

Cátedra
fundación personas

DISCAPACIDAD
Y FUTURO



First Meeting of the Advisory Board

University of Salamanca
July 1, 2026

Executive Summary

The first meeting of the Advisory Board marked the Chair's entry into a phase of strategic maturation. The session served to present the lines of work already underway, discuss their direction with experts, and gather input to establish future priorities.

The shared vision is clear: the Chair must maintain a broad mission while moving forward with well-defined priorities, social impact, scientific evidence, tangible knowledge transfer, and sustainable partnerships.



Key Conclusions

- The Chair has established itself as a bridge between the university, the social sector, government agencies, and society.
- Inclusive employment and quality of work life emerge as priority areas.
- Life plans, independent living, and personalized support must take center stage.
- Measuring outcomes and generating evidence are key to influencing services and policies.
- Communication, knowledge transfer, and partnerships will be crucial to expanding our impact.



Strategic Context

The Fundación Personas Chair: Disability and the Future stems from a partnership between Fundación Personas and the University of Salamanca, with support from INICO, as a permanent forum for collaboration in applied research, specialized training, and knowledge transfer in the field of disability.

Its mission is to bridge the gap between academic knowledge and professional practice to help improve the quality of life, inclusion, and full citizenship of people with disabilities.



Objectives of the session July 1, 2026

- Present the Chair's mission, vision, and lines of action.
- Share ongoing projects, particularly CAVIDLAB and AIVIDA.
- Gather input from the members of the Advisory Board.
- Identify strategic priorities for the next phase.
- Explore potential partnerships and avenues for technology transfer.



A plural Advisory Board to guide the Chair's strategic development

The Advisory Board of the Fundación Personas: Disability and the Future Chair is composed of leading figures from the academic, institutional, social, healthcare, judicial, and communications fields at both the national and international levels. Its structure reflects a commitment to incorporating expert and complementary perspectives to support the Chair's development, evaluate its lines of work, and provide insight into the main current and future challenges related to disability.





Advisory Board



**Mr. CARLOS
MARTÍN PÉREZ**

President,
Fundación
Personas



**Mr. JUAN MANUEL
CORCHADO RODRÍGUEZ**

Rector of the
University of
Salamanca



**Ms. ISABEL
BLANCO LLAMAS**

Second Vice President
of the Regional
Government of Castile
and León



**Mr. JESÚS
CELADA PÉREZ**

Special Ambassador
for Disability, Ministry
of Foreign Affairs of
the Government of
Spain



**Mr. ENRIQUE
CABERO MORÁN**

President, Economic
and Social Council of
Castile and León



**Mr. MAURICIO
MUÑOZ FERNÁNDEZ**

Delegate for Disability,
General Council of the
Judiciary of Castile and
León



**Mr. MIGUEL
ÁNGEL VERDUGO**

Professor and
Professor Emeritus,
University of
Salamanca. Founder
of INICO.



**Mr. RAMÓN
NOVELL ALSINA**

Head of the
Intellectual Disability
Services, Girona
Health Care Institute



**Mr. CARLOS
AGANZO**

Journalist and
Director of the
Vocento Foundation



**Mr. MARC
J. TASSE**

Professor of
Psychology and
Psychiatry,
The Ohio State
University (USA)



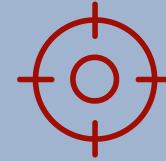
**Mr. MAGNUS
TIDEMAN**

Professor of Social
Work specializing in
disability · Halmstad
University (Sweden)

Major Consensus Points

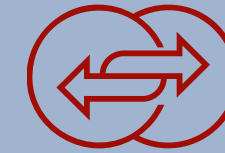
The contributions made allow us to identify a series of strategic points of consensus that guide the Chair's development.

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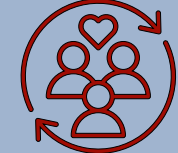
FOCUS WITHOUT COMPROMISING AMBITION

The Chair must maintain a broad mission but prioritize its objectives and make them measurable.



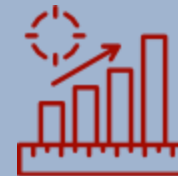
TRANSFORMING KNOWLEDGE INTO IMPACT

Research must translate into support, training, policies, evaluation, and real improvements in services.



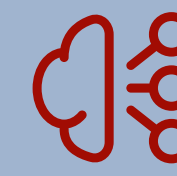
PRIORITIZE EMPLOYMENT AND QUALITY OF WORK LIFE

Inclusive employment is linked to autonomy, health, emotional well-being, inclusion, and life project.



MEASURE TO IMPROVE

The Chair must produce robust data, evaluation tools, and useful reports.



USING TECHNOLOGY WISELY

AI can support decision-making and life projects, but it must be applied ethically, with caution, and with a focus on the individual.



OPENING THE CHAIR TO SOCIETY

Knowledge transfer must reach professionals, families, the media, organizations, government agencies, and the general public.



Strategic Topics Addressed

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INSTITUTIONAL IDENTITY

A bridge between the university, the social sector, government agencies, and society.

EMPLOYMENT AND QUALITY OF WORK LIFE

A priority linked to autonomy, inclusion, ealth, and well-being.

LIFE PROJECTS AND PERSONALIZED SUPPORT

An approach centered on rights, citizenship, choice, and participation

DATA, MEASUREMENT, AND EVIDENCE

The need to evaluate outcomes and generate applicable knowledge.

MULTILEVEL TRAINING

Training for universities, vocational training programs, professionals, direct support staff, families, and the general public.

AI, TECHNOLOGY, AND INNOVATION

Tools designed to serve people, guided by ethical and realistic criteria.

RIGHTS, JUSTICE, AND ACCESSIBILITY

Easy-to-read materials, legal support, access to justice, and the UN Convention.

COMMUNICATION AND KNOWLEDGE TRANSFER

Comprehensible reports, media, open houses, and public awareness.

SUSTAINABLE PARTNERSHIPS

Castile and León Regional Government, universities, organizations, families, the justice system, the media, technology, and international networks

Flagship Projects

CAVIDLAB

Evidence-Based Quality of Work Life

CAVIDLAB was presented as a line of research aimed at developing and validating instruments to measure quality of work life in the social sector and sheltered employment.

- An accessible and participatory tool.
- A rights-based approach.
- Application to organizations and special centers of employment.
- Possible expansion to a national sample.

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Flagship Projects

AIVIDA

Artificial Intelligence supporting life projects

AIVIDA was introduced as an artificial intelligence-based platform to support the design and management of life projects for people with disabilities, people with mental illness, and older adults.

- Decision-making support.
- Collaborative management of relevant information.
- Generation of shared knowledge among organizations.
- Technology as a support, not a substitute for personal support.



Contributions by participant



MR. CARLOS MARTÍN PÉREZ

Highlighted the achievements of Fundación Personas as a family-oriented, diverse, and pioneering network in the field of employment, and reaffirmed its collaboration with the Regional Government and the University.

key point



Social experience, employment, and institutional continuity.



MR. JUAN MANUEL CORCHADO RODRÍGUEZ

Advocated for an open, practical, and transferable university, capable of connecting science, professional practice, technology, inclusive employment, and quality of work life.

key point



Transfer of university knowledge to society



MS. ISABEL BLANCO LLAMAS

Emphasized the value of the Chair as a meeting point for policies and projects. She highlighted employment, independent living, housing, easy-to-read materials, innovation, deinstitutionalization, and rural areas.

key point



Connection with public policies and regional challenges.



MR. DANIEL CLAVERO

He presented AVIDA and the International Forum of Chairs as strategic initiatives to develop tools, share knowledge, and build networks.

key point



Applied innovation and collaboration.



MS. CRISTINA JENARO RÍO

She presented the mission, vision, and core pillars of the Chair: training, research, and knowledge transfer. She discussed work on quality of work life and its potential national application.

key point



Scientific and methodological structure of the Chair



MR. MAGNUS TIDEMAN

He emphasized the need for more evidence, high-quality data, longitudinal studies, staff training, and analyses differentiated by type of disability, gender, age, and support services.

key point



Comparative evidence and an international perspective.



MR. MARC J. TASSÉ

He highlighted the importance of systematically measuring outcomes and assessing the impact of employment on various dimensions of quality of life, health, independence, and inclusion.

key point



Impact assessment and measurable outcomes

Contributions by participant



MR. CARLOS AGANZO

Highlighted the need for a communication plan featuring understandable reports, appropriate language, media outreach, open houses, awards, and a public presence.

key point



Strategic communication and social impact.



MR. MIGUEL ÁNGEL
VERDUGO ALONSO

Advocated a systemic approach, emphasizing personal support, families, professional values, outcome assessment, and replicable models.

key point



Systemic approach and support-based models.



MR. RAMON NOVELL ALSINA

Offered a social and health care perspective focused on coordination, training in managing concerning behaviors, and care for individuals with significant support needs.

key point



Health, intensive support, and translation into practice.



MR. ENRIQUE CABERO MORÁN

Emphasized the Chair's role in transferring knowledge to the political, judicial, academic, and social spheres. He proposed strengthening training, outreach, and partnerships.

key point



Institutional transfer and public culture.



MR. MAURICIO MUÑOZ
FERNÁNDEZ

Pointed out the importance of defining the Chair's unique value proposition and of working on legal support, easy-to-read materials, access to justice, notary services, and banking institutions.

key point



Rights, justice, and legal accessibility.



MR. JESÚS CELADA PÉREZ

Proposed three areas of focus: the UN Convention, training, and employment, with a focus on women with disabilities, rural communities, mental health, and ASD.

key point



A rights-based approach and a focus on the most disadvantaged groups

Cross-cutting analysis

Recurring themes

- The Chair must organize its goals into measurable priorities.
- Evidence must guide action.
- Employment is a driver of inclusion and quality of life.
- AI should be a supporting tool, not the central focus.
- Knowledge transfer requires clear communication and a public presence.
- Partnerships will form the infrastructure of the project.

The Chair's Distinctive Strengths

DIRECT SOCIAL EXPERIENCE

Fundación Personas contributes applied knowledge, a local presence, a track record in employment, and ties to families.

ACADEMIC AND SCIENTIFIC RIGOR

The University of Salamanca and INICO provide research, methodology, and the capacity for knowledge transfer.

PLURAL ADVISORY BOARD

The diversity of profiles allows for the integration of institutional, legal, health, social, communication, and international perspectives.

PROJECTS ALREADY UNDERWAY

CAVIDLAB and AIVIDA enable the transition from reflection to action.



Strategic Recommendations

SHORT TERM

- Define a roadmap of priorities for 2026–2027.
- Launch a communication and knowledge transfer plan.
- Consolidate CAVIDLAB as a visible scientific asset.
- Define AIVIDA's operational governance.
- Submit an executive summary document to the Council.

MEDIUM TERM

- Create thematic working groups.
- Design a multi-level training program.
- Promote brief reports on applied evidence.
- Explore partnerships with the justice system, notaries, CERMI, universities, and international networks.
- Prepare the International Forum of Disability Chairs.

SHORT TERM

- Position the Chair as a leader in disability, evidence, and social innovation.
- Develop exportable models.
- Influence public policy through applied evidence.
- Consolidate a stable network among universities, the social sector, and government.
- Contribute to a public culture surrounding disability and the future.



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Research today to transform tomorrow.

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**CAJA RURAL
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