



**European Cooperation
in the field of Scientific
and Technical Research
- COST -**

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COST 030/13

MEMORANDUM OF UNDERSTANDING

Subject : Memorandum of Understanding for the implementation of a European Concerted Research Action designated as COST Action IS1306: New Speakers in a Multilingual Europe: Opportunities and Challenges

Delegations will find attached the Memorandum of Understanding for COST Action IS1306 as approved by the COST Committee of Senior Officials (CSO) at its 187th meeting on 15-16 May 2013.

MEMORANDUM OF UNDERSTANDING
For the implementation of a European Concerted Research Action designated as
COST Action IS1306
NEW SPEAKERS IN A MULTILINGUAL EUROPE: OPPORTUNITIES AND
CHALLENGES

The Parties to this Memorandum of Understanding, declaring their common intention to participate in the concerted Action referred to above and described in the technical Annex to the Memorandum, have reached the following understanding:

1. The Action will be carried out in accordance with the provisions of document COST 4154/11 “Rules and Procedures for Implementing COST Actions”, or in any new document amending or replacing it, the contents of which the Parties are fully aware of.
2. The main objective of the Action is to bring into focus the challenges and opportunities involved in acquiring, using and being understood as a “new speaker” of a language in the context of a multilingual Europe.
3. The economic dimension of the activities carried out under the Action has been estimated, on the basis of information available during the planning of the Action, at EUR 52 million in 2013 prices.
4. The Memorandum of Understanding will take effect on being accepted by at least five Parties.
5. The Memorandum of Understanding will remain in force for a period of 4 years, calculated from the date of the first meeting of the Management Committee, unless the duration of the Action is modified according to the provisions of Chapter IV of the document referred to in Point 1 above.

A. ABSTRACT AND KEYWORDS

Globalization, increased mobility and transnational networking transform the linguistic ecologies of contemporary societies. In this COST Action the aim is to bring *multilinguals* into the focus of these processes by investigating the challenges and opportunities involved in acquiring, using and being understood as a “new speaker” of a language in the context of a multilingual Europe. New speakers, from this perspective, are all multilingual citizens who, by engaging with languages other than their “native” or “national” language(s), need to cross existing social boundaries, re-evaluate their own levels of linguistic competence and creatively (re)structure their social practices to adapt to new and overlapping linguistic spaces.

The network facilitates structured dialogue and collaboration amongst researchers from three different multilingual strands: regional minorities, immigrants and transnational workers. Through the network, the Action will foreground common threads across the different strands, compare “new speaker” profiles across multilingual contexts and develop a holistic understanding of this new sociolinguistic paradigm that can help to rethink how languages are managed at all levels including education, healthcare, workplace, family, community, the media, cyberspace and public institutions

Keywords: new speakers, multilingualism, language policy, legitimate speakers

B. BACKGROUND

B.1 General background

In this COST Action the aim is to bring into focus the challenges and opportunities facing individuals and groups who adopt and use a language variety other than their native language in the context of a multilingual Europe. Over recent decades important changes have taken place in the linguistic ecologies of contemporary European societies as a result of globalization, increased mobility and transnational networking. Multilingualism, both individual and collective, has become the rule rather than the exception and even a distinctive marker of Europeanness. The 2007 final report to the EU Commission of the “High Level Group on Multilingualism” highlights that practically all EU Member States have by now become multilingual and multicultural societies and require strategies at local, regional, and member State level for facilitating communication across language and cultural boundaries (EC 2007: 6).

Although there has been an attempt at both EU and national levels to address the opportunities and challenges brought about by increased linguistic diversity, the management of such diversity

continues to be influenced by the traditional foundations of linguistic nationalism on which European nation-states were built. Such foundations are based on the principles of linguistic homogeneity, nativeness and monolingualism. These principles have helped sustain a certain social order, characterized by socioeconomic hierarchies and inequalities and where linguistic difference has played a key role. These principles have also constituted and continue to penetrate the basic epistemologies of linguistics itself, giving primacy to the “native”, “first language”, “mother tongue” speaker of a language as a linguistic model over the “non-native” or “second language” speaker. As a result, the social and linguistic practices of “non-canonical” speakers have been at best ignored and at worst disparaged. This network shifts the focus away from the deficient model of linguistic ability and performance often implied in labels such as “non-native” speaker. Instead, attention is given to the very often untapped opportunities multilinguals present as “new” speakers in a linguistically diverse Europe.

The idea of becoming a “new speaker” and adopting an additional language is not in itself new. The notion of a *personal adoptive language*, distinctive from a person’s language of identity, was also explored in the 2008 set of proposals from the *Group of Intellectuals for Intercultural Dialogue* which was set up at the initiative of the European Commission as a means of strengthening Europe. The very fact that the notion featured in this initiative is testament to the significant role that such multilingual speakers are seen to play in Europe. However, much more needs to be known about how the new speaker concept can be understood across different multilingual contexts and the complex mechanisms involved in acquiring, adopting, using and being understood in a new adoptive language. In particular, more needs to be known about how such mechanisms are affected by power relations between “old” and “new” users and the potential tensions this can create around issues of legitimacy and access to resources. Through this understanding, the COST Action will contribute to the economic, cultural and societal development of Europe and its citizens.

The COST Action focuses on three broad profiles of new speakers in contemporary European societies:

- 1) In contexts where **indigenous minority languages** are spoken, there are growing numbers of “new speakers”, that is, individuals who learn a heritage language through schooling, adult classes or other formal means and adopt it as part of their linguistic repertoire. In many of these contexts, particularly where traditional communities of speakers are dying out, such “new speakers” constitute an important life-line in the process of linguistic revitalization and therefore the maintenance of Europe’s rich cultural and linguistic heritage. Despite this, academic research and policy makers have not always given this group adequate attention.

2) Large numbers of **immigrants** in Europe are adopting the new language of the community in which they have chosen to live. The acquisition of a new language is often essential to their prospects of integrating into the host society and playing their part in its economic, social, political and artistic life. However, their linguistic abilities in an adoptive language are often challenged by first language speakers and can serve as a source of discrimination and exclusion.

3) Globalization and European integration create a context for increased geographical mobility and the generation of “new speakers” amongst Europe’s **transnational workers** who to varying degrees and ways invest in multilingualism at work, at home, and through the cultural products they consume. While this sociolinguistic group is important for the economic and strategic interests of Europe, their linguistic experiences have to date been largely unexplored.

The long-term aim of the Action will be to coordinate the establishing of an overarching set of research questions and hypotheses which can then be operationalised, explored and tested empirically at these multilingual sites. The COST Action will provide the timeframe and structure to develop a common framework of understanding between academic and non-academic stakeholders.

B.2 Current state of knowledge

The “new speaker” concept is used in this Action to focus attention on the social agents implicated in the development of multilingual practices and lifestyles. The coining of this concept is relatively new but nevertheless builds on critiques of native speaker models which have, explicitly or implicitly, dominated linguistics and related strands including sociolinguistics, applied linguistics, linguistic anthropology or discourse analysis. From a socio-political perspective, native speakers of standard languages have been symbolically and institutionally regarded as the legitimate speakers of national languages. In other words, nativeness is strongly associated with claims to authority and, in some contexts, even beyond what is formally defined as “correct” or “appropriate” speech. The dichotomy between native and non-native speakers has implications in terms of access to academic qualifications, employment and general social recognition, which in turn affects access to economic resources. Millions of people throughout history have learned and used language varieties other than their “mother tongue”, “native”, “first” or “family” language. In the field of linguistics and its related strands, the “new speaker” category is one which has been examined under the perhaps more familiar, but now increasingly contested labels such as “non-native”, “second-language”, “L2”

speaker, “learner” etc. Similar to related notions such as “emergent bilinguals” (García&Kleifgen 2010) or “multilingual subjects” (Kramersch 2012), the term “new speaker” is an explicit attempt to move away from these older labels. It therefore builds on the now growing emphasis in multilingual research to understand the new communicative order emerging in the modern era, characterized by new types of speakers, new forms of language and new modes of communication. The “new speaker” phenomenon contradicts the ways in which both majorities and minorities have historically used language to legitimize claims to nationhood and cultural authenticity. The use of the “new speaker” label also reflects growing critiques in multilingual research of the fundamental epistemologies on which our understanding of language has been based. It differs from previous interpretations of the notion in that it prompts explicit enquiry of how linguistics as a discipline has participated in the reproduction of linguistic ideologies, essentially through abstract notions of “nativeness” which have been shown to have little or no empirical basis.

Issues around “nativeness” and “new speakerness” emerge in a variety of multilingual contexts, including the European Union, a political unit that brings together multiple “national” authorities. The revitalization of many of Europe’s lesser-used or minority languages has led to an increase in the number of new speakers of these languages as a result of more favourable policies within different national contexts. Related issues emerge in the context of immigrant communities where their languages are often different from that of the host community. There is a long tradition of scholarly critique of policies which ignore the native language of immigrants. The central role which was traditionally given to native speaker competence in the English language teaching industry has also come under critique. There is also a growing body of research in translation which queries the supremacy of translating into one’s mother-tongue and research which looks at the linguistic practices of transnational networks connected to youth cultures often associated with the use of international languages such as English, Chinese, French and Spanish.

Amongst scholars within these specific sub-disciplines there has been a questioning of the epistemologies of linguistics, of the ways people think about language and of the emphasis that has been on “native” speaker models. However, no overarching framework exists within which new speakers profiles can be understood, and specifically in the context of a multilingual Europe. Even within the three individual multilingual strands identified for this COST Action, no comparative frameworks exist. The aim of the COST Action will therefore be to bring individual researchers within and across the three multilingual strands into dialogue and to develop a common framework which help to tackle the challenges and maximise the opportunities which new speakers present in a contemporary Europe.

While the core group of researchers participating in the network are from a sociolinguistic,

anthropological linguistic background, the range of disciplinary expertise in the Action will extend beyond this to include researchers in the area of sociology, macroeconomics and political science. This expertise will be drawn from existing expertise within the institutions and centres within which the network participants work. Moreover, sociolinguistics is in itself an interdisciplinary field which draws on anthropology, sociology and political sciences. Within sociolinguistics, for instance, the sub-discipline of language planning often draws on political science, social psychology and human geography. This interdisciplinarity will be used to understand and explain new speaker profiles and practices.

B.3 Reasons for the Action

Language is a key component in accessing education, employment, social services and for community participation. It has also been seen historically in Europe as defining individual and collective identities. The processes whereby people learn new languages and become legitimate speakers of these languages are complex. Through this Action the aim is to better understand the potential social tensions that emerge from unequal access to participation of new speakers in Europe's multilingual projects. These inequalities pose a potential challenge to European integration, social cohesion and economic collaboration, as well as to the full participation of territorial and immigrant minorities. A shared understanding of these complexities across the different multilingual scenarios (including education, healthcare, youth culture, the workplace and NGOs) in which the participants of this network are working, will sharpen a knowledge of how to tackle the challenges that new speakers of different linguistic varieties face in the context of a multilingual Europe.

B.4 Complementarity with other research programmes

The wider policy objectives on which this Action builds, link with the existing 6th Framework Programme projects such as DYLAN, LINEE and LINEE+. The Action also resonates with the various European Research Area priorities as seen in the 7th Framework Programme and the upcoming Horizon2020 programme. These include the following:

Activity 8.5: The Citizen in the European Union

Area 8.5.2. Diversities and commonalities in Europe

SSH.2013.5.2-1. The multilingual challenge for the European citizen

SSH.2013.5.2-2. Transmitting and benefiting from cultural heritage in Europe

Further links which can be developed include:

SSH.2013.3.2-1. Social Innovation – empowering people, changing societies

Area 8.2.2. Regional, territorial and social cohesion

SSH.2012.2.2-1. Challenge: Governance of cohesion and diversity in urban contexts

C. OBJECTIVES AND BENEFITS

C.1 Aim

The aim of the Action is to bring into focus the challenges and opportunities involved in acquiring, using and being understood as a “new speaker” of a language in the context of a multilingual Europe.

C.2 Objectives

The objectives of the Action respond to the interests of both researchers and stakeholders:

Researcher-specific objectives:

- To coordinate a cross-case analysis of new speaker profiles within and across three multilingual strands and to identify common themes and theoretical frameworks across this disciplinary spectrum.
- To produce a special issue in an academic journal and an edited book addressing conceptual and theoretical commonalities across the three multilingual strands
- To develop a set of research questions and basic work plan for an international research project which will be used in future applications for funding.
- To develop a typology of new speaker profiles in the context of a multilingual Europe.

Stakeholder-specific objectives:

- To identify thematic areas of knowledge for which sufficient evidence exists to make immediate policy and practice recommendations, and that which requires further research

- To produce guidelines to assist stake holders in the successful management and development of linguistic diversity in regional minority and immigrant contexts, integration services and in multilingual corporate contexts
- To produce guidelines on adopting new languages for dissemination to the general public.
- Design a large-scale practitioner and policy dissemination programme including publications, web-sites and seminars, workshops and other events. Perform and evaluate at least one such Action (to be decided amongst researchers and stakeholders).
- To produce a research framework that is made accessible to the European Commission's Directorate-General of Multilingualism to guide future investment decisions in the European Research Area

C.3 How networking within the Action will yield the objectives?

The bringing together of experts from across different multilingual research strands will provide a holistic response to the inter-linked issues around new speakerness in a multilingual Europe. The network will bring together researchers and practitioners from a wide range of COST countries, drawing on the expertise of well-established, mid-career and early-career researchers in the field. This group of experts will come from three sub-strands and will include researchers in the area of Europe's lesser-used languages, immigrant communities and transnational workers. It is only by bringing together these three strands that a typology of new speaker profiles can be generated and through which a conceptual framework for understanding new speaker practices can be developed. Once this network is established, in consultation with stakeholders (including language planning bodies at national and regional levels, educationalists, public sector workers), it will be operationalized into a set of policy recommendations. The networking will allow the participants of the Action to take stock of what research exists across the three multilingual strands, what research can be replicated and what good practice exists. It will also allow the Action participants to identify what research needs to be carried out and what specific research questions need to be asked in order to allow further refining of the typology and framework developed through the COST Action.

C.4 Potential impact of the Action

The Action will involve the development of a Europe-wide group of researchers from across three main multilingual strands. This will add to the capabilities of the European Research Area to investigate new profiles of multilingual speakers emerging in a contemporary European context. Early Stage Researchers will directly benefit from their involvement in the Action through Training Schools and Short-Term Scientific Missions (STSMs).

The COST Action will also promote the capabilities of a multilingual European workforce. This is very timely as Europe faces hard competition from organisations and from emerging economies outside the EU.

C.5 Target groups/end users

The following practitioner and policy groups are likely end users of the results of this Action:

Private sector organisations with a multilingual workforce;

Public sector organisations who deal with a multilingual customer base (e.g. hospitals, local housing authorities, social welfare offices, schools);

The European Commission:

The European Commissioner for Education, Culture, Multilingualism and Youth, Directorate General for Education, Training, Culture and Youth, European Observatory for Plurilingualism and the European Research Council (ERC);

European Networks:

Such as Network to Promote Linguistic Diversity (NPLD), Network of European Language Planning Boards, Languages in a Network of European Excellence (LINEE), Language Dynamics and Management of Diversity EU-Sixth-Framework Integrated Project (DYLAN), Polyglott4.eu, The Mercator European Research Centre on Multilingualism and Language Learning;

National and Regional Governmental Organisations responsible for the language planning and policy initiatives;

Key stakeholders in the political process: In view of the contentious nature of migration and language in the current climate key stakeholders addressed will include government departments which deal with immigration policies. Stakeholders will also be involved at other levels including those who come into contact on a daily basis with immigrants. These will include cross-border immigration officers, police, health care workers and the social housing sector.

New speakers: New speakers of indigenous minority languages, immigrant groups and transnational workers are also in and of themselves end-users of the results of the Action.

The Action's coordination activities will also provide useful outcomes for research groups concerned with issues around the management of linguistic diversity from both a policy and research perspective.

D. SCIENTIFIC PROGRAMME

D.1 Scientific focus

The most important coordination tasks for this Action are:

- a) Generating a working hypothesis of what it means to acquire, adopt and be understood in a language variety other than one's native one. This hypothesis will be further tested, refined and adapted in the post-networking phase of the Action
- b) Developing a set of guidelines for stakeholders that can have an impact on policy and practice

In order to achieve these tasks, this Action will employ two main networking strategies:

1. Coordination of cross-case analysis: Because the core participants in the network rely mainly on ethnographies, life histories and discursive material, a wide range of cases are covered, both in terms of speaker profiles and specific linguistic practices. The strength of case-specific research is that it provides insights into the 'how' and 'why' of a phenomena, focusing on real-time and real-life events. One of the drawbacks of this method of data collection is their extrapolation to a wider social context. The cross-case approach which will be used will test the extent to which new speaker practices in one context are similar or different in others and whether or not some set of generalizable trends can be identified across all cases. Grounded Theory (Glaser 1992) will be used to identify patterns across cases and to identify common themes. This approach will thus allow for what Glaser and Strauss (1999) refer to as the "theoretical saturation" of the sample, strengthening the robustness of the theoretical framework.

2. Coordination of the co-production of knowledge: There has been a strong strand in applied linguistics, sociolinguistic and their related-strands of giving priority to empowering models of research, that is, research on, for and with a wide range of stakeholders and partners. Many of the participants in this Action work within that tradition, drawing on methods of enquiry such as action research, where research is located in the realm of the practitioner (Carr and Kemmis 1984) and the co-production of knowledge. This resonates with Gibbons et al.'s (1994) 'Mode 2' research in

which diverse research teams are used in order to generate research outcomes. This Action brings together academics, practitioners and policy makers in pursuit of its aims. The co-production of knowledge will help to guarantee the usability of the research outcomes, identify gaps in existing knowledge and point to more user-ended avenues of research. As well as involving policy makers and other key stakeholders, new speakers themselves will be involved in this co-production of knowledge.

D.2 Scientific work plan methods and means

The coordination activities aligned with this Action will be carried out in three phrases. Each phase will largely revolve around the preparation of a Whole Action Conference (WAC) which will serve as a forum for sharing and disseminating research outcomes amongst researchers, practitioners and policy makers. Different Working Groups will meet before and after the WAC. The purpose of these meetings will be either to take stock of existing research within their assigned strand in preparation for the WAC or to take on board new ideas and recommendations. It will be the task of the Management Committee and the Steering Group to set up the relevant Working Groups at each phase of the network.

Phase 1: Meta cross-case analysis of new speakers in a multilingual Europe (18 months)

The aim of this phase of the network is to coordinate a cross-case analysis within and across the three multilingual strands identified by the Action. This cross-case analysis will be used to typologise new speaker profiles and, in preparation for Phase Two, to identify recurring themes across the three strands which show strongest explanatory power and which are of greatest policy relevance. In line with these objectives, at the first Management Committee Meeting, the Action's participants will select the strand (and hence which Working Group) in which they may participate, corresponding to their multilingual area of expertise. Working Group 1 (Indigenous minority languages), Working Group 2 (Immigrant groups) and Working Group 3 (Profiles of transnational workers) will map new speaker profiles within their respective strands and identify relevant themes relating to the new speaker concept. These working groups will be led by Working Group Leaders, who will co-ordinate group meetings, design activities and synthesise contributions of its members in preparation for Phase Two. The synthesis of individual multilingual strands during Stage 1 makes the quantity of information and data to be processed more digestible for Stage 2. This in turn makes the Action more manageable. In addition to Working Group 1, 2 and 3, other three Working Groups will be set up. These include Working Group 4 (Methods and Concepts), Working Group 5

(Dissemination and Impact) and Working Group 6 (Training Schools and Short-Term Scientific Missions – STSMs). All groups will meet twice during Phase 1 to coordinate their efforts. One of these meetings will take place prior to the Whole Action Conference (WAC) and the second after the WAC has taken place. Working Groups can initiate a number of STSMs to assist in their scientific objectives in preparation for the WAC.

The Whole Action Conference (WAC) will be open to the Action participants, practitioners (from education, health care, social services, etc.) and policy makers. The WAC will facilitate the identification of overlapping themes across the three multilingual strands and their connection with policy and practice. Working Group Leaders will be tasked with organising panel discussions at the WAC. Participating researchers and stakeholders will be invited to make presentations at these panels and where appropriate, to act as discussants in their role as investigators, practitioners and/or language planners. The Management Committee will hold a total of three meetings in Phase One. These include the initial Action meeting, a preparatory meeting in the lead-up to the WAC and a meeting to take stock of the Action's progress. At this Management Committee Meeting, three broad themes will be identified, agreed upon and taken forward to the next phase of the Action. In addition, some themes that relate to specific new speaker cases and not across all three multilingual contexts will may be taken forward in the STSMs. By restricting Stage 2 to three specific themes, the Action sets a more realistic goal of achieving its objectives within the four-year period.

The outputs at the end of Phase One will comprise the following:

Scientific Outputs

- A portfolio of new speaker profiles within each of the three multilingual sub-strands
- The identification of three main cross-sectional explanatory themes for new speaker practices

Co-ordination Outputs

- 3 Management Committee Meetings
- 1 Whole Action Conference
- 2 Formal Meetings of the Working Groups 3-6 STSMs in support of specific objectives of working groups or stakeholders.

Dissemination Outputs

- Communications and press releases on initial awareness delivered to target stakeholders
- Formal report publications encapsulating themes and academic papers capturing initial thinking

Phase Two: Developing a Research and Dissemination Framework (18 months)

This phase coordinates the exploration of the themes identified in Phase One as having strongest explanatory potential across the three multilingual strands. In line with this objective, the existing structure of Working Groups 1, 2 and 3 will change and will be reshaped according to theme as opposed to multilingual grouping. Under this new structure minority language experts will, for example, be regrouped with researchers investigating immigrant communities or transnational workers, thus allowing for intergroup dialogue and collaboration. The participation of different stakeholders, including policy makers and practitioners, will also facilitate the co-production of theoretically and policy relevant knowledge. The Working Groups will work on their assigned theme and explore the theme according to its explanatory power, its relevance to policy makers and practitioners and relevance to the different new speaker profiles. Apart from the structural change in these three working groups, the network will operate in a similar fashion to Phase One.

The outputs at the end of Phase Two will comprise the following:

Scientific Outputs

- The identification of those themes which require additional research and the scoping of these research requirements

Co-ordination Outputs

- 3 Management Committee Meetings
- 1 Whole Action Conference
- 2 Formal Meetings of each Working Group
- 3-6 STSMs in support of the Working Groups' objectives

Dissemination Outputs

- The Action web-site maintained and developed
- Communications and press releases relating to the identification of new speaker profiles
- Practitioners' publications of initial findings
- Joint scientific articles and collective academic publications.

Phase Three: Enacting and Disseminating the Framework (12 months)

The final phase of the Action's networking activities will focus on identifying and disseminating the main research outputs and on producing an overall framework. The first meeting of the Management Committee during this phase will aim to define the structure of the final Whole Action Conference. Working Groups will meet once during Phase 3. Scientific or information sharing activities at this stage will be carried out through STSMs. The WAC will bring together findings from the individual Working Groups leading to a final output which will take the form of a framework for understanding new speaker practices in a multilingual Europe. At this meeting, working groups will present their specific outputs, be these policy guidelines, policy evaluation reports, research findings, proposals for further research on the design of research applications. The whole Action will finalise and ratify the Framework and use a collaborative workshop approach to develop plans for its enactment and dissemination. Plans will include encapsulating practitioner and policy outputs in hard-copy and electronically, the design and delivery and dissemination events and the development of research funding proposals based on the framework. It is envisaged that the further research needs identified by this Action may demand new skill-sets from researchers within the European Research Area, especially in terms of the research methodologies and strategies employed by researchers coordinated in this Action. To this end, provision for the design and delivery of one Training School for Early Stage Researchers has been made in the plans for this Action. Through these mechanisms, this Action will coordinate and promote the development of a Europe-wide network of researchers from different multilingual strands which would also add considerably to the capabilities of the European Research Area to provide world leadership in research and policies linked to the management of linguistic diversity.

Research Outputs

A framework that:

- Identifies guidelines for policy changes relating to new speaker practices

- Identifies the key areas that still need to be investigated to further enhance an understanding of new speakers practices in a multilingual Europe
- Research teams identified from Action participants to develop research projects identified in the final Action framework

Coordination Outputs

- 2 Management Committee Meetings
- 2 Steering Group Meetings
- 1 Whole Action Conference
- 1 Formal meeting each of Working Groups (6 in total)
- 1 Training School designed and delivered

Dissemination Outputs

- The Action web-site maintained and developed
- Communications and press releases relating to the identification of new speaker behaviours delivered
- Contributions made to appropriate international research conferences
- 2 further events aimed at specific target audience groupings delivered and 2 further co-sponsored events identified with best practice organisations
- A series of practitioner publication articles on final findings published

E. ORGANISATION

E.1 Coordination and organisation

In this section the management of the Action is discussed in terms of its governance and measures which will be put in place to support the co-ordination of the research activities undertaken. The

milestones used to monitor the progress of the Action are also outlined here.

Action Governance: The Action will be launched by an initial Management Committee Meeting. At this meeting the Chair and Vice-Chair of the Action will be elected along with six Working Group Leaders. This meeting will establish the specific *modus operandi* of the Action and will determine the following:

- Policies on equality of gender representation and inclusion of early career researchers.
- Processes to identify participants in each of the Working Groups
- Control mechanisms for the Action to ensure targets met
- Processes for determining the details of the STSMs and Training School programmes.

The Chair of the Action, the Vice-Chair and six Working Group Leaders will form a Steering Group for the governance of the Action. This body will meet on a virtual basis throughout the four years of the Action and physically before and after each Whole Action Conference. The Steering Group will oversee the enactment of decisions made by the Management Committee and communication between and amongst participants in the Action. The Management Committee will meet a total of eight times during the Action and will be responsible for enacting the policies and processes determined at its launch meeting.

Action Coordination of Research

Three mechanisms are utilised by this Action in order to co-ordinate the research undertaken under its auspices.

Whole Action Conference (WAC): The main coordination mechanism for the research undertaken by the whole COST Action is through three General Action Meetings corresponding to Phase 1, Phase 2 and Phase 3 of the project. The Whole Action Conference will be open to all participants of the Action, research group leaders, researchers, early-career researchers and stakeholders. Non-action participants (i.e. stakeholders, journalists or individual researchers) can be invited to attend based on proposals made by the Management Committee. WACs will give participants the chance to collate and to ratify their research experiences in line with the objectives set for each stage of the Action as outlined in Section D.

Working Groups: Specific aspects of the research programme will be co-ordinated through

Working Groups. The format of these groups is discussed in more detail in Section E2.

Short-Term Scientific Missions (STSMs): The specific research tasks coordinated by the working groups will also be supported by STSMs. These will focus on Early Stage Researchers and involve visits to research centres or institutions of other Action participants to access particular case-study data or to acquire new knowledge in terms of theories, concepts and methods.

Milestones: There are three major milestones for this Action. These are represented by the end points of each of the Phrases at 18 months, 36 months and 48 months. Interim milestones will also be established at six-monthly intervals within the Phases to ensure effective control of the project. These interim milestones will correspond with meetings of the Steering Group and of the Management Committee. These milestones will be broken down further within each of the three Phases and three-monthly review periods will be established at the end of which Working Group Leaders will produce short progress reports on the activities of their individual group. These reports will be reviewed by members of the Steering Group and in cases where targets have been delayed, recovery plans put in place.

E.2 Working Groups

This Action will consist of six working groups. Working Groups 1, 2 and 3 constitute the “initial” working groups and operate in Phase One only. These three Working Groups will each focus on the analysis of new speaker profiles and take stock of existing research and findings corresponding to the three multilingual strands identified in the project, namely, Indigenous minority languages (Working Group 1), Immigrant groups (Working Group 2) and Transnational workers (Working Group 3). In Phase 2, in line with the objectives of the Action, groups corresponding to the three multilingual strands will be re-structured according to three themes which emerge from Phase One. In order to maintain consistency, the Management Committee will seek to maintain the same Working Group Leaders over the life of the Action. The three “consecutive” Working Groups in the Action will include Methods and Concepts (Working Group 4), Dissemination and Impact (Working Group 5) and STSMs and Training School (Working Group 6).

E.3 Liaison and interaction with other research programmes

As highlighted in Section B, a substantive number of existing or completed European initiatives could yield useful learning for this Action (e.g., LINEE, DYLAN). In addition, this Action would benefit from interfacing with and learning from the results of other COST Actions (both ongoing

Actions and recently ended Actions), namely:

IS0804: Language Impairment in a Multilingual Society: Linguistic Patterns and the Road to Assessment

IS0703: The European Research Network on Learning to Write Effectively (ERN-LWE)

The first way in which interaction will occur is by encouraging researchers involved in these initiatives to participate in this COST Action and thus ensure a tacit but direct knowledge transfer between programmes. The second way in which the knowledge transfer will occur will be by participation of key stakeholders to the WAC that will be run by this Action. This will allow other projects to make a direct impact in terms of case-study analysis.

E.4 Gender balance and involvement of early-stage researchers

Guidelines and policies for gender balance and for the involvement of Early Stage Researchers will be put in place in the very first Management Committee meeting. The implementation of these policies will be monitored by the Management Committee throughout this Action, and will occupy a place as a standard agenda item. Explicit consideration will also be given to the role of gender in the emergence of "new speakers" and gender as a theme will be explicitly embedded in the Action's scientific activities.

Capacity building of the ERA is an integral part of this Action. The Action will specifically address the issue of developing early career researchers through the mechanisms of Training Schools, through their involvement in STSMs and through this involvement, their contribution to Working Groups. This will enable them to not only enhance their specific research skills and profile but also enable them to develop strong networks across the ERA. The role of the STSMs and Training School Working Group is fundamental to this process. It will provide mentoring for early career researchers involved in this Action and ensure that their engagement maximises their developmental opportunities. COST funding will develop collaboration and exchange amongst PhD students and thus further build the ERA.

F. TIMETABLE

The Action will last for four years. The major phases of this Action, the research activities associated with each phase and the COST features implemented to co-ordinate research in those phases are outlined below:

Phase One: A Meta-Case Analysis of New Speaker Profiles

Timing	Activity
Month 1	Management Committee Meeting and Steering Group Meeting
Month 2-4	Working Group Meetings (6) and STSMs
Month 5-6	Management Committee Meeting
Month 7-8	Whole Action Conference (2 days)
Month 9-14	Working Group Meeting (6) and STSMs
Month 15-17	Final Management Committee Meeting and Steering Group Meeting

Phase 2: Developing a Research and Dissemination Framework

Timing	Activity
Month 19-20	Management Committee Meeting and Steering Group Meeting
Month 21-24	Working Groups Meetings (6) and STSMs
Month 25	Management Committee Meeting and Steering Group Meeting
Month 26-28	Whole Action Conference (2 days)
Month 29-32	Working Groups Meetings (6) and STMs
Month 35-36	Final Management Committee Meeting and Steering Group Meeting

Phase 3: Enacting the Disseminating the Framework (12 months)

Timing	Activity
Month 37-38	Management Committee Meeting and Steering Group Meeting
Month 39-41	Working Groups' Meetings (6) and STSMs
Month 42-43	Action Training School
Month 44-46	Whole Action Conference (2 days)
Month 47-48	Steering Group Meeting and Final Management Committee Meeting

While the timescale of the plan is ambitious, detailed and persuasive plans will be put in place for monitoring and evaluation of outputs and impacts at each stage of the project. An example of how this will be achieved relates specifically to the planning and monitoring of the Action Training School during Months 42-43. This will be achieved by developing synergy with Phase 2 and by including as a Milestone the draft version of the Training School (content, methods, resources, etc.) in Month 21-24, to coincide with the Working Group Meetings and STSMs. Iterations on defining content, objectives and training/learning outcomes (and assessments) will be undertaken in Month 25-35 and made available on the Project website (internal use). This will better align the training with emerging/evolving opportunities given the 48 months of the Action. The revised Training

School plan will be validated in Months 35-36 during the Final Management Committee Meeting and Steering Group Meeting. This approach can be expected to increase the relevance, impact and usefulness of the training for Early Stage Researchers.

Monitoring and evaluation of this work can be achieved in the following way:

- Steering Group evaluation/feedback
- Proof of Draft Plan Month 24 (for feedback by Management Committee Meeting and Steering Group Meeting)
- Number and quality of iterations in the Plan (Months 25-35)
- Validation of Learning/Training Outcomes and Assessment Methods in Month 36

Dissemination Impacts will be monitored and evaluated (and adapted during the COST Action) by:

- Designing “Involvement in the Action itself” by way of user-centered and design-driven methodologies” to engage stakeholders. This will not only be to ensure tacit knowledge is transferred but to raise chances that the knowledge is considered useful and applicable.
- Using RSS feeds and Social Media in the Methods (“hits” are easily monitored and proven statistically) can help raise level of interaction with stakeholders; and, if early on (months 1-18) success is not being achieved, adjustments to the dissemination techniques can be introduced.

This level of detailed planning and monitoring will be carried out for all activities listed in the timetable above.

G. ECONOMIC DIMENSION

The following COST countries have actively participated in the preparation of the Action or otherwise indicated their interest: BE, CH, DE, EE, ES, FI, FR, IE, IT, NL, PL, PT, UK. On the basis of national estimates, the economic dimension of the activities to be carried out under the Action has been estimated at 52 Million € for the total duration of the Action. This estimate is valid under the assumption that all the countries mentioned above but no other countries will participate in the Action. Any departure from this will change the total cost accordingly.

H. DISSEMINATION PLAN

H.1 Who?

The following groups, who are end-users of the outcomes of this Action, will be the targets for the dissemination.

Private sector organisations with a multilingual workforce;

Public sector organisations who deal with a multilingual customer base (e.g. hospitals, local housing authorities, social welfare offices, schools);

The European Commission: The European Commissioner for Education, Culture, Multilingualism and Youth, Directorate General for Education, Training, Culture and Youth;

European Networks (ongoing and completed): Network to Promote Linguistic Diversity (NPLD), Network of European Language Planning Boards, Languages in a Network of European Excellence (LINEE) and LINEE+, Language Dynamics and Management of Diversity EU-Sixth-Framework Integrated Project (DYLAN);

National and Regional Governmental Organisations responsible for the language planning and policy initiatives;

Key stakeholders in the political process: Government departments which deal with immigration policies and stakeholders involved at other levels including those who come into contact on a daily basis with immigrants including cross-border immigration officers, police, health care workers and the social housing sector;

New speakers: New speakers of indigenous minority languages, immigrant groups and transnational workers are also in and of themselves end-users of the results of the Action.

The Action's coordination activities will also provide useful outcomes for individual research groups concerned with issues around the management of linguistic diversity from both a policy and research perspective.

H.2 What?

This Action will use the following dissemination mechanisms.

- **Involvement in the Action:** One of the important by-products of involving practitioners and policy makers as participants in the Action through 'co-production of knowledge' is that it provides a direct route to dissemination and allows the transfer of tacit knowledge generated by the Action and gives access to the participants' own social

networks within their home institution. People who represent a variety of new speaker profiles will also be invited to participate in the Action, to ‘tell their story’ and share their experiences about what it means for them to acquire, use and adopt a new language different from their own.

- A well-connected open-access web-site: The role of the web-site in disseminating the outcomes from this Action will be the key. In order to encourage the widest possible circulation it will be entirely open but will have the facility for the interested stakeholders to ‘sign-up’ for participating in the Action. The web-site will be structured so that it features highly in Google and other search engine rankings and will be linked to as many as possible of the web-sites of the target stakeholders. Discussion forums using wikis will form part of the web-site.
- Developing an Events Programme: This Action will hold five dissemination events throughout the lifetime of the Action and time these to coincide with the production of its key deliverables. This Action will also take advantage of relevant event programmes within its target stakeholders to ensure the widest possible dissemination of its outcomes.
- Developing and enacting a Communications and Public Relations Strategy: The Action will ensure that it adopts a professional approach to PR and communications. It will issue press releases and will have a publication plan aimed at the practitioner press.
- Developing a Full Range of Quality Academic Outputs: This action will disseminate its findings to other researchers in related fields through a full range of academic outputs. These will include scientific papers and will aim at a number of special issues in high-quality peer reviewed journals and an edited book.

H.3 How?

The Dissemination Co-ordinator will play a vital role in planning and executing the activities associated with dissemination in this Action. The extensive and diverse nature of the target audience for the results of this action means that deliberate care will need to be taken in matching target audiences with dissemination mechanisms. Indicative matches for audience and dissemination method are given in the table below.

Audience	Dissemination Method
Best Practice Organisations Concerned with the management of linguistic diversity	Web-site and links, formal Action publications, press releases, practitioner press articles, joint event programmes
Funding Organisations	Web-site and links, formal Action publications, one-to-one relationship development
Private sector organisations concerned with the management of linguistic diversity	Web-site and links, formal Action publications, access via best-practice organisations, specifically targeted events, press releases
The European Commission (in particular the Directorate of Multilingualism)	Web-site and links, formal Action publications, model relationship links specifically targeted events
Governmental and regional organisations involved in language planning	Web-site and links, formal Action publications, use of networks of Action participants to directly impact at National Level
Bodies responsible for setting EU funded research priorities	Web-site and links, formal Action Publications
Researcher Networks	Web-site and links, formal Action Publications, specific Action targeted event, journal publications and special editions
New speakers of different indigenous minority languages, immigrant communities and transnational workers	Web-site and links, specific Action targeted event, social media, blog

The Dissemination and Impact Working Group will be responsible for phasing dissemination activities in a timely fashion throughout the lifecycle of the Action. These will be scheduled to ensure the Action will have the greatest chance of changing policy and practice immediately after the relevant outcome has been generated. The Dissemination and Impact Working Group will be responsible for the maintenance of a log capturing all dissemination activities and for maintaining a set of key performance indicators relating to the spread and depth of engagement of the dissemination activities. Planned dissemination activities will be reviewed as outputs are generated to ensure findings are disseminated to appropriate and wide audiences.