

## **Shan's story 2022**

In late 2021 I was sent an email internally with the opportunity to participate in the first-ever MRA DEI Coaching with Confidence programme. Having had no experience of being coached in my life I had no idea what this was all about but my line manager encouraged me to apply.

Throughout my life I have struggled with academia and my first thoughts were that I couldn't possibly complete this; I didn't have the confidence in myself to study for sustained periods of time.

My mother used to tell me as a young boy that I would have to work twice as hard as anyone else in everything that I did based on the discrimination that she herself had faced throughout her life. Growing up in Scotland where nearly everyone was white in the 1980's had its difficulties too. My mum's words always rang in my ear and I found school tough, and having being diagnosed recently with ADHD this gave me answers as to why I had struggled so hard to achieve academically.

The DEI CWC programme gave me what I had missed for so long – it gave me confidence that I could achieve a formal qualification. The coaches were able to challenge and support me throughout my learning experience, and the rest of the cohort all pulled together to create memories and friendships that I'm certain will last forever.

Since I graduated in 2021 I have delivered many coaching hours, and my personal passion now is to create access to coaching for those who would never normally be able to (in particular those from minority backgrounds like myself). This really has stemmed from the vision of MRA and I know that if I can make a difference in these people's lives the same way that CWC did in mine then coaching can be used as a force for good, for everyone.

This has changed me as a human being, and I am forever grateful to MRA.