



**DIALOGUE
SOCIAL
ENTERPRISE®**
MOVING BEYOND DIFFERENCE

2021
ANNUAL RESULTS

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MESSAGE FROM THE FOUNDER AND CEO

After a year of uncertainty and complete insecurity whether Dialogue in the Dark can continue to pursue its mission in the future, one thing is certain: yes, Dialogue in the Dark will remain and the lights in the exhibitions will not go on.

In the beginning of the pandemic, we were all in a survival mode, searching for solutions to see how we could save what has to be saved. Restoration or transformation was the question. But it quickly became apparent that it was not a matter of either – or, but a case of as well – as. To face the facts, the number of Dialogue venues decreased from 33 in 2019 to 23 in 2021, which was a bitter decline. But other formats were worked out to create new work opportunities for blind and visually impaired people, especially online, and to create a platform for exchange between blind and non-blind people.

Crises also always stimulate creativity. This came to fruition in the second year of the pandemic, so that today we can face the challenges of the future in a more composed and experienced manner. These challenges are not small: the collapsing number of visitors is endangering the economic basis. Staff shortages arise as some employees reorient themselves. Costs are rising, which unfortunately are not matched by rising revenues. Dialogue has already experienced and, above all, survived many crises. I am completely convinced that we will emerge stronger from the crisis, as it is clear how important Dialogue is, especially in times of uncertainty.

Dialogue will be even stronger as before the pandemic, as the bandwidth of its impact is broader due to additional online programs. Let me take this impact report as an opportunity not only to share the balance sheet of this exciting year, but also to express my heartfelt gratitude.

Gratitude goes to all those who have supported us, whether financially or spiritually. I would also like to say thank you to all the Dialogue partners who, despite massive local concerns, have also remained committed to the global mission of Dialogue.

I would like to thank the team of Dialogue Social Enterprise, which has succeeded in overcoming this crisis and believing in Dialogue despite vulnerability, uncertainty, complexity and ambiguity, or VUCA for short.

The balance of 2021 is a very good basis for planning for 2022 and the coming years. Let us hope that we can continue to strengthen the Dialogue and make our contribution to reducing inequality and creating a more inclusive world.

In gratitude,
Andreas Heinecke



ABOUT DSE

Dialogue Social Enterprise (DSE) is a solely mission-driven organization to enhance the public awareness and social inclusion of people with disabilities and the disadvantaged and elderly people across the globe. All of DSE's programs aim to provoke a change in the awareness and in the perception of our audience.

Since the establishment of its first and foremost program in 1988, Dialogue in the Dark, our enterprise today offers a portfolio consisting of three programs, Dialogue in the Dark, Dialogue in Silence, Dialogue with Time, plus, more recently, MODI (Museum for Diversity and Inclusion).

DSE operates as a social franchiser and provider of consulting services. Based on its longstanding expertise, DSE facilitates consultation, trainings and network support for its partners. These services enable Dialogue partners to operate with a portfolio of Dialogue programs in accordance with their local framework.

To the corporate world, Dialogue programs are known for their experiential learning capacities. Customized as business workshops and trainings, these services are made available through a local entity or conducted internationally by DSE in cooperation with local partners.

Local and regional partnerships of DSE cover a broad spectrum of organizations from more than 40 countries: private social investors, corporate or

non-profit organizations and/or institutions such as museums and universities. Based on its longstanding expertise, DSE facilitates curation, consultation and trainings for customized programs on diversity and inclusion, social change, and innovation. We specialize in designing highly valuable transformative experiences that generate changes in the individual, collective and even societal level. Our methodology is inspired by the transformative learning theory.



DSE'S MISSION AND SOCIAL VALUE CHAIN

MISSION

Dialogue Social Enterprise's mission is to facilitate social inclusion of people with disabilities, disadvantaged and elderly people on a global basis through exhibitions and workshops.

GOALS

- To raise awareness about people with disabilities, disadvantaged and elderly people, their needs, their potentials and their contributions to the society, in order to foster empathy and respect that lead to an inclusive behavior.
- To improve the social economic condition of people with disabilities, disadvantaged and elderly people.

SOCIAL VALUE CHAIN



DSE'S PROGRAMS

DIALOGUE IN THE DARK (DiD)

takes the audience out of their familiar environment and places them in the hands of a guide who is blind. The visitors are guided in small groups through specially constructed dark rooms in which scents, sounds, wind, temperature, and textures convey the characteristics of environments such as a park, a city, a boat cruise, or a bar. Visitors experience these environments and daily routines in new and unfamiliar ways. The exhibition creates a reversal of roles with people who are blind providing visitors with a sense of security and helping them orient in a world without images.

DiD was founded in 1988.

[Link to website.](#)

DIALOGUE IN SILENCE (DiS)

follows the same principles as Dialogue in the Dark. The setting is a sound-proof room in monochromatic white, and visitors wear sound-cancelling headsets. Visitors are instructed before entering the exhibition not to speak but to use only non-verbal communication with the guide who is deaf. The different rooms in the exhibition relate to various facets of non-verbal communication, including hand signs, body language, and facial expressions. People quickly learn to listen with their eyes and express themselves with gestures.

DiS has been presented internationally since 1995.

[Link to website.](#)

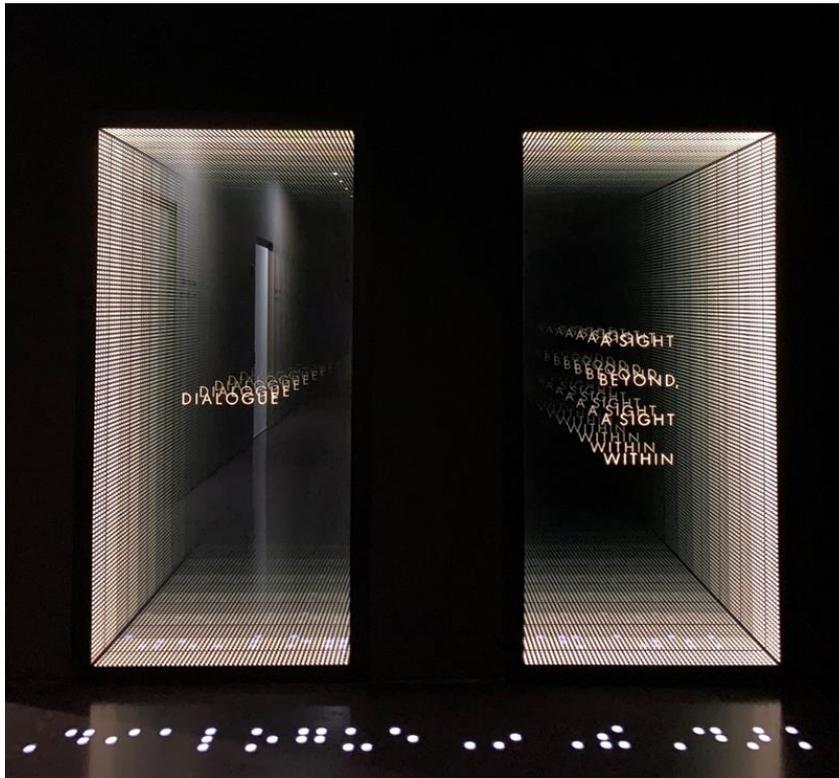
DIALOGUE WITH TIME (DwT)

aims to foster an inter-generational dialogue and to overcome prejudices, wrong assumptions, and stereotypes regarding old age. Guides are age 70 and older, and they lead visitors through the exhibition acting as facilitators with their expertise in aging. The same design principles come into play. DwT is an immersive environment, and the facilitation is through affected individuals. In small groups, visitors walk through stations that address various topics about aging, such as possible constraints and limitations of old age, coping mechanisms, positive outcomes, and future perspectives. This brings a different understanding of age and aging.

The first DwT has opened in Israel in 2012.

[Link to website.](#)

A SIGN OF REBIRTH: DID IN GYEONGGI-DO



The first new Dialogue in the Dark exhibition after (or rather during) the pandemic opened in fall 2021 in Gyeonggi-do, the second largest city in South Korea.

Realized by the DiD Korea team who has been operating in Seoul since 2010, the new site employs on a full-time basis 11 people with visual impairment and offers new experiences in the Dark exhibition.

Before diving into the 2021 numbers, let's celebrate together this sign of courage and rebirth.

And a sneak-preview of 2022: two new Dialogue in the Dark venues are opening, in Sao Paulo, Brazil and in Mumbai, India.

DIALOGUE VENUES

23 permanent Dialogue venues offering Dialogue exhibitions and workshops



261.740 visitors**

- ★ Opened in 2021
- Dialogue Social Enterprise (Red) Ongoing in 2022
- Dialogue Social Enterprise (Blue) Ongoing in 2021
- Dialogue Social Enterprise (Grey) Closed in 2022

*Workshop centers

**Total visitor number including exhibitions, workshops, and events

KEY FIGURES 2021



23 venues offering:

- 16 Dialogue in the Dark exhibitions
- 4 Dialogue in Silence exhibitions
- 2 Dialogue with Time exhibitions
- Most of the venues offer workshops and other activities
- 6 venues offer only workshops



697 employees worldwide

- 323 blind or visually impaired employees
- 71 hearing-impaired or deaf employees
- 58 employees over 70 years old

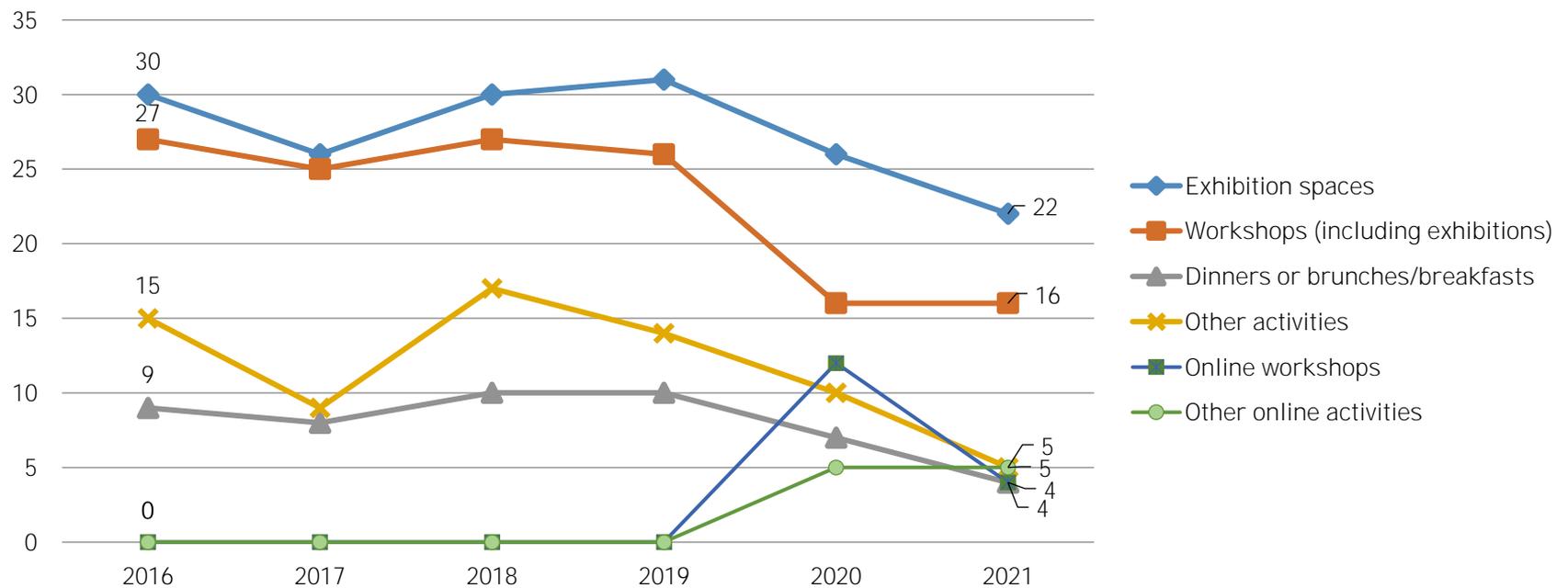
Nearly 261.800 visitors in total



- Almost 224.000 exhibition visitors
- More than 18.200 workshop participants
- About 7.800 dinner & event participants
- More than 11.800 participants to online D-activities

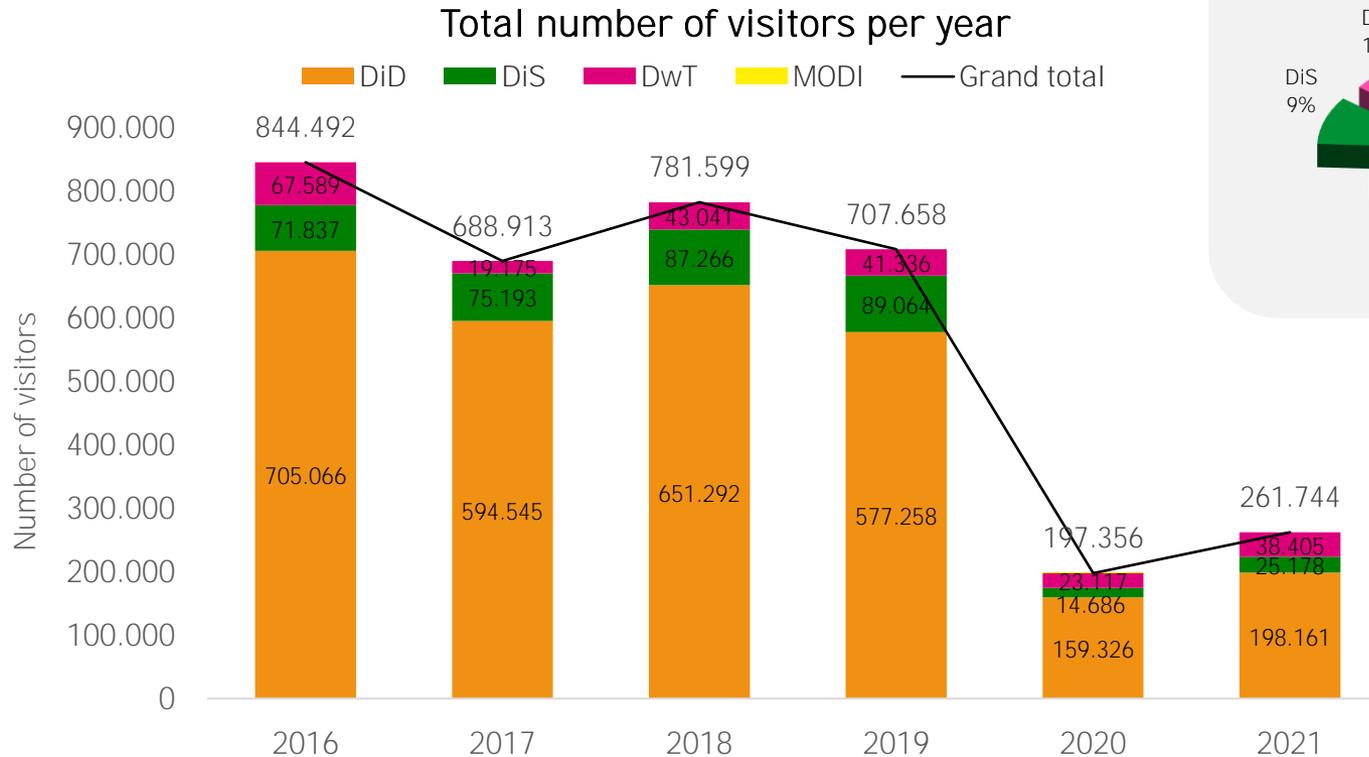
TYPE OF ACTIVITIES

Number of venues offering each activities per year

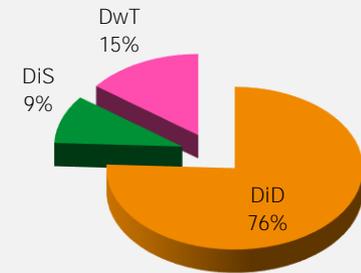


- The exhibition remains the main activity, but the number dropped from 31 in 2019 to 22 in 2021.
- A few valuable partners, who had to close in 2020 due to the pandemic, could not reopen in 2021.
- As an emergency plan, many venues in 2020 offered online workshops. When reopening in 2021, the focus shifted back to the usual operation in the Dark.
- Irregular openings and reduced number of visitors did not encourage innovation in the on-site activities.

A SLIGHT RETURN OF VISITORS

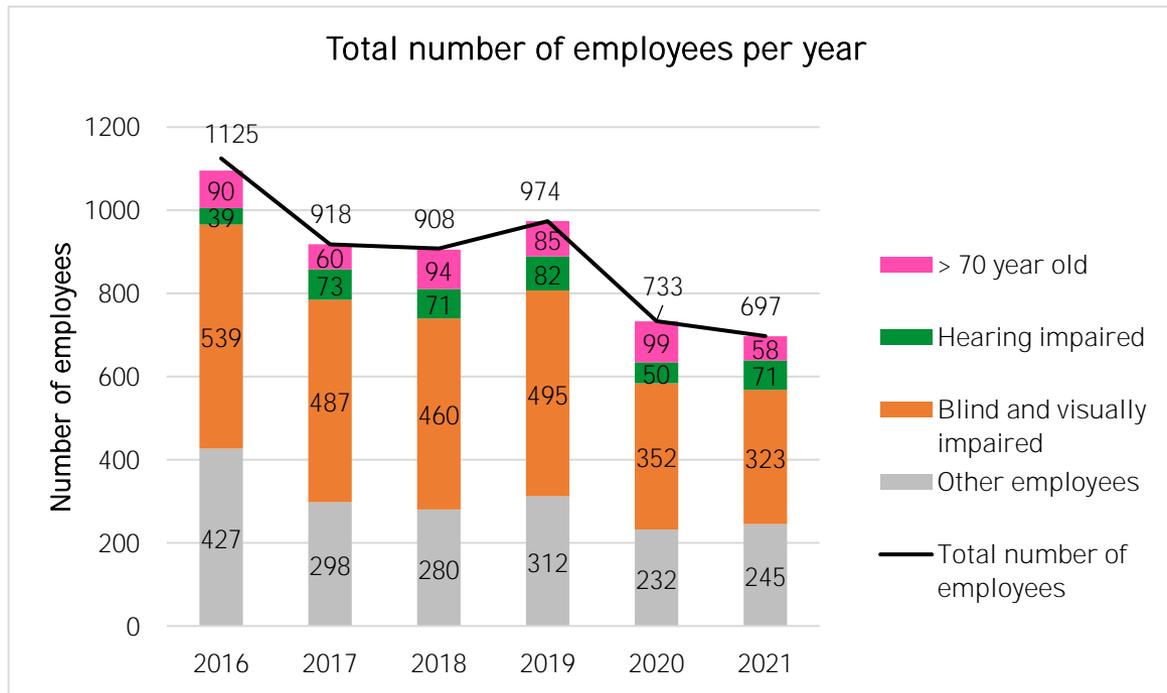


Share of total visitors & participants 2021



- In 2021, the number of visitors to all Dialogue venues was 261.744.
- The 25% increase of the attendance shows that people, as soon as the restrictions are released, still appreciate the interactive exhibitions and are not afraid to be with others, even after the forced isolation.
- DiD remains the most visited exhibition.
- Despite the growth that can be observed in all 3 programs, numbers are still far from the pre-pandemic level. A definitive closure could be avoided for most of the sites by reducing operation and costs.

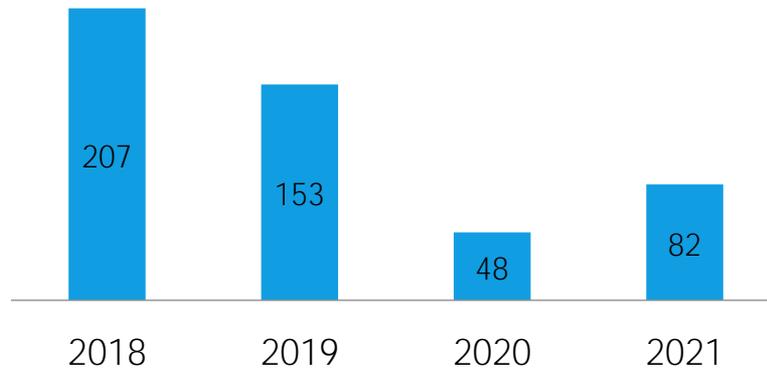
A FOCUS ON SAVING JOBS



- During the pandemic, there was a constant effort of the Dialogue network to keep human resources, despite the challenges to operate on a regular basis.
- In 2021, the total number of employees in the Dialogue venues decreased from 733 to 697, mostly due to the closure of a few sites, with a bigger loss in employees 70+ years old or visually impaired.

GROWING SUPPORT FROM THE COMMUNITIES

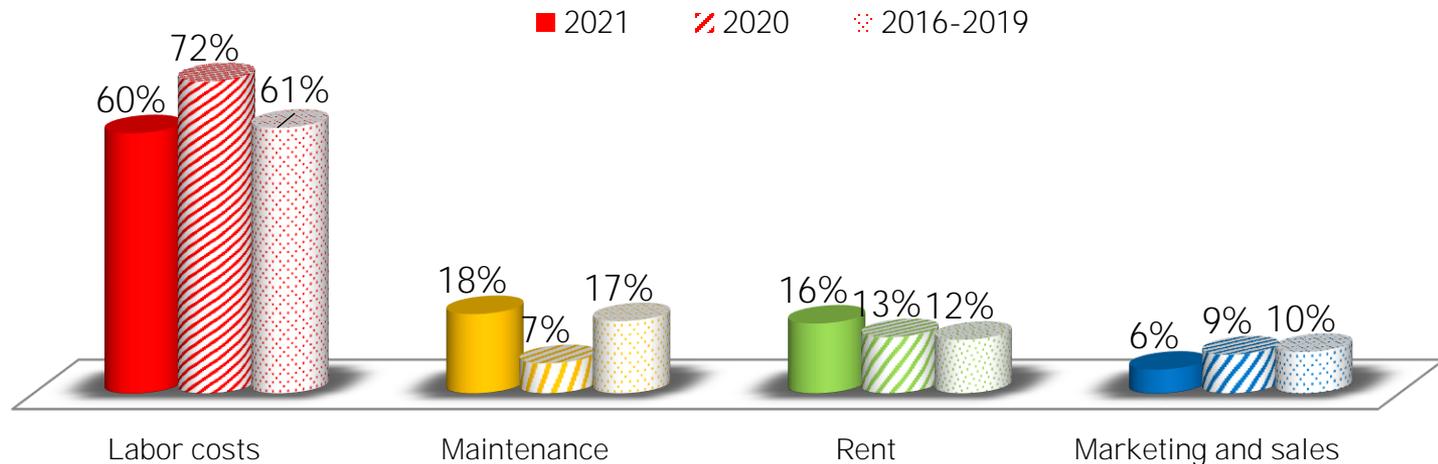
Number of volunteers per year



- In 2021, the number of volunteers involved with Dialogue activities almost doubled.
- This is a sign of community support when in 2021 many venues could reopen temporarily, under very difficult conditions which did not allow new hiring.
- The volunteers helped in the operations in various ways like welcoming visitors, supporting the team and promoting the Dialogue activities.

LABOR COSTS ARE THE HIGHEST COSTS

Type of costs in 2021* compared to 2020 and 2016-2019



In 2021, for most venues sustainability was an issue.

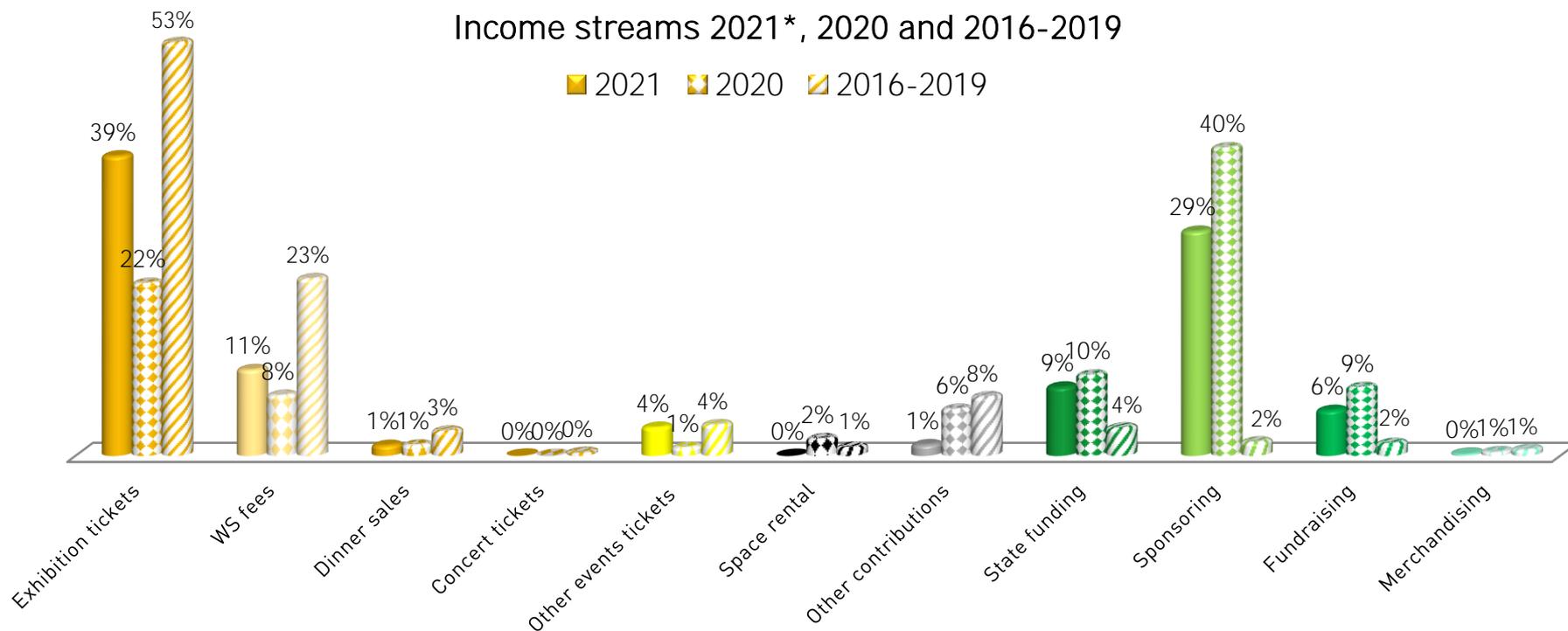
- We observe that the highest cost item was again labor costs which shows the commitment of our D-partners to retain employees.
- Maintenance costs increased from 7% in 2020 to 18% in 2021 due to many sites reopening and hygienic measurements to keep visitors and employees safe.
- Compared to pre-pandemic years, the rental costs increased from 12% to 13% in 2020 to 16% in 2021 which endangered the survival of a few sites.
- Marketing and sales costs decreased - compared to 2016-2019 - from 10% to 6%, to save money, with a negative impact on visibility and outreach of new visitors.

*Data 2021 from 14 venues

A SWITCH IN INCOME STREAMS

Income streams 2021*, 2020 and 2016-2019

■ 2021 ■ 2020 ■ 2016-2019



- While private and public support was still high in 2021 – especially compared to the pre-pandemic times, the exceptional measures put in place in 2020 to rescue (social) businesses, started to fade away. In 2021, state funding decreased by 1%, sponsoring by 11% and fundraising by 3%.
- The economical crisis impacted also the companies that used to support Dialogue by purchasing workshops and events.
- With the reopening of several exhibitions, tickets sales are increasing, which is an encouraging sign.

*Data 2021 from 15 venues

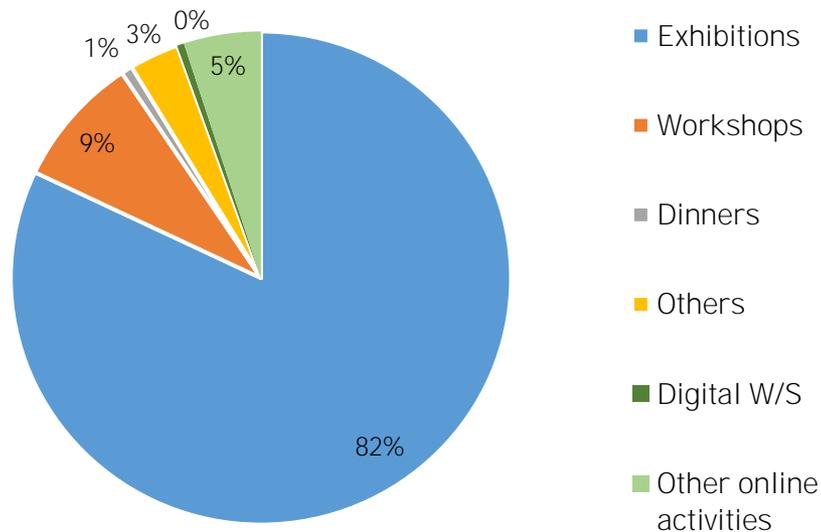
RESULTS

DIALOGUE IN THE DARK

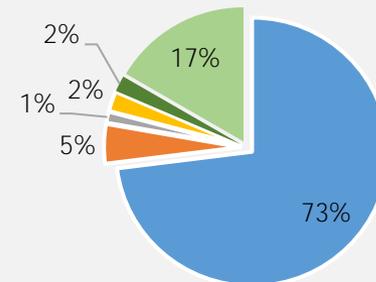


A RETURN TO FACE-TO-FACE EXPERIENCES

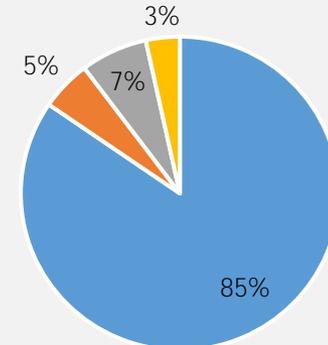
DID activities in 2021 (total visitors & participants 198.161)



DID activities in 2020



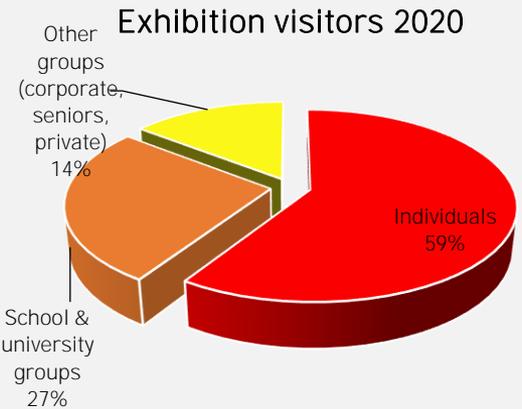
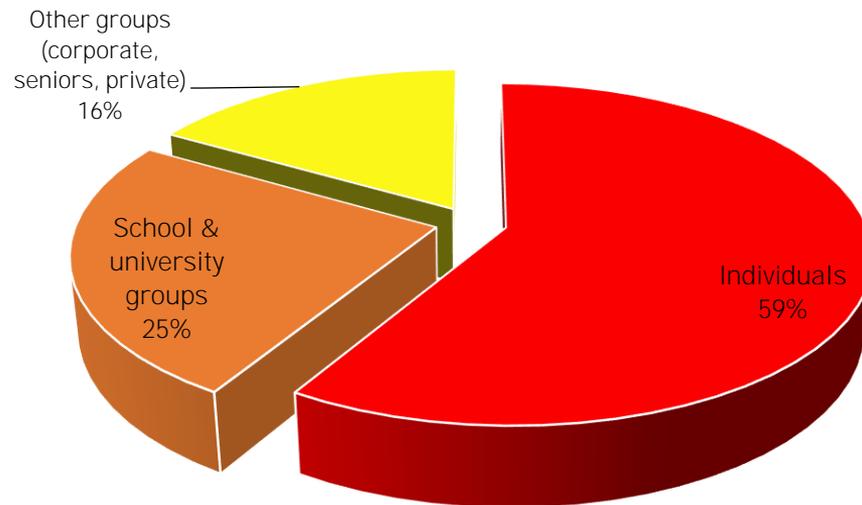
DID activities 2016-2019



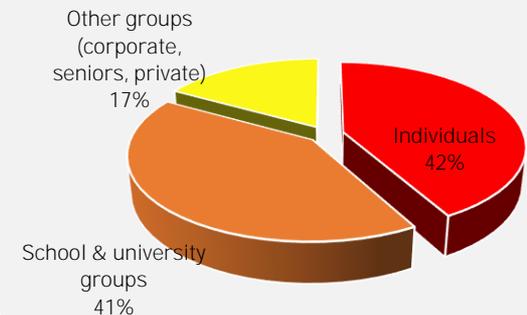
- In 2021, the percentage of exhibition visitors and in-person-workshop participants increased compared to 2020.
- The attendance to Dinners in the Dark remained the same as in 2020 (1%) which shows that activities involving food and beverage are among the most affected by the health restrictions.
- Online workshops and other virtual activities helped the Dialogues to remain visible in 2020. Although the numbers decreased in 2021, it still shows a considerable number of visitors. Analog and digital D-activities will probably coexist in the future in hybrid formats.

MORE INDIVIDUAL VISITORS

Exhibition visitors 2021 (16.982)



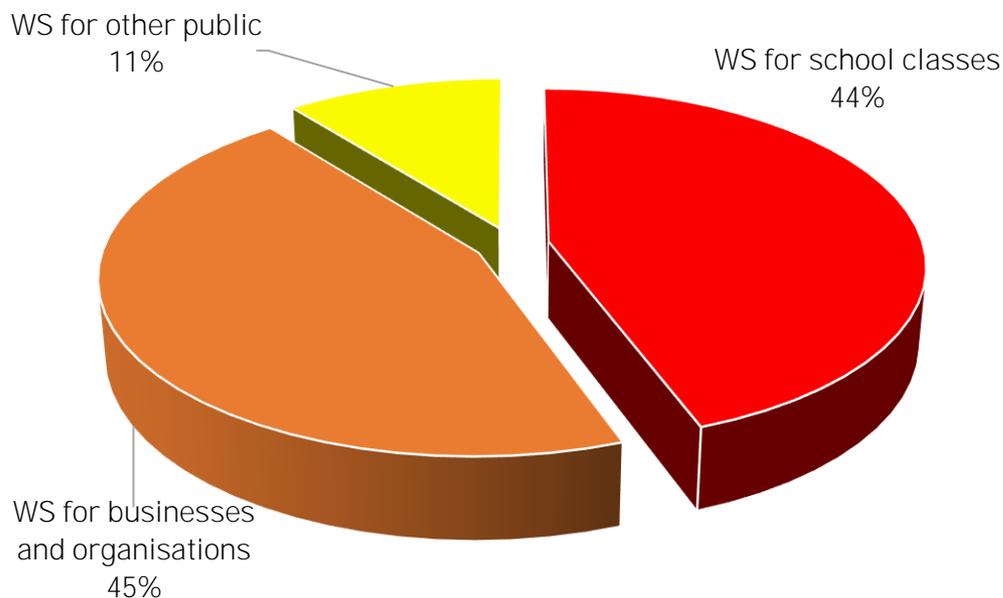
Exhibition visitors 2016-2019



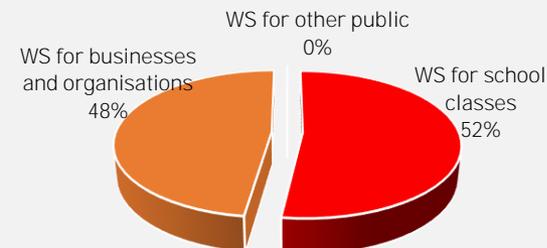
- Compared with the pre-pandemic years (2016-2019), school & university groups dropped from 41% to 25% (27% in 2020), due to the severe restrictions on field trips in many countries.
- As a result of the decrease in school groups, the number of individual visitors raised since 2016-2019 to 59% in 2020 and remained consistent also in 2021.

AN INCREASE OF WORKSHOPS FOR SCHOOL CLASSES

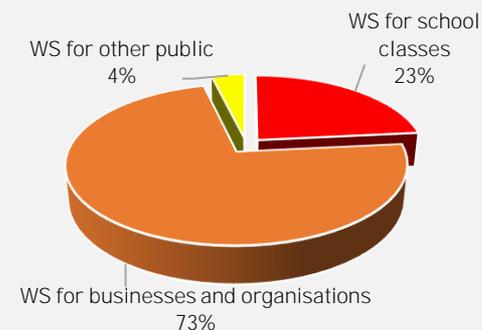
Workshop participants in 2021 (16.982)



Workshop participants 2020



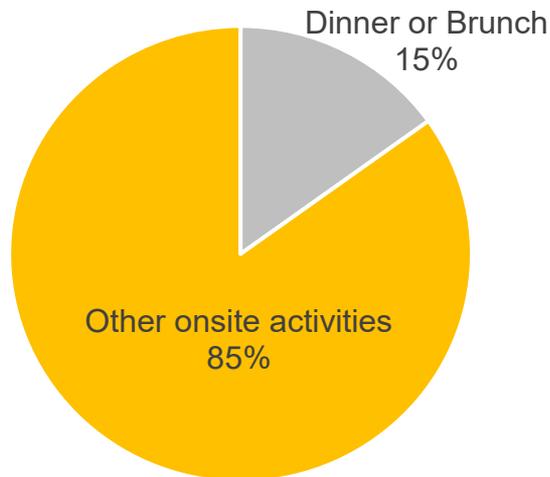
Workshop participants 2016-2019



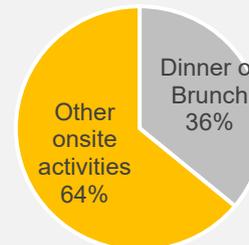
- In 2021, while less exhibition tours were booked by school groups, the workshops for classes raised, probably because they were felt safer.
- Compared to the pre-pandemic years (2016-2019) the attendance of business public to workshops decreased by 28%, confirming the negative trend observed in the exhibition tours for the same target.

MORE ON-SITE ACTIVITIES

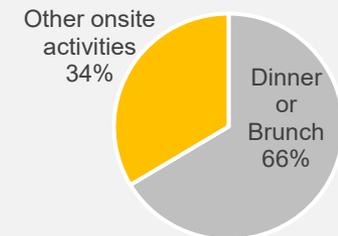
Dinners and other activities' participants in 2021 (total 7.802)



Dinners and other activities participants 2020



Dinners and other activities participants 2016-2019



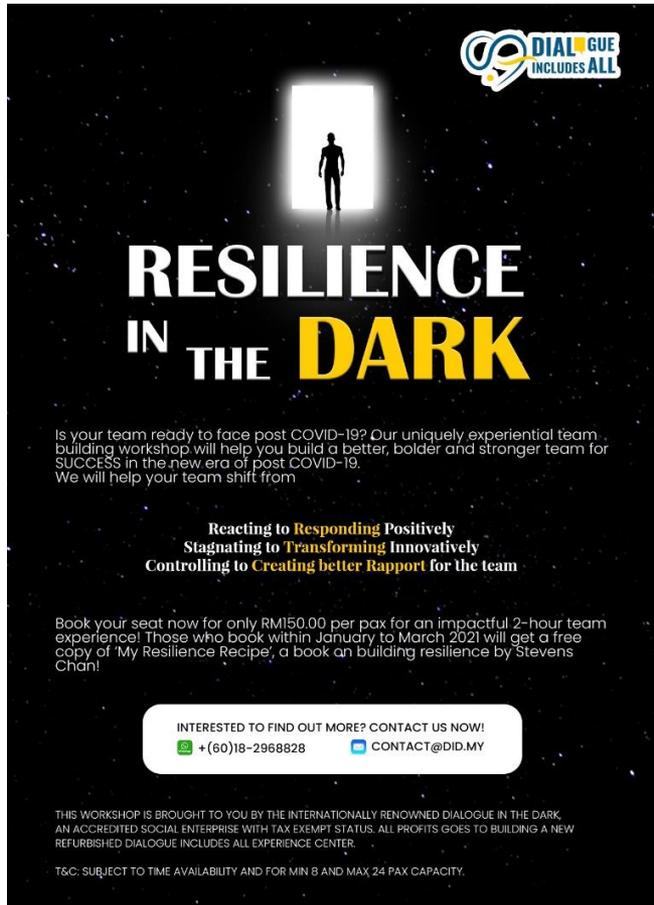
Other activities

Wellness in the Dark, Resilience in the Dark, team building program for corporates, congress dark maze, on-stage dining experience, sound room, concert and birthday party, Crave in the Dark.

Some new activities were offered to face the Covid-situation, like: Spotlight on the Blind (on-site), Delivery app.

- Dinner & Brunch in the Dark is the last activity to restart, as it involves food and beverage, subject to stricter restrictions. The number of participants continuously declined since 2019 reaching 15% in 2021.
- Other on-site activities could in part compensate the decrease, with a wide variety of offerings, sometimes in partnership with external stakeholders.
- In 2022, the information from the network shows a positive trend for Dinners in the Dark.

THE D-ACTIVITIES







RESILIENCE IN THE DARK

Is your team ready to face post COVID-19? Our uniquely experiential team building workshop will help you build a better, bolder and stronger team for SUCCESS in the new era of post COVID-19. We will help your team shift from

Reacting to Responding Positively
Stagnating to Transforming Innovatively
Controlling to Creating better Rapport for the team

Book your seat now for only RM150.00 per pax for an impactful 2-hour team experience! Those who book within January to March 2021 will get a free copy of 'My Resilience Recipe', a book on building resilience by Stevens Chan!

INTERESTED TO FIND OUT MORE? CONTACT US NOW!

 + (60)18-2968828  CONTACT@DID.MY

THIS WORKSHOP IS BROUGHT TO YOU BY THE INTERNATIONALLY RENOWNED DIALOGUE IN THE DARK, AN ACCREDITED SOCIAL ENTERPRISE WITH TAX EXEMPT STATUS. ALL PROFITS GOES TO BUILDING A NEW REFURBISHED DIALOGUE INCLUDES ALL EXPERIENCE CENTER.

T&C: SUBJECT TO TIME AVAILABILITY AND FOR MIN 8 AND MAX 24 PAX CAPACITY.



ONLINE WORKSHOPS AND OTHER ONLINE ACTIVITIES



10.781 PEOPLE
INVOLVED

- 904 participants to Dialogue online workshops offered by Melbourne, Milan, Monterrey and DSE*.
- 9.877 participants to other online activities.

Type of other online activities

Inclusive online classes on Zoom, webinar on Facebook, Online encounter with blind guides, Talk session on YouTube, Online Spotlight on the Blind, Human Library type, Interview sessions project, TED Talk from DiD.

More new online initiatives are offered. The variety of online events showed the resilience of our D-partners to stay visible, keep their teams motivated and engaged with new opportunities, and achieve the Dialogue mission despite tough times.

*These Dialogue sites consider workshops as fixed booked courses or events in which participants work out certain topics by themselves with practical exercises. Other partners have offered similar sessions but defined them as “other online activities”

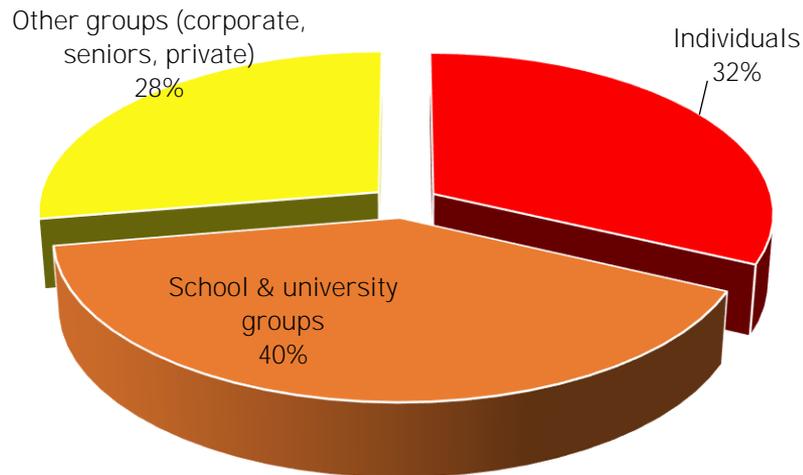
RESULTS

DIALOGUE IN SILENCE

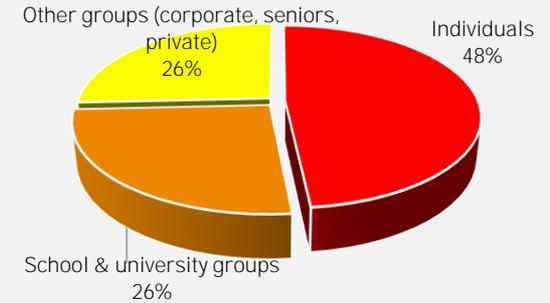


INCREASE OF GROUPS

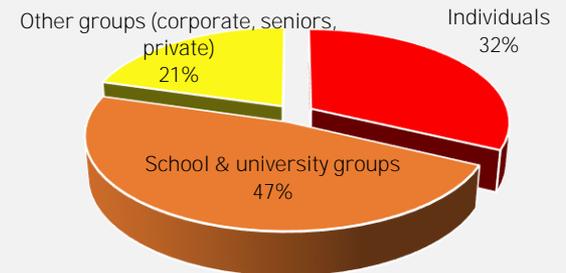
DIS visitors 2021 (total 25.178)



DIS visitors 2020



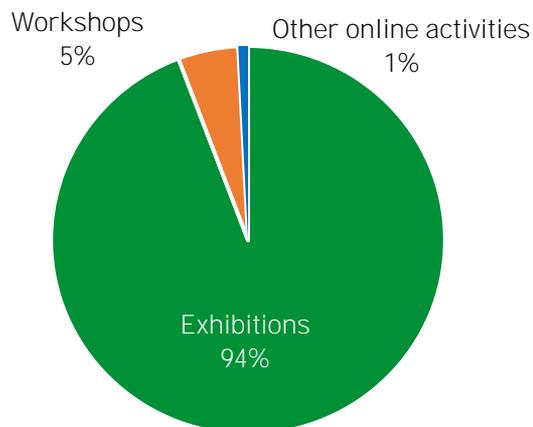
DIS visitors 2016-2019



The proportion of the type of visitors remained almost unchanged compared to the pre-pandemic years. There was a slight increase of 7% of “other groups” (corporates, seniors and private groups) since 2016-2019 while the schools and university groups dropped by 7%.

DIALOGUE IN SILENCE WORKSHOPS INCREASE

DIS offers in 2021



200 participants in online sessions with the guides

DIS offers in 2020



DIS offers 2016-2019



- DiS workshops raised during the pandemic from 1% (2016-2019) to 5%.
- Other online DiS activities were conducted such as encounters with deaf guides, 200 persons attended.

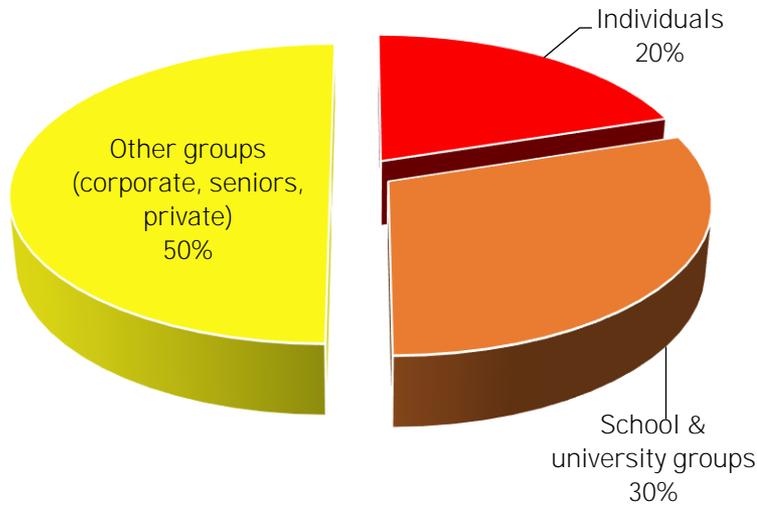
RESULTS

DIALOGUE WITH TIME

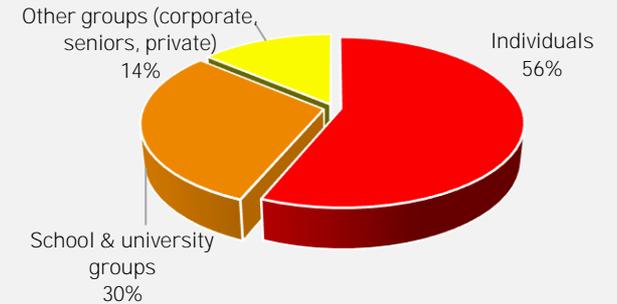


MORE GROUPS, LESS INDIVIDUALS

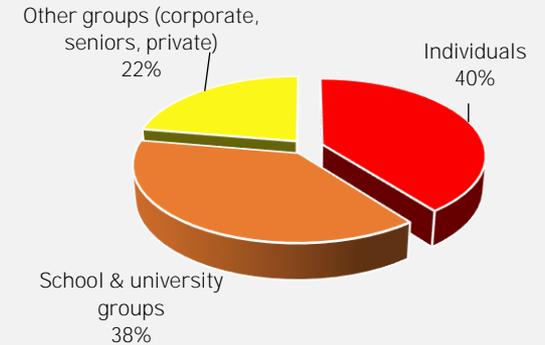
DwT visitors in 2021 (38.405)



DwT visitors 2020



DwT visitors 2016-2019

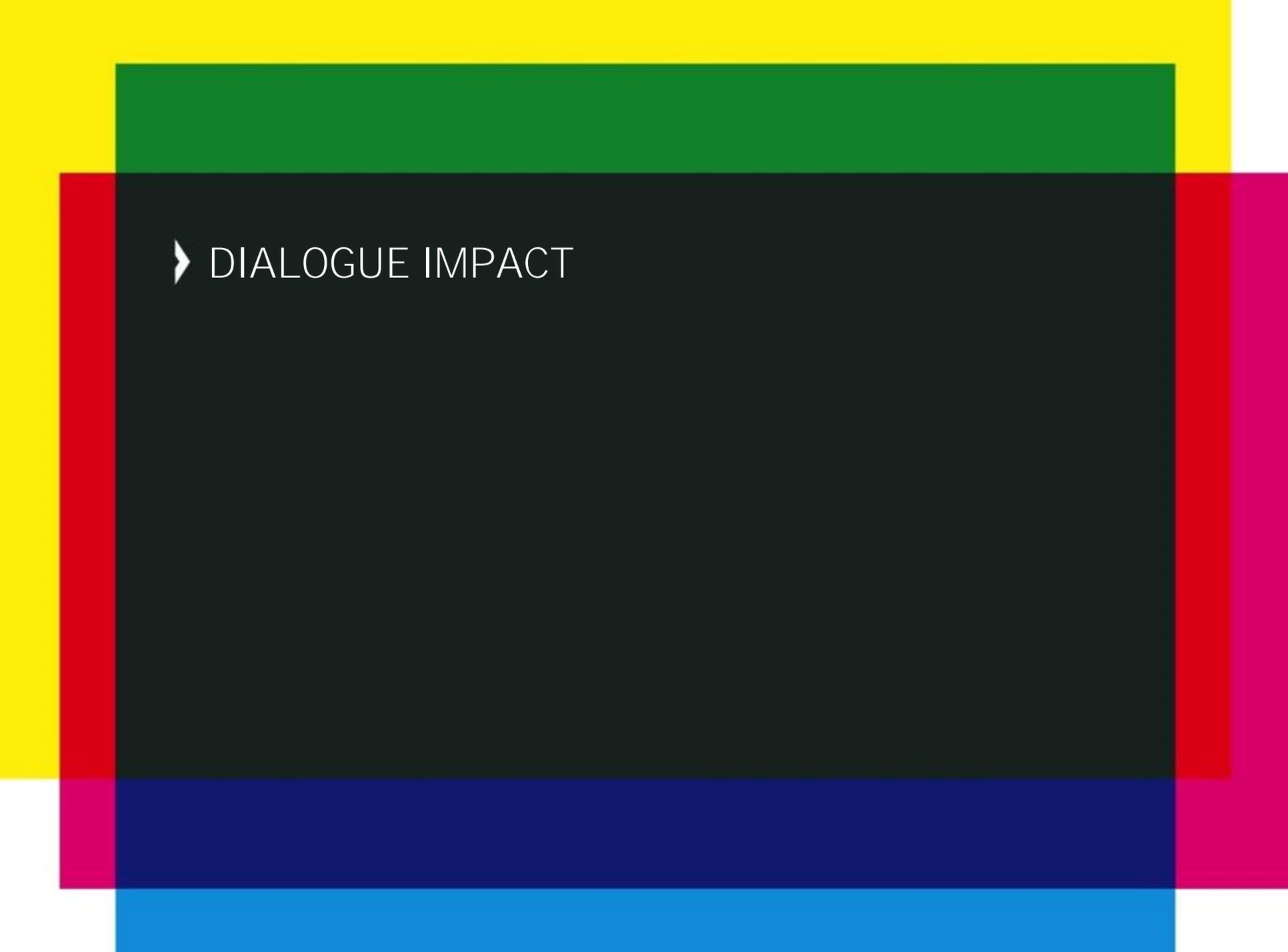


We observe the same tendency as for DiS, that more special groups are coming to visit the exhibitions compared to the years before the pandemic.

ONLINE ACTIVITIES DWT



In addition, in Singapore, 846 participants met with DWT's 70+ guides in online sessions. The digital solution allowed the senior guides to stay visible.



➤ DIALOGUE IMPACT

STORIES OF SOCIAL CHANGE 1/3

I am a positive influencer through DiD.

Daniel, a visually impaired guide from DiD Hong Kong

“My journey of working in Dialogue in the Dark started more than 11 years ago. I have accompanied many visitors and corporate clients in different Dark experiences. Speaking of the most memorable moment... Several years ago, I guided a pair of mother and daughter in a DiD tour. I shared my experience of encountering with acquired blindness and how I learnt to adapt to a new life. When the tour ended, I overheard their conversation and found out that the mother is amblyopia. I didn't expect my sharing was an encouragement for the mother. Her daughter was so grateful that her mother was ready to live with blindness, and even agreed to have rehabilitation training. From that moment on, I realized how influential my sharing could be, that I can inspire others to live with a positive attitude. I realized the meaning of my work and enjoyed working even more. And while we remain shut down due to the pandemic, I am looking forward to seeing our visitors.”

Dialogue is more than a job. It encourages me to think outside the box.

Tracy, from DiS Hong Kong:

“People often consider Dialogue in Silence as a job opportunity for the deaf, but it's way more than that. Over the past 10 years, my colleagues have been encouraging me to step out of my comfort zone. I have evolved from a part-time to full-time staff, from assisting silence workshops to dark workshops, from being a workshop assistant to assistant manager. Silence Detective is the first experience that I planned. Seeing the smiling faces of the children satisfies me a lot. Unfortunately, we had to shut down for over 300 days due to COVID-19. I was a bit worried at first, but my colleagues didn't give up and supported me to design an online program. The reaction from schools was surprisingly good! I'm not sure when the shutdown will end, however I want to continue to promote the value of social inclusion and Dialogue in the Dark in Hong Kong.”

STORIES OF SOCIAL CHANGE 2/3

The importance of contact in time of isolation.

DiS Japan

“While all people wear masks and human interaction has decreased, the experience of silence with masks on for both guides and participants created an opportunity to feel the importance of eye contact and communication, and a renewed sense of human connection through the smiles that peeked out from the masks. In addition, the risks and benefits for the hearing-impaired in the Corona disaster were investigated, and the superiority of sign language was found in the need for social distance. In times like these, we want to bring this experience to more people, especially children.”

Amazed by our blind guides' adaptation skills.

Visually impaired team from DiD Singapore

“Used to in-person programs in the Dark, the majority of our blind guides had never conducted any online programs and some were initially uncomfortable about being seen on Zoom or in the light. Nevertheless, they persevered and have honed their skills in presenting and facilitating online, logging in independently to conduct the program from home. They have also been quick to learn how to tweak programs for different settings and to pilot new online programs that we have developed.”

STORIES OF SOCIAL CHANGE 3/3

When faced with uncertainty, it is time to explore new territories!

Gary, Lyn, Serene and Teresa from DiD Singapore

“Three of our guides, Gary, Lyn and Serene, signed up for an online course and each obtained a Diploma in Leadership and People Management. One of our guides, Teresa, stepped forward to volunteer to support people left stranded in Singapore, unable to return to their home countries due to travel restrictions. She lent a listening ear to support them during their tough times. She also focused on personal development, listening to podcasts and honing her presentation skills.”

Aspiring for more

DiD Vilnius

“One of our DiD guides/facilitators, who was trained by our team, aspires to take the position of chairman of the Lithuanian Union of Blind and visually impaired.”

Never give up, neither when dancing!

Harun from DiD Istanbul

“Our visually impaired guide, Harun, had attended a dance training given by the museum in the past. In 2021, she became involved in an international dancing project. The first step of the project was done online last year due to the pandemic, this year the second step is taking place in Germany. This makes us very proud.”

WHY DO YOU THINK DiD IS STILL NEEDED AFTER THESE TWO YEARS OF PANDEMIC AND WHAT ROLE DO YOU THINK DiD CAN PLAY IN SHAPING SOCIETY?

- Diversity and Inclusion have become especially important topics and DiD can contribute.
- DiD is useful to help people connecting again.
- DiD will be useful on providing a message of social empathy and trust.
- In tough times such as these two years of the pandemic, more people in the society should understand the importance of inclusion.
- DiD is a role model of continuing to do what is important, no matter what the circumstances.
- Visitors to DiD consider this experience as a thing that made them see a new perspective in life and specifically regarding visually impairment causes. DiD is a reminder of the importance of including all, especially in tough times.
- People are in eager need of team activities and doing something meaningful in presence. DiD offers this.
- We live in a world of increasing sophistication in AI and ubiquitous technology. The pandemic has also amplified the need for a more human-centric world. In such a world, the competitive edge of workers and organizations will be defined by human skills - compassion, empathy, and cultural and emotional intelligence. DiD is well positioned to provide incredibly unique experiential training to draw out and deepen such skills and qualities.
- After Covid the need for inclusion and empathy is even more important and who better to train this other than DiD.
- The pandemic was an uncertain dark process. DiD teaches people to cope with uncertainty, manage stress, help each other, accept the current situation and take action.

WHAT DO YOU AND YOUR DIALOGUE TEAM HAVE MISSED THE MOST IN THE DIALOGUE CONTEXT IN THESE TWO YEARS OF PANDEMIC?

Creating impact on visitors and our employees with disabilities.

Living the meaning of working for DID.

Personal contact among team members and with visitors.

Visitors and their diversity.

The vibrant and exciting atmosphere of the venue when visitors come.

WHAT KIND OF SUPPORT AND RESOURCES HAVE YOU FOUND AMONG YOUR LOCAL DIALOGUE TEAM TO HELP EACH OTHER TO GO THROUGH THIS DIFFICULT TIME?

The possibility to share experiences among team members.

Passion to brainstorm for new concepts that tackle awareness creatively and generate revenue.

The Online presence of the team via WhatsApp groups and sharing tips on technologies or resources which can help us.

Visually impaired team members' openness to learn new skills and adjust to conduct online programs via a lot of practical sessions, training and feedback.

Regular contact with the visually impaired guides to find out how they were coping.

MARKETING MATERIAL FROM THE DIALOGUE NETWORK 1/2



DiD Vilnius

5-axis
Dialogas
Tamsoje™
gimtadienis

Lapkričio 12
19:00
M.K.Paco g. 4
Vilniuje



DE Hong Kong



Dialogue Museum
Tokyo



DiD Taipei

MARKETING MATERIAL FROM THE DIALOGUE NETWORK 2/2

ÜBER UNS

Das DIALOGMUSEUM ist ein Sozialunternehmen, das den „ZUSAMMENHANG“ – eine Anspielung zur Einbindung des Unabkömmlichen – beherbergt. Kleine, bescheidenen Teams werden von klugen und selbstbestimmten Expert*innen durch einen klugen Prozess mit wechselnden Themenräumen geführt. Dabei erfährt ein ungewöhnlicher Rollentausch, der die Sinne und das Empathievermögen schult und Inklusion unmittelbar erlebbar macht.

Vor über 50 Jahren wurde das Ausstellungszentrum in Frankfurt am Main entworfen und gilt heute als herausragendes Beispiel für soziale Unternehmenskultur. Die Franchise-Ausstellung der Dialogue Social Enterprise ist international erfolgreich und ist weltweit einzigartig.

In Frankfurt hat das DIALOGMUSEUM seit 2005 einen festen Platz in der Museumslandschaft und zog bis 2020 allein fast eine Million Besucher*innen an. Im Jahr 2021 befindet sich das Museum an seinem neuen Standort im Herzen der Stadt.

WIR DANKEN

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NEHMEN HIER GIBT ES NICHTS ZU SEHEN

Dialog Museum
Frankfurt

黑蝠中對話(香港)基金會 X VELLO MARKETING

躬身 躬祭

嚟唔到 嚟唔到 行唔到 點做運動啊?

日期: 2021年8月22日(日)
時間: 11:00 - 18:00
地點: 九龍荔枝角海濱道海傍
D2 Plaza - 第 7樓大堂
電話: 3385 5101 - 1 (只限粵語/英語)

真心想動靜就

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DIALOGUE IN THE DARK

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航遊資訊

行程日期	起飛/抵達之機場	航次	航程	票價	團費
2021/7/24	廣州/香港/廣州	DE2021	13:00-20:00	13歲以上 \$100	7-13歲 \$50
2021/7/25	03:00am CMH-TP			4歲以下 \$50	免費

報名日期: 2021年7月24日 截止: 2021年7月24日 18:00

oie

What DiD is doing differently to stop the spread of COVID-19

- All visitors and DiD team members are required to wear masks at all times.
- Visitors are encouraged to wash their hands regularly.
- Visitors and DiD team members are asked to stay home when sick.
- Only 3 visitors are allowed per tour.
- All high-touch surfaces are sanitized regularly.
- A social distance of six feet is respected at all times.
- All areas within the exhibition are well spaced and constantly ventilated.

DiD Cairo

INNOKLUSIO

INNOKLUSIO® is a concrete approach to the job inclusion of people with disabilities that can be applied in companies.

Innoklusio is a three-year model project of Dialogue Social Enterprise GmbH and is funded by the German Federal Ministry of Labor and Social Affairs. 14 pilot companies from a wide range of branches and company sizes participate in the project.

Innoklusio aims to foster inclusion competence in the pilot companies, to support people with disabilities and to initiate a cultural change. Therefore, Innoklusio offers a three-part program: a mobile exhibition, a one-day leadership seminar and a six-month educational program.

The experts of the Sozialhelden e.V. support us in developing and conveying the program content of Innoklusio. The educational program is carried out in cooperation with the SRH Fernhochschule GmbH and the whole project is evaluated externally by the University of Applied Sciences (HAW) in Hamburg. Together with HAW we will publish the results of the evaluation in the third year and communicate the project to the public.



DIALOGUE ONLINE FOR INCLUSION

Dialogue Online for Inclusion is a workshop series which closely examines five inclusion dimensions of organizational culture using an approach that is dynamic, interactive, and highly experiential.

The five dimensions explored through the workshops are: inclusive leadership, the business case of disability, inclusive communication, inclusive teamwork and accessibility and barriers.

The goal is to foster the complex process of inclusion of people with disabilities in the working force. Dialogue Online for Inclusion is the first Dialogue service where we have committed to expand the presence of other people with disabilities besides visual and hearing disabilities.

DIALOGUE ONLINE

FOR INCLUSION



THE HUMAN SAFETY NET

In 2021, Dialogue Social Enterprise continued to work on curating an interactive exhibition for The Human Safety Net foundation. The objective of the exhibition is to enable visitors to connect with their personal potential and character strengths while also allowing them to see the best qualities in the people around them. The inspiration and thinking behind the exhibition, 'A World of Potential', is that every person is full of potential and has the right to express it.

During eight intensive months, and under the curatorship of Orna Cohen, the DSE team worked on all the detailed scenarios and content of the 15 exhibits and closely followed the production of the exhibition.

The exhibition opened in April 2022 in the renovated Procuratie Vecchie in the center of Venice (Italy).



TWO SIGNS FOR THE FUTURE OF DIALOGUE

As an organization, 2021 gave us two signs for the Dialogue future.

The first sign is a certainty on the relevance of face-to-face interactive exhibitions. They have not come to an end. The platform for human encounters that Dialogue offers is more important than ever.

With the reopening of our exhibitions, we corroborated that beyond the fear of contagion or a reluctance to social contact, our visitors returned, trusting us and eager to generate encounters and interaction with others.

As a consequence of the pandemic, our individualistic bubbles became even more solid, collaborative teams now find it hard to reconnect and the sense of community has issues to be rebuild. Dialogue is a perfect means to reconnect as human beings.

The second sign was the immense importance of redoubling efforts to include people with disabilities in society. As usual, underrepresented groups such as people with disabilities were among the most affected by the pandemic.

In our case, stopping operations represented a big job uncertainty for our staff with disability. However, our 2021 social impact results show a minor unemployment decrease of employees with disabilities and 70+ years compared to 2020.

For decades, we have been a bastion of social and labor inclusion of people with disabilities, mostly visual disability, and it is time to use that experience accumulated for over 30 years and scale our inclusion effort to move from exhibitions to other formats – both digital and face-to-face – and moving our focus from one largely focused on visual impairment, to one that encompasses other disabilities we have never addressed before.

As we shared in the "new developments" section DSE started being active on this matter through the Dialogue Online for Inclusion workshops and Innoklusio, together with other initiatives of different partners.

We hope these two signs are our compass to the Dialogue future. And before continuing on this journey, we extend our heartfelt thanks to our partners for courageously preserving the inclusion of people with disabilities. We thank our visitors for prioritizing Dialogue and encounter over fear. And we thank our global collaborators, with and without disabilities, for embracing our mission, even in the toughest times.

Pepe Macías (Master Trainer)



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The concept of "Dialogue in the Dark," "Dialogue in Silence" and "Dialogue with Time" and their related trademarks are the intellectual property of Dialogue Social Enterprise GmbH.