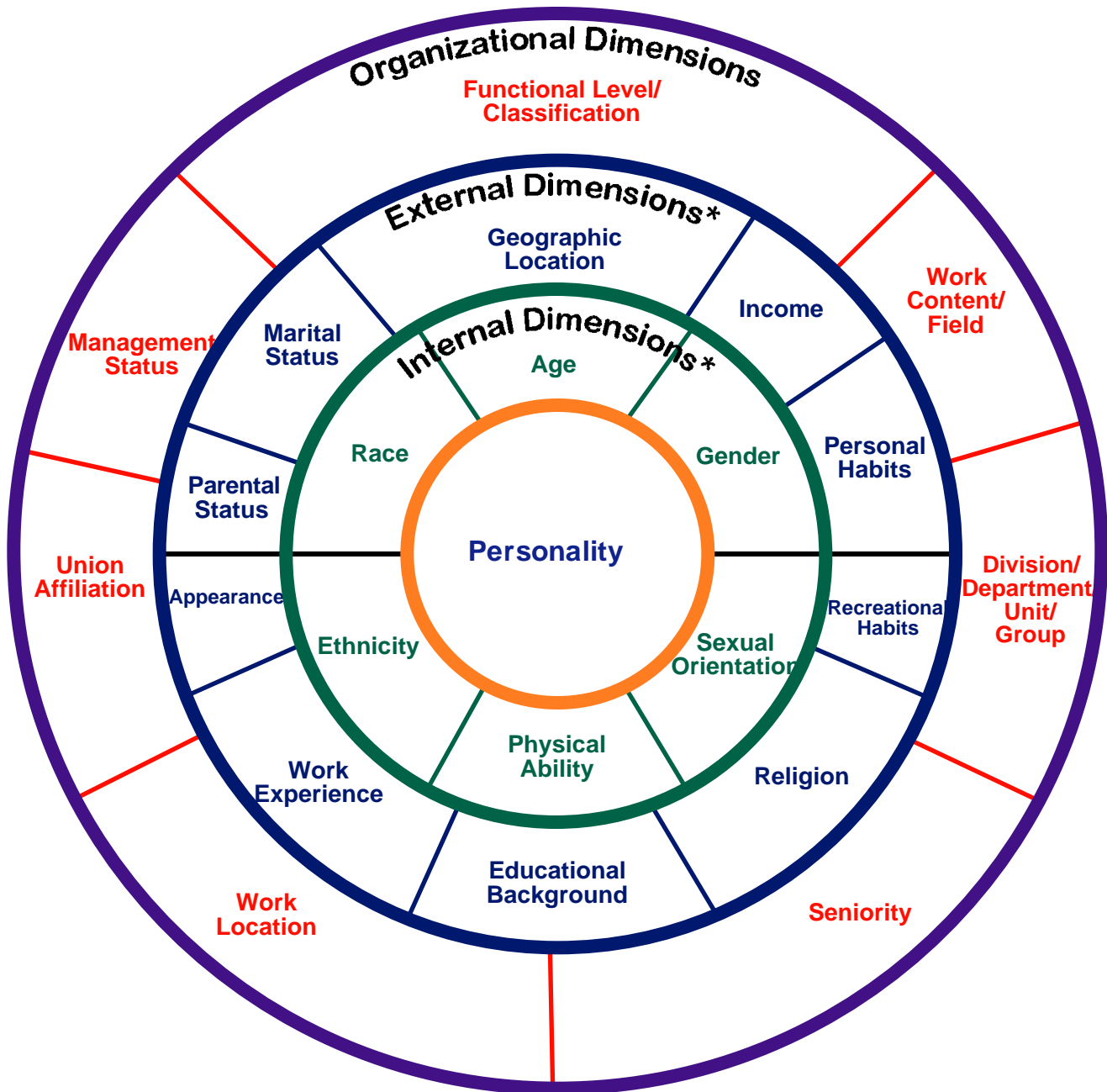


FOUR LAYERS OF DIVERSITY



From *Diverse Teams at Work*, Gardenswartz & Rowe (Irwin, 1994)

*Internal Dimensions and External Dimensions are adapted from Marilyn Loden and Judy Rosener, *Workforce America!* (Business One Irwin, 1991)