

LGBT+ Network Committee Meeting

Briefing

08 November 2022

Background

This is the first committee meeting is being held as hybrid meeting, in person at the Macdonald Hotel, Manchester and via MS Teams.

This briefing covers: The format, several “Hot Topics” which may come up based on the feedback we have had from the committee, and some Network News.

I have included in the Annex section, a brief terminology section and links to; the latest external news, our SharePoint site which contains lots of useful information, and the full meeting agenda.

Key People:

Lee Rawlinson Exec Champion	██████████ Senior Friend	██████████ Co-Chair	██████████ Deputy Chair
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Format:

We have booked in around 40 minutes as a chance for you to speak directly to the committee and then answer any questions. But we can also use the time differently if there is something specific you would like to do.

The meeting will be a safe space and the Chair will encourage the committee to ask honest questions and express their opinion (i.e. not hold back because you are the CEO) in a respectful way. We expect the section of the meeting to go in a positive direction, but the briefing covers some of the heavier or more negative aspects first.

We’ve established that James isn’t available to attend in person so I will send an MS Teams invitation. Please let me know if this should be sent to the Chief Executive Office or to James directly should Alan also wish to join, he will need to do so via MS Teams.

Hot Topics:

“SEEN – Cross Government Network” Sex Equality and Equity Network (link below)

[About SEEN \(seen-network.uk\)](https://seen-network.uk)

The LGBT+ Network Senior Friend and Chair were made aware of the development of the new Cross Government Network called SEEN which is hosted by The Cabinet Office. ██████████
██████████ has been involved in developing the Network and intended to launch via the Environment Agency’s Yammer site next week. We advised against this as next week is Trans Awareness week (14th to 20th November) culminating in Trans Day of Remembrance. The SEEN Network has launched today via our All Company Community on Yammer. There will undoubtedly be a focus about this Network and how this affects our trans colleagues, allies, friends, and family.

“monitoring”

As a Network we have been struggling for the past 2 years to get hold of Management Information (MI) / monitoring data. In addition, we have been struggling to change the questions to best practice and

currently some of the committee would be unable to complete SOP diversity data as there is no option. For example, our non-binary lead.

While doing the Benchmarking submission for Stonewall it now appears that MI is only available for DEFRA Group and there is no breakdown for specific organisations. There have been questions raised about how decisions are being made without data.

“trans Inclusion”

The Network is fully trans inclusive, but questions have been raised about the organisation, specifically from the Trans members of our community. There could be questions along the lines of what is the EA doing to show its trans inclusive (i.e. not the network), do you feel you know enough to push back against anti-trans staff sentiment. How would you respond to a request to ensure only “biological women” can use female toilets etc...

Previous answers about backing the trans policy have increasingly been met with apathy or negative sentiment.

“PayGap”

The LGB pay gap (because no data is available for Trans) is the largest in the organisation, its grown since last year, and has been the largest every year we have measured. There is currently no action plan or will to produce an action plan to address this.

The data suggests there is a glass ceiling, but it is impossible to tell as there is no desire to look into this further. [REDACTED]

“Stonewall”

Relationship – its great you have publicly backed us staying with Stonewall. As we have shown the relationship is a net + for the EA. There is increasing pressure for core DEFRA and therefore all the group to withdraw. It would be very welcome to hear your continuing commitment to Stonewall.

Network News

We will be running an Easinet highlight next week for Trans Awareness week 15-19 November. This will include a video from some of our Senior Leaders to share what allyship means to them, what a good trans ally looks like and why it’s important to our organisation (it would be good to have you on board James given the tension about the launch of the SEEN Network at this time).

We submitted our Stonewall Workplace Equality Index Submission to become a Top 100 employer at the end of September. Top level feedback – where the Network is required to do something (events, role modelling etc...) we expect to score well and have been able to answer every question. Where the organisation is expected to deliver (policies, MI, Procurement, Leadership) we have again found areas needing development, were the business needs to provide focus. The Network has done an exceptional job of getting the Wei in on time as we’ve had three changes to the WEI Project Manager this year.

We will be advertising two Co-Chair positions as an Expression of Interest to replace [REDACTED] who will be stepping down as Chair at Christmas.

Contact: [REDACTED]

Annex 1 – Terminology

This is not an exhaustive list, but does contain some of the more commonly used terms within the LGBT+ Community:

Ace

Ace is an umbrella term used to describe a variation in levels of romantic and/or sexual attraction, including a lack of attraction. Ace people may describe themselves using one or more of a wide variety of terms, including, but not limited to, asexual, aromantic, demis and grey-As.

Bi

Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities.

Cisgender or Cis

Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

Deadnaming

Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition.

Intersex

A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female.

Intersex people may identify as male, female or non-binary.

Non-binary

An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Pan

Refers to a person who's romantic and/or sexual attraction towards others is not limited by sex or gender

Pronoun

Words we use to refer to people's gender in conversation - for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their and ze/zir.

Trans

An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois. [Trans \(sharepoint.com\)](https://www.sharepoint.com)

Annex 2 – Recent news:

[News stories of interest \(sharepoint.com\)](https://www.sharepoint.com)

Annex 3 – SharePoint Site:

[EA LGBT Network - Home \(sharepoint.com\)](https://www.sharepoint.com)

Annex 4 – Meeting Agenda

customer service line
03708 506 506

incident hotline
0800 80 70 60

floodline
0345 988 1188

www.gov.uk/environment-agency