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### **Identity, Language Learning, and the Multilingual Workplace**

In this presentation, I will draw on my research with immigrant women in Canada (Norton, 2013) to examine the complex relationship between identity, language learning, and the multilingual workplace. This research has been central in helping me to better understand how adult language learners navigate new linguistic communities as they claim the right to speak and be heard. While my earlier work focused on the way diverse power relations structure opportunities for language learning, my more recent work (Darvin & Norton, 2015) has investigated how language learners' investment in imagined identities impacts language learning. My research has found that when adult immigrants try to enter communities that offer possibilities for the future, they often reframe relationships with target language speakers in order to claim more powerful identities from which to speak. I will conclude by examining free multilingual stories on the Storybooks Norway platform that might expand identity options for Polish and other adult immigrants in the Norwegian workplace: <https://barneboker.no/>

### **References**

- Darvin, R. & Norton, B. (2015). Identity and a model of investment in applied linguistics. *Annual Review of Applied Linguistics*, 35, 35-56
- Norton, B. (2013). *Identity and language learning: Extending the conversation*. 2nd Edition. Bristol: Multilingual Matters.