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BETTER TOMORROW FOR ALL



做好ESG 由彼此連結開始
Interconnectedness: The Key to Successful ESG



願我們成為敲鐘者 Be the Bell-ringer for Our Community



視障者求職不易 求理想工作更難
Challenges for Visually Impaired Job Seekers
to Achieve their Dream Job





April 2024 Newsletter



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編者的話 EDITOR'S REMARKS

文:周俊昌

「協進同行60載,平等自助創未來」今年是本會創會60周年,我們很高興能見證這個重要時刻。千禧年前後,我們出版會訊。起初,「會訊」無名無姓,直至2005年才命名為「享明天」。由最初以會員投稿的方式,到後來內容日趨豐富,我們便成立編輯委員會,由傳訊委員和本會職員一同協作負責「享明天」的編輯工作了。

今期「享明天」將會介紹三位會員:俊昌(編者本人)、阿芝和恩傑。三人的學習和事業道路都非平步青雲,但憑着個人的努力和協進會從旁給予的支援,最終都能在各自的崗位上發光發亮,破繭而出,闖出屬於自己的一片天空。詳細的故事可閱讀「視障者求職不易 求理想工作更難」。

近年一些企業積極提升ESG(環境、社會、與企業管治)的水平。協進會一直以來都相信:若果新舉措、新產品、或新服務並非為殘疾人士帶來便捷,最終的效果只會事倍功半。執委會成員睿知會和我們探討一下ESG推行的狀況。他提到:企業實有需要考慮與相關群體的連結,如此才能達致豐碩的成果。如何能達致商界、慈善團體及社會三贏的局面,可參閱他的「做好ESG,由彼此連結開始」。

職員黃勁文Frankie早前隨同平等參與社會委員會的成員到日本交流,了解當地的視障人士如何提升和實現自己。究竟今次行程之後,Frankie有何啟迪,又看見當地視障人士如何實踐和超越自我,並為社會上有需要的視障人士爭取到更多的關注和幫助,那就不容錯過這篇「願我們成為敲鐘者」的文章了。

在過去60年我們遇上社會急速的轉變,但有賴各善長、支持者和友好伙伴的信任,協進會的發展依然屹立不倒。在往後漫長的歲月,盼望繼續有您,與我們一起砥礪前行。

By Chou Chun-cheona

This year marks the 60th anniversary of the establishment of Hong Kong Blind Union (HKBU). We are happy to witness this remarkable milestone, looking back on the past journey and looking forward to the future. Around the turn of 2000, the newsletter was published without a dedicated name. In 2005, it was finally named "Better Tomorrow For All". It relied on story submissions and contributions from the members, and over time, the content became more enriched and diverse, which led us to form an editorial committee. We now work closely with the staff on this newsletter.

In this issue of "Better Tomorrow For All," we share the stories of Wai-chi, Jacky and Chun-cheong (the editor). The educational and career paths of them were full of challenges. However, they have ultimately excelled in their positions. With their great efforts and the tremendous support received from the HKBU, they broke through barriers and carved out a niche, creating their own paths to success. For more details, please read the article "Challenges for Visually Impaired Job Seekers to Achieve their Dream Job".

In recent years, many companies have been actively enhancing their ESG (Environmental, Social, and Governance) practices. The HKBU believes that new policies, products, or services should be beneficial to disabled individuals. Merrick Ho, a member of the HKBU executive committee, has previously studied with us on the strategy planning and effectiveness of ESG. He mentioned that commercial companies would maximize their ESG resources only if they connect with different community groups. For more information on achieving a triple win's situation among the business sectors, charities, and society, please refer to his article "Interconnectedness: The Key to Successful ESG".

Frankie Wong visited Japan for an exchange tour with the Equal Opportunities in Social Participation Committee as a staff member of HKBU. He shared the insights he gained in his article "Be the Bell-Ringer for Our Community." How do visually impaired individuals in Japan overcome their challenges and support others in society? You will discover more in Frankie's article.

Over the past 60 years, we have encountered rapid social changes. We are grateful for the trust and support from our donors, friends, and partners. The HKBU is getting stronger in continuous development and growth. In the coming future, we look forward to unlocking more achievements with you.

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By Ho Ho-yuen

視障者求職不易 求理想工作更難

現今人們找工作,不一定要收入穩定,有時更多考慮工作是否合乎自己興趣, 能否向夢想更進一步。雖然視障人士求職遠比普通人困難,但他們也和其他人 一樣,希望在職場上追求理想。本會在過去60年一直從就業到職涯發展,協助 視障求職者。筆者在此分享三位視障朋友在不同年代的經歷。

俊昌是嚴重弱視的會員,他在80、90年代開始求職,當時科技不及現在發達,工作往往分工較仔細,弱視的視障人士較容易找到工作。俊昌的態度積極進取,即使嚴重弱視,多年來也獲得不少工作機會,除了曾在協進會任職,還做過補習老師,出納員及老人院文職等。他曾經有志成為社工,又對語言學有興趣,先後進修相關課程,可惜都未能轉化為工作。

另一位會員梁惠芝,她接近全失明,任職前台接待工作接近30年,看似失去了追夢的動力。回想1997年,她曾在本會職教中心,參加領袖訓練計劃



阿芝在休CAFE任職咖啡師的工作照。 Wai-chi worked as a barista in YAU CAFE

「破繭行動」,10多位參加者投入了大量時間心血,為本會舉辦一連串活動,凝聚其他會員,努力的程度不輸大學生「上莊」了。阿芝在過程中提升了自信心,改善了性格和溝通技巧。多年後,阿芝在疫情期間失業,她放手一搏,參加本會的視障咖啡師培訓。全失明人士沖咖啡全憑手感,難度極大,但阿芝回想當年領袖訓練的經歷,衝破障礙,最後成功畢業並在本會咖啡店「休CAFE」任職咖啡師。由此可見,除專業技能外,培養自信心也是本會提供職業訓練的重要元素。

如果一位視障朋友可以寓興趣和學習於工作,工作還可以改善自己和其他視障人士的生活,那就一石二鳥,最好不過了,施恩傑就是這樣一個例子。他是本會的年青會員,讀中學時積極參與會務,協助向政府爭取社區無障礙設施,數年後他更加入協進會成為職員,接聽和跟進會員對社區無障礙設施的投訴,為視障人士爭取權益。另一方面,恩傑自小醉心話劇表演,現時工作是促進藝術表演的無障礙服務,結合了他的技能和興趣,同時讓其他視障人士更容易享受藝術。在本會工作中累積的成功經驗,令他最終能勝任自己理想中的工作。



本會一直努力為視障人士提供全面就業支援,儘管求職過程艱難,不少會員屢敗屢試,但我們深信,視障人士的工作不應該只限於特定工種,而是應該和普通求職者一樣,有權追尋自己理想中的工作。



CHALLENGES FOR VISUALLY IMPAIRED JOB SEEKERS TO ACHIEVE THEIR DREAM JOB



Nowadays, salary is not the single criteria for job seekers. They also consider whether the career path leads to a step towards their dreams. Although visually impaired candidates face serious challenges compared to sighted peers, they share the same desire for a dream in the workplace. The Hong Kong Blind Union (HKBU) has been committed to helping visually impaired job seekers for the past 60 years, supporting them in employment and career development. In this article, I would share the stories of three aspiring members from different eras.

Chun-cheong, our member with severe low vision, began his job search in the 1980s. At that time, lower technology level led to a clear division of labor. A position with a narrow, specialized scope of work is easily available to visually impaired persons. With Chun-cheong's proactive attitude and can-do spirit, he gained exposure to a range of working opportunities at the HKBU and other sectors, including private tutor, teller, and administrator at a nursing home. He was interested in social work and linguistics, and studied in the university. However, neither of them yielded a career.

Wai-chi, a nearly blind member, was a receptionist for 30 years. The stable job might have consumed her desire for a change. Back in 1997, she joined a leadership training program run by the Educational Resources Centre of HKBU. Over 10 participants were motivated to input time and effort to organize activities for other visually impaired members. Wai-chi developed confidence, and improved personality and communication skills over several years through the program. Years later, she lost her stable job amid the pandemic. She enrolled in training for visually impaired coffee baristas. Brewing coffee without using vision is a challenging task. Wai-Chi drew upon her experiences in leadership training, and plucked up her courage to overcome the steep learning curve. She graduated from the course and worked as a barista at YAU CAFE, a cafe run by HKBU. This demonstrates the effort made by HKBU in building visually impaired job seekers' confidence and raising their self-esteem as part of the job training, alongside developing their professional skill.

If a visually impaired person can continuously learn through work and eventually improve their quality of life, as well as that of others, it is the most ideal ambition for us. The story of Jacky Sze is encouraging. He was a young member of the HKBU who worked as a volunteer in his high school days. He worked with HKBU to advocate for improvement of community accessible facilities. Couple years later, he joined HKBU as a staff member, handling and following up on member complaints regarding accessible facilities. Jacky also has an interest in performing arts. By now, he works in a new position to enhance the accessibility service of performing arts for visually impaired audiences, which is a combination of his interests and professional skills, while helping other VI people. Jacky has gained valuable skills in his career at HKBU, which opened up to an opportunity he longed for.

The Hong Kong Blind Union is always dedicated to providing all-rounded career support for visually impaired individuals, accompanying them on their challenging journey. We firmly believe that visually impaired employees could be eligible for positions in more industries and sectors than they are at this moment. They should enjoy equal rights and their signed counterparts to pursue careers based on their vocational interests.



後昌使用桌面放大機處理文書工作。 Chun-cheong used a desktop nagnifier to assist with document vork.

做好ESG 由彼此連結開始

編者按:作者為本會財務秘書,曾任職人力資源行業。

相信讀者對ESG(環境,社會與企業管治)的概念應不會感到陌生,就企業為提升ESG水平所作的努力,媒體也多有提及。但正如協進會經常強調服務單位不能取代自助組織的原因,乃是後者最清楚其所代表弱勢群體的需要。同理,企業在推行各種ESG舉措時,若忽略與相關群體的連結,則會事倍功半。本文嘗試整理一些彼此連結的成功例子,作為讀者規劃ESG策略時的參考。



視障公教大使向企業員工分享共融職場經驗。
Visually impaired ambassadors shared inclusive workplace experiences with corporate employees.

彼此連結,從栽培人才開始。筆者對企業將聘請殘疾人士作為推展ESG的策略深表贊同,但"聘請"並非雙方連結的起點或終點。中度視障的Jonathan現任職於一所工業機械採購公司,他慶幸上司一次偶然的嘗試,安排他跟進較複雜的採購,使大學主修語文的他竟主動拿起放大鏡閱讀草圖。如今他已能獨立擔起客戶與生產商之間的橋樑角色。倘若視障員工能獲得僱主的信任,被賦予具挑戰性的任務,這樣既促使僱員的進步,反過來也為內部培育新的人才。

連結,是共同進步的過程。一項產品的設計,上市,顧客反饋然後返回設計的良性循環,原來也包含ESG的元素。全失明的Tim受僱於一所創科企業,他的職責是測試企業的新產品是否適用於視障消費者。他的工作,為仍在起步階段的公司業務擴充了客源。正如協進會的無障礙網頁顧問服務,既協助客戶的網頁滿足最新的無障礙設計規範,同時也栽培了無數視障資訊科技專才。

連結,是角色的交換。企業採購視障或其他殘疾人士提供的服務,從生產者變成消費者,是拉近彼此距離的良方。本會轄下的社企休CAFE雖因為租約期滿而暫別實體店鋪,但很多企業仍繼續邀請視障咖啡師以"流動咖啡加油站"的名義登門獻技,結合外展按摩服務,為工作繁重的都市人提供放鬆身心的選擇。企業員工站在消費者的角度,也會對視障人士的心路歷程有另一番體會。

筆者經常接觸不同企業或捐款者,聽取他們與視障社群合作的構想。筆者相信,只有彼此連結,共同付出的合作模式。 才能讓ESG舉措的效益最大化。期盼筆者往後撰寫同類文章時,將有更多達致企業和視障群體雙贏的ESG方案與讀者諸 君分享。



掃描QR code 瀏覽共融職場影片 Scan to view the stories of Inclusive Employment

Tim的個案

Jonathan的個案





By Merrick Ho

INTERCONNECTEDNESS: THE KEY TO SUCCESSFUL ESG

Editor's note: The author is the Financial Secretary of the HKBU, a former professional in human resources.

The large-scale trend of ESG (Environmental, Social, and Governance) has been widely recognized, as the media often mentions the efforts made by companies and enterprises to improve the effectiveness of their ESG investing. Nevertheless, the Hong Kong Blind Union believes that the role of self-help organizations cannot be replaced by these service units. Rooted in the community, self-help organizations have an intensive understanding of the needs of service users. If companies underestimate the importance of connecting with vulnerable groups and relevant organizations when implementing ESG policies, their efforts may be less effective. I would like to share with you some successful examples of how interconnectedness is beneficial to ESG planning.

Interconnectedness begins with talent training. I appreciate companies hiring people with disabilities as part of their ESG strategy, but further steps should be taken to strengthen the connection between the employer and disabled people. Jonathan, who has moderate visual impairment, is working for an industrial machinery procurement company. The opportunity given to him by his supervisor enabled Jonathan, majoring in languages, to proactively proofread the blueprints with a magnifying glass in the new and complex endeavor. Now he can work independently and coordinate between his customers and manufacturers. If visually impaired employees can gain trust of employers and be assigned new challenges, it not only motivates them to incentivize better performance but also cultivates new talents for the company.

Interconnectedness is also a process of mutual progress. ESG can be reflected in the cycle of product design, launch, and market feedback. Tim, who is totally blind, is working in a startup company and is responsible for product testing to ensure the new products are suitable for visually impaired consumers. He is growing with the company while expanding the customer base for it. Similarly, the Hong Kong Blind helps its clients to incorporate web accessibility while nurturing numerous visually impaired IT professionals.

Interconnectedness is an outcome of role reversal. Companies using services provided by visually impaired or disabled individuals, transitioning from producers to consumers, is a good way to put themselves in others' shoes. Take YAU CAFE, the social enterprise café managed by HKBU, as an example. It has bid farewell to its branch due to the termination of the lease. Yet, baristas with visual impairment are invited to offer on–site services to various companies at the workplace. With their signature outreach massage service, people can enjoy a brief escape from work. Also, company employees would gain a better understanding of the needs of visually impaired people when they themselves become service users.

I frequently discuss with donors and companies from different backgrounds, learning about their policies and ideas on collaborating with visually impaired groups. I truly believe that interconnectedness and mutual contribution are the keys to maximizing the effectiveness of ESG investing. I look forward to sharing more success stories with you in the near future.



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文:黃勁文



人生就是要面對一個又一個的選擇!去年11月,平等參與社會委員會成員前住日本東京與當地的視障團體交流,筆者是 隨團的健視職員;在這裡筆者跟大家分享一些日本之行的人和事,而這些勵志和成功故事的背後,就是故事主人翁一連 串的人生選擇而煉成。

不少日本之行的見聞,包括當地的視障人士就業情況、點字圖書館的經驗等,早前已透過不同渠道與本會會員分享,在 此不贅。

是次日本之行,我們在交流的過程中,見到很多不同界別的視障朋友,包括組織領導、殿堂級運動員、創業家及公關人 員等等,筆者在這想分享其中兩人的成功故事,希望為香港的視障朋友打打氣。

年青時為視障泳手的日本的殿堂級運動員河合純一,曾參與四屆殘疾人士奧運會,共贏得21面獎牌,包括5金、9銀、 7銅。而他的傳奇故事是「志與願的交煎」,因他於15歲那年視力出現問題,但沒有放棄游泳和人生,最終更完成大 學課程,成功當上教師實現兒時夢想,其後更擔任日本殘疾人士體育協會和日本殘奧委員會的要職,為殘疾運動員爭 取福祉。

失明者望月優沒有因殘疾而放棄人生,大學畢業後一直致力於失明人閱讀權運動。他於1989年創立視障科技公司 Amedia,締造了「聽與讀的交織」的成功故事。其公司推出文字閱讀讓視障人士學習和吸收知識,又開發了閱讀地圖為 視障群體開拓便利生活之路。在我們到訪期間他一直侃侃而談,並滿滿熱誠地分享開發產品的過程。

筆者擔任政策研究及倡議的工作,日常就是為視障群體爭取福祉,而今次交流除擴闊了筆者的視野外,更深深感受到何 謂不放棄精神。

本會向來十分重視倡議工作,筆者承前人種下的大樹,能在良好根基上繼續努力為視障群體爭取權利;今次的日本之行 令筆者作出了一個重要的選擇—「願我們能成為敲鐘者,喚起社會關懷視障群體之心」,讓本會與有心人一起創造真正 的共融社會。



By Frankie Wong

BETHE BELL-RINGER FOR OUR COMMU







河合純一與筆者合照 A photo of Junichi Kawai and the author together.

with members of our exchange group and shared insights into the lives of

Life is all about a series of choices you make. In November 2023, members of the Equal Opportunities in Social Participating Committee organized a tour activity to Tokyo with the goals of visiting local organizations for visually impaired people. Besides the visit to the Japan Braille Library and learning about the employment situation of visually impaired people that had been shared before, I am glad to share more insights from my trip to Japan as a sighted staff member. Behind the inspiring stories lie a series of life choices made by the protagonists.

During our trip to Japan, we had the opportunity to meet visually impaired representatives from diverse fields and industries, including management of local organizations, high-profile athletes, entrepreneurs, and public relations professionals. I would like to share 2 heartfelt and inspiring stories to uplift our visually impaired friends in Hong Kong.

The first remarkable figure is Mr. Junichi Kawai, a legendary Japanese swimmer who participated in four Paralympic Games, winning a total of 21 medals, including 5 gold, 9 silver, and 7 bronze. He has comprehensively demonstrated the interplay of ambition and determination. Despite encountering vision problems since he was 15, he didn't lose hope in his passion for swimming or life. He later graduated from the university and became a teacher, making his dream come true. After that, he became a big wheel in the Japanese Para-Sports Foundation and Japanese Paralympic Committee, advocating for the welfare of disabled athletes.

The second story credits to Mr. Yu Mochizuki, a visually impaired entrepreneur. After graduating from university, he dedicated himself to the cause of advocating for the reading rights of the blind. He founded the Amedia in 1989, manufactures and distributes assistive tools and devices to visually impaired people. With the ambition to diminish barriers for people with disabilities, their products help to facilitate learning for visually impaired individuals and enhance accessibility in their daily lives. These products include video magnifiers, reading machines, reading maps, and Daisy players. During our visit, Mr. Mochizuki passionately shared experiences on product design and development.

I am engaged in policy study and advocacy to improve support for the welfare of the visually impaired community. This exchange not only broadened my horizons but also deeply reminded me of the importance of perseverance.

The Hong Kong Blind Union spares no effort in its advocacy work to fight for the rights and support of visually impaired individuals. This exchange program to Japan has led me to a motto and wish - "May we become the bell-ringers that raise awareness in the public about the visually impaired community". Joining hands with all stakeholders in society, we can work together to enhance an inclusive society.

活動回顧 ACTIVITIES REVIEW



2024年1月21日

渣打香港馬拉松2024

協進會有幸獲邀參與渣打馬拉松慈善計劃,招募一批視障跑手及領跑員參與半馬及 10公里賽事,並為協進會籌募經費。他們當中有全失明、嚴重視障,中度弱視,有 部份參加者跑步多年,甚至去過海外參加馬拉松;有人因為工作停跑多年,因為這 次活動,再次聯絡以前的領跑員一齊開始練習,一個機遇令他們都熱血起來。賽事 雖然結束,但我們與視障朋友同行的腳步不會停下。

21st January, 2024

Standard Chartered Hong Kong Marathon 2024

Hong Kong Blind Union (HKBU) was fortunate to be invited to participate in the Standard Chartered Marathon Charity Program. We recruited a group of visually impaired runners and guide runners to take part in the half marathon and 10 km races, aiming to raise funds for the HKBU. Some participants had been running for many years and had even participated in marathons overseas. Others had stopped running for several years due to work commitments, but this event provided them with an opportunity to reconnect with their previous guide runners and start training again. This opportunity ignited their passion for running. Although the race has ended, our journey alongside the visually impaired will never cease.



2024年1月21日

服務中心45周年慶典暨協進樂韻贈知音

為慶祝服務中心成立45年,特意舉辦「45周年慶典暨協進樂韻贈知音」,活動內容豐富,包括有由社會福利署殘疾人士藝術發展基金資助的視障人士粵曲拍和訓練計劃學員、中樂組成員、西樂組樂隊分別獻唱、愛笑瑜珈班表演、即場按摩體驗、攤位遊戲及標語創作比賽參賽作品展。當日活動得到眾多會員及公眾人士到場支持,現場氣氛相當熱烈,在此感謝各位多年來對本會服務的支持,期望將來再跟大家與眾同樂,一齊實踐社區共融。

21st January, 2024

45th Anniversary Celebration of Service Center and Harmonious Rhythms for Inclusion

To celebrate the 45th anniversary of the our Service Center (SC), we held the "45th Anniversary Celebration and Harmonious Rhythms for Inclusion" event. The event was filled with diverse activities, including performances by visually impaired Cantonese opera percussion and training program participants supported by the Social Welfare Department's Arts Development Fund for Persons with Disabilities, as well as performances by Chinese music and Western music groups. There were also yoga demonstrations, on–site massage experiences, booth games, and an exhibition of entries from a slogan competition. We were grateful for the support of numerous members and the public who attended the event. We would like to express our gratitude for the supports over the years.



2024年1月6日 港島區賣旗日

協進會港島區賣旗日已於2024年1月6日順利完成。當 天賣旗義工共有近700人,其中包括會員逾100人。經 點算後,旗袋的籌款額約38萬元,連同認購金旗及其 他捐款21萬元,今次賣旗日共籌得款項逾61萬元。今 年賣旗日能有此佳績,全賴所有參與會員和義工們付 出的共同努力。

6th January 2024 Hong Kong Island Flag Day

Hong Kong Island Flag Day was successfully held on January 6, 2024. There were nearly 700 volunteers, including over 100 of our visually impaired members. The funds raised from the flag bags amounted to approx. \$380,000 and combined with gold flags charity sales and other donations of \$210,000, a total of over \$610,000 was raised during the Flag Day. This outstanding achievement was made possible thanks to the collective efforts of all participating members and volunteers.



2024年1月27日 協力共進義工嘉許禮

協進會早前舉辦「協力共進義工嘉許禮」,邀請一眾 義工到休CAFE相聚、享用由視障咖啡師沖調的咖啡, 互相交流過去的義工經驗。席間,執委及同事感謝義 工對會員及協進會工作的支持,介紹各單位服務及未 來發展。如大家都有興趣成為協進會的義工,不妨聯 絡我們!



Hong Kong Blind Union organized a Volunteer Appreciation Ceremony in February. Volunteers were invited to gather at the YAU CAFE to enjoy coffee brewed by visually impaired baristas and share their volunteer experiences. During the event, the executive committee members and colleagues expressed their gratitude to the volunteers for their long-term support. They also introduced the services of various service units and discussed future developments of HKBU. If anyone is interested in joining as a volunteer, you are encouraged to contact us!



2024年3月14日

賽馬會「開聲體」體育口述影像服務 - 帆船初體驗

Royal Hong Kong Yacht Club (RHKYC) 香港遊艇 會帶領一眾視障朋友,坐上由著名騎師何澤堯先生借 出嘅帆船Dufour 390,由前港隊帆船運動員 - 謝劭傑 (Stanley / 叉燒)掌舵,一同暢遊維港。過程中 Stanley向會員分享了帆船的基本結構、賽事玩法、及以往代表港隊參賽時的一點一滴。透過講解及體驗,參加者認識到帆船係一項需要與天氣及環境高度配合嘅體育項目。希望我們未來有更多機會安排視障 朋友體驗多元化的運動!

14th March, 2024 Uplifting and Unique Sailing Experience

The Royal Hong Kong Yacht Club (RHKYC) led a group of the visually impaired on a sailing adventure aboard the Dufour 390 sailboat generously loaned by renowned jockey Mr. Vincent Ho. Former Hong Kong team sailor, Stanley Tse, took the helm, guiding them on a delightful journey through Victoria Harbour. We hope to have more opportunities in the future to arrange diverse sports experiences for our members!







ABOUT US

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香港失明人協進會成立於1964年,是首個由視障人士自行管理及組織之自助團體。一直以來,本會以促進視障人士發揮自助互助精神,推動社會共融, 平等機會為宗旨。

Hong Kong Blind Union was established in 1964. It is the first organization run by people with visual impairment. It aims at promoting the spirit of "self-help" and "mutual-help" among people with visual impairment, as well as facilitating social integration, and equal opportunities in our society.