

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

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

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 – Louca's Story

My name is Louca. I work at Aviva within the newly created team called Creative Studio.

So I grew up in a kind of conservative, quite religious country called Cyprus. I came to the UK at the age of 16 because I wanted to study graphic design. Over the years I've had different roles always within design. Each one of those experiences has been very different as far as my experiences has been as a queer person of a minority ethnic background. In addition to that, having kind of a level of dyslexia.

These are all things that I've always kind of downplayed in previous roles. Where I'm now working at Aviva, I'm quite new there so about five months in, it's really made an impression on me how different the experience for me has been this time around.

It's a very progressive place. It's a very open place that celebrates difference. From a values perspective, what Aviva stands for really, really stood out.

At Aviva, there's a range of different networks that they have some to do with ethnic background, origins, carers, disability, generations. There's different ones and Pride is one of those. They have people there that are looking out for their best interests; that they are represented. It's a place where you can give a voice. Knowing that they exist sends a powerful message and very, very reassuring.

As advice for somebody that is just looking to start applying for work or the first steps in their career. There's no single path. In the same way there's no one way to come out or that there's only one type of way of being queer.

I think it's about giving yourself the time to kind of really understand what it is that you're looking for and what environment do you need to to thrive, what motivates you? I think these are some of the most important things, and within that, you will frequently get the answers that you're looking for.