



*Tejiendo Lazos:  
Connecting Culture, Communities,  
and Civic Change*

THE NATIONAL LATINO LEADERSHIP  
SYMPOSIUM



*Building a Nation of Latino Leaders*

Denver, Colorado October 9-12, 2019

*Inspired Leaders Advancing the Latino  
Community*

*Tejiendo Lazos: Connecting  
Culture, Communities and Civic Change*

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2019 LIDERAMOS FELLOWS	BACK COVER



### The National Latino Leadership Alliance

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WEB: [www.lideramos.org](http://www.lideramos.org)  
PHONE: 303-548-0680

## GRACIAS TO THE 2019 DENVER HOST COMMITTEE

*Please say HOLA to:*

**Marlene Dela Rosa**

Denver Public Library's Cesar Chavez Lifetime Award Recipient

**Francesca Galarrraga**

President, BRAVE Strategies, Leadership Consultant, and Executive Coach  
2019 Lideramos Fellow

**Dr. Ana Leon**

Organizational Leadership Specialist and Researcher, Denver Public Schools

**Mark Leyba**

Organizational Readiness Manager and Leadership Academy Director, Jefferson County CO

**Jennifer Villalobos**

First generation college graduate with an MA in Health from University of Minnesota

**Mayra Rosa**

Lawyer, strategist and community volunteer

### It's Working!



In 2019 Lideramos partnered with Kalamazoo Michigan in launching a leadership program for 25 Latinas.

Today the ELLAS program is thriving. Its slogan is: "Namimos de muchas maderas pero aqui solo hay hermanas."

**Join us in recognizing ELLAS first graduates!**



# WELCOME

*¡Bienvenidos!*

Welcome to Colorado where early Spanish settlers found a land resplendent with mountains, colorful red rocks, rich resources, and a thriving indigenous population. Colorado was part of Mexico until 1848 and retains that heritage in its people, the names of cities like La Junta, Salida, Pueblo, and Alamosa, and in our rich cultural traditions.

Our theme ***Tejiendo Lazos: Connecting Culture, Communities and Civic Change*** inspires us to work together with other leaders, partners and communities to focus on positive social change. Furthermore, the theme reminds us of the resiliency, beauty and power of our culture.

We come together as leaders committed to uplifting our community, and growing our capacity to create the leadership Latinos need to advance. The Symposium will provide strategies to improve your leadership program and organization, expand your skills and effectiveness, and provide tools to take back to your community. You will meet and network with Latino thought leaders.

These are challenging times for Latinos: the barrage on our immigrants and their children; the negative stereotypes being perpetuated; the limbo of DACA students; the on-going discrepancies in education, employment, housing and health care. And these are perilous times for our nation.

This underscores the crucial need to increase the number of Latinos prepared for leadership and to groom our young people for strategic civic participation. We hope you leave renewed, inspired, and with a network of leaders to lean on and to learn from. At this powerful gathering of Latinos in leadership, we are building a learning community. A Community for Inclusion, Equality, and Justice. A familia dedicated to building a better future. We will create a nation of Latino Leaders!

*Juana Bordas*  
President, Lideramos

*Gracias to Our Trail Blazer Sponsors!*



*Adelante Sponsors*





## The National Latino Leadership Alliance

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### ¿Que es Lideramos?

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**LIDERAMOS - the National Latino Leadership Alliance was formed as the leadership engine of the Latino community.** Our mission is to connect and enhance the Latino leadership programs that exist and to initiate these where there are none. Our first initiative – *The National Latino Leadership Directory* indicated that there are fewer than 90 programs across the nation and only 4,000 Latinos participating (less than .05%).

The good news is that there are excellent programs with a plethora of knowledge, proven models, and experience. There are local, state, and national models. **Lideramos' goal is to triple the number of Latinos participating in leadership programs in the next ten years and greatly improve the quality and impact of programs that currently exist.**

**Tejiendo Lazos: Connecting Culture, Communities, and Civic Change** is connecting Latinx leaders to learn from each another, share best practices, and form a learning community.

This symposium offers tools, techniques and the latest information in the field of leadership while highlighting unique aspects of Latino leadership. The symposium is cultivating a community of leadership practitioners, activists, and scholars.

#### **Accomplishments and Future Work**

LIDERAMOS was launched three years ago by eight of the most effective Latino programs. Since then, we established a National Fellowship with the prestigious Center for Creative Leadership, a leadership webinar series, launched our website, completed the Directory, and are implementing this symposium.

Our long-term vision is a virtual institute where leaders and communities can access information, models, training modules and resources. Visit our website: <http://www.lideramos.org/>

### ¿Porque Lideramos?

*Latinos were only classified as a group in the 1980 census. As minorities they have struggled with inequality and exclusion. Despite these obstacles we are advancing and making great contributions. This has only been possible because of the vision, contribution and activism of Latino leaders.*

*Today Latinos number more than 57 million people. The critical question is: how can Latinos prepare themselves to advance their growing numbers and reach their potential? It generally acknowledged both in the Latino and mainstream community that people's engagement and effectiveness is strengthened by leadership training. A proliferation of leadership programs, therefore, is key for Latinos to advance and to address the critical issues in their communities.*

#### **Accomplishments and Future Work**

*Lideramos was launched four years ago by 8 Latino programs. Since then, we established a National Fellowship with the prestigious Center for Creative Leadership, a leadership webinar series, launched our website, completed a Directory and are implementing the second symposium.*

*Unlike the majority of leadership initiatives, Lideramos serves programs, organizations and communities. The long term vision is a virtual institute where communities can access information, models, training modules and resources. For more information, visit our website at [www.lideramos.org/](http://www.lideramos.org/)*

### **Vision: Building a Nation of Latino Leaders**

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## The National Latino Leadership Alliance

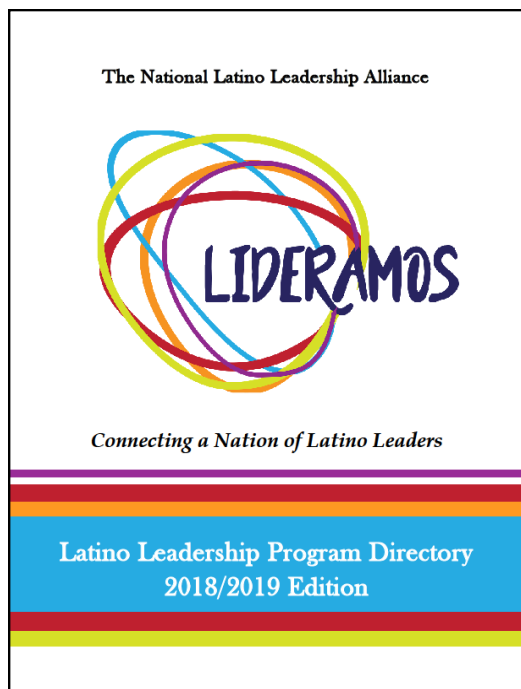
### OUR MISSION

**Lideramos — The National Latino Leadership Alliance** will enhance and develop Latino leadership programs to strengthen a nation of diverse leaders who are culturally aware, civically engaged and community-serving, providing effective leadership for a multicultural society.

#### Lideramos Leadership Model

The Lideramos' Leadership Model has five building blocks:

- Self Development
- Mainstream Leadership
- Latino Culture and Leadership Practices
- Civic Engagement and Social Change
- Networking, Team Building and Influence Strategies



Download your Lideramos Leadership Directory at <http://www.lideramos.org/>.  
Additions and corrections welcomed.

### BOARD OF DIRECTORS AND LEADERSHIP COUNCIL

#### **President: Juana Bordas**

President and CEO  
Mestiza Leadership  
International - Denver  
[juanabordas@gmail.com](mailto:juanabordas@gmail.com)

#### **Vice President: Sylvia Puente**

Executive Director  
Latino Policy Forum - Chicago  
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#### **Treasurer: Carol Rodriguez**

Director, Training/Leadership  
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Community Asset Builders  
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#### **Secretary: Angela Florez**

COO, Valle del Sol  
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#### **Phyllis Barajas**

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Latino Leadership - Boston  
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#### **Richard Martinez**

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#### **Leadership Council**

#### **Hon. Anna Escobedo Cabral**

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#### **Carlos Orta**

VP, Corporate Affairs  
Carnival Corporation - Miami  
[corta@carnival.com](mailto:corta@carnival.com)

# OVERALL AGENDA

## WEDNESDAY, OCTOBER 9, 2019

### Opening Plenaries

- 4:00-6:00 PM **Building Community: The Foundation for Leading Juntos** w/ Juana Bordas and Carol Rodriguez
- 6:00-6:30 PM **Power Networking: Happy Half an Hour**
- 6:30-7:15 PM **Bienvenido Dinner**
- 7:15-8:15 PM **Igniting el Corazón y Alegria: A Latino Cultural Celebration** w/ Juana Bordas
- 8:15-9:00 PM **Meet and Mingle with your new Amigos**



## THURSDAY, OCTOBER 10, 2019

- 7:30-7:55 AM **Morning Rituals: Stay Centered, Balanced and Super Productive (optional)**
- 8:00-8:10 AM **Welcome and Symposium Overview** w/ Juana Bordas
- 8:15-9:30 AM **Opening Plenary**  
**Los Voces del El Futuro: Young Leaders Speak Out!**  
 w/ moderator Cristina Aguilar, Victor Galan, Patricia Ferrero and Ana Flores
- 9:40-11:40 AM **Concurrent Sessions**
- **Mi Cultura Cura** w/ Angell Perez
  - **Communicating with Confidence, Polish and Influence** w/ Laressa Watlington
- 11:45 AM **Lunch and Lunch Plenary**  
**Getting Stoked for 2020: Galvanizing Latino Participation in the Elections, Civic Change, and the Census Count** w/ Arturo Vargas
- 1:00-4:00 PM **Plenary Session**  
**Transformational Leadership: To Lead Others We Must First Prepare Ourselves**  
 w/ Nanci Luna Jimenez
- 4:15-5:45 PM **Concurrent Sessions**
- **Anybody Need A Coach? Yes You Do and So Do Your People!** w/ Dr. Maria Valdes
  - **Yes Your Program is Terrific, But How Do You Prove That?** w/ Dr. Ana Leon
  - **Los Compadres: Strengthening Male Bonds – The New Warrior** w/ Rufujio “Cuco” Rodriquez and Cris Soares
- 5:45-6:15 PM **Power Networking: Mix It Up: Sharing, Collaborating, Celebrating**
- 6:30-8:00 PM **AFFINITY GROUP DINNERS** Meet in the Hotel Lobby
- 8:00-10:30 PM **Get Your Latino Groove ON! Party at Cuba Cuba Café**



# OVERALL AGENDA

## FRIDAY, OCTOBER 11, 2019



- 7:30 AM **Walking Meditation– The Cherry Creek Trail**
- 8:00-8:30 AM **Morning Mixer and Lideramos Model Overview**
- 8:30-9:30 AM **Opening Plenary**  
**If You Don't Believe Me, Just Watch!** w/ Mercedes Marquez
- 9:45-11:45 AM **Concurrent Sessions**
- **El Poder de la Mujer** w/Aliana Apodaca
  - **Yes, No or Tal Vez: How to Make the Right Decision** w/ Dr. Steve Del Castillo
- 11:45 AM **Lunch Buffet and Plenary**  
**Cultivating Resources for Change Sustainability and Latino Empowerment** w/ Carlos Martinez
- 1:15-3:15 PM **Concurrent Sessions**
- **Embracing Your Leadership Style and That of Others: Enneagram Personality Types** w/ Annabelle Bettios
  - **The Lideramos Fellows on the Move!**
- 3:30-5:00 PM **Concurrent Sessions**
- **Leadership on the Ground ... Casting Our Nets Wider** w/ Moderator Carlos Valverde, Solicia Lopez, Nuesa Gaytan and Jason Torro
  - **Launching a Latino Leadership Program In Your Community** w/ Juana Bordas, Angela Flores and Maricela Alacala

## FRIDAY NIGHT CULTURAL CELEBRATION



- Travel to the Museo de las Americas - 861 Santa Fe Drive, Denver CO 80204**
- 5:30-7:00 PM Reception and Dinner: Museo de las Americas  
Celebrando con Traditional Latino Music by Lorenzo Trujillo
- 7:30—9:00 PM **Walk to Su Teatro - 721 Santa Fe Drive, Denver CO 80204**  
A special performance: Fire in the Streets– a play about West High School walkouts in the 1960's  
Dessert and discussion: That was then, this is NOW! Lessons from a 60's activist

## SATURDAY, OCTOBER 12, 2019

- 8:30-9:00 AM **Staying Centered, Resilient and Ready for Action** w/ 2019 Lideramos Fellows
- 9:00-9:30 AM **Putting Leadership into Acción** w/ Rufujio "Cuco" Rodriguez
- 9:30-10:15 AM **Latino Policy Forum: A Model for Community Engagement, Action and Policy Impact**  
w/ Sylvia Puente
- 10:30-11:30 AM **Taking Leadership Home: Closing Ceremony** w/ Juana Bordas

## Wednesday Opening

4:00-6:00 PM

Corazón

*Plenary Session*

### **Building Community: The Foundation for Leading Juntos**

Leadership is a people-centered and community-building process. Leadership programs strengthen connections and build shared identity. Through interaction and celebration, we will experience three powerful practices to open leadership programs and support team spirit.



**JUANA BORDAS**

Author of *The Power of Latino Leadership*, Juana was the first President of the National Hispana Leadership Institute. She served as a trustee for the Greenleaf Center for

Servant Leadership, the International Leadership Association, an advisor to The Kellogg Fellows Program and Harvard's Latino Policy Journal. Juana is in the Colorado Women's Hall of Fame and is the President of Lideramos.

*What do you do about the future?*

*You make the future. I make the future.*

*WE make the future, together!"*

*- Dr. Antonia Pantoja - Puerto Rican Civil Rights Leader and Founder of ASPIRA*



**CAROL RODRIQUEZ**

is Director of Training and Leadership Development for the National Association for Latino Community Asset Builders and directs the Pete Garcia Community Economic Development Fellowship. Formerly she was Executive Director of the Community Leadership Institute. She is a member of the San Antonio Housing Commission and is a founding board member of Lideramos.

6:00-6:30 PM

Corazón

### **Power Networking: Happy Half an Hour**

Forty percent of a leader's effectiveness is due to their network. Grow your network - meet and learn from dynamic and talented Latinos from across the US.

6:30-7:15 PM

### ***Bienvenido Dinner***

7:15-8:15 PM

Corazón

*Plenary Session*

### **Igniting el Corazón y Alegria: A Latina Cultural Celebration w/ Juana Bordas**

8:15-9:00 PM

### **Music and Mingle with your New Amigos**

**COVER ART:**  
Mural by Leo Tanguma  
"In peace and harmony  
with nature"



## Thursday Sessions

7:30-7:55 AM **Morning Rituals: Stay Centered, Balanced and Super Productive** *(optional)*  
**Avanzando** Experience a meditation practice that brings ease and connects your mind and spirit.

8:00-8:10 AM **Welcome and Symposium Overview**  
**Corazón**

8:15-9:30 AM **Los Voces del El Futuro: Young Leaders Speak Out!**  
**Corazón** Millennials are the largest generation in history and 20 percent are Latino. They embrace diversity, political engagement, and global connections, however they are inheriting a multitude of challenges. When they assume power, 1 out of 3 US citizens will be Latino. We must listen, build partnerships and support young people to become leaders of the 21<sup>st</sup> Century. Intergenerational leadership is key to Latino advancement.

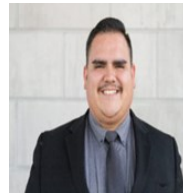
### **MODERATOR CRISTINA AGUILAR**

is a queer Latinx activist, writer, and strategic consultant. She was executive director of the Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR) and co-founded the People of Color Caucus for One Colorado, an LGBTQ advocacy organization. She was selected 2018 Political Rising Star by Denverite Magazine and is a U.S. Marshal Memorial Fellow.



### **VICTOR GALAN**

Born in Chihuahua, Mexico, Victor began organizing in the immigrant community at age 16 through Padres Y Jóvenes Unidos. In 2012, Victor joined the Colorado Immigrant Rights Coalition to mobilize Latino and immigrant voters. In 2013 he was instrumental in the campaign to win ASSET in-state tuition equity and state-funded scholarships for undocumented students and Dreamers.



### **PATRICIA FERRERO**

Is the organizing manager for Protége, which builds leadership in underrepresented communities and promotes environmental change through education, mobilization, coalition building, and electing candidates. From Los Angeles, Patricia previously worked as a Family Aid Coordinator for Mayan Families.



### **ANA FLORES**

Growing up in Tijuana, Mexico Ana has a Master's in Public Policy and Women Studies from George Washington. Broadly, their research was on women of color's resistance and survival in violent environments and the state's role in perpetuating this. They works at the Human Rights Campaign – the US largest civil rights organization for LGBTQ equality. Ana is dedicated to community liberation through an antiracist, anti-police state, queer feminist praxis.



9:30-9:40 AM **Networking Break**

## TWO CONCURRENT SESSIONS

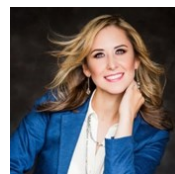
9:40 -11:40 AM **Mi Cultura Cura**  
**Corazón** Experience how culture and healing cultivates self-determination and leadership. Utilizing La Cultura Cura, engage in a journey of liberation that supports leadership and reclaims cultural traditions.

### **ANGELL PEREZ**

Executive Director of Colorado Circles for Change, owner of Angell Pérez Consulting LLC, and adjunct professor of Gender, Women and Sexuality at Metropolitan State University of Denver. She is a graduate of Spirit in Action Transformative Leadership, member of the National Wisdom Keepers Initiative, and Denver Healing Generations Network.



9:40-11:40 AM **Communicating with Confidence, Polish and Influence**  
**Avanzando** In an increasingly video-driven world, the ability to be confident, authoritative, and polished in front of a camera has become a critical leadership skill. Gain expert instruction and insider media secrets that empower you to craft messages that are clear, concise and memorable. Practice these skills in two interactive exercises.



### **LARESSA WATLINGTON**

An experienced news reporter, branding strategist, and EMMY-winning producer, Laressa has extensive experience in print, broadcast, and online media in English and Spanish. She has trained Latino multimedia journalists across the U.S. and Puerto Rico with the International Center for Journalists to successfully present their messages on camera and in person.

## Thursday Sessions

11:45 AM

### *Lunch Buffet*

12:00-12:45 PM

### *Plenary Session*

#### **Getting Stoked for 2020: Galvanizing Latino Participation in the Elections, Civic Change, and the Census Count**

Corazón

"If people are waiting for the great Brown hope, give it up. It ain't gonna happen! Instead we have thousands and thousands of leaders working collectively everyday throughout our communities. That's the new model of Latino leadership." *Arturo Vargas*

#### **ARTURO VARGAS**

Is Executive Director of NALEO Education Fund – The National Association of Latino Elected and Appointed Officials promoting full Latino participation in our democracy. Previously, he was vice-president of Mexican American Legal Defense Fund and a senior policy analyst for UnidosUS. He is a nationally recognized expert in Latino demographic trends, electoral participation, voting rights, the Census, and redistricting.



12:45-1:00 PM

### *Networking Break*

1:00-4:00 PM

### *Plenary Session*

#### **Transformative Leadership: To Lead others We Must First Prepare Ourselves**

Corazón

Explore the intersection of systemic oppression, internalized oppression, and leadership. Learn *Transformational Leadership Practices* that increase your understanding of how internalized racism can undermine Latino leadership organizations. Expand your compassion for others. Envision and make revolutionary changes through personal healing and cross-cultural communication as we re-imagine and renew our commitment to developing Latinx leadership for a just world.



#### **NANCI LUNA JUMENEZ**

Is recognized regionally, nationally, and internationally for highly effective and insightful trainings, inclusive facilitation, and dynamic speaking. In 1994, she founded the Luna Jiménez Institute for Social Transformation to deliver unique programs that guide individual healing and transformation, cultivate initiative and leadership, foster social change, and create more just and equitable workplaces and communities.

## THREE CONCURRENT SESSIONS

4:15-5:45 PM

#### **Anybody Need A Coach? Yes You Do, and So Do Your People**

Avanzando

Good coaches build rapport with people and ask questions that create self-awareness and increase focus. *Coaching* is a dynamic dialogue that assists people achieve goals, enhance performance, and Clarify expectations. For leaders the ability to listen, give feedback and share their knowledge is a critical for developing and empowering people.

#### **DR. MARIA VALDES**

A consultant specializing in executive development, Maria has provided more than 2,500 feedback sessions to executives from Fortune 500 companies. Utilizing executive assessments and climate surveys, she teaches feedback and coaching skills that drive high performance, validate differences, and create supportive environments.



4:15-5:45 PM

#### **Yes Your Program is Terrific, But How Do You Prove That?**

Hotel Dining Area

Having an evaluation plan and actual data on the effectiveness of your leadership program can motivate funders, increase participant satisfaction and validate your impact. Review how to structure your evaluations and evaluate your current process. This will be on-going with Dr. Leon providing follow-up research and technical assistance.



#### **DR. ANA LEON**

Currently Senior Research Analyst for Denver Public Schools, Dr. Leon was previously an Applied Public Policy Research Fellow for Sparks Public Policy Institute. She taught Public Policy Analysis for the University of Colorado – Boulder. She has consulted with nonprofits regarding how evaluation planning strengthens fundraising and program impact.

## Thursday Sessions

### CONCURRENT SESSIONS (continued)

5:45 -6:15 PM

Corazón

#### Los Compadres: Strengthening Male Bonds – The New Warrior

Created and led by men, this session will empower men to foster closer relationships with themselves, their communities and families. Led by the Mankind Project, a global network of more than 1,000 peer-facilitated men's groups and Los Compadres Network this session honors the teachings of the ancestors, sacred values, traditions and interconnected relationships as the foundation of cultural strength for Latinos.

#### RUFUJIO "Cuco" RODRIQUEZ

Is a program officer with The Hope and Heal Fund addressing gun violence in California. He was previously with W.K. Kellogg Foundation coordinating grants in racial equity, community engagement, and positive change for marginalized communities. He was board chair of The National Las Compadres Network that strengthens the traditional "Compadre" extended kinship network and encourages positive male involvement with families and community.



#### CRIS SOARES

With a strong background in personal development work, Cris was naturally drawn to exploring masculinity and what it means to be a man. Working with the ManKind Project, he has continued his own journey of personal transformation by receiving training and support to step more fully and authentically into being the man he wants to be. He believes, "The world needs healing and that healing begins within each of us."

5:45-6:15 PM

Hotel Patios

#### *Power Networking Session*

Mix it up: Sharing, Collaborating, Celebrating

6:30-8:00 PM

#### AFFINITY GROUP DINNERS

Meet in the lobby to join an affinity group dinner: Men's leadership; Lideramos Fellows; Women's Leadership

8:00-10:30 PM

#### Get Your Latino Groove ON! Party at Cuba Cuba Cafe



*"Latinos are simply more communal. If everyone chips in and does his or her part, things get done quicker, relationships become stronger, and we can all have a good time." - Mayor Julian Castro, US Presidential candidate*

## Friday Sessions

7:30 AM

### Walking Meditation – The Cherry Creek Trail

Meet at the Hotel front door; walking shoes are advised.

### Opening Plenaries

8:00-8:30 AM

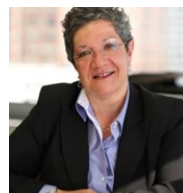
### Morning Mixer and Lideramos Model Overview

8:30-9:30 AM

Corazón

### If You Don't Believe Me, Just Watch!

The Latino community today is under siege! Leader must tackle a turbulent and negative political climate. How do we galvanize our community to work together to promote initiatives to address housing, economic development, education and political participation? Mercedes will inspire and provide insights into positive change strategies that empower Latinos.



### MERCEDES MARQUEZ

With 30 years of leadership and public service experience in housing and economic development, community advocacy, and city management, Mercedes served as a Deputy Mayor of Los Angeles, Assistant Secretary at the U.S. Housing and Urban Development, and a civil rights advocate. She is president of Marquez Community Strategy where she advises cities, states, and nonprofit organizations on revitalizing neighborhoods, promoting economic growth, supporting low-income residents, and building sustainable entities.

9:30-9:45 AM

### Networking Break

## TWO CONCURRENT SESSIONS

9:45-11:45 AM

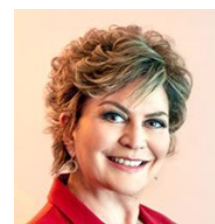
Avanzando

### El Poder de la Mujer

Latinas have traditionally been the nucleus of the family, community and the preservers of culture. Their dedication to service, hard work, and the creation of a better world for their children are cornerstones of Latino leadership. Gain insights and inspiration on the powerful ways Latinas lead. Connect with your hermanas and experience the beauty of Latinas leading together.

### ALIANA APODACA

Founder of the Southwest Women's Leadership Institute and Latinas 100, Aliana was born in El Paso where she overcame an abusive childhood and being a single mother on welfare to become a women's leadership advocate, inspirational speaker, business owner, trainer and writer. She is known as an authority on change management, energizing employees, increasing teamwork, and developing women leaders.



9:45-11:45 AM

Corazón

### Yes, No or Tal Vez: How to Make the Right Decision

Decisions, decisions, decisions - leaders have to make calculations and choices every day. People depend on the leader to make tough decisions in an informed, fair, and rational manner. What do leaders need to make the right decision – one that is effective and efficient? Learn a model that works and can be utilized in your organization.



### DR. STEVE DEL CASTILLO

Former faculty at the Center for Creative Leadership, Steve has decades of experience in leadership development, applied research, and management training. He is currently the Director of Community Engagement at University of Colorado in Denver. Steve was the director of diversity for Kaiser Permanente promoting inclusive leadership.

## Friday Sessions

11:45 AM *Buffet Lunch*

12:00-1:00 PM **Luncheon Plenary**

**Corazón**

### **Cultivating Resources for Change Sustainability and Latino Empowerment**

Successful fundraising is based on having a clear purpose, plan, and compelling vision of what your organizations strives to accomplish. How do we craft strategies that move us towards greater inclusion and equity while at the same time address the challenges and barriers that exist for Latinos? Gain new perspectives, learn from inspiring stories, and be inspired to move your organization to a higher level.

### **CARLOS MARTINEZ**

A visionary focused on empowering our community by creating wealth and progress, Carlos is executive director of The Latino Community Foundation of Colorado. The Foundation has awarded over 6 million dollars to Latino serving organizations. Carlos worked in the nonprofit sector for 25 years as the CEO of the LGBTQ Center of Colorado and the Fresno Art Museum. Currently he serves on the Colorado Health Foundation board.



## TWO CONCURRENT SESSIONS

1:15-3:15 PM

**Corazón**

### **Embracing Your Leadership Style and That of Others: Enneagram Personality Types**

Understanding your leadership style and that of those around you allows you to play to your strengths. Understanding other people's styles prepares you to lead and to support them. The Enneagram of Personality is a tool that allows you to do just that! It is an assessment instrument used by leadership programs that offers a values-based approach to personal and team development.

### **ANNABELLE Berrios**

A Trainer, Coach, Curriculum Designer and Restorative Justice Practitioner in leadership, community building and cross sector collaboration, Annabelle designed a leadership curriculum and program for survivors of interpersonal violence. Entitled *Community Fellows*, it is a core programs at California's Contra Costa Family Justice Center. Annabelle holds coaching and training certifications from the Enneagram in Business.



1:15-3:15 PM

**Avanzando**

### **The Lideramos Fellows on the Move!**

Through a partnership with the prestigious Center for Creative Leadership (CCL), Lideramos launched a national Fellowship for Latino leadership program directors and staff to attend CCL and learn mainstream leadership. This session brings Fellows together to share their learning, integrate it with Latino leadership principles, and strengthen their learning community. Fellows will be presenting Saturday morning. This session will be led by Juana Bordas – Lideramos President and Carol Rodriguez, 2018 Lideramos Fellow.

3:15-3:30PM

*Energy Break*

*"We have to motivate our young people to build upon our legacies, to encourage them to include other people. We need to make sure that leadership is passed down generation to generation."*

- Honorable Hilda Solis - Congresswoman, US Department of Labor Secretary and current Supervisor of LA County

## Friday Sessions

### TWO CONCURRENT SESSIONS

3:30-5:00 PM

Corazón

#### Leadership on the Ground ... Casting Our Nets Wider

Most leadership programs serve professional and educated people. While this is good, programs need to reach out to “grassroots” and community folks. Learn about programs that engage and provide leadership to immigrant women, ex-offenders, and high school youth. Explore how your leadership program and organization can foster an equitable nation.



#### SOLICIA LOPEZ

As Director of Student Voice and Leadership for the Denver Public Schools, Solicia initiated a program to groom students of color to participate in social justice, civic action and educational reform. Previously she was assistant director of diversity and inclusion at the University of Colorado – Anschutz Campus. She is passionate about empowering youth and was recently awarded Denver Public Library’s Community Service Award.



#### MODERATOR: CARLOS VALVERDE

Is Colorado director of the Working Families Party, a progressive political organization that focuses on electing the next generation of transformational leaders. Previously director of Colorado Progressive Coalition, a statewide, member-driven organization that engages communities to advance economic and social justice. Carlos is a Returned Peace Corps Volunteer serving in Nicaragua for 6 years.

#### JASON TORRO

By the age of 23, Jason had spent 10 years in and out of foster care, juvenile hall, the county jail and four state prisons. His life could have been extremely difficult if he hadn’t been given a second chance. Today Jason does this for others as the Executive Director of Community Works, which is at the forefront of criminal justice reform. Jason’s commitment is to transform the justice system from one that harms to one that heals.



#### NEUSA GAYTAN

Senior VP of programs for *Mujeres en Acción*, the oldest Latina organization in the US, Neusa has been with *Mujeres* since 1987. She oversees all programs including Latina Leadership that serves immigrant women and the Community Engagement Program that mobilizes people to address issues such as health, women’s rights and gender violence. Neusa serves on the Lideramos board of directors.

3:30–5:00 PM

Avanzando

#### Launching a Latino Leadership Program in Your Community

Never doubt that a small group of dedicated Latinos can make a BIG difference in their community – especially if they develop other leaders and form a network dedicated to Latino advancement. The goal of Latino leadership programs is to mobilize the community. Lideramos has a model and the experience to support your community in launching a leadership program.

**JUANA BORDAS** The President of Lideramos will share insights on The Circle of Latina Leadership in Denver.



#### ANGELA FLORES

Serves as the COO of Valle del Sol, the largest Latino organization in Arizona that manages the Hispanic Leadership Institute (HLI). Valle boasts 7 programs across Arizona - the only state model in the nation. Angela is a graduate of Lodestar Nonprofit Leadership program and was recognized as A Hispanic 40 under 40. She is a founding member of Lideramos and a 2019 Fellow.



#### MARICELA ALACALA

Is the executive director of Gryphon Place - a Kalamazoo-based call center that offers a 211 suicide prevention line, and crisis and dispute resolution services. Maricela worked for the United Way of Greater Kalamazoo for 8 years, focusing on Latino outreach. Maricela has co-ordinated ELLAS Kalamazoo – a program launched this year with technical support from Lideramos.

## Friday Evening

### Friday Night Cultural Celebration

Two of Denver's premiere cultural organizations – The Museo de Las Americas and Su Teatro welcome you to a cultural feast that highlights the activist, spiritual and historical roots of Latino Leadership.

#### AGENDA

- 5:30 PM Arrive at **Museo de Las Americas**  
**861 Santa Fe Dr, Denver, CO 80204**
- ◆ Enjoy Drinks and Appetizers
  - ◆ Experience Los Altares
- 6:00 PM Lighting of Shabbat candles (Hebrew: שבת )  
 ◆ *A Jewish tradition on Friday evening before sunset to usher in the Sabbath.*
- 6:15 PM Dinner
- 7:00 PM Leave for **Su Teatro**  
**721 Santa Fe Dr, Denver, CO 80204**
- ◆ Enjoy a play about a historic moment in Latino history
- 9:00 PM Desserts and discussion: That was then, this is NOW!  
 Lessons from a 60's activist

#### The Celebration

Gozar la Vida – leadership that celebrates life – is a Latino leadership principle. Celebration regenerates people, strengthens relationships, and builds a community spirit.



#### The Dinner

Dinner catered by the  
Cuba Cuba Restaurant



Traditional  
New Mexican  
musica con  
Lorenzo Trujillo

#### Los Altares

Many of our abuelas had home altars, spiritual spaces that connected the human with the divine. The altars in this exhibit are of resistance and community empowerment combining art, activism and culture.



#### The Play

The play *Fire in the Streets* is based on the historic high school walkouts in the 1960's where students protested sub-standard education that also excluded their history, culture, and heroes.



## Saturday Call To Action

8:30-9:00 AM

**Corazón**

### **Mindfulness Mixer and Resiliency Presentation by 2019 Lideramos Fellows**

Staying Centered, Powerful, and Ready for Action

9:00-9:30 AM

**Corazón**

### **Rev It Up ... Putting Leadership Into Acción**

In leadership, the question is often asked, "Leadership for What?" In other words what is the purpose of leadership? For Latinos who represent marginalized people the purpose of leadership is to create an equitable and inclusive society. To do this we must prepare, deploy, and support a critical mass of leaders focused social change, advocacy, and building community capacity. Next year will be a critical time for Latinos to exercise their political muscle and to take our leadership to a higher level.

**RUFUJIO "Cuco" RODRIQUEZ** will lead us in

reflection and integration of how we can take what we have learned and apply it to make Latino Leadership and our programs more impactful.

9:30-10:15 AM

**Corazón**

### **The Latino Policy Forum: A Model for Community Engagement, Action and Public Policy Impact The Latino Policy Forum**

Most Leadership Programs continue doing training and development on a yearly basis without consistent follow up with graduates to assist increase their civic-engagement, address public policy, and grow their leadership influence. Learn how to harness the power of your graduates. The Latino Policy Forums has a model that continues engagement and puts leadership into action!

### **SYLVIA PUENTE**

Is Executive director of the Latino Policy Forum and convener of the Illinois Latino Agenda that convenes more than 100 organizations in the Chicago region. She founded the Latino Leadership Council of the Chicago Foundation for Women. From 2001-08 she was director of the Center for Metropolitan Chicago Initiatives for Notre Dame's Institute for Latino studies. Sylvia was recognized as one of the "100 Most Influential US Hispanics in the US" by Hispanic Business Magazine. She is Vice-President of Lideramos.



10:15-10:30 AM

**Corazón Break**

10:30-11:30 AM

**Avanzando**

### **Taking Leadership Home: Closing Ceremony**

Being a Latino Leader is a life-long commitment and a journey we walk together. We will celebrate our leadership *familia* share our commitments to actualizing our leadership potential and to cultivating leadership in our organizations and community. This will be a cultural celebration where we will share a powerful goal and stand together as we go forth to "Create a Nation of Latino Leaders."

**JUANA BORDAS** is President of Lideramos.



*"The emergence of a de colores America will be a defining characteristic of the 21<sup>st</sup> century. Latino Destino because of our inherent diversity is to build this multicultural society."*

- Juana Bordas – The Power of Latino Leadership

*Hola to Our Friends and Supporters!*



*Attendees at Lideramos' 2018 Leadership At The Heights Symposium*

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## 2019 LIDERAMOS FELLOWS

Lideramos Fellows direct and staff Latino programs across the country. They attend the Leadership Development Program at the renowned Center for Creative Leadership. Fellows meet to learn from each other, participate in advanced training, and focus on improving their leadership programs. Fellows come from six states and the District of Columbia. They represent the rich diversity of the Latino community!

Applications for the Fellowship will be on [Lideramos.org](http://Lideramos.org) in January 2020.

### **Lideramos - The National Latino Leadership Alliance**

EMAIL: [Info@Lideramos.org](mailto:Info@Lideramos.org) WEB: <http://www.lideramos.org> PHONE: 303-548-0680