Transcription Speaker 11

Mod: Just before we (.) start the questionnaire I wanted to ask you if you have any questions concerning my project (.) erm (.) anything to do (.) with the results, anything to (.) well anything that maybe ambiguous about this project or (.) I don’t know

S11: mm no I think it’s very fine, I think it’s it’s also one of those topics that is underestimated so(.) it’s also spot on (.) the think I I (.) the question maybe is (.) what are you (.) I mean how are you going to communicate the results? I understand that you’ll (.) probably communicate them to (.) CAN Europe in a certain way?/

Mod: yes/

S11: and are you going to publish it? Or have a (.) project paper from this?

Mod: at the moment the idea is just to (.) so first (.) first of all once everything’s done er and the data is analysed I will send the report to er (.) [S6] CAN Europe Secretariat Director

S11: yes

Mod; but is you want to have a erm, (.) I am sure he’s going to share the report (.) unless you want to have(.) like sort of/

S11: before you

Mod: One to one communication I can send (.) if you tell me now ‘send me the report as well’ and I’ll add you to the list as well (.) erm if you want to have a look erm/

S11: /Plase do. I think it’s a it’s an issue that actually because I am in a lot of networks and a lot of (.)/

Mod:/yhm

S11: places and it has a (.) significance of power (.) also

Mod: yhm. And that was actually my question to YOU at some point erm because you wrote in your email I have it written down :”I believe you are touching an important yet underestimated issue”. So (.) erm maybe we could start with THIS (.)/

S11: yes/

Mod: because that makes me think that YOU have had some experience with (.) maybe language barriers or (.) or anything that really made you say that erm

S11: no it’s it’s not me/

Mod: yhm

S11: it’s like I’m in(.) actually I part of my work and part of my specialisation is networker

Mod: yhm

S11: so I have also been involved for quite some years in movement building (.)

Mod: yhm

S11: and I see that who speaks languages gets closer access to lot of places (.)

Mod: yhm

S10: and those who don’t. For example in Poland there are a lot of organizations or quite interesting people (.)

Mod: yhm

S11: who are BARRED from (.) European fora because they don’t speak English well.

Mod: ah

S11: yeah? So they only, for example stay through and then somebody else has to filter their ideas like a (.) ff focal point/

Mod; /yhm/

S11: /or whatever (.)

Mod: yhm

S11: and given that we are very (.) individualistic in a movement we try to form big coalitions but there are a lot of strong egos and individualistic/

Mod: /yhm/

S11: / depending who filters (.) filters sometimes YOUR idea? or sometimes a little bit of interpretation of his idea

Mod: yhm/

S11: /so there is (.)

Mod: /yhm

S11: there is this notion of (.) actually the ability of speaking language provides another power(.) to those nexus points/

Mod: yhm/

S11: but others do not have

Mod; yhm

S11: and you can see (unintelligible) also especially (.) first of all that people who are NATURALLY (.) English speaking are more important or present within networks/

Mod: yhm/

S11: / so they have a (.) a better standing (.) from the very moment because they don’t think about what they are saying it’s natural for them? (.)

Mod: yhm

S11: and second of all (.) they are not really a lot WILLING to (.)

Mod: yhm

S11: accept or think about other not having this ability (.)

Mod: yhm

S11: so for example they would probably relate just to the focal points but speak English

Mod: yhm

S11: but not take a big\_ bigger dive and try to have translators and work with people who don’t

Mod: yhm

S11: or there were actually do it for the people in the in the movement who do

Mod: yhm and also when you say you know if ‘if people speak languages then they have access to’ is (.) specific languages that you have in mind ?

S11: well given that English is er paramount language of European networks its mostly English French and German but with a way way bigger advantage of English

Mod: yhm

S11: WHILE then in national contexts it’s the usually their national language

Mod:yhm

S11: so for example, operating in Germany (.) even if you speak English or whatever languages sometimes you are excluded the other way round (.)

Mod: yhm

S11: and usually that also happens the other way round so (.) English is a one way access to network (.) and it’s not necessarily a passage to national networks

Mod: yhm hm yhm yeah, I can see the point, so (.) and then the ‘filtering agents’, let’s just call them like that, you mean people who actually do the translations but they they are not necessarily (.) erm professional translators so people that work in in the area, so for instance, you receive a document which you don’t really understand and there’s someone in your office that understands that language or maybe

S11: no, no that’s not what I mean.

Mod: yhm

S11: in whatever movement you have people who speak both languages or a few languages (.)

Mod: yhm

S11: yeah? So lets say we, you’re from Poland I’m from Poland so you have a movement and e everybody in a movement speaks Polish and some of the people who speak English so these people will be automatically given a filtering role (.)

Mod: yhm

S11: so they’ll be understanding the issues (.)

Mod: yhm

S11: but communication back and forth will happen through them

Mod: yhm

S11: so first they will let’s say from the English speaking (.) (clickes the tongue) and and and there’s also a question there’s a big part of people speaking passively, so understanding documents and reading (.)

Mod: yhm

S11: not really able to communicate back (6m52.880)

Mod: yhm

S11: so usually this communication will be either through somebody/

Mod: yhm

S11: or they’ll simply stop engaging because it will take them an effort to engage to ask somebody else

Mod: aha

S11: so (.) it it it concerns especially smaller organizations

Mod: yhm

S11: in bigger organizations it’s usually they are like (.) just the (.) let’s say (.) the the more grass roots you are and the less city based you are the bigger an issue it is

Mod: ah ok

S11: in a lot of those organizations for example there is is not n- n- nobody speaking English

Mod: yhm

S11: or very little (.) and they will naturally not even know about those possibilities of linking in, so they’ll have to link through somebody else and somebody else will have to actively tell them and engage

Mod: yhm

S11: and (.) to give a concrete example not from the (.) NOGs (unintelligible) but recently (.) Europe he European Commission has la – has launched something called the (.) European Coal Regions and transition platform (.)

Mod: yhm

S11: and it’s JUST in English!

Mod: yhm

S11: and it’s supposed to help to facilitate the transition in the regions (.) and when I am talking to a lot of very small municipalities and very smalled poviat heads or whatever officials and then (unintelligible) you are sending them information in English they don’t understand what it is. So either you translate it or they are out of the process

Mod: yhm

S11: which of course puts additional, additional capacity issues and constraints and then you have to prioritise what you do translate and what you do not, so basically YOU are responsible for the communication, it’s no longer (.) the lets say the Commission to the authorities and vice versa and it’s so and it works sort of the same way in (.) in networks/

Mod: /yhm/

S11: /so (.) people have priorities and thr- and yy (.) translation is not a priority and sometimes they are not simply going back and forth but either they are making it shorter or expressing like the points they like more or simply not translating because other issues pop up

Mod: yhm yhm yhm yes, I have seen that in CAN actually that people have priorities and just working towards their priorities and not necessarily other people’s (.)

S11: all NGOs do it

Mod: yeah/

S11: there is ef- er are probably the ONLY (.) exceptions I could see when there are professional translators working volunteering for the movement during climate fora etc (.)

Mod: yhm

S11: so their ONLY purpose and their ONLY function was to surface translate to understand how crucial it is

Mod: yhm

S11: but these kind of spaces come(.) in very particular fora (.) for a limited number of time I (.) they are not really (.) th- translators doing just translation work among NGOs probably it would be necessary but the resource constrains er (.) allows it not to happen and that’s why you are studying this>

Mod: yes@  
S11: so/

Mod: /that’s one of the reasons/

S11: /there is no let’s say European Parliament space where there are twenty seven (27) translations because (.) we know that it’s (.)

Mod; not doable

S11: it would be a nightmare

Mod: yhm

S11: (09m42.935) yeah?

Mod: yhm

S11: resource-wise for everybody

Mod: yhm yhm, thank you. And now, let’s let’s talk about some of the erm er- background information about your organization. So, er some of the questions will be very straightforward I just really need to know your sort of mmm sort of general information about that, because I will probably not have enough time to look through that before each of the/

S11: /OK sure

Mod; erm So on a daily basis what level does your organization operate? Say, it’s supranational, national regional or local? (.)

S11: and here it is a funny thing because there’s organizations that are people within organizations (.)

Mod: yhm

S11: and sometimes the organizations are (.) doing what organisations are doing and imposing on the people and sometimes people are dragging the organizations (.)

Mod: yhm

S11: so our organization is pretty FRESH it’s got created in June 2015

Mod: yhm

S11: so it’s two and a half years old

Mod: yhm

S11: it’s been, it’s been for majority of time before and (unintelligible) form a coalition so it started in 2009 with referenda people around Poland? Then after two years it was under lignite referenda so against open pit mines?

Mod: yhm

S11: bottom up either communities or local authorities? Two years later NGOs and scientists said ‘well that’s a crucial topic let’s create something bigger’ and there was this interesting merger happening. And in 2015 those realisation working as a coalition was good now let’s create formal Secretariat, so let’s set up formal representation? and I joined when this started.

Mod: yhm

S11: so we started from 0 people and now we are 7 full time staff?

Mod: yhm

S11: and (.) yeah we joined probably the first year, yeah we joined CAN Europe on the first year of creation so we got created in (.) June and in October because I was still working in Brussels with CAN Europe

Mod: yhm

S11: and er yeah I would say that we are as an organization we are LOCAL and national?

Mod: yhm

S11: but as(.) as our field of work we also do (.) European and international work

Mod: yhm

S11: because there is the scope on open pit mining as part of the work but I and also (.) I am doing work on financial institutions and insurance

Mod: yhm/

S11: /which (.) naturally is supporting the goals of the organization (.) but sometimes the targets are ar- outside of the country

Mod: yhm

S11: so (.) that’s for CAN Europe or other partners like Amis de la Terre (unintelligible) that come in

Mod: yhm yhm we will come back to that in a minute er- and how many nationalities work in your organization – you said 7 people but I assume that it’s all Polish

S11: all Polish

Mod: OK

S11: all Polish,

Mod: and is there a written language policy in place in our organization?

S11: / no because

Mod: /(unintelligible)

S11: / we are all Polish so there was no need to be and the (.) probably there would be language policy if we would be employing people outside of Poland?

Mod: yhm

S11: for the moment the the written policy is ‘ you speak Polish you can go in’

Mod: yhm

S11: and I would assume that we are fresh enough that only now we can start employing people who would not have Polish as their language

Mod: yhm, yhm

S11: if you understand what I mean?

Mod: er not really, if you could elaborate on that

S11: the field of work was so specific and so the language as a skill required (.)

Mod: yhm

S11: that only after two years we are in fields that a person without speaking Polish could add a value

Mod: yhm

S11: so to to, for example, function in English without knowing any Polish and until the moment it wasn’t a possibility. And it’s also a quite interesting (.) that web pages and documents have different versions in Polish and English

Mod: yhm

S11: Like I mean official and others. So a lot of times people without knowing Polish get a different context which is on purpose made much nicer that for people who speak both languages.

Mod: yhm

S11: and this is something, for example, that non Polish speakers in a lot of networks are struggling with

Mod: yhm yhm yhm so you’d say that the documents, you are referring to the documents produced by your organization?

S11: no no I am referring to/

Mod: /general/

S11: official websites, documents (.) you go for the (.) energy exchange

Mod: yhm

S11: and you (unintelligible) in English (.) and there is some information and then you have sp- po- Polish and there is no information

Mod: yhm

S11: or you have a website of the of the Ministry organization and there is a nicer look and less detail in English or less updated and there is much more in Polish/

Mod: /yhm

S11: and it sometimes is just lack of (.) resources but sometimes it’s er it’s a conscious policy

Mod: yhm

S11: so this is like, this is a really navigate thing to I mean this is a really difficult place to navigate and it took a lot of time to actually to get it out

Mod: yhm/

S11: /yeah?

Mod; yhm so what do you, do you normally do when you see something like that, you see two documents that are(.) at the, sort of about the same issue but actually present the issue in a slightly (.) /

S11: /well that’s/

Mod: / let’s say a nicer way in English and then (.)

S11:yep

Mod: not so nice (1)

S11: that’s part of where (.) membership in network like CAN can help because then you say, ‘ look hey by the way this is what you get and this is what the English people understand and this is all the official negotiators will say but actually this is different and it’s different in this and this and this level’. And HERE again it only happens with people speaking BOTH languages

Mod: yhm

S11: so neither will Polish speaking person gets it? Or an English speaking person, or whatever without speaking Polish it only happens is is those people who speak both and in this sense people are sort of also investigators journalists

Mod: yhm

S11: and there is I would say er- (.) and and given how difficult in in climate and er- energy poli- er yy- f issues Poland is there’s an over capacity out er- also because of a language know- er- language knowledge [of the guys] in Polish? That’s not just the knowledge but the language, language (.) you have to have both it’s a required for both

Mod: yhm, yhm ok. @ yes, it’s just so many things I can try, I am trying to sort of think about the, the issues and things that we say in Polsnd in terms of coal and mining but yes (.) er-/

S11: you know one is the rights, citizen rights like name it @

Mod: yes, yes/

S11: /the list is/

Mod; I studied erm er- international relations and as part of my MA over here, I did er- renewables policy and I compared the UK and Poland so yeah, so it’s just basically/

S11: yeah

Mod: I I looked at the renewables policy from the perspective of a theory er- advocacy erm building theory where you actually look at different sides of argument and different people who actually took part. And in Poland it was so difficult, I remember it was so difficult to get access to the documents that people maybe would produce, so yeah it’s just yes, I had a little bit of background/

S11: /but this is also one is language but the other is the barrier the sort of the break culture that we apply on the NGOs scene but we the way you see theory of change work

Mod: yhm

S11: because there is the deep believe in in the I would call it western without southern countries but when you have a good argument and when you are rational you provide all the evidence (.)

Mod: yhm

S11: it’s rational for the (.) clerics and civil servants to take it on

Mod: yhm

S11: for there is this this science based evidence based notion (.)

Mod: yhm

S11: and there is sort of no (.) power (.) politics (.) there is certain organizations of politics a big big believe that a report (.) enough information and getting it to the right people changes the world

Mod: yhm

S11: while in the east the notion is (.) it does not matter really what the information you have it matters how you are able to implement (.) the reality

Mod: yhm

S11: yeah? So there is like I mean I I I had a colleague who just finished and studied a PhD in in Spain in autonoma and she just [17m52,020] finished her PhD exactly on nationalisation of renewable policy and (2) it is it is a little bit mmm a question that you start a conversation from a completely different level

Mod: yhm, yes it’s just a different type of, as you say er NGOs in eastern part of Europe are mm much younger than the ones in the west/

S11:/not even this/

Mod: /that (unintelligible) yhm/

S11: you the same, like I have a lot of colleagues coming from the West and trying to hae a conversation in Poland

Mod: yhm

S11: and they were like ‘OK so I have to start 20 years before in order to try to get to what I am trying to start with’ because the basis they need to get (.) and there is common shared knowledge like common accepted things in the country I come from

Mod: yhm

S11: is not accepted

Mod: yhm

S11: right? I remember HEAL. My my wife is German she’s working in Health and Environmental Alliance

Mod: yhm

S11: first time they came in Poland with (unintelligible) not not her but two of her colleagues in the er (cliques the tongue) finance and economy ministry and they started saying ‘we have this report about health benefits of you know, of reduction of CO2’ and the lady said ‘but CO2 is a life gas without this we couldn’t we couldn’t live’. And then I could see those eyes opening like ‘OK we landed on Mars’ and they started like way way backwards and before you get to the report you have to basically end the meeting.

Mod: yhm

S10: yeah, so if you understand what I mean

Mod; yeah, differences in culture, differences in perceiving things and yeah and it’s just (inhales)/

S11: /but it’s also inacceptance what is a fact and where you are. So if you have a certain level of understanding you from this and then you question and then go up? If you don’t you have to first establish this level of understanding/

Mod: yeah (19m34.082) yeah, mmm yes, thank you. Er OK let’s move on to the next question: ’suppose it was my first day at your organization what would it be like in terms of language use? (.)

S11: (1) well it’s not even about the language. First of all, it would probably depend where you’d be based because we have, we are spread across we don’t have one office

Mod: yhm

S11: we work, it’s it’s is is as as we all the times we are in different cities in different places

Mod: yhm

S11: and sometimes we are once or twice a year we meet and we have like weekend on calls on Skype

Mod: yhm

S11: so probably what you would first e realising that maybe it’s not so easy to meet people

Mod: yhm

S11: that you work with people whom you seldom meet. And the second you would understand that there is a lot of meat for different conversations on everything and as always there is lack of time for those deeper conversations

Mod: yhm

S11: so it’s it’s it wouldn’t I mean the language if you wouldn’t speak Polish you wouldn’t understand anything because the Polish the Polish is the dominant language

Mod: yhm

S11: so that would be the first thing you would get. But Even if you would speak Polish you would realise that there are so many other languages spoken within this Polish that you wouldn’t understand and it would take a lot of time to understand/because we

Mod: what do you MEAN by that, that there’s a lot of languages

S11: I mean that there is there is er (.) each field of expertise has its own language

Mod: OK so technical language, you mean?

S11: technical but also we covered so many diverse fields that they are all different languages and the language here it could be just as a barrier. Sometimes it’s easier to speak about the same issues with the people from different countries and the language is not a problem. It’s simply it’s a field of expertise you could say it.

Mod: yhm

S11: that’s probably what the thing is, like, where am I? What do they speak? I don’t understand. It’s not even about the abbreviations so that would be probably the first first realisation

Mod: yhm, OK wow er I’ve seen in Brussels when they have the GA I was part of the GA I went to Brussels in March 2015 and stayed until June yes 2015 the same year so for three months and we I had a chance to actually observe what’s going on in the GA so yeah, it I I spoke to some of the people who attended the presentations and many of them really like almost native-like speakers of English or people who you know who are native, erm speakers of NEglish but not necessarily know everything about the every single field that was covered and so/

S11: CAN CAN is horrible

Mod:@

S11: I mean CAN has SO MANY abbreviations they are SO ETHICAL that you go out of the room and it’s a complete bubble. I mean, one thing you wouldn’t get in our organization is we try the first time or actually we don’t use any abbreviations almost at all

Mod: yhm

S11: in CAN almost every second phrase you have an abbreviation but if you don’t know it just need to be explained so yeah, it ‘s it’s a very techni techni and abbreviation speech which is also not English,

Mod; yeah yeah, and that’s that;s what I heard from people who said “I don’t know it’s just like creating a list of new words for me’ so yeah it’s a problably a learning curve for those people as well. Erm right thank you

S11: well only if you want to (unintelligible) because I I think what what one of the problems in CAN is that (.) (unintelligible) and in any organization

Mod: yhm

S11: (.) er people feel that they needed time of experience to ask questions which is not true. (.)

Mod: yhm

S11: and they tend to think that they have to learn a little bit to start asking questions about what it means and it’s not true. And er and then it’s er it created this thing that ‘I am saying things I don’t have questions so I think I am understood’ they are not understood but ‘I don’t feel I know enough to ask questions’.

Mod: yhm

S11:And it creates a whole lots of fields of of lack of understanding.

Mod: yhm

S11: it’s also about the the sort of the the assumption that is I don’t understand that it’s me,

Mod: yhm

S11: and it’s not ‘If I don’t understand it’s how you say it’

Mod: yhmmm er do you have any sort of experience or any particular examples that er something that happened to you/

S11: well yeah well actually when I started to work I worked in Bankwatch in another organization

Mod: yhm

S11: because, you probably know bankwatch right?

Mod: yhm

S11: yeah, so it’s also er in a different field. And it was like a pretty new experience, right?

Mod: yhm

S11: in the sense of erm there were a lot of different topic you you weren’t not about

Mod: yhm

S11: er you didn’t know and I noticed that me but also all we had a training in there like from campaigners who joined us for like three months

Mod: yhm

S11: from different countries they came in to those training

Mod: yhm

S11:they generally noticed that people assume that with this training you have to learn and then there is the space you have to get experience and only after some times when you still don’t understand maybe it’s about other people not about you

Mod: yhm

S11: so there is and I think every person joining a job has the same same thing that they think (24m43.499) ‘it’s not about the organization it has to be about me’

Mod: yhm

S11: but the thing is usually after some time you realise that there are much more things about the surrounding organization and the way people speak than about you

Mod: yhm

S11: and there is a little bit, and it’s it’s nothing to do with (unintelligible) experience. But on top of it, if you have abbreviations you feel that it is your fault that you don’t understand them and lack of knowledge

Mod: yhm

S11: and it’s not true just how how CAN is horrible in communicating things like in in this er (unintelligible) arena, right?

Mod: yhm

S11: it’s one big ba ba ba ba ba either you st- following this topic or you have no idea what they are talking about

Mod: yhm, mm that can also be another thing to really put forward to them as well. OK, was it, just er an aside question: BankWatch was it based in Brussels, or/ some-

S11: /no Bank- (.) BankWatch it’s it is based in Prague

Mod: yhm

S11: it’s the biggest centre in European network of NGOs

Mod: yhm

S11: so it has member groups I think in 16 countries

Mod: yhm

S11: it also had an office in Brussels I used to work in both in Polish office and then 2 years in Brussels office

Mod: ok

S11: so er (.) er (.) but er it’s it’s also funny because this is in other organization when other people are centred in European Baltic and whatever and they’ll speaking English

Mod: yhm

S11: so it’s a kind of NATURAL, that’s NATURAL use of English so there’s like you could say that there are two uses of English one: non-native speaker communicating between themselves and finding a bridge, which is fine because there is nobody else’s language and we have to communicate with something.

Mod: yhm

S11: and then there is always the communication of native speaker with the non-native speaker.

Mod: mmm

S11: and this is not fine. So for example, I think there were French and German best language they can find is English (.)

Mod: yhm

S11: between themselves, but English with French will speak German (.)

Mod: yhm

S11: if you understand what I mean. Or something, like something something third. And and the (.) the English speakers don’t get it (.)

Mod: yhm

S11: that’s a sort of a power relation that usually English speakers tend to also speak in English rather than look for fairness (puts hands on the desk in a gesture of hopelessness)

Mod: yhm, yhm /so you thin-

S11: no but it’s/ it’s heh?

Mod: so you think it’s not fair? Like, er English speaker’s if they don’t get it and you think they have an advantage over people who don’t speak English, is that /what you are saying?

S11: /well it’s both advantage and /disadvantage

Mod: /yhm (26m47.621)

S11: they have advantage on this very shallow level that they can express everything easier, but disadvantage because just assuming that this is NORMAL there is a lot of (unintelligible) and understanding and er buying from other people

Mod: yhm

S11: so they are sort of (unintelligible) on looking down on others which I think they don’t even realise

Mod: yhm, I think they might, because I spoke to some of the native speakers and they said they have problems communicating in Europe. So some of them are probably aware of that, but er it depends on what people you speak to I guess?

S11: of course, it’s always not no generalisation and there are like wonderful people etc etc right?

Mod: yeah we are not making any opinions about them we’re just talking about how things work and how (unintelligible) look /so

S11: /yeah

Mod: erm yeah we will probably touch on that issue in in er a minute. So if we could move on to er some of the background information about you. I wanted to know how many languages do you speak. I guess Polish and English

S11: me personally/?

Mod: /yes, yes, yes, yes

S11: me personally? Well my mother tongue is (.) er Polish I speak, Spanish, Catalan and English. English and Spanish fluently Catalan er probably still quite fluently although I speak it sometime. And now I’m living in Germany my my wife and my child my my daughter is German so it’s sort of (.) passively basic

Mod: yhm but still (.)

S11: there is/

Mod: how many, four, five languages?/ wow/

S11: yeah four, four, in a in a communicational level and German now for the moment on the passive(unintelligible) so I can understand a lot but still speak it kind of rough

Mod: but still pretty impressive, so

S11: yeah

Mod; and er how many languages have you worked in the NGO sector? Roughly.

S11: from 2011, not 2010, so in total 8 /years

Mod: /8 years. Erm could you describe your role in your organization, so what you . what kind of tasks you do, er and if you could link it to languages that would be perfect

S11: (.) well

Mod;@

S11: of course, first of all linking the languages, I am responsible for relations and representation/

Mod: yhm

S11: on outside of Poland role

Mod: yhm

S11: so, I I I didn’t from being a member of the board. I got to this role in more 2017

Mod: yhm

S11: that’s from the very beginning the the understanding was that like sign off or any kind of documents that our English speaking or whatever speaking in our organization however feel a little superior related to well a trust and b ability and knowledge of languages. Second, which had to do with languages

Mod: yhm

S11: I was responsible for for fund raising because when I came to Poland I realized how (.) un- undiversified the sources are. So basically EU Commission, government and one big er (.)

Mod: yhm

S11: founder. So It was like er pretty monopolistic market andd III consciously were using my knowledge but also the language skill to to develop and open up the funding (.) er space? For my organization, but also using this this to open it for other organizations. (.) So we had some project

Mod; in Poland, you mean?

S11: ehhh?

Mod: other organization in Poland?

S11: in Poland.

Mod: /yhm

S11: /Yeah , so (.) either telling them that these founders exists, because a lot of founders are by invitation only

Mod: yhm

S11: so (.) you have to tell them you exist, get invited and then tell them that others exist. Or in another role we are also inviting consortia so we are getting funding all of us in a leading role and kind of this way working together

Mod: yhm

S11: and a third role I I am a project coordinator so I am coordinating all those projects/

Mod: /yhm

S11: that we/ (.) have we we are having er in er organization @ and because I get on er like doing organizational work I am a financial campaigner

Mod: yhm

S11: so I try to have all those heads and with how we are growing finally there is like more specialisation we are into er (.) to spread a little bit the task around

Mod: yhm. And when you say about you went to Poland and found out that there is just f- few sources of funding and you er/

S11: /yeah/ (.)

Mod: (.)

S11: yes I should have said it. I started I mean, I worked in GreenPeace India

Mod: yhm

S11: in 2010 we got employed there but we had to change the visa to get with a colleague who was er coordinating the sustainable agriculture and GMO contain (31m24,782s)

Mod: yhm

S11: we both were denied access by authorities to go/ back,

Mod: /yhm

S11: so so, he he he became a head of Green Peace Poland and I stayed with him in Poland for a while

Mod: yhm

S11: and then er (.) I moved to BankWatch, and for BankWatch I was coordinating The Polish anti-coal campaign for three months, sorry for three years

Mod: yhm

S11: and then I moved to Brussels with BankWatch

Mod: yhm

S11: so when I move coming back to Poland I mean I worked in Brussels for two years there was a mom- there was a kind of question (.) er our baby arrived

Mod: yhm

S11: so we, we said ‘Brussels is not a place to to bring children

Mod: yhm

S11: so, so when we moved back, not to Poland but to Eberswalde we live in eastern Germany, I work in Poland but live in eastern Germany

Mod: yhm

S11: and the erm (.) I I kind of took a lot of my experience from Brussels on languages and policy and said: ‘OK let’s work combining those two

Mod: yhm

S11: So that’s what I mean by coming back to Poland/

Mod:/do you/

S11: by coming in a sort of going back from Brussels on European level back to trying to apply those, those skills into the Polish context.

Mod: yes, but my question is (.) thank you for answering that, because this will actually

Mod: yhm

S11: yhm

Mod: fill in the the background details because I don’t know you and I haven’t observed you at work. So erm, my question was actually when you went theer and you found out that there’s just few sources of founding and then you knew that there were other sources that were available

S11: yhm

Mod; do you think you had only access to that information because of languages? (1) Or, your experience?

S11: (.) No. No. No it was a combination of working outside

Mod: yhm

S11: and understanding how fundraising is and work for an organization and being a project manager in other places

Mod: yhm

S11: PLUS the fact mostly there are no, I mean I was especially Iw as only specialising in non-Polsih sources of fundraising

Mod: yhm

S11: so it’s a combination of the two.

Mod: yhm

S11: It not only language but you could say that experience without language also /wouldn’t help

Mod: OK, right

S11: yeah, so, it’s/

Mod; /it’s linked?

S11: yeah. Yeah, it’s not pure/ yeah it’s linked

Mod: yhm, OK right

S11:and the language alone doesn’t /also help

Mod: yeah. Thank you. Could you tell me what kind of technology you use on a daily basis?

S11: so that has changed quite a lot

Mod: yhm

S11: beause we luckily finally managed to get hired a communications person

Mod: yhm

S11: in in erm in November

Mod: yhm

S11: and this was also (.) allowing us to (.) look more into the kind of communication we have with ourselves

Mod: yhm

S11: before it was mostly Skype and email like standard telephone calls . Now it diversified also into slag, I don’t know if you are familiar with slag? Slag is a site of multi-channel

Mod: yhm

S11: Communication space where messages are recorded so imagine it’s Skype but it’s more for messaging because the whole /history stays in

Mod; ok

S11: and it’s sort of Skype but it’s it’s we we found that internally it is a much better tool than mails which we are flooded with

Mod: yhm

S11: we’re also use more and more secured (.) er equivalent /of Skype

Mod: yhm

S11:so communication where to create a space for talking which is secured and it disappears after you’re you’re gone. So these sorts. Telephone is still on and we try to meet from time to time. We actually given that we finally have a core funding we are able to have regular meetings every year

Mod: yhm

S11: which is also a sort of a luxury

Mod: yhm a d there is erm and that communication tool that you mentioned that is quite (.) sort of erm(.)

S11: secure

Mod; yes, more secure, would you use it for issues, let’s say the little issues about coal in Poland or (.)

S11: no, no even like for coal we we almost exclusively work on on different parts so

Mod: yhm

S11: we tend to select parts that we concern as secretive

Mod: yhm, OK

S11: or when we organized a direct action when you have issues that you wouldn’t like to (.) strategy issues that you wouldn’t want to come out in er, in er a more public sphere. There are some erm considerations that require personal security and confidence, so those, you probably are aware that there are some changes in the (37m14.663s) (unintelligible) that is considered like citizen protection and all the stuff so you simply know, I mean, first of all, it's good to know that you're also it also allows you to communicate in a way in a more in a more conscious way. But we also are our building and final channels for for making absorbing carbon.

Mod: The reason why I'm asking is that one person told me that they use the same type of tools for communication, when it comes to actually talking about so that's just, you know,

S11: it's even on the heart. I mean, I used to coordinate a project or being from Egypt, and Tunisia, and there are the safety concerns are paramount. Right? Because when you especially when you talk with people when one hell can get them exposed? It's a completely different ballgame.

Mod: Okay, I'm just looking at the time is really, I don't want to take too much of your time. So I have to speed up. I'm aware that you busy.

S11: Okay depending on what you want, I am comfortable yet we have another half an hour? to go.

Mod: Thank you. Um, so which what language? What language do you use in your daily communication?

S11: Polish and English?

Mod: And which language? Which languages do you prefer to use in your communication?

S11: Depending on with whom, so English for whoever is not Polish and Polish for political

Mod: do you have any examples of situations of when you have to communicate using your Spanish skills?

S11: Well, it's when it's when I have an opportunity of spending because it's allowing me to refresh, but it's not an obligation.

Mod: All right, thank you.

S11: also when I want to improve the relation, like a lot of Spanish speakers are comfortable speaking Spanish in English. So in the stands, you kind of break down this barrier, and you are able to speak with somebody who's not comfortable.

Mod: And this is important?

S11: Absolutely. In English, if an English person was right, or approaching polish and polish would also get much more (unintelligible – expressing) or accepting or, or giving to somebody saying I'm actually just a natural tendency of humanity to give back.

Mod: Okay, and would you just share how you think what the role of English is in CAN Europe? How working with how working more /languages?

S11: /Well,/ first of all, it's allowed the cooperation of types of people types of people, the way our nations are behaving in the ways of expressing in cultural behaving, the way documents and information structure. So we have comparison, and when you have comparison, the quality of your work always improved. I noticed, I noticed, for example, which colleagues that are colleagues that are working in Poland exclusively, even when they are English became and never had an episode out and in, they tend to blend in with the serenity, in the sense that when things go really bad, you can also feel that ambitions can general optimist going down. When you have the country, (unintelligible), ability to navigate, not navigating the sense of also intellectual or idea way back and forth. It is beneficial, but also for how you maintain your motivation for how you're able to contribute for how your goals and ambitions are set. So in this sense, it does change a lot.

Mod: Do you have any particular examples of that?

S11: At the moment, generally, generally, I had a sensation, that sub language is not language, because only because I moved out for two years and came back. But not only I came back to the group, so to the group that that got lower and lower. And that goes down so much by this general little bit systems also started to censoring himself. Because of his condition that only options they are living in behaving in a very different way. So I don't think it's if the target language has more to do with the outside circumstances. But this these people that have not had access to outside sources of information because they don't speak languages, they have less chances for inspiration. So the surrounding isn't a stronger surroundings. And I have a few colleagues who like to share a source of (information – presumably these colleagues are from S11’s context) very well with those who speak languages. Who are er (.) how, how easy it is to maintain motivation, to reach out to some more.

Not always optimism, but(.)

Mod: Okay. Right. Thank you. And now let's move on to translations in your organization. Does your organization ever do translations of any documents? Or pieces of information?

S11: Yes, yes, like when we work for when we work, for example, in specific studies. From outside, sometimes we either translate, especially press releases, we tend to translate ourselves and adapt ourselves rather than sending to translator, where we were publishing together with patients magazine was adopting not doing ourselves which was basically picking up interesting parts for a foreign English speaking but not on the media on certain financial issues. Exactly. To have it in Poland, because one other issue, which is partially linguistic, the media portrays certain processes in a different way. For example, German press, and then when you've been in Poland, and in Germany, the way it's portrayed is different realities. Don't have the information or the data to actually read other languages code up portrayed, you tend to stay with the language you're presented. And this does distort reality in some issues. For example, if films are not appear in the Polish media almost exclusively, I think I think translation is one that they want to tell you about something else we've discovered in this absolutely fascinating of language, we discovered something because the media effects exactly the same information that you mentioned. And it doesn't get the firm from and then we get this information to Guardian, or some influential Western newspaper, next to Poland and is repeated. We've been experimenting with a lot of times, so I don't know where it comes from. It's sort of linguistic, but I think it's more cultural appreciation with self appreciation.Giving them giving them in this example, we did this report really good report. finding out who exactly insurance exactly which plans, which big insurance reporting Poland's in on beginning of January. And there was one newspaper saying what do those colleges go? We launched it together with a group and the Guardian, I don't know, six, six, newspapers know many German, and then pick up a guardian article translate, and they translated almost exactly the same. Even though we knew exactly this is the same information and going before this is this is quite interesting. This is related to use the credibility of outside sources, language, in your own link.

Mod: So would you say that was partly because/

S11: /we don't know/ exactly why. Because language, I think this is simply about low self esteem of the Polish, Polish. Polish colleges is such in Poland. And believing that if something appears in the frame, it is more critical from your own. So it's not language linguistic. But it's interesting in that the a sense of translation, how you can use those social and existing processes to kind of achieve more, it's also it's also it language, in the sense is a barrier, because if you don't speak the language is you're not able to use this. So that's one of the elements of there. But I haven't really heard anything from the western people don't do the NGOs work for NGOs, or working for CAN E, but Secretariat maybe they do this, but I have never heard this before

Mod: That's very interesting to know as well. Okay, thank you for that.

46:39

S11: and we I mean, the less money you have, the more you do presentations, that's the thing. Usually, we are now we are able to have translation budgets in the document, because it's also time intensive. Oh, so we usually just PR other papers. So the press release patience, for changes have another that's another interesting communication thing. It's not the same, it's not the same like because communication, most news happens in English or quicker, usually is respected. The languages, languages speak, English speak, touch everybody, but only in those countries that use English in drone. And there's nothing to sort of different, different hashtags, different policies. And that's another burden. That's like, there was just like, there was this very interesting tool called, I don't know, if you know, the three, it was. And then like a communication tool, which is creating unbranded content about issues around climate and energy, which was then being sent around for any messenger to be used to use log on. So you could say that it was sort of an informational platform or for, and they presented a lot of great things. And of course, it was very good treated for for, let's say, using UK, US, Australia and English. But then we also when we join others, we realized that you have to have a Spanish speaking one to be effective, Chinese speaking, Polish, because simply, you can, you can automatically in that time constrained capacity constrained without, without, again, doesn't.

Mod: Okay, so does your organization have an in house translation for interpreting services, he said, because of the financial restraints, we do the translations yourselves.

S11: You know, we don't have any translators in the house, what we do is when we need text to be translated, we send them to translators and winning conferences organized, we hire conspirators, which are incredibly expensive. Like that's whenever whenever you are able to organize something like a when there's a prestige involved. So when you invite guests from other places, simply have to hire people because of the sort of position or a position expectation. But when you are able to have like, let's say, relatively trusted groups, you tend to get in house, can you pick a person who does constipation? whispering or a weirdo changing?

Mod: And do you have any rules as to how translation should be done? So for instance, if you pick someone from the office? Do you look at how proficient they are? Or do you prefer to use a native speaker maybe if you if you know, one of the language that you want the translating to be done in?

S11: er really simply a either a person who's willing to do it and this so it's best, the best best in class that you have around.

Mod: Now, suppose you receive a relevant policy document in English from CAN Europe secretariat, what do you normally do with it? before you send it off to other organizations?

S11: Usually, when you look at the headlines and those that are relevant, you tend to do two things, it really touches on something that's in the organization, you discuss it, give it something you know, was organization was signed off, you just sign it off.

Mod: So you discuss it with people you want to send it off?

S11: No, I mean, no. I mean, when of course, whenever you have a question come in to discuss it will send it but like, first, you kind of First you say I'd read it, because it's not anything of concern, and this most of the documents for us, then secondly, if it's something of concern, you don't have any doubts. But the organization would sign you sign there. And then if there is anything that you think relevant, but you're not sure if you're representing an organization, because there might be different views, and it hasn't been discussed. Then you translated discussed and played one to one you kind of do (unintelligible) think of what you understand and what you highlighted the problem or issues you understand might be the in Europe and to Polish and adjust the content to the to the context.

Mod: so you /summarize?

S11:/ yes we/ summarize the moral, the moral issues with might be (important) the Secretariat don't filter all the other things. And then this always so much nice words, you kind of try to really display the essence and ask the questions that might be asked. We had, I think now, three people, three and a half people with relatively good English, like before going started was me and the person who completely doesn't speak English. And it's a it's a good mix, because is a really proud speaker. And he has incredible crowd emotions when he runs one of the biggest referendum Poland, and he's an ex, local authority. So his skills and his abilities are completely, absolutely complimentary, and unknown kind of clashing. So that was like, in a sense, mutual trust, and there is in this sense, we tend to interfere in a positive way until our spheres and more consult when we actually feel it's something I think it's more of the issue of smaller organizations, when they don't go to bigger size, and people are able to trust in this context. with bigger organizations, you have to go into a room or when there is a big turnout and completely even go in. And,

Mod: Okay, thank you. And now, if we think about the documents being sent from Europe that are relevant to you that saying that the was that you delete? Would you prefer to do the translation yourself, or received that document already as a regimented product? So in the language that?

S11: Absolutely, absolutely, I mean, I mean, the thing you have to translate becomes a time where you're, if you're able to have a document translated, you can spread it to all the people who are speaking as the thing. If not, are, you're making this quick decision, which parts of which parts are relevant? And by when? Because usually your list is the first questions by well, so it's documents more than adopted, but supposed to talk about them, the better it is. And I think this is one of the biggest, biggest issues with discovering that, that when you send it when you send it on the English assessment, they filter it. And if you send it in Polish, it could be simply you haven't been thinking big by all the countries.

Mod: So you'd have a bigger say, if you sent publishing?

S11: organizations who are able to understand it and give you feedback and respond to you with with the possibilities they would have. And then you throw it back. Right. But this is also work on there. So it's always the question of violence is the word and tend to be enthusiastic about things not work. So everyone is let's say, it's a sort of issue, always the secretariat procedures work, it's actually the network and so on, and consultant members, and this is your Western Europe does is actually trying to work work as much with the members and putting them first and then doing what they want. It's always the idea of starting from this second one and the practice practice with a very, very good members becomes Secretariat being here. Organization of itself, which is what CAN Europe does

Mod: Okay. Right. Let's go into internet communication here. By that I mean, within Europe. Okay. So are you finding the language practices? And can you rope network, different experience from what you expected prior to joining the network?

S11: Oh, no, no, because I tend to have very low expectations. So I was surprised on the positive side.

Mod: so you weren't even surprised that it's English?

S11: No, I have to tell you, I know Berlin. I live very few international organizations, but don't have the same practices.

Mod: Okay. So, would you describe what you think about languages roles in networks, such as Canada, Europe, so we're totally detached from that? But do you think language is is an important?

S11: I think it's also it's also cutting us from marginalized groups much more than we think. Because English because language comes from privilege and, and the possibility to be able to learn with which I read the require certain conditions by using English we naturally precedents, privilege for society or papers or even without organizations. So when we then wonder how to get more movement stars and how to get integrated, how to the community involved, five is by design language, language practice, in such way, are difficult. I mean, we, we CAN Europe has even more difficulty in reaching out to those who want to, wants to reach exclusively by language practices.

Mod: So could you tell me what you think an ideal language practice will be for coming root? In your opinion? How would you see those language practices within the network,

S11: I would say I would say is always there is investment in time. But currency for translations are pretty advanced, you're actually able as more or less without having additional translated hornik in various languages with much either what you want, but first, you will have to explore how it work and it's a time investment. So, so, I would say that the time I mean, consumption, I mean time sorry, language communication, would be creating a creating a survey and saying, if we want to work on 13 countries, or more pronounced way, much language, like to work with us. And then I would understand that there are different different movements and in different fields, there is a requirement for different countries to join.

Mod: Really wise to say, say, if you want to focus on a certain group of countries, oh, we have a problem with people from countries in Europe the joining capacity problem with you know. So to figure out how to make this easier and languages are one thing to do. I mean, from the centre, what I have sensed, but that's again, my own opinion is that they assume that, you know, member organizations in whichever part of Europe will just, you know, translate and you know, anything, they are aware of the fact that in so many organizations do not really have access to funding. Therefore, they just, you know, they have to choose their priorities in that sense. So what you saying here is very important, because we actually see a different side of the argument now. Yeah, so that's, that's, that's a good thing. Thank you for sharing that. Okay, so how does your organization deal with the fact that English is the main language for general communication within the network? Do you have any issues with this, or?

S11: I mean, I mean, it's not just this like a lot of times bigger issues, when, for example, the funder of organized and English let's say the CEO doesn't speak their language, and he should express a lot of things. So he simply either finds a translator or you hire people who speak and I think how do we do a bit lacking I was feeling which is the deadline try also to work for people hope you have more than one language spoken. So there is a sort of a sort of preference, if you have a favourite person I having exactly the same skills and abilities and one speaks two languages and one to take the stigma. More abilities. Yeah, probably left with some prevalent for English. Early in our in our field of work. Tech in German is also good, because surprisingly, enough English lessons in a lot of relations when you want to. And we have very good examples how you guys trying to be campaigns with our German colleagues and I didn't check because English is not good.

Mod: And this is very, I think, a good feedback to write I'm very practical circumstances, when you even want to have a common cause a lot of times on purpose. And then you have to creatively come up, that's how it does. So if you only see that you reach with those who speak English exclude those, a lot of those potential reach just because it's beginning. And not just to go back to one of my questions, how does your organization deal with translations?

S11: how do we deal with it? Well, we have two people speaking and and we try to send those people documents

Mod: But do you check, that's a native speaker? If you need to have something checked, would you actually go to a native speaking person?

Mod: we have two things when we're organizing events we once had. translator simply so like so like a Czech Polish translator to facilitate or or the other is we try to find in both movements a person so we have a big meeting and those people translate between ourselves. And when we have a strategy meeting we tend to also have a translator for like specific meetings they speak German Czech Polish combination. The other two of those people need to be native speakers.

S11: Yes. Polish Czech conversation, they have to get (unintelligible) right? When you have a German Oh, check. I mean, they don't have to that's the usual like, if we asked him is the I think it says. They don't have to get the most frequent appearance, but it was English and for speaking checking the German Of course, it will translate French speaking German and and, you know, tech and translating absolutely no problem. They don't have to have communication to sensitive function.

Mod: Okay, yes, that's what I need to know. Yes. So you said about English being the dominant language? Not Do you ever feel as a disadvantaged position because of the fact that English is the language for communication in the network?

S11: (unintelligible) not. Because in CAN Europe can't think of any English speaker who has a position of influence. So in a sense, the network was designed in such a way that English is used by non English speakers. Right? But when I’m in other networks but they will, but they know we're certain people in a position and privilege. I think the speakers and it can create I mean kind of desperate situations when they have more authority. And then it becomes a problem. Yeah, when when we're not it's not only the authority, but also the ability to express themself. And the way when the personality the position that left language, create the mix, which wouldn't be given. But it's also because I'm critical, and I care about others.

Mod: Can you? Do you have any?

S11: Yeah, my, you know, my, my, as I said, the CEO organization is not very fluent in English, almost absolutely will say. So. It's, it's, it's hardship. And when we go to meetings, I go through the state, which I know, is natural, putting him in a slightly uncomfortable position, and you can feel it right to be naturally better off if he had a translator, or if simply if he could have polish, or whatever it is, I think, when you're naturally person could communicate out, and then you can express itself influences your personality and the way you behave in anything. Yeah. And it's all the languages. Yes, yes. But if we think about organizations that you work with, in purely polish, context, do you know, they suffer from the fact that English is the main language and those that are part of Kenya vocals, Dino, one of the first first thing is some of them wondering, in Europe, they're not having the speakers, that's the first. And that's kind of the first thing you don't sell because they will never get in Europe, the others tend to have a person who doesn't have a sense to tour for which, which is not always the ideal person presentations. And they sometimes not the ideal person to send to such boutiques. So in So in a sense, it requires it. If you're in manager of the organization, you have different knowledge, and you can simply pass it on to the person that's speaking English before I started. So that's the impediment. Of course, ideal situation, management or complainer people, but you want to send to some meeting speak English, English, ideally, and there is quite a lot of match at other places, but in other places is happening. So in this sense, it creates those conditions when when you get the information from a certain person with an organization and not an organization.

Mod: Thank you. Right, I think we just more question, have there been any instances when you could not get access to relevant information that you need it? Because of the language barrier?

S11: Yes.That's really

Mod: Hello.

S11: Sorry. And? No, I remember in CAN Europe, think of any, any instance in CAN Europe when this happened? So, absolutely, no. it's it's not that you don't have access to a document if you ask for it? Well, some issues sometimes. Yes. I mean, simply can you definitely have access to realize those documents don't exist, simply don't system, not that you will get a document that exists and you will be able to filter it. But in terms of those know, those worries exists within the document, but not within their not inherent to how can you report to. So no, I don't have any.

Mod: Thank you. And the last question. Well, we really covered a lot but is there anything else you'd like to say that hasn't been covered, that you think is relevant? Or is relevant for you or relevant for the organization you work for? And you may be?

S11: [digression]

Mod: Okay. Thank you very much for such a great input, I have to go back to the recording that we did today. There's just so much information that we touch upon you talked about. So thank you very muchVery good input. And thank you very much for your time.

S11: And I do appreciate that if you need any reports, just let me know. The email that that you have my email is the one I'll probably have another four years.

Mod: So I expect to have a report in about three years time because of the commitments other commitments so. Okay. Thank you very much again for but I cannot really express my appreciation. It's very nice to talk to you. Thank you.