

I see Deaf people

- 500 000 Deaf and 1.4M Hard of Hearing South Africans
- Who's language isn't recognised
- Limited access to education
- 70%+ of adults are unemployed
- Are locked out of the economy

I see Deaf people

- An established business that embraces this diversity
- Breaks down communication barriers
- Fosters integration
- Trains, employs and is run by Deaf people





Meet Thembe





Meet Kaye-Lynne





How to order from us

- Look us in the eye
- Speak normally (shouting doesn't help)
- Point at the menu
- Write it down
- Or ask us to teach you how to sign

Pick 'n Pay Social Innovation







Counting the beans







Full of Beans









Human beans

- Two trainers
- Small sites 4 staff members
- Medium sites 6 staff members
- Large sites 9 staff members
- Mobile sites 3 staff members
- 2 support staff

Spill the beans

- For profit Social Enterprise
- Employees and other Deaf beneficiaries51% shareholding
- 31% female

Spill the beans

- Ownership is true empowerment
- Deaf culture needs to become a mainstream brand
- Shared value leads to full integration, develops life skills, confidence and self worth
- Skills and Enterprise Development funding in return for significant B-BEEE scorecard points

Spill the beans

- Gym building has sold and will be demolished in February 2017
- We require seed funding for a mobile solution
- Barista training accreditation
- Implement our rollout strategy







Attracting tourism

- Genuine engagement and selfless funding
- Understanding that disabled people travel
- Establishing world class tourist destinations for all
- International Deaf-run barista school

























