



**BUILDING ACTIVE & INCLUSIVE
CITIZENSHIP TOGETHER:**
SERVICES AND SUPPORT FOR
PERSONS WITH DISABILITIES

Co-funded by
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EPR Annual Conference
2026
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PARIS, FRANCE

epr Learning & Innovating Together LADAPT

EPR Annual Conference 2026

Speakers

Moderator:



Andreas Onea is an Austrian Paralympic swimmer, television presenter, and keynote speaker. He lost his left arm in a car accident as a child in 1998 — an experience that shaped his path in sport and his perspective on life. His greatest sporting triumph to date is winning Paralympic bronze in Rio 2016.

Alongside his elite sports career, Andreas works as a presenter for Austrian public broadcaster ORF, hosting Sport Aktuell and the inclusion-focused format Ohne Grenzen. As a keynote speaker and moderator, he is a lived example of inclusion, genuine participation, and resilience — themes he brings to audiences across business, sport, and civil society.

4 June 2025

Visual Facilitator



As a visual thinking facilitator and author, **Philippe Boukobza** works in various European countries to help organizations and individuals adopt visual methods and techniques. He is passionate about making information and knowledge more accessible. His career has led him to work in French, Spanish, and English.

Conference Welcome



Benoit Labrousse, President of the Randstad Group in France and Interim Managing Director of Randstad and Randstad Inhouse

Graduate of École Polytechnique and Télécom Paris, Benoit Labrousse began his career in 2003 at the Ministry of Higher Education and Research, first as Director of Digital Programs, then as Director of Information Systems. In 2009, he was appointed Advisor to the Minister of National Education, tasked with defining and implementing the digital development strategy for schools.

He joined the Atos Group in 2012, within the strategic opportunities team, and subsequently led business development for the public, healthcare, and transportation sectors at Atos Integration. In 2015, he assumed responsibility for the digital business in France.

In 2017, Benoit Labrousse joined the Cognizant Group to develop the digital business and identify external growth opportunities. In 2020, he took over the management of the French subsidiary to continue its development and positioning within the French market.

Since November 2024, Benoit Labrousse has been President of the Randstad Group in France. He is also President of the Randstad Foundation, launched in June 2025.



An expert in communication and disability-related issues, **Philippe Berranger** has served since 2022 as Director of Communication, Advocacy and Association Life at LADAPT, where he is also a member of the Executive Committee (COMEX). Previously, he held several positions at CCAH, developing sharp expertise in social innovation and HR support for disability situations. His career began in human resources and communication within groups such as Vivendi, and he has also shared his knowledge as a visiting lecturer at Gustave Eiffel University.



Furio Gramatica is the Chairman of the European Platform for Rehabilitation (EPR), vice-Chairman of the European Technology Platform Nanomedicine (ETPN) and Director of Innovation and Development at Don Gnocchi Foundation, where he coordinates rehabilitation and long-term care projects involving advanced technologies, such as artificial intelligence, robotics, telemedicine and virtual reality. He has been appointed as Chair of the Thematic Group on Health System Transformation within the Innovation Platform in Public Health of the World Health Organisation, European Region.

A graduate in subnuclear physics, he spent several years at CERN, Geneva and in high-tech companies, with roles in research, development and innovation management.

He has twenty years of experience as an expert for the European Commission in the field of health technologies, and models of partnership between actors in the healthcare ecosystem innovation.



Alicia Gomez Campos, EPR Secretary General, serves as the influential voice of the organization in Brussels and across Europe. She is responsible for maintaining strong member relationships, expanding our network across Europe, developing strategic programs, empowering EPR members, and representing EPR's interests in policy domains. With her leadership, EPR continues to shape European policies and regulations, making a positive impact in the social services sector.

Setting the scene:



Lucie Davoine is Head of the Disability Unit in the Directorate-General for Justice and Consumers. The mission of the unit is to uphold the rights of persons with disabilities in the EU and to promote their full and equal participation in society. In particular, the unit is responsible for coordinating and monitoring the implementation of the Strategy for the rights of persons with disabilities 2021-30, and acts as the EU's focal point for the implementation of the UN Convention on the Rights of Persons with Disabilities.

Prior to this, Lucie worked as policy officer in different departments of the European Commission, where she was successively responsible for initiatives on gender equality, access to social protection and the future of work, as well as education and training. She holds a PhD and a master's degree in economics from University Panthéon-Sorbonne and a master's in political sciences from the 'Institut d'Etudes politiques de Paris'. She wrote academic articles on job quality in Europe and a book on the economics of happiness.

Panel Discussion



Thibaut de Martimprey brings 15 years of combined experience as a consultant at Accenture and as a social entrepreneur in the field of social impact. Today, his work focuses on three main areas: expanding access to culture and major events (including Bourges 2028, European Capital of Culture); driving innovation for disability inclusion (with the Louis Braille Campus); and producing high-impact events, such as the national fair *Le Sens de l'Emploi* and Accessibility Day.



Audrey de Oliveira, Communications Manager at LADAPT Centre-Val de Loire, has over a decade of international experience as an events project manager, having delivered projects across diverse global environments. In the non-profit sector, she has led communication initiatives for several charities in her hometown of Bourges. For the past two years, she has been dedicated to promoting inclusion and accessibility through her role at LADAPT, combining strategic communication expertise with a strong commitment to social impact.



Elena Redondo, Head of Projects at Fundación Personas & Coordinator of the “Fundación Personas Chair: Discapacidad y Futuro” at the University of Salamanca. She holds a degree in Sociology and postgraduate studies in Disability Inclusion, NGO Management, Social Communication, and Health Education. With experience in Europe, Latin America, and Africa, she has collaborated on international projects that foster collaboration between the social sector, academia, and public institutions. Her work focuses on applied research, social innovation, and project management in the field of diversity support, designing person-centered initiatives aimed at improving quality of life, social participation, and inclusion, with a strong emphasis on community development, participatory approaches, and the promotion of social and cultural rights—particularly for people with intellectual disabilities—as key drivers of more inclusive communities and accessible environments.



Peter van Bleijswijk works on a voluntary basis and participates in working groups and initiatives connected to the following organisations: Client Interest Amsterdam, the Dutch Eye Association, the European Blind Union, the European Disability Forum, the Dutch Athletics Federation, pledges connected to the Dutch Ministry of Health, Welfare and Sport — including Internationalisation, Preconditions, Youth and Adult and Networks — the Municipality of Gooise Meren - Gooise Meren Beweegt, Living LAB Amsterdam en Gooise Meren and several client councils of care organisations. In most cases, he contributes as a driving force for inclusion for people with disabilities and inclusive citizenship.

Experts from Lived Experience



José Arcadio Marín Abdilla works as a Mutual Support Technician (TEAM) at the CEEM and Day Center of the SASM Foundation, as well as a Technician within the SPORTSA Association, which uses sport as a therapeutic tool for people with mental health diagnoses. Regarding CEEM activities, he advises and motivates users, while at SPORTSA he organizes activities, trips, and sporting events.

In recent years, he has also collaborated with CREAP (State Reference Center for Psychosocial Care) and the Faculty of Psychology at the University of Valencia on programs and conferences related to mental health, including topics such as combating stigma. He has also participated as a speaker at various professional events and online courses for institutions.



My name is **Clara Martínez Fortún**, I'm from Valladolid (Spain) and I'm here today representing Fundación Intras. I've been with the organisation for a year and they've helped me to be here today.

I've always enjoyed working with people and being able to help them in times of vulnerability, as it's something I would have liked to have found along my own journey.

That is why I trained and completed the Peer to peer course run by Fundación Intras and the Personal Care course at the University of Valladolid. I combine this learning with my personal experience, based on principles such as horizontality, compassion, active listening and empathy.

I am not currently working directly with people in a support role, but I do apply everything I have learnt in my job as a dining room assistant at a Day Centre for people with advanced dementia run by Intras.



My name is **Claire Ward**. When I was 26 years old, I acquired a severe brain injury. I was walking across a road when I got hit by a car. I spent 2 months in hospital, after I got discharged I still required months of daily rehabilitation. I had to learn how to walk & talk along with most other daily routines & activities that I had previously taken for granted. I could not accept the fact that I was different than I had been before acquiring my brain injury.

After 5 years of trying to adjust to the 'disabled & unemployed me', I attended The Cedar Foundation to further my rehabilitation. Cedar Foundation staff were excellent at teaching me that I was not worthless. Staff taught me to focus on my abilities, & eventually I started to have faith in myself again.

After attending rehabilitation for almost 1 year, as a Service User, I was encouraged to apply for a part time clerical role in the User Forum. I was successful and worked for 12 hours per week. I really enjoyed this role as it was an opportunity to support people the same as me, however when the role of User Forum Facilitator came up it really interested me as I wanted to make a difference to the lives of people with disabilities. I was successful and have been User Forum Facilitator for the past 18 years. I love this role as it is a chance to support people with disabilities to get their voices heard and to make society more accessible. I enjoy meeting new people and supporting other people with disabilities to become active citizens, and to gain confidence in their own abilities.



Hayleigh Keogh is a passionate and dedicated advocate for students with disabilities within the National Learning Network. Hayleigh began her journey on her local advocacy committee in the NLN Mullingar as a Fresh Start student. Hayleigh enjoys supporting students in her service to have their voice heard and was elected onto the National Advocacy Committee in March 2024. Hayleigh has served as vice chairperson of the committee for the past two years. Hayleigh completed her Employer Based Training Programme in Mullingar earlier this year and is hoping to continue with further education in the Autumn.

During her time on the committee Hayleigh has been eager to become involved in every opportunity to raise awareness for people with disabilities. Hayleigh has spoken at Leinster House, participated in a study visit to The European Parliament, played an important role in our Aontas Award winning Voter Education programme and appeared on the EAEA Podcast "Enhance". Hayleigh is a powerful public speaker and has great experience advocating on behalf of herself and others who use Rehab Group services.



JeanFred Agius is a Senior Executive at Aġenzija Sapport, responsible for supporting the Chief Executive Officer with implementing the Agency's strategic objectives through a range of day-to-day tasks. This includes minuting, assisting with internal and external correspondence, representing the CEO in meetings, and monitoring the implementation of key Agency actions. He also holds an undergraduate degree in Psychology and is currently reading for a Master's in Sport and Exercise Psychology. His interests include the intersection between psychology and disability, peak performance, fitness, art, and more broadly, personal development. He is particularly interested in how people's own strengths and resources can be used to enhance their lived experience and support meaningful participation.

Workshops

Workshop 1 – Inclusive Preparedness Plans



Antoine Verstraete, trained in humanitarian project management (Master's degree) and worked in the social and solidarity economy, crowdfunding, mutual insurance groups and incubators before joining 21, the French Red Cross social innovation accelerator. Since 2021, he has been a project manager within the Disability Division of the French Red Cross, where he implements projects that focus on inclusion and self-determination. In 2025, Antoine was elected to the Board of the French Red Cross.



Leyre Nieva works as a specialist within the Personal Autonomy Department of the Accessibility and Innovation Area at Fundación ONCE. She is specialised in the field of intellectual disability and in Animal-Assisted Interventions. She is currently involved in the design and development of various projects and activities aimed at implementing accessibility across different areas, with the goal of improving the quality of life and inclusion of persons with disabilities. She holds a Professional Expert Diploma in Cognitive Accessibility, Easy-to-Read and other resources, awarded by UNED.



Nökkvi Már Jónsson has been the Educational and Social Affairs Director for Municipality of Grindavík, Iceland since 2004. He holds a professional degree in law (Cand.jur.) from the University of Iceland (2000).

Workshop 2 – Services addressing intersectionality

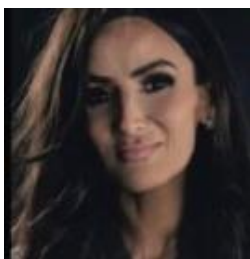


Dr. Vanessa Lacey has a vast experience in relation to trans and gender identity issues. She began the process of gender transition in 2007 after decades struggling with living an non-authentic life in many respects. Deciding to take a parallel approach to transition, Vanessa entered higher education for the first time in her life, primarily undertaking a foundation in counselling in WIT, and following with a BA in Psychology. During her time in academia, she began working with national Trans NGO TENI, over an 11 year period and had many highlights, including developing the family support group TransParenCI, designing training and delivering them to hundreds of healthcare professionals, teachers, colleges, Gardai and other bodies. She has presented to UN, PACE (Council of Europe) and numerous times in the Oireachtas. During her time with TENI, she also undertook a MA in LIT, and went on to complete a PhD in TUS. Her thesis focused on loss and grief experienced by adult trans women and their families in the context of gender transition. Vanessa was previously a member of the Loss and Grief Research Group in TUS. In 2022 Vanessa developed Gendercare (www.gendercare.ie) and is currently enjoying the new challenge of running a consultancy firm, and honoured to be working in various aspects of gender identity. Vanessa is a member of the

Psychological Society of Ireland, and was formerly a member of the World Professional Association of Transgender Healthcare (WPATH) and a board member of the European version (EPATH).



Timo Heiskala is the CEO of Autism Foundation Finland. He has over 20 years of expertise in the disability field in different organizations. His EMBA thesis concentrated in service design. Under his lead Autism Foundation Finland has doubled in size and thus has been able to serve more individuals on the spectrum.



Dr. Denise O'Dwyer is the Principal Psychologist at Rehab Group's National Learning Network. She is a Chartered Principal Psychologist, author, and speaker with a passion for helping individuals unlock their full potential. With a strong academic background and years of professional experience, she specialises in wellbeing, personal development, and positive psychology. Dr. O'Dwyer is the author of *Psychology with a Sparkle* and host of the podcast of the same name, where she shares practical, relatable insights to support emotional resilience, self-awareness, and meaningful relationships.

Workshop 3 - Employment



Jean-Baptiste Thiercelin is Director of the Training and Disability Division at Randstad Group France, where he leads initiatives to strengthen inclusive employment and skills development. He also contributes to Kliff by Randstad, a social joint venture dedicated to improving access to work for people with disabilities and supporting inclusive hiring practices across France.

With over 20 years of experience in recruitment, workforce solutions, and business development, Jean-Baptiste has held senior roles across the Randstad ecosystem. He is recognized for his expertise in diversity and inclusion, particularly in designing innovative solutions that combine business performance with social impact and expand opportunities for underrepresented talent.



Dr. Brigitte van Lierop works in the field of inclusive labour participation and organizational development, with experience in international contexts. She is Director of the Frans Nijhuis Foundation and Director/Partner at DISWORKS, where she focuses on the development and implementation of Inclusive Job Design. This methodology redesigns work processes by analysing and redistributing tasks, creating sustainable roles for people who face barriers to employment while supporting organisational needs.

She has led and contributed to several European projects, developing training programmes and practical tools, and has trained professionals in multiple countries. Brigitte has also advised ministries, universities, and organisations on inclusive employment strategies. Her work combines policy development, research, and practical application aimed at more accessible and sustainable labour market participation.



Paal Haavorsen worked on Vocational Rehabilitation topics since 1991 and from 1992 he was responsible for a National 3-year project in Norway implementing Supported Employment (SE). He has followed SE since then and run SE-courses regularly for his employer; Work & Inclusion in Norway.

Workshop 4 – Access to healthcare



Breeda Doherty has worked for Cedar Foundation for 23 years. During this time, she has worked in a number of roles including Vocational Case Manager, Service Manager, Quality and Governance Manager and currently Deputy Head of Employability Services. The focus of Breeda's work has always been about supporting disabled people and the staff teams who deliver our services to achieve the best outcomes through person centred planning, co-production and partnership working. Breeda has helped develop strong inter-agency collaboration with the statutory, community and voluntary sectors and this approach has supported the development of effective service pathways and a

strong network of providers working together to ensure individuals are equipped with the confidence, independence, and practical skills needed to transition successfully from services and live as independently as possible.

Breeda is a qualified Nurse and holds Institute of Leadership and Management Level 5 in Coaching and Mentoring, EDI Level 5 NVQ Diploma in Management and Chartered Management Institute Level 7 in Coaching and Mentoring. Breeda is also an Outcomes Star Trainer for Cedar. Outcomes Star is an outcome measurement and keywork support tool widely used in social, health, and care services to structure conversations, track change over time, and empower clients to participate actively in their own progress.



Markaya Henderson is a disability advocate with the European Disability Forum. Working previously in patient advocacy, and as a life-long service user, she is committed to ensuring the right to the highest attainable standard of health. Over the last several years, she led EDF's contributions to the EU study and subsequent guidelines on improving access to healthcare for persons with disabilities.



Dr. Deirdre Connolly is Professor in Occupational Therapy, Trinity College Dublin, Ireland, and a researcher in Social Prescribing. Her research focuses mainly on the role of Social Prescribing in promoting physical, emotional and social health of individuals with chronic disease, testing the suitability of different approaches to the evaluation social prescribing and examining the role of social prescribing for specific populations including cancer, multimorbidity and musculoskeletal disorders. Dr. Connolly is co-Chair of the All-Ireland Social Prescribing Network (AISPN) and an active member of the Global Collaboration of Social Prescribing.

5 June 2025

Session on European Week for the Employment of Persons with Disabilities



Laure-Anne Denouel holds degrees from Sciences Po Strasbourg and the College of Europe specialised in European policy and public affairs. She has been working at LADAPT for two years, where she is responsible for managing the European projects led by the organization, including Horizon and Erasmus programs. She also participates in various European working groups, and serves as a coordinator at the EPR Coordinators Hub.



As Communications manager at LADAPT, **Magalie Jarousseau** leads the association's influence strategy and advocacy. She holds degrees from ICN Business School and Paris-Sorbonne. She uses her expertise in media relations and socially responsible communication to promote the inclusion of people with disabilities, particularly through her leadership of the European Disability Employment Week (EDEW).

Access to Digital and Technology session



Alejandro Moledo del Río leads and coordinates EDF's advocacy and policy work at EU level and supports the work of the European Parliament Disability Intergroup.

Among other areas, Mr. Moledo has developed policy positions and recommendations regarding political participation of persons with disabilities, accessible Information and Communication Technologies, Assistive Technologies and different standardisation activities.

Mr. Moledo holds a Bachelor's degree with honours in Journalism from University of Valencia (Spain, 2005-2010), including one year at York University (Canada), as well as a Master's degree in political and corporate communication from University of Navarra and George Washington University (Spain and US, 2011-2012). During his bachelor's studies he worked as communication officer for a political group within the parliament of the Valencia Region (2009 and 2010). After working as a journalist in digital media and a communication agency in Andorra, he started working in a European public affairs company (Madrid) in 2012, before joining the European Disability Forum in 2013.

Mr Moledo is also member of the Spanish Blind Organisation (ONCE), for which he worked as a journalist and regional representative of young visually impaired people inside the organisation (2008-2011).



As Director of International Affairs at Marsi Bionics, **Sandra Torres** leads its global positioning and international strategy, driving expansion across priority markets and strengthening engagement with key institutional and policy stakeholders. She is responsible for shaping global partnerships, advancing market access pathways, and aligning the company's impact with international policy and funding frameworks.

With a strong background in international cooperation, European funding, advocacy and public affairs, and sustainability, she brings over 20 years of experience across multilateral organizations, including the United Nations, the European Commission, and the ONCE Social Group.



Winner of the *Femmes de Culture* award, **Fanny Cohen** leads Handilab, the first innovation accelerator dedicated to disability and loss of autonomy, which opened in December 2024. With over 20 years of experience in managing facilities and complex projects, her career has been marked by significant achievements that demonstrate her ability to combine strategic vision with innovation. Her previous roles, notably as Secretary General of Chaillot – National Theatre of Dance, and as a project officer for the City of Paris—particularly within the Department of Cultural Affairs and International Relations—enabled her to build trusting relationships with partners, manage innovative projects, and coordinate large-scale international events.



Guillaume Trouille is the Managing Director of Simplon Foundation, the non-profit organisation created by Simplon.co, a French social enterprise dedicated to digital inclusion and employability. He develops European and international partnerships focused on inclusive digital education, AI literacy, employability, and accessibility for underserved communities, including people with disabilities.

Interactive session

Moderated by:



Andreas Onea is an Austrian Paralympic swimmer, television presenter, and keynote speaker. He lost his left arm in a car accident as a child in 1998 — an experience that shaped his path in sport and his perspective on life. His greatest sporting triumph to date is winning Paralympic bronze in Rio 2016.

Alongside his elite sports career, Andreas works as a presenter for Austrian public broadcaster ORF, hosting *Sport Aktuell* and the inclusion-focused format *Ohne Grenzen*. As a keynote speaker and moderator, he is a lived example of inclusion, genuine participation, and resilience — themes he brings to audiences across business, sport, and civil society.

Inspirational Speaker



Dr Shani Dhanda, Accessibility Specialist and Broadcaster, is a global authority in inclusion and accessibility, shaping the future of brands, media, and customer experiences with real, measurable impact.

Recognised as the UK's most influential disabled person and a BBC 100 Women Laureate, trusted by over 400 businesses and brands to seamlessly integrate accessibility into their strategies. She drives the creative vision behind marketing, events, tech and product innovation, ensuring that accessibility is at the core of industry evolution. She sits on eight advisory and executive boards and contributes to national disability policy with the UK Government's Disability Unit.

A sought-after global speaker, broadcaster, and author, Shani has taken the stage at 400+ international events alongside icons like Michelle Obama and Hillary Clinton. She was also named in Forbes' first-ever Accessibility 100, recognising her as one of the biggest innovators and impact-makers in the field of accessibility.

She made history as BBC Asian Network's first visibly disabled resident host and is a familiar face on daytime TV. Her love for storytelling led her to appear on British Soap, EastEnders, where she now consults on scripts and storylines to bring authentic representation to mainstream media.

Shani is a dedicated campaigner for disability inclusion and representation, advocating for systemic change across media, business, and government. She founded the Asian Woman Festival and the Asian Disability Network, driving initiatives that create tangible impact and amplify over-excluded voices.

Shani has earned over 30 awards, solidifying her as a transformative force in leadership, creativity, and brand impact. As British Vogue puts it, "Shani Dhanda doesn't do idle. She's a multi-hyphenate, always on the move, motivating, and solving problems."



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