

**From:** [REDACTED]  
**To:** [Burns, Anna](#); [REDACTED]; [Sutton, Rob](#); [Lawton, Nicola](#); [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: EDI Handling  
**Date:** 25 October 2022 12:46:51  
**Attachments:** [image001.png](#)

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Hi Anna, all,

Thanks for sharing the plan for the launch of the SEEN network. I've checked in with my team, including [REDACTED] who is our EDI lead, and it's not something they were aware of, so yes it doesn't look like any other IC channels have been marked for the launch.

We'll of course let you know if we do get any questions or comments directly, once it goes live. If you can share any agreed lines, for our team's information, that would be much appreciated.

To clarify, Yammer is the only launch channel? It may be worth considering internal lines as to why it's very niche if this is the case...

Thanks

[REDACTED]

[REDACTED]

[REDACTED], Environment Agency

Defra Group Communications | **Department for Environment, Food and Rural Affairs**

[REDACTED]



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**From:** Burns, Anna <anna.burns@environment-agency.gov.uk>

**Sent:** 25 October 2022 12:00

**To:** [REDACTED]@environment-agency.gov.uk; Sutton, Rob <rob.sutton@environment-agency.gov.uk>; Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>; [REDACTED]@environment-agency.gov.uk; [REDACTED]@defra.gov.uk; [REDACTED]@environment-agency.gov.uk

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

**Subject:** EDI Handling

### The Issue

Yesterday Rob flagged that a new network SEEN (Sex Equality and Equity Network) is being

launched next week with some gender critical views. This may create upset between colleagues holding very different views. In order to try and manage this and support all individuals I have chatted to [REDACTED] today and we would like to propose the following three lines of action to minimise the risk that this escalates and to manage the issues thoughtfully if it does. ... 3Ms

The three Ms:

**Moderation-** [REDACTED] can you and the team liaise with [REDACTED] and propose some moderation of yammer that would be in line with the emerging code of conduct.

**Mediation-** [REDACTED] is going to work with Lee Rawlinson and others across the networks to look at ways for mediating difference and supporting employees as part of approach to employee relations

**Media Handling-** [REDACTED] is going to work with the Corporate Media desk and liaise with Rob and [REDACTED] as needed to ensure we have some agreed lines and media handling in the event of this getting wider external pick up.

I am also copying to [REDACTED] as our internal comms lead. I am not aware of any other internal comms that are planned through any other channels but wanted to make sure you are aware.

I hope that is a useful suggested approach

Thanks

Anna