

From: [Marks, Kate](#)
To: [REDACTED]
Cc: [REDACTED]; [Sutton, Rob](#)
Subject: RE: Gender critical beliefs - update to FaB leaders
Date: 09 November 2022 12:40:00
Attachments: [image001.png](#)
[image002.png](#)
[image003.jpg](#)
[image004.jpg](#)
[image005.jpg](#)
[image006.jpg](#)

Understood, no date in diary as yet, look forward to your call.

Regards
Kate

From: [REDACTED]@defra.gov.uk>
Sent: 09 November 2022 12:37
To: Marks, Kate <Kate.Marks@environment-agency.gov.uk>; [REDACTED]
[REDACTED]@defra.gov.uk>; [REDACTED]@defra.gov.uk>
Cc: [REDACTED]@defra.gov.uk>; [REDACTED]@defra.gov.uk>;
[REDACTED]@environment-agency.gov.uk>; Sutton, Rob
<rob.sutton@environment-agency.gov.uk>
Subject: RE: Gender critical beliefs - update to FaB leaders

Kate

Can you hold off and I will give you a call about this. I have had a number of complaints today (as gender champion) and think we need to consider our position further before we take any further steps.

[REDACTED]

From: Marks, Kate <Kate.Marks@environment-agency.gov.uk>
Sent: 09 November 2022 12:34
To: [REDACTED]@defra.gov.uk>; [REDACTED]@defra.gov.uk>; [REDACTED]
[REDACTED]@defra.gov.uk>
Cc: [REDACTED]@defra.gov.uk>; [REDACTED]@defra.gov.uk>;
[REDACTED]@environment-agency.gov.uk>; Sutton, Rob
<rob.sutton@environment-agency.gov.uk>
Subject: Gender critical beliefs - update to FaB leaders

Hello [REDACTED]

As discussed previously, the new X-Gov SEEN network for those who hold gender critical beliefs has now launched and you may have seen the All Company posts about it over the last couple of days. Our EDI teams in the Defra Group are working with the two founder members from the Defra Group, 1 from NE and 1 from EA to ensure the approach is as sensitive as it can be under the circumstances but needless to say, our trans colleagues and allies are very upset. It should be noted the EDI teams are managing this well in extremely challenging circumstances. I continue to

be involved in the various meetings now happening in the EA to oversee and help mitigate the impacts of this launch on all involved.

Whether they need an Exec Sponsor / Lead is still under debate given it is not a Defra or EA network, but given it is a protected belief, I've agreed to meet with them to explore what support they feel they might need. I'll keep you updated on their expectations the other side of that meeting, and any key issues arising from the oversight meetings.

If there are any aspects you wish to discuss, please do drop me a line.



Regards
Kate


Dr Kate Marks FCIWEM C.WEM C.Env C.Sci
Deputy Director
(Pronouns: [redacted]) ([Why is this here?](#))

How to pronounce my name (phonetic spelling)	Kate Marks kAYt mAHks
---	--------------------------



DS logo signature



  kate.marks@environment-agency.gov.uk Follow me: [@KateMarksEA](#)
Environment Agency, Horizon House, Deanery Road, Bristol, BS1 1AH

National flood duty manager (24/7) 
One Incident Management and Resilience – bringing Incident Management together to better serve communities and the environment.

LGBT+_network_logo_friends





LGBT+_network_strapline-col2

