

15

黑暗中對話（香港）基金會
DIALOGUE IN THE DARK
(HK) FOUNDATION

YEARS ANNIVERSARY CELEBRATION

ANNUAL REPORT

年報

2024

-

2025

EVERYONE IS PoD

我們都是多元人才





EVERYONE IS PoD

我們都是 多元人才

社會上不同的殘疾人士(People with Disabilities) (如視障人士、聾人等)，他們都擁有獨特的能力，我們稱為「**多元人才**」，並給予平台讓他們發揮所長。

而讓他們發揮所長正正就是「黑暗中對話」的成立目的。「黑暗中對話」的體驗活動、場景設計及概念均有多元人才共同參與，旨在為各行各業帶來更大包容性、多樣性及平等的視角，以推動社會的多元共融文化。

我們深信，「**每個人都有自己的強弱項，我們都是在互補不足，所以每一個人都是一名多元人才，我們都是平等的。**」

People with Disabilities (such as individuals with visual or hearing impairments) each possess unique abilities and strengths. We refer to them as **People of Differences (PoD)** — individuals whose diverse talents contribute meaningfully to society. We provide platforms that enable them to showcase their capabilities and realise their full potential.

Empowering these individuals to shine is precisely the founding purpose of Dialogue In The Dark. Our experiential activities, spatial designs, and conceptual developments are co-created with PoDs to foster greater inclusivity, diversity, and equality across different sectors, cultivating a culture of social inclusion.

We firmly believe that **everyone has their own strengths and weaknesses, and through complementing one another, each of us becomes a People of Differences (PoD). We are all equal, and together we make society stronger.**

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黑暗中對話（香港）基金會（下稱「基金會」）於 2010 年成立，秉承多元共融，引領社會向前的理念，透過創新的黑暗及無聲體驗，為公眾、學界、企業及旅遊界帶來社會包容、多樣性和平等新視角。

基金會為根據香港《稅務條例》第88條獲豁免繳稅的慈善機構，並持有由香港勞工處頒發的職業介紹所牌照（牌照號碼：77437）。同時亦為香港社會企業總會會員之一。

宗旨 多元共融，引領社會向前

願景 成為香港以外地區的領先對話中心樞紐

核心價值 卓越：賦能 x 凝聚 = 非凡 + 可持續

卓越支柱 顛覆創新 持續發展 全新視野 同行大使 卓越體驗

Founded in 2010, Dialogue In The Dark (HK) Foundation (hereafter “the Foundation”) is committed to bringing new perspectives of social inclusion, diversity and equality to the general public, education, corporate and tourism sectors of the community.

The Foundation is a tax-exempt charitable organisation under Section 88 of the Inland Revenue Ordinance in Hong Kong, and holds an Employment Agency Licence (Licence No.: 77437) issued by the Labour Department. It is also a member of the Hong Kong General Chamber of Social Enterprises.

Mission Engaging People of Differences to create social impact

Vision Aspire to be the leading dialogue hub in HK and beyond

Core Values EXCEL : Empower x Connect = Extraordinary + Long Lasting

Pillars of Excellence

- Disruptive innovation - Ongoing sustainability
- New horizons - Empowered ambassadors -
- Wow experiences

莊陳有先生

黑暗中對話（香港）基金會
董事會主席

CHONG Chan Yau

Dialogue In The Dark (HK) Foundation
Chairman of the Board



主席的話

CHAIRMAN'S MESSAGE

2025年是「黑暗中對話（香港）基金會」成立15周年的重要里程碑。15周年誌慶晚宴已於2025年2月20日圓滿舉行，讓我們與各界夥伴聚首一堂，共同見證這個重要時刻。我們始終秉持使命，與「多元人才」同行，致力推動社會共融，並在教育、就業及社區參與方面創造有意義的機會。

過去15年來，我們已接待超過70萬名參加者，走過全球金融危機及新冠疫情等艱難時刻，並逐步發展成為香港具代表性的社會企業之一。踏入2024/25財政年度，在瞬息萬變的環境下，多元與共融正面臨挑戰，我們將繼續堅定不移地守護這些普世價值。

在創辦人海寧克博士的啟發下，我們深信對話的力量——放下標籤與成見，促進理解，建立連結。

本人謹在這個重要里程碑上，衷心感謝各位共同創辦人、員工、合作夥伴及參加者，一同成就這段意義非凡的旅程。我們重申承諾，致力建設一個讓每個人都能發揮潛能、享有機會並有尊嚴地參與其中的社會。

The year 2025 marked a significant milestone as Dialogue In The Dark (HK) Foundation celebrated its 15th anniversary. The 15th Anniversary Gala Dinner was successfully held on 20 February 2025, bringing together partners from across sectors to witness this important occasion. We remain committed to our mission, walking alongside PoDs to promote social inclusion and create meaningful opportunities in education, employment and community participation.

Over the past 15 years, we have welcomed more than 700,000 participants, journeying through challenging times including the global financial crisis and the COVID-19 pandemic, and gradually establishing ourselves as one of Hong Kong's representative social enterprises. As we enter the 2024/25 financial year, amid a rapidly changing environment, diversity and inclusion are facing increasing challenges, and we will continue to uphold these universal values with steadfast commitment.

Inspired by our founder, Dr Andreas Heinecke, we firmly believe in the power of dialogue — to set aside labels and preconceptions, foster understanding, and build meaningful connections.

At this important milestone, I would like to express my heartfelt gratitude to our co-founders, staff, partners and participants who have made this journey possible. We reaffirm our commitment to building a society where everyone can realise their potential, access opportunities, and participate with dignity.



Dr Andreas Heinecke

Dialogue In The Dark
Founder

創辦人的話

FOUNDER'S MESSAGE

我認為，香港的「黑暗中對話」別具特色——從理念構思到實踐落實的速度之快，令人印象深刻；自項目初始所展現的創意，更是與眾不同。這亦標誌著「黑暗中對話」在全球發展的新里程，使其由最初的黑暗展覽，迅速演變為更廣泛的「對話體驗」。多元化的服務與形式不斷被構思、測試並付諸實行；無論在商業模式還是營運地點上，亦持續作出調整與優化。

我們的使命亦隨之拓展，團隊肩負起新的角色，不僅致力促進殘疾人士的共融，亦在新冠疫情期間提供情感支援。

在我看來，香港的「黑暗中對話」充分體現了動力、勇氣、堅持與創意，為未來數十年持續推動高品質體驗與社會共融奠定了堅實基礎。

Dialogue in the Dark in Hong Kong is unique. Unique in the speed of implementation from idea to realization. Unique in the creativity that went into the project from the very beginning. This marked the beginning of a new era for Dialogue in the Dark worldwide, which quickly developed from an exhibition tour in the dark into a broader Dialogue Experience.

Additional offers and formats were devised, tested and implemented. Adjustments were made, whether in terms of the business model or the location. The mission was broadened, and new tasks were developed for the team, be it to promote inclusion of people with disabilities or to provide emotional support in times of coronavirus.

Dialogue in Hong Kong stands for dynamism, courage, perseverance and creativity. The best prerequisite for contributing to sophisticated entertainment and social inclusion for decades to come.

張瑞霖博士

社企 - 黑暗中對話 (香港) 有限公司
聯合創辦人 兼 董事長

Dr Patrick Cheung

Social Enterprise – Dialogue In The Dark
(HK) Foundation
Co-founder, and Chairman



聯合創辦人的話

CO-FOUNDER'S MESSAGE

值此「黑暗中對話」成立15周年之際，我們一同回顧這段非凡旅程——它不僅改變了無數生命，也重塑了社會對價值與共融的看法。在過去15年裡，我們不但喚起大眾對殘疾人士所面對挑戰的關注，更逐步在社會中培育出一種包容與同理的文化。

我們獨特的體驗活動，讓成千上萬的參加者得以從視障及其他障礙人士的角度，重新感受生活。這種沉浸式體驗，啟發了社會對無障礙、理解以及擁抱多元的重要性的更多對話與反思。

由不同能力人士組成的團隊在這些年來不斷成長，變得更堅韌、更專業，證明了才能從不受限制。每一位成員都帶來獨特的視角與經驗，豐富了我們的營運模式並擴大了我們的社會影響力。他們的堅持與投放，對於改變社會觀感起了關鍵作用，也印證了每個人都能在這段共同旅程中發揮不可或缺的角色。

在慶祝這個重要里程碑之際，讓我們繼續成為共融的倡導者，推動改變。只要我們同行，便能啟發新一代擁抱多元，建立一個讓每個人都被尊重、被重視並得以賦權的社會。

感謝你一直以來成為這段非凡旅程的一分子！

As we gather to celebrate the 15th anniversary of Dialogue in the Dark, we reflect on an incredible journey that has transformed lives and reshaped social values in our community. Over the past decade and a half, we have not only raised awareness about the challenges faced by individuals with disabilities but have also fostered a culture of inclusivity and empathy.

Our unique experiential events and exhibitions have opened the eyes of thousands, allowing them to experience life through the perspective of those living with impairments. This immersive experience has ignited conversations about accessibility, understanding and the importance of embracing diversity.

Our team, composed of individuals with various disabilities, has grown stronger and more skilled, proving that talent knows no bounds. Each team member brings unique insights and experiences that enrich our operations and enhance the impact we create. Their resilience and dedication have been pivotal in transforming societal perceptions, demonstrating that everyone has a valuable role to play in our shared journey.

As we celebrate this milestone, let us continue to champion inclusivity and advocate for change. Together, we can inspire future generations to embrace diversity, fostering a society where everyone is valued and empowered. Thank you for being part of this remarkable journey!



謝家駒博士

社企 - 黑暗中對話 (香港) 有限公司
聯合創辦人

Dr K K Tse

Social Enterprise - Dialogue In The Dark
(HK) Foundation
Co-founder

「黑暗中對話」在香港成立短時間之後，我創作了以下兩句說話，用以推廣我們的項目：

肉眼見景象 黑暗悟真知

有一天，海寧克博士在我們的辦公室附近工作時，看到了這兩句話。他問我這些句子從何而來，我告訴他是我們自己創作的。他印象非常深刻，甚至深受觸動，於是把這兩句話用作他在德國開辦的一個研究院課程中，讓學生撰寫作業的題目，並特意向我展示了部分學生所寫的文章。

我至今仍記得其中對「insight」一字起源的分析，如何有力地突顯我們項目的精髓：人在黑暗之中，依然可以學習良多、深入反思。

我在這裡特別再次提起這段經歷，是因為我希望與所有「黑暗中對話」的家人——包括我們的同工、參加者、客戶以及合作夥伴——再次分享這份體會。

我們從事的，正是一個關於「INSIGHT」的事業，以黑暗與多元人才為力量所在。

Shortly after the inception of DiD in Hong Kong, I came up with these two lines to help promote our programs.

Sight is what we see with our eyes
Insight is what we gain without seeing

One day, Andreas Heinecke was working around our office and saw these two sentences. He asked me where they came from. I told him we made them up ourselves. He was much impressed. Indeed, he was so impressed that he used them as topics for written assignments for his students in a postgraduate course back in Germany. He even showed me some of the essays the students wrote.

I still remember how the origins of the word "insight" was being analyzed. It highlights so powerfully the essence of our programs: you could learn so much and reflect so deeply while you're in the dark.

I mention all this here because I would like to share it again with everyone in the DiD family, our staff, our visitors, our clients, and our partners.

We are in the INSIGHT business, leveraging darkness and People of Differences.

董事局 The Board

董事
Director



朱偉標先生
Luke Chu

董事
Director



高碧姬女士
Peggy Ko

主席
Chairman



莊陳有先生
Chong Chan Yau

董事
Director



張淑儀女士
Idy Cheung

董事
Director



朱月如女士
Cora Chu

執行 Executive

行政總裁
CEO

司徒聖豪博士
Dr Martin Szeto

團隊 Team

財政及行政 Finance and Admin

財務會計
Finance & Account
行政管理
Administration
人力資源
Human Resources
資訊與科技
Information & Technology

業務發展 Business Development

營運/客戶體驗
Operations/ Customer Experience
市場發展及籌募
Marketing & Fundraising
企業業務發展
Corporate Business Development
教育業務發展
Education Business Development
項目業務發展
Programme Development

多元共融 Inclusion & Diversity

輔導與職場教練
Counselling and Coaching
黑暗體驗管理
Dark Experience Management
無聲體驗管理
Silence Experience Management

體驗 Experience

我們的成就

OUR ACHIEVEMENT



公眾 PUBLIC

總場次
Total session

1,450

年度參與人數
Annual no. of participants

6,404

企業 CORPORATE

總場次
Total session

237

年度參與人數
Annual no. of participants

6,176



共行・共創 Empower・Evolve

我們的成就

OUR ACHIEVEMENT



教育 EDUCATION

總場次
Total session
684

年度參與人數
Annual no. of participants
21,942

社會項目 SOCIAL PROJECT

總關愛服務
Total Care Services
6,419

年度受惠人數
Annual no. of beneficiaries
1,572



Annual Total Sessions
年度總場次

8,790

Annual No. of Participants
年度總參與人數

36,094



15週年

15TH
ANNIVERSARY



Didog · 15週年紀念公仔

Didog · 15th Anniversary Plush Toy



適逢成立15週年，基金會以體驗吉祥物「Didog」為藍本，設計並推出限量版15週年紀念公仔，成為周年宣傳大使。「Didog」手持白手杖，呈現經典黑暗體驗的標誌形象，象徵視障導賞員帶領參加者走進黑暗、啟發反思的核心精神，兼具紀念及收藏價值，推出後深受各界支持者歡迎。

是次慈善義賣共訂製 100 隻特別版紀念公仔，全部售罄，合共籌得港幣 42,000 元。支持者可透過實體紀念品回顧體驗，同時為基金會籌募經費，支持體驗館營運及開發更多元化、高質素的共融教育及體驗項目。計劃亦回應基金會「多元共融，引領社會向前」的使命，為多元人才創造就業及培訓機會；是次義賣扣除成本後之所有收益，均全數撥捐黑暗中對話（香港）基金會，推動具社會效益的創新體驗活動，促進建立更共融、多元、彼此尊重的社會。

To mark its 15th anniversary, the Foundation launched a limited-edition 15th Anniversary plush toy based on its experiential mascot "Didog", appointing it as the anniversary ambassador. "Didog" holds a white cane, echoing the iconic image of the Dialogue in the Dark experience and symbolising the core spirit of visually impaired guides leading participants into darkness to inspire reflection. With both commemorative and collectible value, the plush toy was well received by supporters across different sectors.

A total of 100 special-edition plush toys were produced for this charity sale and all were sold, raising HKD 42,000. By purchasing the physical keepsake, supporters could revisit their experience while contributing to the Foundation's fundraising efforts to sustain the operation of the exhibition and develop more diverse, high-quality inclusive education and experiential programmes. The initiative also echoed the Foundation's mission of "Engaging People of Differences to create social impact" by creating employment and training opportunities for PoDs. All proceeds from the charity sale, after deducting costs, were donated in full to Dialogue In The Dark (HK) Foundation to drive innovative experiential projects with social impact and to foster a more inclusive, diverse and respectful society.

推動多元對話15年繪畫比賽

15-Year Anniversary Drawing Competition: Promoting Diverse Dialogues

黑暗中對話
15週年

DIDF 15TH ANNIVERSARY



「對話體驗推動多元對話15年繪畫比賽」旨在鼓勵公眾以創意及藝術推動社會共融，並加強社會對多元共融的關注與意識。比賽分為小童組、青少年組及公開組三個組別，以「對話體驗推動多元對話15年」為主題，參賽者透過畫作表達他們對共融、同理心及多元人才的理解與想像。不少作品以細膩筆觸描繪不同能力人士在社區中的互動，展現新一代對共融社會的獨特視角與勇於想像的精神。

比賽反應踴躍，各組別勝出者連同「黑暗中對話」體驗旅程9折優惠券在內，合共獲得總值港幣 13,350 元的獎品。所有參賽者亦獲發電子參與證書一份，以肯定他們在作品中展現的創意與共融關懷，並延伸他們在藝術創作以外的共融學習體驗，鼓勵他們在日常生活繼續實踐尊重與接納。

The “Drawing Competition: Dialogue Experience Fostering Diverse Dialogue for 15 Years” aimed to encourage the public to advance social inclusion through creativity and the arts, and to strengthen awareness of diversity and inclusion. The competition comprised three categories – Child, Youth and Open – under the theme “Dialogue Experience Fostering Diverse Dialogue for 15 Years”, with participants expressing their understanding and imagination of inclusion, empathy and People of Differences through their artwork, revealing the younger generation’s unique perspectives on an inclusive society.

The competition attracted enthusiastic participation. Winners across all categories received prizes with a total value of HKD 13,350, inclusive of a 10% off discount coupon for the “Dialogue in the Dark” tour. All participants were awarded an e-certificate, recognising their creativity and inclusive ideas and extending their inclusion learning journey beyond artistic creation.

推動多元對話15年繪畫比賽

15-Year Anniversary Drawing Competition: Promoting Diverse Dialogues

黑暗中對話15週年

DIDF 15TH ANNIVERSARY



共融公園

小童組 - 冠軍: 姚以羚

Child Category - Champion:
YIU Yee Ling Ariel

Thanks for 15 years of
promoting inclusion

青少年組 - 冠軍: 羅子嵐

Youth Category - Champion:
LAW Tsz Nam



理想共融圈

公開組 - 冠軍: 黃婉琦

Open Category - Champion:
WONG Yuen Kei

多元共融競技日

I & D Arena

黑暗中對話15週年

DIDF 15TH ANNIVERSARY



「多元共融競技日」於2024年11月30日舉行，由基金會聯同「Inclusive 100」企業夥伴合辦，透過運動把不同界別的人連結在一起，實踐傷健共融。活動邀請公眾、企業員工及多元背景參加者組隊參與，在輕鬆氣氛中體驗共融價值，並為黑暗中對話15週年誌慶增添一個具活力的里程碑。

活動當日共吸引148名參加者出席，其中包括來自香港聾人福利促進會及香港失明人協進會的義工，並共籌得港幣70,000元，進一步體現跨機構合作推動共融及支持基金會工作的力量。多位運動員亦親身到場支持共融運動，包括女子競技體操運動員黃曉盈、現役輪椅劍擊運動員鍾婉萍，以及退役視障三項鐵人及游泳運動員朱健驊。他們以親身經歷鼓勵參加者以開放態度面對差異，並在運動場上彼此欣賞和支持。

I&D Arena, our Inclusive Sports Day, was held on 30 November 2024 and co-organised by the Foundation and our "Inclusive 100" corporate partners. Using sports as a common language, the event brought together people from different sectors to put inclusion between people with and without disabilities into practice. Members of the public, corporate employees and participants from diverse backgrounds formed teams and took part in the activities in a relaxed atmosphere, experiencing the values of inclusion and adding a vibrant milestone to the 15th anniversary of Dialogue in the Dark.

On the event day, a total of 148 participants joined, including volunteers from the Hong Kong Society for the Deaf and the Hong Kong Blind Union, and together they helped raise HKD 70,000, further demonstrating the power of cross-sector collaboration in advancing inclusion and supporting the Foundation's work. Several athletes also attended in person to show their support for inclusive sports, including artistic gymnast Wong Hiu Ying Angel, current wheelchair fencing athlete Chong Yuen Ping Irene, and retired visually impaired triathlon and swimming athlete Chu Kin Wah Benny. Drawing on their own journeys, they encouraged participants to embrace differences with an open mind and to appreciate and support one another on the sports field.

多元共融競技日

I & D Arena

黑暗中對話
15週年

DIDF 15TH ANNIVERSARY



「多元共融競技日」的活動設計包括：

「同理跑」——以視障人士與領跑員合作跑步，體驗彼此信任及溝通。

「聽聲辨龍門」——透過聲音定位模擬視障人士尋找目標。

「無聲絕『競』」——體驗聾人及行動不便人士在日常和比賽中的溝通挑戰。

「輪動羽毛球」——以輪椅參與羽毛球運動，感受不同身體條件下的運動可能。

「蒙眼乒乓球」——體驗視障乒乓球運動的專注與判斷力。

透過上述活動，基金會不單為15週年慶祝活動增添亮點，亦將共融理念延伸至體育及休閒層面，讓更多市民在參與運動的同時，實際體會「看見差異，亦看見能力」，重新想像一個更平等及多元共融的社會。

The I&D Arena programme featured a series of specially designed activities:

“In-pair Run” – visually impaired runners paired with sighted guides to experience mutual trust and communication through running together.

“Blindfolded Shot” – using sound cues to simulate how visually impaired persons locate a goal.

“Three-legged Race” – exploring the communication barriers faced by deaf and mobility-impaired persons in daily life and in competition.

“Wheelchair Challenge” – playing badminton in a wheelchair to experience the possibilities of sport with different physical conditions.

“Blindfolded Table Tennis” – appreciating the focus and judgement required in table tennis adapted for visually impaired players.

Through the above-mentioned activities, the Foundation not only added a highlight to its 15th anniversary celebrations, but also extended the concept of inclusion to the realms of sport and leisure. The event enabled more members of the public to experience first-hand that when we “see differences, we also see abilities”, and to reimagine a society that is more equal, diverse and inclusive.

15週年晚宴

15th Gala Dinner



基金會於2025年2月20日假香港海洋公園萬豪酒店圓滿舉行15週年晚宴，約400位合作夥伴、同行者及受惠者聚首一堂，共同見證基金會成立15週年的重要里程碑。晚宴旨在感謝各界多年以來的支持，並回顧基金會在香港推動多元共融的歷程與成果。連同其他相關項目在內，是次募款活動共籌得港幣1,877,132元，用以支持基金會持續透過創新體驗推動多元共融。

當晚，「黑暗中對話之父」——「對話社會企業」創辦人海寧克博士專程由德國來港出席，與來賓分享機構於全球發展的願景與經驗。曾俊華先生及陳志雲先生亦與基金會主席莊陳有先生進行爐邊對話，就香港在推動共融及社會創新的機遇與挑戰交流觀點，氣氛輕鬆而具啟發性。

On 20 February 2025, the Foundation held its 15th Anniversary Gala Dinner at Hong Kong Ocean Park Marriott Hotel, bringing together around 400 partners, supporters and beneficiaries to mark this important milestone. The Gala aimed to express gratitude for the community's support over the years and to reflect on the Foundation's journey and achievements in advancing diversity and inclusion in Hong Kong. Together with other related initiatives, the fundraising efforts associated with the Gala raised a total of HKD 1,877,132 to support the Foundation's ongoing work in promoting diversity and inclusion through innovative experiential programmes.

That evening, the "Father of Dialogue in the Dark" – Dr Andreas Heinecke, founder of Dialogue Social Enterprise – travelled from Germany to join the event and share the organisation's global vision and development experience. The programme also featured a fireside chat with Mr John Tsang and Mr Stephen Chan, together with the Foundation's Chairman, Mr Chong Chan Yau, who exchanged views on the opportunities and challenges of advancing inclusion and social innovation in Hong Kong in a relaxed yet thought-provoking conversation.

15週年晚宴

15th Gala Dinner

黑暗對話15週年

DIDF 15TH ANNIVERSARY



晚宴上，基金會展示了15年來的主要成果，包括廣為人知的「黑暗」及「無聲」體驗，以及近年於社會教育、企業培訓、多元人才就業、長者及青年服務等領域持續推展的創新項目。多位多元人才亦分享了在基金會平台下被賦權的個人故事，講述他們如何在不同崗位發揮專長，並為社會帶來正面影響，令來賓深受感動；不少出席者亦表示，期望未來繼續與基金會同行。

是次晚宴獲得多個機構及基金慷慨支持。基金會特別鳴謝晚宴主要贊助林健忠曉陽慈善基金會、鑽石贊助邵氏基金會，以及金贊助1010、中原地產代理有限公司、周大福珠寶集團、香港上海滙豐銀行有限公司、香港科技初創企業蜂圖科技有限公司及楊于銘先生。

During the Gala Dinner, the Foundation showcased its major achievements over the past 15 years, including the well-known “Dark” and “Silent” experiences, as well as innovative programmes developed in recent years in areas such as social education, corporate training, employment for diversified talents, and services for older adults and young people. Several diversified talents also shared their personal empowerment stories through the Foundation’s platform, illustrating how they have applied their strengths in different roles and created positive impact for society. Their stories deeply moved the guests, many of whom expressed their hope to continue walking alongside the Foundation in the years ahead.

The Gala Dinner received generous support from a number of organisations and foundations. The Foundation would like to extend its special thanks to principal sponsor Lam Kin Chung Morning Sun Charity Fund; diamond sponsor The Shaw Foundation; and gold sponsors 1010, Centaline Property, Chow Tai Fook Jewellery Group, The Hongkong and Shanghai Banking Corporation Limited, Mapxus, and Mr Kelvin Yeung.

多元共融嘉許大獎

I&D Appreciation Awards



踏入成立15週年的關鍵一年，基金會以行動回應社會對多元共融的期望，首度舉辦「多元共融嘉許大獎」，表揚在香港積極推動多元共融的機構及個人。是次嘉許計劃共吸引超過500間企業、學校及合作夥伴參與，角逐共40個獎項，反映社會各界對多元共融議題的廣泛關注與重視。「多元共融嘉許大獎」頒獎典禮已於2025年2月20日假香港海洋公園萬豪酒店舉行，與同日的15週年晚宴相互呼應，連結重視企業社會責任及共融文化的不同界別，向社會發出清晰而積極的共融訊息。

作為以賦能多元人才為核心使命的非牟利機構，基金會過去15年透過體驗活動、職場培訓、企業培訓及就業配對等項目，與多間企業、學校及社福機構建立長期合作關係，共同推動多元人才就業與發展。在此基礎上推出「多元共融嘉許大獎」，是希望把多年的協作成果和同行故事好好整理和呈現，讓社會看見更多具體的共融實踐。

In its 15th anniversary year, Dialogue In The Dark (HK) Foundation responded to the growing call for diversity and inclusion by launching the inaugural I&D Appreciation Awards, recognising organisations and individuals in Hong Kong that actively champion inclusion and diversity. The scheme attracted entries from over 500 corporations, schools and partners competing for a total of 40 awards, reflecting broad interest in and commitment to inclusion and diversity across different sectors. The I&D Appreciation Awards 2025 Presentation Ceremony was held on 20 February 2025 at Hong Kong Ocean Park Marriott Hotel, in conjunction with the Foundation's 15th Anniversary Gala Dinner, bringing together stakeholders who value corporate social responsibility and inclusive culture, and sending a clear and positive inclusion message to the wider community.

As a non-profit organisation with a core mission to empower People of Differences, the Foundation has, over the past 15 years, built long-term partnerships with corporations, schools and NGOs through experiential programmes, workplace training, corporate training and employment initiatives, jointly advancing employment and development opportunities for diversified talents. Building on this foundation, the launch of the I&D Appreciation Awards 2025 aims to consolidate and present the outcomes and stories of these collaborations, showcasing concrete inclusion practices across sectors.

多元共融嘉許大獎

I&D Appreciation Awards



「多元共融嘉許大獎」共設5大獎項，包括「多元共融同行大獎」、「多元共融大獎－企業界別」、「多元共融大獎－教育界別」、「共融僱主大獎」及「共創感謝大獎」，合共頒發40個獎項，得獎單位涵蓋大型企業、中小企、基金會、學校及個人等。這反映推動多元共融並不局限於任何一個行業或規模，而是來自不同崗位和場景的具體行動。

展望未來，基金會期望把「多元共融嘉許大獎」發展為具延續性的表彰及分享平台，定期匯聚不同行業的夥伴，交流實務經驗和創新方案，推動更多跨界別合作，讓多元共融從口號走進日常文化。

The I&D Appreciation Awards 2025 comprised 5 award categories: Inclusion & Diversity Companion Award, Inclusion & Diversity Award – Corporate Sector, Inclusion & Diversity Award – Education Sector, Inclusive Employer Award and Evolve Appreciation Award. A total of 40 awards were presented to large corporations, SMEs, foundations, schools and individuals, demonstrating that advancing inclusion and diversity is not confined to any single industry or organisational size, but is driven by concrete actions across different roles and settings.

Looking ahead, the Foundation envisions the I&D Appreciation Awards as an ongoing platform for recognition and knowledge sharing, regularly bringing together partners from different industries to exchange practical experiences and innovative approaches, foster more cross-sector collaboration, and help move inclusion and diversity from slogans into everyday organisational culture.



同行

EMPOWER



YO達人・校園共融大使計劃

Youth of Differences Ambassador (YODA) Program



YO達人・校園共融大使計劃

「YO達人・校園共融大使計劃」由基金會主辦，並獲何鴻毅家族香港基金贊助，旨在培育中學生成為校園共融大使。計劃透過為期一個學年的培訓課程及校本共融活動，將共融訊息帶入校園日常，培養學生對不同能力的理解與尊重，並鼓勵他們不單作為參與者，更成為策劃者和推動者，在實踐中學習領導力、創意及同理心。

2024/25 年度「YO達人校園共融大使計劃 2.0」開幕禮標誌新一屆計劃正式啟動，共有 48 位學生參與，來自 7 間共融校園。開幕禮上，學生代表一同點亮寫上「YODA 2.0 2024/25」的點字裝置，象徵攜手點亮共融之路，肩負推動共融的共同使命。新一屆學生對計劃充滿期待，希望透過自行策劃的校園活動，把共融訊息帶給更多同學；家長與老師亦讚賞學生的創意與熱誠，欣見他們在活動中發揮所長、互相協作，體現共融精神在下一代身上紮根成長。

Youth Of Differences Ambassador (YODA) Program

The Youth of Differences Ambassador (YODA) Program is organised by the Foundation and sponsored by The Robert H. N. Ho Family Foundation Hong Kong. The programme aims to nurture secondary school students as inclusion ambassadors on campus. Over the course of a one academic year journey combining training sessions and school-based inclusion projects, students bring inclusion messages into everyday school life, deepen their understanding and respect for people with different abilities, and, importantly, step up not only as participants but also as planners and drivers who practise leadership, creativity and empathy in real situations.

The 2024/25 Programme Kick-off marked the official launch of YODA 2.0, with 48 students from seven inclusive schools joining the new cohort. At the ceremony, student representatives jointly lit up a Braille installation bearing the words "YODA 2.0 2024/25, symbolising their shared commitment to "lighting up the path of inclusion" and carrying forward the mission of promoting inclusion together. The new YODA cohort expressed strong anticipation for the year ahead, hoping to design their own school-based activities to bring inclusion messages to more schoolmates. Parents and teachers also praised the students' creativity and passion, and were pleased to see them using their strengths, collaborating with one another and living out the spirit of inclusion.

YO達人・校園共融大使計劃

Youth of Differences Ambassador (YODA) Program

同行・教育

EMPOWER • EDUCATION



譚李麗芬紀念中學
CCC Tam Lee Lai Fun Memorial Secondary School



德貞女子中學
Tack Ching Girls' Secondary School



萬鈞伯裘書院
Man Kwan Pak Kau College



天主教慈幼會伍少梅中學書院
Salesians of Don Bosco Ng Siu Mui Secondary School



明愛聖若瑟中學
Caritas St. Joseph Secondary School



華仁書院(九龍)
Wah Yan College Kowloon

各參與學校在「YO達人校園共融日」中，由學生主導設計不同形式的共融活動，讓同學在輕鬆互動中認識多元能力與需要。活動內容包括以手語演唱校歌、共融主題攤位同樂日，以及圍繞視障、聽障、肢體傷殘與神經多元等主題的體驗遊戲和工作坊。部分學校更設有手語小賣部、「聾人咖啡」體驗、導盲犬示範及輪椅舞等，鼓勵學生在日常交流中實踐尊重和關懷。



中華聖潔會靈風中學
China Holiness College Ling Fung Secondary School

透過這些由 YO 達人構思及帶領的活動，共融理念由課室延伸至操場、禮堂及走廊，逐步滲入校園每一個角落，讓更多同學成為推動共融文化的一分子。

At the "YODA Inclusion Day", student ambassadors in each participating school took the lead in designing a variety of inclusion activities, enabling their peers to learn about different abilities and needs through relaxed, interactive experiences. Activities included presenting the school song in sign language, running inclusion-themed fun-fair booths, and organising experiential games and workshops around visual impairment, hearing impairment, physical disabilities and neurodiversity. Some schools also introduced sign-language snack stalls, "Deaf café" experiences, guide dog demonstrations and wheelchair dance performances, encouraging students to practise respect and care in everyday interactions.

Through these student-led initiatives, the spirit of inclusion extended from the classroom to playgrounds, halls and corridors, gradually reaching every corner of the campus and inviting more students to become part of a growing inclusive culture.

YO達人・校園共融大使計劃

Youth of Differences Ambassador (YODA) Program

同行・教育

EMPOWER・EDUCATION



YO達人畢業禮與承傳

在 2023/24 年度，19 位 YO 達人憑著毅力與創意，圓滿完成為期一學年的培訓及實踐，合共完成逾 40 小時課程及多項校本共融活動。他們於 2024 年 6 月舉行的畢業禮上，向老師、家長及嘉賓展示個人特長與才能，分享在計劃中的學習與成長，並彼此祝福未來繼續在校園及社區推動共融。

這一刻不僅是對過去努力的肯定，更象徵共融種子已在不同校園紮根。YO 達人的經驗為 2.0 計劃奠定重要基礎，讓更多學校及學生得以參與其中，承接並擴大他們的影響力，將共融理念帶到更多校園與社群中，成為持續發揮影響力的年輕共融大使。

YODA Graduation and Legacy – Passing the Torch of Inclusion

In the 2023/24 19 YODA Ambassadors successfully completed a one-year journey of training and practice, comprising over 40 hours of structured sessions and multiple school-based inclusion activities. At the Graduation Ceremony in June 2024, they showcased their talents to teachers, parents and guests, and shared how they had grown through the programme, encouraging one another to continue promoting inclusion in their schools and communities.

This milestone not only affirmed their efforts over the year, but also signalled that the seeds of inclusion had taken root across different campuses. The experiences of YODA Ambassadors laid an important foundation for YODA 2.0, enabling more schools and students to join the journey, inherit and amplify their impact. As they carry inclusion messages into more schools and communities, these young ambassadors continue to serve as a lasting force for change in building a more inclusive society.

教大 · 關心 · 同理心計劃

EdUHK CARES (Caring, Appreciation, Respect, and Empathy Scheme)

培育具同理心的教育者

基金會自 2022 年起與香港教育大學合作推行「教大 · 關心 · 同理心計劃」，透過體驗式學習培育具同理心的教育工作者，回應教大宗教教育與心靈教育中心在推動關懷、欣賞、尊重及同理心教育方面的方向。

參加者包括正修讀教育課程的準教師以及已在教育界服務的在職教師，部分學員更會將所學運用於本地小學的課堂及學生活動中。課程結合黑暗體驗及無聲體驗，讓參加者在沉浸式環境中換位思考，從不同感官角度重新理解溝通與包容的重要性，並反思如何在教學及校園生活中建立更具包容性的學習環境。計劃期望教育工作者在未來的教學旅程中，將同理心自然融入日常教學實踐之中，為學生營造更具理解、尊重與關懷的校園氛圍，從而在學界持續推動共融文化。

Cultivating empathy among educators

Since 2022, the Foundation has been partnering with The Education University of Hong Kong (EdUHK) to run an EdUHK CARES (Caring, Appreciation, Respect, and Empathy Scheme), using experiential learning to foster empathetic educators. The initiative echoes the work of EdUHK's Centre for Religious and Spirituality Education in promoting caring, appreciation, respect and empathy in education. Participants include both preservice teachers currently studying education programmes and in-service teachers, some of whom bring what they have learnt into lessons and activities in local primary schools.

The programme combines Dark and Silent Experiences, enabling participants to step into others' shoes in an immersive environment and to re-examine the importance of communication and inclusion from different sensory perspectives. It encourages educators to reflect on how to create more inclusive learning environments in their teaching and school life, and to weave empathy naturally into everyday classroom practice, helping to build school cultures characterised by understanding, respect and care, and to sustain an inclusion mindset across the education sector.



耀中幼教學院「點亮·亮點」計劃

Yew Chung College of Early Childhood Education Spark & Spot Project

以體驗式學習賦能教師

基金會憑藉獨特的體驗式教學模式，獲納入由耀中幼教學院主辦的賽馬會「點亮·亮點」計劃，成為其多元共融教育專業培訓內容之一。該計劃以推動幼稚園及幼兒學校實踐多元共融教育為目標，透過專業培訓、校本指導及實踐社群，提升教育工作者對學習多元共融的理解及回應能力。

於本年度首屆及第二屆計劃中，基金會為來自 52 間幼稚園的逾 300 位校長及教師，提供配合課程設計的「黑暗」及「無聲」主題體驗，以及深度反思活動。參加者透過親身體驗與交流，進一步理解溝通的真諦，並表示期望把多元共融、同理與接納等重要價值，實踐於日常教學及正向校園文化建設之中。

Empowering Educators through Experiential Learning

Leveraging its distinctive experiential teaching approach, the Foundation was invited to be part of the Jockey Club "Spark & Spot" Project organised by Yew Chung College of Early Childhood Education, serving as one of the professional training components on diversity and inclusion in education. The Project aims to support kindergartens and nursery schools in practising diversity and inclusion, enhancing educators' understanding of, and response to, learner diversity through professional training, school-based coaching and communities of practice.

In the first and second cohorts of the Project this year, the Foundation delivered specially designed DARK and SILENCE experiences, together with in-depth reflection activities, for more than 300 principals and teachers from 52 kindergartens. Through first-hand participation and dialogue, educators deepened their understanding of the essence of communication and expressed their aspiration to apply the core values of diversity and inclusion, empathy and acceptance in their daily teaching and in building positive and inclusive school cultures.



陽光老友記．銀光綻放計劃

Silver Shining Project

同行・社會項目

EMPOWER・SOCIAL PROJECT

為關顧社區長者的身心需要，並讓他們的晚年生活多一份連結與幸福，基金會在邵氏基金會支持下，於 2023 年 11 月展開為期兩年的「陽光老友記．銀光綻放計劃」。計劃培訓視障人士成為「希望大使」，並與香港耆康老人福利會合作，走近較少外出、欠缺社區支援或體弱的長者，為他們創造更多交流、互動與關懷的機會。

在計劃推行期間，視障「希望大使」會定期致電及家訪「老友記」，關心他們的日常生活與身心狀況，並邀請長者參與不同社區活動，透過陪伴與轉介，協助他們重新連結長者中心及社交網絡。如有情緒或心理需要，個案會轉介至本會專業輔導小組，於合適時候提供情緒支援。

整個計劃期內，團隊預計為約 800 位長者提供約 9,600 次關顧電話、320 次定期家訪及 320 節輔導服務，並邀請約 2,000 位長者參與戶外及社區活動，讓更多長者在社區中感受到被關心、被記掛，安享有連結、有尊嚴的晚年生活。

To care for the physical and emotional needs of older people in the community and to bring more connection and happiness to their later years, the 2-year “Silver Shining Project” was launched in November 2023 with the support of the Shaw Foundation. The Project trains people with visual impairment as “Hope Ambassadors” and, in partnership with the Hong Kong Society for the Aged (SAGE), reaches out to elders who seldom go out, lack community support or are physically frail, creating more opportunities for interaction, engagement and care.

During the Project, visually impaired Hope Ambassadors make regular phone calls and home visits to the elders, caring about their daily lives and well-being and inviting them to join different community activities. Through companionship and referrals, they help older people reconnect with elderly centres and social networks. Where emotional or psychological support is needed, cases are referred to the Foundation’s professional counselling team to provide timely emotional support.

Over the Project period, the team expects to serve around 800 older people through about 9,600 care calls, 320 regular home visits and 320 counselling sessions, and to invite around 2,000 elders to join outdoor and community activities. In this way, more older people can feel cared for and remembered in the community, and enjoy later life with connection and dignity.



陽光老友記．銀光綻放計劃

Silver Shining Project

希望大使心聲

希望大使 Lily 自小視障，其後更完全失明。她在主流學校完成學業，於成長過程中一步一步學會獨立生活，從打理家務到煮食照顧自己都能應付自如。對 Lily 而言，視障並沒有令她停下來，反而讓她更珍惜與人連結的每一個機會。

加入「陽光老友記．銀光綻放計劃」後，Lily 擔任希望大使，定期致電及探訪「老友記」，細心聆聽長者的生活點滴與心聲。無論是在電話另一端送上的問候，還是親身家訪時的陪伴，她都與長者一同走過日常的高低起伏，讓他們感受到被理解、被記掛。

回想參與計劃的初衷，Lily 溫柔而堅定地分享：「視障不代表甚麼都做不到，只要有決心，生活仍然可以充滿希望。很多人以為失明人士或長者能做到的事很有限，其實很多時候，限制不是來自能力，而是來自我們內心的界線。」

Voices of a Hope Ambassador

Hope Ambassador Lily was born with visual impairment and later became totally blind. She completed her studies in mainstream schools and gradually learnt to live independently, from managing household chores to cooking and taking care of herself. For Lily, visual impairment has never stopped her; instead, it has made her treasure every opportunity to connect with others even more.

After joining the Project, Lily became a Hope Ambassador, making regular phone calls and home visits to the Sunshine Buddies elders and listening attentively to their stories and feelings. Whether it is a greeting over the phone or her presence during a home visit, she walks alongside the elders through everyday ups and downs, helping them feel understood and remembered.

Reflecting on why she joined the Project, Lily shared gently yet firmly: "Having a visual impairment does not mean you can do nothing. As long as you have determination, life can still be full of hope. Many people think that blind persons or older people can only do very little, but in fact, the real limitations often do not come from our abilities, but from the boundaries we draw in our own minds."



陽光老友記．銀光綻放計劃

Silver Shining Project

受惠長者故事

張伯伯多年來悉心照顧視障的妻子黃婆婆，每天親自下廚，為兩口子準備三餐。隨着年事漸高，體力漸漸不繼，每天外出買餸和煮飯變得愈來愈吃力，兩老有時只能以簡單麵包充飢，也因此減少外出，慢慢變得抗拒社交活動。

「希望大使」Lily 在家訪時了解到他們的處境，隨即向二人介紹社區內不同支援服務，包括送飯、陪診及家居清潔等。不久後，夫婦開始接受送飯服務，日常生活的壓力大大減輕。Lily 亦留意到黃婆婆因視障鮮有外出，便溫柔鼓勵她每週與張伯伯一同出門散步兩天，讓身體慢慢適應活動；隨着外出次數增加，黃婆婆的體力與心情均有明顯改善。

其後，張伯伯夫婦積極參與「陽光老友記．銀光綻放計劃」的社區活動，透過「茶敘點心」與街坊相聚，真正做到「走出家門，走進人群」。他們逐漸重拾生活節奏，與鄰舍建立互動畫面，不再被困在家中，重新感受到社區帶來的支持與溫度。



Story of an elder beneficiary

For many years, Mr Cheung has devoted himself to caring for his visually impaired wife, Mrs Wong, cooking three meals a day for the two of them. As he has grown older, his strength has declined, and shopping for groceries and cooking every day has become increasingly exhausting. At times they could only rely on simple bread for meals, went out less often and gradually withdrew from social activities.

During a home visit, Hope Ambassador Lily learnt about their situation and immediately introduced different community support services, including meal delivery, medical escort and home cleaning. Before long, the couple started receiving meal delivery, which greatly reduced the pressure of daily living. Noticing that Mrs Wong seldom went out because of her visual impairment, Lily gently encouraged her to go for walks with Mr Cheung twice a week so that her body could gradually adjust to more activity. As they went out more often, Mrs Wong's physical strength and mood both improved noticeably.

Later, the couple actively took part in the Project's community activities, joining "tea gatherings with dim sum" and reconnecting with neighbours, truly "stepping out of the home and into the community". They gradually regained a healthy rhythm of life, built interactive relationships with those living nearby, and were no longer confined to their flat, once again experiencing the warmth and support that the community can offer.

照顧者易達平台

Carereps Platform

同行・社會項目

EMPOWER • SOCIAL PROJECT



S+ 高峰會暨博覽 2024

基金會為「照顧者易達平台」成員機構之一，長期關注照顧者的身心需要，服務對象包括護老者、身體殘疾人士照顧者、智障人士照顧者、精神健康人士照顧者、特殊教育需要（SEN）兒童照顧者、成癮人士照顧者及長期病患人士照顧者。

在 2024 年，基金會作為平台夥伴之一，聯同其他 12 間成員機構參與由香港社會服務聯會主辦的「S+ 高峰會暨博覽 2024」，透過展覽及互動分享，向公眾展示各機構在支援照顧者方面的工作與成果，並促進不同界別之間的交流與合作。是次參與進一步凝聚了各持份者的力量，攜手推動照顧者友善社區及照顧者服務的長遠發展。

S+ Summit cum Expo 2024

The Foundation is one of the member organisations of the Carereps Platform, with a longstanding commitment to the physical and emotional well-being of carers. The Platform serves a wide range of carers, including carers of older persons, people with physical disabilities, people with intellectual disabilities, people with mental health needs, children with special educational needs (SEN), people with addiction issues and people with chronic illnesses.

In 2024, as a Platform partner, the Foundation joined 12 other member organisations in participating in the S+ Summit cum Expo 2024, organised by The Hong Kong Council of Social Service. Through exhibitions and interactive sharing, the organisations showcased their work and achievements in supporting carers, and fostered cross-sector exchange and collaboration among different stakeholders. The event further consolidated collective efforts to promote carer-friendly communities and the long-term development of carer support services.

照顧者易達平台

Carereps Platform

照顧者友善商戶嘉許禮

作為「照顧者易達平台」成員機構之一，基金會積極參與由平台於 2024 年 11 月舉辦的全港首個「照顧者友善商戶嘉許禮」，支持表揚長期關注照顧者需要的商戶及團體。嘉許禮旨在感謝願意為照顧者撥出資源、提供專屬優惠及便利安排的支持伙伴，鼓勵更多商界實踐照顧者友善理念，讓照顧者在日常生活中感受到被看見與被支援。

透過推廣「照顧者易達卡」，平台現時已聯繫約 70 間照顧者友善商戶、近 200 間分店，為照顧者在衣、食、住、行等方面提供折扣優惠及體貼安排，減輕他們在照顧工作以外的生活壓力，同時推動照顧者友善社區的發展。

Carer-Friendly Merchant Commendation Ceremony

As one of the member organisations of the Carereps Platform, Foundation actively took part in Hong Kong's first Carer-Friendly Merchant Commendation Ceremony organised by the Platform in November 2024, supporting the recognition of merchants and organisations that have long cared about the needs of carers. The Ceremony aimed to thank partners who dedicate resources to carers and offer exclusive discounts and practical arrangements, and to encourage more businesses to adopt carer-friendly practices so that carers can feel seen and supported in their everyday lives.

Through the promotion of the Carereps Card, the Platform has so far connected with around 70 carer-friendly merchants operating nearly 200 outlets, offering carers discounts and considerate arrangements in areas such as clothing, food, housing and transport. These initiatives help ease carers' daily living pressures beyond their caring duties, while fostering the development of carer-friendly communities.



WISEmpower 第 7 屆學員畢業

在過去一年，基金會與 WISE Employment 繼續攜手合作，圓滿完成 WISEmpower 第 7 期培訓計劃，持續為 PoD（People of Differences）學員提供職場導向培訓，支援他們銜接主流就業市場。計劃以提升學員的商業技能及自我效能為核心，透過實務導向及問題為本的學習模式，加強其批判性思考及職場應用能力，並結合導師分享實戰經驗，培養專業態度和職場軟技能，為未來就業作好更全面的準備。



第七期計劃於 2024 年 5 月展開，為期 3 週的資訊科技訓練營涵蓋網頁開發基礎內容，包括 JavaScript、CSS 及 HTML。本期從 12 名申請者中甄選出 6 名 PoD 學員，全部順利完成合共 100 小時專業培訓及 150 小時個別指導，逐步建立自信與實務能力。

畢業後，所有 PoD 學員均成功開展工作實習或相關工作體驗，其中 5 名更獲資訊科技行業聘用，充分體現計劃在培訓與就業銜接方面的成效，亦印證多元人才在獲得適切支援下，能在專業領域發揮所長。

Graduation of the 7th Cohort of WISEmpower Trainees

Over the past year, the Foundation continued its partnership with WISE Employment to successfully complete the 7th cohort of the WISEmpower Training Programme, providing workplace-oriented training for PoDs (People of Differences) and supporting their transition into the mainstream job market. With a core focus on enhancing participants' business skills and self-efficacy, the Programme adopts a practical and problem-based learning approach to strengthen critical thinking and workplace application, while drawing on mentors' real-life experience to develop professional attitudes and soft skills for future employment.

The 7th cohort commenced in May 2024 with a three-week intensive IT boot camp covering fundamental web development knowledge, including JavaScript, CSS and HTML. Out of 12 applicants, 6 PoD participants were selected. All of them successfully completed a total of 100 hours of professional training and 150 hours of individual coaching, progressively building their confidence and practical capabilities.

Upon graduation, all PoD trainees began work internships or related work-based learning opportunities, and 5 of them were subsequently offered employment in the information technology sector. These outcomes demonstrate the effectiveness of the Programme in bridging training and employment, and reaffirm that, with appropriate support, diverse talents can thrive and contribute in professional fields.



學員／企業故事

Isaac 是 WISEmpower 第七期 PoD 學員，同時也是一位輪椅使用者。在加入計劃前，他已離開職場多年，對資訊科技幾乎沒有接觸，對未來感到迷惘和膽怯。

在培訓期間，Isaac 由「厚面皮」自信訓練開始，學習在眾人面前表達自己，逐步克服羞怯；其後修讀網頁開發與人工智能相關技能，並掌握電郵溝通、社

交媒體管理、人力資源支援、客戶聯絡及測試工作等實務，每一個小進步都為他帶來新的信心。

實習階段，他加入 Smart Age Intelligence 擔任業務發展培訓生，善用人工智能工具克服行動限制，逐步建立工作節奏和自信，最終由實習生順利轉為全職員工，完成從學習到就業的重要跨越。

Smart Age Intelligence 行政總裁 Jason 一直致力推動共融文化，團隊中 PoD 學員比例高達一半，並與基金會緊密合作，提供實習及就業機會，展現企業與社福機構攜手推動共融就業的力量。Isaac 的經歷印證基金會的理念：只要給予適切培訓、支持與機會，每位 PoD 學員都能突破限制，走出屬於自己的職涯道路，為職場和社會注入更多共融可能。

Voices of Trainees

Isaac is a PoD participant of the 7th cohort of WISEmpower and a wheelchair user. Before joining the Programme, he had been away from the workforce for many years, had almost no exposure to IT, and felt lost and anxious about his future.

During the training, Isaac began with a “thick-skin” confidence module, learning to present himself in front of others and gradually overcoming his shyness. He then studied web development and AI-related skills, while also building practical workplace competencies such as email communication, social media management, HR support, client liaison and testing work. Every small step of progress brought him new confidence.

In the internship phase, he joined Smart Age Intelligence as a Business Development Trainee, making good use of AI tools to overcome mobility barriers and gradually build his work rhythm and confidence. He eventually transitioned from intern to full-time staff, marking an important step from training to employment.

Jason, CEO of Smart Age Intelligence, is committed to fostering an inclusive culture. PoD trainees make up around half of the team, and the company works closely with the Foundation to offer internship and employment opportunities, showing the power of businesses and social service organisations working together to advance inclusive employment. Isaac's journey reflects the Foundation's belief that, with appropriate training, support and opportunities, every PoD trainee can break through limitations, build their own career path and bring greater inclusion to the workplace and society.

工作坊及團隊建設

Workshop & Team Building

與企業夥伴攜手推動共融學習

基金會的工作坊及團隊建立課程在企業界持續獲得廣泛而穩定的支持，於 2024/25 財政年度為我們帶來更多具意義的合作機會。我們與國泰航空簽訂全年合作協議，為其不同業務部門提供共九場共融學習工作坊；同時亦與多家大型企業合作，包括滙豐銀行及金門建築，每場活動均吸引逾一百名參加者積極參與。

透過黑暗及無聲體驗，參加者得以在安全而真實的情境中細心感受彼此的需要，反思溝通方式與團隊合作的重要性，並重新理解多元共融的價值。這些持續而真誠的合作，不僅反映企業對體驗式學習模式的需求持續上升，也顯示各大企業對基金會在共融培訓方面的專業能力與使命抱有信心與認同。

Driving Inclusive Learning with Corporate Partners

The Foundation's workshops and team-building programmes continued to receive strong and steady support from the corporate sector, bringing more meaningful collaboration opportunities in the 2024/25 financial year. We entered into a year-round partnership with Cathay Pacific to deliver nine inclusion-focused workshops for different business units, and collaborated with major corporations such as HSBC and Gammon Construction, with each session engaging over 100 active participants.

Through experiential journeys in total darkness and silence, participants were able to sense one another's needs in a safe yet realistic environment, reflect on communication styles and the importance of teamwork, and deepen their understanding of the value of inclusion and diversity. These ongoing and genuine collaborations not only demonstrate growing demand for experiential learning, but also reflect corporates' confidence in the Foundation's professional capability and mission in delivering inclusion-focused training.



企業多元共融日

Corporate I&D Day

推動企業共融文化

在 2024/25 財政年度，基金會企業業務發展團隊為多間企業度身設計並舉辦多元共融日 (I&D Day)，合作機構包括 BlackRock、南豐集團及 LVMH 等。活動透過多元體驗環節，例如真人圖書館、點字學習、手語體驗及導盲犬互動，讓參加者從不同角度認識多元社群的生活與需要，並更深入理解共融的重要性與可貴之處。

活動獲企業夥伴一致好評，部分合作機構更表示有意將計劃延伸至更多團隊及辦公地點。多元共融日不僅讓員工在體驗中反思日常溝通方式與潛在偏見，也進一步鞏固基金會作為企業共融學習夥伴的角色，攜手在職場及社區推動更具溫度的共融文化。

Fostering Inclusive Culture in Corporates

In the 2024/25 financial year, the Foundation's Corporate Business Development team co-designed and delivered bespoke Inclusion & Diversity Days (I&D Days) for a number of corporate partners, including BlackRock, Nan Fung Group and LVMH. Through a variety of experiential elements – such as Human Library sessions, braille learning, sign language experience and guide dog interaction – participants were invited to understand the lives and needs of diverse communities from different perspectives and to appreciate the importance and value of inclusion more deeply.

These programmes received very positive feedback from corporate partners, with some expressing interest in extending the initiative to more teams and office locations. The I&D Days not only encouraged employees to reflect on their everyday communication styles and unconscious biases, but also further strengthened the Foundation's role as a trusted corporate learning partner in inclusion, working alongside companies to foster a warmer and more inclusive culture in workplaces and communities.



小王子黑暗之旅

The Little Prince in the Dark



基金會與經典文學作品《小王子》攜手推出全新「小王子黑暗之旅」，帶領參加者走進小王子的世界，以觸覺、聽覺、嗅覺，最重要是用心去體會身邊的人和事。參加者將走進伸手不見五指的全黑環境，跟隨小王子離開 B612 星球，沿途造訪不同星球，與星球上的人物展開對話，重新認識自己與他人。在失去視覺的體驗中，大家暫時撇除影像帶來的既定詮釋，從感官與心靈出發，細聽內心深處的聲音。

「眼睛所看見，有時並非全部真實；真正重要的事與物，往往只能用心看見。」基金會期望透過「小王子黑暗之旅」，陪伴每位參加者在黑暗中思考生命的意義。旅程由星級聲演陣容——陳志雲（Stephen）、張繼聰、陳明熹（Jocelyn）、黎展峯（Andy），以及視障導賞團隊以聲音導航，在一小時的黑暗旅程中帶領大家探索心靈深處的秘密。

The Foundation partnered with the classic literary work *The Little Prince* to launch "The Little Prince in the Dark", an immersive experience that invites participants into the Little Prince's world using touch, hearing and smell – and, most importantly, the heart – to perceive the people and things around them. In complete darkness, participants follow the Little Prince as he leaves asteroid B612, visits different planets and meets their inhabitants, opening up new ways of seeing themselves and others. Without visual cues, they are encouraged to set aside preconceived interpretations and listen to the quiet voices within.

"Sometimes what we see is not the whole truth; what is truly important can only be seen with the heart." Through *The Little Prince in the Dark*, the Foundation hopes to accompany each participant on a reflective journey in the dark to contemplate the meaning of life. Guided by a star-studded voice cast – Stephen Chan, Louis Cheung, Jocelyn Chan and Andy Lai – together with our visually impaired guide team, the 60-minute journey uses voice navigation in total darkness to lead participants in exploring the hidden corners of their inner world.



網絡黑守

Cyber Wellness in the Dark



培養學生網絡同理心

由香港寬頻人才 CSI 基金贊助的「網絡黑『守』」黑暗體驗活動於 2024 年 6 月至 8 月期間舉行，共有 456 位小三至小六學生參與，透過全港首個在全黑環境進行的網絡安全教育體驗，裝備新一代成為安全而有責任感的「網上公民」。

活動以「網絡世界猶如全黑世界」為設計概念，學生在伸手不見五指的環境中，手握白杖跟隨導賞員前行，透過黑暗體驗及互動遊戲，學習掌握密碼設定與管理、辨別網絡資訊真偽及保護個人資料等基本網絡安全知識。在分享與反思環節中，學生同時思考在數碼世界中尊重與理解他人的重要性，從不同角度認識網絡行為對他人的影響，從而培養在網絡世界中的責任感與同理心。

Fostering empathy in the digital world

Sponsored by the HKBN Talent CSI Fund, the “Cyber Wellness in the Dark” experiential programme was held from June to August 2024, engaging a total of 456 Primary 3 to Primary 6 students. As Hong Kong’s first cyber-safety education experience conducted entirely in darkness, the programme aims to equip the next generation to become safe and responsible “digital citizens”.

Built on the concept that “the online world is like a world in the dark”, the journey takes students into a pitch-dark environment where they hold a white cane and follow the guides, learning through interactive games and Dark Experience activities. Along the way, they explore core cyber-safety topics such as password setting and management, distinguishing between genuine and false online information, and protecting personal data. In the debrief and reflection session, students are also encouraged to consider the importance of respect and understanding in the digital world, and to recognise how their online behaviour can affect others, thereby nurturing a sense of responsibility and empathy in their life online.

與夢對話

Dialogue with Dreams

體驗・節日限定

EXPERIENCE • FESTIVAL SPECIAL



為響應節日氣氛及關注都市人身心健康需要，基金會於期間限定推出四場「與夢對話」身心靈工作坊，由身心靈課程導師夢妮妲帶領 40 位參加者，在全黑環境中展開溫柔而深度的自我探索之旅，合共錄得港幣 39,200 元之工作坊收入。參加者透過「夢」細聽潛意識的聲音，與內在自己對話，重新覺察日常被忽略的感受。

工作坊全程在伸手不見五指的黑暗中進行，參加者在沒有視覺干擾下，專注感受情緒與身體狀態，並透過靜觀及頌鉢練習舒緩壓力、連結被忽略的自我。首場反應理想，不少參加者表示更能覺察情緒與需要，有家長更認為有助加深對家人內心世界的理解，留下難忘而踏實的療癒體驗。

「與夢對話」為基金會的節慶及身心靈活動增添特色，體現基金會結合身心靈元素與共融教育的方向，並以創新體驗帶領公眾關注情緒健康與內在需要，學習在黑暗中以更溫柔的方式與自己和他人相處。

As a special wellness offering during the festive season, the Foundation introduced four limited “Dialogue with Dreams” workshops, led by mind-body-spirit facilitator Monita, engaging 40 participants and generating a total workshop income of HKD 39,200. In complete darkness, participants embarked on a gentle yet profound journey of self-exploration, using dreams as a doorway to listen to the subconscious, reconnect with their inner selves and notice feelings that are often overlooked.

Held in total darkness without visual distractions, the workshops invited participants to focus on their emotions and bodily sensations and to release stress through mindfulness and singing bowl practices. The first run received very positive feedback, with many sharing that they became more aware of their emotions and needs, and some families noting that the experience deepened their understanding of each other's inner world and created a calm, memorable space for connection and healing.

“Dialogue with Dreams” adds a distinctive dimension to the Foundation's festive and wellness initiatives, reflecting its direction of integrating mind-body-spirit work with inclusion education and using innovative experiences to encourage greater attention to emotional well-being, inner needs and how we relate to ourselves and others.

童您搗蛋

Eggciting in the Dark



復活節期間，基金會推出限定體驗「童您搗蛋」，讓家長與小朋友在全黑環境中共同製作復活蛋，在遊戲中學習，以別具意義又充滿趣味的方式度過假期。體驗歷時約一小時，由視障導賞員帶領進入伸手不見五指的空間，參加者需善用方向感與溝通合作，依靠手杖在黑暗中穿梭，在限時內尋找隱藏在不同角落的復活蛋。

完成尋蛋後，親子運用想像力為復活蛋「上色」，在看不見顏色的情況下以觸覺和想像設計作品，最後重返光明世界，一起揭曉獨一無二的創作成果。透過這次「看不見」的搗蛋之旅，參加者不但在遊戲中提升互信與默契，更能從體驗中培養同理心與共融意識。

During the Easter holidays, the Foundation launched the limited-time experience "Eggciting in the Dark", inviting parents and children to decorate Easter eggs together in total darkness and enjoy a meaningful yet playful holiday. The one-hour journey was led by visually impaired guides, who brought families into a pitch-dark space where they had to rely on their sense of direction, communication and teamwork, using white canes to move around and search for hidden Easter eggs within a set time.

After the egg hunt, parents and children used their imagination to "colour" the Easter eggs, designing their creations through touch and mental images without seeing any colours. They then returned to the light to reveal their unique designs together. Through this "invisible" Easter adventure, families not only strengthened trust and bonding through play, but also deepened their empathy and awareness.

無聲解密

Silence Decoding



全新無聲體驗「無聲解密」由聾人團隊設計，專為 16 歲或以上參加者而設，由聾人導師親自帶領，陪伴參加者走進一個截然不同的溝通世界。在全程無聲的體驗裡，參加者需要依靠眼神、手語和身體語言合作解謎，發掘嶄新的表達方式，在挑戰中建立團隊默契與互信。

活動著重體驗非語言溝通的魅力，讓參加者在沒有聲音的情境下，更敏銳地留意他人的表情與動作，培養同理心，學會用心「聆聽」他人的需要與情緒。透過這段旅程，參加者得以重新認識溝通的本質，反思在日常生活與工作中如何與身邊人建立更真誠、互相尊重的連結。

The new silent experience "Silence Decoding" is designed and led by a Deaf facilitation team, and is tailored for participants aged 16 or above. In this fully silent journey, Deaf facilitators guide participants into a completely different world of communication, where they must rely on eye contact, sign language and body language to solve puzzles together, discover new ways of expression, and build stronger team cohesion through shared challenges.

The experience highlights the power of non-verbal communication, inviting participants to pay closer attention to others' facial expressions and gestures in the absence of sound. Through this process, they are encouraged to cultivate empathy, learn to "listen" with their hearts to the needs and emotions of others, and rethink the essence of communication, including how to build more genuine and trusting connections with people in their everyday lives.

共創

EVOLVE

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擴大公共部門影響力

Expanding Impact in the Public Sector

延伸共融培訓至公共服務

除了企業合作外，基金會亦持續與公共部門攜手合作，為政府部門及前線服務人員設計專屬培訓課程。課程內容著重提升人際覺察力、主動聆聽技巧，以及以合作取代第一印象，協助參加者在日常工作中減少溝通落差，特別是在面對多元群體及具挑戰性的工作情境時。

透過與公共部門的長期合作，基金會得以將共融理念帶入公共服務體系，支持前線人員建立更具理解與同理心的服務文化，讓共融精神由企業界進一步延伸至更廣泛的公共領域及社區。

Extending inclusion training to public services

Beyond corporate partnerships, the Foundation continued to collaborate with the public sector and design dedicated training programmes for government departments and frontline service staff. The programmes focus on enhancing interpersonal awareness, active listening skills and a collaborative mindset that goes beyond first impressions, enabling participants to reduce communication gaps in their daily work, particularly when serving diverse communities or handling challenging situations.

Through these long-term partnerships, the Foundation brings inclusion concepts into the public service system, supporting frontline personnel to build a service culture grounded in understanding and empathy. In doing so, the spirit of inclusion is extended from the corporate arena to a wider range of public services and communities.



港鐵「Train」出光輝每一程

MTR Train' for Life's Journey

參與社會創新教育

2024年5月24日，基金會副行政總裁黃錦豪先生獲香港鐵路有限公司邀請，出席「『TRAIN』出光輝每一程2.0」社會創新挑戰賽總決賽並擔任評審，與來自企業及社福界的代表一同見證中學生以創新構思回應社會議題。「『TRAIN』出光輝每一程2.0」是港鐵面向中學生的重點青年發展計劃，透過設計思維、科技應用、財商素養及創業精神等培訓，裝備年輕一代迎接未來挑戰，今屆吸引超過1,000名來自35間中學的學生參與，逾110支隊伍參加社會創新挑戰賽。

在總決賽中，12支入圍隊伍圍繞傷健共融、性別平等、多元族裔及跨代關係四大共融議題，提出具創意而可行的解決方案，展現青年對社會議題的關懷及想像力。基金會期望藉是次合作，鼓勵年輕一代以創新思維回應社會需要，在構思及實踐方案的過程中細心體會不同群體的處境與需要，從而培養同理心與共融意識，為未來的社區和職場建立更具包容的文化。

Participating in social innovation education

On 24 May 2024, Mr Peter Wong, Deputy CEO of the Foundation, was invited by MTR Corporation to serve as a judge at the grand final of the "Train' for Life's Journeys 2.0 Social Innovation Challenge", alongside representatives from the corporate and NGO sectors. The "Train' for Life's Journeys 2.0" Programme is one of MTR's flagship youth development initiatives for secondary school students, equipping young people with skills in design thinking, technology application, financial literacy and entrepreneurship. The 2024 cohort engaged over 1,000 students from 35 schools, with more than 110 teams entering the Social Innovation Challenge.

At the grand final, 12 shortlisted teams presented creative and practical solutions around four inclusion themes – disability inclusion, gender equity, ethnic diversity and intergenerational relationships – demonstrating young people's care for social issues and their imagination for an inclusive future. Through this collaboration, the Foundation hopes to encourage the younger generation to respond to community needs with innovative thinking, and to develop empathy and an inclusion mindset by considering the perspectives and needs of different groups when designing and implementing their ideas.



健康管理與社會關懷科 實地學習博覽2024

Health Management and Social Care Field Learning Expo 2024

推動共融教育

2024年6月1日，基金會參與由香港教育局舉辦的「健康管理與社會關懷科實地學習博覽2024」，透過體驗式學習支援學校推動共融教育。活動中，基金會為中學生設計視障及無聲體驗，讓學生透過親身參與，了解視障及聽障人士在日常生活中面對的實際挑戰，從而加深對不同社群的理解，培養同理心及社會關懷精神。

同場，基金會副行政總裁黃錦豪先生亦擔任頒獎嘉賓，為表現優秀的學生頒發獎項，鼓勵他們持續關心社會議題，並在學習歷程中實踐關懷與共融的價值。

Advancing inclusion in education

On 1 June 2024, the Foundation took part in the Health Management and Social Care Field Learning Expo 2024, organised by the Education Bureau, using experiential learning to support schools in promoting inclusive education. The Foundation designed visual-impairment and silent experiences for secondary students, enabling them to better understand the everyday challenges faced by people with visual and hearing impairments and, through first-hand participation, to deepen their empathy and sense of social responsibility.

At the same event, Mr Peter Wong, Deputy CEO of the Foundation, also served as a prize-presenting guest, recognising outstanding student projects and encouraging young people to continue engaging with social issues and to live out the values of care and inclusion throughout their learning journeys.



貝智基金 - 迷你暗中作樂

Bridge Foundation 10th Anniversary Mini Concert in the Dark

為響應貝智基金成立10周年，基金會獲邀共同策劃《迷你暗中作樂音樂會・陪著你成長》，在全黑環境中舉行共融音樂會，讓視障朋友與有特殊學習需要的師生同台演出，展現音樂才華與多元能力。音樂會共有約70位參加者出席，共籌得港幣30,200元，支持兩家機構持續推動多元共融及情緒關懷工作。活動特別邀請歌手糖妹在黑暗中演繹多首歌曲；貝智基金的 Kelvin 及小歌手 Venus 與 Valerie 則首次在全黑環境中獻唱，以十年主題曲和成長故事打動觀眾。

音樂會同時獲音樂總監曹朗、聲音導航關可為、結他手 Exppa，以及小提琴手 Hugo 與 Jayden 等專業團隊支持，為「暗中作樂」體驗增添層次與感染力。透過這次「迷你暗中作樂」音樂會，兩家機構一同實踐「用心聆聽，以愛同行」的理念，讓公眾看見多元人才的潛能與貢獻，並為未來探索更多跨機構合作、延續「暗中作樂」系列及在社區創造正面社會影響奠下基礎。

To mark the 10th anniversary of the Bridge Foundation, the Foundation co-created the “Mini Concert in the Dark – Growing with You”, an inclusive concert held in complete darkness where visually impaired talents performed alongside teachers and students with special educational needs. Around 70 participants joined the concert, which raised HKD 30,200 in support of the two organisations’ ongoing work on inclusion and emotional well-being. The programme featured singer Kandy Wong, together with Kelvin from the Bridge Foundation and young singers Venus and Valerie, who performed in total darkness for the first time and touched the audience with songs and stories from the Foundation’s ten-year journey.

The concert also received professional support from Music Director Ron Tso, Audio Guide Kwan Ho-wai, guitarist Exppa, and violinists Hugo and Jayden, adding depth and emotional resonance to the “Concert in the Dark” experience. Through this Mini Concert in the Dark, the two organisations put into practice the belief of “listening with our hearts and walking with love”, highlighting the potential of diverse talents and laying the groundwork for further collaborations to continue the “Concert in the Dark” series and create positive social impact in the community.



迷你暗中作樂

Mini Concert in the Dark



迷你暗中作樂音樂會・小王子星際之旅

「看東西只有用心才能看清楚，真正重要的東西，眼睛是看不見的。」在樂迷熱烈支持下，基金會再度聯同小王子基金會，於 2024 年 4 月 7 日舉行兩場《迷你暗中作樂音樂會・小王子星際之旅》，以全黑音樂會形式重演《小王子》的經典故事。由何晉樂（Rock）、冼靖峰（Archie）分別飾演小王子與飛行員，聯同單簧管演奏者馮逸山（Linus Fung）、Theresa Lam、視障歌手 Karen Choo、唱作歌手周卓盈（Mic）及小提琴手李璞懷（Powell），帶領逾140名觀眾在黑暗中以聽覺和想像漫遊星際。

The Little Prince: Starry Journey

“Only with the heart can one see clearly; what is essential is invisible to the eye.” Building on the strong support from music lovers, the Foundation once again partnered with the Little Prince Foundation to present two performances of the Mini Concert in the Dark – The Little Prince: Starry Journey on 7 April 2024, bringing the classic story of The Little Prince to life through a concert held in complete darkness. Rock Ho and Archie Sin took up the roles of the Little Prince and the Pilot, joined by clarinetists Linus Fung and Theresa Lam, visually impaired singer Karen Choo, singer-songwriter Mic Chow and violinist Powell Lee, leading more than 140 audience members on an interstellar journey through sound and imagination in the dark.



迷你暗中作樂

Mini Concert in the Dark



「暗中作樂」系列為年輕音樂人及多元人才搭建舞台，觀眾在全黑環境中只憑聲音投入表演，學習「用心感受」，同時更具體會視障人士在日常生活中面對的挑戰。在沒有燈光、表情和舞台效果的情況下，觀眾需要更專注地聆聽每一個聲音細節，從歌聲、樂器和旁白中拼湊畫面，重新思考「看見」與「感受」的意義。是次音樂會由黑暗中對話視障團隊策劃及執行，門票收益扣除成本後全數撥捐黑暗中對話（香港）基金會，用以支持多元人才發展及推動社會共融，讓一次音樂體驗轉化為延續的社會影響力。

The “Concert in the Dark” series provides a stage for young musicians and People of Differences, inviting the audience to focus solely on sound in a fully dark environment, to “feel with the heart” and to better understand the challenges faced by people with visual impairment in everyday life. Without lighting, facial expressions or visual staging, audience members are encouraged to listen more attentively to every musical and narrative detail, piecing together images through voices and instruments and rethinking what it means to “see” and to “feel”. Curated and delivered by the Foundation’s visually impaired team, the concert directed all ticket proceeds, after costs, to Dialogue In The Dark (HK) Foundation to support diverse talent development and the promotion of social inclusion, turning a single concert experience into lasting social impact.



《看我今天怎麼說》慈善放映會

Charity Screening of “The Way We Talk”

2025年3月27日晚上，基金會舉辦《看我今天怎麼說》慈善放映及映後座談會，邀請公眾透過電影走進聾人社群的世界，思考聾人文化及社會共融的重要性，呼應本會一直推動多元共融的使命。電影由黃修平導演執導，以三位聾人青年在家庭、學校及職場中的生活與抉擇為主線，呈現「聽不見」背後的情感與力量，讓觀眾更立體地理解聾人身份與文化。

在利希慎基金的慷慨支持下，基金會合共舉辦兩場放映會，並邀請電影導演兼編劇黃修平先生親臨分享創作理念。映後座談會由策劃人屈紫薇女士主持，聯同利希慎基金總裁何宗慈女士、嘉賓曾俊華先生及基金會主席莊陳有先生，一同從電影出發，探討聾人文化、創作表達與社會共融之間的連結。透過電影與無聲體驗結合，本會持續與聾人及手語社群並肩同行，推動社會共融及香港手語普及，讓更多市民明白「差異即價值」。



On the evening of 27 March 2025, the Foundation hosted a charity screening and post-screening dialogue of the film “The Way We Talk”, inviting the public to enter the world of the Deaf community through cinema, and to reflect on Deaf culture and the importance of social inclusion, echoing the Foundation’s long-standing mission of promoting diversity and inclusion. Directed by Adam Wong, the film portrays the struggles and growth of three Deaf young people across family, school and workplace settings, revealing the emotions and strength behind “not being able to hear” and offering audiences a deeper understanding of Deaf identity and culture.

With the generous support of the Lee Hysan Foundation, we organised two screenings in total and invited the film’s director and scriptwriter, Adam Wong, to share his creative vision in person. The post-screening dialogue was moderated by curator Ms Fiona Wat, joined by Ms Cecilia Ho, CEO of the Lee Hysan Foundation, guest Mr John Tsang and Mr Chong Chan Yau, Chairperson of Dialogue in the Dark, to explore the connections and inspirations between Deaf culture, filmmaking and social inclusion. By combining film with silent experiential activities, the Foundation continues to walk alongside Deaf and sign language communities, promoting social inclusion and the wider use of Hong Kong Sign Language, and helping more people realise that difference is a value.

社創荔枝角開放日

Social Innovation Lai Chi Kok – Open Day

於 2024 年 11 月 24 日，「社創荔枝角」平台舉辦荔枝角社創開放日，為荔枝角社創社區發展計劃揭開序幕，亦是社企民間高峰會 2024 的重點社區環節之一。當日由基金會、Dream Impact 夢創成真、Good Lab 好單位等多個紮根荔枝角的社創夥伴聯合策劃，區內多個創新空間安排導賞、分享會及體驗活動，邀請市民穿梭不同場地，從社區營造、良心企業、銀髮經濟到多元人才發展等角度，重新認識荔枝角作為「社創社區」的可能。

黑暗中對話當日以分享及互動形式，介紹機構在培育多元人才及推動共融就業方面的經驗，與參加者一同思考企業如何在招聘、培訓及日常管理中實踐共融文化，讓不同能力的人都能在職場和社區中發揮所長。此次開放日為荔枝角建立了一個長期對話與合作的平台，凝聚在地社企、共益企業及關心社會創新的市民，共同想像更具包容與創意的社區未來。

On 24 November 2024, the Social Innovation Lai Chi Kok platform organised the Lai Chi Kok Social Innovation Open Day, marking the launch of the Lai Chi Kok Social Innovation Community Development Project and serving as a key community component of the Social Enterprise Summit 2024. Co-curated by the Foundation, Dream Impact, Good Lab and other social innovation partners based in Lai Chi Kok, the Open Day activated multiple innovative spaces in the district with guided tours, talks and experiential activities. Members of the public were invited to move between venues and rediscover Lai Chi Kok as a “social innovation community” through themes such as community building, purpose-driven businesses, the silver economy and the development of diverse talents.

During the event, Dialogue in the Dark used sharing and interactive formats to present its experience in nurturing diverse talents and promoting inclusive employment, and to invite participants to consider how companies can embed inclusion in recruitment, training and everyday management so that people with different abilities can contribute in workplaces and communities. The Open Day has helped build a longer-term platform for dialogue and collaboration in Lai Chi Kok, bringing together local social enterprises, B Corps and socially minded citizens to collectively envision a more inclusive and creative community future.

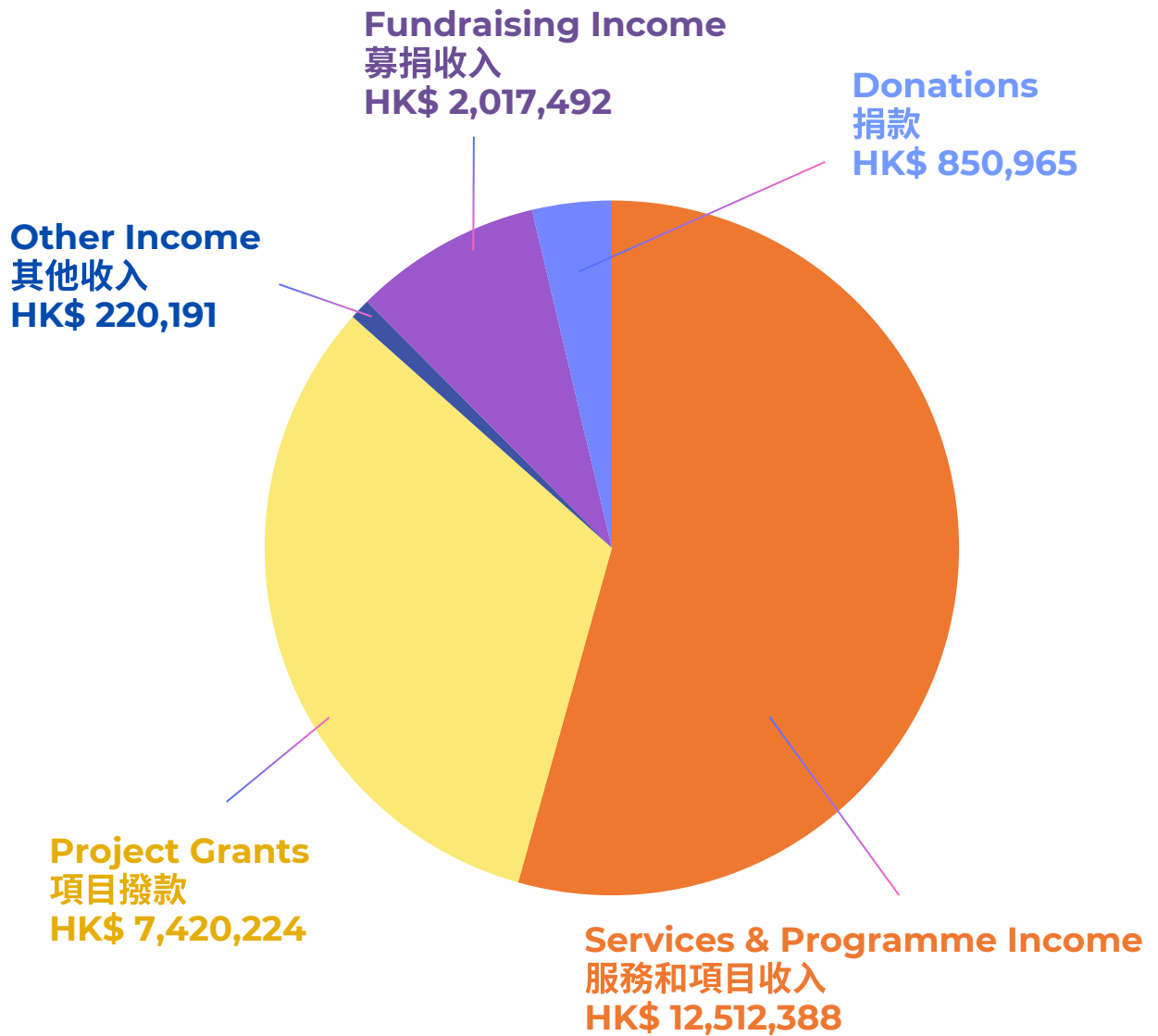


FINANCE & GOVERNANCE



2024-2025財政年度收入

Revenue for the Financial Year 2024-2025



總收入 Total Revenue

HK\$ 23,021,260

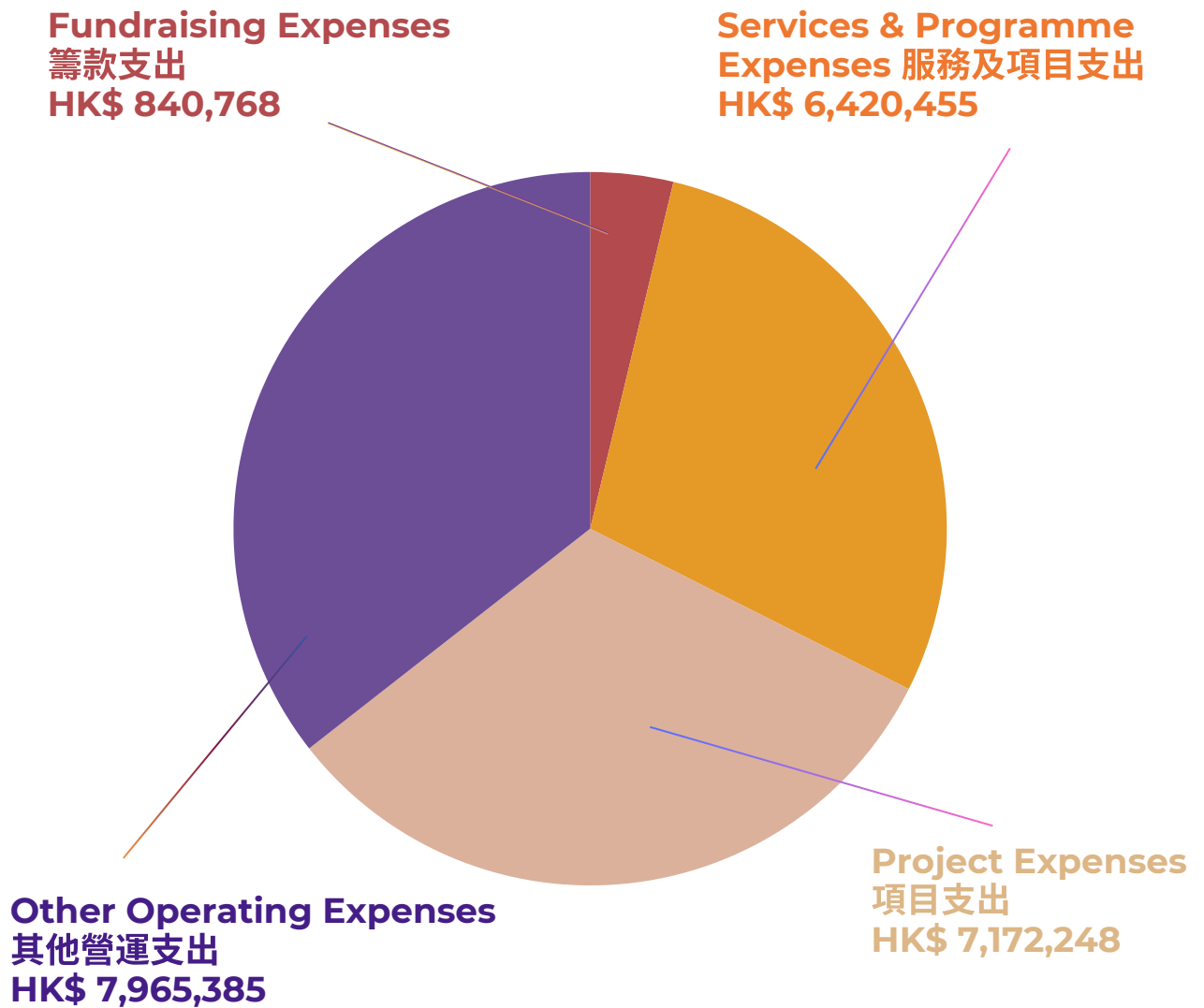
以上總收入包含由香港賽馬會慈善信託基金提供，已確認為遞延收入的港幣 **3,844,075 元**。
The above total revenue includes **HK\$3,844,075** (recognized as deferred income) from The Hong Kong Jockey Club Charities Trust.

2024-2025財政年度支出

Expenditure for the Financial Year 2024-2025

財務摘要

FINANCE HIGHLIGHTS



總支出
Total Expenditure
HK\$ 22,398,856

年度盈餘 (Annual Surplus)
HK\$ 622,404

2024-2025僱員數目

Number of Employees Financial Year 2024-2025

兼職僱員

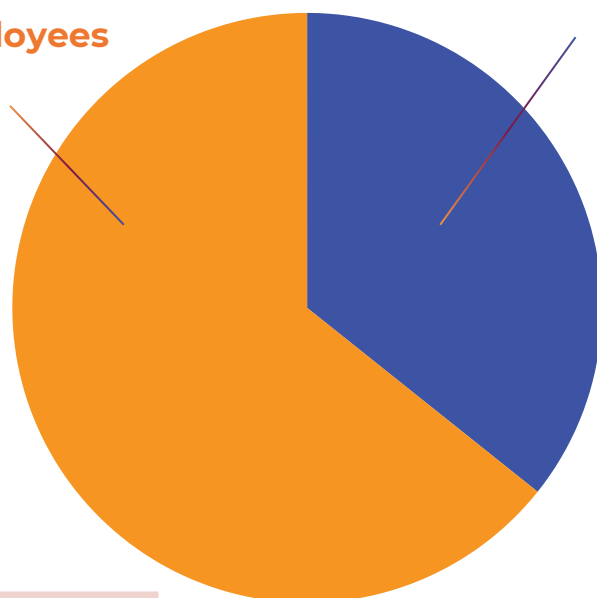
Part-time Employees

63

全職僱員

Full-time Employees

36



僱員總人數

Total No. of Employees:

99

肢體殘疾僱員

Employees with Physical Disabilities

3

其他多元人才僱員

Other PoD Employees

5

聽障僱員

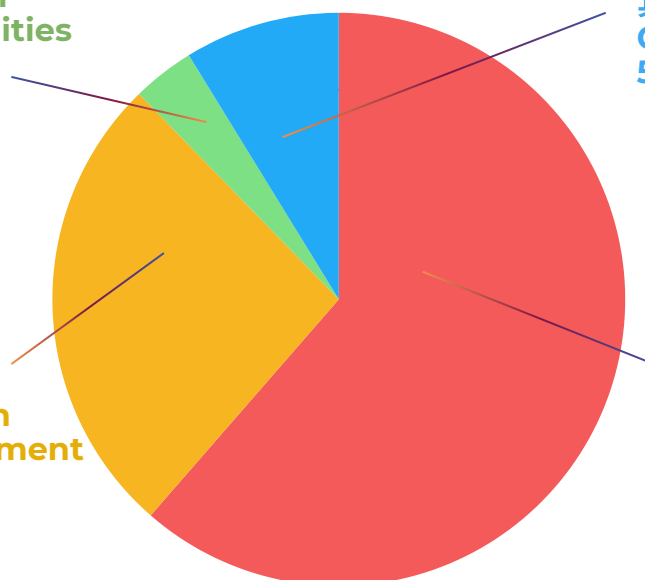
Employees with Hearing Impairment

10

視障僱員

Employees with Visual Impairment

40



多元人才僱員總人數

Total No. of PoD Employees:

58



卓越人力資源獎
多元共融獎 - 良好實踐獎
**HKIHRM HR Excellence Awards
Diversity & Inclusion Award - Good Practice**
香港人力資源管理學會
Hong Kong Institute of Human Resource Management



首席快樂官欣賞大獎
中小企獎
**CHO Appreciation Award
SME Award**
首席快樂官協會
Chief Happiness Officer Association



**Time Out Hong Kong 2024
RECOMMENDS**
Time Out Hong Kong



2024至2025年度數碼無障礙嘉許禮
銀獎
**Digital Accessibility Recognition
Scheme 2024-2025
Silver Award**
香港互聯網註冊管理有限公司
Hong Kong Internet Registration Corporation Limited



關愛長者機構嘉許計劃 2024-25
三星級證書
社會福利署
Social Welfare Department



DIALOGUE
EXPERIENCE

對話體驗



experience · empower · evolve



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2310 0490



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九龍長沙灣長義街9號D2 Place一期7樓B室



黑暗中對話 Dialogue in the Dark



[dialogue_experience](https://www.instagram.com/dialogue_experience)

支持我們

