



Speaker biographies

Steve Andrews is a medical doctor, a member of the college of family physicians of South Africa, and has a Masters in bioethics from UCT. He runs a clinical practice focused on antiretroviral salvage therapy for people living with HIV and AIDS and is MD of an HIV training consultancy. He is a member of the executive committee of the Southern African HIV Clinicians Society. He is a senior clinical consultant to Medscheme's Aid for AIDS programme, as well as an HIV ethics consultant to their ICU committee. He is the clinical consultant to the Council for Health Services of Southern Africa's HIV program.

Rustim Ariefdien was diagnosed with Cerebral Palsy - Spastic Diplegia at birth. He started his career with the Southern Africa Labour Development and Research Unit at UCT, Workshops Unlimited and the Palms Work Centre. He is now a Director at Altitude Workforce Solutions, providing innovative staffing solutions with the disabled. Rustim has served the Western Cape Network on Disability and was a member of State President Appointed Disability Task Team and currently serves on the Institute for the Promotion of Disabled Manpower, the Association for the Physically Disabled Cape Town, The Association of Personnel Services Organisations and is Chairman of the Services SETA Regional Advisory Board Western Cape.

Jerome Bickenbach is a full professor in the Department of Philosophy and Faculties of Law and Medicine at Queen's University in Kingston, Ontario, Canada. He is the author of numerous works focusing on the nature of disability and disability law and policy; the co-editor of *Introduction to Disability* (1998); and a content editor of the Sage Publications proposed 5-volume *Encyclopedia of Disability*. His recent research includes international disability law and social policy, disability quality of life and the

disability critique, disability epidemiology, universal design and inclusion, modelling disability statistics for population health surveys, and the relationship between disability and health. As a lawyer, Jerome was a human rights litigator, specialising in anti-discrimination for persons with intellectual impairments and mental illness. Since 1995 he has been a consultant to the World Health Organization working on the revision of the ICIDH and on ICF dissemination and international disability social policy.

Nathan Burrell is President and CEO of the Minority E-Commerce Association, Inc (MECA), a US-based not-for-profit organisation founded to promote economic development through the use of technology. He is also managing partner of AMPS International LLC, a full-service communications consulting firm specialising in motivational speaking, workforce development and training, publishing and IT services. Nathan currently chairs the Digital Divide Committee for the InternetCoast, sits on the Board of Governors for Keiser College and is a Broward County Zoning Board Member. He holds a Bachelors degree in Business Administration with a concentration in Marketing.

Marinda Calitz is the Deputy Director for Personnel Management in the Department of the Premier, Western Cape, responsible for strategic, holistic and pro-active transversal support and management regarding human resource policy and strategies; and giving guidance to promote equal opportunities and employee assistance. This includes the development of policies and transversal projects on employment equity, affirmative action, gender equity, disability equity and wellness programmes. She worked on the Policy Statement on the Management of the Employment, Development and Career Progression of People with Disabilities in the Western Cape Provincial Government and is

currently developing a transversal project for the targeted employment of people with disabilities during 2005.

Jim Callaway not available at time of going to print.

Douglas Chitepo is currently a Deputy Director: Training within the Branch: Corporate Services, a division of the Department of the Premier. He is a qualified HRD professional and has been for the last seven years, extensively involved in human resource capacity-building interventions, both locally and internationally. He is a seasonal Facilitator/Project and Event Co-ordinator and Public Speaker.

Sarah Christie is a prominent labour lawyer with a distinguished background in lecturing on labour law at Rhodes University in Grahamstown, the University of Cape Town and the University of the Western Cape. She is one of the founding commissioners of the Commission for Conciliation Mediation and Arbitration (CCMA) and is integral to Labour Relations at the International Labour Organisation.

Zelda Coetzee is a clinician at Lentegeur Psychiatric Hospital, Cape Town, and part-time lecturer at the University of Cape Town. She has developed excellent clinical skills through a varied career but her main interests and talents are in mental health and programme development.

Gill Connellan has experience in both business and consultancy, consulting to organisations on skills and change management initiatives, as well as competence assessment and recognition of prior learning (RPL). She develops and presents workshops and seminars on application and implementation strategies to assist organisations to benefit from the Skills Development Act and other relevant legislation. As a result of her background in labour recruitment, Gill assisted with the



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initiation and setup of the Services SETA, helping to draw up the constitution and business plan; establishing the authority's sub-committees and plenary council; and serving on several sub-committees including Learnerships and ETQA, which she Chaired (2000 – 2002). Gill is currently Chair of the SETA's employee assistance programme (EAP) sub-committee.

Arthur Cowley is Chairman of Disability Sport Western Cape, representing all disability groups, both juniors and seniors. He is also a member of the Very Special Arts Executive Committee of Western Cape and South Africa. In the field of education, he is a Western Cape Forum Affiliate member; Spokesman for the Principals Association for Schools with Special Educational Needs; a Member of LSEN Task Team for South Metropole EMDC; and Head of the task team "employment of persons with an intellectual disability". He was National Sports Convenor of SASA SMH and also host of first and only international test for persons with Intellectual Disability held in South Africa; Administrator of our National Paralympic Team to Birmingham in 1997 and accompanied Paralympians in 1996 and 1995. Member of the national task team appointed to draft policy on school sport for persons with disabilities in 1999.

Ingrid Daniels completed her undergraduate and honours degrees at UWC and her Masters in Social Science (Clinical Social Work) at UCT; and studied in the UK and at Varsity College Business School. Her experience in disability spans over 22 years and she has received several awards. She was Director of Epilepsy South Africa for 7 years and has been the Director of Cape Mental Health Society since 2000. A founding member of the Western Cape Network on Disability, she is currently on the boards of the SA Federation for Mental Health, Management Committee of the Western Cape Forum on Intellectual Disability, Health

Facilities Board of Alexandra Hospital and chairperson of the Western Cape Director's Forum.

Vincent Daniels is with the Western Cape Network and also works closely with the Cape Town Society for the Blind and Disabled People of South Africa.

Guy Davies was born in Scotland and educated in England. For 10 years he farmed in England, consulted across Europe and set up HorseHage Marketing, a highly successful international horse-feed sales and marketing company. In 1995 he moved to South Africa and set up 19 Degrees East, an export company. After becoming a paraplegic in 1999, he was immediately aware of the limitations of access faced by Disability. To avoid giving incorrect advice, he completed two courses at the Centre for Accessible Environments in London before setting up as an access consultant. In 2003 he formed Disability Solutions with Jeremy Opperman.

Terry Davies (B Soc Sc, M Comm, PhD) studied at the University of Natal. Her Honours focused on the contribution of trade unions to transformation of the workplace; her Masters looked at constraints to innovation in South African firms, and her Doctorate has challenged the application of international models of Service Quality Measurement in the South African health care context. Terry served in a senior management capacity with Unilever, locally and abroad for 10 years, and is currently Director for the Centre for Skills Development and Technology Transfer at the newly merged Durban Institute of Technology.

Katherine de Tolly is the manager of the Cape Gateway web portal. An initiative of the Provincial Government of the Western Cape, Cape Gateway aims to give citizens easy access to government information and services, via the

Internet, a call centre and a walk-in centre. Katherine has been with Government for two years, and in the Internet industry for over five years. She has also worked in book publishing, and public participation facilitation.

Vanessa dos Santos is the National Chairperson of Down Syndrome South Africa and the mother of three boys, the youngest having Down Syndrome and Cerebral Palsy. Since his birth nine years ago, she has been involved in all areas of disability with the main focus on human rights, and is a keen activist in the field. Her struggle to have her child included in the school system has led her to participate in submissions to the children's bill amongst many other issues of discrimination against people with disabilities.

Marius du Randt started his career in the civil service in 1976 and has served in a variety of departments ranging from the Office of the State President, Local Government and Constitutional Development pre-1994. From 1994 he played a critical role in the establishment and functioning of the Office of the Premier in the Western Cape where he served as Head of the Office of the Premier for almost seven years. He is currently responsible for matters relating to youth development, gender equality, disabled persons and international relations in the Province.

Sandra Eastwood, founder-curator of the Touch Gallery at Iziko: South African National Gallery from 1972 to the end of 1977, has long been involved with Access to Museums and multi-sensory, cross-disciplinary approaches to art appreciation both nationally and internationally.

Tony Ehrenreich is the Provincial Secretary of COSATU for the Western Cape and has been in the labour movement for 15 years in a variety of roles. His aim is to advance



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the interest of working families and social justice is his only consideration, working toward this with no regard for fear or favour. His hope is that someday South Africa will be able to reinstate values and ethics into the political discourse instead of this great regard for strategy that makes it seem as if some are more inclined to personal interest than the interest of our people.

David Frandsen is General Manager of Product Development, Cape Regional Office, for Southern Sun Hotels. He is responsible for continually finding new ways to attract visitors through market-led product development; for providing support to and creating marketing opportunities for SMMEs; and for developing creative tourism awareness programmes. David has been appointed as general manager of this division due to his extensive knowledge of destination development, eco-tourism and marketing with various organisations, including Ezemvelo KZN Wildlife. He has also worked with Standard Bank and ABSA, overseeing retail banking product development and marketing.

Vincent Gore was elected to Parliament in 1999 at the age of 24 – the youngest member. Between 1999 and 2000 he served on the Portfolio Committees on Communications; Social Development; and Arts, Culture Science and Technology and on the Joint Monitoring Committee on Children, Youth and Persons with Disabilities. His constituency was in the Houghton-Alexandra area in Johannesburg. After the 2004 elections he was appointed to Committees on Public Works; Transport; Communications; Labour; Sports and Recreation; and Science and Technology. His particular areas of interest include using technology to bridge the 'Digital Divide', and ensuring that human rights for disabled South Africans are promoted and protected.

Michael Hill is the founder of Endeavour Safaris, a dynamic company specialising in mobile safaris for disabled travellers. It is a family-run business and passion enables Endeavour to provide a true and unforgettable 'bush' experience. Family travels set the foundation for his dedication to sharing the true wilderness areas of Southern Africa with the same passion and insight that he has come to learn. His dream, which is now a reality, was to make all areas accessible to disabled travellers. A mobile safari creates independence and Endeavour Safaris has the practical experience only achieved through many years in the wild that is required to run a safari successfully.

Ben Johnson not available at time of going to print.

Charles Jordan is the Assistant-Director: Human Rights and Special Projects, Western Cape Department of Housing, responsible for the co-ordination and monitoring of the implementation of HIV/AIDS, Youth, Disability, Gender and Moral Regeneration policies and strategies within the Provincial Department of Housing. He holds Honours in Public Administration and Development, Personnel Management and Industrial Psychology and is a registered Personnel Practitioner with the South African Board of Personnel Practitioners. His current special projects include: awareness-raising on housing subsidies for disabled people; the recruitment of disabled people to be employed by the Provincial Department of Housing and Local Government; and the partnership on the establishment of an abuse centre for the vulnerable.

Beatrice Koopman is an associate with Business for Good, an organisation committed to the transformation of enterprises to become values-led in the way they conduct business. She co-authored the book "Successfully Employing People with Disabilities" and

specialises in corporate education and training. Her passion is to contribute to the economic growth and development of local communities to become economically sustainable.

Wanda le Roux studied at the University of the Free State and received her Honours in Transport Economics in 1996. She then worked for three years with the then National Department of Transport in Transport Planning, Public Transport Contracts and the formalisation of the minibus-taxi industry. In 1999 she was transferred to the Western Cape Department of Transport and Public Works as Deputy Director – Public Transport. In the past five years with the Province she has been part of, or responsible for, most if not all aspects of Public Transport.

Stacey Leslie is a managing member of Progression, a successful consultancy specialising in disability (despite her own disability). She has designed and implemented a successful model for the inclusion of people with disabilities in the open labour market. Stacey is a consultant to the Department of Labour's Employment Skills Development Lead Employer (ESDLE) initiative to place people with disabilities in Learnerships across all sectors. She has extensive experience in Project Management, HR and Disability, supported by her academic achievements including a BComm, Programme in Project Management from the University of Stellenbosch and Honours in Psychology. She is currently submitting a proposal for her Research Masters Degree on the topic of people with disabilities.

Christy Lynch began his career in Intellectual Disability in 1976, working as a Nurses Aide. He trained as an Occupational Therapist, qualified in 1980 and worked for eight years as an Occupational Therapist in the field of Intellectual Disability. In 1988, Christy began the first Supported Employment Programme



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for people with severe intellectual disabilities in Ireland. The project generated much interest throughout the EU, and Christy went on to be a Founder Member of the European Union of Supported Employment and was President for several years. In 1992 he went to work as CEO of KARE. KARE is the County Kildare Association of Parents and Friends of Handicapped People and provides a comprehensive range of services to people with intellectual disabilities and their families.

Meko Magida is a founder of Magida Human Capital Corporation, specialising in employment equity, diversity management, labour relations, transformation, change management, community development and capacity building. He studied at UWC and the University of Stellenbosch. Meko's experience includes working with Woolworths as National Employment Equity Manager and Senior HR Manager; for the City of Tygerberg as Senior Manager – Employment Equity; for the Department of Labour as National Director of the Equal Opportunities Directorate; and for the Department of Labour as Deputy Director and Head of Labour Relations, Provincial Office, Western Cape.

Shakila Maharaj is a registered Industrial Psychologist with an MA in Organisational/Industrial Psychology from Columbia University. She managed the Learning and Performance Department in KZN for 9000 SpoorNet employees, was the founder and chairperson of the Disability and Gender forae for SpoorNet KZN and has pioneered similar structures in other Transnet divisions. Her passion is the advocacy of disability and gender equity. She recently established a training alliance with the US training consultancy Mitch Pomerantz and Associates, equipping SA supervisors and managers with competencies to lead and manage people with disabilities and she has formed an alliance with PricewaterhouseCoopers to present this programme in SA.

Shanaaz Majiet is the Director General of Disabled People South Africa.

Thami Manyathi is Head of Department, Transport and Public Works: Western Cape and is responsible for the Department's performance and operations; for providing leadership and strategic direction; for ensuring a culture of service excellence; and for establishing effective instruments for co-operation with stakeholders. He received a BSc (Civil Engineering) at UCT and his MSc (Transport Engineering) at Berkeley in California. He has worked at JHK & Associates in the US as a Transportation Engineer; for CSIR as Project Manager; and for the KZN Department of Transport as Chief Director for Transportation and Road Planning in charge of planning for the Provincial road network, freight and passenger transportation, road safety education, traffic engineering and traffic law enforcement.

Vuyisile Mdoda is the Media Relations Officer for Golden Arrow Bus Services. Prior to joining Golden Arrow, Vuyisile worked as a news reporter for SABC television and radio. He received his Bachelor of Arts degree from the University of Cape Town in 1992 with a particular focus on Africa's political and economic relationship with Developed countries.

Manthipi Molamu has a BA SocSci, a post graduate qualification in Social Work, and is working on an MA Development Studies. She is currently Director: Disability in the Department of Social Development where her responsibilities include facilitating and overseeing the refinement, development, monitoring and implementation of the Department's legislation, programmes, policies and strategies that are social development-oriented and aimed at facilitating support to disabled persons; facilitating the empowerment of persons with

disabilities; the protection of specifically vulnerable disabled persons; and the protection and promotion of the rights of disabled persons. She has also worked as a medical social worker (1992-1998); and with the Provincial OSDP (1999-2003).

Ann Morton has been principal of Pinelands North Primary School for seven years. She is passionate about South African education and about all pupils having access to excellent schooling regardless of race, creed, gender, disability, etc. She has been married to Jonathan for twenty years and they live with their two dogs in Sybrand Park, Cape Town. Her hobbies are running, hiking, embroidery and reading.

Nombeko Mpongo was born in the Eastern Cape. After Matric she studied Computers and Administration at NCC College in Cape Town and then Reflexology and Massage at the College of Natural Therapeutics in Port Elizabeth, graduating in 2000. She joined the City of Cape Town in 2001 in the Administrative Staff section. In 2002 she joined the HIV/AIDS Workplace Programme and has participated in different activities within the workplace, communities and even some neighbouring countries, assisting in the fight against HIV/AIDS stigma and discrimination. As a woman directly infected and affected by violence, she has taken part in many seminars to stop violence against women and children.

Esthe Muller is a Vereeniging-based civil litigator who became a quadriplegic after breaking her neck in a car accident in 1999. She graduated from the University of Potchefstroom and has been practising law since 1993. Esthe brought the first case to the Equality Court in October last year, under the Promotion of Equality and Prevention of Unfair Discrimination Act of 2000, to secure better access to court buildings for people with disabilities.



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Peter Muller is the Project Manager of Amasondo Esibindi, meaning “wheels of courage”, an exciting partnership between the Quadriplegic Association of South Africa and the Services SETA.

Sigamoney Naicker is currently Director: Inclusive Education in the National Department of Education. He also served on the National Commission for Special Education Needs and Education Support Services that shaped the development of Education White Paper 6 on Special Education Needs: Building an Inclusive Education and Training System. Prior to this he worked as a teacher, an academic at university, and headed up learning support at a Provincial level.

Wendy Nefdt has been the Regional Director of Epilepsy South Africa, Western Cape since 2000. She is a social worker with a Master's in Welfare Programme Management from the University of Stellenbosch, and her experience in disability sector also includes mental and intellectual disabilities. She is passionate about the implementation of holistic developmental services for people with disabilities and believes that social and economic development should be the cornerstone of any empowerment programme. She is committed to the transformation of protective workshops and income generation programmes and believes that people with disabilities should be afforded equal access to opportunities through empowerment.

Chris Nissen is CEO of Umoya Fishing and is the Chairperson of Sea Harvest, South African Maritime Safety Authority, Namfish, and Boschendal. He has been President of the Cape Regional Chamber and Vice-President of the Cape Chamber of Commerce. His experience lies in facilitating Public/Private Partnerships, Black Economic Empowerment, Transformation and Business Leadership. He received his BA Hons & MA Humanities from UCT

and a Diploma in Theology from the Federal Theological Seminary in Pietermaritzburg. He has also served on the National Executive of the ANC, and served as executive member to Deputy General Secretary to Chairperson of the ANC Western Cape.

Lewis Nzimande has been a Member of the Parliament of South Africa since 1999. He has been the National Chairperson of the SA National Institute for the Visually Impaired (1990-1995); National Chairperson of SANIVI (1995 -2000); Deputy Chair of the Human Rights section of DPSA; Chairperson of DPSA; and Chairperson of KZN Disability Economic Trust, specialising in disability business equity and procurement. He is currently a Trustee member of the Thabo Mbeki Development Trust for the disabled and a Member of African Decade for disabled people.

Jeremy Opperman was born with Retinitis Pigmentosa (RP), an eye condition resulting in very limited sight. After graduating from UCT in 1987, Jeremy worked as a marketer of HR and training services and products. He started his own HR marketing consultancy in 1999, which focused primarily on Disability issues. He is particularly passionate about the holistic and equitable integration of people with disabilities into the mainstream commercial sector. In 2002, Jeremy co-founded Catalyst Promotions, a consultancy entirely committed to Disability empowerment, focusing on employment, social investment and procurement. Jeremy is involved with several disability institutions and workshops, and is the founder-trustee of a new disability College and a director of a Disability Foundation.

Benny Palime is the Deputy Director of the National Office on the Status of Disabled Persons.

Elizabeth Pegram is an occupational therapist by profession. The establishment of the Elangeni

Outpatient Rehabilitation Centre in Paarl; the transformation of the occupational therapy department at Fort England Hospital in Grahamstown; and the establishment and roll-out of rehabilitation services to persons with disabilities in the West Coast Winelands region are a few of the major achievements in her career. Elizabeth is currently the Programme Manager for Rehabilitation Services in the Department of Health in the Western Cape, responsible for policy development for service delivery to persons with disabilities, monitoring and evaluation of the implementation of policies and the facilitation of research related to rehabilitation and disability issues.

Virginia Petersen is the Head of the Department of Social Services of the Provincial Administration of the Western Cape. She studied Social Work at UWC, completed a Masters Degree in Social Science (clinical) at UCT, and is currently pursuing a PhD at UCT. She also holds various diplomas in Human Resource Management, Public Sector Management, and Public Policy and Social Safety Nets. Her experience spans 25 years in social development (both private and public sector) and trade unionism at the following organisations: Child and Family Welfare Society, Nicro, Association for the Physically Disabled, South African Clothing and Textile Workers Union and Shawco.

Johann Pfuhl became disabled in 1971 at 19. Breaking his neck in an initiation ceremony at the University of Stellenbosch, he became a C4/5 quadriplegic. After rehabilitation, he returned to complete his BA and then received his LLB through UNISA. Johann practised for four years at the Cape Bar, joined the state as a prosecutor, but was fired nine months later. After a four-year legal struggle, the Appellate Court ruled that he should be re-instated. Johann runs a mailing house for Quasar, has recently started a new business with a fellow



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resident and is the Chairman of the Quadriplegic Association of the Western Cape.

Ebrahim Rasool is Premier of the Western Cape Province. He took up the post on 22nd April 2004. He is Chairperson of the African National Congress (ANC) in the Western Cape (since 1998) and is a Member of the National Executive Committee (NEC) of the African National Congress (since 1998).

Gordon Robie trained in textile technology and worked for over thirty years in various functions within the industry, in both the UK and South Africa. He started his second career nearly eight years ago when he became General Manager of Training Workshops Unlimited, a project of the Cape Mental Health Society. TWU operates four Training Centres in the greater Cape Town area for about 500 persons with intellectual disabilities. He has been married for 35 years, has two daughters and two grandsons.

Andrew Rogers is at the helm of the Cape Region for Southern Sun Hotels as Director of Operations – Cape. He manages all twelve properties within the region, the three largest of which are The Cullinan Hotel, Holiday Inn Cape Town and Holiday Inn Cape Town Waterfront. Andrew has had a successful career within the Hospitality Industry and has had the title of Operations Director for the last six years. With over 30 years in the hospitality industry, Southern Sun Hotels has earned a worldwide reputation as the leading hotel group in southern Africa, and the Indian Ocean regions.

Margie Schneider is a Chief Research Manager in the Child, Youth and Family Development Research Programme with the HSRC. She obtained a BSc (logopaedics) in Speech Pathology and Audiology at UCT and an MA in Applied Linguistics at the University of Reading, UK. She was a technical officer at the World Health Organization, where she

worked on the World Health Survey in 18 African countries and the International Classification of Functioning, Disability and Health (ICF). With the HSRC, her work includes projects on assessment of disability for social benefit grants; disability and the media for the SABC; and the state of elderly people in Mpumalanga.

Ian Scott is a Civil Engineer, has a Masters in Business Leadership and was a former transportation and traffic engineering consultant to Government and the private sector. He specialised in Strategic Planning for the bus industry before joining the SARCC in the mid-1990s to co-ordinate rail's input into the Cape Town 2004 Olympic Bid. His responsibilities have included long term planning of the rail network in the Western Cape and SARCC comment on policy and legislative developments. Ian is responsible for the development of the draft Special Needs Passenger Policy for Commuter Rail in South Africa and for the development of design guidelines for the rail environment.

Ari Seirlis studied at UCT, led a team of Bushmen Trackers in the Angolan War as a Lieutenant and Parabat, and completed an IMM at Natal Technikon. He broke his neck in a diving accident in 1985 and was rendered a quadriplegic. After six months of hospitalisation and rehabilitation, he returned to complete his studies, and thereafter started his own business – a clothing manufacturing concern – and he now owns Markplan Designs, specialising in signage. Ari started Mobility Plus, a bank that finances mobility aids and assistive devices. He is presently the National Director of the Quadriplegic Association of South Africa, implementing their Strategic Plan – “Rolling out Vision & Success for Quadriplegics”.

Joan Seirlis (B Arch UCT, Pr Arch) worked as an architect in private practice for 25 years on

projects including a large prison, police headquarters, hotel alterations, retirement villages with frail care centres, housing developments, industrial buildings and individual houses. With another private practice she did work as a project co-ordinator for large hospital developments and other Department of Works projects including workshops and industrial works, as well as sub-economic housing schemes of more than 200 houses. At present she is independently consulting on the Employment Equity Act, Personal Injury Reports, elimination of architectural barriers for persons with disabilities and architectural concepts for all sizes of building projects.

Henry Shields is a Cape Town-based specialist personal injury lawyer who serves ATLA (Association of Trial Lawyers of America) as an International Governor and the IBA (International Bar Association) as a vice-chair. Whilst at the civil rights law firm Mallinicks in the 1980s he represented Robben Island political detainees and subsequently founded Henry Shields Chiat which became the largest South African personal injury law firm representing only Plaintiffs. He has published and delivered papers internationally on contingency fees, personal injury and access to law. Henry is also the founder and producer of South Africa's longest running jazz festival.

Karen Smit obtained a BA in Social Work/Social Development and her MA in Industrial Social Work/Social Development at the University of Stellenbosch. Owner of Disability Consulting, she currently conducts disability sensitisation workshops with management. As a woman with a disability who has extensive corporate line management experience, she adds value to the awareness-raising process. She also provides web-based recruitment and selection solutions for management and conducts sensitisation workshops to management in the telecommunications industry. She



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previously conducted employment workshops with matriculants, worked at the Astra School for the Disabled, the Jan Kriel School (physically disabled and learning disabilities) and the Eros School (physically disabled).

Rod Solomons has a BSocSc from UCT, an LLB from UWC, a certificate in Sports Law and is admitted as an Advocate of the High Court of South Africa. He was the Director of Sport and Recreation in the Western Cape and is currently the Head of the new Western Cape Department of Cultural Affairs and Sport. As Director of Sport and Recreation, he initiated the Western Cape Sports Academy; the Sport Stepping Stones Scheme and the creation of women-in-sport structures. He was a co-ordinator of the 2006 and 2010 Soccer World Cup Bids, chaired the co-ordinating Committee of the 2003 Cricket World Cup in the Western Cape and is currently involved in the preparations for hosting the 2010 Soccer World Cup within the Western Cape.

Nirvesh Sooful has more than 15 years experience in the IT industry. He is the Chief Information Officer (CIO) for the City of Cape Town and he is the architect of the city's 'Smart City' strategy, aimed at building an efficient and accountable 21st century ICT-enabled local government in Cape Town. The strategy also focuses on how to harness the power of ICT to meet the development needs of the city and its citizens and has received international acclaim as being leading edge and visionary. Nirvesh is an active participant in various initiatives aimed at increasing the usage of IT in society.

Dominique Souchon holds a BA (Industrial Psychology) and works in Disability and Older Persons Rights. He was previously the Administrative Secretary to Minister Essop Pahad, Minister in The Presidency; and from 1999 to 2002 he was Project Manager in the Office on the Status of Disabled Persons in the

Presidency. He was a founder-member and Media Officer of the Transport Users Group (1995-1999) (a pressure group for accessible public transport for people with disabilities); Chairperson of the Consumer Council of the Independent Living Centre; Board member of the Medunsa Organisation for Disabled Entrepreneurs; and a member of the Detainees' Parents' Support Committee (Port Elizabeth) (1981-1987).

Jim Stanbury is a practicing transportation engineer with the Cape Town-based firm of consultants, ARCUS GIBB. He has been involved with many of the projects in South Africa that aim to improve the accessibility of public transport to Special Needs Passengers. In particular, he was involved with the introduction of the first low-floor buses into South Africa, the setting-up of Cape Town's Dial-a-Ride service and formulation of the South African Rail Commuter Corporation's policy.

Susan Stelzner, BA LLB (UCT), is head of the employment law department at Sonnenberg Hoffman Galombik. She has over seventeen years' experience in advising mainly corporate, but also individual clients and unions in all aspects of industrial relations and employment law. She is an experienced arbitrator and mediator and has acted as an assessor in the old Labour Appeal Court as well as an Acting Judge in the current Labour Court. As head of the labour department at SHG she strives continually to ensure that the level of service received by clients from all members of the department adds value in a cost-efficient way.

Leslie Swartz is a research director in the Child, Youth and Family Development research programme at the Human Sciences Research Council where he has established a disability studies programme. He is also Professor of Psychology at the University of Stellenbosch. Current projects include work on disability

and media issues for the SABC, co-editing a text on disability issues in South Africa, mapping of mental health research in developing countries, and convening the socio-behavioural working group of the South African AIDS Vaccine Initiative (SAAVI).

Caroline Taylor is part-time coordinator of Inclusive Education Western Cape, an NGO that promotes and supports the implementation of Inclusive Education via its resource centre and training programmes. Her background is in social science and community development and her interest in inclusive education grew through her personal experiences with her son who is now 20 and intellectually disabled. Ms Taylor was employed as co-ordinator of the Western Cape Forum for Intellectual Disability from 1993 to 1999, remaining a board-member until 2004. She was also a founder-member of the Western Cape Network on Disability.

Phillip Thompson is the Principal Member of IDC Consultants.

Mzolisi ka Toni is Secretary General of Disabled People South Africa. He was previously a Project Coordinator for World Vision and a Health Educator for SANTA, holds a Diploma in Social Development and is now working on his MPhil in Disability Studies. He worked on teams that developed the National Skills Act and the Disability Studies Masters Programme at UCT and the Integrated National Disability Strategy. Mzolisi is Deputy Chair of the National Skills Authority; Board Member of the Thabo Mbeki Development Trust and the Sedibeng Centre; an Executive Member of the African Federal Council on Disabilities; and Treasurer of the African Decade Secretariat.

John van de Rhee is Manager: BEE in the Provincial Government of the Western Cape.



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Bridget van der Merwe is the CEO of the Cape Town Association for the Physically Disabled (since 1998) and has been a member of many organisations in the disability sector, including the Western Cape Disability Network Transportation sub-committee; the Western Cape Provincial Office of the Association for the Physically Disabled; and the Western Cape Provincial NGO/Government Task Team. She is a social worker and educator by training, with a BA Honours in Social Work.

Herman van der Watt received a BA from the University of the Free State and a BD (Theology) at the University of Pretoria. In 1990 he became Manager: Outreach Programme for the City of Johannesburg – a first for any Local Government. This community-based Health Education Programme targeted youth, sex workers and the gay community received international recognition for its pioneering work. Herman then worked as Co-ordinator: Mental Health for the Johannesburg Metropolitan Council, and obtained certificates in HIV/AIDS Education and Counselling, Public Administration and Senior Public Health Management. In 1998 he relocated to Cape Town where he currently manages the HIV/AIDS Workplace Programme for the City of Cape Town.

Lisa Venter has worked for the Services SETA for 4 and half years, establishing the EAP and Disability department, and spearheading the unit standards for disability in the workplace through a consultative process with SAQA. Currently overseeing 700 learners with disabilities as part of the Services SETA drive to bring about Disability Economic Empowerment, she is also driving the establishment of a disability statutory body to ensure that DEE becomes a reality in South Africa and particularly in the Services Sector. Lisa has a medical science background and is currently completing her Law degree.

Anita Vosloo is the Director: Legislative Drafting, Branch Legal Services, in the Department of the Premier of the Western Cape. **Maryam Wannenburg** has been in the Protective Workshop Industry for 17 years and as a Training and Development Practitioner she has worked toward the transformation of the industry and the economic empowerment of people with disabilities. In 1997 she opened her own practice – M&M Unlocking Opportunities – providing research and consultative services to the field of disability. For the past four years she has served as an executive member for the Institute for the Promotion of Disabled Manpower (IPDM). As a person with disability, her passion for Human Rights has motivated her contributions to the field of disability by seeking solutions that translate legislative policies and procedures into practical implementations.

Michael Watermeyer is the Director of the Disability Unit at the University of Cape Town. The mandate of the Disability Unit is to provide support, services and advocacy for disabled students at UCT. In addition, the Disability Unit is involved in informing the transformation of the university to promote the greater inclusion and participation of people with disabilities at all levels. Michael has a BA LLB from the UCT and has a specific interest in law and human rights, particularly in the field of disability.

Joseph Williams has been the Disability Desk Co-ordinator for the City of Cape Town since 2000 where his responsibilities include Policy Formulation and Implementation Strategies, Internal Municipal Communication and Co-ordination of the Disability Sector. Previously he was the Manager of the SA Federal Council on Disability where he successfully negotiated the introduction of Dial-A-Ride accessible transport and served on the 1996

Olympic Bid Committee. As part of the 1984 Disability Movement he was elected a Committee Member at DPSA Congress in Durban and joined the DPSA Access Committee on accessible transport and built environment. He is a wheelchair basketball athlete and a National and Provincial gold medallist in weightlifting.

Bridget Woods (BA University of Natal, Post Graduate Certificate in Adult Learning UCT) has over eighteen years' experience in the field of change management, with special focus on learning in the workplace. She teaches and practices Appreciative Inquiry, in combination with other leading edge methodologies, in large group and leadership development processes for organisations, schools and non-profits. Bridget's interest in sustainable development has led to her involvement with a non-profit social transformation initiative for the City of Cape Town – "Imagine Cape Town" – in which the principles of AI are actively practiced.