

*Diálogos para  
Construir*

**ANNUAL  
REPORT**  
2023



*An individualized look at migration*

[www.dialogosparaconstruir.org](http://www.dialogosparaconstruir.org)

# PRESENTATION

In 2023 we opened a new office space!  
An opportunity to open the doors to  
new projects for the migrant  
community living in Seville.



We are pleased to share **Diálogos Para Construir's Activity Report 2023**. With this document we want to tell you about the actions carried out during this year through our most important programs and projects. This was a very challenging year with many changes. Nevertheless, with our firm conviction we continued working towards our mission to accompany migrants in their process of inclusion and search for autonomy.

This year we have had the opportunity to open the *Vulcano DPC Project*, which provides legal guidance and advice on immigration issues. This project responds to the fundamental needs of the migrant community to achieve their legalization in Spain and, in this way, open up social and work possibilities. This initiative has also allowed us to broaden our knowledge of the migratory reality of people from different origins, which is very interesting for our work. In particular, it has broadened our vision of migration from Latin America.

DIALOGUE continues to be our preferred tool to build bridges between the migrant community and the host community. From this perspective, we continue to facilitate various events that enable cultural exchange and, mainly, generate and strengthen the support networks for migrants.

A special thanks to all the people who have collaborated with DPC: **every year we meet more heroes without a cape, but with a big heart!**

"Many small people, in small places, doing small things, can change the world".

Eduardo Galeano



*Susana and Emily*

Members of the Board of Directors and co-founders

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# 1

## WHO ARE WE?

**Diálogos Para Construir** is a non-profit organization based in Sevilla, which collaborates in the inclusion of migrants in society. Looking at each migrant in a unique way allows us to offer personalized help.

### MISSION

Collaborate in the inclusion of migrants in society. We work with both migrant and host populations, promoting mutual benefits through dialogue.

We believe in a just society that provides its most vulnerable members with opportunities to develop skills for autonomy, independence and happiness.

### VISION

### VALUES

Dialogue, Social Justice, Diversity, Dignity, Inclusion, Autonomy, Individualized Look and Institutional Health.



# 2

## WHAT DO WE DO WITH THE MIGRANT COMMUNITY?



### PROJECT VULCANO DPC

Becoming a migrant in a regular/legal situation is one of the fundamental needs of the migrant community in Spain. Having a residence and work permit is essential for their social and labor inclusion to move forward. Faced with the administrative processes, which are all very diverse, many doubts arise and many times they don't have enough resources to pay an advisor to carry out the procedures correctly.



For this reason, in 2023, Diálogos Para Construir decided to launch a new project: **Vulcano DPC Project**, which offers administrative advice to migrants on procedures related to immigration law, including the response to requests and administrative appeals that may be necessary. All this is free of charge.

**Max Adam**, a professional in Immigration Law, joined this project. Together with the **DPC team**, we started face-to-face counseling in February 2023, open to the entire migrant community residing in Sevilla.



**Total number of people served 220**



**Origin**

Africa	33,6%
Latin America	61,4%
North America	0,9%
Asia	1,4%
Europe	2,7%



**Women 44,2%**  
**Men 55,8%**

We believe that with the **Vulcano DPC Project** we can contribute a lot so that migrants can have a full inclusion, and that their rights are not violated. That is why **we want to bet on its sustainability, consolidate its work team and help more and more people.**



## STARFISH PROGRAM

In the **STARFISH PROGRAM**, we guide migrants in the management of their visa situation in Spain. While they are in the process of achieving economic independence, we provide them with diverse housing solutions adapted to each case (host family, renting a room, etc.). In order to contribute to their social and labor inclusion process, we work on building support networks; this is something they lack and is essential for their autonomy. We continue to act with an individualized *approach* identifying each migrant's particular needs and personal goals.



This has been a very good year for **Fadiga**! After working for a long time in Córdoba, he continued to explore other job possibilities. He is currently working for FugaExpert, SL, a plumbing company, where he is very happy.

We are excited that he is becoming more autonomous and managing his own needs. For example, now he has been able to find rental options without depending on anyone!



**Alpha** continues with his soccer project and everyone at DPC continues to celebrate his achievements! This year we provided administrative support helping him with the renewal of his TIE. He still works at **Bioplagen, SL**. We are glad that he continues to grow and meet his goals!



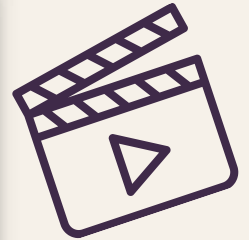
**Check** continues to work at **Aciturri SL**, a company in the aeronautical sector. He received administrative support while going through the process of renewing his residence and work permit, with a favorable response!

Each year he becomes more and more autonomous. We are happy to see his progress (car ownership, trip to Ivory Coast to visit his family after so many years, trips to France to see his friends...).

**Kone** keeps growing in his career as an athlete! He is still with his host family, and he continues to perform satisfactorily at the two institutions he works at: **SAMU Foundation** and as a nursing assistant at the **Hospital San Juan de Dios** in Seville. This year he visited his country, Ivory Coast, something that was undoubtedly very important for him.



Kone (center) with Alpha and Lee. Always actively participating in various fundraising and awareness raising events promoted by DPC support networks.



**Kone** participated in an audiovisual presentation telling part of his story and his migration experience. Thank you, Kone, for continuing to raise awareness about migration!



©Photo: Loyola University

**Keba** had a very important year for his university career! He concluded his Erasmus exchange at the **Catholic University of Lille** (France). He is continuing his studies in **Business Administration and Management** at **Loyola University** and also doing his internship in International Relations at the university campus.

We at DPC are happy to continue to support him in areas such as: maintenance and expenses for his studies, scholarship management support, administrative support and providing accommodations in an apartment rented by members of the DPC Board of Directors. We believe in all that he can achieve thanks to his enthusiasm and dedication!



This year we continued to assist **Hamza** in his process of social and labor inclusion and he has made interesting progress! He currently has a job at the company **Matahacas Grupo RD, SL**. He continues with his career as a sportsman and trains boys and girls in the **CD Rugby Mairena**.

Hamza now pays for his housing and personal expenses. We thank two people from the Board of Directors for making it easier for him to rent a room, which is still so difficult for migrants due to real estate racism!





**Selinda** has lived in Sevilla for several years. She is from Guatemala and, together with her daughter, is currently undergoing a very important process of inclusion. We have collaborated with Selinda and her daughter providing administrative support, as well as managing support networks for housing and employment. We admire her strength and enthusiasm to fight every day for a better life for her and her little girl!



This year **Zouhair**, a native of Morocco, has participated very actively in the English classes that our collaborator **Randa** offered free of charge. Zouhair is a very independent person, but when he needs us he calls us and we support him in whatever he needs.

**Kamel** is from Morocco. He has had a complicated year and we admire his motivation. He is studying for an Associate's Degree in Administration and has the prospect of going on to a higher degree. Thanks to the collaboration agreement signed between **Diálogos Para Construir** and the **Asociación Asamblea Económica Solidaria**, we have been able to guarantee his stay in a student apartment. From DPC we continue to provide him with maintenance while he strengthens his autonomy, and we thank Kamel for his willingness to help whenever he is asked!



**Malick** is characterized by his determination and motivation! He came to Spain from the Ivory Coast. His goal is to train to become a truck driver; he sees this as an important opportunity for his inclusion in the labor market. He has tirelessly spent his time this year working and training to become a truck driver. He has been provided with administrative support and always actively participates in our events to strengthen his support networks.







**Yacouba** is from Mali. He is a young man very focused on pursuing his academic goals. He is currently studying for a degree in Finance and Accounting. From DPC we have collaborated with him by giving him resources for studying and scholarship management. In addition, he is one of the students who benefits from housing thanks to the collaboration agreement signed between **Diálogos Para Construir** and the **Asociación Asamblea Económica Solidaria**. We are glad that he can now combine his studies with a few hours of work at **Andalucía Acoge**.



**Mohammed** came to Spain from Algeria and managed to legalize his situation and become economically independent. DPC has assisted him by helping him strengthen his support networks in labor issues. In 2022 he managed to reunite with his wife Nadjate in Spain.

In the summer of 2023 they traveled to their country to visit their families and had serious problems returning. Our support was at the administrative level and they finally had to turn to the Spanish Ombudsman. We would like to thank this institution for its intervention in the resolution of this problem.

We have provided administrative support to **Youssefoufa**, a native of Cameroon. He had difficulties in finding a job when he changed his administrative status from asylum seeker to labor integration. As a result, he was given a loan for his general expenses while he was reintegrating into the labor market. Through DPC's support networks, he got a job at **Sardinero Tapas, SL** and his situation stabilized.



**Banse** is from Ivory Coast. We have provided him with administrative support and support network management to get employment. After a long time waiting he finally legalized his situation. He is a very optimistic person and we are happy that things are going well in his process of inclusion in Spain. We are excited for him and his children in Ivory Coast!

This year we have continued to support the **El Hili Family**. In 2023 DPC helped with the administrative process to bring **Ahmed** eldest son **Mohamed** to Sevilla. This year the family has continued to struggle with the challenges of the father's socio-labor inclusion and, parallel to that, the medical treatment of their youngest son. The little boy received a new kidney transplant. He has had good periods, but also very complicated ones in which he has spent weeks in the hospital.



Many people have played a fundamental role in their particular situation! Thanks to the group of people who have maintained their donations of money (in the form of donation **Program [100 x 1]**) for this family, we have been able to continue to ensure their maintenance and rent of a house.

We also thank the many people who have accompanied Ahmed in various medical emergencies of his youngest son, guiding him and even accompanying him at the hospital personally. In particular, we thank **Gloria** and **Yolanda**.



From our support networks we continue to collaborate for Ahmed's inclusion in the labor market. We are also looking for job opportunities for his eldest son, who has an aptitude for hairdressing. We would like to highlight the **Don Bosco Foundation** and **Andalucía Acoge**, who helped give job training to Ahmed and his eldest son.

The **El Hili family** teaches us many things every day; we admire them for their strength and their desire to succeed. We hope to continue supporting them so that their youngest son can have the best quality of life given his health condition.



# And there's more!... Our work at Starfish, Topic by Topic

The **Starfish Program** is alive and evolving. In **2023** DPC expanded its reach and we identified migrants whose needs were not being met by other NGOs. We evaluate these individuals on a case by case basis.

The following are some of our activities:



## LEGAL ADVICE

- WHAT:** in the Starfish Program who had to deal with the Foreigner Office this year.
- HOW MANY:** 10 PEOPLE
- WHO:** Immigration Lawyer
- RESOURCES:** Included in Vulcano DPC Project

## ADMINISTRATION MANAGEMENT

- WHAT:** Administrative procedures
- HOW MANY:** 10 PEOPLE
- WHO:** DPC's team
- RESOURCES:** Free (volunteers)

## LEGAL SUPPORT

- WHAT:** When problems required the intervention of a lawyer, support was provided
- HOW MANY:** 3 PEOPLE
- WHO:** Lawyers
- RESOURCES:** Free or low fees payed by the migrant

## AGREEMENTS FOR FREE HOUSING

- WHAT:** Free housing
- HOW MANY:** 5 PEOPLE
- WHO:** Families, associated members
- RESOURCES:** Free (volunteers)

## INTERMEDIATION TO OBTAIN HOUSING

- WHAT:** Help because of the difficulties migrants face trying to rent an apartment or even a room, have
- HOW MANY:** 7 PEOPLE
- WHO:** DPC and/or associated members
- RESOURCES:** Free (volunteers)

## ACCOMMODATION PAYMENT

- WHAT:** Paid housing
- HOW MANY:** 7 PEOPLE
- WHO:** Treasurer
- RESOURCES:** DPC's budget

**BASIC NEEDS PAYMENT**

- WHAT:** Living expenses, transportation, telephone etc.
- HOW MANY:** 6 PEOPLE unable to work for different reasons
- WHO:** Treasurer
- RESOURCES:** DPC's budget

**TRAINING SUPPORT**

- WHAT:** scholarships, books and, when possible academic support
- HOW MANY:** 3 PEOPLE unable to work for different reasons
- WHO:** Volunteers
- RESOURCES:** Free and DPC's budget

**FACILITATING LABOR INCLUSION**

- WHAT:** Contacts with employees and trainers (3)
- HOW MANY:** 7 contracts and 3 PEOPLE trained
- WHO:** Volunteers and associated members
- RESOURCES:** Free (volunteers)

**MEDICAL AND/OR THERAPEUTIC ACCOMPANIMENT**

- WHAT:** We are strongly committed to the physical and mental health of the people we work with. Unfortunately, we do not have the resources we would like to.
- HOW MANY:** Dental health for 7 PEOPLE, physiotherapy 2 PEOPLE, mental health 1 PERSON
- WHO:** Treasurer
- RESOURCES:** DPC's budget

**TRANSCULTURAL EVENTS**

- WHAT:** Understanding transculturality as the coexistence of the diverse, accepting both what we like and what seems strange to us in others, in 2023 we have made a special attempt to favor events with this quality. In small groups, in large groups and between two people, and the times when we have failed, we have been encouraged to do better in 2024..
- HOW MANY:** 20 PEOPLE
- WHO:** DPC team
- RESOURCES:** DPC's budget

**WE ARE GRATEFUL FOR THE INSTITUTIONAL INTERMEDIATION OF**

**Defensor del Pueblo Andaluz y Defensor del Pueblo Español**

**AS WELL AS THE COLLABORATION OF THE FOLLOWING NGOS THAT HAVE HELPED VARIOUS PEOPLE IN THE PROGRAM:**



**Fundación Don Bosco, Andalucía Acoge, Asociación Asamblea Económica Solidaria**



# 3

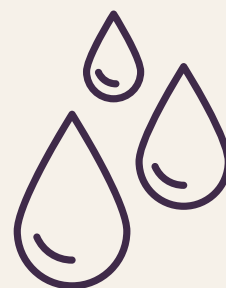
## WHAT DO WE DO IN THE HOST COMMUNITY?



### RAINDROPS PROGRAM

The **RAINDROPS PROGRAM** is an opportunity to work with the host community with events facilitating *awareness* and *dialogue* in which we talk about migration, we seek to dismantle information that promotes prejudices towards migrants and, above all, we call to action! We work with companies, universities, institutes, schools, and others.

Through the **RAINDROPS PROGRAM** we also coordinate online and offline advocacy actions, which allow us, in different ways, to promote positive information about migration.



**Alma and Emily** visited **Texas Tech University Center** in Seville and shared a talk with the students about the importance of inter-culture in our community, the challenges of migrants and refugees and the impact of stereotypes and prejudices in the processes of inclusion.

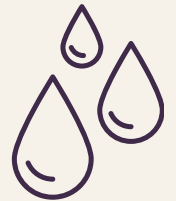


We conducted a talk with **CIEE** (Council on International Educational Exchange) students at the **Pablo de Olavide University** in Seville. The objective was to reflect on the impact of stereotypes and prejudices in intercultural contexts.

The facilitator of the talk was **Birane**, a musician and translator born in Senegal. His experiences as a migrant in Spain served as a reference to share very important information regarding the reality of coexistence and the inclusion processes in Seville.



Trinity Christian College Academy in Seville hosted us again this year! On this occasion, **Emily** and **Brice** participated in a talk with the students and teachers of the center. **Brice**, one of the Raindrops' volunteers, talked about his complicated journey from Cameroon to Sevilla, everything he experienced and the challenges he had to overcome. Listening to him was very impactful for the students.



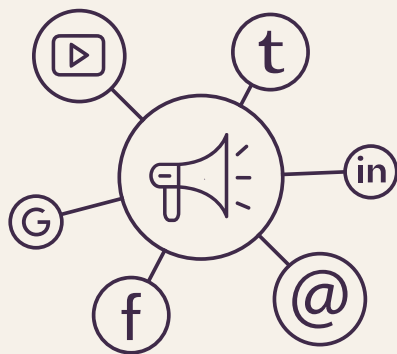
Within Raindrops, we have also started to visit the **Lady Drama Café Teatro** in Seville, to share good times and toast to the cause that inspires us.



Every Thursday, this bar hosts **Trivia Night** and this has been a good support for DPC. In addition to being able to talk a little about our goals and share testimonials, we receive donations from the trivia participants.

**Emily, Randa, Alpha, and Alejandro** have participated in many of these nights and always invited more people to join. The Raindrops Program reaches out to diverse audiences!

Through the **RAINDROPS PROGRAM** we also carry out **advocacy and awareness** actions ONLINE. Social media networks are a very important tool that help us show our work to the community and join other movements and campaigns in line with our mission. Through our virtual space **MIGRATIONS+** we promote positive communication initiatives on migration developed by other entities, media, universities, among others. Entities such as **porCausa** and **Accem** are some of the organizations we have highlighted this year.



*Migrations+*

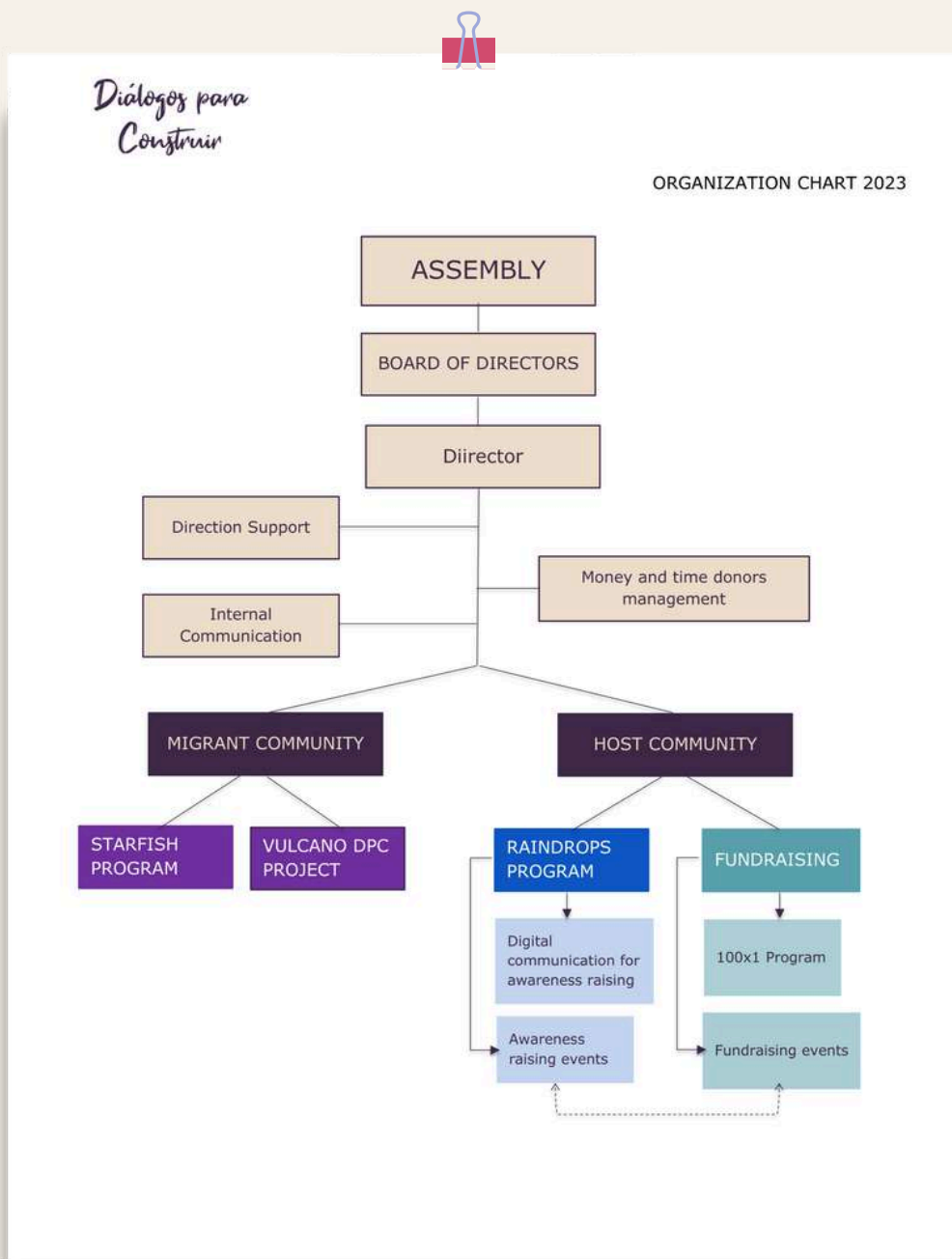




## TRANSPARENCY



In 2023 we established our headquarters on Calle Vulcano, thanks to a generous collaborator who has gifted this office space to DPC free of charge. And we continue to not have to pay salaries to the managers at DPC. At the end of 2023 we still only had one part-time paid executive assistant position. Below is our organizational chart:



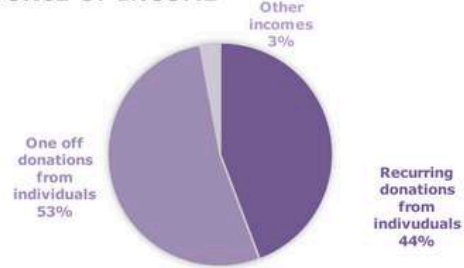
The following is a summary of the economic activity for **2023**, which has been **financed exclusively by private funds**.



**SOURCE OF INCOME**

Recurring donations from individuals:	25.051,50
One off donations from individuals:	29.895,14
Other incomes:	1.653,71
<b>TOTAL</b>	<b>56.600,35</b>

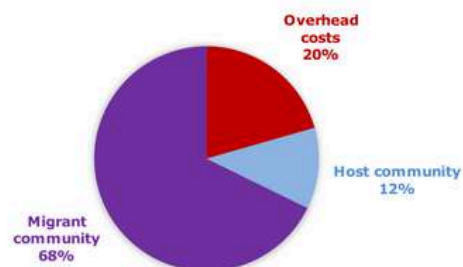
**SOURCE OF INCOME**



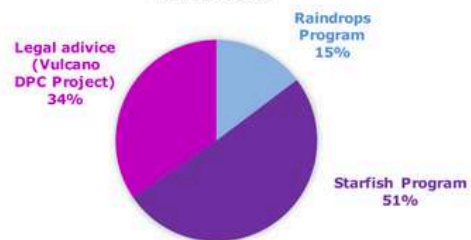
**EXPENSES**

<b>Overhead costs</b>	<b>10.289,31</b>
<b>Host community</b>	<b>5.848,79</b>
Raindrops Program	5.848,79
<b>Migrant community</b>	<b>33.898,78</b>
Starfish Program	20.192,59
Legal advice (Vulcano DPC Project)	13.706,19
<b>TOTAL</b>	<b>50.036,87</b>

**EXPENSES**



**EXPENSES IN PROGRAMS AND PROJECTS**



We are extremely grateful to everyone who has collaborated with us and who has donated their money and time (see page 18); because of them we have been able to continue fulfilling our mission.





# INSTITUTIONAL STRENGTHENING

One of the highlights of this year was obtaining a physical space to call our headquarters. This has helped us grow professionally, giving us a place where we can organize and coordinate meetings and events for our programs and projects.

Above all, having this space has been crucial to the success of our new project, Vulcano DPC Project, which has provided free legal aide to more than two hundred migrants.



*We always value teamwork, our coordination meetings, and new people who join us with their talent and ideas!*



## And we keep meeting month after month!



In 2023 we have held our "**Construyéndo[nos]**" meetings in which, informally, migrants and non-migrants from Diálogos Para Construir get together to have breakfast, talk, listen and exchange opinions on various topics. Thanks to these regular events, we have shared interesting moments which have been wonderful for strengthening our organization!

It's amazing how much we can learn from other people if we are willing to **DIALOGUE!** In a single conversation we can learn about a diversity of cultures and ways of thinking. Thanks to those who participate and join month after month!





# COLLABORATORS: PEOPLE AND ENTITIES

**Diálogos Para Construir** achieves its mission thanks to its **collaborators**. They are donors of **time** and **money** to whom we owe everything and that is why we consider them our main resource. Our diverse group of collaborators contribute a great deal of support to our programs and projects. Likewise, there are various **entities** with which we *network* with to support the process of social and labor inclusion of the migrants in the Starfish Program.



## TIME DONORS

Time makes us equal: all people have 24 hours each day. Is there anything more equal than donating your time?



**Alejandro** donates his time to support various actions; some related to his professional experience, others less so... We cannot fail to thank him for his continued willingness to **hire migrants** for various jobs.

**Gloria's** support is fundamental in accompanying various people in our **Starfish Program**. Her experience is of great help providing guidance regarding various administrative procedures, and she has also joined us to collaborate in the **Vulcano DPC Project**. Thank you Gloria for your availability!



**Randa** has been very involved with DPC. She has continued her collaboration with the fundraising team, helping to give it a major boost. She has also donated her time by giving English classes to interested **Starfish Program** participants. Thank you for your enthusiasm, your ideas and for making us laugh!



In 2023 we have added **Max** among our collaborators. He is an immigration lawyer, who offers his professional services for guidance and advice on immigration matters in the **Vulcano DPC Project**. Max is undoubtedly one of our biggest donors of time and talent.



This year we have welcomed **Manolo** as a collaborator. What a versatile person! Thank you for all the support in the management, paperwork, thorough research.... Both **Starfish Program** participants and managers benefit from your generosity :)



**Emi** continues to be an important part of our fundraising team. Her ideas and contributions from the U.S. are very important to DPC. Thank you Emi for supporting us in our mission!



**Lillian** continues to support us with the translation of various texts for our organization and we thank you for your collaboration!



**Alejandro** and **Susana**, beyond their Board of Directors and management functions, collaborate in many actions in support of the various DPC activities (Starfish Program and Vulcano DPC Project).

Specifically, we are grateful for their **mediation** in the area of rental housing for migrants. Even though migrants have the economic resources to rent an apartment it is difficult for them due to "real estate discrimination."



**Javier** continues to photograph our activities whenever we call on him. Thank you for your talent and your time! He helps us so much to create a visual memory of Diálogos Para Construir.

In **Yolanda** we have found a unicorn! She is a neighbor of the **El Hili family** and a worker at the hospital that takes care of **Taha**. We find her constant willingness to help this family admirable. We also appreciate the presence of **Javier**, whose closeness has been very good for **Ahmed**. Both are an example of empathy!



This year we have met **Lara** who has joined us to help with administrative tasks for the Vulcano DPC Project. Thank you for your willingness! Your help is essential for the day to day of this project.



We do not want to end this section without mentioning **Alma**. Outside of her working hours she manages our social networks with love and professionalism. Thank you Alma for this generosity!

*"How wonderful that no one needs to wait a single moment to start improving the world."*

*Anne Frank*



## CASH DONORS

None of this would be possible without you, thank you!

All of DPC's actions are financed with private money. This gives us more freedom in deciding which projects to support. We greatly value the financial support we receive from our **occasional** and **regular donors**.

We also have several fundraising initiatives that have been fundamental for DPC, and we would like to highlight the wonderful solidarity ideas that have been developed this year!



From the **[100 x 1] PROGRAM** we promote collaborative solidarity actions. That is, we encourage a group of people, each contributing a monthly amount, to help migrants who have a specific need or are facing an extreme emergency.

Through this initiative we have obtained donations designated for the **El Hili Family**. With these contributions we have been helping this family for two years, and we would like to thank all the people involved for their solidarity and perseverance!



We thank our **partner families** whose support is very important to our organization. From providing resources (housing, basic needs, etc.) to support the migrants they have taken in, to continuing to strengthen the bond created with occasional assistance after emancipation, you are always there. Thank you for your commitment and thank you for your attitude, always available for any request!



We appreciate the enthusiasm and ideas of **Laura, Veronica** and **Jackie** who continue to support us with the organization of fundraising parties to benefit DPC. *Valentine's Day, Halloween...* Any time is a great time for a fun and supportive get-together!

Thank you for your energy and solidarity!



**Álvaro** and **Lee**, apart from being members of DPC, actively collaborate in various fundraising actions promoted by themselves or their families. Their financial support is very important for our organization, but we also highlight their involvement by being an important part of our **support networks** when we need it.



*Every fundraising event is an opportunity for more and more people to learn about our work!*



Humor and solidarity merged in a wonderful way! The group of actors and actresses of improvisation and comedy "**The Improvites**" (Sevilla), performed one of their usual presentations in our city, but, this time, with the aim of donating the proceeds of the tickets to **DPC**. Thank you, artists!



**Thanksgiving dinner in solidarity!** A feast that, year after year, is celebrated by our collaborators from the United States. It is a time to give thanks and to share with those in need. Thank you for the help offered to **DPC** through this event!



We participated in the **Christmas Solidarity Market** organized by **Aekta Makhijani** and **Audrey Rajah** (Amar Sin Fronteras), two enthusiastic women committed to solidarity work in Seville. **Emily, Randa** and **Susana** were in charge of organizing **DPC's** participation. Our friend **Brice** collaborated by providing free transportation with his company **Mudanzas & Transportes Duala Seville**, and **Mohammed** and **Yacouba** collaborated at the bar. We had a wonderful table of cookies and Christmas sweets for sale! We thank them for making us part of this initiative and, of course, also for the proceeds.

## Celebrate and Donate!

Making special moments a solidarity action!



**Lourdes**, a friend of DPC and donor, celebrated her birthday in a very creative way and encouraged her friends and family to give her a gift by donating to DPC. Thank you Lourdes for your initiative and solidarity!



Our little friend **Sloane** had a wonderful idea! She decided to donate her Christmas gift to our organization. You are a very special person!

## NETWORKING AND ALLIANCES

Weaving relationships and complicity...



**Asociación de Familias de Acogida y colaboradoras (ABRÁZAME)** is an organization with which we have common goals. We are happy to have initiated contact this year and to continue sharing experiences and collaboration for inclusion!



Thanks to **Pilar, Montse and Pedro** from the **Economic Solidarity Assembly Association**. We are very grateful for the connection we made to guarantee housing for young migrants who want to study. We do not forget **Juan J. and Javier**.



We appreciate the willingness of the **Integra Educatio Academy** to collaborate with us to raise awareness about migration. Integra Educatio is also one of the entities that regularly donates to DPC, thank you for your support and enthusiasm for networking!

We do not want to forget other important people in our support networks: **Eva, Rafa** and his friends, **Amadys, Marta**, the people from **Red de Apoyo** for young migrants, **Ramón, Leslie, Jesse, Vicky and Antonio**... and all the other people who have dedicated a little bit of their time to us this year.

# COLLABORATING ENTITIES

Always collaborating, never competing

Diálogos Para Construir is also grateful for occasional collaborations with the following entities and companies with which it has expanded its network. Their collaboration has been very important when creating alliances for training, socio-labor inclusion and awareness-raising actions.



# EMPLOYER COMPANIES

We wish there would come a time when this issue could cease to exist...

We believe that a culture of diversity and inclusion in companies is possible. We would like to thank the following companies that are an example in this regard:



Matahacas Grupo R&D





# WE WANT TO KEEP MOVING FORWARD...

YOUR DONATION ALLOWS US TO GENERATE OPPORTUNITIES!

YOU CAN COLLABORATE BY MAKING A ONE-TIME OR REGULAR  
TRANSFER TO THE FOLLOWING ACCOUNT:

**ES28 2100 7172 2502 0019 1822**

FIND OUT MORE WAYS TO DONATE [HERE](#)

[www.dialogosparaconstruir.org](http://www.dialogosparaconstruir.org)



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