

# DIVERSE ABILITIES: MEET ALLEN, AVRIL AND PHIL

Allan McEwan, BNY Mellon  
Avril Johnson, BNY Mellon  
Phil Nash, BNY Mellon  
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**Allan McEwan:** I'm Allan McEwan.

**Avril Johnson:** I'm Avril Johnson.

**Phil Nash:** I'm Phil Nash.

**AM:** Outside of work I like to spend time with my family, watch sports. In particular, I have been a season ticket holder at Rangers Football Club for over 30 years.

**AJ:** Outside of work I love to bake and spend time with my two very energetic daughters and my husband.

**PN:** I'm a Dad, I've got a little daughter who is coming up for two years old and my fiancée and I have another child on the way. So we're being very blessed in that regard.

**AM:** Married to my wife Angela and I have daughter, Lauren. Lauren was born with Global Development Delay and has Cerebral Palsy. Lauren is fiercely independent, but she does have needs and Angela has been the primary care taker since Lauren was born.

Round about January last year, Angela hadn't been well for a period of time, and last February she was confirmed as diagnosed with Parkinson's Disease and that was a real blow.

**AJ:** PSC stands for Primary Sclerosing Cholangitis, and it's an autoimmune disease that affects the bile ducts and the liver, and can end in liver failure. I was diagnosed with PSC in 2011.

I was 24 years old, and just after getting married, and you think you're starting your whole life and everything is in front of you. And to look things up, and it's giving you a diagnosis of potentially 10 years left to live, it's very daunting and scary.

**PN:** I was diagnosed with bipolar disorder in 2005. I had two episodes in that year. I had a manic episode when I went high. I was very unwell, I was hospitalized. When I came out of the hospital, I made an attempt at my own life. That was a very difficult time.

**AM:** I've always found the support that I've had has been nothing but fantastic. If I ever wanted time, if I ever needed anything, the support I got from my bosses at the time was tremendous.

You know I've worked in London a lot of my time at the Bank of New York Mellon but we still live up in Scotland in Glasgow and I've been at home far more. I've been lucky. We do what we've always done, which is just got on with it.

**AJ:** At BNY Mellon, there's always colleagues that are there. There's always someone who will listen to you and to be there when you need it. They have supported me in helping me raise awareness and money for a charity that supports finding a cure for PSC, which is unbelievable.

**PN:** I have actually been episode free for 13 years and was very taken by BNY Mellon's concept of bringing your whole self to work. And, I'd rather not have bipolar disorder, but I do have it. And I feel that if I am honest and bring that to work, that BNY is getting the best of me, and hopefully I am getting the best of BNY, I think it works both ways.

**AM:** Many colleagues over the years have asked me, you know, if I needed any help and how things were. I used to react, well what do they want to know for? I think that the best thing people can do is just, you don't have to tell your whole life story to people, just say, "Listen, I've got something on."

**PN:** Having that conversation with a line manager who is going to take on board your feelings and treat them with respect, but also hopefully act upon them.

**AJ:** Open up to your manager, open up to your colleagues. People are there to support you and you are not alone.

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