



DIVERSITY WHEEL

The diversity wheel illustrates the various dimensions that can contribute to the complexity of cultural diversity. This model illustrates four dimensions of diversity that exert an impact on each of us at home, at work and in society. While each dimension adds a layer of complexity to individual identity, it is the dynamic interaction among all the dimensions that influences self-image, values, opportunities and expectations.

The inner circle is Personality. How many of us have taken a personality test, like the Myers-Briggs? So, at the core of who we are is our personality. Some of us are Extroverts while others are Introverts.

The second circle - the internal dimensions. These dimensions of diversity include age, ethnic heritage, gender, mental/physical abilities and characteristics, race and sexual orientation. These differences are termed core dimensions of diversity because they exert an important impact on our early socialization and a powerful, sustained impact on our experiences, values, assumptions and expectations throughout every stage of life. Also the internal dimensions are those things we did not have any control over. These dimensions include the first things we see in other people, such as race or gender and on which we make many assumptions and base judgments.

The third circle - the external dimensions. These include aspects of our lives which we have some control over, which might change over time, and which usually form the basis for decisions on careers and work styles. This layer often determines, in part, with whom we develop friendships and what we do for work.

4. Organizational dimensions: This layer concerns the aspects of culture found in the church setting. While much attention of diversity efforts is focused on the internal dimensions, issues of preferential treatment and opportunities are impacted by the aspects of this layer.

Together, these dimensions of diversity give definition and meaning to our lives by contributing to a synergistic, integrated whole.