Mod: Hello,

S14: hello can you hear me?

Mod: I can't hear you.

S14: Oh, yes, yes, I can hear you.

Mod: Okay. I'd like to thank you for your time in participating in this project. Do you have any questions as to how the project is going to look like what I'm focusing on? And any questions that you have? Can you hear me?

S14: [shakes the head as to mean no]

Mod: What about now?

S14: Oh, yes, way better

Mod: Great. I was saying if you have any questions about my project/

S14: if you could be kind enough to describe it. But if you want more to have a proper overview that will be useful.

Mod: Okay. So generally, the idea of the project is to look into the language issue in environmental networks, like can Europe, can you please my case study, so that's why I'm really contacting the member organizations to have an input from their own. I'm not looking for not ledge, any specific knowledge in terms of language or anything, I'm looking for attitudes and people's experience in terms of using language in both internet work and sort of in they work in their organizational work day tasks? And where the languages and how are either advantage or disadvantage to them. So for instance, if it's English, and someone doesn't speak English that is basically a disadvantage. So that's the mainly, that's the main sort of,

S14: yeah, yeah, that's what that's what we had understood so far

Mod: OK that's great. Yeah. So I've got, as I told you, I've got about 24 questions, that the interview may last way shorter than one hour, just to tell you because some of the questions very straightforward, but I need to ask them in order to know a little bit more about the organization, your background. So we'll start with organizational background. We've got participant background, so your background information, translations in your organization, and then internet communication. So there are four main parts in the interview. And, right, could I just ask you, if you have received my consent form?

S14: I haven't. I'm about to do it immediately after the interview.

Mod: Okay, great. So in that case, I have to ask you if I have permission to record

S14: Yes, you do.

Mod: Good. Thank you. Right. So let's um, let's start with the organization background information. On a daily basis. What level does your organization operate as it supranational? national, regional or local?

S14: It's supranational, but I'm, I'm working for the national office. Hmm. So my office is an arrow of Greenpeace. So I'm focusing on Greece, but I belong to an organization with supranational so. I don't know what category this is falling in.

Mod: Okay, yeah. And how many nationalities were in your your organization?

S14: So, for context, international organization or a national group is Greece?

Mod: Yes, yes. Okay.

S14: Which is really, er sorry, what?

Mod: whichever you choose? Really we can. (.)

S14: Okay, let's let's talk about Greece, Greece, because this is the organization I feel closer to and I can give you more, more detailed analysis and feedback on. So we are 33 people at the moment. We have 1, 2, er 3 people who are non Greeks. So we have English, Ukrainian, Spanish, and we have several people who have double nationality. So they are like us a second generation immigrants or they come from mixed families. So do you do yours, @ @ statistics?

Mod: Yes @@

S14: that's but yes.

Mod: so can you tell me about people who work in your office

Okay. So we have one Cypriot-Egyptian, which is me, huh? Then one Greek Romanian, one Greek-German, one (Ukrainian), four Cypriot. Let me think about it once for… No, I think does that. I mean in total? We have seven people who are non 100%. Greek.

Mod: Okay. Great. Okay. Thank you. And is there a return language policy in place?

S14: No, no.

Mod: Okay. So now let's suppose it was my first day at your organization? What would it be like in terms of language use?

S14: So now I'm thinking about all those people that and you? Yes,

Mod: yes,

S14: we will be all in English. So in wait named action would happen in English. And the material this delivered would be in English.

Mod: And in terms of me working for you, like for instance, if I went there and then said, okay, induction is done. There we go (.) off, you go to do your work? How would it look like? How do people normally work in terms of language? My general question is, could you describe the languages in the organization?

S14: Okay, so I will describe it for, for my, my non Greek colleagues, there is a, the unique case to them is all three of them have a level of fluency in Greek, a different level of fluency. But most of the times we use English when they are in the group. So for example, if they are working in a planning meeting, or if you're in a project team, we using English more than Greek, so that we can facilitate their Active Passive participation. And we can switch to make whenever we feel that it's needed, but we asked for permission to switch to Greek. And so it's not really a problem or a barrier at the moment, like switching from English to Greek, but we use mostly English when we collaborated with these colleagues.

Mod: Okay, great. Thank you. Let's have a look at your background information. How many languages do you speak?

S14: Me? Yes, I'm native Greek and an English and then moderate Spanish, Spanish and French. But I wouldn't say that I could use them for any job related issues. So I can read I can I can speak but I wouldn't use it for like, say, give a presentation or an interview or something.

Mod: So great Greek in English, in English. Okay. How about you? You said you Egyptian. Egyptian? You? Yeah. Do you have any knowledge of Arabic.

S14: It's three and a half. I forgotten about it (Arabic), I can say I can I can communicate on a very basic level. But I couldn't go any further than that. Which is a bit embarrassing for me. But that's probably a topic for another interview.

Mod: You described your role in the organization, I had a look, I tried to look online for like background information so that I know more. But I couldn't find much about it. The only thing I found, is that you are a European campaign director for Greenpeace. Yeah. So could you describe me role? And if you connected to languages, if you could, that would be brilliant.

S14: All right, I two things, mostly I manage and coordinate my my team of campaigners, and the offline engagement team. So I have a team of 11 people at the moment, which is my role to overview and manage working lines, the language is mostly Greek. But in some cases, you can be English, and then case. And the other part of my job description is to coordinate with organization globally. So for example, I'm so often and dedicated in in, in strategy planning teams, global, or European ones. So in that case, the working languages is English, English.

Mod: Right? quite an interesting job to do to be managing people and being really driven to other tasks as well. And how many years roughly, it doesn't have to be exact number of years. But how many years? Have you worked in the NGO sector?

S14: 19

Mod: 19. Okay, so you know, a lot about the sector and how it works. Was it all in green? Nice?

S14: Yep. Okay.

Mod: Right. Could you tell me what type of communication technologies used to communicate?

S14: Email? (.) Yeah. (.) I'm gonna try to think about whether we have project management tools that we use, for example, we use the internal project management tool that we use, which is about task lists about project management, about day to day monitoring is called Smart state. So it's an online engagement tool. And unless you're in a project management tool, we have social media groups that we use, and when we want to have instant communication, but we are working remotely, we use what's up. And for security, communication that securely. For sensitive information, we use Thunderbird, which is encrypt encrypted remaining on what's up when you're using cell phones. And yeah, I think that's in Skype, of course, Skype are and we have a video conference tool, which is called clear See, life size, clarity, which is our video conference, internal tool that we use for the organization globally, and we use it also remote in between the greatest grace when we need to.

Mod: Okay, and the last tool that you talked about that management tool with me, is that used within Greenpeace. Nationally, among all the Greenpeace groups, or is it Greenpeace network avidly or/

S14: /actually/, it's actually an outsourced tool, but we we actually bought the rights to use, and you can use it in whatever manner you you works best for you. So I'm mostly using it at the moment to do project management and follow the day to day job of my team. And my team has access to it. So they can actually contribute it. So think of it as an Excel sheet. But it's a bit more elaborate as a platform. And, and it looks like a Gantt chart, most of the times it looks like a Gantt chart. So yeah, and this is Howard and there we use it. 100% with English.

Mod: Okay, so with those people that you manage, yeah, would you use this/

S14: /but it's all/ in English.

Mod: Okay, but it's so English. So you would use it in your two tasks, let's call them with the 11 people that you coordinate, and with the global cooperation. Okay, thank you. So what will you partly answer that question, but I need to have the answer anyway. What language do you use in your role on a daily basis?

S14: I'd say 80%, 70% (.) Greek and 30%. English very roughly.

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

S14: Greek (.) and there's (.) the reason for that is the language barrier.(.) It takes, I think it takes (.) a mental task to actually think in English, which actually acts like a barrier to fully express yourself. So from the from, from the moment that you can say something to the moment to actually express it to a recipient. That is something is missing, something's missing through the translation process.

Mod: Okay. Yeah, that's very interesting. (.) Looking into so we'll probably touch on that in the later questions. So (.)would you describe this question that probably will prompt you to answer the previous question(.) , or fully, would you describe how you think working actually languages affects your work? You said, that translation, and then there's something missing? Does this? Is there anything else? Do you have any examples or any experience where you actually felt that languages affected your work? either in good or bad way?

14:18

S14: Um, there is a lot of, there is a lot of examples, I can think I don't know how deep you want to go with that? Oh, sure. Different different cases. And so the main thing is communication, right? The main, how does it affect my communication? How do I actually make actual that what I have in mind actually gets through and is received in the exact same manner by the audience or by my colleague or my, the person I'm sharing a discussion with. So the first one is that that is something is lost in translation, but like through this internal mental process, the second thing is that the attention span is, is limited compared to when you use your native language. So also your whatsoever without them, when you respect together, you are my, I don't know,

15:12

Mod: you recipient of the message?

S14: not the recipient. But when we have a discussion of the two as we are, I don't know, I can't remember the right word for that. But your attention span is limited when you are in a planning meeting, for example, and people have to follow the discussion in English like deep technical, strategic abstract discussions in English for like three days in a row for 10 or 11 hours a day, then, of course, that limits the attention span, and the amount of actual information that people are receiving is very limited compared to the same meeting in the native language. So that's the second thing. The third thing has to do with culture. There are many, many colleagues that I've met from Asia, for example, that are culturally not as outspoken as me Iranian, for example, me. And that creates a sense in the room where the meeting or the planning process or the The room is dominated by a Western, let's say, cultures, or people who are more closer or have native language to the English language. So that's a that's a third barrier. That also if you communicate with alpha male behavior, which is very dominant in in the organization, and the NGO sector creates a very unique situation where you have planning meetings, where just English people, American people, German people, talk, and then you have Indonesians, or Thai or Indians just follow the discussion.

Mod: Okay, so that's when you say, alpha male(.) Is that what you mean by alpha males, that is the discussion is dominated by the/

S14:/ I meant that people have a better have an advantage that people who have learned the native language, English or a, for example, Dutch people are not the people they are, they're very well, they're very familiar with English. So they have a competitive advantage in this room. Then coupled with the fact that culturally, some people tend to stand behind and not follow the discussion not be as outspoken. And then add to that the fact that there is a lot of alpha male behavior that a lot of people come with a lot of machismo and, and, and dominate the room. And then you have this unique, unique case, which I'm against, it's not that unique, where you have people dominated in a room for a for a variety of factors and languages came that, and then other people not actively participating in that, or even suffering in silence.

Mod: Hmm. Okay.

S14: which then leads to the buying of the organization, the common understanding is very low expectation management, and is not there. A variety of things that affect the process, they started the process in the final outcome of, of this effort of this exercise. I'm making myself clear.

Mod: Yes, yes, yes, yes. Yes.

S14: So this is a few examples that I can come up with.

Mod: And when you mentioned culture, do you see you compared European to Asian? Would you say if you have a meeting with it, same on your hands, but across the European continent? Would you say this is also the case?

18:31

S14: Yeah, definitely. This comes with power. This is mostly related with power and not with culture. For example, a bunch of European meeting people who come in from Germany or from the UK, or from Nordic countries, or from Netherlands or Switzerland, are more outspoken than somebody from Central and Eastern European countries, or from Italy, or from Greece. And this has to do I think, with internal power dynamics of the European continent, and how historically this has been able,

Mod: would you say language play a part in this as well,

S14: of course, because these countries, I think, also have an educate er education system that integrates the English language from a very early stages, that's resulting in them being a lot more fluent and eloquent when they use the English language. which is not the case for countries like in Greece, for example, or Hungary or Italy or Spain. And that creates an imbalance in the room.

Mod: And now that you mentioned boundaries, and you (.) and in Spain, (.) because I've heard some of erm (.) the rumours that the southern countries do not really cooperate that much. Obviously, they are very busy, but also some people think it's also a language barrier for them like especially Spain, Spanish people, what have you.

S14: As a neighbour for Spain and Italy, as another Mediterranean, I know that there is a stereotype that English is very low, integrated in Italy and Spain. So not a lot of people speak fluently the English language compared to Greeks, for example, let alone Nordics. But I'm not sure if this is the case. I find it easy to communicate with Spanish people and Italians. I think that's the accent. The the language is some kind of similarity. So it sometimes it's easier for me to understand Spanish people or Italian speaking English compared to an Englishman.

Mod: Mm hmm. Okay,

S14: so I think that also has to do with the accent to a slider to slight accent. But yes,

Mod: yeah. Okay. Thank you. Um, let's move on to translation in the organization. You’re your organization ever do translations of any documents? Or any piece (.) of information very often? (.) And what languages are involved?

S14: English translations? (.) I see me mostly, (.) mostly from English to Greek.

Mod: Okay.

S14: Rarely from French and Spanish to get a call from French, German and Spanish to Greek, but this is rare. The majority is um for English to Greek.

Mod: And when we talk about those other languages, rare occasions which kind of occasions are these when you translate from French or German?

S14: No from French and German, French, German and Spanish to Greek?

Mod: Yes, yes. But you say, statements, reactive statements.

S14: Okay, so things that are mostly related to the political reality in the external world, and our need to communicate and respond to that, okay.

Mod: And who does the translations?

S14: []mean, either in house or we outsource it. So if it's in house, we have a couple of colleagues who are very fluent. So we actually rely on them, although this is not their day job to translate. If it's something which is, which is a considerable amount of effort as a work, then we outsource it, and we pay professional translators, which is we have a network of them. So we are closely related to Greenpeace not not, let's say from the business sector. And if we have like, day to day need something which more and easier text, which is not that technical, we also hire us volunteers. We have some experienced volunteers, and we use them and we compensate them, okay.

Mod: Okay. So I see you have, like a network of translators or interpreters. So they are in a way affiliated with this? (.) or they just know a lot about the sector, and therefore you use them.

S14: We are affiliated with Greenpeace,

Mod: and is that affiliation in a way that they work in other organizations.

S14: But that affiliation, I think, mostly, and I think you'll find it a lot in Greece is very structured based on personal relationships. And this is the foundation of how the trust evolved. And then, out of this first step, we tested a couple of first afford select translations. And we saw that it worked. And then this is how we actually evolved and established a business relationship.

Mod; Okay. That's very similar to what Slovenian lady told me that they also look for someone who really knows about the stuff I do. And there's that trust thing as well. Okay, so do you have any rules as to how translation is done?

S14: Yes? (.)

Mod: Do you have any rules as to how a translation should be done? For instance, it has to be edited by a native speaker of the language in which the document is translated to or so when you, when you have those small translations that the people in your office do, did they have to be native speakers of the language that they translate into?

S14: No. Okay. And it's, it's a, it's a nice to have, but we don't have the luxury to find Spanish or German and French people in Greece to do that.

Mod: Mm hmm. So then you would outsource it.

S14: Right. away.

Mod: And suppose you receive a relevant (.) policy document in English from CAN Europe Secretariat, what do you normally, need this type of document?

S14: We keep it as it is. We don't translate it. Never. We don't need to translate it know, if we need to communicate it, then of course, yes, we translate it. But if it's a policy paper, it's a bug rounder, or something, which is internal communication, and we don't need to translate it, we use in English.

Mod: OK, and if you have to pass it on to either your governmental ministers or member, member organizations that were organizing/ (.)

S14: /that then/ we translate it. (.) So for example, I have I have the opposite. (1) Yes, then we'd have to translate it, we use most likely a mix of volunteers. If it's a short document, we use a volunteer to do the translation. And then the technical experts of the container is doing the editing. Okay. And then the Communication Department is doing the final editing, proofreading spell checking and making it let's say more attractive to the audience.

Mod: Okay, that's a (.) [] lengthy process I have. So

S14: it's not, it's not that lengthy. So the, (.) for a two pager, it works. If you want to have it for a report it doesn't. But for the moderator, which is what 2345 pages that you can do it there, you do that? you outsource the translation to the volunteer, but the volunteer, and then the editing is happening in house. And it's it's one muscle is the editing part is a day or two.

Mod: Okay, do you prefer to do translations yourselves in your organizations? Or would you prefer to receive documents as ready-made products? And that I'm referring to CAN Europe documents that you receive?

26:31

S14: So from Brussels?

Mod: Which would you prefer/

S14: /a lot of it time/ umm A lot of times CAN Europe documents are not really relevant to the Greek context. And in that sense, it's not a matter of translating, but it's a matter of reframing. Okay? So in that sense, I don't, it doesn't really make a difference to me, if it's in English, or it's in Greek, even er even if CAN Europe provides Greek version, for me, then that document would probably be not, let's say, as useful for the internal context for the domestic reality. So for us, it's mostly an exercise of reframing.

Mod: Mm hmm.

S14: To actually match it to your context, (1) to actually make it relevant to the audience. And it's not a language cup. Its content. It’s er it’s content and national reality, let's say deficit. I mean, Brussels do not really understand the Greek politician, or a Greek MP. And that, of course, that makes sense.

Mod: uhm

S14: So yeah, although they have one Greek person, so they might understand a little bit.

Mod: Yeah.

S14: SX. SX used to used to work for WWE, right. But where [person from the secretariat] is working on a very specific sectors, [person from the secretariat] is working on energy efficiency. And we're thinking about I do the work where [person from the secretariat] is not necessarily involved.

Mod: Yes, yes. (.) Okay. Let's move on to specifically intra-network communication. So here I'm referring to CAN Europe how you communicate and how you sort of find things with the network within the network? Right. So how are you finding the language practices? In CAN Europe network, a different experience from what you expected prior to joining the network?

S14: No, (.) see, we expected it to be English. Yeah.

Mod: Is there a reason for that? Like your experience to this or?

S14: No, I'm sorry, I maybe I didn't get the question. Okay. What do I expect to be the communication from CAN Europe was a question right.

Mod: The question was, whether the practices in CAN Europe, intra-network communication, which is English, were a different experience for you, from what you expected before you joined CAN Europe?

S14: No, no, I expected to be English.

Mod: And is that because of your experience? That you've seen this everywhere? In the sector?

S14: Yes. A either in Europe or abroad?

Mod: any/

S14:/ euro?/ I think English is? Is it? I'm looking for? Like, I'm trying to find out if there is anything more to this question than that. But because it's very, it's very self-explanatory. (1) To me, er (.) it's very logical to me that it would be in English. And I'm saying I'm questioning this notion of me. And I'm saying why should it be in English? But I can find a better question, right. But the answer, it should be in English.

29:31

Mod: It should be in English. That's very interesting.

S14: That easy, it should be in English. But okay, let's move away. (.) Why is it interesting?

Mod: Because you, you are in a network, I mean, in the southern part of your other languages exists, and you know, they could serve as the main language order communication tool. But if we think about the broader content texts, like, European Union, or you are Europe, or globally, then yes, the answer would probably be English. But I say it's interesting, because I have some input from the, from CAN Europe office in Brussels. And they also said they assumed they were not (.) really just like you (.) they question the fact that English is the language used. So this is very, very nice, (.) because people tend to Yeah, we use English. Oh, wait, hang on. Why didn't you using? Like, everyone has that sort of? Oh, yeah, we use English.

S14: I think I think it relates to the fact that I mean, the hiring process for the NGO sector, the bare minimum in terms of languages is fluent understanding of oral and written English. And that is the very basic and then to a lesser extent comes French, or I don't know what else, my dictionary fed into havin a set of different languages, I would, I would say that there is a huge capacity, limitation there for the organization for anybody else in CAN Europe who works centrally and distributes to work in that mode. So my main moderator would be would be the capacity. But even if we could, if even if we were able to address this risk to address this issue, which is capacity, my main concern wouldn't be resolved, which is not understanding the language, but it's understanding the culture and the context. And it comes back to my earlier comment, which is, even if CAN Europe could read and write in Greek? That wouldn't necessarily mean that that document would be useful to me.

Mod: Yeah,yeah.

S14: Yeah. So therefore, they will lose the time or waste the time in translating in a way?

Mod: Yeah, yeah. Okay. Thank you. Now, I'm looking for your own opinion about this. Would you describe what you think about languages role in network, such as CAN Europe?

S14: I'm sorry, it's kind of breaking some.

Mod: Would you describe what you think about languages role in networks, such as CAN Europe? What's your opinion about the role of language in such communication networks?

S14: It's, it's like the glue of this network, because most of the times we have to work virtually. So the motto and a lot relies on the verbal expression. And in that sense, this is the use of language is fundamental for, for solid communication, for proper communication for making sure that you have a common understanding that you work on the expectations that you go in a meeting and you understand what has actually happened and what you have committed to. So in in, (.) in organizations, like in CAN Europe, a lot of things happen virtually remotely over a VC or a Skype call. So yes, language is fundamental.

Mod: And I just remember because I, during the previous question, when we talked about experience, and you talked we you said, that English is the key, when in the in the NGO sector, when you hire someone, would you say is also the case for the grassroots organizations? Because you refer to (.)/

S14: /I don't know, because I'm not so close to the grassroots organization that belong in Europe. I'm mostly coming from let's say, the campaign groups and the environmental organizations. I would, I would assume, no, because I'm thinking of my grassroots people. And I would assume that it wouldn't be that much.

Mod: That was just a question that really came up to me. Okay, thank you. So, (.) how do you (.) deal with the fact that English is the main language for communication within the network?

34:19

S14: How do we deal with it? We accept it as a fact of life. We, let's say embrace it. Okay. We don't really object it.

Mod: yhm Okay, thank you.

S14: Greek, in Greece, it's very, it's, let's say you are expected to speak English. And that has, is mostly associated with the tourism fact. And the fact that back in the 80s, and we, I mean, our generation that we are now in the production (.) at the productive age, with kids in the 80s, it was very, let's say it was a status of it was a social status issue, whether you learned English or not. And in that sense, a lot of Greeks know English now. So you had er you are kind of expected to speak English in Greece, even even if it's not that great, you should at least be able to communicate.

Mod: Okay. Right. um it's um a very interesting fact about really having the attitude to learn English and being a nati- er (.) being connected to highest status. Okay. So would you describe what you think about English being the dominant language in the communication in the network? What's your opinion about that?

S14: Again, I don't have an opinion. I just accept it for what it is.

And do you ever feel at a disadvantage position because of the fact that English is the main language for communication?

S14: Oh, I couldn't hear you.

Mod: Okay. And let me just rephrase that. Do you ever feel at a disadvantaged position because of the fact that English is the dominant language in the network?

S14: Yeah, but at the open, okay. And, and that happens when I'm engaged in a discussion, forum discussion where people start talking faster, or they're using more abstract expressions, or, in written er writing when you have a strategy, let's say paper, and you enter a debate, and you start with a competitive disadvantage, just because of the fact that you can’t really use the words to your advantage, while the let's say the counterpart can. So my main, let's say struggle at some points is that I feel that we have to start, we start with a handicap.

Mod: yhm yhm.

S14: So strange, I'm making it sound like it's a barrier, but it's not. But it's everything is kind of negotiation, right? I mean, especially within a very diverse and multicultural organizational icon. Everything is like a negotiation. And you start this negotiation with a competitive disadvantage. You start with a handicap and that is language limitation.

Mod: And if I rephrase that question and say, Do you ever feel at a at an advantage position? Because you know, English?

S14: No, not really, because this is, this is like the benchmark for the organization. This is like the starting point. So I don't really feel that I'm considerably advanced compared to my colleagues in the organization or, in some cases. And I think this is cultural, more maybe, from a very personal point of view, when I'm, when I'm talking to somebody whose English level is not, let's say, is not equal to mine. And for this person, as I mean, if somebody speaks English worse than me, then he speaks pretty lousy English. And that creates a because my English is not great. And that creates a need for me to stop and follow a base. So I /apologize if I speak.

Mod; /so you accommodate?

S14: Yes, kind of accommodate. And sometimes I find myself speaking worse English. When I talk to somebody who I don't know, my accent becomes the friend, my grandma, my syntax becomes different. Just because I somehow feel the need to base but this is something I don't know if it happens culturally, or this reflected on me now.

38:30

Mod: Yeah, yeah. Yeah. And that's what I'm making for. Okay. And have you ever had a situation where you actually could access information? Because you knew the language, either Greek or English? That, for instance, that made you feel at an advantage position? Have you ever had any situation like that?

S14: No, no, it's not that I can remember when I see them.

Mod: yhm

S14: Because you know,

Mod: okay. Right. Have there been any instances where you could not get access to relevant information because of language barrier?

S14: No, no?

Mod: And now, would you describe what you think the ideal language practice in CAN, Europe network would be like? So if we think about network communication, it's an English. But maybe you have a different opinion, maybe should be a different language, maybe should be variety of languages? Maybe? Maybe you should stay it as it is i? What's your opinion?

S14: So I'm thinking about that options, like as I'm assessing them. So the other one would be to introduce another language like a second language and have a bilingual system. So let's say for example, Greek and French and German, English and French, I wouldn't say how, and are those that are not close to Brussels organizations, and people who are no closer would benefit from that. And in that sense, I would say it's a waste of resources. And having a richer set of languages would be a never big, big a waste of resources for me. So I wouldn't need somebody to learn Greek, just for my sake, or hire somebody who can speak Greek just for the sake of my organization. I think it's more efficient if we centrally use one language, and then we distribute in the same format, and the liquid format. third option that I would roll out, and then replace in English, that would kind of actually rule me out, that would be actually working to the exact opposite effect of what we're looking for here. So I would probably say keep it as it is.

Mod: Yeah. Okay. Thank you.

S14: I feel like I'm really disappointing you@

Mod: No, no, you're not because I have different different opinions. I'm just trying to think and trying to focus and follow what you say. So

S14: what, what would be nice, I mean, ideally, an ideal world would be nice, so that you can speak all languages, that you can have like a central hub that distributes and communicates in various languages so that we can have equal participation and be more fair and invest in our equity. But to have so limited, so limited resources. And, and on the other hand, everybody works in that way. I mean, our opponents would love a bigger organization working our way. And it's not like we're talking about China or Latin America, or South America. Sorry. They're talking about Europe. And it makes us to keep one one language.

Mod: Yeah, yeah. Okay. Thank you. And now the last question, is there anything else that you'd like to say, that hasn't been covered yet? Or you think it's relevant for you, or your organization in terms of languages around which role? /And

S14: /yeah, I would say that, in some cases, there is. In some cases, there is a gap. There is, let's say, a barrier, when you're when you're communicating to the external world. So for example, having access to international media, is somehow associated with language barriers. So unless you are a very fluent English speaker, you don't have guaranteed access, let's say to Guardian, and sometimes I need access from Greece to Brussels related me, for example, your active, I need access to international media to make noise strategically in a very unique part of Europe. And that access can be limited because of the language barrier, because of the fact that I wouldn't get in front of the camera, and performing the same way as I would in my native language. Which makes sense. And although and sometimes until CAN Europe just

Mod: Hmm. But would you say you wouldn't go in front of the camera, because of your inner knowledge inside of you, you don't feel confident enough to speak English in front of the camera? Or is it more of a case that you know, you feel inferior? Because you're not a native speaker? And therefore, of English? Obviously,(.)

S14: I don't I don't have I don't have a fear, I would personally I would go in front of camera in English, but I think, because the way organizations structured or structured is that the access to international media is not actually secured by the National Organization, but by the International structures. So for example, in Greenpeace, I would not be able to go to Guardian unless I get the go ahead from Greenpeace, UK and Greenpeace International. So that access would not be guaranteed to me. And I think also that happens for a Brussels. So if I need to go to Brussels based media, I would need to get a clearance from Greenpeace European unit.

Mod: Mm hmm.

S14: And I think they're at that point, the language barrier is a factor. So not the only one, but it's a factor.

Mod: So my last question is like you would meet anytime the sound is better. So you would need is how you would need like a green light from, let's say, Greenpeace, UK or Greenpeace? Whatever, like native English?/ []

S14: Yeah. That should be facilitated by the country where the media operates. Okay.

Mod; Okay. So you would need to go through them, but not have Yeah, like, support from them and then go directly to the media?

S14: No, I think for a small office like us who would need to go through them. And my point is that there's a variety of factors. But if you are an excellent English speaker, and I'm a moderate English speaker, you will have better access compared to me. Okay, that's what it says. This is not the only factor there is also also other strategic factor.

Mod: Yeah, that's very interesting, because other organizations that they have similar experience with with media, for instance, the national media will not pick up the story unless it's a English media sort of pick it up.

S14: And then it's also really very relevant in Brussels all over the body. It is French.

Mod: Mm hmm.

S14: I don't expect anybody to expect for me to speak Flemish, but I think people expect for me to speak French. Therefore, if I don't speak French, I don't have access.

Mod: Yeah. Okay. Right night, us. Thank you very much for your input. Thank you very much for your time.

S14: It's been a pleasure.

Mod: And I if just one more thing, if you need access to the report, I'm thinking of actually having it in Don in about three years’ time because of other commitments as well. But I'll be sending the final report to [Person working in the secretariat) from CAN Europe real quick. If you want me to send you the report. Please do email me close to sort of that time. I will make sure that when those circulates the the report, I asked him to do that.

S14: That's fine.

Mod: Right. Thank you very much again.

S14: Thank you.

Mod: Thank you. Bye bye.