

featuring
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q comment:

2019 InterPride General Meeting & World Conference

More information at www.interpride.org

From the 17th to the 20th of this month I will be attending (for the first time purely as a delegate rather than a Board member) the interPride World Conference in Athens, Greece.

Along with the usual Annual work of the organisation, members will be choosing which organisation hosts the meeting in 2021 and, perhaps more importantly, which member organisation will host WorldPride 2023.

A field of three candidates - Fierté Montreal, Houston and Sydney Gay & Lesbian Mardi Gras - will woo the membership and prove their vote worthiness to the members. May the best candidate win.



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ISSN 1449-499X
Q MAGAZINE
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Brett Hayhoe t/a Q Magazine
ABN 21 631 209 230

New Patients Welcome

Hampstead Dental

Dentists for our community
HampsteadDental.com.au

Pictures taken on my phone at WorldPride 2019/ Stonewall50

2nd one includes Stuart Milk & my darling friend, Alan Reiff.

q feature: **GROWING FAMILIES**

Queers Raising Children – Is it Something in the Water?

Successful local surrogacy, co-parenting that doesn't go pear-shaped, lesbian surrogates, cross-border family building. What the heck happened to dance parties and gay cruises?

In 2016 the national census reported just 1130 gay male couples with children under 15 years – and many of these came from past heterosexual unions, foster care and adoption. But in increasing numbers, gay couples and singles – some as young as their late twenties, are investing in domestic and international surrogacy to create family.

Ben Warner and his partner Terry live in Brisbane and have been together nine years. Their daughter Ivy was born on 3 January 2018 in Geelong, Victoria via an altruistic surrogate after three years of planning. They couple looked at many different options, including commercial surrogacy, before deciding to pursue surrogacy here in Australia. While the process wasn't without its hiccups, it was all worth it the moment they finally got to meet their daughter and see their dream of a family become a reality. Ben is now a mentor with Surrogacy Australia Support Service

Sydney couple Luc and his husband, Adam married in 2016 with an intention to start a family together. They commenced their surrogacy journey at one of our events in May 2017. There they connected with a Canadian IVF clinic and later located an altruistic surrogacy agency. Within two years their daughter was born in British Columbia. They are currently working with the same surrogate on what is known as a 'sibling' journey.

Melbourne couple Shaun and Jeremy began their journey in 2016, researching both local and international options. In 2017 they went through two egg donation cycles with their best friend and egg donor and began the surrogacy process in Victoria with their Queensland-based surrogate and her wife, who they had met through mutual friends. They were lucky to achieve a pregnancy on the first transfer, and in March 2019 their surrogate gave birth to Shaun and Jeremy's beautiful son Elio.

Melbournite Rodney Chiang-Cruise is one of the co-moderators of the Gay Dads Australia Facebook group and founder of the Gay Dads Australia website. He and his partner Jeff are the father of Ethan, a 12 year old boy via US surrogacy. But Rodney & Jeff have also donated sperm and entered co-parent arrangements with a diverse group of Melbourne queer women. Rodney is a passionate believer in choice for intended parents, working tirelessly in support and education in Victoria.

Perth couple Simon & his partner engaged in surrogacy in Mexico with a local egg donor and their boy Saxon was born in 2017. It took them three months in Mexico before the Australian authorities completed the paperwork to grant Saxon Australian citizenship and a passport, but Simon and his partner simply treated the time as a holiday. They are currently engaged in a 'sibling project for Saxon, also in Mexico.

These are amongst eight LGBT parents who will share their extraordinary journeys to parenthood at Growing Families (formerly Families Through Surrogacy) October seminar series in Australian capital cities. These events put parents, surrogates and donors front and centre, as well as talks from local and international experts.

Full details at <https://www.growingfamilies.org/australian-seminars-oct-2019>





OCTOBER 2019 GROWING FAMILIES AUSTRALIAN SEMINARS

CITY	DATE	TIME
BRISBANE	Sunday 20th October	2:30 - 6:00pm
PERTH	Tuesday 22nd October	6:00 - 9:30pm
ADELAIDE	Wednesday 23rd October	6:00 - 9:30pm
MELBOURNE	Thursday 24th October	6:00 - 9:30pm
CANBERRA	Saturday 26th October	2:30 - 6:00pm
SYDNEY	Sunday 27th October	2:30 - 6:00pm

Parent-led education seminar on all aspects of surrogacy and egg donation journeys, including costs, pitfalls, embryo shipping, legal issues, parentage, accessing superannuation and specialist advice on Australian, US, Georgia and other options.

REGISTER NOW

www.growingfamilies.org/australian-seminars

q cuisine: with HOBBY CHEF CHAPMAN

SEALED TUNA AND CITRUS

A fast-grilled Tuna Steak that's still pink inside and the citrusy flavors of pink grapefruits and Kumquats are a winner.

Ingredients

4	200 g Tuna Steaks
1	Pink grapefruit
8	Kumquats
1	Red onion
5 Tbsp	Soy sauce
1 Tbsp	Yuzu juice
1–2	Red hot chillies
1 bunch	Fresh Coriander



Preparation

1. Mix the soy sauce and the Yuzu juice and pour over the tuna and marinate for at least two hours, occasionally spooning the marinade over the fish.

2. Finely dice the red onion. Cut the red chillies – it's up to you how hot you want the sauce – into thin slices. Chop about one tablespoon of the coriander stalks.

3. Fillet the pink grapefruit over a bowl, making sure to collect all the juice. Half the Kumquats lengthwise.

4. In a little oil fry the onions and chilly until softened. Then add the coriander stalks, the grapefruit juice, and the marinade from the tuna and let it simmer gently. Shortly before serving, add the Kumquat halves.

5. Grill or fry the tuna on medium-high heat so that all sides are slightly colored. I like it when the center of the meat is still pink and just warm. But feel free to grill the tuna to your taste.

Serve

Slice the Tuna Steaks and place on the plate. Add the pink grapefruit segments and drizzle the sauce and Kumquats over the tuna. Sprinkle with fresh coriander leaves.



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q life: with GABRIEL TABASCO

Stories from the Steam Room: Part Two

The most appropriate place for gay public sex, that was marginally tolerated, was the steam room in the gym. As the majority of the men in my gym were gay the chances of having sex after a workout was high.

Like most men I went in the steam room naked. It was healthier and more comfortable. The few men that usually wore swimming trunks in there were either straight or prudish and made everyone else feel uncomfortable with their own discomfort.

The first couple of times I was in the steam room were uneventful but on my third time I began noticing something odd: two men sitting closer than men normally would while another man kept glancing over at them. I sat in the corner opposite the door, leaning my head against the wall and shutting my eyes to relax. The steam room went quiet. I heard someone's breathing become heavier. After a few moments I opened my eyes to see that the man next to me was touching something, but what? Though the steam I couldn't quite make it out.

The man to my right was wanking off the man to his right and the man in the far corner was watching. When the man to my right noticed that I saw them he inched his hand along to my thigh. I did not make a move and so allowed him to continue. I let him take it when he reached for my cock. He began to wank me off as well. It was an interesting feeling being jerked off with another man by the same person. His hands worked in unison, stroking our cocks rhythmically until the other man's heavy breathing culminated with gasps as he ejaculated all over his sweaty chest.

I thought that the man who was jerking me off would continue until I finished but instead, since the man had come, he got up, rinsed himself off and left, leaving me there with a hard on.

'If you're going to start a job at least finish it,' I thought angrily.

I soon became adept at reading the signs when someone was cruising in the steam room. If there were two people then one of the men would gently touch his penis as if adjusting it. The other man may reciprocate. The first man would adjust himself further, perhaps exposing a semi-erect penis and the other man would follow. They would eventually either wank themselves off or wank each other off, or go one or two steps further.

I met a Finnish man called Alvin in the steam room who loved giving blowjobs. So after we signalled to each other that we were horny and interested I slid my bare bottom over the wet, granite bench over to him. He leaned forward and casually took my cock in his mouth and proceeded to blow me. While he was doing that I tried not to enjoy it too much as I needed to keep a look out for anyone coming.

The steam room was a rectangular shape. The door was in the bottom right hand side with benches all around the walls. We sat in the top left hand corner with a clear view of the frosted glass door. If I had the impression that anyone would walk in then I would tap him on the shoulder and he would straighten up and slide away. I would lean forward in order to cover up my erection. Our trysts became an after workout tradition.

'You have to stop being so nervous,' he said to me one day when he was blowing me and I had tapped him on the shoulder too many times. 'Just enjoy it.'

The source of my paranoia was fear of getting caught. The door of the steam room opened up directly to the relaxation area where people sat on deck chairs in between their sauna sessions. If you were caught by gay men it was not such a big deal but if you were caught by straight men or women? What then?



Like the two men in the changing room anyone caught participating in any sexual activities in the steam room could be banned. Not only that but the manager was known to call the police and people were charged.

I still enjoyed the thrill of it all. I hooked up regularly with one man who loved to rim me in the steam room. He would sit on the bench as I stood and bent over giving him access to my ass. In that position I could get rimmed as well as keeping a look out for anyone who came into the changing room.

Sometimes some men would actively seek out sex that the steam room would fill up. It could fit around six men sitting comfortably and nine men uncomfortably with a further two or three standing. Occasionally all these men were in there for sex. When it became so full it was evident that people were not in there to cleanse their pores. One evening it filled to about six men who all wanted to play around with each other.

A large, beefy lion of a man, covered with thick hair all over his body stood guard at the door, leaning against the forested glass door in order to intimidate people from entering. I could see men walking away as he refused to move from the door. At one point I left to shower and cool myself down. As I returned he refused to move. He did not want me in the steam room. I pushed against the door and he grudgingly granted me access. I should not have bothered. The two sets of men who were wanking each other off paid me no attention and after a few minutes I left.

After the steam room the men would congregate in the showers which were two large shower rooms in the men's changing room. There were six showers in each room with three on each wall. It was open-plan so everyone could see everyone else as they showered. It was as if the gym designed a spot for post-steam-room-sex-cruising.

One evening after a shower I was shocked to see a hunky man shaving his balls by the sink in front of everyone in the changing room. No one said anything but I was certain that people minded. I minded that I could not see him shave from the beginning.

But then again we were in the men's changing room; a place where regular societal rules were not applicable. If the planet was inhabited only by men, it mostly likely would look something like the steam room.

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q culture: with Collin D Ellis

How to get along with negative people

It's very easy to think that negative people are just the worst kind of employees. They seem to take great delight in becoming disillusioned (if they were even illusioned to begin with), bringing people down with their fixed mindset views on well, everything or else not saying anything at all.

They'll keep telling you that everything will fail until, inevitably, it does. And then of course, they'll tell you that they told you so. There's an inherent selfishness to their behaviour and everyone but them seems to be aware of it.

Curt Coffman, co-author of the book *First, Break All The Rules*, called disengaged employees 'CAVE dwellers', because they are Consistently Against Virtually Everything.

According to US research company Gallup, these CAVE dwellers cost US businesses \$350bn in lost productivity every year, not to mention the impact that they have on good employees leaving the organisation.

Start with Empathy

And yet, rarely do organisations take the time and effort to identify the root cause of people's negativity. There's little in the way of empathy and instead, their behaviour is tolerated.

Some managers think that the way to deal with negativity is to sympathise. That is, to agree with the person. 'I know and I agree...', 'You're right, and not only that...' and so on. Yet when negative behaviour is addressed with more negative behaviour then the outcomes is more negativity, not less.

Just as bad is when negative people are told to be positive, that doesn't work either. Just because a manager is happy and positive doesn't mean that when they tell another person to do likewise then it magically happens. This isn't Harry Potter, there's no positivity spell.

The fact is, every single employee will have days where they are just unable to look on the bright side of life and on these days, what's required is empathy and understanding.

Those who take the time to build relationships with their team will be better placed to identify when someone isn't on their game or is worried about something and will check that they're ok. They'll ask questions and try to get to the root cause of the negativity in order that they can provide reassurance and understanding.

Continue with Expectation Setting

For those in a position where they have to motivate and inspire people, then negativity is often a result of confusion or a sense of hopelessness that something can't be achieved. Therefore, it's critical that expectation is set clearly at the start.

In my experience setting expectation well is a four-stage process. This is a skill that every person responsible for managing people needs to excel at, otherwise, it can lead to individual and team negativity.

1. Requirements - What's needed? When? What autonomy do they have? Who should they work with? To what level of quality? How often is check-in required? What behaviours are expected?
2. Understanding - Once the requirements have been outlined, it's important to ensure that the person on the receiving end of them, fully grasps what's expected and confirms their full understanding.



3. Assessment - Regardless of the person's personality type, the manager must check-in to ensure that progress is being made. Some personalities will require more attention than others.

4. Feedback - This is where a conversation is held with the individual to talk about what has been done and what hasn't been done in line with the requirements set. This conversation will be easier to do if the person confirmed their understanding

End with Praise or Performance Management

Where expectations have been met — regardless of how small the task — then it's important to provide praise as part of the feedback loop. As humans we all need to be told that we're doing a good job and nothing will lift negative thoughts and feeling more than positive reinforcement.

Similarly, where expectations haven't been met, the performance and accompanying negativity has to be managed. This is the part that most people avoid. If expectation around behaviour has been set well then any deliberate negativity can be addressed head-on. As humans we have so much to offer the world, and yet there are still people with a fixed mindset that seem to revel in getting in the way of progress.

Persistent negativity, however, will always get in the way of progress and the way to deal with this will be through an official channel. And despite what you may think, dealing with negative behaviour in this way will always be a positive step to take.

Colin D Ellis is a culture change expert, an award-winning international speaker and a best-selling author. His latest book

'Culture Fix: How to Create a Great Place to Work' (Wiley \$29.95) has seen him travel all over the world to help organisations transform the way they get things done. For more information about how Colin can help your team visit www.culturefix.xyz

COLIN D ELLIS

CULTURE FIX

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q socials: with NICOLA MORAS

Should you swear in your marketing?

There's been a bit surge in the last few years with people incorporating swearing into their marketing and their book titles. To name a few, there's the "Subtle art of not giving a f#ck" by Mark Manson, "Go the F#ck to sleep" Adam Mansbach and "The life changing art of not giving a f#ck" by Sarah Knight. It does seem to be a growing trend.

The question we should be asking ourselves is: "Why is this being done and is it something I should emulate?" The world of social media is noisy. It's growing every day and everyone is struggling to stand out, be seen and be heard. Swearing in your marketing might seem like the logical conclusion to make, but it's not always the right move. Here are five things to consider before deciding to use swearing in your marketing:

1. The Pattern Interrupt

Imagine you're in a state of mindless scrolling on Facebook or Instagram and then BAM! A loud, noisy siren goes off and it's the loudest sound you've ever heard in your life. You look up. You'd be in shock and you'd be wondering what the heck is going on. All of a sudden, you're paying attention to something other than what's going on right in front of you. This is a classic example of a pattern interrupt. It changes your focus and can change your state. Using a pattern interrupt can be an effective way of getting attention in the short term, yet, if everyone is doing it, it becomes 'normal' and people ignore it.

2. Polarisation

Polarisation is defined as the division into two sharply contrasting groups or sets of opinions or beliefs and this is something you can use on social media. Most people have an opinion on swearing and in particular some specific swear words. For instance, many don't mind the full use of 'BS' and others don't mind the 'F' word. Others, yet, find it terribly offensive and hate it. Others think it's the best thing on the planet when someone drops an "F bomb".

A great example of this is as at live events such as a Tony Robbins event. I was at one recently and there was a bit of swearing. I personally don't mind it, but many others were complaining about the use of swearing. Others were indifferent. Others loved it. Swearing seems to be a very easy way to sort people into three main categories: Love it, hate it and indifferent. The trick with using swearing as a polarisation tactic is this: If you don't 'normally' swear and if you feel uncomfortable doing it, then don't do it!!! Don't jump on a 'fad' because it seems like the thing to do. Authenticity rules the world.

3. Is it reflective of your values?

Some people have very strong opinions about swearing and if yours is that it shouldn't be done, don't bow to the perceived pressure to include swearing. It will land the wrong way and you'll end up looking silly rather than looking like an expert.

4. Own it

If you're going to swear, you need to 'own it'. This means using the words that you're going to use with volition and intention. With purpose. It could be to instigate the use of polarisation and as a pattern interrupt, which is excellent. Don't ever apologise for the language you use if it's done with intention and authenticity.

5. Swearing will be THE reason some people buy and the very reason some don't

Time and time again I have been told that people have bought from me because I have included swearing in titles of programs, in emails and in posts online. My clients have experienced this and I have seen my peers do this over and over again as well.

Yes, it will turn some people off but others will love you even more because of it. The bottom line is this: If you swear in your 'normal' every day life and with your clients, then consider using swearing strategically in your marketing. If not, then don't.



Nicola Moras is an online VISIBILITY expert and author of Visible, a guide for business owners on how to generate financial results from social media and digital marketing. Nicola helps clients around the world achieve visibility, impact and profits, enabling them to become 'professionally famous' online. Find out more at www.nicolamoras.com.au/events

q review: SMOKE FREE - IQOS

In September this year, I was fortunate enough to be introduced to IQOS. I have been a smoker since I was very young, but like most smokers, I know it's bad for me and I wish I were able to give up. The fact is, through various medical means, I have given up several times. Sadly that has not lasted. Apart from the smell - on your breath, clothes and fingers - I have developed quite serious health issues as a result of smoking. I was given an IQOS and a carton of HEETS to test and write this review.

The mechanism is very simple. The HEETS however are a bit of an acquired taste. It wasn't long however before I got used to them. When I embarked on this "journey" I decided to not smoke regular cigarettes if I could avoid it - and I did.

Initially, I was smoking around the same quantity as regular cigarettes, but was the first week went though, I found myself neither smoking as much nor craving a cigarette as often.



While the idea of heating tobacco (instead of burning it) has been around for more than two decades, it took years of research and development to create a product that is satisfying to adult consumers. Around eight million consumers have already chosen to switch from cigarettes to this product: our tobacco heating system IQOS.

At the heart of IQOS are sophisticated electronics that heat specially designed heated tobacco units. IQOS heats the tobacco just enough to release a flavorful nicotine-containing tobacco vapor but without burning the tobacco.

Here's the key point: the tobacco in a cigarette burns at temperatures in excess of 600°C, generating smoke that contains high levels of harmful chemicals. But IQOS heats tobacco to much lower temperatures, up to 350°C, without combustion, fire, ash, or smoke. The lower temperature heating releases the true taste of heated tobacco. Because the tobacco is heated and not burned, the levels of harmful chemicals are significantly reduced compared to cigarette smoke.

What is there? A nicotine-containing vapor – not smoke – that makes IQOS a smoke-free product that is appealing to smokers.

The immediate advantage was the lack of smell. Within a day or two however, my health / breathing dramatically changed. No longer was I gasping after walking up and down my internal stairs, or walking to collect the mail, or walking any distance at all. This is a major benefit for me (obviously) and, coupled with a slowing of actually smoking, I can not recommend this product more highly. Sadly, at this stage, neither IQOS or HEETS are available in Australia. This is being worked on by various smoke free advocates. I am hoping that health prevention sense prevails and our Health Minister changes his mind.

IQOS has been launched in key cities in Andorra, Albania, Armenia, Bosnia and Herzegovina, Bulgaria, Canary Islands, Canada, Colombia, Croatia, Curaçao, Cyprus, Czech Republic, Denmark, Dominican Republic, France, Germany, Greece, Guatemala, Hungary, Italy, Israel, Japan, Kazakhstan, Korea, La Réunion, Latvia, Lithuania, Malaysia, Moldova, Monaco, the Netherlands, New Zealand, Palestine, Poland, Portugal, Romania, Russia, Serbia, Slovak Republic, Slovenia, South Africa, Spain, Switzerland, Ukraine, the United Kingdom, and in some Duty Free shops.

For further information, please visit THE Australia Tobacco Harm Reduction Association (ATHRA) at www.athra.org.au AND www.pmi.com



q promotion: with MICHELLE GIBBINGS

Five tips for getting a promotion

The world is changing. How we work is changing. To become the leader of your career and secure that promotion here's five tips to get you on your way.

1. Get planning

Actively plan your career by setting aside time to reflect on the goals you want to achieve, progress you've made and identify key next steps.

This includes elevating your awareness of what is happening around you, in terms of how your role, profession, industry and sector is changing. The majority of the workforce will be impacted by automation and artificial intelligence, and you want to be ready for this. Also look at developments in other industries that may impact. This helps to widen your view about what's possible for your next career step.

2. Become the 'go to' expert

An expert is known for something — having spent considerable time establishing a reputation as the expert in their particular field. This reputation is enhanced by speaking at industry conferences, hosting or being interviewed on podcasts, blogging on social media or writing a book.

When a person is the expert, the work finds them. As well, we are prepared to pay more for the services and skills of someone who is deemed an expert.

3. Build your value

Be clear on the value you offer organisations. Everyone brings certain skills and ways of operating to the work they do. It's essential to be able to clearly articulate that value and how you can help an organisation, business or client achieve their objectives. You then need to consistently deliver value with the work you do, and always go above and beyond what's expected from you.

4. Get connected

Build a profile where you are known for something, are respected, and have a network of people willing to back you and advocate for you. That means you need to spend time thinking more about what you can do for others than what they can do for you. The more you proactively help others, the more they will want to help you.

Consider:

- How can I help a colleague or connection build their network?
- Have I got new knowledge or an insight I can share with someone who would find it helpful?
- Can I help a colleague or friend with their career?

5. Fall in love with learning

To be at the top of your game you have to stay abreast of the latest thinking and ideas from your profession, and also from different fields. This includes developing more than just new 'technical skills' (such as computer programming, graphic design, or project mgt skills), but competencies (such as emotional intelligence, problem solving, critical thinking and the like) which are going to be more important than ever in a robotic world.

Successful people know that learning is crucial to future career success and are constantly seeking new ideas and ways to stretch themselves.

Michelle Gibbings is a leadership and career expert. The author of Step Up: How to Build your Influence at Work, and Career Leap: How to reinvent and liberate your career, Michelle is an international keynote speaker, advisor, facilitator and executive mentor for leading global organisations. For more information: www.michellegibbings.com or contact michelle@michellegibbings.com



q tour: H.E. DZOGCHEN RINPOCHE

TIBETAN LAMA WILL HELP PEOPLE OF MELBOURNE SLOW DOWN AND DE-STRESS

A SENIOR Tibetan Buddhist lama will tell people of Melbourne how they can slow down and de-stress their busy lives.

His Eminence the 7th Dzogchen Rinpoche says that the pace of modern life is distracting people from their real purpose – to lead a more peaceful life.

Dzogchen Rinpoche will share his Buddhist wisdom in Melbourne on Friday 8th November at Toorak Uniting Church Hall, 603 Toorak Rd during a public talk entitled 'Why Are You So Busy?'.

His Eminence said that often we are so caught up in our busy lives that we lose touch with what brings us true happiness.

He said: "We don't even realise how distracted we are from our real purpose, having been hooked by the promise of more through longer work hours and taking on more commitments. Other times we are simply running away from something we fear. This imbalance leads to stress and dis-ease making us time-poor and preventing us from the things that really bring meaning and joy to our lives. Many of us realise we are stuck but don't know how to make the changes necessary to lead a more peaceful life."

In the public talk, drawing on ancient Dzogchen Teachings, Dzogchen Rinpoche will share wonderful heart advice and methods on how to live with the natural flow of life that we were intended to live, from the very beginning.

Doors open at 7pm, the talk begins at 7:30pm. Tickets are \$25 (\$20 concession) and can be purchased online at www.trybooking.com/DEDU For further information call 0416 404 826 or email vic@shenpenaustralia.org



There will also be the opportunity to attend a Three-Day Weekend Seminar and Meditation. The Seminar, on the topic 'Who Is In Control?', will take place from 9th to 11th November in Toorak.

In these teachings, Dzogchen Rinpoche will explain further how we can make a real change in our busy lives. By guiding us on how to ask ourselves the right questions, we begin to make choices that unclutter our mind. Rinpoche will show us how we can apply this to all areas of our lives including our careers and relationships.

These events are part of a worldwide tour which covers France, The Netherlands, Germany, Switzerland, Australia and finally India.

Dzogchen Rinpoche is the authentic Dzogchen lineage holder and head of Dzogchen Monastery in South India with more than 280 branch monasteries in Asia mainly in Tibet, India, Nepal and Bhutan and in the West.

For more information go to www.shenpenaustralia.org/events and www.facebook.com/DzogchenBuddhism

q health: **KIND-LY & CONSIDERATE**

Probiotics have long been considered the unglamorous hero of the gastrointestinal world; restoring good bacteria in the gut for a healthy digestive tract and immune system. Over the years, the benefits of probiotics have been applied to skincare with a range of serums and emulsions rising to cult status for their ability to balance the microflora on the skin's surface in order to improve its appearance and strengthen its protection from environmental threats.

Merging probiotics with natural ingredients, KIND-LY revolutionises the green hygiene category with Australia's first and only 100% natural deodorant enriched with probiotics and magnesium. Referred to as resident bacteria, the good microorganisms found in KIND-LY deodorants neutralise the bad, transient bacteria by supporting the skin's natural microbiome for healthy, smell-free pits.

"With daily showering and excessive use of soaps, we're washing away all the good bacteria from under our arms," says KIND-LY founder, Lisa Raciti. "As a result, we're unprotected from the bad microorganisms that mix with sweat and produce odour."

As sweat itself is odourless, KIND-LY's aluminium, paraben and alcohol free formulation allows the underarm area to produce sweat and expel toxins naturally without the associated smell, and re-educates the body to correct bacterial imbalances on its own.

Available in 5 scents infused with premium essential oils, including Lavender & Bergamot, Lime & Frankincense, Cypress & Sandalwood, Coconut & Vanilla and Rose & Geranium, the award-winning range contains organic aloe vera juice to soothe aggravated skin, negatively charged diatomaceous earth to absorb moisture, antibacterial magnesium to cleanse skin, and calming witch hazel to restore underarm health.

As a follow-up to KIND-LY's The Armpit Detox mask, each deodorant in the range retails for \$18.95 RRP and is available globally online and in over 200 stockists.

For more information, please go to <https://kind-ly.com.au>



q book: **INVISIBLE BOYS**

Gay writing community supports award-winning author Holden Sheppard
as he tours Melbourne and Sydney with debut novel

Nigel Featherstone, Benjamin Law and Michael Earp will appear alongside Western Australian writer Holden Sheppard as he celebrates the launch of his first novel for young adults, *Invisible Boys*. Kicking off at The Little Bookroom in Melbourne with Michael Earp on 7 October, Holden will travel to Sydney to appear alongside Benjamin Law at Berkelouw Paddington and Nigel Featherstone at Better Read Than Dead on 9 and 10 October.

Holden, whose much-anticipated novel has already garnered him the City of Fremantle Hungerford Award, the Kathleen Mitchell Award and the Ray Koppe Varuna Residency, said he had common ground with all three writers.

'Michael Earp is an author, editor and bookseller based in Melbourne who was responsible for putting together the inspiring collection *Kindred: 12 Queer #LoveOzYA Stories* (Walker Books). We are both gay men who grew up in small towns in Australia, and we believe in the value of diverse gay characters in YA literature. Michael and I also happen to share a love of the same 90s singer-songwriters,' said Holden.

Speaking about author, commentator and screenwriter Benjamin Law, Holden said, 'He edited the new anthology *Growing Up Queer in Australia* (Black Inc.), which is a powerful and very diverse range of stories from writers across the LGBTIQ+ community. Benjamin was also one of the judges of the 2018 Griffith Review Novella Project, of which my work *Poster Boy* was one of the winners.'

Holden will spend his final night in Sydney chatting to Hachette author Nigel Featherstone about the shared themes in their novels of undertaking homosexual relationships in environments where it is taboo. Holden said, 'I read Nigel's incredible and moving novel *Bodies of Men* earlier this year. Nigel dealt with the characters of James and William — both of them vulnerable and tough in different ways — and I loved how their masculinity intersected with their homosexuality in such an interesting and nuanced way.'

All three events are free but bookings are essential using the links provided below. *Invisible Boys* can be pre-ordered now from all good bookstores and online.

Monday 7 October

Holden Sheppard and Michael Earp In Conversation

The Little Bookroom, Melbourne

<https://www.facebook.com/events/459925188123408/>

<https://www.eventbrite.com.au/e/holden-shepherd-michael-earp-in-conversation-tickets-67397524811>

Wednesday 9 October

Holden Sheppard and Benjamin Law In Conversation

Berkelouw Paddington, Sydney

<https://www.eventbrite.com.au/e/holden-sheppard-in-conversation-with-benjamin-law-tickets-70406097533>

<http://berkelouw.com.au/events/holden-sheppard-in-conversation-with-benjamin-law>

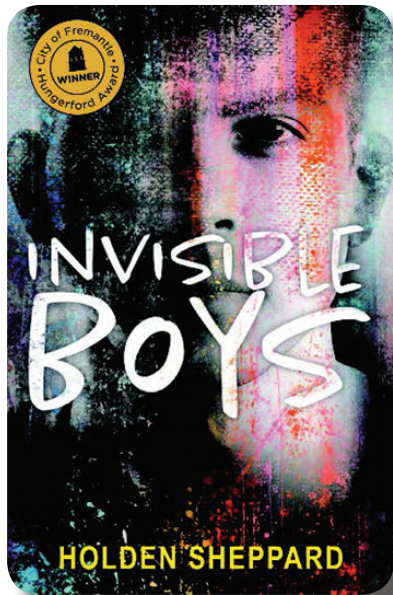
Thursday 10 October

Holden Sheppard and Nigel Featherstone In Conversation

Better Read Than Dead, Sydney

<http://www.betterreadevents.com/events/holden-sheppard-and-nigel-featherstone-in-conversation>

<https://www.facebook.com/events/417231075666064>



q serial: THE HAREM BOYS - EP 9

Continued from the previous month...

Strip Shows at the Harem Club

The first night of the season was always the scariest one for the boys. One year one boy was shaking so much he needed a couple of shots of vodka to calm down before he went on stage. This year's set of boys seemed more confident. This was due to the fact that they were friends and so could depend on each other for support. But of course they were nervous. Not matter how many dress rehearsals they had the performers always got nervous. Those few minutes before every show were always the most nerve-wracking moments. 'Will they like us?' and 'will it be a good show?' everyone - dancers, management and backstage staff - wondered.

The performance line up was made up of 10 sets each lasting 10-15 minutes each and set was as varied as possible. The sets were switched around in order to keep the show fresh for the boys and the guests staying at the hotel for multiple nights.



Set 1: Opening Dance: All boys

Theme: Firefighters.

Music: 'American Woman' by Lenny Kravitz.

Description: This set warms the audience up and eases the boys into the show. The men are clapping and dancing along and things are low-key which is why there is no full nudity at the start of the show.

Set 2: Mike

Theme: Electronica and futuristic.

Music: 'Stronger' by P. Diddy, 'Freak Like Me' by the Sugababes.

Nudity: G-string. Mike shows buttocks only.

Description: Mike is a great person to go on as a slow act for the show. He's tall, broad shouldered and has very much a butch builder's physique. His costume looks like metal made of silver and black fabric. It comes off in pieces and is held together by Velcro. His thighs and lower legs are covered but knees exposed. Mike tears these parts of his costume off first. He wears a fabric that looks like sheets on his chest that he pulls off leaving him only wearing shorts and futuristic boots on. As he reaches the end of the song he strips down to his shorts, takes them off and reveals his thong which is neon-green. The men go crazy when he shakes his ass which truth be told is not a small ass.

'It's a real man's ass,' says one man from the audience.

'I hope he throws us his thong,' the friend responds.

Mike does not get fully naked yet. We want to build up to the nudity.

Set 3: Alfonso.

Theme: Matador

Music: 'Bailamos' by Enrique Iglesias

Nudity: G-string. John removes his thong to reveal and then conceal his penis below the red Matador cape.

Description: Alfonso emerges on stage to the sound of trumpets. The stage is covered with velvet drapes and heavy and lights that sparkle to give it a Spanish Court feel. He waves the red matador drape around him and slowly removes his clothes all the time dancing to Latin music. As his outfit comes off he is wearing only the hat Matador wear, the shoes and red stockings. As his g-string comes off he reveals glimpses of his penis to the cheering crowd. He lets them have a couple of eyefuls before ending his set.

Set 4: John

Theme: Party boy.

Music: Clubbing music.

Costume: Electric-blue trainers, neon-green shorts.

Nudity: John dances in his shorts, reveals buttocks for one minute but covers his penis.

Description: Disco lights come on and John jumps to the stage. The atmosphere is meant to be a '90s nightclub. John dances with energy, shaking his ass and disrobes before showing off his ass but covering his penis.

Set 5: Gio

Theme and costume: Soccer player. Blue soccer shirt, white trainers, knee-high white socks, blue shorts and soccer ball.

Music: 'Face Down Ass Up' by LMFAO.

Nudity: Yes. Gio removes jockstrap and dances naked for at least 1-2 minutes.

Description: The stage is decorated with football banners and contains a football net. Gio emerges on the stage in his soccer clothes. During the first song Gio does various tricks with the ball, he dances and undresses during the second song and by the third song Gio dances naked on the stripper pole.

Set 6: Ray

Theme and costume: Maharaja theme. Golden cape, golden shorts and golden shoes.

Music: 'Buttons' by the Pussycat Dolls.

Nudity: Yes. Ray dances naked.

Description: The stage set is designed to resemble a palace. Ray emerges and dances on the stripper pole before getting close to the audience, letting them touch him. He then takes off his g-string and dances naked for the last set of the song.

Set 7: Alex and Alfonso as skater boys.

Music: 'The Bad Touch' by The Bloodhound Gang.

Nudity: Small shorts that the boys whip off and a skateboard to cover their bits with.

Description: The boys skate onto the stage. The crowd always loves gimmicks like this and cheer loudly. The boys do some handstands, approach the crowd which feel them up as they dance, undress and take off their shorts shaking their ass and running around. As the act approaches the end they dance completely naked, shaking their dicks and high-fiving with members of the audience.

Set 8: All boys in businessmen suits wearing top hats, bowties, black socks and smart black shoes.

Music: 'I Just Wanna Make Love to You' by Etta James.

Nudity: Yes. All boys whip off g-string to reveal penis, turn around to show their cocks and buttocks.

Description: There is a Broadway feel to this set. Three of the boys enter from stage left and the three from stage right. They meet in the centre. They wear only bowties, socks, underwear and top hats. They dance through the act and invite two men on stage to sit on a chair. Three boys dance around one man and the three other around the other. While dancing around the men the boys get naked. The men on stage usually touch their cocks and asses that for most boys are erect before the set ends.

Set 9: Gio and Ray wearing Speedos.

Theme: Changing room and showers. The other boys in the background as soccer players.

Music: 'Drop it Like it's Hot' by Snoop Dogg", 'I Wanna Rock' and Roll by Kiss

*(As it is in the shower Gio and Ray keeps dropping the soap, bending over and reveals their lathered-up hole)

Nudity: Yes. It is a jerk off show where Gio and Ray perform in showers lathered up and jerking off for the audience

Description: The stage is set up with showers where the other four boys can be seen showering as an accompaniment to the main act of Gio and Ray who emerge in their showers lathering themselves up, and keep dropping the soap, touching themselves before slowly jerking themselves off for the audience. The boys have around 5 minutes, to ejaculate for the audience. The show is projected on the screen and TVs around the room to broadcast the boys ejaculating. Alex who had the biggest cock of all the group joked one day 'your dicks are not big enough which is why they need to be shown on screen and zoomed in'.

Set 10: Final dance: All boys

Final act. Lights come on at very end. Boys go naked into the audience and meet and greet the audience, shaking hands and taking photos.

Music: Pop songs like 'Your Disco Needs You' by Kylie Minogue.

Costume: None.

Nudity: Absolutely!

Description: We call Set 12 the Mingling Set because the boys interact with the audience. All men want to touch the boys and feel them and take photos with them. Of course many of the men watching the show are guests staying at the hotel but many are also visiting just for the show so do not know the boys at all. All men want to touch Alex's cock and by a few weeks into the season he is known for being well-endowed.

Other men want to feel Gio's hole. Gio is ok with this though complains when they try to stick their finger up his ass. 'It hurts because they try to do it quickly and there's not lube on it', he says.

Gio sometimes bends over for them and allows a man to stick his finger in his hole as other men watch and take photos. And then he swiftly moves on.

Mike is very popular with photos. Because of his big, broad shoulders men huddle around him under his arms for a group shot, making sure his erection is in the middle of the shot. At times some men would hold his cock or kneel as if to suck it and Mike as a friendly giant always smiles kindly.

Read on next month for episode ten...

q food: **ANTONI IN THE KITCHEN**

Antoni Porowski

From the star of the Emmy award-winning *Queer Eye* comes a gorgeous cookbook with 100 simple, delicious, stylish and accessible recipes.

The food and wine expert on Netflix's smash pop cultural hit *Queer Eye*, Antoni Porowski is on a mission to inspire both newbies and knowledgeable cooks back into the kitchen.

Antoni is the most-Google'd member of the 'Fab Five' with an Instagram following of over 3 million

152,000 of Antoni's IG followers are from Australia

Antoni, along with his co-stars, charmed the nation last year in a special episode where they gave the town of Yass and made over a local farmer

Chapters include 'Weeknight Healthyish Meals' and 'Apps and Snacks and Bakes,' all celebrating Antoni's love for fresh, casual and healthy cooking

A self-taught chef, Antoni's degree in psychology helps him hone his underlying philosophy that food should tell a story.

Antoni Porowski is the food and wine expert on the Netflix hit reality show *Queer Eye*. A television personality, model and chef, he is Ted Allen's protégé and has worked as a sommelier and food consultant.



Antoni in the Kitchen by Antoni Porowski

Available now | RRP: \$39.99 | Imprint: Bluebird

q drinks: GUILT FREE SODA

The new Living Soda range by Bod is not just sugar free, it also contains a dose of probiotics for better gut health. This range should not just be consumed guilt free; drinkers should give themselves a little pat on the back for genuinely improving their health.

The Bod Living Soda range contains four delicious flavours; Kola, Creamy Soda, Yuzu (think mandarin), and now Raspberry. A percentage of every bottle of Raspberry sold is proudly being donated to LGBTIQ+ charities around the country; a cause close to the hearts of the business owners. The first recipient is the new Victorian Pride Centre in St Kilda. We're calling it Raspberry Living Soda with a dash of Pride.

Bod Drinks Co-Founder and Co-Owner, Emma Risvanis, is excited about the Raspberry launch. "You can feel good about drinking any of our Living Soda range, but if you choose the Raspberry flavour you'll have even more reason to feel great. We're excited to be able to give back to the community in this way."

Jude Munro AO, Chair of the Victorian Pride Centre welcomes the initiative. "We're happy to align with brands that share our values of inclusion and community, and we're looking forward to the support this project will bring the LGBTIQ community."

Nicole DiPietro-Case is not only a Bod Co-Founder and Co-Owner, she's a practicing naturopath. "We know that good health stems from a happy, healthy gut. Every bottle in the Living Soda range contains a dose of shelf stable probiotic *Bacillus subtilis* R0179, known to improve and repair the gut flora." Most probiotics don't survive in liquid for more than a few months. This particular probiotic does. It's like having one billion microscopic gladiators going to battle in your gut every day.

This range has been sweetened with Xylitol (from Birch), a prebiotic that starves oral bacteria, making these drinks great for gum health too. (Give yourself another pat on the back!) Prebiotics are a type of fibre that acts like a fertiliser for the good bacteria in your gut. The Bod Drinks company also offer a range of real Kombucha, made with 100% Kombucha, unlike some of the mass-produced, watered down brands on the market. All products created by this team are made in their microbrewery in Melbourne, in small batch runs.

The Bod Living Soda range is available online and in many good health stores, cafes and independent supermarkets. They retail for \$3.99.

Go on, trust your gut!

<https://www.boddrinks.com.au>

https://www.instagram.com/bod_drinks

<https://www.facebook.com/bodhealthydrinks>

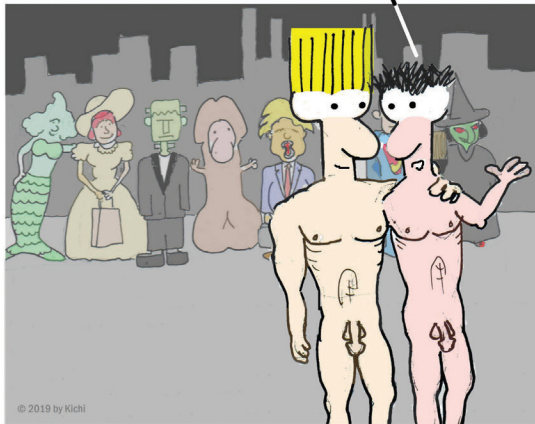


Gaylord Blade

Too bad Halloween was turned in
to a joke by costume makers ..

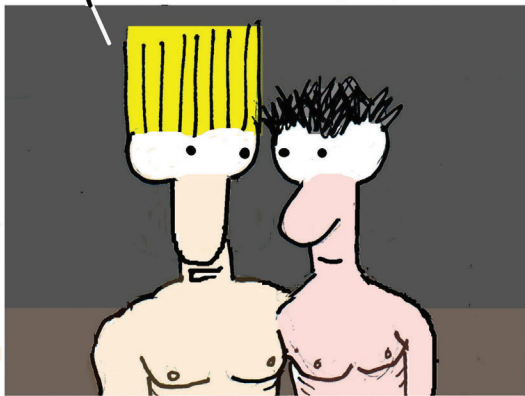


because dressing-up was never what
ALL HALLOWS EVE was about!

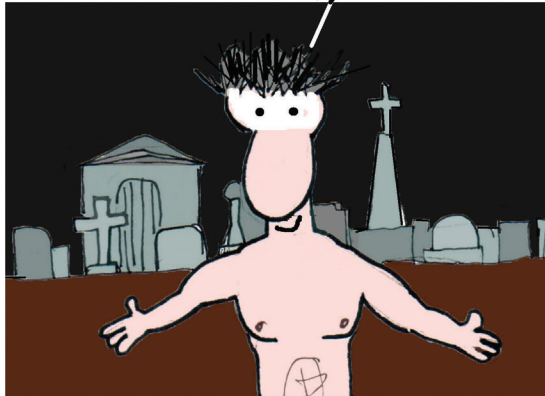


© 2019 by Kichi

It's original purpose was to honor
and remember the dearly departed!



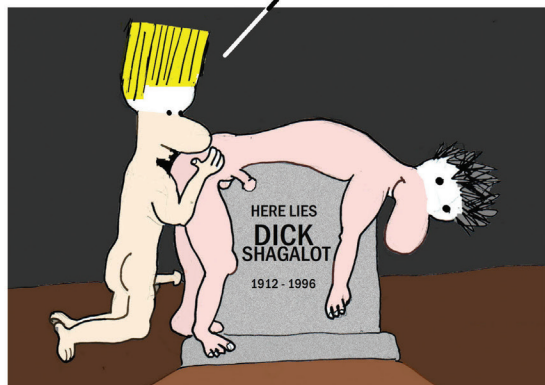
But the dead here are homophobes
who lived when Gays were hated.

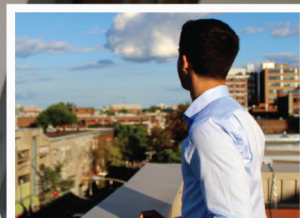


So, we've come to taunt the bigots
and honor any dead **GAYS** buried here



.. with our boners in a boneyard!





Your connection to
LGBT-welcoming
travel businesses
worldwide.



IGLTA.org

IGLTA Platinum Partners:



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OUTLET
SHOPPING®

IGLTA[®]
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