

From: [REDACTED]
To: [Marks, Kate](#)
Subject: RE: Faith & belief sponsorship - new network exploration
Date: 07 November 2022 19:39:21
Attachments: [image001.jpg](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)

Hi Kate- absolutely. I think [REDACTED] may also produce some notes which I'll share if/ when I receive them.

They updated us on a few things re state of play for the network. It is very early days. They have shared their 'constitution and objectives' with the Cabinet Office inclusive practice team who support cross-government networks and will now seek agreement from their committee to share those with us. The committee includes 2 co-chairs of which [REDACTED] is one, and 14 or 15 others. She described those with gender critical beliefs as 'a broad church with fringes our network would not want to associate with'. The committee are meeting again next week (I think) to further develop their roles, decision-making arrangements, etc. They will I think then move on toward developing a 'mission and time frames' based on their priorities.

They hope to do launch comms on Yammer tomorrow pending [REDACTED] meeting with [REDACTED] - but what they described today was consistent with the steer given to them so far on 'keeping the peace'. She will make the post with comments turned off and we will then monitor and try to moderate any reactions posted elsewhere. She is very keen to avoid upsetting others, especially individuals who are vulnerable, and therefore welcomes any and all advice on how to be sensitive to this. She is keen to listen and also to counter misinformation, upon which she feels some people's fears/anger are founded. I and [REDACTED] offered a further meeting with them soon to discuss EA and NE arrangements in place to support all Networks and share good practice we are aware of from other 'start ups'—[REDACTED] is going to set this up asap. Ahead of this I described the potential for sponsorship under your role. They have already aligned under Faith and Belief with Cabinet Office so feel this would be a great fit.

[REDACTED]

We asked him to be mindful that any time we EDI practitioners have to spend 'managing hubbub' will only detract from time we have available to help explore and move forward a corporate response to his objectives (eg policy review).

Happy to have a chat 1-to-1 to add more context before any meeting, if that would help?
All the best

[REDACTED]

From: Marks, Kate <Kate.Marks@environment-agency.gov.uk>
Sent: 07 November 2022 16:51
To: [REDACTED]@environment-agency.gov.uk>
Subject: RE: Faith & belief sponsorship - new network exploration

Hi [REDACTED]

Thanks for this, before I set up a meeting with them, can you please summarise the meeting and what their expectations are?

Regards

Kate

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

Sent: 07 November 2022 16:37

To: Marks, Kate <Kate.Marks@environment-agency.gov.uk>; [REDACTED]

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

[REDACTED] <[REDACTED]@naturalengland.org.uk>

Cc: [REDACTED] <[REDACTED]@naturalengland.org.uk>; [REDACTED]

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

Subject: Faith & belief sponsorship - new network exploration

Hi Kate

We've been in touch about the new cross-government Sex Equality and Equity Network (SEEN - [About Us](#))

Following a meeting today with [REDACTED] (one of three co-chairs for SEEN, from NE) and [REDACTED] (involved in the steering group, from EA) I wanted to update you that both [REDACTED] were really grateful to learn of your offer to explore how your role as Faith and Belief Exec Sponsor within the EA (and involvement in the cross-Defra Faith and Belief board) could align with supporting SEEN. They'd be keen to meet with you soon for an initial chat.

If there's anything I can do to help facilitate, or if you'd like me to join the discussion, please let me know

All the best

[REDACTED]

[REDACTED]
Manager – [REDACTED]

People & Change – Strategy, Planning & People – Chief Operating Officer's Directorate

Mobile: [REDACTED]

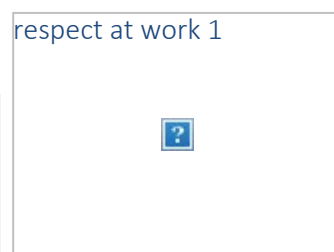
Email: [REDACTED] <[REDACTED]@environment-agency.gov.uk>

Location: Brampton, Cambridgeshire (working from home for foreseeable future)

Please note I work a flexible schedule, with longer hours Mon-Thurs and shorter Fridays (details in my Outlook calendar / out of office message)

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

[REDACTED]



How to pronounce my name

[REDACTED]

(phonetic spelling)

[Why is this here?](#)

