

From: <[redacted]@gov.scot>  
Sent: 07 June 2021 16:49  
To: <[redacted]@nrscotland.gov.uk>; <[redacted]@gov.scot>;  
<[redacted]@gov.scot>  
Subject: Pronoun Pledge

Hi all,

[redacted: Out of scope]

Just dropping a wee email to ask if, you were able to, please complete the Saltire poll this week (part of my corporate objective) and perhaps encourage your teams to respond to it too – thanks in advance! [redacted: Out of scope]

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 03 June 2021 14:28  
To: Griffin J (Joe) <Joe.Griffin@gov.scot>  
Subject: D&I: Pronoun Pledge

Hi Joe,

Hope you're well!

I'm [redacted] and I'm currently working on a Diversity and Inclusion project; specifically a pronoun pledge designed to raise awareness of trans/non-binary issues and encourage an inclusive environment within SG. I was hoping that you might be able to offer any support/endorsement of this, as I'm hoping to have a wide a reach across SG as possible – I would greatly appreciate it!

[redacted: Out of scope]

Pronoun Pledge – An Initiative to promote diversity and encourage inclusivity within the Scottish Government

The main aims:

- to educate and raise awareness of gender identities and pronoun use across the organisation to create and foster an open culture that is supportive of the LGBTI+ community
- to ask people to be more self-aware and mindful of gender assumptions they might make
- to encourage more people to include personal pronouns in introductions and email signatures to normalise their inclusion

Upcoming:

- Saltire poll w/b 7 June, “Do you include your personal pronouns in your email signature?” to get a baseline figure for how many people do
- [redacted: Out of scope]
- Saltire poll in September asking the same question – to measure the impact of the initiative

It would be great if you could:

- [redacted: Out of scope]
- Complete the Saltire Poll in the w/b 7 June
- [redacted: Out of scope]

[redacted: Out of scope]

Many thanks for your time,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 01 June 2021 18:45  
To: Gibbs L (Lorna) <Lorna.Gibbs@gov.scot>  
Subject: Pronoun Pledge

Hi Lorna,

Hope you're well!

I'm [redacted] and I'm currently working on a Diversity and Inclusion project; specifically a pronoun pledge designed to raise awareness of trans/non-binary issues and encourage an inclusive environment within SG. I was hoping that you might be able to offer any support/endorsement of this, as I'm hoping to have a wide reach across SG as possible – I would greatly appreciate it!

Pronoun Pledge – An Initiative to promote diversity and encourage inclusivity within the Scottish Government

The main aims:

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Upcoming:

- Saltire poll w/b 7 June, “Do you include your personal pronouns in your email signature?” to get a baseline figure for how many people do
- [redacted: Out of scope]

- Saltire poll in September asking the same question – to measure the impact of the initiative

It would be great if you could:

- [redacted: Out of scope]
- Complete the Saltire Poll in the w/b 7 June
- [redacted: Out of scope]

[redacted: Out of scope]

Many thanks for your time,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 08 June 2021 07:31  
To: <[redacted]@gov.scot>  
Subject: RE: Pronoun Pledge

Good morning [redacted]

When will the poll be advertised? Once it's up in Saltire, I can copy the link and forward to all in HSCA.

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 07 June 2021 16:01  
To: <[redacted]@gov.scot>  
Subject: Pronoun Pledge

Hi [redacted],

Hope you enjoyed the sunny weekend!

As you might be aware, I'm [REDACTED: Out of scope] about a D&I Initiative I'm working on, centred around pronoun use and awareness.

As part of this, I've commissioned this week's Saltire poll in order to gather some basic data on this before I begin my outreach.

I was wondering if you would be able to include (as part of another email?) a little point asking people to answer the poll if they are able? Would be great to get as many responses as possible!

Many thanks,

[redacted]

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From: <[redacted]@nrscotland.gov.uk>  
Sent: 07 June 2021 17:40  
To: <[redacted]@gov.scot>  
Cc: <[redacted]@gov.scot>; LGBTI Network Committee <[redacted]>  
Subject: RE: LGBTI Network - a proposition - "pronoun pledge"

Hi [redacted],

[redacted: Out of scope]

To answer your points:

1) There are some concerns that a saltire article/survey could raise transphobic comments/pushback that will harm trans staff. It's worth thinking in advance about how you are going to deal with that – you should, for example, monitor comments on saltire article and report any transphobic ones for takedown quickly to avoid harm to trans staff.

[redacted: Out of scope]

Many thanks, [redacted] (on behalf of LGBTI+ Staff Network Committee)  
[redacted]

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From: <[redacted]@gov.scot>  
Sent: 03 June 2021 16:21  
To: LGBTI Network Committee <[redacted]>  
Cc: <[redacted]@gov.scot>  
Subject: RE: LGBTI Network - a proposition - "pronoun pledge"

Hello again,

Just to confirm, the wording for the Saltire poll going live next week is as follows, please let me know if there are any concerns with this!

Do you currently include your personal pronouns (for example she/her or they/them) in your email signature?

- Yes, I already do
- No, but I might in future
- No, and probably won't

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 01 June 2021 18:22

To: LGBTI Network Committee <[redacted]>  
Cc: <[redacted]@gov.scot>  
Subject: FW: LGBTI Network - a proposition - "pronoun pledge"

Hi all,

You may remember an email from me from several months ago, mentioning that I was hoping to drive a Pronoun Pledge initiative in SG over the coming months.

I've managed to make a great deal of progress in the last few weeks, and things will hopefully be kicking off from next week. [redacted: Out of scope]

My apologies for not getting in touch with a timeline of events sooner, things have been happening rather quickly. [redacted: Out of scope] Below is a brief summary of my aims and actions that are planned for the coming months:

Pronoun Pledge – An Initiative to promote diversity and encourage inclusivity within the Scottish Government

The main aims:

- to educate and raise awareness of gender identities and pronoun use across the organisation to create and foster an open culture that is supportive of the LGBTI+ community
- to ask people to be more self-aware and mindful of gender assumptions they might make
- to encourage more people to include personal pronouns in introductions and email signatures to normalise their inclusion

Upcoming:

- Saltire poll w/b 7 June: "Do you include your personal pronouns in your email signature?"
- [redacted: Out of scope]

[redacted: Out of scope]

Happy to answer any questions and set up a meeting if people were willing.  
[redacted: Out of scope]

Many thanks for your time,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 07 June 2021 12:34  
To: <[redacted]@socialsecurity.gov.scot>  
Subject: RE: Pronoun pledge

Hi [redacted],

Thanks for reaching out – would be great to have a chat with you about this and share more info about what I'm trying to do. Afternoons are generally better for me, could even do today or tomorrow!

[redacted: Out of scope]

Many thanks,

[redacted]

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From: <[redacted]@socialsecurity.gov.scot>  
Sent: 07 June 2021 12:09  
To: <[redacted]@gov.scot>  
Subject: Pronoun pledge

Hi [redacted],

[redacted: Out of scope]

[redacted: Out of scope] The poll you created has encouraged me to look who was behind it, and found your post on Yammer about the pronoun pledge campaign. Can we have a wee chat about it? [redacted: Out of scope]

Looking forward to hearing from you.  
[redacted]

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From: <[redacted]@gov.scot>  
Sent: 01 June 2021 18:47  
To: <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Subject: FW: Pronoun Pledge

Hi [redacted] and [redacted],

Hope you're well!

I'm [redacted] and I'm currently working on a Diversity and Inclusion project; specifically a pronoun pledge designed to raise awareness of trans/non-binary issues and encourage an inclusive environment within SG. I was hoping that you might be able to offer any support/endorsement of this, as I'm hoping to have a wide reach across SG as possible – I would greatly appreciate it!

Pronoun Pledge – An Initiative to promote diversity and encourage inclusivity within the Scottish Government

The main aims:

- to educate and raise awareness of gender identities and pronoun use across the organisation to create and foster an open culture that is supportive of the LGBTI+ community
- to ask people to be more self-aware and mindful of gender assumptions they might make
- to encourage more people to include personal pronouns in introductions and email signatures to normalise their inclusion

Upcoming:

- Saltire poll w/b 7 June, "Do you include your personal pronouns in your email signature?" to get a baseline figure for how many people do
- [redacted: Out of scope]
- Saltire poll in September asking the same question – to measure the impact of the initiative

It would be great if you could:

- [redacted: Out of scope]
- Complete the Saltire Poll in the w/b 7 June
- [redacted: Out of scope]

[redacted: Out of scope]

Many thanks for your time,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 07 June 2021 17:48  
To: <[redacted]@gov.scot>  
Subject: RE: Updated poll question

Hi [redacted],

Great to see the poll going live today!

[redacted: Out of scope]

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 04 June 2021 12:01  
To: <[redacted]@gov.scot>  
Subject: RE: Updated poll question

Brilliant, looking forward to seeing the results!

[redacted]  
Internal Communications Manager | Marketing, Insight and Internal Communications  
Unit.  
[redacted]

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From: <[redacted]@gov.scot>  
Sent: 04 June 2021 12:00  
To: <[redacted]@gov.scot>  
Subject: RE: Updated poll question

Hi [redacted],

Looks great to me, thanks for passing that on! ☐

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 04 June 2021 11:28  
To: <[redacted]@gov.scot>  
Subject: FW: Updated poll question

Hi [redacted]

See final version of poll on Saltire below, is that ok?

[redacted]  
Internal Communications Manager | Marketing, Insight and Internal Communications  
Unit.  
[redacted]

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From: <[redacted]@gov.scot>  
Sent: 04 June 2021 11:20  
To: <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Subject: RE: Updated poll question

Hi,

I've mocked it up on our staging site and I think it looks ok:

I removed 'currently' from the question and 'I already do' from the 'Yes' answer as I don't think these are needed however.

 Poll



Do you include your pronouns (for example she/her, they/them) in your email signature?

- Yes
- No - but I might in future
- No and I probably won't

Thanks  
[redacted]

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From: <[redacted]@gov.scot>  
Sent: 04 June 2021 09:14  
To: <[redacted]@gov.scot>  
Cc: <[redacted]@gov.scot>  
Subject: Updated poll question

Hi guys

[redacted] has asked for the question to be changed slightly, is this one okay to use instead?

Do you currently include your pronouns (for example she/her, they/them) in your email signature?

- Yes, I already do
- No, but I might in future
- No, and probably won't

Thanks!

[redacted]  
Internal Communications Manager | Marketing, Insight and Internal Communications Unit.  
[redacted]

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From: <[redacted]@gov.scot>  
Sent: 03 June 2021 16:37  
To: <[redacted]@gov.scot>; <[redacted]@gov.scot>

Cc: Internal Communications <InternalCommunications@gov.scot>  
Subject: RE: Poll

Many thanks, [redacted].

[redacted], could you test the below poll to see if it fits into the box, please. It looks likely that it would, but you're the expert as always ☐

Cheers both,  
[redacted]

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From: <[redacted]@gov.scot>  
Sent: 03 June 2021 16:35  
To: <[redacted]@gov.scot>  
Cc: Internal Communications <InternalCommunications@gov.scot>  
Subject: Poll

Hi [redacted]

As requested, poll question for next week! Hopefully not too long? I wanted to add in the bit in brackets to make it really clear after [redacted] asked for clarification.

Do you include your personal pronouns (for example she/her or they/them) in your email signature?

- Yes, I already do
- No, but I might in future
- No, and probably won't

[redacted]  
Internal Communications Manager | Marketing, Insight and Internal Communications Unit.  
[redacted]

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From: <[redacted]@gov.scot>  
Sent: 04 June 2021 08:56  
To: <[redacted]@gov.scot>  
Subject: RE: Pronoun Project

You're welcome [redacted]. It'll be interesting to see the results! [redacted: Out of scope]

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From: <[redacted]@gov.scot>  
Sent: 04 June 2021 08:54  
To: <[redacted]@gov.scot>  
Subject: RE: Pronoun Project

Hi [redacted],

Thanks for your proposed changes, I've forwarded them on.

[redacted: Out of scope]

[redacted] has been copied into emails between myself and internal comms, so they're aware of the poll and [redacted: Out of scope], I do think that they're on annual leave this week however. I'll drop another email confirming arrangements!

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 04 June 2021 07:49  
To: <[redacted]@gov.scot>  
Subject: RE: Pronoun Project

Hi [redacted]

[redacted: Out of scope]

Have you had a chance to tell [redacted] about the poll?

Hopefully the lack of a comment option on the poll function will minimise any negative responses.

I've suggest a couple of small changes below.

All the best,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 03 June 2021 16:30  
To: <[redacted]@gov.scot>  
Subject: RE: Pronoun Project

Hi [redacted],

[redacted: Out of scope]

I have sent several emails to the LGBTI+ Network mailbox over the last week, sharing my plan, presentation and proposed wording for the poll, but I am yet to hear anything back from anyone. [redacted: Out of scope]

At present, the proposed wording of the poll question is as follows:

Do you currently include your personal pronouns (for example she/her or, they/them) in your email signature?

- Yes, I already do
- No, but I might in future
- No, and probably won't

Do you feel there may be a better way of wording it?

Everything has rolled forward rather quickly in the last two weeks, and as such this poll is set to go live next Monday 7 June for a week, [redacted: Out of scope]. Would love to hear any thoughts you have on any of this, my apologies I appreciate that the timescales have become quite tight.

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 03 June 2021 15:46  
To: <[redacted]@gov.scot>  
Subject: RE: Pronoun Project

Hi [redacted]

I'm well thanks and have been enjoying the sun the past few days. It was a pleasure chatting to you. I think it would be good to run this past the LGBTI staff network committee in the first instance. As I mentioned there's a risk that asking a question like this causes a debate that is detrimental to the wellbeing of trans colleagues. It would also be good to give them the opportunity to get involved with the comms should they want to. [redacted: Out of scope]

[redacted: Out of scope]

All the best,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 26 May 2021 09:29  
To: <[redacted]@gov.scot>  
Subject: Pronoun Project

Hi [redacted],

[redacted: Out of scope]

We discussed a way of measuring the impact of this initiative – and you made the brilliant suggestion of running a saltire poll. It's not the whole point of the project, I appreciate, but I think it's a simple question that can be asked to measure some sort of result if we ask that question now and then in 3 months' time!

In order to set this up, I spoke to colleagues in internal comms, who have expressed great interest in the project [redacted: Out of scope]

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 03 June 2021 14:18  
To: <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Cc: COVID Public Health Directorate Media Mailbox <covid-19.policymedia@gov.scot>  
Subject: RE: Pronoun Pledge

Hi [redacted],

More than happy to, thank you! My calendar is up to date, so feel free to pick a time that suits you best! ☐

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 03 June 2021 14:14  
To: <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Cc: COVID Public Health Directorate Media Mailbox <covid-19.policymedia@gov.scot>  
Subject: RE: Pronoun Pledge

Hi [redacted],

We can definitely share the article with you beforehand! If you would be happy to, it would also be great to speak with you briefly about the initiative and the poll and include a line or two from yourself in the article. If so, I can look at diaries and put in time for a quick chat?

Many thanks,

[redacted]

Covid-19 Public Health Communications | Covid Public Health Directorate

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 03 June 2021 14:05  
To: <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Cc: COVID Public Health Directorate Media Mailbox <covid-19.policymedia@gov.scot>; <[redacted]@gov.scot>; <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Subject: RE: Pronoun Pledge

Hi [redacted], [redacted],

Thank you for helping push this forward - and great to hear it will be included in the newsletter! Would it be possible to get sight on what the content will be?

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 03 June 2021 12:00  
To: <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Cc: COVID Public Health Directorate Media Mailbox <covid-19.policymedia@gov.scot>; <[redacted]@gov.scot>; <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Subject: FW: Pronoun Pledge

Hi [redacted],

[redacted: Out of scope]. I also want to introduce [redacted] in our comms team as she will be writing an article for our newsletter which issues a week tomorrow (11 June) to raise awareness of what you are doing as well as the initial survey.

[redacted: Out of scope]

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 02 June 2021 14:02  
To: <[redacted]@gov.scot>; <[redacted]@gov.scot>; Covid-19 Director <covid-19.director@gov.scot>  
Cc: <[redacted]@gov.scot>; Covid-19 Public Health DSU <covidpublichealth@gov.scot>  
Subject: RE: Pronoun Pledge

Hi [redacted], [redacted],

[redacted: Out of scope]

The idea behind the poll is to capture an idea of how many people already do include their pronouns in their signatures – while this isn't the main objective of the project (aiming for more general awareness!) following this by a second poll should be a good way of gauging impact over the period. What would be useful at this point is trying to get as many as people as possible to complete the poll next week, I'm told that usually around 1,500 people respond to each weekly poll, but definitely a case of the more the merrier!

As such, I'd like to hold back on the main outreach until after this has been completed – [redacted: Out of scope].

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 02 June 2021 13:48  
To: Covid-19 Director <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Cc: <[redacted]@gov.scot>; <[redacted]@gov.scot>; Covid-19 Public Health DSU <[redacted]@gov.scot>  
Subject: RE: Pronoun Pledge

[redacted],

[redacted: Out of scope]

I'm keen that we find opportunities to promote both of the upcoming polls and [redacted: Out of scope] through our own local channels.

[redacted: Out of scope]

And just a final question – in terms of timings for [redacted: Out of scope], would it be preferable to do this earlier to raise awareness when the first poll is still open for people to take part?

Regards,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 01 June 2021 18:39  
To: Foggo R (Richard) <[redacted]@gov.scot>  
Subject: Pronoun Pledge

Hi Richard,

Hope you're well!

Appreciate that you're incredibly busy. I'm emailing you as the LGBTI+ Allies Network Champion, and I was hoping that you might be able to help me on the following project that I've been working on for the last few months and is finally coming together.

Pronoun Pledge – An Initiative to promote diversity and encourage inclusivity within the Scottish Government

The main aims:

- to educate and raise awareness of gender identities and pronoun use across the organisation to create and foster an open culture that is supportive of the LGBTI+ community
- to ask people to be more self-aware and mindful of gender assumptions they might make
- to encourage more people to include personal pronouns in introductions and email signatures to normalise their inclusion

Upcoming:

- Saltire poll w/b 7 June, "Do you include your personal pronouns in your email signature?" to get a baseline feel for how many people do
- [redacted: Out of scope]
- Saltire poll in September asking the same question – to measure the impact of the initiative

It would be great if you could:

- [redacted: Out of scope]
- Complete the Saltire Poll in the w/b 7 June
- [redacted: Out of scope]

[redacted: Out of scope]

Many thanks for your time,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 26 May 2021 09:27  
To: <[redacted]@gov.scot>  
Subject: Pronoun Project

Hi [redacted],

[redacted: Out of scope]

I think we discussed a way of measuring the impact of this initiative – shortly after we spoke, someone suggested doing a saltire poll, asking simply "do you include your pronouns in your email signature?" or similar. It's not the whole point of the project, I

appreciate, but I think it's a simple question that can be asked to measure some sort of result if we ask that question now and then in 3 months' time!

In order to set this up, I spoke to colleagues in internal comms, who have expressed great interest in the project, [redacted: Out of scope]

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 04 June 2021 09:15  
To: <[redacted]@gov.scot>  
Cc: <[redacted]@gov.scot>  
Subject: RE: Article update

No worries, have sent updated question over.

[redacted: Out of scope]

[redacted]

Internal Communications Manager | Marketing, Insight and Internal Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 04 June 2021 08:50  
To: <[redacted]@gov.scot>  
Cc: <[redacted]@gov.scot>  
Subject: RE: Article update

Hi again [redacted],

I've just heard back from a colleague who has suggested the following amendment to the poll question (subtle – but hopefully there's still time to change it?)

Do you currently include your personal pronouns (for example she/her or, they/them) in your email signature?

- Yes, I already do
- No, but I might in future
- No, and probably won't

[redacted: Out of scope]

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 02 June 2021 16:16  
To: <[redacted]@gov.scot>  
Cc: <[redacted]@gov.scot>  
Subject: RE: Article update

Hi [redacted],

[redacted: Out of scope]

I'm very happy with the wording of the question that you propose below, good to have three options too. My only concern would be the word count, I seem to remember there being some quite strict limits on this, but I can't find the guidance where I saw that. Very excited to see the results of this too!

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 02 June 2021 15:23  
To: <[redacted]@gov.scot>  
Cc: <[redacted]@gov.scot>  
Subject: RE: Article update

Hi [redacted]

[redacted: Out of scope]

Otherwise, I have confirmed the poll for next week, can you let me know if you are happy with the wording below? I just wanted to try and make it really clear what you mean in case people haven't come across it before.

Do you currently include your personal pronouns (for example she/her or they/them) in your email signature?

- Yes, I already do
- No, but I might in future
- No, and probably won't

[redacted]

Internal Communications Manager | Marketing, Insight and Internal Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>

Sent: 01 June 2021 10:37

To: <[redacted]@gov.scot>; <[redacted]@gov.scot>; <[redacted]@gov.scot>;  
<[redacted]@gov.scot>  
Subject: Pronoun Pledge

Morning,

[redacted: Out of scope]

To begin: a colleague kindly came up with a work around to the “measurable” problem – next week there will be a Saltire Poll asking about pronoun use in emails. [redacted: Out of scope] After these three months (around beginning of Sept) there will be a second Saltire poll asking the same question, hopefully some sort of impact will be visible between these two polls!

[redacted: Out of scope]

Many thanks,

[redacted]

---

From: <[redacted]@gov.scot>  
Sent: 26 May 2021 17:18  
To: <[redacted]@gov.scot>  
Subject: RE: Article update

[redacted: Out of scope]

Thank you for confirming the dates, all very exciting. [redacted: Out of scope]

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 26 May 2021 17:14  
To: <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Subject: RE: Article update

Thanks [redacted]

[redacted: Out of scope]

So yes, I have scheduled the poll for 7 June [redacted: Out of scope].

[redacted: Out of scope]

Best wishes

[redacted]

[redacted]

Internal Communications Manager | Marketing, Insight and Internal Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>

Sent: 26 May 2021 17:09

To: <[redacted]@gov.scot>; <[redacted]@gov.scot>

Subject: RE: Article update

Hi [redacted],

[redacted: Out of scope]

I have a couple of housekeeping questions too - [redacted: Out of scope]

And are you able to confirm yet that the w/b 7 June is reserved for the pronoun poll?

Many thanks,

[redacted]

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From: [redacted] On Behalf Of Internal Communications

Sent: 26 May 2021 10:30

To: Internal Communications <InternalCommunications@gov.scot>

Subject: RE: Poll

Hi all

Just to say that is the week we're hoping to do the personal pronouns poll, not sure if they could do the one below the week before?

Thanks!

[redacted]

Internal Communications Manager | Marketing, Insight and Internal Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>

Sent: 26 May 2021 10:24

To: Internal Communications <InternalCommunications@gov.scot>

Subject: Poll

Hi all

[redacted: Out of scope]

Hope this isn't inappropriate – would it be possible to have a poll about [redacted: Out of scope] w/b 7 June? [redacted: Out of scope]

All the best,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 21 May 2021 10:19  
To: <[redacted]@gov.scot>  
Subject: RE: Pronoun Pledge

Hi [redacted],

Thank you so much for getting in touch!

Really appreciate that you would be interested in helping out [redacted: Out of scope]. Very conscious that while I'm trying to educate myself around all this, it doesn't directly impact me, and I would very much like to make sure that I'm going about it in an appropriate way.

[redacted: Out of scope]

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 21 May 2021 09:37  
To: <[redacted]@gov.scot>  
Subject: Pronoun Pledge

Hi [redacted],

I really like your idea and would like to support it. [redacted: Out of scope]. But I'd be up for [redacted: Out of scope], or help with setting up the polls. Just let me know!

Thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 21 May 2021 13:07  
To: <[redacted]@gov.scot>  
Subject: RE: HSCA Call on 19 May

Hi [redacted],

[redacted: Out of scope]

Essentially, in order to measure the impact of this presentation across SG, I have arranged for there to be a saltire poll in the w/b 7 June so that I can get a baseline measurement. [redacted: Out of scope]

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 20 May 2021 09:42  
To: <[redacted]@nrscotland.gov.uk>  
Cc: <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Subject: Potential article on personal pronouns

Hi [redacted]

[redacted: Out of scope]

Timings wise the plan is to run a poll asking people whether they use pronouns in their signatures, and then potentially follow up with an article the week after (so that the initial data isn't influenced by the article). Then [redacted] will run her sessions across SG and agencies, promoting the use of pronouns, and we will run a poll in September to see how people have responded.

Let me know what you think, happy to chat it through.

Best wishes

[redacted]  
Internal Communications Manager | Marketing, Insight and Internal Communications Unit.  
[redacted]

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From: <[redacted]@gov.scot>  
Sent: 19 May 2021 17:12  
To: <[redacted]@gov.scot>  
Subject: RE: Update

[redacted: Out of scope]

Just re News in Brief, you're right it wouldn't get you the high numbers I don't think, not compared to the poll. But it does get on average about 3000 views, so hopefully

you would get a few hundred? I think it's probably more the place for a different type of question/s. □

[redacted]

Internal Communications Manager | Marketing, Insight and Internal Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>

Sent: 19 May 2021 16:54

To: <[redacted]@gov.scot>

Subject: RE: Update

Hi [redacted],

A good point about the survey monkey idea – I had previously considered it, but I suspect it wouldn't have as wide a reach as I would hope – I might be wrong! I think if at all, it would be great to do one in addition to the single question Saltire poll (I think can be better used to measure impact), which is more focussed.

[redacted: Out of scope]

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>

Sent: 19 May 2021 16:32

To: <[redacted]@gov.scot>

Subject: RE: Update

Sorry [redacted], just another wee thing to think about.

Quite a lot of agencies, NDPBs, etc have access to Saltire and respond to articles/polls, etc. [REDACTED: Out of scope] Again you may already have considered this but if it helps I can tell you how many people have access to Saltire (approx.) and how many are core SG and how many are agency. I will need to check this with my colleagues but I think they should be able to access this without too much trouble.

[redacted] | Internal Communications Manager | Marketing, Insight and Internal Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>

Sent: 19 May 2021 16:12

To: <[redacted]@gov.scot>

Subject: RE: Update

Hi [redacted], sounds good.

One of my colleagues did ask whether you had considered a surveymonkey or similar, instead of a poll, just as you might be able to get a bit more data/insight that way. We could potentially then put that in News in Brief, both initially and later in the year.

I am happy to help you do either, but just wanted to send over the suggestion, although you may have already considered that option!

[redacted] | Internal Communications Manager | Marketing, Insight and Internal Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 19 May 2021 15:19  
To: <[redacted]@gov.scot>  
Subject: RE: Update

Hi [redacted],

All well here thank you, hope you're keeping well too!

It's an interesting point you raise with the weeks, thank you for pointing it out! I'd be inclined to agree with you, would it be possible to organise the poll to go out in the w/b 7 June as you suggest? This way I can plan a little more too!

[redacted: Out of scope]

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 19 May 2021 14:41  
To: <[redacted]@gov.scot>  
Subject: Update

Hi [redacted]

Hope all is well!

Just had our weekly Saltire meeting and agreed plan for [redacted: Out of scope] and poll. Unfortunately we already have a poll next week but can run yours the following week? However, that will be a four day week (as is next week) so I just wanted to check whether you would rather go for a five day week? I don't think it will

make a huge difference to the results but obviously you may prefer to compare like with like in terms of the follow up poll.

Let me know.

Best wishes

[redacted]

[redacted] | Internal Communications Manager | Marketing, Insight and Internal Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 19 May 2021 16:13  
To: <[redacted]@gov.scot>  
Subject: RE: Draft email to [redacted]for review

Have also suggested the survey monkey, although the good thing with the poll is it gets lots of traction as it so simple. In a way it might be good to have both.

I will see what she says!

[redacted] | Internal Communications Manager | Marketing, Insight and Internal Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 19 May 2021 15:33  
To: <[redacted]@gov.scot>  
Subject: RE: Draft email to [redacted] for review

Hello!

[redacted: Out of scope]

On a slightly different note – I'm not sure that a Saltire poll on its own is a particularly good way to accurately gauge opinions. I wonder if [redacted] would consider possibly putting together a survey monkey that we could include in a News in Brief piece? Or something like that?

Email to [redacted]

[redacted: Out of scope]

Timings wise the plan is to run a poll asking people whether they use pronouns in their signatures, and then potentially follow up with an article the week after (so that the initial data isn't influenced by the article). Then [redacted] will run her

XXXXXXXXX sessions, and we will run a poll in September to see how people have responded.

Let me know what you think, happy to chat it through.

[END]

[redacted]

Communications Manager | Internal Communications | Marketing, Insight, Brand  
Scotland and Internal Communications |

[redacted]

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From: <[redacted]@gov.scot>

Sent: 19 May 2021 14:51

To: <[redacted]@gov.scot>

Subject: Draft email to [redacted] for review

Hi [redacted]

Can you just sense check this email to [redacted] for me? Just aware of the sensitivities here (I will also cc you when I send it).

Hi [redacted]

[redacted: Out of scope]

Timings wise the plan is to run a poll asking people whether they use pronouns in their signatures, and then follow up with an article the week after (so that the initial data isn't influenced by the article). Then [redacted] will run her sessions, and we will run a poll in September to see how people have responded.

Let me know what you think, happy to chat it through.

Best wishes

[redacted] | Internal Communications Manager | Marketing, Insight and Internal  
Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>

Sent: 14 May 2021 09:50

To: <[redacted]@gov.scot>

Subject: RE: Project info

Sounds great, thanks [redacted], looking forward to finding out more next week!

[redacted] | Internal Communications Manager | Marketing, Insight and Internal  
Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 13 May 2021 13:03  
To: <[redacted]@gov.scot>  
Cc: Internal Communications <InternalCommunications@gov.scot>; <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Subject: RE: Project info

Hi [redacted],

Absolutely, happy to!

The pronoun pledge was inspired by a similar initiative introduced by the LGBTQI+ Society in my time at [redacted: Out of scope].

It is essentially a commitment to use pronouns as appropriately as possible – the kind of whole point of this is to raise awareness of trans/non-binary identities and to generally educate and encourage people to use the correct pronouns and normalise the displaying of pronouns in email signatures. I'm hoping to achieve this by attending various team/DG meetings (starting with my own!) with a presentation, with the goal of raising awareness. I must stress that I do not at all intend this to come across as a mandatory policy, more a "if you've never thought about this before, try thinking about it now" type approach.

[redacted: Out of scope]

Ideally I'd like to have the biggest impact across SG as possible, and a key thing about this [redacted] objective is that it must have a measurable outcome. The best way I can think of to obtain hard evidence of the impact of this project is by putting out a poll before I've gone to any teams and presented, and after this event too so that there will hopefully be a perceivable difference in people's responses. It would be great to explore other ways in which to raise the profile of this too!

Hope this sounds interesting to you, I'm excited to have a chat about this and hopefully push it as far as I can in the next few months!

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 13 May 2021 10:13  
To: <[redacted]@gov.scot>  
Cc: Internal Communications <InternalCommunications@gov.scot>; <[redacted]@gov.scot>; <[redacted]@gov.scot>  
Subject: Project info

Hi [redacted]

Before we meet for a chat about your pronouns project, could you send over a bit more info on it? Just whatever you have on the purpose, what inspired it, who you are working with and any general information about the approach? Just be really helpful background.

Thanks so much!

Best wishes

[redacted]

[redacted] Internal Communications Manager | Marketing, Insight and Internal Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 13 May 2021 09:35  
To: <[redacted]@gov.scot>  
Subject: RE: Your pronoun project

Great, I will pop something in the diary!

[redacted] | Internal Communications Manager | Marketing, Insight and Internal Communications Unit.

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 13 May 2021 09:33  
To: <[redacted]@gov.scot>  
Subject: RE: Your pronoun project

Hi [redacted],

Thanks for getting in touch!

That's great news, I'd really appreciate a chat, thank you! My final sort of "plan of attack" has only really become clear in the last couple of days, happy to share it and the concept with you too as you're right, it's definitely something I'd like to spread!

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>  
Sent: 13 May 2021 09:25

To: <[redacted]@gov.scot>  
Subject: Your pronoun project

Hi [redacted]

My colleague [redacted] in internal communications forwarded me over your request on running a poll on personal pronouns.

We thought it might be good to raise awareness of your project more widely, say the week before we run the poll, as it will hopefully ensure people understand what we mean by it, also hopefully useful to you in too, in terms of encouraging more people to do it (I know I should ☐).

What do you think? If you are happy with that we could meet up for a chat so I can find out more about it?

Thanks!

Best wishes

[redacted]

[redacted] | Internal Communications Manager | Marketing, Insight and Internal Communications Unit.  
[redacted]

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From: <[redacted]@gov.scot>  
Sent: 12 May 2021 17:48  
To: Internal Communications <InternalCommunications@gov.scot>  
Subject: Saltire Polls

Hello,

I was hoping that I would be able to propose a poll for the saltire homepage in the coming weeks.

I'm currently working on an initiative to encourage the use of pronouns in email signatures – and I need some sort of measurable outcome.

A colleague has suggested running two polls on Saltire – one before and one after I start rolling out my presentation.

Would it be possible to organise a poll in the next couple of weeks and then one again in September? I don't know how booked up your slots are, but I'd be very keen to fit this in as soon as possible so that I have as much time as possible to measure the impact!

The question would be as below:

“Do you currently include your personal pronouns in your email signature?”

- Yes, I already do
- No, but I might in future
- No, and probably won't

Would be great to chat to someone about this to understand timeframes etc, and whether or not it would be feasible.

Many thanks,

[redacted]

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From: <[redacted]@gov.scot>

Sent: 13 May 2021 09:16

To: Internal Communications <InternalCommunications@gov.scot>;  
<[redacted]@gov.scot>; <[redacted]@gov.scot>; <[redacted]@gov.scot>;  
<[redacted]@gov.scot>

Cc: <[redacted]@gov.scot>

Subject: RE: Saltire Polls

I think this is fine – but what does she mean by personal pronouns? (Is it the she/her you can see below at the end of my signature)?

Can someone please get in contact with [redacted] to find out more about her project? It might be that we can stack up a Saltire article to run the week before the poll, so people might have a better idea what it's about.

We should loop D&I colleagues in too – [redacted] or [redacted] will be able to advise who to copy.

[redacted: Out of scope]

This might be a good one for [redacted] to look at? (copied)

[redacted]

Internal Communications Team Leader

Marketing, Insight, Brand Scotland and Internal Communications | Scottish  
Government

[redacted]

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From: <[redacted]@gov.scot> On Behalf Of Internal Communications

Sent: 13 May 2021 08:53

To: <[redacted]@gov.scot>; <[redacted]@gov.scot>; <[redacted]@gov.scot>;  
<[redacted]@gov.scot>

Subject: RE: Saltire Polls

Hi,

[redacted] has provided a poll – see below – which she hopes to run twice.

This is part of project that she expects to conduct to measure the use of pronouns in email signatures.

A couple of questions:

- Would we need to run this question by any appropriate business area?
- If everything ok, could I offer to help with publicising her initiative via an item in NiB?

Cheers,  
[redacted]

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From: <[redacted]@gov.scot>  
Sent: 12 May 2021 17:48  
To: Internal Communications <InternalCommunications@gov.scot>  
Subject: Saltire Polls

Hello,

I was hoping that I would be able to propose a poll for the saltire homepage in the coming weeks.

I'm currently working on an initiative to encourage the use of pronouns in email signatures – and I need some sort of measurable outcome.

A colleague has suggested running two polls on Saltire – one before and one after I start rolling out my presentation.

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The question would be as below:

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- Yes, I already do
- No, but I might in future
- No, and probably won't

Would be great to chat to someone about this to understand timeframes etc, and whether or not it would be feasible.

Many thanks,

[redacted]