



Organization Name: We Speak Eleven
Reg. No: Pending
Address: 6 Ivory Park, Stilfontein, 2551
+27 78 213 3640 | +27 61 523 6299 |
<https://we-speak-eleven.co.za>

Official Governance & Anti-Corruption Charter

We Speak Eleven

Introduction

We Speak Eleven is governed by a volunteer board and leadership team committed to transparency, accountability, and ethical management.

This Charter outlines the initiative's standards for governance, financial stewardship, and anti-corruption practices, ensuring that all operations uphold public trust, cultural dignity, and institutional credibility.

All decisions, financial reporting, and partnerships follow recognised best practice for non-profit and public-interest cultural governance. These standards ensure that the initiative reflects the interests of participating communities, funders, public stakeholders, and regulatory bodies.

All staff, volunteers, partners, collaborators, and participants associated with We Speak Eleven are bound by this Charter.

1. Purpose of This Charter

This Governance & Anti-Corruption Charter establishes the ethical, operational, and accountability framework under which We Speak Eleven operates.

The Charter exists to:

- Protect public trust
- Ensure fairness and equal representation
- Prevent corruption, political misuse, or financial impropriety

- Provide transparency to government bodies, sponsors, cultural participants, and the public

This document applies to all individuals and entities involved in We Speak Eleven, without exception.

2. Core Principles

We Speak Eleven is governed by the following non-negotiable principles:

2.1 Integrity

All decisions are made honestly, lawfully, and in the best interest of the initiative's public cultural purpose.

2.2 Transparency

Operational, financial, and participation processes are documented, traceable, and open to scrutiny.

2.3 Equity

All cultural groups, participants, and partners are treated equally.
No individual or group receives preferential treatment.

2.4 Independence

We Speak Eleven is non-political and non-partisan.
No political party, candidate, or ideological group may influence or benefit from the initiative.

2.5 Accountability

Clear responsibility exists for decision-making, with mechanisms for review, correction, and enforcement.

3. Governance Structure & Roles

We Speak Eleven operates under a **two-tier governance structure** designed to ensure accountability, cultural integrity, and independence, while preventing concentration of power or political influence.

3.1 Board of Governance

The Board of Governance holds ultimate fiduciary, legal, and strategic responsibility for the initiative.

Its responsibilities include:

- Financial oversight and approval
- Governance compliance and risk management
- Protection of the initiative's public-interest mandate
- Appointment and oversight of executive and operational leadership

The Board acts collectively and in accordance with recognised non-profit governance standards.

3.2 Cultural Advisory Council

A Cultural Advisory Council may be appointed to provide **non-binding guidance** on matters relating to:

- Cultural representation and heritage integrity
- Language inclusion and accessibility
- Community participation and dignity

The Cultural Advisory Council:

- Holds no voting, fiduciary, or financial authority
- Does not influence procurement, funding, or operations
- Exists solely to advise and inform governance decisions

This structure ensures that cultural voices are respected without creating governance conflict, political capture, or factional control.

4. Scope of Application

This Charter applies to:

- Project founders and organisers
- Governance and advisory members
- Sponsors and funding partners
- Cultural village representatives
- Artists and performers
- Vendors, suppliers, and contractors
- Volunteers and operational staff

Participation in We Speak Eleven constitutes acceptance of this Charter.

5. Anti-Corruption Policy

We Speak Eleven enforces a **zero-tolerance policy** toward corruption in any form.

Prohibited conduct includes, but is not limited to:

- Bribery or attempted bribery
- Kickbacks or inducements

- Misuse of funds or assets
- Undisclosed conflicts of interest
- Nepotism or favoritism
- Political influence or leverage
- Misrepresentation of authority

Any breach may result in immediate removal from the initiative and, where applicable, referral to appropriate authorities.

6. Conflict of Interest

All individuals involved in decision-making must:

- Disclose any personal, financial, or institutional interest that could influence their role
- Recuse themselves from decisions where a conflict exists

Failure to disclose a conflict constitutes a breach of this Charter.

7. Financial Governance

7.1 Funding & Sponsorship

- All funding sources must be lawful, ethical, and aligned with the initiative's values
- No funding may compromise cultural independence or integrity
- Political funding or conditional influence is prohibited

7.2 Financial Transparency

- Funds are allocated only for approved operational and cultural purposes
 - Financial records are maintained and available for audit or review
 - Misuse of funds results in immediate disciplinary action
-

8. Continuity, Succession & Institutional Stability

We Speak Eleven is designed as a long-term public-interest cultural initiative, not a personality-driven project.

To ensure continuity and institutional stability:

- Governance authority resides with the Board of Governance, not any individual
- No single founder, family member, or stakeholder holds unilateral control
- In the event of resignation, incapacity, or withdrawal of any founder or board member, continuity is maintained through formal board procedures

Where family members of the founding entity are involved, their participation is subject to the same disclosure, oversight, and accountability requirements as all other governance participants.

This ensures leadership continuity serves the initiative's public purpose and does not compromise trust or independence.

9. Village Allocation & Participation Fairness

Cultural Village placement and participation are governed by a documented, neutral allocation system designed to ensure:

- Equal visibility
- No symbolic or physical hierarchy
- No preferential positioning
- Transparency and public accountability

Village allocation is conducted through a **pre-determined, randomised numbering system**.

To protect the integrity of this process:

- The full village numbering schedule was finalised in advance
- The document was sealed, date-stamped, and officially certified by the South African Police Service prior to any bookings or allocations
- The sealed document is opened only once all village bookings are complete, in a publicly verifiable setting

This process ensures independence, auditability, and protection against interference.

10. Artists & Cultural Participation

Artists participate in We Speak Eleven:

- On a voluntary, non-exploitative basis
- As cultural contributors, not commercial performers

No artist or group may be promoted as superior to another.
The festival is not a competition.

11. Political Neutrality

We Speak Eleven:

- Does not endorse political parties, candidates, or policies
- Does not allow campaign messaging or political branding
- Does not permit political speeches or mobilisation

Any attempt to politicise the initiative constitutes a breach of this Charter.

12. Safety, Conduct & Compliance

All participants must:

- Comply with safety regulations and event rules
- Respect cultural, religious, and personal boundaries
- Avoid alcohol abuse, drug use, or disruptive behaviour

Non-compliance may result in removal from the event.

13. Oversight & Review

We Speak Eleven commits to:

- Ongoing governance review
- Independent oversight mechanisms where appropriate
- Continuous improvement of ethical and operational standards

This Charter may be updated to reflect best practice, provided its core principles remain unchanged.

14. Public Accountability

This Charter is publicly available to:

- Ensure transparency
- Invite scrutiny
- Build institutional and public confidence

Credibility is earned through conduct, not claims.

15. Closing Statement

We Speak Eleven exists to serve the people of South Africa through culture, dignity, and shared experience.

This Charter is not symbolic.

It is operational.

It is enforceable.

Appendix A: Village Allocation Integrity & Verification Procedure

Purpose

This appendix documents the procedures implemented to ensure fairness, neutrality, and transparency in Cultural Village placement.

Pre-Determined Allocation Framework

Village positions are assigned through a pre-determined, randomised numbering system established prior to any bookings or confirmations.

Certification and Sealing

The allocation schedule was:

- Completed in advance
- Physically sealed
- Date-stamped and certified by the South African Police Service

Non-Interference Safeguard

Once sealed, the document remains unopened and unaltered until all bookings are complete and disclosure occurs in a verifiable setting.

Disclosure and Verification

The document is opened in the presence of relevant stakeholders to ensure equal treatment and public verification.

Audit and Oversight

Supporting documentation is retained and may be made available for independent verification upon formal request.