

**From:** [REDACTED]  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: Questions following recent Yammer moderation  
**Date:** 18 November 2022 15:18:25

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OFFICIAL

Hi [REDACTED],

Yes I'll deal with this. By all means send a 'holding' response to say that you have passed it on the EDI team, who will respond in due course.

Thanks

[REDACTED]

[REDACTED] | [REDACTED] | HR EDI Team | Defra  
group HR | Department for Environment, Food and Rural Affairs

[REDACTED]@defra.gov.uk

Lancaster House, Newcastle upon Tyne NE4 7YH

**Annual Leave:**

*For resources and information see [EDI Sharepoint](#)*

*To stay connected [Defra Diversity Twitter](#)*

*Please feedback any ideas for improvement to [REDACTED] [@defra.gov.uk](#)*

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

**Sent:** 18 November 2022 11:26

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

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

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

**Subject:** FW: Questions following recent Yammer moderation

OFFICIAL

Hi,

I'm not sure who this is for. Not a complaint but a comment that does need addressing.

[REDACTED], is this for you?

Thank you,

[REDACTED]

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**From:** [REDACTED]@apha.gov.uk>

**Sent:** 18 November 2022 10:30

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

**Subject:** Questions following recent Yammer moderation

Good morning [REDACTED],

I've seen you moderating multiple Yammer conversations over the last week or two, and I must say, I don't envy you that job at all, it looks like a very tough job! But it is raising questions on DEFRA's, and the Civil Service as a whole's, position on the trans community. Would you be able to provide some light on the situation for me?

I know things are a little tough now with the new legal protection to the "gender critical" beliefs of fixed biological gender, but even before that there was a lack of training about trans people, and there was a lot of exclusion (most notably in the inclusivity stats using the acronym LGBO to specifically remove any mention of trans people and only focus on sexuality), so I guess my question is: What is the official stance on trans people? Are they a similarly protected group like other areas of the LGBTQ+ community, or are they treated differently? The focus on Trans Visibility Week would seem to imply the former, but the allowance of the transphobic views that are being parroted by some commenters flies in the wind of that.

I think it would also be worth circulating the information around to everyone in the agency so that we can stop the awkwardness on Yammer and hopefully make the moderating you've had to do recently a lot easier!

Kind Regards,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**Animal and Plant Health Agency (APHA)**

Telephone: [REDACTED]

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