

Stonewall

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

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Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

Young Futures Aviva Transcript – Aviva Pride

James: Aviva has six communities. There's one for ethnic diversity, for origins, gender balance, for the pride community, disability, age and carers. The Pride Network is just one of those communities. So it's a space for the LGBTQ+ community and allies to kind of get together, show support.

Louca: It's a place where you can give a voice. You may not even feel confident enough to be part of it or to sign up. Knowing that they exist sends a powerful message and very, very reassuring.

David: So I think Aviva Pride for me has just opened so many doors to my career of like the Graduate Leadership Program which I'm starting in September. I don't know if I would have actually known about that for one. And secondly, I don't know if I would have had the confidence to apply for such a scheme.

Sarah: I also lead a subgroup in our Pride Community for bi and pan identifying colleagues. I always try and lead being really open, being really out about my identity, and I make it a big part of who I am. Having people who are being really authentic and being out about their identity can make it feel like a safer space.

Jake: DNI at Aviva is really important and core to its values. I think it's really nice to see a CEO, one who is a woman in a predominantly male industry. I think it's been very good to know that there's a group of people that are also like me at the company. Sometimes you can feel a bit disconnected. If you are ever in a situation where you feel like you need a bit more advice or you need help, the Pride Network is there for you to educate yourself, reach out to other people, and then also educate your peers and allies.

Josi: Something that I do is that I develop and deliver LGBTQ+ workshops around the business. So for Pride Month 2022, I did a companywide digital workshop called Breaking the Stigma about Asexuality, and we also have an Asexual group at Aviva. That's something that's brought me great joy.

Jordan: So right now I'm openly non-binary and I say that with pride. The biggest reason I'm able to say this and the reason more about it now is that Aviva wanted me to be who I was from the start. It made a huge difference to my mental health. I guess it was just hand in hand; once people start listening to you and you start being authentic, then you start having more self-confidence. And that's what makes the big difference, really.

James: Coming out at work has impacted my behaviour, my mentality. If I looked at the first five months of of being scared to come out, you just waste so much mental effort and energy. Will I be seen as the gay one of the deaf one? However, now I just bring it up in everyday conversation. People can't shut me up about it.

Libby: I was in two minds going into Aviva of: how guarded do I keep myself? Being a lesbian is something that is part of me. I didn't want to live the rest of my life being totally guarded, having to hide it. They encourage everybody to come in and be themselves and that's what they want. So it was. Yeah, really wonderful.