



# Unlocking Potential: Disability Inclusion in Business

## *ILO GBDN 1st Regional Conference for Europe*

*17 February 2026*

*Room M3, United Nations Office at Vienna (UNOV), Austria*

*[\(Online on ILO Live\)](#)*

**9:00 - 9:25\***

### **Welcome and Opening Remarks**

- Emmanuel Julien, Deputy Regional Director for Europe and Central Asia, **ILO**
- Wolfgang Kowatsch, Co-Founder and Managing Director, **myAbility**
- Steve Framil, Corporate Global Head of Accessibility, **MSD/Merck** (2025-26 Chair of the ILO GBDN)
- Alejandro Moledo del Río, Deputy Director, **European Disability Forum (EDF)**
- Lyra Jakulevičienė, Europe Member, **UN Working Group on Business and Human Rights**

**9:30 - 10:25**

### **Inclusive Employment in Action: Transforming Corporate Practices**

This panel will showcase innovative inclusive employment strategies within leading companies operating in Europe, highlighting practical tools and approaches for hiring, retaining, and advancing the career development of persons with disabilities. Discussions will explore inclusive leadership, workplace accommodations, neuroinclusion programmes, and learning from the lived experiences of employees with disabilities.

Moderator: Beatriz Bastião, Technical Officer, **ILO Global Business and Disability Network**

- Lise Yessourour Werle, Diversity, Equity and Inclusion Director, **Pluxee Group**
- Bruce Roch, Global Head of Inclusion & Diversity, **Adecco Group**
- Stephie Elms, Head Disability Equity & Neuroinclusion, **Novartis**
- Sally-Anne Owen, Managing Director, **PurpleSpace**
- Federica Terrenzio, Senior Director Disabilities@Work, **Salesforce**

**10:30 - 10:55**

### **Networking break**

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\* All times are Central European Time (CET)

## 11:00 - 11:55      **Tech for All? Harnessing AI & Digital Innovation for Disability Inclusion**

This session will address the double-edged role of digital technologies, including AI, in creating barriers or unlocking opportunities for people with disabilities. Key topics include accessible design, algorithmic bias, inclusive innovation, and co-creation with users with disabilities.

Moderator: Susan Scott-Parker, Founder, **Disability Ethical? AI**

- Alejandro Moledo del Río, Deputy Director, **European Disability Forum (EDF)**
- Rylin Rodgers, Disability Policy Director, **Microsoft**
- Chris Patnoe, Lead for EMEA Accessibility and Disability Innovation, **Google**
- Jim Smith, Head of Accessibility and Digital Inclusion, UK & Ireland, **Atos**
- Lars Lindberg, Senior Adviser, **Nordic Welfare Center**

## 12:00 - 13:25      **Lunch break**

## 13:30 - 14:25      **Leading Inclusively: Unlocking the Potential of an Accessible Future**

This panel explores how personal commitment by senior managers in businesses can drive sustainable and effective changes towards greater disability inclusion in companies.

Moderator: Wolfgang Kowatsch, Co-Founder and Managing Director, **myAbility**

- Svetlana Pančenko, Board Member, People & Culture, **UniCredit Bank Austria**
- Peter F. Kollmann, Deputy Chairman of the Executive Board, Chief Financial Officer, **Verbund AG**
- Madeleine Bauer-Eder, Head of HR & Member of the Board, **IBM Austria**
- Robert Nagele, Board Member Real Estate & Sustainability, **BILLA AG**
- Melanie Eltzner, Country Customer Fulfilment Manager, Head of Logistics & Member of the Board, **IKEA Austria**
- Stefanie Kirwald, Inclusion Network Development & Trainings, **myAbility**

## 14:30 - 15:25      **Power in Partnership: Leveraging Business Collaboration for Disability Inclusion**

This panel explores how strategic alliances by and with business communities can accelerate positive labour markets outcomes for persons with disabilities in Europe. It will examine success stories from European initiatives, public policies, joint advocacy efforts, and public-private partnerships.

Moderator: Robin Tim Weis, Director International Affairs, **Zero Project**

- Andy Garret, Workplace Adjustments and Accessibility Director, **GSK**
- Monika Chaba, Policy Officer Disability and Inclusion, **European Commission**
- Tea Jarc, Confederal Secretary, **European Trade Union Confederation (ETUC)**
- Ivana Davidovska, Head of Projects, **European Association of Service Providers for Persons with Disabilities (EASPD)**
- Anastasia Mouratidou, Project Development Manager, **Greek Diversity Charter**

## **15:30 - 16:25      Reporting Inclusion: Disability in European Sustainability Standards**

With the European Sustainability Reporting Standards (ESRS) being further discussed, companies operating in the EU are encouraged to disclose how they address social factors, including workforce diversity and inclusion. This panel will explore how disability inclusion can and should be embedded in ESRS-aligned reporting. Panellists will discuss practical approaches for data collection, stakeholder engagement, and putting the “I” in ESG (Environmental, Social, and Governance) and other sustainability frameworks.

Moderator: Diane Lightfoot, CEO, **Business Disability Forum (BDF)**

- Gemma Sanchez-Danes, Leadership Team Sustainability Reporting (ESRS), **European Financial Reporting Advisory Group (EFRAG)**
- Carla Bonino, Chief Sustainability Officer Fundación ONCE, **Disability Hub Europe**
- Anna Herzog-Lauks, Solutions Lead, **myAbility**
- Anahi Lafon, Global Diversity, Equity & Inclusion Impact Director, **L'Oréal**
- Karine Vasselin, Inclusive Futures Lead, **Capgemini**
- Iulia Alexandra Brehuescu, Global Accessibility Partner, **Sanofi**

## **16:30 - 17:30    Networking**