

The Other Foundation is a values-based **community** foundation. That means it is a foundation for a community of people that shares a basic core of values based on respect for the **dignity of every human person**, including social equality, inclusion, human progress, and freedom.

The Foundation contributes to building just and caring societies in southern Africa, and gathers under its organizational umbrella, a community of people who share that vision.

Above all else, the Foundation and those associated with it will strive to be **authentic**. The Foundation will gather a team of personnel who are:

- In touch with themselves, and who do not 'cover' at work or in the social settings that they engage;
- In touch with the realities of the region in which they work and the groups that they work with;
- Conscious of the Foundation's identity and culture as a community Foundation; and
- Comfortable with their and the Foundation's role in a bigger world of other actors.

The main ways that the Foundation will develop its authenticity will be by being **accountable** through **transparent** and **participatory** processes in the various aspects of its work, whether it be philanthropy development, grant making, convenings, or research.

To that end, each person associated with the Foundation will make a commitment to:

- Be **honest** in all their dealings;
- Disclose and remove themselves from situations in which they have conflicts of interest; and
- Impartially implement the Foundation's declared policies and procedures.

They will maintain their **integrity** by not misleading others through the information that they disclose or the information that they withhold, or by giving the wrong information – both as an organization and as individuals involved with the Foundation.

The Foundation will publicly declare as much information about its workings as it can, and will follow **open** and **fair** procurement procedures.

The Foundation and all its personnel will be **open to scrutiny**. To enable this, everyone associated with the Foundation will make an effort to use **simple, plain, and clear language** when they engage in the work of the Foundation so that the work of the Foundation can be accessible.

Another way that the Foundation will remain authentic is by being as **responsive** as possible to the people and situations that it is focused on. In that way, the Foundation will remain always **relevant** and **engaged**. It will be a **purposeful** Foundation made up of a team of people who are aligned to its purpose.

Everyone who is associated with the Foundation will therefore be expected to keep their word, deliver on their promises, and actively play their full part to advance the mission and purpose for which the Foundation exists.