

From: [Bevan, James](#)
To: [Rawlinson, Lee](#)
Cc: [REDACTED]
Subject: Re: LGBT+ network
Date: 09 November 2022 13:29:11
Attachments: [image001.png](#)
[image002.png](#)
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Lee: thanks. That's really helpful. And thanks too for all the great work you are doing personally on this. It's great, and it's making a difference.

All the best

James

Sent from my iPad

On 9 Nov 2022, at 12:34, Rawlinson, Lee <lee.rawlinson@environment-agency.gov.uk> wrote:

Hi James

Many thanks for agreeing to meet the LGBT+ network tomorrow.

I held my session today as executive champion of the network today followed by an open Q&A

I thought you might find it useful for me to share what I covered, what questions I received and what answers I gave.

- The New SEEN network is of concern to many in the network. I've reiterated that this is a government wide group of which the environment agency staff can take part as we are part of government but it is not an EA network. We are well aware of the SEEN groups stance that biological sex is binary and immutable and this is not a position the EA takes in that we recognise trans non binary and intersex and will continue to do so and we will be proud supporting our trans awareness week (next week) and trans remembrance day. If anyone is affected then please raise with the network and to me and I will support. We also some specialist mental health experts who can support individuals if needed so please use the network and reach out.
- LGBT+ (but generally protected characteristic) pay gaps was raised. I reiterated the positives of the data now existing that shows the problem is real and we can now act on addressing it. Nicky Lawton who leads our pay work is doing a fantastic job of ensuring line manager training and awareness is taking place and we need to see a change of this across all protected characteristics so rest assured its an organisational priority
- Our stonewall workplace equality index has been completed and submitted and a special thanks to the EDI team nationally for leading us through this work and a thanks to all those in the network that contributed.
- I've spoken at a number of external events on the value and success of the network in the EA including Chester zoo, Bradford University and the northern leaders LGBT+ network. If the EA network would like any external speakers to come to see us then please let me know so I can arrange
- Recruitment – we have been targeting recruitment into specific LGBT+ media which has seen good increase in recruitment applications from LGBT backgrounds. We still need to ensure retention is a strong focus too.

Generally questions were around the subjects above but then some specifically for me on my role and how I interact with EDT and the board. There was a question on Alan Lovell and whether he is a supporter of EDI and LGBT+ specifically? I said I haven't met Alan personally yet but am with him in London next Tuesday so will introduce him to the network and what we have been up to. Following this there was also some concern with you leaving will the new CEO be as supportive and I've said that EDT are supportive and they will ensure that the new CEO will know what a wonderful organisation this is and they will want to enhance that not dismantle it.

Lastly [REDACTED] who chairs the network is now stepping down so we are recruiting a new chair so any thanks to [REDACTED] you can give and also any encouragement to members to step up and have a go at chairing the network then to get in touch with me

I have a clash of meetings when you are on tomorrow so won't be there for some or all of your session but will try and join when I can

Thanks again and hope all that's useful

Lee

Lee Rawlinson

Director of Sustainability and Service Operations
Environment Agency

Environment Agency Executive champion for the LGBT+ Network
Co executive sponsor of the Environment Agency Social Mobility Network

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

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