

The Way Forward: Celebrating the legacy of Alysha Waye

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On Wednesday 17 July we celebrated our annual Bupa Awards, where we acknowledge and celebrate our people who positively contribute towards our journey to fulfil our purpose, values and strategy.

One person who did this with outstanding courage and impact was Alysha Waye. During the celebration, Alysha was acknowledged for her contribution to Bupa by Kate Dee, People Director A&NZ.

Our CEO, Hisham El-Ansary then announced a new award category inspired by Alysha named the CEO's Award. He then awarded Alysha as the inaugural recipient.

Alysha's parents, Chris and Cheryl Waye, were there to accept the award in her honour.



Who was Alysha Waye?

Alysha Waye was an intelligent, vibrant, passionate and humorous young woman. She joined Bupa in January 2018 as an Intern through the Australian Network on Disability 'Stepping Into Program'. When Alysha joined Bupa, it was soon after re-commencing chemotherapy for glioblastoma brain cancer, a treatment that continued monthly.

She did not let cancer stand in her way of what she wanted to achieve. In one year, Alysha challenged, advocated and created long lasting change for everyone at Bupa.

Alysha was determined to enter full time work and made the conscious choice to work at Bupa. She was incredibly passionate about working with Bupa to create a more inclusive, safe and well workplace. In a recent Beat Magazine interview Alysha shared, "When I was first diagnosed I really didn't know what I was going to do, but I was determined that I would still work one day. While not working may sound like freedom to some, what would you do every day that had a sense of purpose and would fulfil you?" she asked.

Alysha had a purpose in living and with this purpose she left us with a beautiful legacy that has taught us all lessons about the importance of meaning in life, and a pioneer in bringing what inclusion really means in the workplace.

Some of Alysha's key achievements were creating visibility for accessibility and how we think more inclusively through sharing her personal experience. The physical environment at the Melbourne office has changed with the installation of its first accessible door and the refurbishment embracing the Design for Dignity guidelines which is resulting in accessibility on all floors and non-gender bathrooms.

Alysha challenged us to think about inclusion in a way that had meaning for our people, customers and community. In her own words, "The more individuals understand each other's experiences and backgrounds, the more they can appreciate and respect differences. People can then truly feel safe and comfortable to be their whole selves."