

**From:** [Sutton, Rob](#)  
**To:** [Lawton, Nicola](#)  
**Cc:** [Rawlinson, Lee](#); [Burns, Anna](#)  
**Subject:** Re: OFFICIAL SENSITIVE - Draft EM comms on SEEN  
**Date:** 11 November 2022 08:20:14  
**Attachments:** [SEEN Network Lines to Take .pdf](#)

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I think this is good Nicky and pitched at the right level.

Rob

Sent from my ipad

On 10 Nov 2022, at 18:36, Lawton, Nicola <[nicola.lawton@environment-agency.gov.uk](mailto:nicola.lawton@environment-agency.gov.uk)> wrote:

Hi all

I want to send this at 9:30 tomorrow morning. If you have the opportunity to take a quick look prior to that and send me any thoughts then I would be really grateful. I've debated a fair bit over how much detail to go into and have ended up leaving it relatively high level but appreciate your thoughts.

Thanks

Nicky

Dear Executive Managers

You may have seen that a new cross government diversity network has launched this week called SEEN (Sex Equality and Equity Network). This network will focus on beliefs that are often termed as 'gender critical'.

A factual yammer thread was posted across Defra on Tuesday announcing the launch that has subsequently provoked strong reactions from the LGBT+, ally and other communities. I am aware that some of you have been asked questions about this or had concerns flagged to you.

Please be assured that we are aware of the difficult situation which is currently playing out for some of our people and there are a range of activities taking place including the moderation of Yammer posts and the roll out of new communications principles for all staff next week.

As an organisation our position is clear, we do not tolerate the bullying or harassment of any of our staff and we expect all of our employees to behave in a respectful and inclusive way. Our focus is how we can support people to do this whilst sharing differing views.

Attached is a briefing note which has been shared with senior leaders in Defra which provides lines to take. Please do not cascade this briefing note, it is not intended to be circulated but rather used by you to help shape your communications with your teams.

I appreciate this is a difficult and complex topic so if you have any questions please do just get in touch.

Kind Regards

Nicky

**Nicky Lawton**

**Director – Strategy, Planning & People**

**Environment Agency**

**Pronouns:** [REDACTED] ([why is this here?](#))



[REDACTED]

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**PA:** [REDACTED]