

Joint statement on strategic language policy Implementation plan

Deliverable 4.16
Task T.4.3: Conceive a shared language policy

June 2023

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1. Overview

The implementation plan of the “Lived multilingualism” language policy presents the measures ERUA will take in order to reach the aims of the language policy by identifying the following targets:

- 1) Raise awareness of multilingualism and language diversity and their value within ERUA,
- 2) Increase the visibility of “hidden” multilingual resources and strengthening the potential of these linguistic resources within the ERUA community,
- 3) Encourage the expansion of language skills and language use within and between all areas of the ERUA community,
- 4) Engage the whole ERUA community in a multilingual discourse in all languages present within the consortium,
- 5) Support the planning and expansion of inclusive activities within the alliance,
- 6) Reflect and act on the potential and challenges of linguistic diversity for participation and involvement within the ERUA community and beyond,
- 7) Increase participation and strengthen the ERUA community and its capacity to create joint opportunities and resources,
- 8) Assess and implement technical innovations to support mutual understanding and common use of all languages present at the individual and the ERUA community level.

The implementation plan includes short-, middle-, and long-term measures and addresses the four domains identified within the “Lived multilingualism” language policy statement: research, teaching and learning, governance, and communication.

The implementation plan takes into account:

- the existing resources within ERUA (e.g. the ERUA community’s language repertoire(s), languages available to learn, multilingual course offers),
- the newly created resources through ERUA (e.g. multilingual tandems, research partnerships and open language courses for staff),
- digital technologies supporting the Higher Education Area (e.g. KI/chatbot, simultaneous subtitling),
- potential additional resources,
- future perspectives for ERUA and the Higher Education Area.

This implementation plan supports the overarching aim of ERUA of bringing together a new generation of people who are able to cooperate and work within different European and global cultures in different languages, and across borders, sectors, and academic disciplines.

2. Measures (short-term, medium-term, long-term)

Short-term measures (within the academic year 2023-24)

Measure	Aim	How	Domain	Groups	Frequency
List languages people are competent in	Raise awareness of language diversity and multilingualism	In staff profiles, email signatures, event budges, etc.	Communication	All	Frequently
List languages used by research units, researchers, and scientific fields	Raise awareness of language diversity and multilingualism, facilitate research collaborations	At the ERUA research portal (platform)	Research, communication	Researchers	Frequently
List languages conducting researching on	Facilitate research collaborations	At the ERUA research portal (platform)	Research	Researchers	Frequently
Annual workshop on multilingualism across disciplines (e.g., linguistics, education, psychology, neuroscience, literary studies, media, etc.)	Facilitate research collaborations on multilingualism across disciplines, raise awareness of multilingualism, monitor the implementation of the 'Lived Multilingualism' language policy	Workshop organisation	Research, communication	Researchers	Annually
Tandems	Language learning	Organisation of tandems	Teaching & learning	Teaching staff, students	Frequently

English language classes for all ERUA members	Increase in English language skills given the importance of English in higher education	Organisation of language classes by language centres, use of micro-credentials	Teaching & learning	Teaching staff, students	Frequently
Language classes to prepare for mobility within ERUA	Language learning	Organisation of language classes by language centres, use of micro-credentials	Teaching & learning	Teaching staff, students	Frequently
Intercultural communication classes to prepare for mobility within ERUA	Intercultural communication	Organisation of intercultural communication classes by Welcome centres, administration, use of micro-credentials	Teaching & learning	Teaching and administrative staff, students	Frequently
Yearly language check for ERUA committee members and language support offer	Check to verify if all members feel comfortable with the language(s) used in the committee and identify language support needs, e.g. translations, language training, parallel language use, passive multilingualism, inter-comprehension method.	Check lists at the beginning of each academic year	Governance	All	Annually
List of language courses across ERUA	Language learning	Create inventory	Teaching & learning	Language centres	Annually
Development of terminology	Facilitate communication and inclusion in ERUA meet-	Each ERUA University translates key	All domains	All	Frequently

glossaries	ings	terminology for the glossary			
Multilingual ERUA newsletter	Increase participation in ERUA activities, inclusion	Each ERUA University translates newsletter to local languages	All domains	All	Frequently

Medium-term measures (by the mid-term of the second funding period)

Measure	Aim	How	Domain	Groups	Frequency
Annual survey on language skills (speaking, listening, reading, writing) within ERUA	Awareness about language capital within the alliance	Short yearly survey	All domains	All	Annually
Expand ERUA disciplinary courses to other languages present within ERUA beyond English and French	Increase of inclusion, strengthening the language skills of ERUA members who are heritage speakers but do not have the opportunity to attend courses in their heritage language at their University. E.g. students who are heritage speakers of Bulgarian and live in France could take disciplinary courses in Bulgarian offered by NBU	Organisation of disciplinary courses by departments within ERUA	Teaching & learning	Teaching staff, students	Frequently
Language support to assist staff and students in publishing research in relevant languages	Research publications in relevant languages	Language courses on using a specific language for academic purposes, workshops on developing academic writing skills in a specific lan-	Research	Staff, students	Frequently

		guage, proof-reading services, build on existing expertise of ERUA members, use of micro-credentials			
Language classes for all ERUA languages	Language learning of all languages of ERUA	Use of the combined resources of the alliance through cooperation and complementarity across language centres, use of micro-credentials	Teaching & learning	Teaching staff, students	Frequently
Language classes for additional languages (L2, L3, Ln language acquisition)	Learning of additional languages	Use of the combined resources of the alliance through cooperation and complementarity across language centres, use of micro-credentials	Teaching & learning	Teaching staff, students	Frequently
Language classes for heritage speakers	Maintenance and learning of heritage languages	Use of the combined resources of the alliance through cooperation and complementarity across language centres, use of micro-credentials	Teaching & learning	Heritage speakers: staff and students	Frequently
English for administration	Increase in English language skills for administrative staff given the importance of	Organisation of language classes by language centres, use of micro-credentials	Teaching & learning, governance	Administrative staff	Frequently

	English in higher education				
Define a minimum threshold of language proficiency of teaching staff and students in line with local legislation, disciplinary needs, and international recommendations	Ensure the educational quality of the courses offered	Work task by language and disciplinary experts within ERUA	Teaching & learning	Teaching staff, students	One-time
Training in using digital tools to support languages, e.g., translations using AI tools and simultaneous subtitling	Language learning, disciplinary learning, research, communication	Training / workshops, use of micro-credentials	All domains	All	Frequently
Training in parallel language use, passive multilingualism, intercomprehension method	Facilitate communication and inclusion within ERUA	Training / workshops, use of micro-credentials	All domains	All	Frequently
Training in multilingual pedagogies	Development of pedagogical skills	Courses in multilingual pedagogies	Teaching & learning	Teaching staff	Annually
Training in science communication in language(s) represented within ERUA	Development of science communication skills across languages	Course science communication skills	Research	Researchers, students	Annually
Event on the European Day of Languages (26th September)	Raise awareness of languages within ERUA	Language experts within ERUA set up agenda for participation	Research, Teaching & learning, Communication	All	Annually
Language and culture week	Raise awareness about language and	Presentations, cultural activities (e.g., art, music,	All domains	All	One each semester

	culture	films, food).			
Monitoring and evaluation of multilingualism measures	Evaluation of effectiveness and improve quality of measures	Formal and informal evaluation	All domains	All	Frequently

Long-term measures (by the end of the second funding period)

Measure	Aim	How	Domain	Groups	Frequency
Course on the languages and cultures of ERUA	Familiarise staff and students on the languages and cultures of ERUA	Organisation of course by experts	Teaching & learning	All	Annually
Multilingual ERUA website	Increase participation in ERUA activities, inclusion	Each ERUA University translates the web-content to local languages	All domains	All	Frequently
Multilingual ERUA social media, press releases, etc.	Increase external communication	Each ERUA University translates social media, press releases, etc. to local languages	All domains	All	Frequently
Research on multilingualism within ERUA	Consolidate multilingualism research across ERUA, increase research capabilities, answer research questions	Development of projects by multilingualism experts across ERUA, research funding applications	Research	Researchers, students	Ongoing