



ANNUAL REPORT

2021



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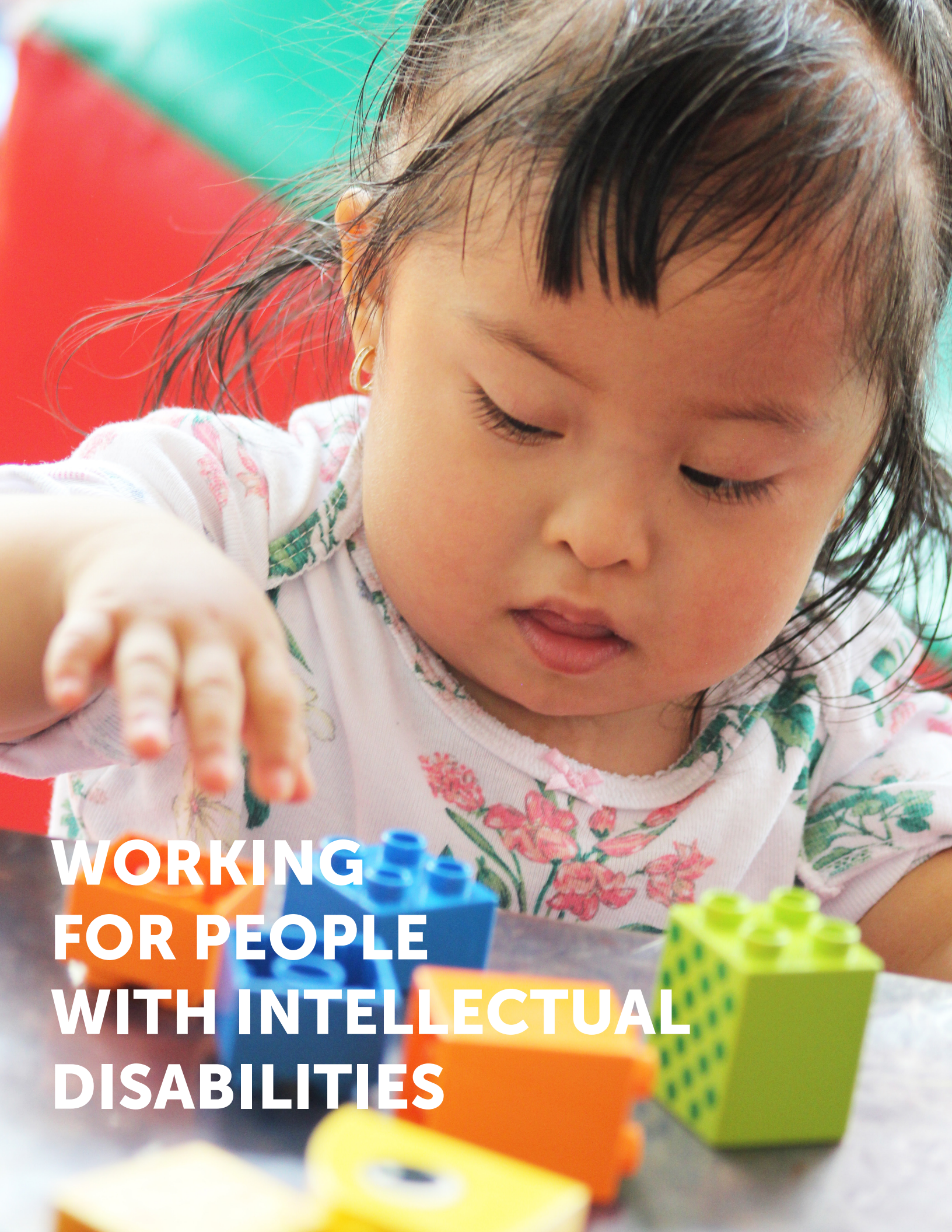
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**WORKING
FOR PEOPLE
WITH INTELLECTUAL
DISABILITIES**

CONFÉ is a non-profit institution that defends the human rights of People with Intellectual Disabilities (PwID) and works to achieve the inclusion and full family, work and social life, achieving national and international recognition. Founded in 1978, it currently confederates 114 organizations in 27 states of the country and is made up of qualified human capital, spacious and modern facilities with the capacity to care for and children from 45 days old to 6 years old, young people and adults from 15 years of age. With a Network of allies and with programs that have benefited more than a million PwID and their families.

Mission

Contribute to achieving a more dignified and fairer quality of life for People with Intellectual Disabilities (PwID), promoting their full inclusion in society and the environment.

Vision

CONFÉ will be a sustainable organization in a society in which PwID are recognized and respected as citizens in full exercise of their human rights, and in 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 seek equal opportunities for everyone.



Honor

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



Solidarity

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



Justice

We recognize and promote inclusion as a human right.

INTRODUCTION

CONFЕ, established 43 years ago as a non-profit social organization, faced challenges and achieved the 2021 work results presented in this report, encompassing the virtual care provided in the first 10 months of the year due to the pandemic and a gradual return in person during November and December; with which it reached with its services the population of the 16 mayors of Mexico City and 14 families of the State of Mexico.

The report is divided into 5 chapters. The first, the “Evolution and development of talent”, which includes direct services to babies, boys and girls to achieve school inclusion, as well as training for young people to develop skills in order to obtain a formal job, function of CONFЕ Training and Integration Center.

In the second chapter “CONFЕ with you” refers to the services that involve personalized attention of the beneficiaries and their families, with the implementation of the CONFЕ Model and support services for their development such as psychology, dentistry, food, among others.

Both the first and second chapters reflect the activities within the institution with direct beneficiaries and their families; to arrive later, in chapter three “Building a Confe beyond” show the results of the work in collaboration with social organizations in the country that are part of the CONFЕ Network, with whom we promote inclusion at the national and international level in alliance with international organizations, and the training of people with Intellectual Disabilities in their professionalization as self-advocates in the exercise of their rights and the application of the International Convention on the Rights of Persons with Disabilities.

Chapter four exposes the activities to “Building a society for all” reflects the direct incidence that the organization has to achieve public policies, as well as training and communication that promote inclusion. Finally, chapter five “CONFЕ Strengthening”, sets out the actions we take to achieve sustainability with transparency and accountability.

It should be noted that all actions implement what is established in the CONFЕ Strategic Plan 2019 - 2023, with its three axes: Operational Excellence, Diversification of social participation and Financial Sustainability.

I am very proud to present the 2021 report and to acknowledge the valuable work of the trustees, board members, organizations of the CONFЕ NETWORK, managers, collaborators and allies: always highlighting the valuable participation of people with intellectual disabilities and their families.

Prof. Taide Buenfil Garza



Difficulties will always be a part of life, of challenges and of human being, however, being able to overcome them is what strengthens us throughout the road we have traveled.

In 2021, it directly benefited:

84

children with intellectual disabilities
received early intervention



324

families of children with intellectual
disabilities were impacted in a
positive way

2,485

people
of which:

130

people with intellectual disabilities
in training



433

family members of people with
intellectual disabilities in training

182

people with intellectual disabilities
included in the labor market



1,332

family members of people with
intellectual disabilities included in the
labor market

A total of 29,627 therapies, training and counseling sessions were provided.

54,918 people were made aware of various inclusion issues through the CONFE Network, webinars and social networks.



LO NORMAL ES UN TRATO NORMAL

What is normal is normal treatment

EVOLUTION AND DEVELOPMENT OF TALENT

The need to build an inclusive and equitable society starts from working for equality and dignified treatment for all, including people with disabilities.

If we want to have a fairer world, it is essential to have development pillars that are the best support for people with intellectual disabilities to obtain and remain with their study and training plan, to achieve their labor and social inclusion exercising their rights and obtaining the benefits of development.

CONFÉ provides the tools that help to achieve the highest degree of self-sufficiency, autonomy and development, promoting an inclusive society in which all people have the same rights.

Early intervention



CONFÉ is aware of the importance of early intervention to enhance the multiple intelligences of children from 45 days old to 6 years old, with the objective of working the first years of life.

From January to October, 84 boys and girls were attended with virtual therapies, of which

3,186

were of early intervention

2,824

were from speech therapy

77

workshops for parents

from November to December, face-to-face activities were resumed and attended:

298

were from early intervention therapy



234

were multisensory therapy



290

were speech therapy



822

therapies face-to-face

For a total of 6,909 therapies provided annually.

Training

CONFE, through its training workshops, works to create opportunities focused on the integral formation of people with intellectual disabilities, benefiting in the year to:



130

youth and adults of
15 years and older



who developed competencies
and skills, in order to have an
independent and quality life.

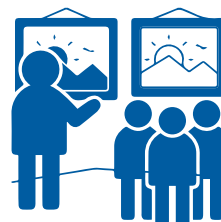
The classes were held virtually from January to October and in person from **November to December with a total of 9,969 social and labor training sessions** during the year, of which young people with intellectual disabilities were able to work on the following developmental skills:



Social skills including:
Communication, empathy,
assertiveness, self-esteem
and the expression of their
emotions.



Basic skills, such as:
Independence and autonomy as
well as developing tasks that help
them develop skills for their labor
inclusion.



Artistic activities:
that help to recognize art as a means
of expression and communication,
with a vital tool for the development
of their linguistic and expressive
skills.

By working with the person with a disability, **385 family members were impacted in parallel, generating a change in the individual's environment** and resulting in an integral development in his or her community and family nucleus.

The result is an effort between collaborators, alliances, teachers, organizations and families, who day after day develop actions and strategies to achieve permanent support and a better quality of life for people with intellectual disabilities and their families.

CONFЕ is with you online

In the month of July, CONFЕ organized **21 virtual classes in its program** “CONFЕ accompanies you in the summer” opening the possibilities by inviting the beneficiaries of the CONFЕ Network and additionally by presenting it to the National RED CAM, providing the necessary tools to training on the following topics:



With the support of the SEP's Special Education Direction and the CONFЕ Network, an impact was achieved on 5,238 people through the CONFЕ channel on YouTube with an international presence in the following countries:



Mexico, Bolivia, Ecuador, Guatemala, USA, Albania, Honduras, Peru, Spain, Belgium, Denmark.

Labor Inclusion



The Labor Inclusion Agency **directly assisted 425 family members in virtual and face-to-face modality** on issues of social and labor relations, including dismissals and family problems derived from the pandemic, for which an additional 60 interventions were carried out in talks and awareness workshops for universities and parents.

12,749

counseling and monitoring of young people, their families, companies.

It is important to highlight that even in the context of the pandemic, it was possible to maintain **182 active workers in 59 different companies**, due to the permanent monitoring that CONFЕ provides to its graduates and alliances.



For young workers with intellectual disabilities, **3 assemblies were formed with a total of 145 registered for the quarterly meetings and with the objective of reinforcing work activities and skills**, in addition to promoting the analysis of their performance and improvement at work, recognizing their rights and obligations. The topics discussed were the following:

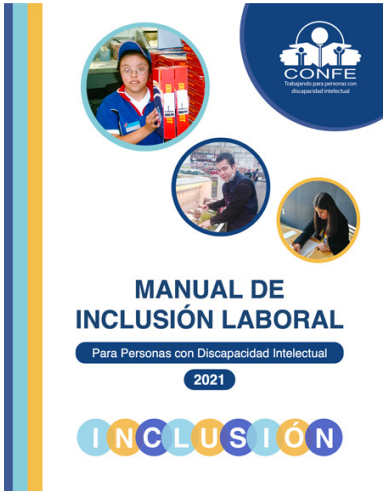
Conformation of the assembly, commitments and operation, as well as choice of topics of interest.

Labor and obligations of persons with intellectual disabilities.

Sharing experiences of learning and coexistence.

An awareness and dissemination action was achieved with the **5th Labor Day and Employment Fair, attended by 927 people**, among them, businessmen, students, parents and people with disabilities, as well as professionals dedicated to labor inclusion.

 Watch video 



Additionally, CONFE developed **the Labor Inclusion Manual** with the objective of providing the tools to employers to achieve successful labor inclusion and converts CONFE into a main pillar in training and awareness that allows guaranteeing decent employment with a focus on Human Rights and the consolidation of an inclusive organizational culture.

 Read post 

CONFE develops and shares the knowledge obtained in its 43 years of existence and offers all its experience in labor inclusion.



CONFE recognizes the importance of friendship, which is why, in the month of October, it held the “Friends Forever” event for the 5th time, where the bonds of union and the sense of belonging as CONFE graduates are strengthened, in addition to increasing the development of positive attitudes in their work environment.

“**FRIENDS FOREVER**” was attended by
52 young people from the Labor Inclusion program.



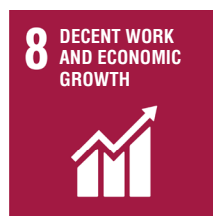
Strategic line 1: Operational Excellence.
Compliance with the Sustainable Development Goals:



Quality education:
Guarantee inclusive and equitable quality education and promote learning opportunities for all.



Gender equality:
Achieve gender equality and empower all women and girls.



Decent Work and Economic Growth:
Promote sustained, inclusive and sustainable economic growth, full employment and decent work for all.



Reduction of Inequalities:
Reduce inequality within and between countries.

In order to fulfill its mission, CONFÉ works to reduce inequality and inequity by creating opportunities in the areas of education, health, work, independence, human rights, and by implementing good practices in the search to promote a fairer society.

CONFÉ Model

The social problem of intellectual disability is complex. There are countless studies that speak of the importance of society's view of disability. This is how CONFÉ, through its Attention Model, presents the different views of this concept and the social problem that it represents for the world.

"Every person can progress if they are offered the right supports. The problem of not progressing is not the person's and her deficiencies, it is a challenge for the environment to provide different support systems that make progress towards a higher quality of life".
(Miguel Ángel Verdugo)

The CONFÉ Model was able to benefit

385

family members

40

professionals

34

social service and
volunteers

46

natural supports made up of acquaintances, friends, co-workers, or people who are naturally sensitive to intellectual disability.

They are the supports that are given in the spaces where a person lives and spends his time. For example: your house, your neighborhood or your town and the place where you study or where you work. - *Plena inclusión*.



The objectives of the Model are the following:

- **Maximize:** Quality of life such as self-determination, personal development, social inclusion, rights, physical well-being, material well-being, and interpersonal relationships.
- **Minimize:** Limitations in intellectual functioning such as reasoning, problem solving, planning, and abstract thinking. The barriers of the environment: cognitive and communicative.

On the other hand, 3 workshops were given to 130 young beneficiaries, the topics addressed were the following: People with intellectual disabilities exercise their right to independence, people with intellectual disabilities exercise their right to be treated with dignity and people with intellectual disabilities exercise their right to be included in society.

The total impact of the CONFE Model was the result of **raising awareness among 3,387 people** on issues of quality of life and support for people with intellectual disabilities.

People with disabilities say they are not treated with dignity and this has to do with the myths, beliefs and prejudices that exist in society. This is the reason why CONFE, with the support of the Nacional Monte de Piedad, developed the Dignified Treatment Manual, a proposal with concrete strategies to know how to receive and treat a person with intellectual disabilities in the environment, family, care center and community.



**MANUAL SOBRE
TRATO DIGNO**

A PERSONAS CON DISCAPACIDAD INTELECTUAL



Read post 

Life Project

A life project is a very special space, here the right of people with intellectual disabilities to make important decisions in their lives becomes a reality.

Their voice is heard and respected.

CONFÉ formulated well the answer to improve the quality of life of each person through the development of **60 life projects**, where in addition to accompanying in the fulfillment of goals that the person with intellectual disabilities wants to achieve, considering their talents and support needs.

Health Services

During September, the dental service was reactivated, giving revision treatments to **61 people diagnosed virtually. In this way**, CONFÉ influenced by modifying the quality of life of these patients, empowering them and making them recognize their health rights.

Food safety

In alliance with Nacional Monte de Piedad, the Food Security project was implemented, which **benefited 205 families of people with intellectual disabilities, where 217 food pantries were also delivered** during the pandemic and from October to November **1,468 meals were provided to the beneficiaries of the CONFÉ Center.**



Strategic line 1: Operational Excellence.
Compliance with the Sustainable Development Goals:



Health & Wellness:
Guarantee a healthy life and promote the well-being of all at all ages.



Quality education:
Guarantee inclusive and equitable quality education and promote learning opportunities for all.

Synergies

During the year 2021, CONFE continued with the virtual work with the CONFE Network.

Organizations of the CONFE Network

During the 2021:



With all this, CONFE's Associative Movement stands out by strengthening and creating an identity and sense of belonging, while the associated organizations share and improve their practices and knowledge to strengthen the development of a more inclusive society.

CONFE NETWORK
Present in 27 states

This benefited 147 users from affiliated organizations. And the total number of people benefited from the organizations of the **CONFE Network was 45,160.**

Continuous training

Promotes and socializes knowledge related to Intellectual Disability among organizations with collaborative work, putting all the results at the service of their community, families, collaborators, professionals, where the direct benefit impacts the exercise of rights and quality of life. From here you learn and generate new knowledge.

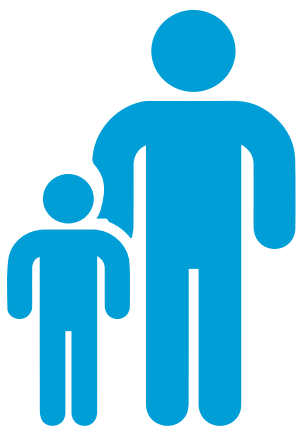
Made up of Masterclasses and Refresher Courses, where 1,283 people were AWARENESS through the 33 Masterclasses given on the Facebook and Zoom platforms.

Families of people with intellectual disabilities

80% of the affiliated organizations are made up of families, who, being strengthened, consolidate the CONFE Associative Movement and transform for the new discourses of disability and inclusion, **“Nada de Nosotros sin Nosotros”** (*Nothing of us without us*).

Proof of this are the sessions of **“Dads raising for equality”** where CONFE is positioned internationally as a pioneer organization in integrating training for equal parenting, where men share responsibilities and stereotypes are eliminated, resulting in new views on the exercise on parenting and intellectual disabilities.

As a result of the above, **11 monthly sessions** were held with the objective of training male relatives of persons with intellectual disabilities in co-responsibility in equal parenting, encourage good practices on gender equality and promote equal participation of men and women on equal terms.



The following learnings that allow the development of strategies and tools for the upbringing of a son or daughter with disabilities are highlighted:

- What is disability and what are the types of disability?
- Boundary setting, negotiation and conflict resolution.
- Tools for good communication.



Impacting 140 male relatives of persons with intellectual with intellectual disabilities and belonging to **10 organizations** of the **CONFЕ Network**.

People with intellectual disabilities

CONFЕ contributes to make the person with intellectual disabilities visible as an individual capable of self-empowerment themselves and exercise their rights. As a result, the training of self-advocates who achieved empowerment skills, as well as making self-advocates protagonists, becoming the main actors of change for their social cause.

The result was the training of self-advocates: **“Health is my right”** and **“We, women with intellectual disabilities”**



As well as the participation of self-advocates from Mexico, representatives of organizations affiliated with CONFE Network in the Empower Us Group, which has the objective of promoting the defense and free exercise of the rights of people with intellectual disabilities from their own voices.

Art and culture

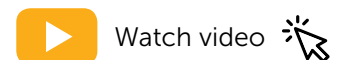
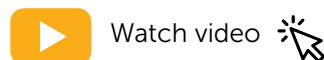
Art and culture are two concepts to which people with intellectual disabilities are also entitled. It is here where people with intellectual disabilities with their creative abilities offer society a new way of enriching their view of the world, of visualizing and living the artistic experience through the experience with the expression of people with intellectual disabilities and impacting and raising awareness to position inclusive spaces through the following festivals and artistic events:

9th Art and Disability Cultural Festival, Zacatecas.

From October 11 to 13, the Cultural Festival began in person with the Congress “Accessibility to Culture and Art”. The virtual Festival took place from October 14 to 16. **Impacting 44,669 people from 21 participating organizations and the general public.**

3rd International Day of Art and Intellectual Disability, Yucatan 2021.

The Conference was divided into an academic and cultural program, taking place on November 11 and 12. The cultural program that was divided into two days due to the pleasant response of the organizations and consisted of **30 artistic samples.**



The total number of individuals sensitized through art and culture was 52,370, including people who are part of the organizations of the CONFE Network and external public, national and international.

National and International Alliances

CONFЕ, in alliance with International Inclusion, prepared the report “Impact of the COVID-19 Pandemic on People with Intellectual Disabilities and their Families in Latin America” with the participation of 13 organizations from 11 Latin American countries. The Final Report was presented in 4 versions; Spanish, Portuguese, Spanish in easy reading and Portuguese in easy reading.



Read post



The presentation of the Report was carried out through the Zoom platform and Facebook Live, reaching 443 people in 24 countries. Subsequently, a campaign was carried out on social networks about the Report, which achieved an impact and awareness in **58,590 people.**



zoom



LIVE

The result of the work carried out by the Associative Movement achieved the Integration of CONFЕ to RIADIS, which is the Latin American Network of Organizations of People with Disabilities and their Families, which currently has **56 affiliated organizations** of people living with different types of disabilities. **in 19 countries of Latin America and the Caribbean.**



In this same year, the perception survey towards the CONFЕ Network was carried out, resulting in all the belonging associations feeling part of a joint transformation for full inclusion, with strict respect for the rights of people with intellectual disabilities.



CONFEE is a founding member of the Mexico Coalition for the Rights of Persons with Disabilities (COAMEX) that promotes national, regional and international advocacy actions, highlighting:

that within the framework of the electoral process that took place in the middle of the year, COAMEX held a series of meetings with candidates for deputation to the Congress of the Union from various political forces, in order to reflect on their campaign proposals and explain the most urgent actions and thematic axes that should be taken into account in the legislative agendas for the enjoyment and exercise of the human rights of persons with disabilities.



In June, COAMEX, in alliance with the Guanajuatense Institute for People with Disabilities (INGUDIS), held the forum Generating Transversal, Inclusive and Progressive Public Policies for People with Disabilities in Mexico, with the aim of creating a space for reflection with institutes state and organizations of and for people with disabilities.

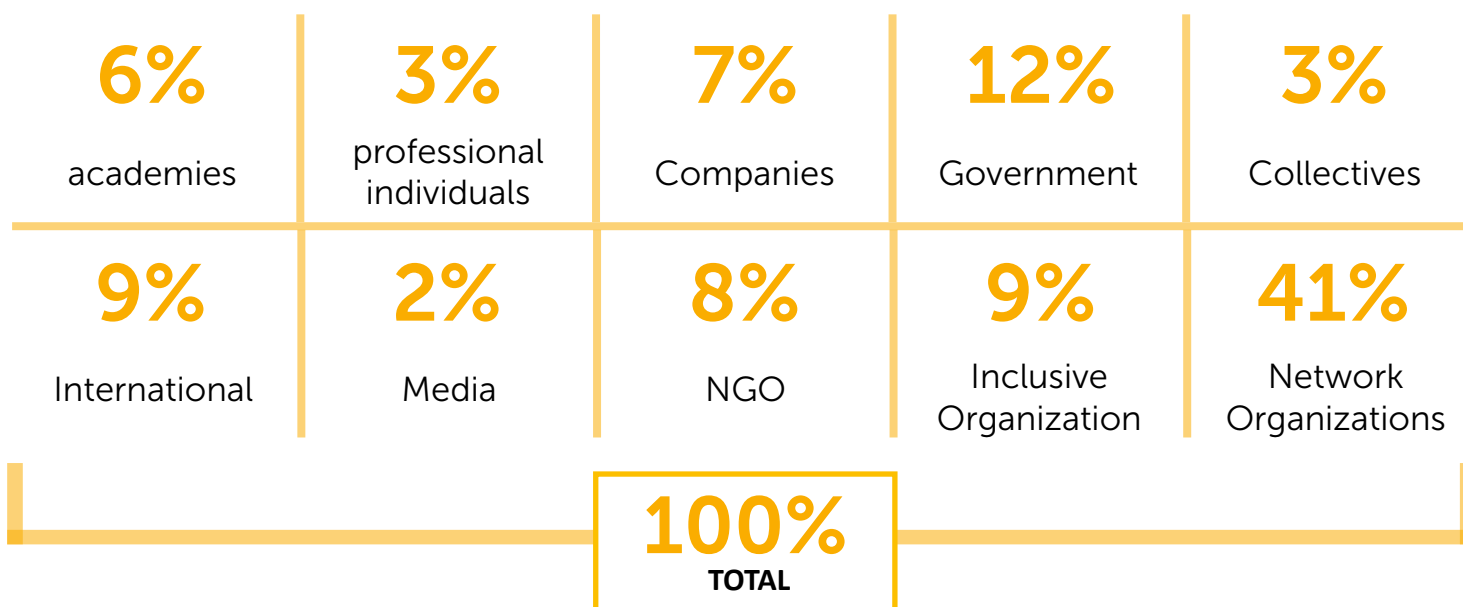
Between November and December, COAMEX drafted the Agenda Report in preparation for the evaluation of the Mexican State before the United Nations Disability Committee - scheduled for March 2022, a document that was submitted for review by the General Assembly of Presidents on 16 December, accompanied by an advocacy strategy that included the proposal to carry out a call for proposals the delegation that would represent COAMEX in the Committee session with Civil Society.

We have partnered with Hearcolors, a company dedicated to opening spaces for digital accessibility, to teach the staff of allied organizations in Central America, as well as our affiliated organizations, the course Development of Accessible Digital Content.



CONFE Partners

CONFE generates alliances through meetings, talks, events and work sessions with actors from various social spheres who have a common goal: to improve the quality of life of people with intellectual disabilities; raising awareness, informing and working in favor of inclusion. For this reason, during 2021 it maintained a relationship with 276 allies from different fields such as:



Strategic line 2: Diversification of Participation. Compliance with the Sustainable Development Goals:



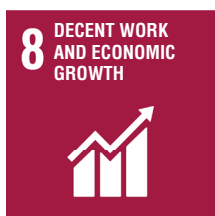
Health & Wellness:
Guarantee a healthy life and promote the well-being of all at all ages.



Quality education:
Guarantee inclusive and equitable quality education and promote learning opportunities for all.



Gender equality:
Achieve gender equality and empower all women and girls.



Decent Work and Economic Growth:
Promote sustained, inclusive and sustainable economic growth, full employment and decent work for all.



Peace, Justice and Solid Institutions:
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels.

CONFЕ has succeeded in placing awareness of the human rights of people with intellectual disabilities. Speaking of the rights for all and making visible the need and collective obligation to transform the world into an accessible and inclusive one.



One of the many achievements that CONFЕ highlights during 2021 was the signing of an agreement between CONFЕ and the Coyoacan Mayor's Office, which was established to increase the provision of services in favor of people with intellectual disabilities and expand the social assistance benefits that provided by the Mayor's Office of Coyoacan to people with intellectual disabilities.

This is achieved through the awareness that the institution provides to different public, private and governmental entities, of which 17 were completed during the year with the following advocacy topics and through the following programs:

- Health and social assistance.
- Recognition of legal capacity.
- Labor inclusion.
- Art, culture and sport.

In the same year, CONFÉ was elected to lead the first Consultative Council of the “Institute for Persons with Disabilities of Mexico City”; this in order to join efforts with other organizations of and for people with disabilities and thus assert their right to be taken into account in the formulation of policies, programs and actions for the benefit of people with disabilities.



Monitoring of compliance with the “Convention on the Rights of Persons with Disabilities”.



CONFÉ participated in the work of the 25th Period of Sessions of the United Nations “Committee on the Rights of Persons with Disabilities”, in which it presented the actions it undertook, derived from the presence of COVID-19 in Mexico, through documents and online events, to strengthen awareness in the care of people with disabilities by medical personnel of the National Health System.

For CONFÉ, testifying in public policies is an essential achievement aimed at a change in society, only in this way will we advance towards a more inclusive and respectful world. Well, all of the above represents a concrete and total commitment for the mayors, the government and the presidents to ensure public policies and adequate decision-making for the Mexican population.



Organizational Relationships

Collaboration between governments, civil society and autonomous organizations is a strategy that contribute more and more every day to the solution of social problems that currently afflict our societies. CONFEE is proud to have worked in partnership and collaboration with the following institutions:



INDISCAPACIDAD



UNIVERSIDAD DE GUADALAJARA
Real Universitario e Instituto Benemérito de Estudios



CONAPO
CONSEJO NACIONAL DE POBLACION



SISTEMA NACIONAL DE TRANSPARENCIA
Acceso a la Información Pública y Protección de Datos Personales



Universities



CONFEE builds alliances that promote the right to an inclusive education, thus aiming at the insertion of people with intellectual disabilities in the academic environment.

A scholarship was awarded to a young beneficiary so that she could take the **"Development of social skills and vocations"** course offered by the **Anahuac University**.

Social service

We worked with students from public and private universities with the aim of raising awareness and social responsibility towards **People with Intellectual Disabilities in the following projects:**

CONFÉ model



Objective:

Emphasize and specify a self-employment project together with an inclusive behavior support manual.



Impact:

It was possible to establish the self-employment program and the conduct manual for dignified treatment.

We, women with intellectual disabilities



Objective:

The prevention, identification and eradication of gender violence against girls and women with intellectual disabilities.



Impact:

Tools were provided to girls and women with intellectual disabilities to prevent gender violence and promote their empowerment and autonomy.

First for the children



Objective:

Support directly in didactic and pedagogical activities.



Impact:

Directly impacted the development and quality of life of children between 45 days and 6 years of age with intellectual disabilities.

In total, there were **39 Social Service students** from different public and private universities who became aware by contributing their services directly to changing the lives of children, youth and adults with intellectual disabilities.

Communication for social change



CONFÉ promotes dialogue on the rights of people with intellectual disabilities and the media with the aim of transforming society.

In 2020 there were 6 participations in different media, and 2 social change projects were carried out, as well as awareness and participation in business and government events in which a new social vision was built on the rights of people with intellectual disabilities.

Media Participation

In 2021, the presence with 6 communication media was constant and through the following channels:



Social change projects:



We, women with intellectual disabilities



Dads raising for equality



Events:

CONFEE shared its philosophy of rights of People with Intellectual Disabilities and inclusion in 33 events on various topics: Art, Health, Gender, labor inclusion, Educational Inclusion, Legal Capacity and Integrating Rights, of which a total impact of 45,639 was obtained. sensitized people.



On the other hand, the **3rd. Meeting on Legal Capacity** was held, with the theme: **“Families facing the recognition of the legal capacity of people with intellectual disabilities”** which had the objective of raising awareness about the meaning of legal capacity, as well as the generation of support systems for people with intellectual disabilities from the public, private and social sectors. **Awareness reached 1,368 people.**



Private initiative

80 sensitizations were carried out where different contexts of labor inclusion were worked with the following companies:



Aedomex



OPENN



Red de vinculación del distrito federal



Telecomunicaciones y herramientas





Strategic line 2: Diversification of Participation. Compliance with the Sustainable Development Goals:



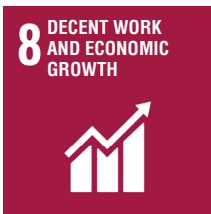
Health & Wellness:
Guarantee a healthy life and promote the well-being of all at all ages.



Quality education:
Guarantee inclusive and equitable quality education and promote learning opportunities for all.



Gender equality:
Achieve gender equality and empower all women and girls.



Decent Work and Economic Growth:
Promote sustained, inclusive and sustainable economic growth, full employment and decent work for all.



Reduction of Inequalities:
Reduce inequality within and between countries.

Institutional Development

Donations:

In order to achieve institutional strengthening and development, it is important to maintain a relationship with markets whose mission is corporate social responsibility. For this reason, CONFE would like to thank the following companies for their donations during the year:



AUTOMOTRIZ
NIHON

CONTINENTAL
AUTOMOTRIZ

GRUPO KLEVER
INFORMATION

WIS MASTER
MÉXICO

PINK KIWI

VIVERO
NEZAHUALCÓYOTL

MAQUILAS
FLEXIBLES

CORPORATIVO
ESE

FUNCIONALIDAD
Y TECNOLOGÍA
EMPRESARIAL

INMOBILIARIA
ALME

INMOBILIARIA
PAT

COMPAÑIA PROVEEDORA
DE MERCERÍAS Y
FERRETERÍAS

CONFE also supported the following foundations:

- Ayúdate a Dar A.C.
- Centro de Educación Integral Avanzada, A.B.P
- Parroquia del Sagrado Corazón de Jesús
- Prof. Isidro Flores Velasco, I.A.P.
- Fundación Owen, I.A.P.
- Fundación para el Servicio, I.A.P.
- Fundación Hogares Providencia, I.A.P.
- Fundación Humana Dignitas para el Desarrollo Integral de la Persona Humana, I.A.P.

One more example of collective solidarity.



Calls for proposals

In 2021, financial resources were obtained through the following calls:

Call for Proposals Diverse Social Problems 2021 of the National Monte de Piedad

Project: Quality of Life for people with intellectual disabilities

Amount: \$273,000 pesos

Call for Decent Work 2020 – 2021 of Nacional Monte de Piedad

Project: For an inclusive world of work

Amount: \$500,000 pesos

Co-investment Program for the Social Development of Mexico City 2021 DIF

Project: Terrariums for self-employment of young people with intellectual disabilities

Amount: \$100,000 pesos



Alliances

Together with the BBVA Mexico Foundation, scholarships were awarded to 12 young people with intellectual disabilities during the 2021-2022 school year.

With this, both the **BBVA Foundation** and **CONFIE** contribute to the educational inclusion of young people with some type of disability to enhance their personal development and autonomy.

CAF AMERICA

CAF America (Charities Aid Foundation America) Registered CONFIE within its organizations to donate through CAF America.

Crowdfunding Campaign

HIP GIVE Crowdfunding Campaign

The first CONFE Crowdfunding campaign was carried out, through the HIPGIVE platform, the project was launched to support the early intervention of children with intellectual disabilities.

During the campaign period, several dynamics were held both on social networks and in meetings with collaborators to publicize the campaign and motivate them to make a donation to the campaign.

HIP GIVE



CONFE Volunteers

CONFE opened its doors to McKinsey & Company, who during the Global Initiative Day Of Service, ten of its employees participated as volunteers at the CONFE Center.

In addition to learning more about intellectual disabilities, touring the institution's facilities had the opportunity to have a session led by the McKinsey team with agile methodologies to build ideas and solutions that drive the business plan of the bakery workshop for the following year.

McKinsey
& Company



Sustainability

The recurring donor campaign, “**CONFE Social Investor**” continues to seek to add more individual donors to support us in providing dignified, timely and quality care for children and young people with intellectual disabilities in CONFE.

This year, \$86,850 pesos were raised from 13 recurring donors with an average monthly donation per donor of \$350 pesos.



In the same way, the sales campaign for the cause of the book “**Cocinando como un banquetero**” (*Cooking like a Caterer*) was resumed and 4 cooking classes were taught, **impacting more than 150 people.**

This was done thanks to the collaboration of the following Chefs.

Alessa Gourmet
Bakery

Iván Millán
Chef

Elena Reygadas
Chef

Cesar de la Parra
Chef, of Carolo Group

Impact on RRSS

Social Networks accompanied by an ideal communication strategy can play a fundamental role in the third sector.

This was demonstrated during 2021 in CONFE, as it was achieved that 54,918 people were sensitized through various social networks and increase of 100% compared to the previous year.



Facebook
45,639
followers



Instagram
3,132
followers



Twitter
5,036
followers



YouTube
1,120
followers

**TOTAL NUMBER OF USERS MADE AWARE OF
54,918**

Social media campaigns

6 campaigns were generated to increase the positioning of issues related to the rights of PWID:



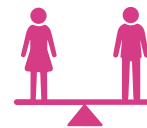
#CONFE:

That CONFE be known for having a positive impact on the quality of life of people with intellectual disabilities, that be a reference in issues of intellectual disability and defense of the human rights of people with disabilities.



#Inclusive education:

Establishing a common position on inclusive education among the organizations of the CONFE network, in order to have the same discourse that permeates the actions of the organizations and be an argumentative tool for the advocacy in public policy on education at local and federal level.



#Legal Capacity and Human Rights:

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



#Culture Inclusion:

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



#Families:

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



#Labor Inclusion:

Show benefits of labor inclusion that integrated young people have had.

Human capital

The institution's staff was **professionalized through 67 courses** on the following topics:

Human rights

Sanitary measures
against COVID

Civil protection

Emotional and
Physical health

Technical tools to promote
skills for disability care

Administrative
Topics

90% of the collaborators were trained for professional and personal development to improve our excellent service.

47 civil protection meetings were held to update the civil protection measures for a safe return to the CONFE Center in the face of the COVID 19 pandemic.

Finance

In 2021, CONFE keeps updated on tax obligations, resulting in the renewal of the authorization as an Authorized Donataria and approval as an Authorized Donataria to provide second floor donations.



Strategic Line 3: Economic Sustainability.
Compliance with the Sustainable Development Goals:

8 DECENT WORK
AND ECONOMIC
GROWTH



**Decent Work and Economic
Growth:**

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

| STATEMENT OF INCOME FROM JANUARY 1 TO DECEMBER 31, 2021 | |
|--|------------------------|
| CONFE I.A.P. | |
| INCOME | 6,960,927.18 |
| COSTS | 19,559,430.81 |
| GROSS PROFIT | - 12,598,503.63 |
| OPERATING COSTS | 14,027,422.23 |
| JAP FEES | 57,071.80 |
| OPERATIVE RESULT | - 26,682,997.66 |
| COMPREHENSIVE FINANCING COST | 92,446.88 |
| RESULT | - 26,775,444.54 |

| STATEMENT OF INCOME FROM JANUARY 1 TO DECEMBER 31, 2021 | |
|--|---------------------|
| CONFE A.C. | |
| INCOME | 8,990,550.86 |
| SALES | 460,965.21 |
| TOTAL REVENUES | 9,451,516.07 |
| COSTS | 2,385,830.45 |
| GROSS PROFIT | 7,065,685.62 |
| OPERATING COSTS | 6,981,220.64 |
| OPERATIVE RESULT | 84,464.98 |
| COMPREHENSIVE FINANCING COST | 39,764.65 |
| RESULT | 44,700.33 |

| ANNUAL STATEMENT FOR THE FINANCIAL YEAR 2021 | |
|---|------------------------|
| CONFE I.A.P. | |
| INCOME | |
| CASH DONATIONS | 1,523,746.49 |
| IN-KIND DONATIONS | 211,073.57 |
| DUES | 1,041,311.00 |
| HELP SALES | 98,550.00 |
| RENT | 1,215,431.04 |
| RETURNS ON INVESTMENTS | 2,526,238.08 |
| OTHER INCOME | 344,577.00 |
| INCOME EARNED | 6,960,927.18 |
| EXPENDITURES MADE | |
| SALARIES | 9,863,426.31 |
| FEE | 933,724.76 |
| DONATIONS GRANTED | 4,883,570.00 |
| OTHER EXPENDITURE | 18,055,650.65 |
| EXPENDITURES MADE | 33,736,371.72 |
| DETERMINATION OF THE DISTRIBUTABLE REMAINING | |
| REMAINDER | - 26,775,444.54 |

| ANNUAL STATEMENT FOR THE FINANCIAL YEAR 2021 | |
|---|-----------------------|
| CONFE A.C. | |
| INCOME EARNED | |
| CASH DONATIONS | 6,245,404.55 |
| KIND DONATIONS | 1,303,067.68 |
| OTHER INCOME | 1,903,043.84 |
| INCOME EARNED | 9,451,516.07 |
| EXPENDITURES MADE | |
| SALARIES | 3,098,841.74 |
| FEE | 2,103,326.99 |
| OTHER EXPENDITURE | 4,204,647.01 |
| EXPENDITURES MADE | \$9,406,815.74 |
| REMAINDER | 44,700.33 |



Donors

- Aaron Silva Nava
- Alberto Miranda Mijares
- Arlette Marisol Oscos Peña
- Barbara Sánchez Navarro
- Beatriz Alejandra Pintado Sánchez Navarro
- Beatriz Pintaso
- Claudia Alicia Mandujano Romo
- Cristina Aguilar
- Daniela Cobian
- Emilio Ocejo Gutiérrez
- Fernando Gutiérrez Luna
- Gabriel Eduardo Hernández Hidalgo
- Guadalupe Garzafox Fonseca
- Guadalupe Quijano
- Karen Heyser
- Lorenza Caraza Campos
- Luis Alberto Jimenez Pantoja
- Luis Orvañanos
- Manuel Román Ramírez
- Maria de Jesús Jimenez Martinez
- María del Carmen Martinez Romo
- María Isabel Ramos
- María Teres Badi
- María Teresa Jaen
- Mónica Abedrop Evelson
- Myrna Anne del Valle del Rincón
- Paloma Quijano Castello
- Rita Ariztegui
- Soledad Herrera



Board

| | |
|----------------------------|---|
| President | Alberto Miranda Mijares |
| Vice president | María Guadalupe Quijano Orvañanos |
| Secretary | Fernando Moreno Gómez de Parada |
| Assistant Secretary | Javier Agustín Quijano Orvañanos |
| Treasurer | Luis Conrado Cerda González |
| Vocal | Ernesto José Velasco León |
| Vocal | Ma. de Montserrat de la Luz Vidal Saldaña |
| Vocal | Juan Rodolfo Vidal Saldaña |
| Vocal | Mónica Buenrostro Perdomo |

Board of directors

| | |
|-----------------------|-----------------------------------|
| President | Javier Agustín Quijano Orvañanos |
| Vice president | Juan Rodolfo Vidal Saldaña |
| Vice president | Martín Javier Hernández Dones |
| Treasurer | Guadalupe Quijano Portilla |
| Secretary | Fernando Moreno Gómez de Parada |
| Vocal | Alejandro Figueroa Cuevas |
| Vocal | Angélica Karina Nava Monroy |
| Vocal | Carmen Suárez Fernández |
| Vocal | Eduardo Martínez Escobar Quijano |
| Vocal | Elvira Félix Ramírez |
| Vocal | Frida Jiménez Martínez |
| Vocal | José Rafael Maldonado Adame |
| Vocal | Laura Calderón Pérez |
| Vocal | Luis Conrado Cerda González |
| Vocal | Marco Antonio Martínez Martín |
| Vocal | María Fernanda Castro Maya |
| Vocal | María Vidal Gutiérrez |
| Vocal | Martha Vargas López |
| Vocal | Mónica Judith Perrusquía Rivera |
| Vocal | Regina Velasco Margain |
| Vocal | Verónica Edith Rosas Ortega María |

Organizations of the CONFE NETWORK

Nuevo León

Andares A.B.P.
Centro De Educación Integral Avanzada A.B.P.
Centro De Educación Integral Cadereyta A.B.P.
Effeta A.B.P.
Instituto Guadalupe De Linares A.C.
Taller De Expresión Y Desarrollo Integral A.C.
Unidos Somos Iguales A.B.P.

Coahuila

Jóvenes Emprendedores de Saltillo A.C.

Chihuahua

Asociación de Padres de Personas con Necesidades Especiales A.C.
Fundación Juárez Integra A.C.
Institución de Lenguaje Aprendizaje y Conducta A.C.
Instituto Down de Chihuahua A.C.

San Luis Potosí

Asociación Potosina En Pro Del Deficiente Mental A.C.
Institución Potosina Pro-Educación Especializada A.C.

Baja California

Taller Pro Discapacidad A.C.

Sonora

Asociación De Padres
"Esfuerzo Unido" A.C.

Quintana Roo

Agrupación de Apoyo a las Familias Especiales
Asociación de Padres de Familia Con Hijos Deficientes Mentales de Benito A.C.
Asociación Pro-Niños Excepcionales A.C.
Grupo De Atención Multidisciplinaria RDM, A.C.

Baja California Sur

Centro de Atención Múltiple Laboral No.13

Tamaulipas

Autismo un Mundo Contigo A.C.
Instituto de Desarrollo Integral de la Laguna A.C.
Proyecto Inclusión A.C.

Sinaloa

Federación Sinaloense De Asociaciones A Favor De
Personas Con Discapacidad Intelectual A.C.

Yucatán

Aprendamos Juntos A.C.
Asociación Paso a Pasito I.A.P.
Asociación Yucateca de Padres de Familia
en Pro del Deficiente Mental A.C.

Jalisco

Centro de Educación Especial Guadalajara A.C.
Familiares y Amigos de Personas con Discapacidad
Intelectual A.C.

Tlaxcala

Copitl Centro De Desarrollo
Artístico Integral A.C.

Hidalgo

Centro De Terapia Educativa
Hidalgense A.C.

Zacatecas

Centro de Capacitación y Educación
"La Luz" A.C.
Integración Zacatecas A.C.

Aguascalientes

Comunidad Agazzi A.C.

Tabasco

Asociación Pro-Discapacidad Intelectual de
Tabasco Ángeles Creativos A.C.

Morelos

Familias Trisomia 21 Morelos A.C.
Unidos Somos Iguales A.C.

Chiapas

Unidos Pro Down A.C.

Guanajuato

Asociación Amigos del Down A.C.
Casa Hogar Primavera A.C.
Instituto Pedagógico De León A.C.
Red Instituciones a Favor de la discapacidad, IFADI

Edo. Mex.

Centro De Atención Multiple 10 "Adolfo López Mateos"
Centro De Atención Psico Pedagógica Y Desarrollo Infantil Cappedi A.C.
Centro De Capacitación Para La Vida Independiente A.C.
Centro De Educación Especial Sembradores S.C.
Familias T21 A.C.
Fundación CEDAC A.C.
Fundación Por Una Inocencia Feliz A.C.
Kadima A.C.
Kalimori A.C.
Koinobori Educación Especial A.C.
Un Mismo Pulso A.C.

Guerrero

Centro De Atención Múltiple No 48, Iguala.
Centro De Recursos E Información Para La Integración
Educativa 04
Dirección de Educación Especial del Estado de Guerrero

Querétaro

APAC Querétaro I.A.P.
Casa Hogar Femenil A.C.
Casa María Goretti I.A.P.
Centro De Apoyo Y Calidad De Vida Cali A.C.
Institución Ana Cristina Juárez Díez Marina I.A.P.

CDMX

Adelante Niño Down A.C.
Ah Kambal A.C.
Asociación Ciencias de la Conducta Especialistas A.C.
Best Buddies de México A.C.
Calidad de Vida "Conóceme" A.C.
Capacitación Industria CINIA S.A. de C.V.
Casa Hogar Regalo de Amor A.C.
Centro de Apoyo Psicopedagógico de Aragón A.C.
Centro de Atención al Niño y a la Familia A.C.
Centro de Atención Psicopedagógica Integral A.C.
Centro de Autonomía Personal y social A.C.
Centro de Capacitación Para la Vida Independiente CCAVI A.C.
Centro de Investigación y Servicios de Educación Especial A.C.
Centro de Rehabilitación y Educación A.C.
Centro Ecuestre de Rehabilitación las Águilas A.C.
Centro Educativo de Desarrollo Integral y Cultural A.C.
Centro Itari A.C.
Clínica Mexicana de Autismo y Alteraciones del Desarrollo A.C.
Colegio de Apoyo Educativo Down A.C.
Comunidad Crecer I.A.P.
Comunidad Educativa Incluyente I.A.P.

Comunidad Empoderamiento y Autogestión A.C.
Daunis, Gente Excepcional A.C.
Declic, Abriendo Puertas a La Inclusión
En-co Mariposa Blanca A.C.
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Fundación Amigos Caleidoscopio A.C.
Fundación Incluyeme A.C.
Hogar de Nuestra Señora de la Consolación Para Niños Incurables I.A.P.
Iluminemos de Azul A.C.
Instituto Domus de Autismo A.C.
Integración Down, I.A.P.
La Gaviota Centro de Atención a la Discapacidad Infantil I.A.P.
Olimpiadas Especiales de Mexico A.C.
Padres de Hijos con Necesidades Especiales A.C.
Programa Y.M.C.A. de Desarrollo Comunitario y Asistencia Social A.C.
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Saber para Crecer I.A.P.
Semillas de Amor, Fundación Para Niños Prematuros A.C.
Todos por La Inclusión A.C.
Tú Y Yo Somos Iguales, A.C.
Unidos Somos Iguales DF I.A.

Oaxaca

Asociación Pro Deficiente Mental de
Oaxaca A.C.

Puebla

Asesoría Para el Manejo Adecuado de la Discapacidad A.C.
Centro de Atención Múltiple Jean Piaget
Centro de Integración Psicológica Y Aprendizaje A.C.
Fundación Down Puebla A.C.
Fundación Trébol de Puebla A.C.
Integra, Capacitación Laboral Para Personas con
Discapacidad Intelectual A.C.
Vínculos de Apoyo para Lograr La Recuperación Autista en
Puebla A.C.



Lo normal es un trato normal

What is normal is normal treatment

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

Tel. (55) 6732 6600 www.confe.org

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continue donating

