

From: [REDACTED]
To: [REDACTED]
Subject: RE: Yammer post
Date: 09 November 2022 16:57:00
Attachments: [Official sensitive File note Trans Gender Critical issues Oct 2022 \(1\).docx](#)
[1. Gender Critical Beliefs Briefing Note.docx](#)
[Re LGBT+ network.msg](#)
[RE HOLD Trans gender critical belief issues- Exec champion update.msg](#)
[Fwd 10 Nov LGBT+ meeting - briefing and agenda.msg](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)

Hi [REDACTED]

If helpful, I've attached a big brief that [REDACTED] sent me last week which lists all the key players (including Kate). I've also attached the briefing note I sent James last week which is the short version of what's happening (as of last week). Finally, I've attached a few other related emails that have come in on this today which you might be interested in. None of this is for further distribution please.

Let me know if you have any questions – I'm doing my best to keep up with this but must admit I am not reading every word of everything that is coming through!

Best,

[REDACTED]

From: [REDACTED]@environment-agency.gov.uk>
Sent: 09 November 2022 16:51
To: [REDACTED]@environment-agency.gov.uk>
Subject: RE: Yammer post

Thank you – it makes you wonder how the awareness week next week is going to go.

Do you know what Kate Marks' involvement is in this?

Thanks

[REDACTED]

From: [REDACTED]@environment-agency.gov.uk>
Sent: 09 November 2022 16:25
To: [REDACTED]@environment-agency.gov.uk>
Subject: FW: Yammer post

FYI

From: [REDACTED]@environment-agency.gov.uk>
Sent: 09 November 2022 16:21
To: Marks, Kate <Kate.Marks@environment-agency.gov.uk>; Sutton, Rob <rob.sutton@environment-agency.gov.uk>; [REDACTED]@environment-

agency.gov.uk>; [REDACTED]@environment-agency.gov.uk>; Rawlinson, Lee
<lee.rawlinson@environment-agency.gov.uk>

Subject: RE: Yammer post

Latest update from a follow up moderation call just now- HR are closing the thread to further comments immediately- will say 'This conversation is being paused whilst comments are moderated against relevant codes of conduct.'

A number of comments made have now crossed the line to disrespectful and inappropriate (eg name calling) -- these will be individually removed and flagged to the individuals' line managers (screenshots taken before removal)

There will then be a statement put up by [REDACTED] (and sent to all ExCo and CEOs of ALBs) as well – as soon as I have a copy will share with the whole group on the email thread for tomorrow afternoon's call

Moderation group will reconvene tomorrow and decide whether to subsequently reopen to comments- there are pros and cons either way.

From: Marks, Kate <Kate.Marks@environment-agency.gov.uk>

Sent: 09 November 2022 15:47

To: [REDACTED]@environment-agency.gov.uk>; Sutton, Rob
<rob.sutton@environment-agency.gov.uk>

Subject: RE: Yammer post

Thanks [REDACTED] much appreciated.

From: [REDACTED]@environment-agency.gov.uk>

Sent: 09 November 2022 15:20

To: Marks, Kate <Kate.Marks@environment-agency.gov.uk>; Sutton, Rob
<rob.sutton@environment-agency.gov.uk>

Subject: FW: Yammer post

For awareness

From: [REDACTED]@defra.gov.uk>

Sent: 09 November 2022 15:09

To: [REDACTED]@environment-agency.gov.uk>; [REDACTED]
[REDACTED]@environment-agency.gov.uk>; [REDACTED]@defra.gov.uk>

Subject: RE: Yammer post

Hi [REDACTED] – we are engaging with the moderation team to discuss the steps forward, which, if individual comments are moderated will include a discussion via the individuals LM.

Thank you

[REDACTED] ([REDACTED]) | [REDACTED]
| EDI Talent and Capability | Defra Group | [REDACTED]
My usual working hours are between 8:30 and 4:30

Planned Absences

From: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

Sent: 09 November 2022 15:04

To: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; [REDACTED]
[REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>

Cc: [REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>

Subject: RE: Yammer post

Hi again,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

Sent: 09 November 2022 14:09

To: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; [REDACTED]

<[REDACTED]@defra.gov.uk>

Cc: [REDACTED]@defra.gov.uk>

Subject: RE: Yammer post

Hi [REDACTED]

By way of reassurance- an interim update- from the moderation meeting this morning the direction of travel is not to delete the post but rather to approach the original poster, note that HR will be sharing a corporate response to the original post/all the comments, and request that comments then be turned off. Failing that 'we' will turn the comments off. This would have been done already by now if not for the fact [REDACTED] and her team are tied up in other urgent meetings until later this afternoon. Given the way the thread has escalated I hope they will be able to get to it shortly

Take care

[REDACTED]

From: [REDACTED]@environment-agency.gov.uk>

Sent: 09 November 2022 11:48

To: [REDACTED]@environment-agency.gov.uk>; [REDACTED]

[REDACTED]@defra.gov.uk>

Subject: RE: Yammer post

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

From: [REDACTED]@environment-agency.gov.uk>

Sent: 09 November 2022 08:59

To: [REDACTED]@environment-agency.gov.uk>; [REDACTED]

[REDACTED]@defra.gov.uk>

Subject: RE: Yammer post

Hi [REDACTED]

We'll update you asap once the moderation meeting happens this morning.

We are also meeting Exec Sponsors of relevant networks tomorrow afternoon and will discuss this (amongst other related issues) – Kate Marks is included.

Take care

[REDACTED]

From: [REDACTED]@environment-agency.gov.uk>

Sent: 08 November 2022 18:01

To: [REDACTED]@defra.gov.uk>; [REDACTED]

[REDACTED]@environment-agency.gov.uk>

Subject: Re: Yammer post

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Cheers again,

[REDACTED]

Sent from [Outlook for iOS](#)

From: [REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>
Sent: Tuesday, November 8, 2022 5:30:06 PM
To: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>; [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>
Subject: RE: Yammer post

Hi [REDACTED],

Thanks for bringing this to my attention. We have a meeting arranged tomorrow morning to look at any posts of this nature – I'll get back to you after that (probably around lunch time tomorrow).

[REDACTED]

[REDACTED] ([REDACTED]) | [REDACTED] | HR EDI Team | Defra group
HR | Department for Environment, Food and Rural Affairs
[REDACTED] | [REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>
Lancaster House, Newcastle upon Tyne NE4 7YH

Annual Leave:



*For resources and information see [FDI Sharepoint](#)
To stay connected [Defra Diversity Twitter](#)
Please feedback any ideas for improvement to diversity.team@defra.gov.uk*



From: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

Sent: 08 November 2022 17:25

To: [REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>; [REDACTED]

[REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

Subject: Yammer post

Hi all,

[REDACTED]
[REDACTED]

[REDACTED]

Cheers, and thanks for your help!

[REDACTED]

Sent from [Outlook for iOS](#)