



DREAM LAUNCH ACHIEVERS PROGRAM (DLAP)

Combined Annual Impact Report (2024 July - 2026 June)

Section 88 (91/19847)

1. EXECUTIVE SUMMARY: REWRITING THE NARRATIVE

Consider Amina. Born right here in Hong Kong to an ethnically diverse, low-income family, she is the oldest child, carrying the heavy expectations of her parents. She works hard, performs decently in school, and has massive aspirations for a high quality of life. She loves the vibrant pulse of her city and dreams of contributing to its global standing. Yet, as she looks toward her future, she sees a landscape defined not by her potential, but by systemic barriers. Despite her talent, her ambition, and her Hong Kong roots, the playing field is fiercely uneven.

For the past two years, the Dream Launch Achievers Program (DLAP) has existed for Amina, and for thousands of children, youths, and young adults just like her.

We operate in a city that thrives on international commerce and global connectivity, yet simultaneously grapples with deep-seated socio-economic inequalities, narrative inequity, and systemic stereotyping. Many traditional approaches to youth development and social welfare focus solely on assimilation, asking minority youth to adapt to a system that was not built with them in mind. At DLAP, our philosophy represents a paradigm shift. We do not ask our youth to simply fit in.

We empower first, and then we integrate. Then, we create equal citizens.

Deeply rooted in Maslow's Hierarchy of Needs, our work recognizes that true self-actualization cannot occur when basic psychological needs, safety, belonging, and self-esteem are ignored. Over the 2024–2026 period, DLAP has built a highly scalable, holistic ecosystem that actively dismantles these barriers. From the laughter and cultural pride echoing in our Kidz Club, to the focused, tech-driven determination in our Hackers Club, to the rigorous professional development in our Corporate Career Workshops, we are actively rebranding minority identity, connecting isolated communities, and nurturing the next generation of global leaders.

This report is not just a reflection of numbers and metrics, though our data paints a picture of profound growth. It is a testament to the resilience of the human spirit when given the right tools, the right environment, and the right community. As we outline our strategic roadmap for the next three years including our expansion into the Greater Bay Area and our deepened interventions in early childhood education and micro-business incubation we invite visionary partners to journey with us.

Together, we are not just launching dreams; we are building the equitable infrastructure required to sustain them.



2. LETTER FROM THE LEADERSHIP

Dear Friends, Partners, and Community Members,

When I look back at the last two years of the Dream Launch Achievers Program (DLAP), the word that continuously comes to mind is **courage**.

I see the courage of our youth, who step into rooms where they have historically been told they do not belong, and dare to claim their space. I see the courage of our dedicated team, who continuously challenge the status quo of Hong Kong's social welfare system to build something entirely new. And I see the courage of our partners and donors, who took a leap of faith to invest in a vision of a truly equitable society.

When we first opened our doors, we were driven by a shared heartbreak: watching brilliant, capable young people fall through the cracks of a system that could not see their value. We recognized that the narrative surrounding marginalized and ethnically diverse communities in Hong Kong was fundamentally flawed, focused entirely on deficits rather than cultural wealth.

Today, that heartbreak has been replaced by profound pride. Over the past twenty-four months, I have witnessed a quiet revolution in the minds of the young people we serve. We have watched them shed the heavy burdens of systemic stereotyping and step into their power as the multilingual, glocal problem-solvers that our city desperately needs. They are no longer just surviving; they are leading.

However, leadership requires us to be honest about the challenges that remain. The lingering effects of the pandemic and a rapidly shifting economic landscape have placed immense pressure on our most vulnerable families. The mental health toll on our youth is palpable, and the road ahead of us is steep.

But if these past two years have taught me anything, it is that our community is unbreakable. As we look at the countless human stories of grit, joy, and transformation and to the future with the vital work of expanding our reach I am reminded that DLAP is not just a program; it is a movement.

We cannot walk this path alone. To our volunteers, our allies, our corporate partners, and our donors: thank you. Your unwavering belief in our mission is the engine that drives this movement forward. Thank you for standing with us, for championing our youth, and for helping us rewrite the story of Hong Kong.

With deepest gratitude and relentless hope,

Innocent Mutanga

Chairperson, DLAP



3. THE CONTEXT: UNDERSTANDING THE SYSTEMIC DIVIDE

To truly understand the impact of DLAP, one must first understand the unique socio-economic landscape of Hong Kong and the specific hurdles faced by the communities we serve.

Despite being a world-class financial hub, structural inequalities persist, disproportionately affecting minority populations. Through our grassroots engagement and continuous community dialogue, DLAP has identified four primary challenges that necessitate our holistic intervention:

- **Narrative Inequity:** Outdated stereotypes and lack of media representation create a "ceiling" for minority youth, negatively impacting their self-efficacy and aspirations.
- **Social Isolation:** The pressure to assimilate into a mainstream culture without validation leads to chronic stress, mental health struggles, and a lack of belonging.
- **Educational Barriers:** The rigorous local school system lacks tailored support for non-Chinese speaking students, often leading to higher dropout risks and lower economic outcomes.
- **Lack of Global Citizenship:** A lack of intercultural competency in corporate and educational sectors deprives Hong Kong of the innovation and problem-solving capabilities inherent in diverse teams.

4. OUR PHILOSOPHY: THE PSYCHOLOGY OF EMPOWERMENT

At the core of DLAP's methodology is a deliberate rejection of the traditional "assimilation first" model of social work.

"You don't integrate first. You empower first and then you integrate. Then you create equal citizens."

This philosophy is meticulously designed around Maslow's Hierarchy of Needs. We recognize that human beings cannot reach their full potential (Self-Actualization) if their foundational needs are unstable.

- **Physiological Needs & Safety:** We begin by ensuring our participants have a secure, judgment-free physical space. We provide basic resources, emergency support, and a haven away from societal prejudice.
- **Love & Belonging:** Through our Kidz Clubs, community dining initiatives, and cultural festivals, we build a powerful, tight-knit community. We replace isolation with fierce, unconditional inclusion.
- **Self-Esteem:** This is where the magic happens. We actively rebrand minority identity. Through literature, arts, coding, and debate, we show our youth that their heritage is a superpower, not a handicap. We celebrate their wins, cultivate their leadership, and build unshakable confidence.
- **Self-Actualization:** Only when a youth feels safe, loved, and confident do we push them toward integration into the broader, highly competitive corporate and academic



worlds. Because they are empowered, they enter these spaces not as supplicants asking for a chance, but as equal citizens bringing undeniable value.

5. INITIATIVES OVERVIEW: A HOLISTIC ECOSYSTEM IN ACTION

At DLAP, we do not just run isolated, one-off events. We walk alongside our youth at every critical stage of their cognitive and social development. We have constructed a robust, interconnected ecosystem that catches a child in their toddler years and guides them all the way into their professional adult careers.

Children Programs

Our children-focused initiatives target the early years (ages 0-12), focusing on safety, love, and cultural pride to narrow readiness gaps before they become irreversible.

- **African Kidz Club:** A resource-sharing and support community for children of African descent aged 5 to 13.
- **Multi-Activity Seasonal Camps (including Summer, Easter, and Christmas Camps):** Bootcamp-style, experiential learning programs for children aged 2 to 15 covering performing arts, culinary arts, and visual arts.
- **Children's Book Club:** Monthly sessions where children explore African literature and (auto)biographies of Black authors.
- **Play Group Activities:** A support community for ethnically diverse children aged 2 to 5 focusing on early developmental activities.
- **Homework Support:** Academic assistance provided to students aged 5–13 to help them succeed in the local school system.

Youth Programs

Our youth-focused programs support adolescents and young adults (ages 13-22+) through the transition into university and professional integration.

- **African Literature Book Club:** A forum for exploring classic and contemporary African literature and engaging in deep thematic discussions.
- **Film Discussion Night:** A communal space to watch and analyze films from Africa and the African diaspora.
- **Career Workshop:** Mentorship and skill-building workshops focusing on finance, private wealth management, and investment banking designed to help students bridge the gap into the professional job market.
- **World Board Game Night:** A social initiative designed to foster community connection and cross-cultural exchange through communal play.
- **Language Class:** Immersive classes for learning African languages like Swahili, Zulu, and Igbo to strengthen communication skills and cultural heritage.
- **African Students' Night:** A peer-led social and orientation program helping international students navigate life in Hong Kong.



- **African Youth Club:** A supportive network for adolescents and teenagers (ages 9–17) providing mentorship, STEAM challenges, and social activities.
- **African Hackers' Club:** A tech-focused community for coders that nurtures digital literacy and career-relevant technical skills.
- **Service Learning Course (Diversity & Inclusion):** An academic collaboration utilizing the design thinking framework to create service projects that address real-world community challenges.

6. OUR IMPACT (2024 - 2026)

Our commitment to driving systemic change is best reflected in the tangible, year-over-year reach of our programs. We successfully launched and annually hosted **153 DLAP initiatives**. Through these targeted initiatives, we directly supported **3,485 individuals across** our network. These core metrics represent more than just attendance; they reflect the accelerating scale of our mission to foster educational equity and sustainable community empowerment.

Children Focused Initiatives

African Kidz Club

A vibrant resource-sharing and support community tailored primarily for children of African descent aged **5 to 13**. Our venue consistently reaches its maximum capacity across the **18 sessions**, welcoming **40 kids** per session for a joyful blend of fun and learning.

The club also hosted special themed events throughout the year, such as our Chinese New Year, Juneteenth, and Halloween editions. These tailored sessions are designed to foster cultural appreciation, weave in language development, and bolster children's confidence and self-belief through imaginative self-expression.

Our core activities are divided into the following interactive areas:

- **Art and Creative Expression:** Children explore hands-on artistic practices from different African countries, such as Zimbabwe and South Africa's Ndebele art style. They learn about the historical roots of these techniques before crafting their own unique, personalized drawings and collages, encouraging self-expression.
- **Music and Drumming:** Participants get a foundational introduction to traditional instruments, such as learning Djembe drumming techniques, experimenting with foundational rhythms, and joining in team activities that foster a sense of community and spark imagination.
- **Dance and Performance:** Our interactive movement sessions highlight the essential connection between African rhythm, physical expression, and community unity, giving children a chance to learn simple choreographies from various cultures.

History and Cultural Heritage: Through collaborative activities and guided conversations, children learn about significant cultural traditions, the history and demographics of African



diaspora communities in Hong Kong, and local customs preparing them to step up as thoughtful local and global citizens.

Multi-day Intensive Camps

Bootcamp-style experience designed for children **aged 2 to 15**, offering a variety of engaging themes throughout the week. Participants explore topics like performing arts, cooking, and visual arts, fostering creativity and learning, with **30 participants** for each camp.

Summer Camp

Our **Multicultural Summer Camp 2024** is an immersive, five-day experiential learning journey crafted for children of all backgrounds. This initiative seeks to bridge communities and empower the next generation by providing a multicultural learning environment where kids can forge new friendships, build self-confidence, and cultivate essential global skills.

To inspire creativity and cultural appreciation, the camp's daily schedule is divided into four thematic pillars:

- **Performing Arts:** Immersive music, drumming, and dance from international traditions.
- **Visual Arts:** Hands-on, creative crafting projects from different cultures.
- **Sports:** Physical activities, featuring traditional African playground games.
- **Culinary Experiences:** Interactive, educational cooking workshops of various traditional cuisine.

Easter and Christmas Camp

The **Afro Multi-Activity Holiday Camps**, hosted during the Easter and Christmas seasons, are immersive, three-day experiential learning programs focused on African cultural activities, designed to connect and empower children of all ethnic backgrounds.

By cultivating a vibrant, multicultural environment, these camps provide a safe and engaging space for the next generation to build meaningful relationships, develop robust self-confidence, and acquire new skills outside of the traditional classroom.

Core Activities & Curriculum

Both the Easter and Christmas camps utilize a dynamic, activity-based approach to inspire creativity and cultural appreciation. The hands-on daily schedules feature a diverse mix of activities, including:

- **Performing Arts:** Energetic dancing and traditional drumming sessions.
- **Visual Arts:** Expressive and colorful painting and crafting projects.
- **Culinary Arts:** Interactive cooking workshops where children explore new flavors and teamwork.



Key Outcomes

Whether attending for a single thematic day or the full three-day experience, participants leave the holiday camps with:

- Enhanced cross-cultural understanding and appreciation.
- New friendships forged through collaborative play and learning.
- Boosted creative and social confidence.

Children's book club

In these sessions, children discover the rich diversity of African cultures, histories, and perspectives through engaging literary explorations. Each month, we introduced a work of African literature & a (auto) biography of a Black author, encouraging children to explore their identities through reading. Instead of structured discussions, we invite kids to connect personally with the text, providing a safe space for them to share their thoughts & experiences. We have hosted **6 sessions** with an average of **15 children** attending per session.

Core Activities

- **Progressive Reading Selection:** Curating short, highly visual books starting with comics and cartoons and gradually introducing longer texts to build reading confidence.
- **Character Comprehension:** Facilitating interactive group discussions where participants practice recalling and describing key characters and their roles.
- **Inclusive Group Sharing:** Hosting adaptive sharing circles that accommodate all reading levels, encouraging youth to share favorite themes, meaningful words, or illustrations.
- **Thematic Exploration & Creative Art:** Connecting literature to hands-on activities by having facilitators explain the book's core message, followed by a related guided drawing or art project.

Play Group Activities

A dedicated support community primarily for children of ethnically diverse backgrounds (ages 2-5). These sessions provide a safe, welcoming environment where children can engage in early developmental activities while being accompanied by their parents or guardians, fostering community bonds from a young age. In the past 2 years we have hosted **20 playgroup sessions** with an average of **15 children** attending each session.

Core Activities

- **Language Lesson:** Structured, interactive language sessions covering daily vocabulary through coloring, sentence formation, and identifying word types.
- **Vocabulary Practice:** Hands-on reinforcement using flashcards (objects, animals, colors) paired with targeted vocabulary worksheets.

- **Creative & Game-Based Learning:** Language acquisition integrated into fun activities, including crafting greeting cards and group games that build attention to detail.
- **Cultural Immersion:** Engagement with traditional stories, videos, and nursery rhymes to foster a deeper, meaningful connection to Cantonese heritage.
- **Facilitator Resources:** Access to specialized online tools and early childhood teaching strategies to support diverse learning needs.

Homework Support

To ensure educational equity, our volunteers provide consistent academic assistance to students aged 5–13 across various subjects. By coordinating after-school hours, we provide the necessary guidance for students to succeed in the local school system, ensuring each child and their family receives tailored support to overcome academic barriers. Provided support to an average of **5 students per session** across **10 sessions** on various subjects including maths, chinese and english.

A glimpse into our Children initiatives







Parent

“Not only does Africa Center have authentic African cuisines to offer but also awareness about African countries as well. Their youth camps are filled with fun and challenging activities . Amazing food and intellectual events all under one roof. Thank you for the wonderful experiences.”

Youth Focused Initiatives

African Literature Book Club

A safe, inclusive space where Africans and non-Africans meet to explore the vast landscape of classic and contemporary African literature. Our sessions go beyond traditional reading; they are dynamic forums where we dismantle monolithic views of the continent and engage in critical, thought-provoking dialogue. By encouraging participants to connect personally with the text, we provide an environment where members can share their unique thoughts and experiences, fostering a deeper, more holistic picture of the African continent.

Focus:

Our curated selections invite deep discourse on complex and essential topics, including:

- **Post-Colonialism & Post-Independence Realities:** Analyzing the structural and societal shifts that have shaped modern Africa.
- **Colonial Exploitation & Cultural Clashes:** Examining historical impacts on identity, tradition, and community.
- **Migration, Urbanization, & Coming of Age:** Reflecting on the movement, growth, and evolution of the African experience in a global context.
- **Identity, Belonging, & Cultural Preservation:** Navigating the intersection of traditional heritage and the contemporary search for home.
- **Rebranding Narratives & Challenging Stereotypes:** Actively rewriting the discourse to reflect authentic African perspectives and experiences.

Program Impact:

These active and engaging sessions serve as a catalyst for cross-cultural empathy and community connection. To date, we have successfully hosted **23 sessions** with an average of **25 participants** per meeting, creating a vibrant network of readers committed to expanding their global worldview and understanding.

Film Discussion Night

An initiative designed to build bridges by bringing Africans and non-Africans together through the power of cinema. The program creates a communal space for attendees to watch films originating from Africa and the African diaspora, fostering deep cross-cultural understanding, dialogue, and community appreciation for African cultural storytelling.

Core Activities:



The primary format of the event involves watching a curated movie together, followed by a collaborative discussion. At the end of each screening, participants actively unpack the social, historical, and cultural themes presented in the film, turning the experience into a catalyst for critical reflection.

Focus:

Our film selections align with significant cultural events and explore a variety of impactful, intersectional themes:

- **Black History & Pan-Africanism:** Reflecting on the history and struggles of movements such as the Black Panther Party, and examining the harrowing legacy of slavery through the stories of activists who fought against oppressive structures.
- **Women's History:** Celebrating the lives and enduring influence of Black women throughout history, through virtual screenings honoring legendary figures such as Ma Rainey.
- **Global Citizenship:** Using film as a bridge to discuss broader global issues, including migration, racism, the legacy of colonization, and conflict resolution.

Program Impact:

This initiative serves as a vital platform for building community empathy and connection. To date, we have hosted **15 sessions** with an average of **40 participants** per session, creating a vibrant space where narratives are challenged and global worldviews are expanded.

Career Workshop

This workshop series connects African and ethnically diverse students with industry experts to build professional skills and networks. Although there are a number of African youths who are studying/ have studied in Hong Kong, it is difficult for them to have a career breakthrough in Hong Kong. It is largely because the network is limited and there is not enough actionable knowledge and skills being transferred into the community. By bridging the gap between academic potential and career success, we empower our youth to navigate the global job market. The workshops have focused on Finance, Private Wealth Management, and Investment Banking, featuring experts from leading Hong Kong institutions.

Core Activities:

Our workshops use an interactive, activity-based approach including mentorship & collaborative review sessions, to foster real-world skills. The workshops cover a comprehensive range of professional topics:

- **Strategic Positioning:** Learning how to frame international backgrounds and unique cultural perspectives as distinct commercial assets rather than liabilities.
- **Application Mastery:** Intensive coaching on CV, resume, and cover letter construction.



- **Interview Preparation:** Practical training on elevator pitches, storytelling, mock interview scenarios, and body language to ensure students can navigate high-stakes local interviews with ease.
- **Industry Literacy:** Demystifying sectors such as Private Wealth Management and asset management to expose participants to the core business and internal divisions of prestigious firms.
- **Professional Branding:** Practical workshops on LinkedIn profile optimization, digital presence, and proactive networking techniques to tap into the "hidden job market."

Program Impact:

This initiative acts as a vital platform for professional integration and career growth. To date, we have successfully hosted **4 workshops**, with an average of **40 participants per session**, providing the tools and connections necessary for our youth to translate their aspirations into tangible career achievements.

World Board Game Night:

A vibrant platform designed to connect different communities through the shared enjoyment of board games. Rooted in African cultural activities and community values, these sessions create an accessible, lighthearted environment where participants from diverse backgrounds can exchange cultures, foster meaningful dialogue, and strengthen community bonds while having fun.

Core Activities:

The format is centered on communal play and cultural exchange. We invite attendees to bring their own favorite board games, creating a shared table where traditional games and global favorites meet. This casual, inclusive setting serves as a natural icebreaker, allowing participants to engage in collaborative play, share stories, and gain insights into different cultural perspectives in a relaxed, open atmosphere.

Program Impact:

This initiative serves as a vital tool for community cohesion and playful cultural diplomacy. By creating a space that transcends language barriers through the universal language of play, we successfully facilitate genuine connection. To date, we have hosted **11 sessions**, with an average of **10 participants** per session, resulting in a growing network of individuals who have bridged cultural divides and built lasting relationships.

Language Class

Tailored to students' specific needs, our Language Classes use immersive and interactive practices to strengthen speaking, grammar, and listening skills for Africans in Hong Kong and interested individuals. Grounded in African cultural activities, this program goes beyond traditional linguistic instruction by fostering a deep understanding of the cultural contexts



behind languages such as Igbo, Yoruba, Shona, Ndebele, Zulu, Swahili, and Chewa/Nyanja. We empower students to bridge communication gaps while preserving and sharing the rich linguistic heritage of the African diaspora.

Core Activities:

The curriculum employs a practical, "learning by doing" methodology designed to build authentic communication skills. Key activities include:

- **Immersive Dialogues:** Focusing on practical usage for greetings, self-introductions, and daily interactions to foster confidence.
- **Cultural Contextualization:** Integrating language learning with artistic expression, such as analyzing lyrics, storytelling, and exploring traditional values like the "Ubuntu" philosophy to understand how language shapes community.
- **Interactive Practice:** Utilizing collaborative group exercises, role-playing, and hands-on workshops that connect linguistic study to tangible cultural experiences, ensuring that participants can navigate diverse environments with both fluency and cultural literacy.

Program Impact:

This initiative serves as a vital tool for personal empowerment and cultural integration, enabling students to thrive in Hong Kong's diverse landscape while valuing global heritage. To date, we facilitated **10 sessions** per year, with an average of **10 participants** per session, creating a dedicated network of learners committed to linguistic growth and cultural appreciation.

African Students' Night

A dedicated gathering for African students in Hong Kong to meet fellow peers, build community, and learn about local culture. Acting as a unique orientation experience, this program is grounded in African cultural activities, creating a vital "home away from home" for international students. It serves as a bridge for students to navigate the nuances of life in Hong Kong while celebrating their heritage and identity.

Core Activities:

The evening is designed to foster genuine connection and cultural exchange in a relaxed, social atmosphere. Key activities include:

- **Community Networking:** A vibrant space for international students to connect with peers, share experiences, and exchange advice on academic and life navigation in Hong Kong.
- **Cultural & Local Immersion:** Facilitated discussions and activities that explore the intersection of African perspectives and local Hong Kong customs, helping students bridge the gap between their home cultures and their current environment.
- **Orientation & Support:** Serving as a peer-led orientation experience where seasoned students provide guidance and shared knowledge, helping newcomers feel supported and informed as they settle into their university journey.



Program Impact:

This initiative serves as a crucial anchor for the international student community, reducing isolation and fostering a sense of belonging in a new city. To date, we have hosted **8 events** with an average of **40 participants**, successfully creating an empowered network of students who are well-equipped to thrive academically and socially in Hong Kong.

African Youth Club

Serving as a vital social anchor, this program offers a secure, supportive network for adolescents and teenagers (ages 9–17) to forge meaningful connections and find mentorship. We provide a dedicated haven for personal development and collaborative growth, empowering our youth to navigate their social and academic landscapes with confidence and peer-led support. We have successfully hosted **6 sessions** with an average participation of **12 African youths**.

Core Activities

- **STEAM Challenges:** The club hosts interactive STEAM (Science, Technology, Engineering, Arts, and Mathematics) playground activities. Specific hands-on tasks include a Catapult Challenge and a Marble Rollercoaster Challenge.
- **Workshops and Education:** Participants engage in career and skill-building sessions, such as an Internship Experience and a Public Speaking Workshop. There is also a dedicated session for "Understanding Africa".
- **Social and Recreational Games:** Events kick off with icebreakers, including quizzes and the game Twister. The club also incorporates a Rap Scene, Board Games, and Karaoke into its schedule.
- **Cultural Dining:** Events feature communal meals to bring participants together, offering either an Afro Asian Fusion Dinner or a Pan African Dinner.

Program Outcomes

- **Cross-Cultural Connection:** A primary goal is to connect Africans and non-Africans. To achieve this inclusive environment, the club is explicitly open to youth of all ethnic groups.
- **Youth Life Guidance:** The program seeks to ensure that youth do not get lost on the long journey of life during a crucial point where their next moves could affect their futures. It provides supplementary mentorship through Guest Speaker sessions.
- **Practical Skill Development:** The initiative helps youth develop communication and professional readiness through targeted activities like the public speaking and internship workshops. It also fosters problem-solving and engineering skills via the STEAM challenges.

African Hackers' Club

A resource-sharing community for African and non-African coders alike. Using a strengths-based approach, our instructors nurture the technical talents of participants, offering them the flexibility to learn at their own pace. This program fosters digital literacy

and empowers participants to build modern, career-relevant skills. We have successfully held **4 sessions** with an average of **15 youths** attending.







Hear from our community

Participant

“Place & platform to truly embracing your African identity and exploring different parts of Africa, all while still being in Hong Kong. Additionally, it's fantastic to see you building connections with people from various communities, backgrounds, and races.”

Participant

“...I appreciated how inclusive and culturally grounded their approach is. You can tell they're dedicated to making a positive difference in Ho and beyond. Highly recommend to anyone looking for a reliable, community-focused organization.”

Participant

“Wonderful inclusive programming and a much-needed resource for cultural aspects of the African continent. They're doing important work and have fantastic dinners as well. “

Participant

“Highly recommended place for cultural exchange, board games, and great food”

Service Learning Course (Diversity & Inclusion)

In the 2025 academic semester we collaborated with academic institutions, we facilitated courses on diversity and inclusion. The students utilized the design thinking framework to create their own service-learning projects, actively applying academic concepts to real-world community challenges and fostering a deeper understanding of social equity. We had 18 active students who enrolled into our course.

Course Structure and Activities

1. Initial Engagement:

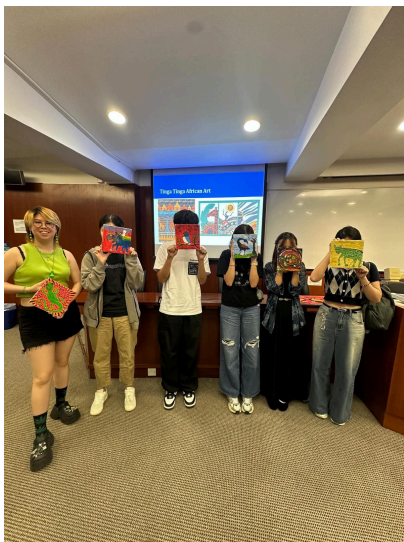
- Human library sessions with refugees and Africans to share stories and build empathy
- 2. **Field Trips:**
 - Visits to multicultural hubs, like Chungking Mansions, for interviews and participant observations
- 3. **Design Thinking Framework:**
 - Applying empathy, definition, ideation, prototyping, and testing phases to address community challenges
- 4. **Project Execution:**
 - Implementation of service projects over four weeks, with ongoing support and guidance

The final projects

Projects focused on challenging cultural biases and negative perceptions surrounding non-Chinese cuisines. The students organized a cooking workshop centered on ethnic minority and African food initiatives to share the heritage behind the dishes and foster community relationships. Others focused on initiatives built around community integration and cultural exchange that featured an in-depth exploration and site visit to the multicultural hub of Chungking Mansions.

Key Outcomes

- Engaged with diverse communities and critically reflect on the role of inclusion
- Developed leadership, communication, and problem-solving skills
- Fostered social responsibility and commitment to community advocacy





IMPACT BY NUMBERS

Program	Initiative Sessions	Total Participants		
Children Focused				
African Kidz Club	18	720		
Children's Book Club	6	90		
Play Group Activities	20	300		
Homework Support	10	50		
Multi-day/Seasonal Camps	7	210		
Total	61	1,370		
Youth Focused				
African Literature Book Club	23	575		
Film Discussion Night	15	600		

Career Workshop	4	160
World Board Game Night	11	110
Language Class	20	200
African Students' Night	8	320
African Youth Club	6	72
African Hackers' Club	4	60
Service Learning Course	1	18
Total	92	2,115



DLAP's community initiatives actively support and align with the following SDGs

SDG 3 - Good Health & Well Being

SDG 5 - Gender Equality

SDG 8 - Decent Work & Economic Growth

SDG 10 - Reduced Inequalities

7. EXECUTIVE LEADERSHIP

- **Innocent MUTANGA - Chairperson**
- **Stanley Ugochukwu NNAM - Treasurer**
- **Getrude Dadirai GWENZI - Secretary**

8. COMMUNITY COLLABORATION: A NETWORK OF SUPPORT

Ending systemic inequality requires a coalition. By working with DLAP, our stakeholders tap into a highly engaged network of future leaders and actively contribute to a more cohesive society.



- **Corporate Champions:** Global firms go beyond financial support, hosting career workshops, and providing direct mentorship pipelines.
- **Educational Allies:** We collaborate with universities and institutions to align our service-learning goals.
- **NGO & Civic Partners:** We share resources, cross-refer cases, and amplify our impact alongside incredible partner organizations.

9. THE ROADMAP FOR EXPANSION (2026-2028)

Through continuous listening and data tracking, we know our work is far from finished. While our initial years focused on establishing a secure foundation and proving our holistic model, our next phase is fiercely dedicated to strategic, sustainable scaling. With the backing of visionary partners, we will achieve the following highly targeted expansion goals:

Phase 1: 2026 - Initiation & Piloting

- **Launch Early Child Development Pilots:** Expand targeted early-development programs to narrow readiness gaps *before* they become irreversible.
- **Establish the SME Incubation Framework:** Formally launch targeted incubation support for minority-owned SMEs, providing hands-on advisory to help them stabilize.
- **Initiate Geographic Expansion (GBA):** Begin strategic expansion research and piloting of our proven models into the wider Greater Bay Area.

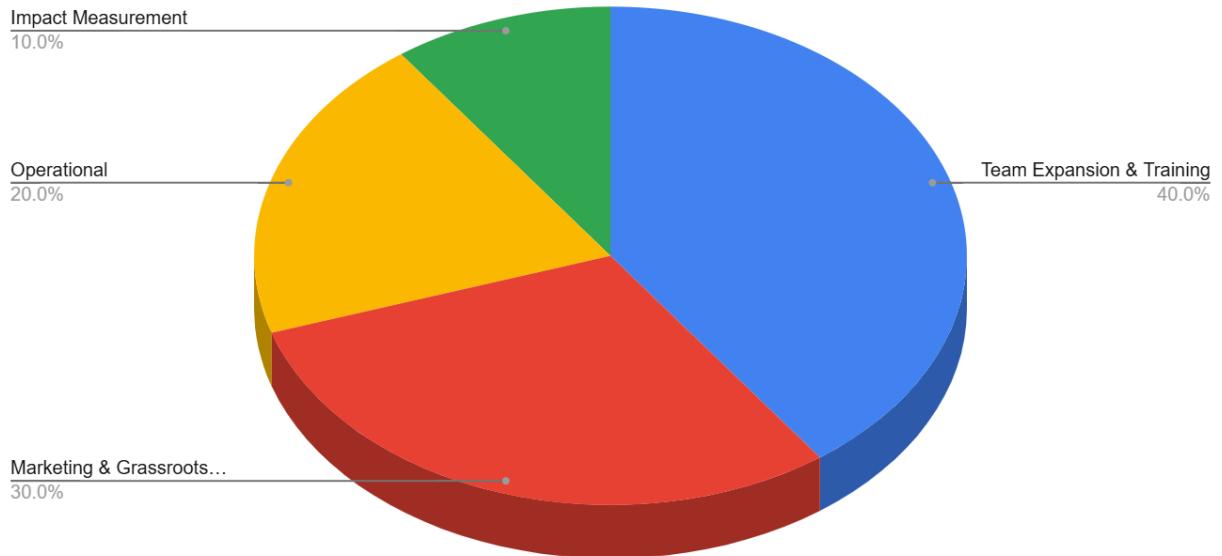
Phase 2: 2027 - Scaling & Bridging

- **Bridging the Educational Divide:** Subsidize and deploy our tailored, strengths-based curriculums directly into under-resourced local CMI schools.
- **Scale Child Interventions:** Move our early childhood pilots into permanent, daily operations, doubling capacity.
- **Deploy Active SME Support:** Move beyond advisory services to provide active, hands-on operational support to help SMEs actively scale.

Phase 3: 2028 - Maturation & Regional Impact

- **Maximize Regional Impact:** Achieve full-scale operation of our corporate DEI and educational consulting models across the entire Greater Bay Area.
- **Fully Subsidize Target Schools:** Ensure premium educational consulting programs are permanently embedded in our target network of under-resourced schools.
- **Mature Business Incubation:** Resolve practical survival bottlenecks for a wide network of SMEs, creating a powerful engine for local economic generation.

Future Capital Allocation: Future investments will be allocated across four strategic pillars:



- **40% - Team Expansion & Training:** Hiring specialized educators and mental health professionals.
- **30% - Marketing & Grassroots Outreach:** Culturally nuanced campaigns to raise awareness.
- **20% - Operational R&D:** Expanding physical safe spaces and investing in advanced technology.
- **10% - Impact Measurement:** Enhancing transparent data dashboards to rigorously track KPIs.

10. CONCLUSION

Empowerment is not a passive act. It requires deliberate, sustained, and deeply empathetic infrastructure. At the Dream Launch Achievers Program, we are doing more than just helping youth survive a challenging system; we are equipping them with the tools, the confidence, and the network to fundamentally reshape that system.

We have built a robust foundation and proven the extraordinary efficacy of our "Empower First" model with limited resources. We have seen firsthand the brilliance that is unleashed when a child is told that their identity is an asset, not a deficit.

Imagine what we can achieve with your continued support. Together, we can scale this impact. We can bridge the educational divide, incubate thriving minority-owned businesses, and build a generation of youth who do not just integrate into our future, but actively lead it.

Thank you for your time, your vision, and your partnership in building a lasting legacy of true, systemic inclusion.



