

English second additional language memorandum model paper Workbook

English Second Additional Language Memorandum Model Paper

Preparing for English Second Additional Language (ESAL) examinations can be a challenging yet rewarding experience for students. One of the most effective ways to ensure success is by reviewing and practicing with well-structured model papers. A memorandum model paper serves as a valuable guide for both students and teachers, providing insights into the expected answers, marking schemes, and examiners' expectations. This comprehensive guide will delve into the essentials of an ESAL memorandum model paper, its structure, how to interpret it, and tips for effective preparation.

Understanding the Purpose of an ESAL Memorandum Model Paper

What is an ESAL Memorandum Model Paper?

A memorandum model paper for ESAL is a sample or template that illustrates the correct answers and marking criteria for exam questions. It helps students understand:

- The types of questions that are likely to appear in the exam.
- The appropriate answers and language structures to use.
- How marks are awarded based on content, language, and presentation.

For teachers, it functions as a marking guide that ensures consistent and fair assessment across different scripts.

Importance of Using a Model Paper

Utilizing a memorandum model paper offers several benefits:

- **Guided Practice:** Helps students practice effectively by understanding what examiners expect.
- **Exam Strategy:** Shows how to allocate time and structure answers for maximum marks.
- **Confidence Building:** Familiarity with the format reduces exam anxiety.
- **Assessment Alignment:** Ensures that students' answers align with curriculum standards and assessment criteria.

Structure of an ESAL Memorandum Model Paper

Components of the Model Paper

A typical ESAL memorandum model paper includes the following sections:

- **Question Paper:** The actual questions posed to students, covering reading, writing, language use, and comprehension.
- **Model Answers:** Sample responses that exemplify the expected quality and depth of answers.
- **Marking Scheme:** Breakdown of marks allocated to each question or section, with guidelines on how scores are awarded.

Sample Format of a Model Memorandum

While formats may vary, a standard model paper contains:

- **Question 1:** Comprehension Passage followed by questions.
- **Question 2:** Short answer questions on grammar and vocabulary.
- **Question 3:** Essay or paragraph writing.
- **Question 4:** Listening or speaking activities (if applicable).

Each question is accompanied by a detailed memo outlining the criteria for full, partial, or no marks.

How to Interpret an ESAL Memorandum Model Paper

Analyzing Questions and Expected Answers

When reviewing a memorandum, consider the following:

- **Question Requirements:** What specific skills or knowledge does the question test?
- **Key Points in the Answer:** Identify essential content, vocabulary, and grammar structures that should be included.
- **Language Use:** Observe the tone, style, and vocabulary expected in high-scoring responses.

Understanding Mark Allocation

Marking schemes often specify:

- The number of marks per question or sub-question.
- The weight given to content accuracy, language correctness, and presentation.
- How partial answers can earn partial marks.

This understanding helps students prioritize questions and allocate time appropriately during exams.

Sample Analysis

For example, a comprehension question might be worth 5 marks, with 3 marks for correct understanding and 2 for language accuracy. The memo might specify that answers should include specific keywords or phrases to earn full marks.

Using the Memorandum Model Paper for Effective Preparation

Practice with Past Papers

Students should regularly practice using past examination papers and their corresponding memoranda:

- Attempt the questions without looking at answers.
- Compare your responses with the model answers.
- Identify areas where your answers differ and understand why.

Understand Common Errors

Review the memorandum to recognize typical mistakes, such as:

- Incorrect grammar usage.
- Failure to include key points.
- Misinterpretation of questions.

Knowing these helps in avoiding similar mistakes in actual exams.

Improve Language Skills

Since ESAL assessments emphasize language proficiency, use the memorandum to:

- Learn new vocabulary and expressions used in model answers.

- Practice sentence structures and grammatical forms.
- Develop coherence and cohesion in writing.

Time Management Strategies

Use the model papers to practice answering questions within allocated timeframes. This includes:

- Reading questions carefully and planning responses.
- 2> Prioritizing questions based on marks.
- Reviewing answers before time runs out.

Tips for Teachers in Using ESAL Memorandum Model Papers

Creating Effective Marking Schemes

Teachers should ensure that the memo:

- Aligns with curriculum standards.
- Clearly specifies what constitutes full, partial, and no marks.
- Provides sample answers for various levels of performance.

Standardizing Assessment

Use the memorandum to maintain consistency across different exam sessions and assessors by:

- Training markers to interpret the marking scheme uniformly.
- Providing exemplars for high, medium, and low-quality responses.

Enhancing Student Feedback

Feedback based on the memorandum helps students understand their strengths and areas for improvement, guiding targeted revision.

Conclusion: Maximizing Success with a Well-Structured Memorandum Model Paper

A well-designed English Second Additional Language memorandum model paper is an invaluable

resource for effective exam preparation. It demystifies the assessment process, clarifies expectations, and offers practical guidance on answering questions correctly and efficiently. Both students and teachers benefit from understanding the structure, content, and marking criteria embedded within these memos. Regular practice with model papers, coupled with thorough analysis of memoranda, builds confidence, sharpens language skills, and ultimately leads to better performance in ESAL examinations.

By integrating the strategies outlined in this guide, learners can approach their exams with greater confidence and clarity, transforming preparation into a focused and rewarding journey toward achieving their language proficiency goals.

English Second Additional Language Memorandum Model Paper: A Comprehensive Guide

Preparing for exams can be a daunting task, especially when it comes to mastering the intricacies of language assessments. For learners undertaking the English Second Additional Language Memorandum Model Paper, understanding the structure, expectations, and marking criteria is essential to achieving success. This guide aims to provide a detailed analysis of what such model papers entail, how to interpret them effectively, and tips on how to utilize them to boost your exam preparedness.

What Is an English Second Additional Language Memorandum Model Paper?

An English Second Additional Language Memorandum Model Paper is a standardized document that provides the official answer key or guidelines for marking a past examination or practice test. It is designed to assist both teachers and learners by offering:

- Correct answers or suggested responses for each question
- Clarifications on acceptable variations of answers
- Marking criteria and allocation of marks
- Exemplars of high-quality responses

The purpose of these model papers is to familiarize students with the exam format, question types, and the expected level of language proficiency. They serve as invaluable tools for revision, self-assessment, and understanding how examiners evaluate responses.

Key Components of the Model Paper

Understanding the typical components of an English Second Additional Language Memorandum Model Paper can help you make the most of it. These components usually include:

- Question Paper

- Comprises various sections such as comprehension, language use, writing, and listening.
- Tests a range of skills: reading, writing, grammar, vocabulary, and oral skills.

- Answer Key / Memorandum

- Provides the correct answers for each question.
- Includes alternative acceptable answers, especially for open-ended questions.
- Details the marking scheme, indicating how many marks each part carries.

- Explanatory Notes

- Clarify common misconceptions or tricky questions.
- Offer guidance on how to approach particular question types.

Analyzing the Structure of the Model Paper

Most English Second Additional Language Model Papers follow a structured format that mirrors the actual exam. A typical layout includes:

Section A: Reading and Comprehension

- Several passages followed by questions.
- Questions may include multiple-choice, short answer, and paragraph responses.
- The memorandum highlights the correct answers and acceptable responses.

Section B: Language Use and Grammar

- Focuses on vocabulary, sentence construction, tenses, and grammatical accuracy.
- The answer key provides correct forms, with explanations if needed.

Section C: Writing Skills

- Tasks like essay writing, letter writing, or story narration.
- The memorandum may include sample responses or assessment criteria.

Section D: Listening and Speaking (if applicable)

- Usually assessed practically; the memorandum may offer guidelines or rubrics.

How to Use the Memorandum Effectively

Using the memorandum model paper wisely can significantly improve your exam results. Here are strategies to maximize its benefits:

- Practice with Past Papers
 - Regularly attempt practice papers under exam conditions.
 - Use the memorandum to mark your answers and identify areas for improvement.
- Understand the Marking Scheme
 - Pay attention to how marks are allocated.
 - Learn which parts of your answer are most important and focus on providing complete responses.
- Identify Common Question Types
 - Recognize recurring question formats and practice them.
 - For comprehension, develop skills in skimming and scanning.
 - For writing, focus on structure, coherence, and language accuracy.
- Clarify Difficult Questions
 - Use explanatory notes to understand why certain answers are correct.

- Seek clarification from teachers if any part of the memorandum is unclear.
- Improve Vocabulary and Grammar
- Review model answers for vocabulary and grammatical structures.
- Incorporate new words and correct grammatical forms into your practice.

Sample Breakdown of a Typical Question and Memorandum Response

To illustrate how to interpret a model paper, here's a hypothetical example:

Question:

Read the passage below and answer the questions that follow.

Passage excerpt:

"Every morning, Sarah wakes up early to take a walk in the park. She enjoys the fresh air and the sounds of chirping birds."

Question:

What does Sarah enjoy doing in the morning?

Model Answer (Memorandum):

Sarah enjoys taking a walk in the park and listening to the sounds of chirping birds.

Marking Notes:

- Full correct answer: 2 marks
- Acceptable variation: "She likes to walk in the park" ? 1 mark for partially correct answer
- Explanation: Emphasize the importance of mentioning both activities (walking and listening to birds).

Tips for Preparing Using the Model Paper

- Start Early: Don't wait until the last minute. Use the model paper as a guide during your revision schedule.
- Focus on Weak Areas: Identify questions you struggled with and revisit related topics.
- Create a Study Schedule: Allocate time to practice each section, referring to the memorandum for guidance.
- Practice under Exam Conditions: Simulate exam settings to build confidence and manage time effectively.
- Seek Feedback: Discuss your answers with teachers and compare them against the memorandum.

Common Challenges and How to Overcome Them

- Understanding Open-Ended Questions

Sometimes, open-ended questions have multiple acceptable answers. To handle this:

- Review the memorandum for alternative responses.
- Practice paraphrasing and expressing ideas differently.

- Grammar and Vocabulary Limitations

Enhance your language skills by:

- Regularly reading English texts.
- Keeping a vocabulary journal.
- Doing grammar exercises aligned with the memorandum guidelines.

- Time Management During the Exam

Practice timed tests to ensure you can complete all sections comfortably within the allocated time frame.

Final Thoughts

The English Second Additional Language Memorandum Model Paper is an essential resource for learners aiming to excel in their language assessments. By understanding its components,

analyzing sample responses, and applying strategic practice, students can significantly improve their language proficiency and exam performance. Remember, consistent practice, coupled with a thorough understanding of the marking criteria, paves the way to success.

Empower your learning journey by utilizing the memorandum model paper as a roadmap to mastering English as a Second Additional Language. Happy practicing!

QuestionAnswer What is the purpose of the English Second Additional Language Memorandum Model Paper? The memorandum model paper provides an answer key and marking guidelines to assist teachers and students in understanding the correct responses and assessment criteria for the exam. How can students benefit from studying the memorandum model paper? Students can use the memorandum to improve their understanding of the exam format, learn the correct answers, and practice effective marking and self-assessment strategies. Where can I find the latest English Second Additional Language Memorandum Model Paper? The latest memorandum model papers are typically available on the official Department of Education website or the school's online learning platforms. Are the questions in the memorandum model paper aligned with the curriculum standards? Yes, the questions are designed to align with the curriculum standards and learning outcomes for the English Second Additional Language subject. How should teachers utilize the memorandum model paper during assessment? Teachers can use the memorandum to ensure consistent marking, provide feedback, and prepare students for upcoming exams by familiarizing them with expected answers. Can the memorandum model paper be used for revision purposes? Absolutely, students can use the memorandum to revise key concepts, practice answering questions, and understand the expected responses. What are some tips for effectively using the memorandum model paper for exam preparation? Students should review the answers thoroughly, compare their responses, practice under exam conditions, and seek clarification on any uncertainties from teachers. Is the memorandum model paper updated annually for the English Second Additional Language exam? Yes, the memorandum model papers are usually updated annually to reflect any changes in the curriculum or examination format to ensure relevance and accuracy.

Related keywords: English Second Additional Language, memorandum model paper, ESL model questions, language exam sample, ESL assessment template, second language exam paper, ESL teaching resources, language learning memorandum, ESL practice test, second language assessment model

Romaine Introduction To Sociolinguistics

Romaine introduction to sociolinguistics provides a foundational overview of how language

functions within society, exploring the dynamic relationship between language, culture, identity, and social structures. As a prominent figure in the field, Jean Berko Gleason Romaine has contributed significantly to our understanding of how language varies and evolves in social contexts. This article aims to delve into the core concepts of sociolinguistics, its importance, key theories, and Romaine's contributions, offering a comprehensive introduction for students, researchers, and language enthusiasts alike.

Understanding Sociolinguistics

Definition and Scope

Sociolinguistics is the study of how language is used within society and how social factors influence language variation and change. It examines the relationship between linguistic features and social variables such as age, gender, ethnicity, social class, and geographical location. The field seeks to understand not just how language functions in communication but also how it reflects and shapes social identities and power dynamics.

Historical Development

The origins of sociolinguistics trace back to the early 20th century, with pioneering work by scholars like William Labov, who is often regarded as the founder of modern sociolinguistics. His studies on language variation in New York City laid the groundwork for understanding linguistic diversity within urban communities. Over time, the discipline expanded to include studies on dialects, language attitudes, multilingualism, and language policy.

Core Concepts in Sociolinguistics

Language Variation

Language variation refers to differences in speech patterns across different social groups or regions. These variations can be systematic and are often linked to social factors. For example, dialects, accents, and vocabulary choices often distinguish one community from another.

Language Change

Language change is a natural process where languages evolve over time due to social influence, contact with other languages, and internal linguistic developments. Sociolinguists study how social context accelerates or constrains these changes.

Code-Switching and Code-Mixing

Code-switching involves alternating between two or more languages or dialects within a conversation or even a sentence. It often reflects cultural identity and social relationships. Code-mixing refers to blending elements of different languages within a single utterance.

Language Attitudes and Ideologies

Attitudes towards different languages or dialects influence social interactions and language policies. Ideologies about language can reinforce social hierarchies or promote social cohesion.

Key Theories and Approaches in Sociolinguistics

Variationist Sociolinguistics

This approach, pioneered by William Labov, emphasizes studying observable linguistic variation and correlating it with social variables. It involves meticulous data collection and statistical analysis to understand patterns.

Ethnography of Communication

Developed by Dell Hymes, this approach emphasizes understanding language in its cultural context. It considers speech communities and the social norms governing communication.

Social Construction of Language

This perspective views language as a social product that is constructed and reconstructed through social interactions, emphasizing the fluidity of language and identity.

Identity and Language

Research in this area explores how individuals use language to construct and express their social identities, such as ethnicity, gender, or social status.

Romaine's Contributions to Sociolinguistics

Educational and Pedagogical Perspectives

Romaine has extensively studied language development, bilingualism, and language education. Her work emphasizes the importance of understanding sociolinguistic factors in language teaching and learning, advocating for inclusive approaches that respect linguistic diversity.

Language and Identity

Romaine's research highlights how language choice and variation are integral to identity formation. She explores how social groups use language to signal membership, resistance, or social stratification.

Multilingualism and Language Policy

A significant part of Romaine's work addresses the challenges and opportunities of multilingual societies. She advocates for language policies that promote linguistic rights and respect for minority languages.

Research on Language Attitudes

Romaine has investigated how attitudes towards different dialects and languages influence social integration and educational outcomes. Her findings underscore the importance of positive language attitudes in fostering social cohesion.

Applications of Sociolinguistics

Language Planning and Policy

Sociolinguistics informs government and institutional policies on language use, education, and preservation of minority languages.

Language Education

Understanding sociolinguistic principles helps educators develop curricula that accommodate linguistic diversity and support bilingual or multilingual learners.

Social Justice and Equality

Studies in sociolinguistics shed light on linguistic discrimination and advocate for equal recognition of all language varieties.

Technology and Communication

The digital age has expanded the scope of sociolinguistics to include online communication, social media language, and digital dialects.

Challenges and Future Directions in Sociolinguistics

Globalization and Language Contact

Increased contact among languages raises questions about language shift, endangerment, and the future of linguistic diversity.

Technological Advances

Advances in data collection and analysis, including computational linguistics and corpus studies, are opening new avenues for research.

Interdisciplinary Approaches

Integrating insights from anthropology, psychology, and sociology enriches understanding of language in social contexts.

Addressing Language Inequality

Future research aims to promote multilingualism and challenge linguistic hierarchies, fostering inclusive societies.

Conclusion

Romaine's introduction to sociolinguistics provides a comprehensive overview of how language functions as a social phenomenon. Her work emphasizes the importance of understanding linguistic variation, language attitudes, and identity within diverse social contexts. As the field continues to evolve, sociolinguistics remains vital for addressing contemporary issues related to language policy, education, and social justice. By exploring the intricate relationship between language and society, Romaine's contributions help us appreciate the rich complexity of human communication and its role in shaping social identities and structures.

Keywords: sociolinguistics, Romaine, language variation, language change, code-switching, language attitudes, multilingualism, language policy, identity, language education

Romaine Introduction to Sociolinguistics: Exploring Language in Society

Introduction

Romaine introduction to sociolinguistics offers an insightful glimpse into how language functions within social contexts. As a field, sociolinguistics examines the dynamic relationship between language and society, exploring how social factors influence language use, variation, and change. This discipline bridges the gap between linguistics and sociology, revealing the intricate ways in which identity, culture, power, and social structures shape communication. Whether through regional accents, social dialects, gendered language, or language policies, sociolinguistics unpacks the

profound impact of societal factors on language phenomena.

This article provides a comprehensive overview of the core principles introduced by Jeanette Romane, a pioneering figure in sociolinguistic research. We will explore foundational concepts such as language variation, dialects, and sociolects, delve into how social identities influence language, and examine contemporary issues like language contact and language policy. By the end, readers will gain a solid understanding of how sociolinguistics illuminates the complex relationship between language and society, emphasizing its relevance in today's diverse and interconnected world.

The Foundations of Sociolinguistics: Jeanette Romane's Perspective

Jeanette Romane's contributions to sociolinguistics have been instrumental in establishing the field as a rigorous academic discipline. Her approach emphasizes that language cannot be studied in isolation from its social context. Romane argued that language is both a reflection of society and a tool for social interaction, shaping and being shaped by social identities and power relations.

Key Principles of Romane's Approach:

- **Language Variation Is Systematic:** Romane highlighted that linguistic differences are not random but follow social patterns. Variations in pronunciation, vocabulary, and grammar often correlate with factors like geography, social class, ethnicity, gender, and age.
- **Language and Identity:** She emphasized that language choices serve as markers of personal and group identity, allowing speakers to signal belonging or differentiation within social groups.
- **Language Change Is Socially Driven:** Romane pointed out that language evolves through social processes, influenced by contact, migration, and social mobility.

Her work laid the groundwork for understanding language as a social practice, emphasizing that linguistic phenomena are deeply embedded in social realities.

Core Concepts in Sociolinguistics

Language Variation and Dialects

One of the fundamental concepts in sociolinguistics is language variation—the idea that no language is monolithic but exists in multiple forms across different communities.

- Dialect: A regional or social variety of a language distinguished by pronunciation, vocabulary, and grammar. For example, British English and American English are dialectal variations.

- Accent: A way of pronouncing words associated with a particular region or social group. For instance, a Southern American accent versus a New York accent.

- Sociolect: Language variation associated with a particular social class or group. For example, the language used by teenagers today versus older adults.

Why is variation important? It reveals social identities, geographical boundaries, and social stratification. Romane argued that understanding these variations helps linguists decode social structures and cultural identities.

Registers and Styles

Language adaptation is another key concept. Speakers modify their language according to context?formal or informal settings, professional environments, or casual conversations.

- Register: A variety of language used in a specific context, characterized by vocabulary, tone, and formality. For example, legal language versus casual chat.

- Style-shifting: The phenomenon where speakers switch between registers depending on social situation or audience.

Romane emphasized that code-switching and style-shifting are natural strategies for negotiating social identities and maintaining social cohesion.

Language and Social Identity

Romane's work underscores that language is a powerful marker of social identity. People use language consciously or unconsciously to express their belonging or differentiate themselves from others.

Gender and Language: Romane explored how gender influences language use, with women and men often exhibiting different speech patterns. For instance, women might use more standard language forms, whereas men might show more linguistic innovation.

Ethnicity and Language: Ethnic identity can be expressed through language choices, dialects, or code-switching. For example, bilingual speakers may alternate between languages to signal cultural identity.

Social Class: Language reflects social stratification. Working-class speech may differ markedly from upper-class speech, with implications for social mobility and perceptions of competence.

Romane argued that understanding these social markers is essential for analyzing power dynamics and social inequalities.

Language Contact and Change

Language contact occurs when speakers of different languages or dialects interact regularly, leading to borrowings, pidgin and creole formation, and language shift.

- **Borrowing:** Inclusion of words or phrases from one language into another. For example, English has borrowed extensively from French and Latin.

- **Pidgins and Creoles:** Simplified languages that develop in contact situations, often as a means of communication among groups without a common language, evolving into fully developed creole languages over time.

- **Language Shift:** When a community gradually adopts a different language, often due to social or economic pressures. For example, indigenous communities shifting to dominant national languages.

Romane emphasized that language contact phenomena reflect historical and social processes like colonization, migration, and globalization.

Language Policy and Ideology

Language is not only a social phenomenon but also a political instrument. Romane examined how governments and institutions influence language use through policies and ideological frameworks.

Language Planning: Efforts to regulate or influence language use through standardization, promotion, or suppression.

Language Ideology: Beliefs and attitudes about language that reflect social power and cultural values. For example, the prestige associated with Standard English or the marginalization of

minority languages.

Language Rights: Debates around linguistic diversity and the rights of communities to maintain their languages in education, media, and public life.

Romane highlighted that language policies can reinforce social inequalities or promote social cohesion, making the study of language ideology crucial for understanding societal power structures.

Contemporary Relevance of Sociolinguistics

Today, sociolinguistics continues to evolve, addressing issues such as digital communication, globalization, and multilingualism.

Digital Age and Language: The internet has created new varieties of language, including slang, emojis, and memes, influencing how identity and community are expressed online.

Globalization: Increased contact among languages leads to language death, borrowing, and the emergence of global lingua francas like English.

Multilingual Societies: Countries like India and Canada exemplify linguistic diversity, where policies aim to balance the promotion of multiple languages with national unity.

Language and Social Justice: Sociolinguistics now plays a role in advocating for linguistic rights, combating discrimination based on language use, and promoting inclusive communication.

Conclusion

Romaine introduction to sociolinguistics provides an essential framework for understanding how language functions within social contexts. By examining variation, identity, contact, and policy, the field reveals the complex interplay between language and society. Jeanette Romaine's pioneering work underscores that language is not merely a system of rules but a living social practice that shapes and is shaped by social forces.

In an increasingly interconnected world marked by migration, digital communication, and cultural exchange, sociolinguistics remains vital for analyzing how language reflects societal structures and influences individual identities. Whether studying accents, dialects, or language policies, the insights from Romaine's approach help us appreciate the richness of human communication and the social fabric it weaves.

Understanding sociolinguistics equips us to navigate and appreciate linguistic diversity, promote

social justice, and foster more inclusive societies. As language continues to evolve in response to social change, the principles introduced by Romaine offer timeless guidance for scholars, policymakers, educators, and anyone interested in the intricate dance between language and society.

QuestionAnswer What is the main focus of 'Introduction to Sociolinguistics' by Romaine?

Romaine's 'Introduction to Sociolinguistics' explores how language varies and changes in social contexts, examining the relationship between language and society, including topics like dialects, accents, language attitudes, and social identity. Why is sociolinguistics important in understanding language use today? Sociolinguistics helps us understand how language reflects social identities, power dynamics, and cultural diversity, which is crucial in multicultural and multilingual societies to promote effective communication and social cohesion. What are some key concepts introduced in Romaine's book? Key concepts include language variation (dialects and accents), language change, language attitudes, code-switching, language and identity, and the social functions of language. How does Romaine describe the relationship between language and social identity? Romaine emphasizes that language is a vital marker of social identity, influencing and reflecting aspects such as class, ethnicity, gender, and social group membership. Can you explain the concept of language variation discussed in Romaine's book? Language variation refers to differences in language use across regions (dialects), social groups (sociolects), and contexts, highlighting that no language is monolithic but shaped by social factors. What role does Romaine assign to language attitudes in sociolinguistics? Romaine highlights that language attitudes?opinions and feelings about different languages or dialects?affect language change, social acceptance, and identity formation. How does 'Introduction to Sociolinguistics' address language change over time? The book discusses how social factors such as contact, migration, and technological advances influence language evolution, emphasizing that language change is a natural and ongoing social process. What are some real-world applications of sociolinguistics principles explained by Romaine? Applications include language planning, education, addressing linguistic discrimination, designing inclusive communication strategies, and understanding language policies in multilingual societies.

Related keywords: sociolinguistics, language variation, speech community, language and society, dialects, linguistic identity, language change, code-switching, social factors in language, linguistic diversity

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