



Women's Disability Leadership, Inclusion & Advocacy Series

***Welcomes You to Our
Empowerment Training for Latinas
with Disabilities***

¡Bienvenido!

www.RespectAbility.org

Allilsa Fernandez is the Founder and Former President of Peer Mental Health Alliance, a student organization at Stony Brook University that helps raise Awareness on mental health. She sits on the advisory board for **DREAM: Disability Rights, Education, Activism, and Mentoring**, which is a national organization run for and by college students with disabilities.



Self-Expression Graffiti Wall



Quote from Selena Gomez, who lives with a disability



“Always be yourself, there's no one better!”

“You have every right to a beautiful life.”

“Being yourself is all it takes!”

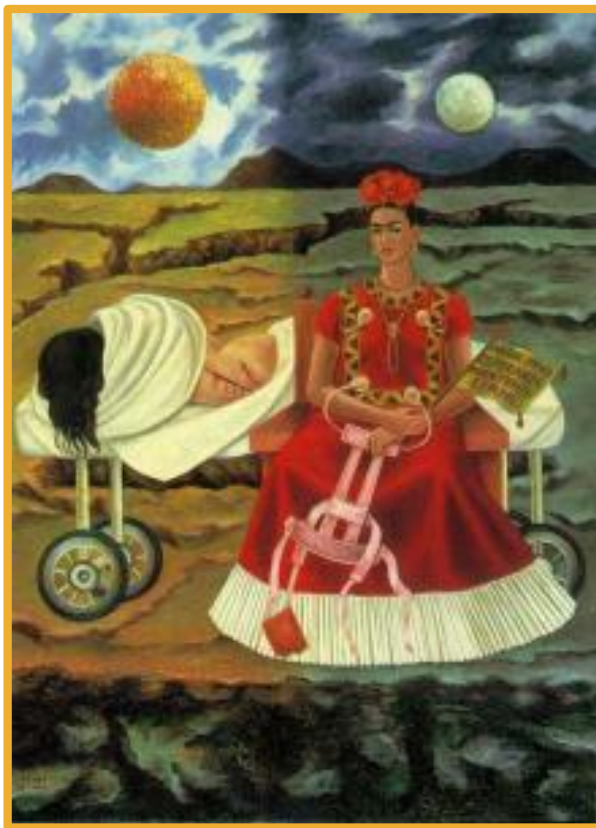
Notable Latinas who live(d) with disabilities



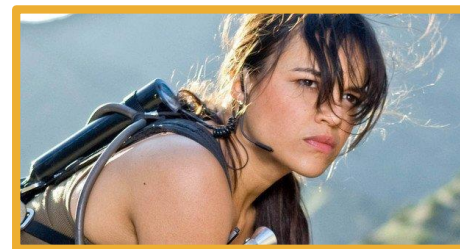
Salma Hayek,
Actress,
Dyslexia



Kathy Martinez,
Sr. VP, Wells
Fargo Bank;
former Assistant
US Secretary of
Labor Office of
Disability,
Employment,
and Policy; Blind



Frida Kahlo, Artist,
Polio and Chronic Pain
due to accident



Michelle Rodriguez,
Actress, ADD



Demi Lovato,
Singer, Bipolar
Disorder



Cristina Sanz, Actress,
Downs Syndrome

TODAY WE AIM TO DELIVER TOOLS,
EMPOWERING YOU TO:

- ***TAKE CHARGE*** OF YOUR SELF-ADVOCACY
- ***TAKE ACTION*** GETTING INVOLVED IN NYC'S CIVIC LIFE
(IN THE LATINX &/OR GENERAL COMMUNITY); AND,
- ***TAKE HOME*** NEW EXPERIENCES, NEW CONNECTIONS,
NEW RESOURCES.

Please note that any views expressed by today's speakers are solely in a personal capacity and are not intended to represent the views of their companies, organizations or RespectAbility; or to be taken as legal or medical counsel.

**We wish to express our profound thanks to our generous hosts
here at Guttman Community College!**

And to these organizations for their collaboration:

Hunter College	Includenyc
Girls for Gender Equity	Latin Women in Action
Loisaida	Mano a mano
Masa	Sinergia
Consulado General del Ecuador en New York	
Consulado General del Mexico en New York	
L.O.V.E. (Latinas On the Verge of Excellence) Mentoring	

*Thank you to the New York Women's Foundation and the
Coca-Cola Foundation for its direct support for this effort ...*

¡Gracias!

Elizabeth Jones is the Manager of Partnerships for RespectAbility. Born in Honduras, she is a lifelong advocate for people with disabilities, and ensures smooth operations of the office, expanding RespectAbility's impact for people with disabilities. Elizabeth enjoys watching *telenovelas* and *Cold Mango on a Hot Day*.



Amanda Lopez

Singer/Actress

Amanda Lopez, a Cuban-American performer, was born with Latin rhythm in her blood. She has been dancing and singing forever. Amanda earned a degree in musical theater at The Boston Conservatory. Amanda resides in NYC; performs with the off-Broadway musical **Addy & Uno** – the first family musical about disability; and is represented by Daniel Hoff Agency.



By Helen Reddy and Ray Burton, 1972

Lyrics adapted by Debbie Fink, 2019

SUNG BY AMANDA LOPEZ, WITH REBECCA MULLER, GUITARIST

I am woman hear me roar in numbers too big to ignore

And I know too much to go back and pretend

‘Cause I've heard it all before

And I've been down there on the floor

No one's ever gonna keep me down again

Oh yes, I am wise but it's wisdom born of pain

Yes, I've paid the price. But look how much I gained

If I have to, I can do many things

I am strong (Strong)

I am invincible (Invincible)

I am woman

You can bend but never break us
‘Cause it only serves to make us
More determined to achieve our final goal

And we come back even stronger
Not novices any longer
Cause you've deepened the conviction in our soul

Oh yes, we are wise
But it's wisdom born of pain
Yes, we've paid the price but look how much we gained
If we have to, we can do anything
We are strong (Strong)
We are invincible (Invincible)
We are woman

Somos mujeres, watch us grow
See us moving to and fro
As we spread our lovin' arms across the land
But we're still an embryo
With a long long way to go
*Until we make all **ableists** understand*
Oh yes, we are wise
But its wisdom born of pain
Yes, we've paid the price
But look how much we gained
If we have to, we can face anything
We are strong (*Strong!*)
We are invincible (*Invincible!*)
We are Latinas (*Latinas!*)
We are woman!

Debbie Fink is the Director of Community Outreach and Impact for RespectAbility, and is responsible for the *Women's Disability Leadership, Inclusion & Advocacy Series*.



Having spent two years immersed in Argentinian culture, she enjoys its zest for life, *la música y la danza, asado, y dulce de leche!*

KEYNOTE SPEAKER: Carol Robles-Román, Esq.

***Latinas with Disabilities:
The Convergence of Women's Rights,
Disability Rights,
and Civil Rights in the Latinx Community***

With

Carol Robles-Román, Esq.

General Counsel and Dean of Faculty at Hunter College
Former NYC Deputy Mayor

Living a Life of Leadership: Carol Robles-Román

Carol Robles-Román is Chief Legal Counsel and Dean of Faculty at Hunter College. Carol is also Secretary of the ERA Coalition/Fund for Women's Equality; was CEO & President of Legal Momentum, where she spearheaded equal rights for women and girls, and was Deputy Mayor to NYC Mayor Michael Bloomberg for 12 years.



Living a Life of Leadership-2: Carol Robles-Román



*Preguntas **y** respuestas*

“The Impossible Dream”

lyrics-1

Lyrics by Joe Darion; music by Mitchell Leigh

Lyrics adapted by Debbie Fink, 2019

SUNG BY AMANDA LOPEZ, WITH REBECCA MULLER, GUITARIST

To dream the impossible dream
To fight the unbeatable foe
To bear with unbearable sorrow
To run where the brave dare not go
To right the unrightable wrong
To love pure and chaste from afar
To try when your arms are too weary
To reach the unreachable star

This is my quest,
to follow that star
No matter how hopeless,
no matter how far
To fight for the right
Without question or pause
To be willing to march
Into hell for a heavenly cause

“The Impossible Dream”

lyrics-2

And I know if I'll only be true
To this glorious quest
That my heart will lay peaceful and calm
When I'm laid to my rest
And the world will be better for this.

That one woman scorned and covered with scars
Still strove with her last ounce of courage
To reach the unreachable star

Allisa Fernandez is the Founder and Former President of Peer Mental Health Alliance, a student organization at Stony Brook University that helps raise Awareness on mental health. She sits on the advisory board for **DREAM: Disability Rights, Education, Activism, and Mentoring**, which is a national organization run for and by college students with disabilities.



Living a Life of Leadership: Addressing Mental Health

Shirley Leyro, PhD, is an Assistant Professor of Criminal Justice at CUNY's Borough of Manhattan Community College. Dr. Leyro is a certified Mental Health First Aid instructor, conducting trainings within CUNY as well as for local community organizations. A critical criminologist, her research focuses on deportation effects. She is also part of the campaign: [#thisiswhataprofessorlookslike](#).



Living a Life of Leadership: Addressing Mental Health-2

THE VALUE OF CRISIS INTERVENTION

- Mental health problems are common
- Stigma is associated with mental health problems
- Many people are not well informed
- Professional help is not always on hand
- People often do not know how to respond
- People with mental health problems often do not seek help

Living a Life of Leadership: Addressing Mental Health-3

IT IS ALL ONE BODY

- Some folks tend to pay more attention to—and seek treatment for—physical ailments, but do not do the same for their mental wellbeing.
- Yet, mental illnesses can be more disabling than many chronic physical illnesses. **For example:**
 - *Moderate depression is similar to the impact from relapsing multiple sclerosis, severe asthma, or chronic hepatitis B.*
 - *Severe depression is comparable to the disability that comes with quadriplegia.*

Living a Life of Leadership: Addressing Mental Health-4

LATINAS AND MENTAL HEALTH

CDC (2017):

- Almost 1 in 2 (48%) Latinx high school girls have felt persistently sad or hopeless within the past year
- More than 1 in 5 (22%) have seriously considered suicide within the past year
- 1 in 10 having made attempts.

Living a Life of Leadership: Addressing Mental Health-5

LATINAS AND MENTAL HEALTH

CDC (2017):

- For queer Latina girls: 64% have felt persistently sad or hopeless
- Nearly 1 in 2 (48%) have seriously considered suicide
- 1 in 4 have attempted suicide within the past year alone

Living a Life of Leadership: Addressing Mental Health-6

MICRO-AGGRESSIONS:

Even well-intended people (teachers, parents and peers) may say or do things that are actually micro aggressions. They may not understand why the student gets upset, angry, or avoidant by their attempts to “help.” It’s important for all of us to find better ways of interacting and communicating. We might be part of their problem. ... So whose problem is their mental illness, really?



Vivian Bass has dedicated her career as an advocate for people with disabilities worldwide, including a presentation at The World Congress on Disabilities. She serves on RespectAbility's executive committee; as Chair of the international JWI; and is CEO Emeritus of The Jewish Foundation for Group Homes.



Living a Life of Leadership: Self-Advocacy and Racial Bias

Kaliris Salas-Ramirez, PhD is an adjunct Assistant Professor in the Dept. of Psychology at Hunter College, CUNY and an Ass't Medical Professor at CUNY's School of Medicine, where she runs research studies. Kaliris was recently awarded the Faculty Service Award for the CCNY Alumni Association. Kaliris is facilitating a discussion on *Self-Advocacy and Racial Bias*.



Living a Life of Leadership: Self-Advocacy and Benefits

Crystal Vazquez, M.P.A., M.S., is the Associate Director of AccessABILITY Services and Women's Resources Services Specialist at Guttman Community College. Crystal holds an M.P.A. and has extensive leadership experience in higher education. Crystal is facilitating a discussion on *Self-Advocacy and Housing and Benefits*.



Living a Life of Leadership: Self-Advocacy at Work

Self-Advocacy at Work

Fireside Chat with:

Clarissa Ramos-Cafarelli

Managing Director,

Global Head of Corporate Employee Relations

JP Morgan Chase

by:

Jessica Palacios

Vice President, Human Resources Business Partner

BlackRock

Living a Life of Leadership: Self-Advocacy at Work-2

Jessica Palacios is an HR Business Partner supporting the Aladdin Product Group (APG) at BlackRock. Jessica works closely with executives to deliver a talent strategy that aligns with business workforce objectives. Jessica is on the volunteer board for the NY Chapter of the Association of Latino Professionals for America (ALPFA) and the Hispanic Scholarship Fund (HSF).



Living a Life of Leadership: Self-Advocacy at Work-3

Clarissa Ramos-Cafarelli is a Managing Director and Global Head of Corporate Employee Relations at JPMorgan Chase. In this role, Clarissa leads a team of Employee Relations professionals who support employees, managers, and HR colleagues in addressing sensitive workplace issues, HR Policies, and enabling initiatives. Clarissa is a member of the Hispanic Executive Forum.



Living a Life of Leadership: Self-Advocacy at Work-4

IF ...

WHY?

HOW?

WHEN?

WITH WHOM?

WHAT ...

... can be shared by HR?

SI ...

¿POR QUÉ?

¿CÓMO?

¿CUANDO?

¿CON QUIEN?

¿QUÉ ...

... puede ser compartido por HR?

Lyrics by Catalina * Music by Monsieur Perine

SUNG BY AMANDA LOPEZ, WITH REBECCA MULLER, GUITARIST

Hoy me levanté en otro lugar

Today I woke up in another place

siento ansiedad, la necesidad de
contar quién soy

I feel the eagerness, the desire to tell
who I am

para no morir, para no olvidar
que la vida es un pequeño soplo de
libertad

So as not to die, to not forget that
life is a little breath of freedom

Hoy seré canción, volaré detrás
de las coplas del trovador del
campo y de la ciudad

Today I will be song, I will fly
behind the verses of a juglar of
the country and the city

Para no morir, To not die

Para no olvidar, To not forget

Que dolor existe y con amor lo
voy a curar

that pain exists and I will heal it
with love.

“Mi Libertad”

lyrics-2 (Chorus)

*Yo soy una aventurera,
I am an adventuress
Una madrugada en soledad,
a dawn in solitude
Soy una guitarra que canta al viento
I am a guitar that sings to the wind
Una cordillera que llega al mar
A mountain range that reaches the sea
Por mis venas corre fuego,
Through my veins runs fire
Mis ojos brillan en la oscuridad,
My eyes shine in the dark
Y mi voz hambrienta no tiene miedo
And my hungry voice has no fear
De cantar por siempre mi libertad!
of singing forever my freedom!*

“Mi Libertad”

lyrics-3

Hoy te llevaré hacia el
interior

Today I will take you inside

De mis sentimientos al lado
oculto del corazón

From my feelings to the
hidden side of the heart

Para no morir, para no
olvidar

Not to die, not to forget

Que somos del tiempo,
polvo del viento, suerte
fugaz

That we are of time, dust of
the wind, fleeting luck

Yo soy una aventurera,

I am an adventuress

Una madrugada en soledad,

a dawn in solitude

Soy una guitarra que canta al viento

I am a guitar that sings to the wind

Una cordillera que llega al mar

A mountain range that arrives at sea

Por mis venas corre fuego,

Through my veins runs fire

Mis ojos brillan en la oscuridad,

My eyes shine in the dark

Y mi voz hambrienta no tiene miedo, no

And my hungry voice has no fear, no

De cantar por siempre mi libertad!

of singing forever my freedom!

JOIN US in DC on July 22nd! Annual Capitol Hill Summit

From Washington to Hollywood and Beyond

The Future of Americans with Disabilities

respect
ability
FIGHTING STIGMAS. ADVANCING OPPORTUNITIES.



MONDAY, JULY 22nd, Washington, D.C.: www.respectability.org/2018/11/2019-dc-summit/

**Thank you, virtual attendees,
for your participation –
stay in touch with us!**

***Respectfully,*
Debbie Fink**

Director, Community Outreach & Impact

DebbieF@RespectAbility.org

11333 Woodglenn Drive, Suite 102

Rockville, MD 20852

Office: (202) 517-6272

www.RespectAbility.org

I AM ME Exercise Examples

I AM...

- ❖ I AM Responsible.
- ❖ I AM an Atheist
(or a religion).
- ❖ I AM nervous.
- ❖ I AM funny.
- ❖ I AM Latina
(or other ethnicity).
- ❖ I AM outspoken.
- ❖ I AM happy.
- ❖ I AM competitive
(or other sport or
talent).
- ❖ I AM loveable!

I HAVE...

- ❖ I HAVE a pet
(name kind of pet).
- ❖ I HAVE a disability.
- ❖ I HAVE a supportive
family.
- ❖ I HAVE a home.
- ❖ I HAVE brown eyes
(or other feature).
- ❖ I HAVE one best
friend.
- ❖ I HAVE positivity.
- ❖ I HAVE a big heart.

I BRING...

- ❖ I BRING enthusiasm.
- ❖ I BRING experience.
- ❖ I BRING leadership.
- ❖ I BRING love.
- ❖ I BRING compassion.
- ❖ I BRING humor.
- ❖ I BRING creativity.
- ❖ I BRING computer
skills (or other skills).
- ❖ I BRING strength.

I AM ME Exercise Examples (cont.)

I NEED...

- ❖ I NEED moral support.
- ❖ I NEED a sense of humor.
- ❖ I NEED a friend (or family member).
- ❖ I NEED to live a healthy lifestyle.
- ❖ I NEED to be patient.
- ❖ I NEED leadership skills.
- ❖ I NEED courage.
- ❖ I NEED writing skills. (or any other kind of skill).
- ❖ I NEED independence.
- ❖ I NEED love.

I SEEK...

- ❖ I SEEK companionship.
- ❖ I SEEK employment.
- ❖ I SEEK independence.
- ❖ I SEEK positivity.
- ❖ I SEEK mentorship.
- ❖ I SEEK teamwork.
- ❖ I SEEK routine.
- ❖ I SEEK community.
- ❖ I SEEK happiness.
- ❖ I SEEK inclusion.

My Elevator Pitch Template

Hi! My name is _____.

I am _____ and _____.
(Choose from the list of "I Am") (Choose from the list of "I Am")

I am looking to / for an opportunity to _____.
(Circle One) (Choose from the list of "I Seek")

I have _____ and _____.
(Choose from the list of "I Have") (Choose from the list of "I Have")

I bring _____ and _____.
(Choose from the list of "I Bring") (Choose from the list of "I Bring")

I welcome the chance to talk to you more about _____.
(Choose from the list of "I Seek")

I really think we could work together to _____!
(make the world a better, more inclusive place for all!)

Small Group Sessions:

Pick 3 out of 5!

- ***Conversations with Carol*** (Carol Robles-Román, Esq.)
- ***Self-Advocacy and the Workplace*** (Clarissa Ramos-Cafarelli and Jessica Palacios)
- ***Self-Advocacy and Mental Health*** (Shirley Leyro, PhD)
- ***Self-Advocacy and Racial Bias*** (Kaliras Salas-Ramirez, PhD)
- ***Self-Advocacy and Housing and Benefits*** (Crystal Vazquez)

➤ ***For Men-as-Allies*** (Facilitator: Kris Robinson)

Taking Action! Get Involved in NYC's Civic Life!

NYC Needs YOU!!!

Want to register to vote?

Visit DemocracyNYC.org

Want to volunteer after today?

Visit Table / talk to Kris

Want to leave with Community Resources?

Materials are waiting for you at our Resource Table!

Taking Action! Get Involved in NYC's Civic Life! 2

Navigating the System for People with Developmental Disabilities YAI.org



Wed, May 22, 2019 - 10:00 am-12:00 pm (EST)

Closing (Meaningful) Fun!

- **Survey**
- **Self-Expression Graffiti Wall-Webbing**
- **Group Photo and**

Farewell . . .

Stay in touch!

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