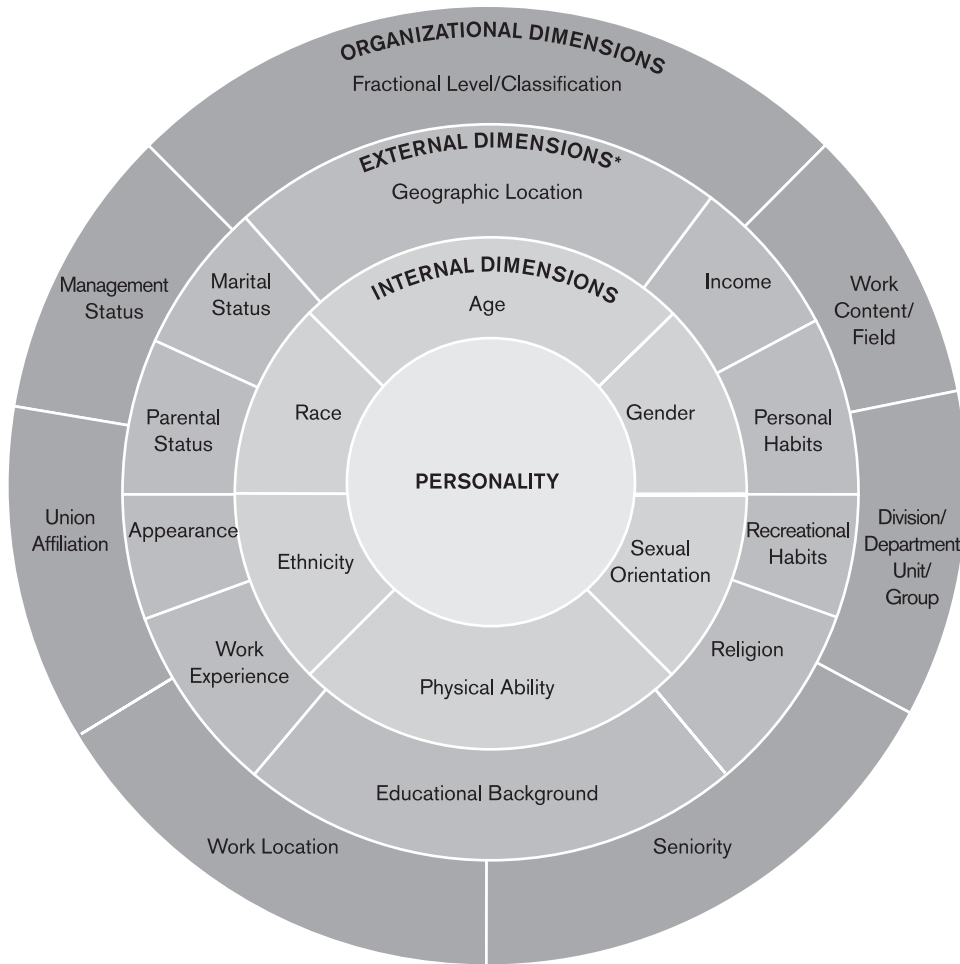


FIGURE 3.1 | Four Layers of Diversity



From *Diverse Teams at Work*, Lee Gardenswartz and Anita Rowe Alexandria, VA: SHRM, 2003
 Internal Dimensions and External Dimensions are adapted from Marilyn Loden and Judy Rosener, *Workforce America!*
 Homewood, IL: Business One Irwin, 1991.