

The Other Foundation is a southern African regional community foundation that defends and advances the human rights, well being, and social inclusion of people of all sexual orientations and gender identities. The three major languages used in the region are English, Portuguese, and French. However, the Foundation is limited in its ability to operate fully in all three of these languages. To balance the interests of inclusiveness, wide reach, ownership of the Foundation across the region, creating a sense of belonging by diverse language groups, as well as efficiency and effectiveness, the following principles will therefore guide the language usage of the Other Foundation:

1. The main business language of the Foundation will be English.
2. The language of operation of the board of trustees will be English.
3. The language of operation in the Foundation's offices will be English.
4. Official correspondence from the Foundation will normally be in English.
5. Call for grant applications will normally be issued in English, Portuguese, and French.
6. Grant proposals will be accepted in English, Portuguese, and French although a preference for the submission of proposals in English will be declared.
7. Guidelines for the submission of grant applications will be provided in English, Portuguese, and French.
8. The Foundation's website and social media platforms will be presented in English, with an effort made to occasionally reflect the Foundation's awareness of and attentiveness to language diversity.
9. Proficiency in all three languages will not be a requirement for appointment to any post in the Foundation. However, proficiency in English will be a necessary requirement and proficiency in Portuguese and/or French in addition to that will be highly desirable and give candidates a strong advantage.
10. The full personnel profile of the Foundation at any time should include competency in Portuguese and French when taken as a whole.
11. Effort will be made to reflect the Foundation's attentiveness to all three major languages in the region in any publicity or materials that may be developed.
12. For major convenings of the Foundation, efforts will be made to provide simultaneous translation in English, Portuguese, and French as far as is possible, taking account of the particular needs of participants.
13. Submissions made to the Foundation in Portuguese and French will be translated into English for processing by the Foundation's operational team.