>> Nelly Nieblas: Welcome everybody, we are very excited to present to you our "Celebrating Hispanic Heritage Month" panel and we have guests from -- people on RespectAbility's Staff, Fellows and board members and we'd love to share with you some stats on an overview of what the situation is for people with disabilities in general. As you know, disabilities can be temporary or permanent, visible or non-visible, from birth or adopted later. Anyone can join the disability community at any point due to aging, illness, accidents or trauma. The disability community is diverse. People with disabilities from underrepresented communities face double discrimination. Including disability in diversity - organizations at their best are at their best when they welcome, respect and include people of all backgrounds. This includes people with disabilities. One in four adults has a disability. People with disabilities want opportunities just like everybody else. Just an overview on employment. There are more than 5.4 million Hispanic/LatinX people living with a disability in the U.S. The disability employment rate for working Hispanic LatinX people with disabilities was 40.9 percent in 2019. That is 36.1 percent lower than the employment rate for working-age Hispanic/LatinX people without disabilities. Like African-Americans, Latinos are over-represented in essential jobs that increase their exposure to the virus. Education: public schools serve over 2 million Hispanic/LatinX students with disabilities. 27 percent of all special education students in America are Hispanic and LatinX. Among English language learners there are more than 800,000 students with disabilities making up 15 percent of English language learner students. And. that just gives you an overview of the context in which LatinX with disabilities face and live in and I would welcome our board member Victor Pineda to introduce himself and I will start asking questions. And everyone, before you answer the question, please make sure to introduce yourself. I forgot to introduce myself. I am a Staff member with RespectAbility and I am the manager for Policy, Advocacy and Civic Engagement. Thank you.

>> Victor Pineda: Thank you so much Nelly. Okay, thanks to everybody at RespectAbility for putting this important conversation together. I am a board member of RespectAbility but I'm also very much committed to ensuring that we are seen and heard as people that identify as Hispanic or Latinx and have the intersectional identity of having a disability, being proud of having a disability. You know it's very -- to me, personal. I’ll just start off with some opening remarks and then pass it back to Nelly and our colleagues to take the conversation forward. But we're gathered here for two primary reasons. First is because it is apparent that the disability community has made great progress in the US to change laws, and that the LatinX and Hispanic community has also made great progress to being visible. However there's a gap, and that gap exists at the intersection between the Hispanic and LatinX communities and the disability community. So one of the big questions are, you know, why are we continue -- why do we continue to be invisible within the broad Latinx and Hispanic Heritage Month celebrations and in the variety of conversations that happen in Congress with the hispanic congressional caucus or with this, you know, television, film, media, policy and so on -- and employment rates as well, as we heard the statistics. The other question becomes what do we do to ensure that the broader disability community also respects, uplifts, and really understands the nuances of our experience. I know there's some really great people in attendance on this call that are going to be able to also jump in with questions and share lived experiences, but I'll -- just sort of set the stage by giving you two or three important touch points. I was born in Venezuela. I am an immigrant. I grew up speaking Spanish but I also have the experience of coming to this country, having to learn to speak English and be discriminated against because I was, you know, considered to not be American even though I was seven years old, and I grew up here and I am a US citizen. I also carry the privilege of having an opportunity to have a very good education, which I would not have had in my country in Venezuela. One of the primary reasons why my mother came to the U.S. was because as a mother of a disabled child she understood that I would not have the protections in Venezuela as I had here, I would not have the laws, I would not have support services in the classroom. So I do feel a deep sense of pride as an immigrant, as an American, and as a member of the LatinX community to have had opportunities in this country that really were denied to me in my home country. And many of our parents and grandparents, you know, whether or not they had disabilities, they sought out opportunities in this country. But that doesn't mean that we have to be complacent. It doesn't mean that we have to sort of just be content. It means that we have to advance the struggle for social justice for our communities, and understand that there is inequity in outcomes on education for LatinX students with disabilities. There is inequality in outcome in employment for LatinX individuals entering the labor force with disabilities. There is -- you know inequality in opportunity, in outcomes when it comes to health and health equity. So I believe each one of us has a role to play in both celebrating the progress that our respective communities have made, but strengthening our commitments to that intersection where we see ways of strengthening the dialogue on LatinX experience within the disability community, and the dialogue of the disability experience within the LatinX community. So I’m gonna hand it back to my good friend Nelly who is going to lead a discussion and really elevate sort of practical ways that we can make progress together. Thank you very much.

>> Nelly Nieblas: Thank you Victor — Dr. Pineda. One of the first questions I wanted to ask all the panelists is what needs to change in order to bridge the gap between the broader disability community and specific subsections of -- I'm sorry what gap between the broader disability committee and the specific sub-sections of the disability community hispanic? How do we take responsibility to fill that gap?

>> Victor Pineda: Well let's make sure that everybody on the call knows who else is speaking. [Nelly laughs] Yeah, I'm Victor Pineda. I’m both a faculty at UC Berkeley and the President of World Enabled, a Global Nonprofit advancing radical inclusion through policy and social justice work. But I'm also a two-time presidential appointee to the U.S Federal Access Board and I helped negotiate the UN Convention on the rights of people with disabilities. So that's a bit of background. Krista?

>> Krista Ramirez-Villatoro: Hi. My name is Krista. I am the current Entertainment Media and Communications Fellow here at RespectAbility. I am currently a graduate student at UCLA, currently getting my M.A in design and media arts, just living in the intersection of film and art and really just trying to create representation for people with disabilities in my work, so I'm pretty excited about that. My background is pretty similar to Dr. Pineda's. I am also an immigrant. I came here when I was six years old from Guatemala, also seeking better health care. I had a spinal cord tumor at the time that led to my SCI. And I'm also one that has, you know, been privileged enough to really -- really take advantage of everything the American health care system, as flawed as it is, has provided me. I think -- I was able to get things here that weren't even comparable in my home country. So pretty excited to be here, and yes, that is my introduction.

>> Nelly Nieblas: Great Krista. I would love to hear your perspective on the question that I asked Dr. Pineda and you regarding closing the gap between the disability community and the subsections -- the hispanic community with disabilities, and know what could be done or -- what can be done to address the gap between those two populations?

>> Krista Ramirez-Villatoro: I think it's definitely a very difficult intersection, one that I’ve definitely had to navigate since I got to the United States, just entering the education system as a disabled individual, and also one that didn't speak English. I had a 504 plan -- I think that's what they're called -- in school, so I was given a Para Pro to sort of help me, like, physically navigate the classroom but, like, no one really had the experience to help me navigate the classroom as a Spanish speaker. I didn't really have ESL, but -- ESL classes or anything, I just kind of figured it out and I think it would just make sense to have someone that knows how to navigate both. Yeah, both identities of students. I hope that answers the question.

>> Nelly Nieblas: Like, it gives us a perspective from a student's perspective and going into the duality of our identities. For me, I think trying to build bridges between different organizations like Hispanics in philanthropy, the Congressional Hispanic Caucus -- which I happen to be an alumni of the Congressional Hispanic Caucus Fellowship -- talking to these specific fellowships and pipelines and building partnerships with them and saying, hey we have the qualified candidates. You know, tell us when your deadlines are, tell us -- what your fellowship entails and we can create the pipeline for more people with disabilities that are part of the Hispanic community that also represent an identity and an overcoming of struggle, that can also be an asset to your fellowship, and any future career they decide to go into. So my approach would be to not be afraid to challenge the current Hispanic serving institutions, like -- like Arizona State University, you know, all these different universities to also have special orientations that kind of connect them to their fellow Latinos, LatinX students so that they don't feel so isolated when they're transitioning into an educational setting that might be totally different from their home setting. So those are three kind of aspects that I would kind of try to implement as a program or policy -- programming partnerships between different nonprofits like RespectAbility and the hispanic -- Congressional Hispanic Caucus institute. And a little bit of my background. I was born to immigrants. They both emigrated in 70s and I was born with cerebral palsy. And it wasn't until they found a Spanish-speaking doctor that they were able to kind of pinpoint that I had cerebral palsy. And it was because of his guidance that they were able to find the Children's Hospital Los Angeles, where I received most of my care. For me, I remember the the exact instance that I learned when I was switching into a language was in first grade when a kid asked me for his pencil. And I was thinking in Spanish, I'm like that's “a lapiz," that's a pencil. And next thing you know I'm like, okay, I'm putting the words together and it's like, oh, that's a pencil. Here's your pencil. And I heard myself say those things and it was a really crystallizing moment where wait a minute -- I have to learn two languages, not only my home language being Spanish and being able to navigate the English world of education. You know, I also was able to excel and be quote unquote mainstreamed. So basically I was one of the few kids that was mainstreamed into quote unquote -- non-disabled classroom where regular students -- quote unquote regular students, people without disabilities were taught. And that was the hardest transition, because kids really didn't know how to deal with me. They either teased me or isolated me because I was so different, or I was their best friend. So I had two extremes. But I was lucky to receive a very strong health care background, as well as an educational background which eventually led to me going to the University of Southern California, excelling there, with a lot of institutional fighting to get the accommodations I needed, and eventually being accepted to Harvard's Kennedy School of Government which allowed me to have a career in public policy. It's constantly navigating not only your identity as a person of color who speaks another language. It's also fighting for the accommodations that you are entitled to as a U.S. citizen. It's always being able to code switch between those two worlds that I found interesting when it came to trying to build partnerships and trying to address those gaps between the disabled community and the Hispanic community with disabilities. Let me get back to the questions. One second. I was wondering -- how can your disability and ethnic identity be seen as an asset? Krista, could you take that one first?

>> Krista Ramirez-Villatoro: Yeah, sure. I would say that I definitely bring in a different voice into my programs at school. I think right now I'm the only -- yes, I'm the only LatinX student in my program and I can already tell that a lot of the work and a lot of the -- material that we're getting to read is Eurocentric, just a lot of perspectives that don't really take into consideration, you know, the history of the people that have, you know, been here for a while. So I think I really get to raise those questions in class and really, like, bring things into perspective and -- really open the doors for them to think about these things, and also like -- make them think about admitting more students with this background. Yeah.

>> Nelly Nieblas: Perfect. Victor?

>> Victor Pineda: Yeah just a brief review. I think Krista is very right, but I do think that there's a really important role to understand that, you know, both the unique aspects of this experience is that although we have similarities, the disability community is very diverse, and the LatinX community is very diverse. There's -- you know, there are LatinX people that have a variety of different lived experiences, racial identities, socioeconomic experiences, you know, the LatinX immigrant isn't just -- a immigrant from central America -- it's also -- a doctor from Argentina or a scientist -- from Costa Rica or whatever. So I think what I'm trying to say is that celebrating the advantages of both of those communities, understanding their diversities gives you a lot of access to different ways of engaging with folks. So it is -- I would kind of invite us to realize that the intersection is quite rich, because each of the intersectional identities is a plurality of themselves. So whether you're Central American, South American, whether you come from, you know, a LatinX background of immigrants that had a higher socioeconomic status or low socioeconomic status there's just so much diversity. So I think we need to celebrate that as well, and try to avoid, like, any sort of simplifications. But at the same time, find the colored threads. Thank you.

>> Nelly Nieblas: Thank you Victor. I would agree with Victor's perspective -- Dr. Pineda’s perspective -- when it came to the diversity within the community. My mother brings an entrepreneurial spirit. She -- as she, you know, immigrated to this country, prior to that she had a small business in her home country. And she tried to translate that into a business here. But due to the language barrier and the bureaucracy, she was forced to focus more on other aspects of her spirit of entrepreneurship, as well as being someone who was always coming up with ideas. A lot of them were translated into adaptive equipment she made up so that I could have an easier time walking around the house. But her energy as an entrepreneur never stopped. And those assets do come from the LatinX background, and the experience of being one. And I really appreciate you expounding on the diversity of experience of the LatinX -- population as well as, you know, being a person with a disability. The intersectionality between those two identities are intertwined in my reality as a person of color with a disability. I can't separate myself from being a person with a disability and a Latina. It's together. It meshes together to make who I am as a person. So my drive, my entrepreneurship, the way I see my disability as an asset, my given, my drive is because of my mother, because of my father, because of their spirit of wanting to improve themselves and be entrepreneurs. So yes Victor, thank you very much. Moving on to the next question. I'm wondering where is the money resources? How do we create explicit funding streams for this intersection? How do we create targeted investments so that people that have our experiences or those who have different experiences from us have the same equity chance -- equitable chances to succeed in this country. Krista?

>> Krista Ramirez-Villatoro: I’m gonna hand that one over to Dr. Pineda. I'm not sure how I know enough to speak on that.

>> Nelly Nieblas: [Laughs] Okay.

>> Victor Pineda: So can you repeat the question?

>> Nelly Nieblas: Yeah, where is the money/resources? How do we create explicit funding streams for this intersection of population? How do we create targeted investments so that people within the disabled community slash hispanic community with disabilities can come together?

>> Victor Pineda: So that's a really important question and I'm really happy that you asked it. I think at the end, we realized, for example, the census was very important, because the census helps us be visible. The census helps us understand data. The census helps us direct resources. But there's also, like you said Nelly, there's relationships. Your relationships unlock resources as well. The fact that, you know, Ana Marie Argilagos from Hispanics in Philanthropy is a great ally of the disability community, that could open up resources. The fact that we have, you know, variety of LatinX and Hispanic leaders in both, you know, local government, state government, national government, you know, creating alliances and elevating, you know, the -- understanding with a data driven approach what that compounded inequality is, and then being able to make a compelling case as to why, for example, the state of California should be supporting your youth development programs specifically for LatinX youth with disabilities, or how to ensure outreach to vocational training and internship opportunities. When we talk about equity access and diversity programs, are they also incorporating disabled youth in those -- sort of job training entrepreneurial -- so there's just -- a lot of spaces where we need to be sophisticated enough to identify the specific data backed evidence for that gap and that -- use that data backed evidence. Like, you started this conversation, Nelly, with a lot of data to basically say, you know, there's hundreds of thousands of students, not like students with disabilities that have a very different home life, you know, than their Asian-American or African-American counterparts, because of this experience, because of additional barriers, whether it's language -- whether it's cultural notions of disability within the LatinX community. I mean, there's a variety of ways that we need to understand how to talk about those gaps, and then be able to raise awareness, whether it's in our school district with a superintendent, whether it's in our parents companies or -- companies where we work, maybe they have, you know, social impact work that they're doing on equity access and inclusion, internship programs, so I don't have a simple solution. I just think that there are more than enough resources. It's up to us to ensure that they're directed towards filling the gap, filling the specific areas you mentioned.

>> Nelly Nieblas: Thank you Victor — Dr. Pineda. I, you know, from my policy experience when I’ve --through my work in RespectAbility and working with the LA county workforce board and trying to connect with other workforce boards around the state, that's a key area where job creation and recruitment of people with disabilities could be an equalizer. It's very interesting that when you look at their plans, initially they they speak about the population with disabilities as an area of need. But when you look at the plans they need integration in every facet, be it retention, being education, being recruitment and then -- and then advancement. So one of the key areas of investment, I would be -- pushing for would be investment in workforce boards, so that there is an actual initiative that focuses on people with disabilities, and specifically people of color with disabilities, so that they can advance given the -- double hurdle that we overcome and excel -- I think having that kind of apprenticeship model that allows us to use not only local -- workforce investment funds but also the federal workforce innovation and opportunity act funding, so that we can have these pipelines created, so that jobs are created specifically for our population to be able to have the career making jobs that will help them excel in society and influence policy and society in general. Thank you. I am very interested in hearing your perspective, since a lot of us have gone through the pandemic, what do you -- what do both of you think of the current state of people with disabilities? What -- let me read you the question that I have. What are the current issues facing hispanics and LatinX people with disabilities as a result of the pandemic? I'm gonna hand it --I'm gonna hand it off to you Krista, because I think you can give us a perspective, especially being a grad student and having to adapt to maybe new the new way things are being taught.

>> Krista Ramirez-Villatoro: Yeah, I would say there's definitely a mental health crisis that is going to need to be addressed pretty soon, just with the isolation that comes with, well first of all being disabled and being especially vulnerable to COVID, and having to have that awareness and care that able-bodied people don't necessarily have. I think there's just a lot of depression and loneliness that comes with that, and I think that's something that we need to be aware of and hopefully support each other through as disabled individuals.

>> Nelly Nieblas: I definitely agree with you Krista. The mental health aspect of dealing with the pandemic and, you know, dealing with the isolation has been a hurdle that many people with disabilities have encountered. I think as a Latina, having my culture not really talk about mental health has been another barrier that I faced, especially seeing, you know, seeing how my mom reacted to the loss of my father during the pandemic. One of the key things that happened was that she didn't talk about it, you know, she doesn't talk about it. And one of the key things that I was exposed to early was actual help and having group support that helped with my grief. But you see the contrast with my mother that doesn't -- she doesn't have that support so her grief is compounded. So you definitely -- do hit on a key issue that most people with disabilities and the LatinX community is facing. It might not be a loss of a loved one but it can be the isolationist feeling that you get from not being able to see your friends and interact with them and be with them. That also can affect your state of mind. Victor, do you have any insights on how the pandemic -- has impacted the LatinX community with disabilities?

>> Victor Pineda: Yeah, I think that you bring a really important point. We are triply -- quadruply affected. First because we tend to live in larger family units. We tend to be frontline workers. We tend to have intergenerational families with older adults and grandparents. And from the disability perspective, we also tend to have, you know, this combination of having to have family members be frontline workers, and they have family members that are especially vulnerable, with just the abuelas and the kids with disabilities or the adults with disabilities. So it's really a very unique kind of combination for our community of threats. But it also is an opportunity. Again, if we stay on message, if we're clear [coughs] about how our experience matters, and how our lives matter within this context, and how we need to shape the new normal. Those are the kind of conversations that are really important. Because when you're --the administration says we need to build back better, the question is build back better for who? Build Back Better how? Build Back Better, you know, what wasn't good before the pandemic? What did we learn at this intersectional point of identities? How does that not only help the LatinX community, and LatinX community with disabilities, but how does those experiences help us create a new normal for everybody? Does that make sense? So there's -- part of it is targeting experiences just at the intersection, but part of it is just building a more robust system for all of our communities, when the new pandemics come, when the next round of lockdowns happen, right? So really evolving our notion of what we want to achieve as a country by leveraging the very specific experience of the LatinX community. Nelly and Krista, you guys are doing really great work. Unfortunately I have to jump on a call. I'm presenting a training to the InterAmerican Development Bank, which is a training on how to ensure countries throughout Central and South America can elevate accessibility and what they can do to create programs that don't discriminate against people with disabilities in Central and South America. So that's part of my contribution to Hispanic Heritage Month as well. So thank you for having me, and I wish you the best of luck with the discussion.

>> Nelly Nieblas: Thank you for being with us. It's been an honor.

>> Victor Pineda: Thank you Krista, keep up the great work. And if anybody wants to reach out to me, my email is just victor@worldenabled.org. and I'm happy to be of service, and a role model to anybody that wants to advance these issues. Great thanks bye. Bye guys.

>> Krista Ramirez-Villatoro: Thank you Victor.

>> Nelly Nieblas: Thank you I am looking at our questions, and I'm wondering if there are any questions in the audience for right now, or else I can move on to my next question as a moderator. Are there any questions Eric or Jake?

>> Eric Ascher: None so far, but, again, another reminder, feel free to put your questions in the Q&A box. And if you're watching this on Facebook, I'm checking the comments on Facebook as well so you can also leave a comment and ask a question that way.

>> Nelly Nieblas: Okay. Ooh, I would have -- this is the next this is the next question I have. What systemic cultural barriers do Hispanics/LatinX people with disabilities face to full inclusion in society? Krista?

>> Krista Ramirez-Villatoro: Sorry, could you repeat that?

>> Nelly Nieblas: Yeah sure no problem. What are -- what systemic or cultural barriers do hispanic/LatinX people with disabilities face to -- face to the full inclusion of society? So what barriers are there that prevent people with disabilities of hispanic or LatinX descent from being fully included in society?

>> Krista Ramirez-Villatoro: Okay. I would say Hispanic culture -- it hurts me to say, but we still have a long way to go towards including people with disabilities, even in the conversations that we have and in the way that we talk about people with disabilities. And I would even say like within my own family there's definitely a nuance that comes with disabilities that they don't seem to grasp. And I definitely have to hold their hand and explain to them that sometimes their language isn't as accurate and -- or it doesn't translate right. And sometimes it can be more harmful than good, even though their intentions are good. They're -- they always have our best interests in mind, but I think there's still a long way to go. And there's -- there's just a language barrier is what I would say there is, and there's just something we need to do to address it, yes.

>> Nelly Nieblas: Awesome. Oh, I have a question for you. How do you think social media can benefit the disabled LatinX society to interconnect and help advance each other? This is a question from our audience.

>> Krista Ramirez-Villatoro: So is that in the chat?

>> Nelly Nieblas: Yes, in the chat. It's by Roy Payan.

>> Krista Ramirez-Villatoro: I think -- I mean at least for my own personal experience with social media, I think -- it definitely helps you get more awareness out, and just, like, I think disability is sometimes still a little bit taboo for people, they don't really want to talk about it. And there's -- either they're scared to, like, say the wrong things, and it just really opens the door for questions and that's the way I found it, especially with my TikTok. Don't look it up [laughs] but, just yeah, just, like, normalizing disability and just opening up conversations about it and saying it's not scary. You can ask things and we'll answer them and -- yeah.

>> Nelly Nieblas: Mmhmm. I think social media, like you said, opens up the communication between people who've never interacted with people with disabilities. You know, for example, you know, my niece doesn't speak to me very often. But then when I text her or when I do something on TikTok, she'll ask me all these questions about, you know, what do you do when people stare at you? You know, and I'm like, well, I ignore them because I know I'm fabulous. They don't know how fabulous I am, so I just walk by, you know? It's -- I think social media is more of a tool for self-advocacy too when it comes to pushing for people, especially decision makers, to push for legislation that will benefit our community. And I’ve seen it work effectively. Having -- I mean, every elected official has a twitter handle, and if you have a specific advocacy ask or have a group of people that can bombard the Twitter and also call the offices, they move fast. So I’ve seen the power of social media to advocate and change policy to be more inclusive of our needs.

>> Krista Ramirez-Villatoro: I also, at least from my experience, I’ve also seen it as a tool to, like, connect us to other disabled people. I've met a lot of other great people through through Instagram or TikTok. We'll just DM and then suddenly you meet this person that has, like, a very similar experience to you. Especially being a wheelchair user, I think there's a big community online and on Instagram, and I think it's great that we just get to connect with each other. And I think there's a lot of -- there's just a lot of commonality in that, so.

>> Nelly Nieblas: Oh this is a perfect question for you, another question. What power does the entertainment field and authentic storytelling have in quote-unquote normalizing disability or other marginalized identities?

>> Krista Ramirez-Villatoro: I think it's just really normalizes disability to see somebody on a wheelchair on screen being a love interest. That's something that I’ve experienced in multiple shows this year that I've seen, like, shows like the L Word or, like, Sex Education, they're for the first time, like, bringing these characters as people that are, like, worthy of being in romantic relationships. And like, as a kid I never saw that. I never saw myself in any of these characters. Even as a Latina I think it was really hard to really identify or really see what was possible. But I think with film and television, we can really show kids what they're capable of, and what they're worthy of. So yeah.

>> Nelly Nieblas: Yeah. You know for me, the word normalized, I tend to fight against it. For me it's we are who we are. We're part of the reality. There's no -- just there's no difference between a person without and a person with a disability when it comes to living life, you know? You have the same desires, the same goals, you know? Having a family, not having a family, traveling the world, learning languages, having your own home - we all have the same goals and -- dreams to achieve. It's just when I hear the word normalize, I'm like, I'm normal. You just -- like, for me, I like to -- I would say a person with a disability, I'm person first focused very much. And so for me, I guess entertainment, like you said, it's not until -- you know, I'm in my early 40s that I'm seeing people of color be love interests who are disabled, and I'm sitting here -- who have disabilities for me.

>> Krista Ramirez-Villatoro: What was your first experience seeing yourself on on television or film?

>> Nelly Nieblas: Well the first person that I ever saw was the lead chief of staff in this old TV show called ER, and it's a woman on crutches who was the chief -- the chief of staff to the whole group. And she was in love. Her partner was a person from Africa. And she runs and grabs him, and just kisses him on screen. And I'm like [gasp] that can happen? [laughs] I was so excited to just see somebody who reflected not only my use of crutches, but also, you know, I saw another portrayal of someone in a wheelchair, now that I use my wheelchair I'm like, that's right. We can be romantic leads. And not only do we -- are we romantic leads but we bring the spice to the scene too, you know? It was just an amazing moment of we exist.

>> Krista Ramirez-Villatoro: Yeah!

>> Nelly Nieblas: Mmhmm. It was wonderful. Oh, we have a couple of minutes left. I know that there's a question on how to become more involved with RespectAbility. I know that you can email us at -- Jake, can you help me with the email if anyone wants to get involved with RespectAbility or is interested in any of our fellowship programs?

>> Eric Ascher: I would recommend that if you're interested go to respectability.org - our website. I’ll put this in the chat. There's a form you can fill out there at the bottom of the page -- with ways you can sign up to volunteer and a way you can sign up for our newsletter, and yeah. And our fellowship is also on our website. You can find more information on that there as well. So I'm gonna put a separate link in for that in the chat box.

>> Nelly Nieblas: Awesome. I guess one more question to close it out. What would be your ultimate message to the audience about being a Latina with -- with a disability? What's your ultimate closing closing message for the audience, Krista?

>> Krista Ramirez-Villatoro: I would say that I think it's a -- it's kind of a lonely experience, if I'm being honest with you, just navigating so many things all at once and not really having other people that go through the same experiences. Because you can definitely meet people that, like, encompass, like, let's say, like, your Latina Central American background, and then another person that, like, really engages with your -- disability but I think -- I mean, there's more of us out here and -- I think we just all need to work harder at connecting with each other.

>> Nelly Nieblas: I think we should create ---we should create an affinity group for latinas with disabilities. Okay, I have the idea, now let's operationalize it, I'm thinking to myself. [laughs]

>> Krista Ramirez-Villatoro: Do it!

>> Nelly Nieblas: All right, let's do it. I am -- well I just want to thank everyone for coming to this webinar. We hope that it's been informative to you and has opened a new perspective. And just -- my closing thoughts are, you know, people of LatinX background with disabilities -- we are a unique gem that has like, under pressure become a shining gem of -- example of how intersectionality is an asset, how intersectionality is a power and how intersectionality influences our work and how we pursue our dreams. And we just want to be able to say, you know, we are just like everybody else. You are welcome to ask us questions. But thank you for attending this webinar, and if there's any lasting question please let me know.