

**0:00:05.3 Kate Toyer:** I think that's exactly it, it is a question of humanity. And I think at times, trans people get leveled at them like, "Why do you make it always about politics?" It's like, I don't want it to be about politics, I don't care, I'm just trying to exist, I'm literally just trying to actually... I'm just trying to live and... I'm just trying to live and contribute to society in the best way I know how, I just wanna be included. I went back to those themes of inclusion. Aren't we? I really just want to be included and I don't... Trans people don't wake up and go, "I'm gonna be a political activist today," or, "Let's go out and do a course right on this."

**0:01:06.8 Kate Toyer:** There was a... I remember, really, there's a actress, Georgie Stone, who's his client, she's fairly big over here in Australia, but not so much in the US. She was very important, was a part of a... Was one of the legal cases, a little bit like in the US, you've had a couple of legal cases, Ari... I can't remember, I think it's Ari Kevin, but I could be wrong. There's a couple of cases there that have been precedent cases. So Georgie's case, which was... Her original case was Ari Jamie, which basically overturned a whole heap of requirements for having a court actually allow access to gender affirming care for trans youth in particular.

**0:02:09.6 Kate Toyer:** She was interviewed by Cleo Magazine. Cleo? I think it was Cleo, one of those magazines. And she was asked, "Why did you become an activist?" And her response was pretty telling 'cause her response was, "I never actually decided to become an activist, as soon as I walk in the room, I'm an activist." As soon as I walk in the room, basically, I'm disrupting everything you thought society thought they knew about what people should do and how they should be, and who they should be." So that's what it's like for trans people. And I think this goes to one of the things about why trans people are feared so much.

**0:03:21.2 Kate Toyer:** And I think you did ask this question in one of the questions that you sent through, was like, Why are people so afraid of trans and gender-diverse people? Angry and/or afraid? I think the anger comes from fear, to be honest, so I think the underlying issue is fear, like people are afraid of trans people. And I think it's because... I think there's two... There's a few things and it is complex but I think we can break it down to a few things. Number one, they don't understand our lives, so they don't see. And so for a vast majority of people, they don't know or care or love a trans person, and so they just haven't been exposed to all of those things, and so well, they think they don't know a trans person. They do but I think the fear comes from, in a way, trans people, we're the ultimate disruptors, and it's not even deliberate. This is what I was trying to get at with the Georgie Stone story, is that we don't do it deliberately, but just by being in the room, a trans person challenges everything you thought you knew about how society is structured, every single piece of the way society is built. Our society is built on a binary-gendered construction, which is particularly, and it is still, I'm sorry, guys, it's still fairly patriarchal and male-dominated. And no, not all men but it's enough men that it's still there. Okay. And that is how society is structured.

**0:05:30.9 Kate Toyer:** And society doesn't like unpredictability. Business doesn't like unpredictability, we like to be able to predict, "Oh, we're gonna have X number of clients next year and we're gonna have X amount of money or whatever." Trans people walk into that and we go, "Oh by the way, everything you thought you knew about gender and the way and all of these assumptions you had that you've built your society around, it's actually all just an illusion." It's where they're going, it's all changeable, and I think that's quite scary.

**0:06:18.0 Katie Berlin:** It's like time zones in the work week.

[laughter]

**0:06:21.5 Kate Toyer:** Yeah, exactly, it's all an illusion, and that's quite scary.

**0:06:27.1 Katie Berlin:** Somebody just made it all up.

**0:06:27.2 Kate Toyer:** Someone made it all up, and that's scary when you've built your entire life around this and you're going, "What? Hey, when? Sorry, hang on. Can I take a seat?" So I think that's where a lot of the fear comes from. And you can respond to that I think in a couple of different ways. You can respond to it by shutting down, and that's where the fear comes in. When we get afraid of something, we tend to respond to it in one or two basic ways, we're going back to binaries. Aren't we? But we do tend to respond to fear. It's either the fight or the flight response. Isn't it? So we either run away from it or we fight it, and hence the anger. Society and people, they've got all these unconscious biases that have been impacting their lives and they see this thing and they're like, "This is completely disrupting my entire future, I'm just gonna try and pretend it either doesn't exist or I'm gonna fight against it."

**0:07:45.0 Kate Toyer:** There's a third way to actually deal with that fear, though, and this is what I hope people can actually do. And that third way of actually dealing with that fear is to actually confront it and to look in the mirror and go, "Okay, that fear is there, that fear is real, it's a real emotion but why? Why am I feeling that fear? What is it that I'm afraid of, and why am I afraid of it?"

**0:08:20.8 Kate Toyer:** And really examining that and going, "Can I face this, and does this need to be a scary... If I accept this change, if I learn more about this change, if I learn more about this new thing, can it lead to a space where I can actually grow as a person and actually become a new and hopefully better person by growing?" And that's the pathway that I try and choose as much as I can. It's certainly a pathway that I consciously, actively try and choose but a pathway that I try and choose, and I try and encourage other people to choose as well because the pathway of fighting or running, it's a no-growth pathway. If that fear is just blocking you from continuing on your journey through this life and actually growing and learning, running from it or fighting it, that's not gonna help you continue that life journey and continue to grow. That's the way I see it. So yeah.

**0:09:51.7 Katie Berlin:** Yeah, I love that. And I do a lot of reading on diet and wellness culture, that's something that I've started to read about lately. And there one of the things that they talk about is when you have thoughts of either judgment towards yourself for not conforming to something that society says you should look like or that you should be doing or if you're judging somebody else for that, that's learned behavior. Right? Because we become the air we breathe. And so if we've been breathing in this culture our whole lives, it's natural that our first reaction is going to be what we've been taught to feel. But then to actually examine that feeling and that fear or that feeling of judgment and say, "Okay, who's benefiting from this judgment? Am I benefiting from this and is the person I'm judging benefiting from my judgment or is there possibly an agenda or an indoctrination that's been placed upon me to feel a certain way and it doesn't actually benefit me or the other person?" And in that case, your first reaction isn't who you are, it's how you've been brought up to think, and that doesn't have to be the end. And I just think about that so much here. How can we get people to stop and take that moment and think, "Okay, who's benefiting from this reaction and how can I change it so that we both benefit?"

**0:11:26.2 Kate Toyer:** Exactly, and I think the other thing is it's not easy, it's not easy, the easy pathway, the easy pathway is just to, as you say, do what society tells you to do because that's the easy endorphin rush. You do the stuff that other people want you to do and so you make them happy and you get the endorphin rush of making them happy. And that's okay to do but it is the easy pathway. And sometimes I think we get lost in that, we can get lost in there and not really understand who we are because knowing who we are, there will be people who won't like that, there will be people who will be upset, there will be people... And you don't know because you don't know when you tell someone who you are and... You don't know if they're going to actually like that. Are they going to like you for who you are? You don't know that. And it's an incredible amount of trust to put that out there, that's a huge amount of trust to go, "This is who I am."

**0:12:55.9 Kate Toyer:** But when you do get the person who says, "You know what? I see you, I see who you are and I actually do love that person, I like that person, I love that person, I love who you are." That relationship, that interaction and that... It's so hard to describe, that spirituality, that spiritual connection. I'm not quite sure what words to use but that connection that occurs, that's worth a thousand of being who someone else says you should be. And I think that that goes for... That doesn't just go for listeners who might be gender-diverse, that goes for allies as well in terms of... And for anyone, that being who you... Really looking at and understanding who you are as a person, it's challenging and it's hard, but the hard work has a pretty good payoff, and that payoff is that those people, those people who love you for who you are, they are your ride or dies, they're never gonna let you go pretty much regardless of what you do, they are always there for you. That connection is always there, and that's a pretty beautiful connection.

**0:14:55.5 Katie Berlin:** It is. You are so right, like it's worth 50,000 likes on your meme. Right?

**0:15:03.5 Kate Toyer:** Yeah.

**0:15:04.5 Katie Berlin:** Is that one moment of connection where you're like, "This person sees me, and not only are they okay with it, that might even be why they love me."

**0:15:16.0 Kate Toyer:** Exactly.

**0:15:16.1 Katie Berlin:** It's like they take that whole package, it's not, "We love you no matter what." It's, "We love you because..." And that is so powerful. And that was one question that I actually had sent you 'cause you were talking about like, "If you know who you are, you stand to lose a little bit when you tell that to people." But knowing who you are is such a powerful and empowering thing. And so I was wondering, just because so many of us go through life, not trusting that inner voice, or it takes us a long time to find it, you heard that inner voice when you were very young and it took you longer to actually act upon it because of society and wanting to feel loved but you did and you knew it was there, and that is such a rare thing to hear. And yet, I feel so many of us have been trained to not listen to that inner voice because it's telling us things that'll make it harder somehow for us to be comfortable. Do you find that that... And when I say "comfortable," I mean comfortable in society, not necessarily comfortable in our own skin.

**0:16:35.0 Kate Toyer:** Totally.

**0:16:35.0 Katie Berlin:** But do you feel like that inner voice... That you have a deeper connection

to that inner voice because of this experience in this life that you've had or do you still find it hard to connect with the voice sometimes and know what you really want or what decision you should really make for yourself?

**0:16:55.8 Kate Toyer:** This is a really great question and I absolutely love this question partly because I don't know if I've ever been actually asked it before. But I think it is so vital because it really gets to the heart and the soul of all of this when it comes down to it. And I think that it took me a long time to be comfortable, brave enough, I don't like the term "brave" because I've heard... It's just a term I have challenges with, but actually to listen to that voice and actually do that. I don't think... I think that society doesn't want us to know who we are because when we know who we are, we do become the social disruptors, we do challenge things. And so the way our society has been built and structured, it doesn't want us... It wants us to behave in a certain way because that brings order to the chaos. Doesn't it? And there are certain benefits to that order and there are certain things that we need to do because we need to be mindful and respectful of others as well.

**0:18:31.3 Kate Toyer:** Do I think that having listened to that voice and continuing to listen, and I think that's also important as well, I'm not like... I'm a different person now to who I was seven years ago, five years ago, three years ago. And I want to be different, I want to keep on growing, I want to keep on learning, so I constantly question, I constantly go to that inner voice, I'm doing it all the time literally. "Okay, what does this mean for who you are?"

**0:19:14.0 Kate Toyer:** Most recently, a good example was probably... I had a very strong connection with a friend of mine who's profoundly deaf, a veterinarian who's profoundly deaf, and so that made me examine really who I am just as an able-bodied person. "Okay, what does that actually mean? What are the assumptions that I make about the world because I am able-bodied, that I don't have to encounter things like having to have captions and stuff like that to be able to interact with certain things?" So I am doing it constantly. I do think it means that... This probably sounds quite boastful and bragging but I do think it probably means that I'm slightly better at... This doesn't say I'm perfect at it all the time but I'm probably slightly better at detecting, I'm gonna try and call it "falsehoods" but it's not quite the right term. I'm good at understanding when people are doing things because they think that it's what they should be doing, if that makes sense.

**0:20:45.0 Katie Berlin:** You have a good bullshit detector is what you mean?

**0:20:48.2 Kate Toyer:** Yeah, pretty much, yeah, it's a good bullshit detector and even a good detector of when people who genuinely believe that this is the... They believe the things and it's just because they've... And it's just because they haven't really questioned anything, they just haven't questioned the assumptions underlying that. I'm fairly good at picking that up. So does it mean that I'm... And I still... There are people that I meet and it's like, "You've got some growing to do but there's a good heart down in there. You've got a whole heap of society assumptions that have just..." As you say, these are all learned things. And most people that we interact... If we're 30 years old, most people we interact with have had 30 years... If you're old like me and we're 50, most people have had 50 years worth of society basically pummeling these things into them, these assumptions into them.

**0:22:16.1 Kate Toyer:** But I do try and look to... I try and look to where people's heart actually is rather than where their mind actually is because if their hearts... If they've got a good heart and they've got a good soul, then they can usually... You can usually help them see some of the

assumptions and help them start that journey to actually question those assumptions and go, "Okay, does that really match up with all these things that I've been told? Does that really match up with what I believe in my heart?" So I think that it is definitely having to really consider and look at myself a lot, and I've done that a lot. You don't wake up and transition and go... You don't wake up and go, "I'll be a girl today, that sounds like fun."

**0:23:22.9 Katie Berlin:** "It's been nothing but easy and fun. Why not?"

**0:23:25.9 Kate Toyer:** "Nothing but easy and fun. That sounds like a lark. Let's do that for a while." So there's an insane amount of self-reflection and looking at myself really deep down and trying to understand who I am about this whole journey. And I think a lot of veterinarians don't actually do that because it's easy to cruise through life without doing that. And I did for a while when I buried all of this back when I was 14, 15 years old. I buried it all and I managed to cruise through life for 25 odd years without really questioning who I was and just doing all of the things society told me I should do, to be a good person, a good and successful person. And I think a lot of veterinarians do do that, for a variety of reasons, I think that we cruise through life doing all of the things that society tells us we should do in order to be successful and good, a good vet and a successful vet, without really, really looking at who we are as a person. So I encourage veterinarians to do that because I think when you do do that, when you know who you are, there's a power in that and a happiness, I'm not sure, there's a calmness and a spiritually calm place that you get to.

**0:25:41.5 Katie Berlin:** It reminds me of what you said when you were talking about like you could walk down the street and people could say things to you or show you behavior that isn't supportive in the street, and it doesn't... You can bounce it off because you know who you are and you're comfortable and you have the support system. And deep down, you know this is all just bullshit. Right?

**0:26:25.7 Kate Toyer:** Yeah.

**0:26:25.9 Katie Berlin:** And you are who you are and you have a good life. And I think that sense of just like you're almost bulletproof to most things, of just all the stuff that life throws at you, that is a really, really empowering feeling. And I know now why people say, "When you get older... As you get older, if you're lucky enough to sink into that sense of self, that getting older isn't as scary because it comes with such a gift, which is not worrying so much about the stuff that doesn't matter and allowing yourself to just be who you are." And that is tremendous, that's the best gift that I could think of in life, is just to have that security with yourself, that no matter what happens, you know who you are. But that's not to say that we can't help people get there. Right? If you have friends who are struggling.

**0:27:12.4 Kate Toyer:** Absolutely. And it's not that... I've had times in the last seven years where I've been on the bedroom floor crying because of some shit that's been felt. We've really blown the swear meter now. Haven't we? Because of some absolute crap that's been published in a local mainstream media or something like that or whatever. It's not to say that there's not those times of challenge and sadness. They are still gonna be there but there is a space where you can, like you say, sink into a sense of self and calmness of knowing who you are that can act like it can be pretty well almost bulletproof. And so you can just brush it off. And I think at times, as veterinarians, we're attacked by clients, like we get flame-attacked on social media by clients or whatever.

**0:28:36.3 Katie Berlin:** Yeah.

**0:28:37.3 Kate Toyer:** And I do see veterinarians at times responding to that and they said... And it is upsetting, don't get me wrong, it's upsetting when a client attacks you.

**0:28:46.2 Katie Berlin:** Yeah, doesn't feel good.

**0:28:48.4 Kate Toyer:** Doesn't feel good at all. You're not doing it for the money, you don't care, take your pick, we can rattle off the top 10 quotes. It's like they've got some sort of central cueing on a database that get them off. But I do see veterinarians get upset about it, and I'm just like... They're just like, "Those people aren't worth it." You just have to walk away from that, you really just have to walk away from that, and it's a... And I think we get upset and we get more upset about that stuff, the more importance we place on that client actually liking us, which is why I think it's so important to actually have that in a sense of who we are and actually liking and loving ourselves. And we're now deep into religious spirituality theory. Aren't we? And self-care and whatnot, so a lot of my podcasts...

**0:30:06.6 Katie Berlin:** We've covered a lot of ground today, Kate.

**0:30:11.3 Kate Toyer:** Covered a lot of ground. And I think that I do say that and I do just hope that those veterinarians can start to see and go... I do encourage anyone who's listening who gets into that space, just try and reflect on who... You are a good person, you don't become a vet if you're a horrible, horrible person, you just don't do that, you're actually a good person and maybe you haven't really thought about who you actually are. Maybe you need to do some work on that and go and speak to like a counselor, priest, imam, whoever, that is about some sort of guru on the internet, I'm not sure. But whatever's your fly. Maybe you need to do that. But underneath and in there, you are actually a really good person, you really are a good person because if you weren't a good person, you wouldn't care about animals. Okay? And I think you need to hold onto that and know that and know that these attacks, these things from the outside, they will pass, they will go away. You need to hold onto that central thing of, You know what? I actually am a good person, and I do care." Maybe examine and just go, "Okay, did I really express my caring that well?" Okay. Maybe sometimes we've gotta actually change our... We look at that and we've gotta change our behavior because we aren't that great at listening, say, or something like that. But underneath it all, you're a good person. I hope that your listeners really understand that.

**0:32:14.5 Katie Berlin:** I hope so too, because I fully believe that, and I think that's what Ewan meant when they said that with education and with some work, this could be the most welcoming and inclusive profession because we are made up uniformly of good people. I've not met somebody who chose this profession, like you said, who isn't at heart a good person, and we all see like the animal that is different or that nobody wanted to adopt or that is somehow not like the perfect animal. And we all want that animal, that's the one we pick out. Right?

**0:32:50.6 Kate Toyer:** Right.

**0:32:52.9 Katie Berlin:** But we need to show that compassion to... My chihuahua, my ex husband used to say, "He failed quality control," which is absolutely true. And I love him so much, he is the most perfect dog in the world to me. And we have to turn that compassion and that just love for

people just being who they are on each other.

**0:33:15.8 Kate Toyer:** Yeah, that's exactly... Sorry.

**0:33:21.2 Katie Berlin:** We've spent... I've taken too much of your time already, I'm so sorry, I could talk to you all day. And I'm so thankful that you've had this time to spend, I hope we haven't gotten over something that you're supposed to be doing.

**0:33:32.9 Kate Toyer:** Yeah. Not at all. No, that's okay, I've got...

**0:33:38.0 Katie Berlin:** But I love this conversation.

**0:33:41.5 Kate Toyer:** Yeah. I've really enjoyed this conversation as well, and I do hope that the listeners enjoy it, I really do. I haven't got any hot tips, a hot veterinary tip, a hot veterinary tip for the day. I'm about to do a TPLO, there's a thing called an OssAbility TPLO Guide, it's really awesome for TPLOs. If anyone's in a surgery, send me an email, just genuinely just makes the whole thing so much easier. There's the hot veterinary tip, it's now a veterinary podcast.

[laughter]

**0:34:19.0 Katie Berlin:** I feel like in Australia, you must see a lot of bites by things that are trying to kill you because I feel like Australia's just full of like animals that are trying to kill you in some way. And so I feel like you're probably really good at treating snake bites or bites by very large insects or spiders. Is that just a misconception or is that true?

**0:34:40.1 Kate Toyer:** No, that's probably reasonably accurate. I remember actually going into a forest walk one day up in the tropics, and there was a sign, it was talking about... There's a tree called the stinging tree here, and you've gotta be careful about it because actually, if you get stung by it, you can actually have a heart attack and die from a heart attack, it has been known to happen.

**0:35:08.9 Katie Berlin:** The trees?

**0:35:09.2 Kate Toyer:** Yeah, and literally this guy was reading...

**0:35:09.7 Katie Berlin:** The trees are trying to kill you.

**0:35:10.6 Kate Toyer:** Yeah, this guy was reading it in front of it, and he was this English guy. And he said, "Is there anything in this bloody country that doesn't try and kill you?" It was probably... You're probably reasonably accurate.

**0:35:27.6 Katie Berlin:** Okay, so some generalizations exist for a reason.

**0:35:31.2 Kate Toyer:** Yeah. Exactly. I think that's exactly right, yeah, yeah.

**0:35:38.9 Katie Berlin:** Well, Kate, I had one to close out. Would you mind? I know that you have been really involved in trying to expand the LGBTQI plus community in Australia and I guess the South Pacific. You're going global now with this podcast, so.

**0:35:58.5 Kate Toyer:** Yeah, exactly.

**0:35:58.7 Katie Berlin:** That's where I found you, was on LinkedIn, when Pride VMC was talking about I think the conference that you were involved in. So would you mind just talking a little bit about that? And also, if anybody listening wants to get involved in any of the initiatives that you're involved in, if you could let us know about those. And I'll be sure to put them in the show notes too.

**0:36:15.8 Kate Toyer:** Yeah, yeah, totally. So the conference was called the Veterinary Kaleidoscope Summit. The Veterinary Kaleidoscope started as a podcast with myself and a cohost and cofounder, Cam Raw, who's a Australian aboriginal veterinarian, Palawa man. And basically, we started the podcast because we want to hear the voices from diverse people, people who hadn't necessarily... In the veterinary industry, who hadn't necessarily had their voices heard because we hear a lot from, we do hear a lot from experts, we hear a lot from... Which is cool, that's okay but we don't hear a lot from people from diverse backgrounds. And so our first episode was with the absolutely gorgeous Alex Harrison, who is a profoundly deaf veterinarian I was talking about earlier. We recorded a podcast with a profoundly deaf veterinarian, I think it's the first.

**0:37:26.0 Katie Berlin:** I love it, I love that.

**0:37:27.2 Kate Toyer:** I know... I think it's certainly the first time in the veterinary podcast world, that that had actually been done. And then we're recording quite a... We've done a few others, a veterinarian who's bipolar... Professor, actually, a professor of microbiology who's bipolar, some gender-diverse vets, some neurodiverse veterinarians, we did a lovely interview. Actually, if anyone wants to look it up, it's absolutely beautiful interview with the gorgeous Siraya, who was the past president of WSAVA, who is just the most... Oh my goodness, that lady, I could speak to her all day, I could just... She's just amazing. One of those people who you speak to them and you're just filled with a spiritual calmness, you are just so calm when you're speaking to them and you just feel like, "Oh my God." At the end of it, you feel you're so enlightened, which quickly disappears as you go about your daily work, but that's okay, you can come back and listen to the podcast. So anyway, we still...

**0:38:47.5 Katie Berlin:** It's alright, it's there... I'll link to that in the show notes.

**0:38:51.8 Kate Toyer:** Yeah, totally. So that became we thought... So I came up with this really crazy idea, we had such a good time talking to these people via the internet, we're like, "What if we could talk to them face-to-face, and what if we could get all of them into one room, like get all of these people into one room and actually just see where the conversations went?" And so we came up with the Veterinary Kaleidoscope Summit idea, which was quite frankly, possibly one of the most incredibly mad cap ideas I've come up with just yet, still working, see if I can exceed that. And so I had this idea. Cam, who's just absolutely gorgeous, was like, "Yeah, that's a great idea. Let's do that." And so we then went to my beautiful wife, Tara Cashman, who apart from being a veterinarian is also an events organizer. And I like to say...

**0:40:00.6 Katie Berlin:** Oh, very handy.

**0:40:00.7 Kate Toyer:** Yeah. Very handy. Exactly. Right? My own private event organizer. And Tara is my... Tara is my believer, Tara is the person who believes in me, I'm good at believing in other people, I'm good at believing that they can do things and actually giving them and showing



them that they can do that. It's like, "You can do this." I'm good at doing that. Tara is my believer, she is the one who believes in my stupid ideas and somehow manages to turn them into a reality. And so we turned it into a reality of a two-day face-to-face summit. And I'm gonna claim bragging rights. We're gonna claim bragging rights over MCVMA, who did have the first online diversity and inclusion summit with Rise in 2020, which is an amazing conference. And I believe it's gonna be happening again in 2023, pretty sure, I'm not sure when. But if you get a chance, listeners, definitely make sure you hook into that if it's online again, or if they do a face-to-face one, that would be just absolutely incredible.

**0:41:36.7 Katie Berlin:** Yeah.

**0:41:37.1 Kate Toyer:** But we're gonna claim bragging rights that we were the first face-to-face of that dedicated D and I conference in the veterinary space. And yeah, we had two days of diverse voices, we had over 15 speakers or panelists from various diverse backgrounds, culturally diverse, multilingual, neurodiverse, physically diverse, neuro LGBTIQA, the works. We had this summit and we talked about our stories, we talked about what we dreamed the veterinary profession could be. Actually, we structured around what were three themes, we gather, dream, amplify. We stole those themes off WorldPride, but they gave us permission because we actually paid to be a part of the Pride Amplified Program. So we gathered to tell stories, we dreamed of what an inclusive veterinary profession would look like and then we amplified our voices and our actions to actually make those dreams happen. And yeah, it was amazing and it was incredible.

**0:43:04.5 Kate Toyer:** And it will be happening again in 2024, it won't be happening again this year because it took an insane amount of organizing. And organizing Mardi Gras, Sydney Mardi Gras Parade for WorldPride, a floating Sydney Mardi Gras Parade for WorldPride, Fair Day, a stall at Fair Day, where there were 70,000 people who came through Mardi Gras Fair Day in one day. And then also TVK Summit, all within a period of 10 days was probably not the smartest thing for my mental health, so we won't quite do that again. So we'll probably push...

**0:43:50.3 Katie Berlin:** We live and learn.

**0:43:51.5 Kate Toyer:** We live and learn. We'll probably push TVK Summit off to... We'll push it back into the middle of 2024, get it away from our Mardi Gras festival, which in Australia, we generally hold that in February just 'cause the weather's warmer, and Australians don't like rain. And it was all about trying to I guess walk the walk... Walk the talk, so to speak, and about what do... And if listeners would like to be... If they are in our corner of the world, then there is a TVK website, if they just search the internet, they'll find that. There's also ARVA, Australian Rainbow Vets and Allies has a website, and you can actually join Australian Rainbow Vets and Allies, you don't have to identify as LGBTIQA to join, allies are welcome to join, hence Australian Rainbow Vets and Allies, so there's us there.

**0:45:00.0 Kate Toyer:** There's obviously our wonderful sibling organizations, PrideVMC in the US, who you've already had multiple guests on I think from PrideVMC, and BVLGBT in the UK and European region. And we all communicate, we do communicate and talk about things, particularly when there's stuff that impacts globally, like the Gender Identity Bill of Rights. We do if ARVA is doing the advocacy for Gender Identity Bill of Rights within the context of the Asia-Pacific, Australia and New Zealand in particular. So look up those organizations. There's also some wonderful organizations, particularly in the US, MCVMA, the Native Veterinary Medical

Association, the Black Veterinary Medical Association. In the UK, there's actually a... I believe there's a... It's not called "multicultural" but they do have like a multilingual, multicultural veterinary association, as well as an association for veterinarians with disabilities, which I'm not sure if there's one of those in the US at this stage, as far as that goes.

**0:46:34.7 Katie Berlin:** I don't think so I'll have to check into it, I know there's a Facebook group that a lot of veterinarians with disabilities belong to but I don't actually know if there's an association yet. If there isn't, there should be.

**0:46:51.1 Kate Toyer:** Yeah, totally.

**0:46:52.7 Katie Berlin:** [0:46:52.8] \_\_\_\_\_ many changemakers listening in the US.

**0:47:00.5 Kate Toyer:** Yeah definitely. And I think that's the... If I'm able to finish off on this, I think... And the reason for TVK, the reason for TVK Summit is that I can speak from a trans experience, that LGBTIQA type of perspective, but obviously I don't know what it's like to have grown up as a person of color, I don't know what it's like to have grown up as a person whose English is not their primary language, they're multilingual and they speak multiple other languages. Hell, I only speak one language, English. Frankly, anyone whose English is a second language, as far as I'm concerned, should actually be a compliment, that means you are speaking at least two languages.

**0:47:48.3 Katie Berlin:** Yeah.

**0:47:49.6 Kate Toyer:** So I don't know what it's like to have a disability but what I can do is I can listen to those people, and what I do genuinely believe is that our profession needs to reflect the communities that we serve, we need to be representing and reflecting those communities. So I want to see black veterinarians, I wanna see Native American veterinarians, Latinx veterinarians, I wanna see veterinarians with disabilities, I wanna see veterinarians... I wanna see veterinarians who are neurodiverse, I wanna see veterinarians who don't speak English, certainly not as their primary language, I want to, as I said in the... I wanna see a blind veterinarian, which this has excused upon anyone who is listening and who's sight impaired.

**0:48:58.7 Kate Toyer:** But I wanna challenge everything that we think has to be for a veterinarian, every assumption we make about what a veterinarian is, I wanna challenge all of that and I wanna go, "Okay, is that really true? What can someone who is... What can a veterinarian who is deaf, what can a person who is blind teach us about veterinary work? What can a person who's neurodiverse, who is bipolar, what can they bring to the table?"

**0:49:38.8 Kate Toyer:** What can a veterinarian who is black or a person of color, what can they bring to the table? And not make them not go, "Oh that's amazing, you've done so well despite being Latinx and English being your second language." But actually going, "Holy crap, wow, that's amazing, you are speaking Spanish." And for instance, did you know that Estonian, the language Estonian, doesn't actually have gendered pronouns, which is cool. So people from Estonia, when they actually speak English very, very easily slip into... Can actually use non-binary pronouns, "they, them, theirs," it's very easy. So I wanna know what a deaf veterinarian brings to the table. Alex has brought so much, like we did the entire TVK Summit, I think we mentioned this earlier in the podcast, we had live captioning. Now, Alex was the only veterinarian who we knew had an

obligate need for live captioning but our post summit survey responses, more than 50% of attendees actually used the live captioning, which is okay. So let's see what the things that these people can bring to the table, not go, "That's really good that you got here, despite that you're deaf or mobility-impaired," or whatever that is. So that's what TVK is all about.

**0:51:46.5 Katie Berlin:** I love all that.

**0:51:48.3 Kate Toyer:** Yeah, so hopefully people like it and if they wanna like it, as you mentioned, there will be links in show notes as to...

**0:51:57.4 Katie Berlin:** Yeah, There will be. Is it gonna be in Australia?

**0:52:03.6 Kate Toyer:** Yeah, it will be in Australia. We didn't do it...

**0:52:07.9 Katie Berlin:** It's a good reason to go to Australia.

**0:52:10.7 Kate Toyer:** Look, totally. Come to Australia. Mind you, we're putting it in winter, which is probably not the best time to visit Australia. But you can always go to Cairns, it's always hot in Cairns and Darwin. So we'll be in Australia probably at this stage, probably in Pride Month in June, so it's probably when we'll target... That's the timeframe that matches. So yeah, make your plans, 2024, June, Australia, head on over if you wanna come over a little bit. I think the Australian Veterinary Association National Conference will be probably around a similar time, late May, early June, so you can probably make an entire trip of it and write the airfares off on your tax. I'm sure that you guys still do that sort of thing over there in America. Don't you? Write off airfares again to tax for doing CE.

**0:53:08.5 Katie Berlin:** For sure. For business, yeah.

**0:53:11.6 Kate Toyer:** Yeah, it's for business. I'm not giving... A disclaimer. I do not give American tax advice, I don't give tax advice to anyone.

**0:53:19.4 Katie Berlin:** That's one thing you don't do. Alright.

**0:53:21.1 Kate Toyer:** That's my thing, I definitely don't do. But yeah, so please do that, and please, there is a... I'm gonna touch on one last thing, there's challenges in the US at the moment for trans and gender-diverse people. It's not an easy space to actually be in. And I hope that what any of your listeners get out of this is that we're not all... We're not political activists, we're not there trying to... We're not trying to defraud women of rights, we're not trying to do anything like that, we're not trying to influence children and tell every child that they need to be trans or anything like that.

**0:54:20.8 Kate Toyer:** We're just people, we are just people who are just trying to actually just trying to live in this world and in society and we just want to be a part of society and a part of everyone's lives. And I think if you can approach... If the listeners can approach that with compassionate kindness and a curiosity, a compassionate curiosity about who trans people are and find... We're not that hard to find, there'll be trans communities around where you are, go and meet some trans people, we're not scary boogie bear people who are shouting with placards all the time. We do that occasionally but usually just because it's almost impossible for us not to and still exist and live.

**0:55:32.1 Kate Toyer:** We're actually just people, and so I'd really like your listeners to actually to do that and go out and learn about trans people and learn about our lives and our community. And I think if you do that, yeah, you might be surprised, you might be surprised at the people you meet 'cause there are some really, really amazing trans and gender-diverse people out there, and they are just gorgeous and an absolute pleasure to know.

**0:56:11.6 Katie Berlin:** Well, Kate, you are one of them.

**0:56:13.0 Kate Toyer:** Thank you.

**0:56:16.5 Katie Berlin:** And I really appreciate you spending so much time with us because that's one reason why I wanted so much to have you on the podcast, and I wanted you to be one of our women to watch because we're recording this in March, which is Women's History Month. And it's because I wanted people to feel after this podcast like they know you because I think podcasts have a power that like a written article doesn't have, where you hear people talking and you feel they're talking to you and with you even though you're not saying anything. And I feel that way anyway, I always have to remind myself that I don't know people that I've heard on podcasts. So I just really appreciate you telling your story and being so candid and so generous with your time and willing to come on here because I've enjoyed it and I know there'll be people who leave this conversation feeling like they've met you.

**0:57:13.9 Kate Toyer:** Thank you. And I agree, I think nothing beats face-to-face, and hopefully one day that can happen. But I hope people do get a little bit of a sense of who I am, so now you can say, all your listeners, you can actually say you do know a trans person, yay. And thank you so much for spending so much time because it is... I know we have spent a lot of time, I don't envy your editor, goodness knows how they're gonna get this down to something vaguely...

**0:58:00.6 Katie Berlin:** We might have to bisect it, we might have to have detailed episodes [0:58:07.2] \_\_\_\_.

**0:58:07.3 Kate Toyer:** Release it episodically, a bit like a Jane Austen novel.

**0:58:10.9 Katie Berlin:** Right. Exactly. I think that's a series.

**0:58:15.1 Kate Toyer:** There we go. Thank you so much for actually having me on, it has been an absolute pleasure and it has been wonderful to talk to you, so thank you so much.

**0:58:26.0 Katie Berlin:** For me too, thank you, Kate. And I will drop a whole lot of links in the show notes. If I forget something or you have more questions, you wanna talk to us about something, you can always reach me at [podcast@aaha.org](mailto:podcast@aaha.org). Reach out and I'm happy to pass on any questions or comments, feedback to Kate as well. But I will try to put as much as I can in the notes. And hopefully everybody enjoyed getting to know Kate as much as I did. And thank you all for listening, we'll catch you next time on Central Line.