



# ANNUAL REPORT

# 2020



CONFE transparency

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## INTRODUCCIÓN

CONFE is a non-profit institution that defends the rights of People with Intellectual Disabilities (PcDI) and works to achieve inclusion and a full family, work and social life, achieving national and international recognition. Founded in 1979, it currently confederates 114 organizations in 29 states of the country and is made up of qualified human capital, spacious and modern facilities with the capacity to serve babies, boys and girls from 45 days old to 6 years old and young people and older adults to from 15 years old, with a Network of allies and with programs that have benefited more than one million PcDI and their families.

**Mission:** To contribute to achieving a more dignified and fair quality of life for the PcDI, promoting their full inclusion in society and the environment.

**Vision:** CONFE will be a sustainable organization in a society in which the PcDI are recognized and respected as citizens in full exercise of their rights, and that they and their families participate with equity and equal opportunities in all areas of community life.

### Values:



#### Respect

We recognize, honor and defend human rights.



#### Equality

We want everyone to have the same opportunities.



#### Honor

We defend human dignity as an inherent value of each person.



#### Solidarity

We consider the needs of people with disabilities and their families a priority.



#### Justice

We recognize and promote inclusion as a right.



The health emergency we have faced since 2020 denoted **CONFÉ's ability to thrive in complex times.** The responsibility of continuing the work forged through 42 years of existence encouraged collaborators, managers, teachers, board, council, families and people with intellectual disabilities, as well as the organizations of the Network to work in synergy and face it with commitment, insight and innovation.

**CONFÉ in this very complex year proved to be "anti-fragile" since, in the face of stress and uncertainty, it maintained its mission and transformed its services, achieving growth and multiplying its impact on society.**

**In 2020, 471 PcDI benefited directly, with a direct impact on 1,413 families. More than 30,000 people were made aware of various inclusion issues through webinars and social media.**



# EVOLUTION AND TALENT DEVELOPMENT

CONFЕ, in accordance with its corporate purpose of carrying out actions aimed at increasing the social competencies and patrimonial capacities of the PcDI with limited resources and their families to achieve their full inclusion in society, carries out the following programs:



## Early Intervention

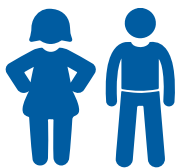


Before March **15**, **560 face-to-face therapies** were given in the multisensory room. During the pandemic, activities changed, working with **82 boys and girls in 8,572 online sessions of early intervention, 3,044 of speech therapies, and telephone support was granted to 69 families.** This implies that each child was given at least **3 hours a week of therapy.**

El The monitoring of children is essential for their care, therefore, **207 Child Development Assessment (EDI) tests were applied.**

The health situation prompted the collaborators to generate new tools to maintain contact and, in the search for communication bridges, 74 educational videos were produced for the #CONFЕteAcompañaEnLínea campaign that became a memory and legacy of the daily work for the training of children and girls, youth and their families.

## Life formation



The **CONFÉ Care Model** promotes family, educational and labor inclusion of PcDI to society, through the training of productive citizens, which translates into a more just and inclusive society. One of the routes to promote inclusion is through training workshops given to PcDI and their families. In this year, topics such as:

### Workshops given in early intervention: 5



- Workshop for parents of children and babies on the subject of child sexuality and prevention of sexual abuse.
- The role of families in the sexual education of the person with intellectual disability.
- Crisis in the face of the pandemic.
- Behaviors of the movement in initial education.
- Week of emotions, closing cycles in 2020.

### Workshops given to scholars and their families: 7



- Self-determination workshop on assertive communication (4 sessions).
- Self-determination workshop on self-knowledge (6 sessions).
- Self-employment program (30 sessions).
- Independent living program (25 sessions).
- Workshop on the rights of the convention.
- Sexuality education and contraceptive methods.
- Preparation for employment of job inclusion candidates.



### Workshops given to parents: 3

- Workshops about work inclusion process

## Training



The activities aimed at developing skills for inclusion in the workplace, education and the community of scholarship recipients, allow them to learn to develop products, obtain skills and work habits and thus have the possibility of joining a job, raising the level of quality of life and finally the possibility to have an independent life; These activities had to adjust abruptly to the new reality. New unknown technologies were integrated by collaborators, scholarship holders and families in an adaptation process with constant accompaniment. **The impact of these actions increased in scope in 2020 to PcDI and their families.**

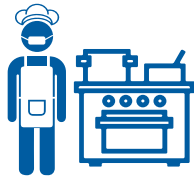


**27 people**

Bakery workshop

**29%**

Increase 2020



**25 people**

Kitchen workshop

**79%**

Increase 2020

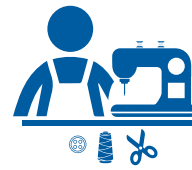


**32 people**

Garden workshop

**26%**

Increase 2020



**24 people**

Sewing workshop

**41%**

Increase 2020



**22 people**

Janitor workshop

**5%**

Increase 2020

**TOTAL/ AVERAGE**

**People: 130**

**Increase 2020: 35%**

### \*Compared to the previous year

Achieving this transformation implied a shared effort between families, collaborators, teachers and scholarship holders, for which actions were carried out to maintain permanent and effective accompaniment:

- **547 virtual meetings** for individual accompaniment
- **160 meetings** with scholarship holders about their life project
- **130 telephone** interviews with families of scholarship recipients to detect needs
- **15 meetings** with teachers on the CONFE model
- **10 meetings** with families of scholarship recipients to monitor the life project

In these, topics such as ways of parenting, toilet training, behavior management, discipline were addressed, and the expectations and dreams of each family were analyzed.

**We worked with 130 CONFE scholarship recipients and 69 families in various projects, which implies an impact on 2,700 people in total.**



**The Technical Sheets are a unique instrument of the CONFE** care model for personalized support plans that will help the person achieve their desired future by exposing the interests of the person with intellectual disabilities, their tastes, talents, values and goals for a project of life.

We worked **with 94 scholarship recipients and their families** preparing the files that reflect the support needs, the expectations of their future, the opinion of the professionals and the results of the skills and self-determination scales.

**Well-being includes recreational activities** that promote a sense of community, especially in confinement, supporting integral development, which is why **more than 138 dance classes, 89 art and 42 physical education classes are taught virtually, which benefited more than 300 people.**

**Social integration is essential** for a quality of life, so on **42 Fridays**, leisure and **recreation activities** were carried out that promoted coexistence between scholarship holders, young people in labor inclusion and organizations of the CONFE Network or whose social project is related to PcDI.

It should be noted that these activities are maintained on the CONFE YouTube channel for the benefit of society in general, they were transmitted through the channel, **which has increased the number of subscribers 3 times, going from 203 in 2019 to 842 in 2020.**



## Work Agency



A society in which PcDI are recognized and respected as citizens with full exercise of their rights is a vision that CONFE crystallizes through labor inclusion: diversity in companies is one of the catalysts for transformation, the construction of a world in where **normal is normal treatment.**

The socio-economic conditions derived from the pandemic created a complex environment for labor inclusion and professional development of the PcDI, **for which the development of autonomy skills, interpersonal relationships and work was contributed in 11 virtual meetings with 46 scholarship recipients. and their families.**

**Additionally, 13 CONFE graduates** were included in new positions and 201 graduates kept their jobs and collaborated with **70 companies on awareness raising issues.**



The labor scene in Mexico encouraged the promotion and encouragement of PcDI for independent living through the selfemployment scheme; Thus, in September, two scholarship recipients started their businesses in gardening and costume jewelry.

The PcDI graduates of CONFE are fundamental to promote inclusion in companies and the community, modifying prejudices and sensitizing all the people around them. The impact generated in the social fabric by a person who joins the workplace is:

- In direct family: **4 people**
- In the indirect family: **15 people**
- In your community: **12 people**
- In the company: **80 average people**

**In 2020, 13 people were included, which impacted 5,572 people**

## Inclusion to the Community

Inclusion is more than being present in community settings, it is participating, obtaining a sense of belonging and contributing to the community with dignified treatment, for which **the CONFE Attention Model worked in 2 areas:**

- **With the person**, promoting the development of skills and supports that allow them to function better in their community and achieve a desired future.
- **With its closest** surroundings, to guarantee that the PcDI receives a dignified treatment with its family and its closest community.



**We live in a country full of needs and talents, which includes the PcDI**, so in the first months of the year, the scholarship recipients performed voluntary service attending 2 nursing homes to live together and support hygiene within the CONFE I help my community project.



### Compliance with CONFE's 2019-2019 Strategic Planning. Strategic line 1: Operational Excellence.

#### Compliance with the Sustainable Development Goals:

4 EDUCACIÓN DE CALIDAD



#### Quality education:

To ensure inclusive and equitable quality education and promote learning opportunities for everyone

8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO



#### Decent Work and Economic Growth:

To promote sustained, inclusive and sustainable economic growth, full employment and decent work for all.

5 IGUALDAD DE GÉNERO



#### Gender equality:

To achieve gender equality and empower all women and girls.

10 REDUCCIÓN DE LAS DESIGUALDADES



#### Reduction of Inequalities:

Reduce inequality within and between countries.

## Psychological service



The emotional, social and economic well-being of scholarship recipients and their families was affected by the conditions experienced during the pandemic, which is why **more than 400 care** were granted that contributed to their resilience in the face of the health emergency. Personalized attention was provided to **50 people** for special cases.

Having a person to talk to is important for mental health and individual well-being, in the **# CONFÉteacompañaelínea** strategy, **1,425 calls** from PcDI and their families were answered in which doubts were resolved and information was provided.

**200 requests** for information about the services provided by CONFÉ were answered, of which **50 interviews** were carried out for the admission of **33 new scholarship holders** and **10 families** were channeled to enter other institutions. **35%** of the consultations were for training, **15%** for early intervention and **50%** were channeled to other institutions.

## Health Services



Several health campaigns were carried out such as: correct use of face masks, use of antibacterial gel, hand washing, personal hygiene, and **50 people** were also vaccinated for influenza.

All the collaborators were trained in the **IMSS courses** that certify that they have the necessary information for a safe return and personal self-care management in the face of the possibility of contagion. The information and invitation to these courses was extended to each of the families of CONFÉ scholars and graduates, as well as to the **114 associations** that make up the CONFÉ Network.

Young people from labor inclusion organized the “CONFÉ SE CUIDA” Campaign to promote the use of face masks and six young people produced a video for the Communication Council in their campaign on the correct use of face masks.

## Food safety



With the support of **CEMEFI** and **Movimiento Cinco Cien Cinco**, CONFE provided food pantries for 299 families during the year.



- As members of **CEMEFI**, we were one of the institutions benefited by this Fund created by CEMEFI, ALIARSE and UNIRED to support families that have lost their source of income due to COVID19. The support received benefited **40 families for three months with \$ 2,500.00** for the purchase of **products from the basic basket**.
- Thanks to the **Five Hundred Five Movement** and the contribution of **Kolhmann Banquets**, **543 food pantries** were obtained for CONFE fellows, integrated and babies and their families, which, derived from unemployment due to the pandemic, were of great help.
- With this, it **was possible to impact 146 families with 304 food** pantries in a first installment and in a second installment in December, **113 families with 128 pantries**. **With 111 food** pantries to be delivered at the beginning of 2021 and maintain support for families with the greatest needs.



In accordance with the Strategic Planning 2019-2019 of CONFE.  
Strategic line 1: Operational Excellence.

Compliance with the Sustainable Development Goals:

**3** SALUD  
Y BIENESTAR



**Health and Wellness:**

To ensure healthy lives and promote well-being for all at all ages.

**4** EDUCACIÓN  
DE CALIDAD



**Quality Education:**

To ensure inclusive and equitable quality education and promote learning opportunities for everyone.



CONFE creates synergy between legal entities whose social purpose is the attention of PcDI, by maintaining and fostering national and international alliances, as well as providing technical and economic support to strengthen the organizations that make up the network, thus increasing the impact of the actions that are carried out.

## Associative Movement



In the CONFE National Meeting of Organizations for Disability that is held every year in Mexico City, 110 attendees from 59 CONFE organizations from 19 states participated. Travel support was provided to 45 organizations all over Mexico.

At the National Meeting, the representatives of the organizations were trained on the rights of PcDI and learned about the 2020 work plan, where they highlighted the campaign of Dads raising for equality, the training of Early Intervention families, the Inclusive Education Campaign and training for women with intellectual disabilities.

The panorama generated by the pandemic for organizations and people working around the rights of PcDI increased the need to strengthen the collective identity, with a group action that sought damage management.

The relationship with the organizations of the network in 2020 became virtual, this change allowed a greater closeness between the associates, with 21 work meetings that strengthened the membership and recognition of the Network.

The meetings worked on different topics such as: the inclusion of PcDI in health measures, preparation for the return to the new normal, training and support for families and professionals with webinars, liaison with the government to promote inclusion from PcDI to health and education, experiences of good practices, report of actions of different organizations, among others.

Imagining innovative solutions in the face of changes in the environment is essential to face critical situations, for this the Training Committees (webinars), Liaison with Government Organizations and Institutional Resilience Committees were created that provided tools and support to the network organizations **with 44 Work meetings.**

Many dimensions of society are built with discourse; Therefore, it is essential to establish an inclusive social discourse to create a society where **normal is normal treatment.**

**During the pandemic, the opportunity to discuss intellectual disability was opened to a wider audience through social networks.**

**In 2020, 48 training webinars, 21 informative talks, 33 recreational activities and 7 videos were held for PcDI that promote emotional health.**

**30,186 people were impacted through alliances with 51 organizations in the network that contributed to the discourse on inclusion, rights and the work of the PcDI.**

The impact exceeded expectations: people from the **United States, Colombia, Bolivia, Argentina, Guatemala and Ecuador were reached.** The topics covered are as varied as the participants: health measures against COVID-19, inclusive education, language, down syndrome, mathematics, rights, sexuality, among many others.



## CONFÉ allies



A society in which PcDI are recognized and respected as citizens in full exercise of their rights is only possible if actors (people, groups or organizations) from different social spheres establish alliances based on common objectives and create bridges to achieve them jointly.

CONFÉ builds alliances through meetings, talks, events and work sessions, among others, with actors from all social spheres to move towards the fulfillment of the organizational vision. This year, 326 actors representing different areas of our society were held in dialogue.

Academy	8	2%
Donors	35	11%
Company	8	2%
Including organization CONFÉ	70	21%
Figure	9	3%
Government	33	10%
Collectives	9	3%
International	8	2%
Means	7	2%
Civil Society Organization	21	6%
Autonomous organism	4	1%
Network organization	114	35%
Total	326	100%

## Social change agents



The PcDI are agents of social change capable of giving a clear voice to inclusion and thus modifying the beliefs, prejudices and thoughts of individuals.

Training is a tool to empower self-advocates. In 2020 it was implemented in several areas:

- An induction to the National Board of Directors of two self-managers of CAPYS and CONFE was carried out, throughout the year they actively participated in the decisionmaking of CONFE's corporate governance.



- The “We, Women with Intellectual Disabilities” Program allowed them to develop skills and self-knowledge to defend their rights. 26 sessions were held in which 16 women from 8 organizations of the CDMX Network, State of Mexico, Querétaro and Puebla participated.

- 8 sessions of the group of self-advocates were held in alliance with Latin America Empower US, in which they were trained, shared experiences and generated ideas to facilitate the empowerment of PcDI, discussing topics such as: inclusive employment, sexuality and intellectual disability, closure of institutions and women with disabilities.

Thinking differently about inclusion implies that the PcDI dialogues and exposes in the exercise of its rights. **CONFE and the Network self-advocates participated in more than 11 national and international forums in 2020**, constantly changing their status referred to by others and empowering themselves as an active part of society.

- **Self-advocates of the network participated in work tables** of the National Human Rights Commission (CNDH) on mental health.
- **A self-advocate collaborated in the working group “Violence against women with disabilities”** coordinated by the Independent Monitoring Mechanism of the State of Mexico of the Convention on the Rights of Persons with Disabilities (MIMEM)
- **Self-advocate of CONFE, she participated in the Second Forum on Disability** organized by the Mexican Institute of Social Security (IMSS) in the panel “Times of pandemic: challenges and challenges for people with disabilities and their families.”
- **A self-advocate was a representative of Mexico at the International Summit of Self-Advocates of International Inclusion**, with the theme Identity and sharing her experience in the training of “**We, Women with Intellectual Disabilities**”.



- **Five self-advocates from the CONFÉ network collaborated in the Global Community Consultation (GCC)** so that the needs of women with disabilities are considered at the Women Deliver 2022 Conference.
- **Self-advocates of the CONFÉ Network participated in the Political Life** Consultation organized by Inclusion Internacional, with the aim of obtaining inclusive electoral systems for all PcDI and psychosocial disabilities.
- **The CONFÉ self-manager, representing Mexico**, presented some of the challenges faced by people with intellectual disabilities during the pandemic in the webinar “Self-management strategies during and after covid-19” organized by MIMEM.
- **Self-advocates of the CONFÉ network participated in the Webinar organized by RIADIS** with the presence of the United States, Colombia, Peru, Ecuador and Mexico. They spoke on education issues, the convention on the rights of persons with disabilities, sexual and reproductive rights, and the Empower Us project.

## Universities



The work carried out with universities is aimed at the generation of **new ideas and the inclusion of PcDI** in the academic field. In 2020 we worked with **5 universities**, among the activities the participation of CONFÉ stands out in:

- Working group, coordinated by the Human Rights Legal Clinic of the National Autonomous University of Mexico, in which civil society organizations, experts and members of legislative bodies participate to analyze the Initiative to reform the Federal Civil Code in matters of juridical capacity.
- Gender and Youth Advisory Committee of the IberoAmerican University, to make visible the multiple patriarchal violence that affects life in different areas.
- Anáhuac University with the talk to the leadership group of the Vértice program on training in values and congruence, exposing CONFÉ as a leading organization with great impact.

University training is valuable for education and experience, so **CONFÉ supports so that 2 scholarship holders are enrolled in the diploma for inclusion offered by the National Autonomous University of Mexico** (suspended due to the pandemic) and a young scholarship holder in the diploma of **Inclusion at the Anahuac University**.

## Private Initiative



Labor inclusion goes hand in hand with a process of raising awareness about the characteristics of intellectual disability, the skills they develop, their rights and obligations at work, inclusion in the world of work, the responsibility of society and the change of attitudes.

We worked in different contexts with companies such as:



The painting workshop of Casa Carlota was carried out, a Spanish company where Pcdi and visual arts professionals work hand in hand for the design of products and campaigns. As a result of the workshop, two CONFE scholars with talent for the arts were hired.

Three projects have been carried out with the company Flor y Campo through the decoration of cardboard boxes, paper bags and flowerpots, achieving an impact on approximately 300 people. The work carried out by the CONFE scholarship recipients was promoted by Network influencers.

## Synergies



The work to realize the mission of CONFE requires the union of knowledge, skills and perspectives that is achieved with the close collaboration of groups and networks that work for the same objective.

**CONFE founder and participant in the Mexico Coalition for the Rights of Persons with Disabilities (COAMEX)**, highlights the following achievements:

- ✔ Report on the situation of migrants with disabilities on Migration and Disability of Mexico and Central America.
- ✔ Virtual training on “Migration and Disability”.
- ✔ Link with Editorial Santillana and IBBY México for the printing of Alternative Reports for the evaluation of the Mexican State regarding Rights for PwD.
- ✔ Latin American Diagnosis on Migration, Refugee and Disability.
- ✔ 6 webinars on various topics with regional and national impact as part of the alliance INGUDIS - COAMEX.
- ✔ Forum “Migration and Disability” in collaboration with IBERO Torreón.
- ✔ Training on “Migration and Disability” directed to promoters and provincial representatives of the National Council for the Attention of Persons with Disabilities of Guatemala.

The joint work through the **Three Twelve Movement**, in which CONFE participates, yielded **interesting results in 2020**, among which stand out.

- ✔ Awareness and awareness workshop for educational care for people with disabilities.
- ✔ Support to the Secretary of Public Education recommending and participating as experts to carry out 16 programs dedicated to specific topics of inclusive education that are broadcast on TV for distance education.
- ✔ In conjunction with INEA, the content of 20 radio programs was reviewed.
- ✔ Participation in the presentation of documents on Inclusive Education, the National Strategy for Inclusive Education with emphasis on special education and informative content of the official pages on COVID-19 and PcDI.

**In conjunction with** the Latin American Network of Non-governmental Organizations of People with Disabilities and their Families (**RIADIS**), **a review of the approximation survey was** carried out to know the situation of people with disabilities **in the Latin American and Caribbean region**, which will be applied by RIADIS.

In collaboration with the **National Network of Labor Linkage of the Ministry of Labor and Employment Promotion**, the **economic** impact and collateral effects in the workplace derived from the pandemic were addressed, particularly towards priority care groups, among which are people disabled.

## Incidence in public politics and regulatory change

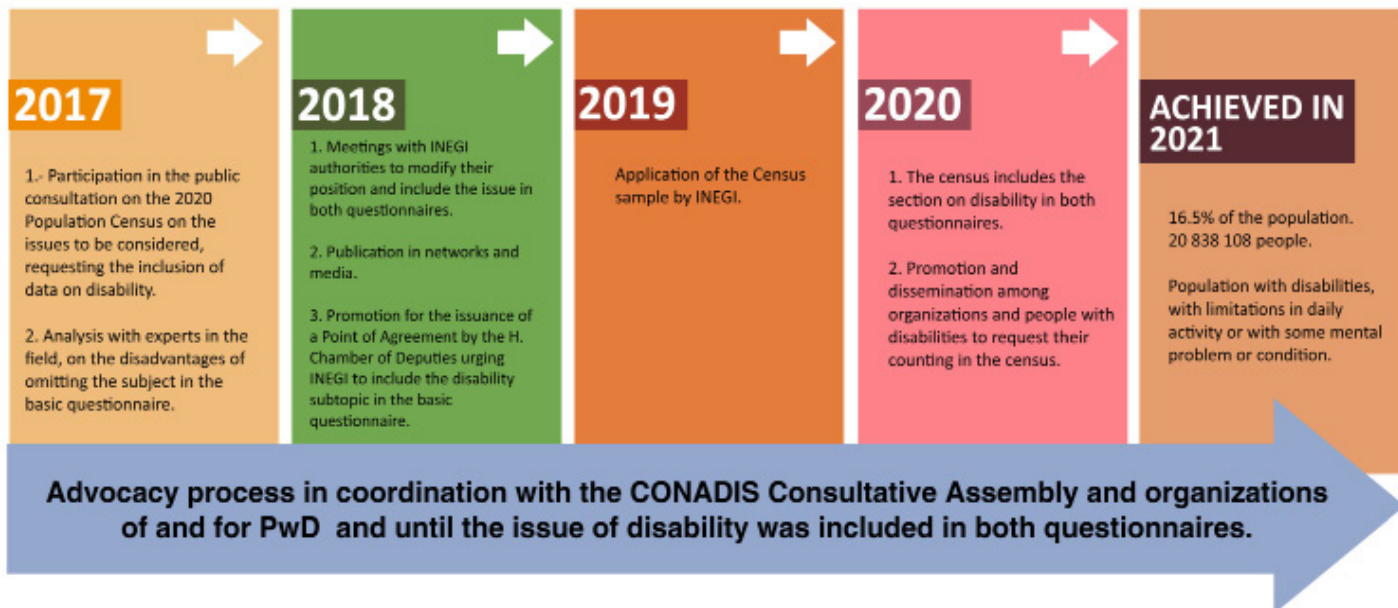
Society is organized by rules that allow harmonious coexistence. **An inclusive society requires a regulatory structure that empowers and ensures the rights of PcDI.**

In 2020 **CONFE worked with 29 government** entities for the review, opinion and consultation of standards, certificates, protocols and strategies for PcDI, **changing the focus of public policies** by considering the insertion of the rights of PcDI as the guiding axis of actions. Some of the topics covered are:

- **Guarantee of the rights of girls, boys and adolescents in Mexico** (SIPINNA and SRE)
- **NOM-030** that establishes the architectural characteristics to **facilitate access, transit**, use and permanence of the PcDI in establishments for ambulatory and hospital medical care (Secretary of Health).
- **Certificate of Disability** (Secretary of Health)
- **National Strategy of Inclusive Education** for People with Disabilities of 10 Years or more who do not attend School (Secretary of Public Education)
- **Literacy Campaign** for People with Disabilities (INEA) Program for the Integration of People with Disabilities of Mexico City (INDISABILITY)
- **Action protocol for the Inclusion** in the community of people with disabilities without care or family support or at risk of losing them (Mexico city)
- **Co-investment for the Social Development of Mexico City** (DIF CDMX)
- **Mental Health with Rights Group** (Senate of the Republic and Chamber of Deputies)
- **Regulation of parity, equality and non-discrimination** (Electoral Institute of Tamaulipas)
- **Roundtable** to guarantee the sexual and reproductive rights of girls and women with disabilities (CNDH)
- **Consultation on Initiative** of actions in favor of people with short stature disorder (Human Rights Commission and Attention to Vulnerable Groups of the State of Guanajuato)
- **Virtual chat** with interpretation into Mexican Sign Language and with the participation of the Mexican Institute of Social Security (IMSS) and the Ministry of Health (SS) to publicize what the **Certificate of Disability** consists of.

**Data are essential to ensure public policies and adequate decision-making for the Mexican population. An advocacy achievement that began in 2017 and culminates with the 2020 CENSUS.**





## CONFE in international environment



**Borders are erased when the creation of an inclusive society is sought**, which is why we work with groups of various nationalities to enhance the scope of CONFE's actions, some collaborations are:

- **Participation with the Article 12 Group**, Latin America, made up of organizations of and for people with disabilities from Argentina, Brazil, Peru, Colombia, Costa Rica, Guatemala and Mexico, with the aim of **achieving recognition of the legal capacity of people with disabilities** through the exchange of information.
- **Participation in meetings** convened by **GINGroup** Business for Inclusive Growth (B4IG) which is a **coalition of 38 companies** created in August 2019 after the **G7 Summit** and led by **the OECD and Danone to develop and promote inclusion through business**.
- **Collaborated with the OAS Joint Group**, collaborating in the revision of the work plan of the **Program of Action for the Decade**.

## Agreements



Agreement	2018	2019	2020
SEP - CONFE	Active	Active	Active
UAM Xochimilco – INP – CONFE		Active	Active
Plena Inclusión España-CONFE	Active	Active	Active
Instituto Neurológico de Guatemala-CONF			Active
Documenta - CONFE		Active	Active
Coamex-CONFE-PADF	Active	Active	Active
Gentera - CONFE			Active
Nacional Monte de Piedad - CONFE	Active	Active	Active
Comisión de Derechos Humanos de la Ciudad de México-CONFE			Active



### Compliance with CONFE's 2019-2019 Strategic Planning. Strategic line 2: Diversification of Participation. Compliance with the Sustainable Development Goals:

**3** SALUD Y BIENESTAR



#### Health & Wellness:

To guarantee a healthy life and promote the well-being of all at all.

**8** TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO



#### Decent Work and Economic Growth:

To promote sustained, inclusive and sustainable economic growth, full employment and decent work for everyone.

**4** EDUCACIÓN DE CALIDAD



#### Quality education:

To ensure inclusive and equitable quality education and promote learning opportunities for all.

**16** PAZ, JUSTICIA E INSTITUCIONES SÓLIDAS



#### Peace, Justice and Solid Institutions:

To promote peaceful and inclusive societies for sustainable development, facilitate access to justice for all, and build effective and inclusive accountable institutions at all levels.

**5** IGUALDAD DE GÉNERO



#### Gender equality:

To achieve gender equality and empower all women and girls.

The written word is the legacy of thought, with this new paradigms of coexistence are created that persist over time, transform the mind of those who read them and modify the social fabric.

## Information



**This year six documents were published with the participation of CONFE**



Guide to Care for People with Disabilities Facing the COVID-19 Pandemic in collaboration with the National Council to Prevent Discrimination and the SSA for distribution in the National Health System and incorporated into the official site of COVID-19.

Guide for the protection of the Health of People with Disabilities in the context of COVID-19 in collaboration with the Institute for People with Disabilities of Mexico City.

Action Plan for the Return to the New Normality in the face of COVID-19 that unifies guidelines for the return to the new normal for the CONFE Network.

Measures for the Care and Protection of Persons with Disabilities that was published by the Institute for Persons with Disabilities of Mexico City.

The Action Protocol for the Inclusion in the community of people with disabilities without care or family support or at risk of losing them in collaboration with the Executing Agency of the Comprehensive Human Rights System.

Physical publication and WEB versions of the Second Alternative Report, the Special Report on Migration and Disability and the Special Contents Report of the Alternative Reports in collaboration with COAMEX.



## Communication for social change



CONFÉ promotes dialogue on the rights of IDPs on various platforms to transform society. **In 2020, 12 interviews were given in the mass media, 2 awareness campaigns were carried out, and events of companies, government and CSOs** participated in which a new social vision on the rights of PcDI was built.

The process of reciprocal relationships that are established between the construction of social reality and the process of social activation is built through public and private dialogue that allows information to be collectively managed to achieve goals and improve lives.

### Interviews

- **Promotion of the CONFÉ 2020** race, heroes of the road that was going to take place in March 2020. Noticieros televisivos with Karla Iberia Sánchez
- **Interview “Empowering people with down syndrome”** with Organización Down sin Mitos
- **Dissemination of CONFÉ activities** on the Dr. Simi Foundation radio station
- **Promotion of the career in Clarovideo**
- **Interview for the internet program** noise on the net with the topic **“People with disabilities and COVID-19 How does the pandemic affect them? Strident Voices”**
- **Interview with the GINGroup human** resources program, in the GINclúyete program that promotes the insertion of people with disabilities in the workplace.

**CONFÉ reviewed the different but equal radio program of INEA, which contains 5 capsules and aims to promote participation and recognition of the rights of people with disabilities in various areas of life.**

- **Participation in the program Aprendiendo desde Casa del Canal Once** in which tips were provided on how to work with your children with intellectual disabilities from home during this pandemic. The occasion was used to speak about the importance of social, family and labor inclusion.
- **Interview about PcDI’s** labor inclusion experience on Izzi channel 76.



On the International Day of Persons with Disabilities, Channel Once's Confidence Dialogues program broadcast a report on CONFE's actions.



- **Interview in "A cause brought me here"** in Phase 5 where the life experiences of the interviewees are discussed, the reason that led them to take care of a specific cause seeking a change and the difficulties and challenges that said cause faces day by day.
- **Interview on Full Life of People with Intellectual Disabilities**
- in Caldero Radio "Leisure and Free Time of the Person With Intellectual Disability"
- **Interview in SM México "Five Loaves and Two Fish and He who receives a child like this receives me"** with the topic of Inclusion We All Count
- **Interview in Aprende en Casa II**, Channel 11 with the topic "Labor Inclusion from Home"

## Campaigns



**Campaign "Dads raising for equality"** making visible the participation of parents in the upbringing of their sons and daughters with disabilities based on co-responsibility. In addition to webinars on the subject, a video was made and shared on networks and on the web.

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**CONFE awareness campaign on Inclusive Education** to sensitize society about equal opportunities for children with disabilities in education.



Topic	Number of events
Rights	19
COVID 19	9
Work Inclusion	4
Art	4
Inclusion	3
Educational Inclusion	3
Attention	2
Inclusive language	1
Sexualidad	1

CONFЕ shared its philosophy of PcDI rights and inclusion in 46 events on various topics organized by actors from the public, private and social sectors at the national and international level, integrating new audiences into the inclusion dialogue.

The number and diversity of events in which CONFЕ participated is found in each of the bimonthly Bozz newsletters, however, an event of each topic is presented:

#### Art:

About 100,000 people enjoyed the Virtual Encounter towards the 9th Cultural Festival: Art and Disability, Zacatecas. Held virtually in November and December where 27 organizations participated and whose work for people with disabilities, of which 8 organizations belong to the CONFЕ network. CONFЕ scholars and children participated with two cultural videos.

#### Gender:

3rd. international congress “women and girls from a double perspective: gender and human rights within the framework of the SDGs”: a presentation was made on “Impact on invisibility and violence against women with intellectual disabilities in the exercise of their rights”

#### COVID:

Webinars “Protection of the health of people with disabilities in the context of COVID-19” directed to IMSS and SS personnel, in which topics of the guide with specifications on hearing, intellectual, motor, multiple, psychosocial disabilities were addressed and visual.

#### Inclusion:

National day of work-family balance convened by Yo Influence News with the exhibition of the poverty disability cycle, emphasizing the importance of inclusion for the development of the family and the importance of equity to achieve the evolution of our country through decent work based on the abilities and skills of each individual.

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### **Work Inclusion:**

**Panel on the importance of inclusive** accompaniment led by the Entrale Organization in which the labor inclusion processes that CONFE carries out with families, companies and collaborators were exposed so that it is exercised as a right, also seeking development of social, emotional and work competencies for PcDI.

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### **Educational Inclusion:**

**Virtual Conversation on “Inclusive Education in Mexico”;** In this space, perspectives, **advances and challenges were developed on the subject of Educational Inclusion of people with disabilities** at various educational levels, it was convened by the Ministry of Public Education, UNICEF and organizations

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### **Sexuality:**

**Conversation to raise awareness about people with Down syndrome.** They spoke about issues of health, language and speech, academic skills, sexuality and educational inclusion, organized by Abateam Argentina.

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### **Attention:**

**Virtual race #help from home: Twenty-nine organizations of the Network joined the CONFE team in the race # Help from Home. Twenty CSOs participated in the race in order to make visible the work carried out by civil society organizations,** and the urgency of having the economic support and solidarity of citizens to continue providing services in the face of the COVID-19 crisis.

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### **Juridical Capacity:**

CONFE, in collaboration with the Human Rights Commission of the Mexico City Congress, held a **training workshop on the legal capacity of people with disabilities**, it was directed to local legislators, with the participation of national and foreign speakers.

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### **Rights:**

CONFE is part of the Technical Consultation Committee of the Independent Monitoring Mechanism of the State of Mexico of the Convention on the Rights of Persons with Disabilities (MIMEM) of the Human Rights Commission of the State of Mexico which carries out verification actions, with the purpose of supervising the application of minimum standards and guidelines on the accessibility of facilities and services open to the public or for public use. **In 2020, a face-to-face meeting and five virtual meetings were attended, conferences on different topics were held, related to intellectual, visual, hearing and motor disabilities,** CONFE participated with the topic “Labor inclusion of People with Intellectual Disabilities and health orientations”, In charge of the Labor Agency and by a self-manager, the topic “Violence against women with disabilities “was taught”.

## Acting



CONFЕ contributes to the inclusion of PcDI and their families in all aspects of life, therefore, events were organized that promote it with a human rights approach, in addition to being a tool for the sustainability of the institution.

## INTERNATIONAL MEETUP

“14 YEARS AFTER THE CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES: RECOGNITION AND EXERCISE OF LEGAL CAPACITY”

CONFЕ organized the **International Meeting “14 years after the Convention: Recognition of the Legal Capacity of Persons with Disabilities”**, in which the participation of representatives of international organizations such as the United Nations, the Supreme Court of Justice of the Nation and the Congress of Mexico City, among others.



### The 4th labor inclusion forum

Join in and transform Mexico's productivity

The 4th labor inclusion forum was held “**join in and transform Mexico's productivity**” in order to strengthen challenges and strategies for the labor inclusion of people with disabilities, **1190 people participated online.**



The **Virtual Meeting of Families, around the 42nd celebration of CONFЕ's Anniversary** with the opportunity to share experiences by parents in raising sons and daughters with intellectual disabilities and during the COVID-19 pandemic.

**More than 300 families participated online.**

The recognition is an expected outcome after the activities carried out during the year, it is due to the effort and commitment of the Board, Council, Collaborators, Volunteers, Social Service and Allies. A recognition to CONFЕ is a recognition of the work of all.

Institution CONFE in favor of the Person with Intellectual Disability, I.A.P and CONFE in favor of the Person with Intellectual Disability A.C. **have obtained the Accreditation of Institutionality and Transparency (AIT), granted by the Mexican Center of Philanthropy (CEMEFI).**



**Inclusion**  
international 

A CONFE collaborator was awarded the **Medal of Merit for Human Rights Defenders 2020.**



The appointment of a CONFE collaborator as **representative of the Americas in the Council for Inclusion International (Council Inclusion International).**

## Social Media



Interaction by electronic means has gained significant importance in times of confinement, 42,500 people follow CONFE in its various networks and the reach of the most popular CONFE network was 74,406, an increase of 676% taking as a reference the previous year.

Social Media	Followers	Increase in 2020
Facebook	33,932	86%
Instagram	2,818	65%
Twitter	4,912	4%
YouTube	842	315%



6 campaigns were generated with their respective hashtag to increase the positioning of topics related to the rights of the PcDI:

**#CONFÉ:**

That CONFÉ be known for positively impacting the quality of life of people with intellectual disabilities, that it be a benchmark in matters of intellectual disability and defense of human rights of people with disabilities.

**#INCLUSIVE EDUCATION:**

To establish the same position on inclusive education among the organizations of the CONFÉ network in order to have the same discourse that permeates the actions of the organizations and is an argumentative tool for influencing public policy on education at the local and federal level.

**#LEGAL CAPACITY AND HUMAN RIGHTS:**

To achieve recognition to represent themselves before the law to people with intellectual disabilities on equal terms with others.

**#CULTURAL INCLUSION:**


To contribute to the cultural heritage, sharing their artistic experiences on the access and exercise of the right to a cultural life of people with intellectual disabilities.

**#FAMILY:**




To sensitize society about the importance of the family, the values and the involvement of both parents in the upbringing of children with intellectual disabilities.

**#WORK INCLUSION:**

To show benefits of labor inclusion that have had the young people integrated.



**Compliance with CONFÉ's 2019-2019 Strategic Planning.  
Strategic line 2: Diversification of Participation.  
Compliance with the Sustainable Development Goals:**

<p><b>3 SALUD Y BIENESTAR</b></p> 	<p><b>Health &amp; Wellness:</b> To guarantee a healthy life and promote the well-being of all at all.</p>	<p><b>8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO</b></p> 	<p><b>Decent Work and Economic Growth:</b> To promote sustained, inclusive and sustainable economic growth, full employment and decent work for everyone.</p>
<p><b>4 EDUCACIÓN DE CALIDAD</b></p> 	<p><b>Quality education:</b> To ensure inclusive and equitable quality education and promote learning opportunities for all.</p>	<p><b>10 REDUCCIÓN DE LAS DESIGUALDADES</b></p> 	<p><b>Peace, Justice and Solid Institutions:</b> Reducir la desigualdad en los países y entre ellos.</p>
<p><b>5 IGUALDAD DE GÉNERO</b></p> 	<p><b>Gender equality:</b> To achieve gender equality and empower all women and girls.</p>		

## Institutional Development



Promoting a good work environment fosters the effectiveness, loyalty and commitment of the collaborators. **During 2020, various events were held to promote a sense of belonging and foster long-distance relationships among workers;** Among the events, the following stand out: the roscas de reyes and tasting of delicious tamales, a virtual inn in which **68% of the staff participated**, and congratulations to the birthday children. **The communication of achievements and activities was carried out through the 6 editions of the Buzz newsletter with its special edition of the National Meeting.**

## Human Capital



Part of the Training for Everyone program, **90% of employees participated with 490 courses on 42 different topics**, among which the following stand out: managing emotions, how to control my stress, recommendations for a healthy return, basic and advanced first aid, human rights and health measures in the event of the pandemic.

**A therapist completed the APAC Diploma in Comprehensive Care for People with Disabilities and the Elderly.**

**At the beginning of the year, the “Health break” and “Breastfeeding room” rooms were set up; Later, the program of “Emotional and physical health at home” was designed, which provides options for exercising, healthy eating, recreation, health care and disease prevention.**

**The nutrition webinar was given, with an audience of 102 people.**

**71 remote Civil Protection meetings** were held and brigade members and staff were trained on related issues, implementing actions.

**New monitoring and support program for people with disabilities included in the workforce in CONFE in which 38 virtual meetings were held to reinforce health and self-care issues in the face of the pandemic, daily household activities that favor family support, as well as recreation.**

**The staff was trained in 8 different topics with 205 courses taken**, including those required by the IMSS to ensure that the information necessary for a safe return and self-care management is mastered in the face of the possibility of COVID19 infections.

The **Contingency Plan** was drawn up, which made it **possible to identify the needs for physical adjustments and signage of the facilities in the face of the new normal**. The infrastructure of the CONFE center was improved by means of crews: physical barriers were installed in the work stations, walls were painted and preventive maintenance was given to the ceiling.

Volunteering has many and varied ideological, philosophical or religious foundations, as well as motivations; but whatever they are, there is a common denominator: the desire to influence the environment to improve it in direct contact with the reality they intend to transform.

**CONFE volunteers give time and social service, resources and commitment, this work is due to the great support of 5 universities such as the Universidad Iberoamericana, Tec de Monterrey, Unitec, UVM and Centro and institutions such as JAP.** We also have the support of Westhill school students who, with their collaboration, were able to contribute to the project at the beginning of the pandemic # CONFEteAcompañaEnLínea. **In 2020 we have the participation of 10 volunteers and 10 social service providers.**

## CONFE Social Investor



This year began with the **recurring charges campaign “INVERSIONISTA SOCIAL CONFE”**, through which we seek to obtain resources from individual donors to support us in providing dignified and timely care for children and young people with intellectual disabilities at CONFE. **In 2020, \$120,600.00 was raised from 38 recurring donors, with an average monthly donation per donor of \$ 350.00.**

The pandemic prompted the finding of different financing mechanisms that would sustain the path towards CONFE's vision.

## Sustainability



**Remote cooking classes with renowned chefs** such as **Lula Chef** from the Cascabel restaurant, **Arantxa** from the Guria restaurant, **Titita** from the El Bajío restaurant and **Odette** from Odette Cuisine, **impacting 690 people.**



**Coordination of sales of the book “Cooking like a banquet”**, to date we have delivered **989 books** and it has really been a success that will also open the doors to a new segment and positioning for CONFE and **with this an impact of 1,710 people.**



# LaMúsicaPorLaDiscapacidad in alliance with **Ezquerro Sound Systems** to support **2 organizations of the RED CONFE**: Association of parents with mentally handicapped children of Benito Juárez A.C. (**APAFHDEM**) and **APAC Querétaro I.A.P.** **1,740 people watched the event** live on Instagram.



On the way to the great **“Camina Conmigo”** Race number 10 for 2021, a **virtual yoga class** was held. Due to the fact that it has not been possible to carry out the race, due to the Covid-19 issue, sports activities are carried out in order to publicize the race and to keep in mind that we **will continue with it towards 2021** and show appreciation to all the people who join our cause every day.

## DONATIONS IN KIND



**In 2020 CONFE obtained resources from various calls from foundations and organizations to obtain labeled resources that support the operation of its projects. 1 out of every 2 calls were approved.**

<b>Announcement</b>	<b>Project</b>	<b>Goal</b>	<b>Amount</b>
2020 National Monte de Piedad call	Lunch service	Provide nutritious and balanced meals to young people who attend CONFE	\$334,000
Wings to Dream of Fundación Gentera and Promotora Social México	Early Intervention in Times of COVID 19	Continue providing early stimulation and language therapies to babies and children of CONFE, taking care of the health measures for COVID 19	\$112,466
Extraordinary Call for the continuity of the Organizations of Nacional Monte de Piedad	Infrastructure adaptation to reactivate CONFE's operation	Have the infrastructure and resources necessary to safeguard the integrity of users and collaborators in the face of the new normal.	\$247,714
Call for Employability for a Job Worthy of Nacional Monte de Piedad	For an inclusive world of work	To generate improvements for the labor inclusion of people with intellectual disabilities, from their training process to their incorporation into a dignified and formal job	\$500,000



## Support to our community



The ties that unite us to the local community are very important for the permanence and security of CONFE, that is why we **collaborated with 4 entities that support the community by sharing the following resources:**

### Franciscan Promoters:

7 boxes of cereal with 14 pieces, 5 boxes of alpura milk, 2 boxes with nopales with 20 bags each, 1 container of tomato puree, 2 bottles of mustard, 5 bags of powdered milk, 7 bottles of chipotle sauce, 1 bag of dried tamarind, 20 bags of chocolate of 100 grams, 2 bags of breadcrumbs 3 kilos in total, 3 bags of spinach and 1 bag of green beans.

### Santa Lucia Parish:

10 cereal boxes with 14 pieces each, 7 milk boxes with 27 pieces each, 2 bottles of mustard, 3 bottles of chipotle sauce, 2 bags of powdered milk, 5 bags of chocolate oats, 1 box of nopal with 20 pieces, 1 box of cookies with 400 pieces and 5 one-kilo bags of spinach.

### Sacred Heart of Jesus (Las Palmas):

14 boxes of cereal with 14 pieces each, 2 boxes of milk with 27 pieces each, 1 tetrapack of tomato puree, 2 bottles of mustard, 3 bottles of chipotle sauce, 1 bag of dry tamarind, 2 boxes of nopal with 20 bags each, 10 boxes of alpura milk, 10 bags of 100 gram chocolate and 3 bags of spinach.

### Santa María dining room:

110 kg of beans, 8 kg of lentils, 10 kg of rice and 3,502 cookies.



**8** TRABAJO DECENTE  
Y CRECIMIENTO  
ECONÓMICO



**Compliance with CONFÉ's 2019-2019 Strategic Planning.  
Strategic line 3: Economic Sustainability.**

**Compliance with the Sustainable Development Goals:**

### Decent Work and Economic Growth:

To promote sustained, inclusive and sustainable economic growth, full employment and decent work for everyone.

## Finances A.C.

Amounts expressed in Mexican pesos



### STATEMENT OF INCOME FROM JAN 1ST TO DECEMBER 31 2020

#### CONFE A.C.

INCOME	11,107,484.98
SALES	1,353,287.12
<b>INCOME TOTAL</b>	<b>12,460,772.10</b>
COSTS	3,061,167.49
<b>GROSS PROFIT</b>	<b>9,399,604.61</b>
OPERATING COSTS	9,834,344.30
<b>OPERATING RESULT</b>	<b>- 434,739.69</b>
COMPREHENSIVE FINANCING COST	40,756.56
<b>RESULT</b>	<b>- 475,496.25</b>

### ANNUAL DECLARATION FOR THE YEAR 2020

#### CONFE A.C.

<b>OBTAINED INCOME</b>	
CASH DONATIONS	6,017,810.77
IN KIND DONATIONS	3,406,158.02
OTHER INCOME	3,036,803.31
<b>OBTAINED INCOME</b>	<b>12,460,772.10</b>
<b>MADE DISPENSES</b>	
SALARIES	2,937,738.77
HONORARIES	2,440,421.01
GIVEN DONATIONS	307,660.83
OTHER DISPENSES	7,250,447.74
<b>MADE DISPENSES</b>	<b>\$12,936,268.35</b>
<b>REMAINDER</b>	<b>- 475,496.25</b>

## Finances I.A.P.

### STATEMENT OF INCOME FROM JAN 1ST TO DECEMBER 31 2020

#### CONFE I.A.P.

INCOME	18,379,176.23
COSTS	20,183,295.66
<b>GROSS PROFIT</b>	<b>- 1,804,119.43</b>
OPERATING COSTS	12,233,152.49
JAP FEES	153,501.25
<b>OPERATING RESULT</b>	<b>- 14,190,773.17</b>
COMPREHENSIVE FINANCING COST	88,323.54
<b>RESULT</b>	<b>- 14,279,096.71</b>

### ANNUAL DECLARATION FOR THE YEAR 2020

#### CONFE I.A.P.

<b>OBTAINED INCOME</b>	
CASH DONATIONS	1,855,174.07
IN KIND DONATIONS	1,924,288.57
FEES	1,075,578.00
ASSISTANCE SALES	154,328.00
RENTS	1,529,741.92
<b>INVESTMENT YIELDS</b>	<b>10,714,653.30</b>
OTHER INCOME	1,125,412.37
<b>OBTAINED INCOME</b>	<b>18,379,176.23</b>
<b>MADE DISPENSES</b>	
SALARIES	8,946,474.66
HONORARIES	507,833.53
GIVEN DONATIONS	5,294,252.00
OTHER DISPENSES	17,909,712.75
<b>MADE DISPENSES</b>	<b>32,658,272.94</b>
<b>REMAINDER</b>	<b>- 14,279,096.71</b>

## People



Diego del Río

Lula Martin del Campo

Odette Olavarri

Arantxa Odriozolane

Carmen Ramírez

## CONFE including organization



Absorcing S.A. de C.V.

Advantage Dynamic Tecnologias de la Informacion Y comunicaci3n S.A de C.V.

Banamex / LEXMARK

Ado

Andromaco

Aramark / Tv Azteca

Aseguradora Qualitas

Asientos para Autobuses Amaya, S.A de C.V

AT&T

Banco Interamericano de Desarrollo

Banquetes Mayita

Baxter Mexico

BBVA Bancomer

Beer Factory

Bunn

Burguer King

CAAL Excelencia en Limpieza

California Pizza Kitchen

Chilis

Cielito Querido Caf3 Grupo Herdez

Club de Empresarios S.C.	Kuamex Fud (Nopalia)
CMR	La Espiga Panaderia
CONFE	La Moderna
Corporativo Kosmos	La Petite Tarte Bocadoillos
Delegación Álvaro Obregón (INDEPEDI)	Limpiex Lavandería y Tintoreria
Delegación Azcapotzalco (INDEPEDI)	Lithoformas
Delegación Benito Juárez (INDEPEDI)	Mc Donald's
Delegación Cuajimalpa (INDEPEDI)	Medios de Transporte W.A.
Delegación Cuauhtémoc (INDEPEDI)	Met Life
Delegación Magdalena Contreras (INDEPEDI)	Museo Soumaya Fundación Carlos Slim
Delegación Tlalpan (INDEPEDI)	Nestle Toluca
Delegación Venustiano Carranza (INDEPEDI)	Prologis
Dicipa	Registro Civil Arcos de Belen Subdirección de Expedientes
Domino's Pizza	Restaurant Red Lobster
El Globo	Restaurante Hooters
Fejastec	Restaurantes Toks (Antes California)
Gastronomía Kolhmann	SAMS Plaza Universidad
Gemalto - cocisa	SAMS Santa Fe
Giornale Caffè	Sanborns
Goxi	Servicon-Integra Mr. Lemon
Grupo Bimbo / Marinela	Starbucks
Grupo Bimbo Suandy	TA3
Grupo Diniz / Recorcholis	Televisa Eco Producciones
Hacienda de los Morales	Televisa Chapultepec
Hotel Fiesta Americana	Vips Santa Fe
Igsa	WalMart
Indiscapacidad	Wingstop
Indra	
Instituto de investigaciones en Materiales UNAM	
Italianis Servicios Para La Industria de Comida Italiana S.A. de C.V.	
Kidzania Cuicuilco	
Kuamex Foods	
Kuamex Fud (La Atelier Du Chocolat)	



**The normal is a normal treatment**

**Biznaga 43, Col. Las Palmas, Álvaro Obregón, C.P. 01110, CDMX.**

**Tel. (55) 6732 6600    [www.confe.org](http://www.confe.org)**

     
**@confe\_org**

We invite you to  
keep donating

