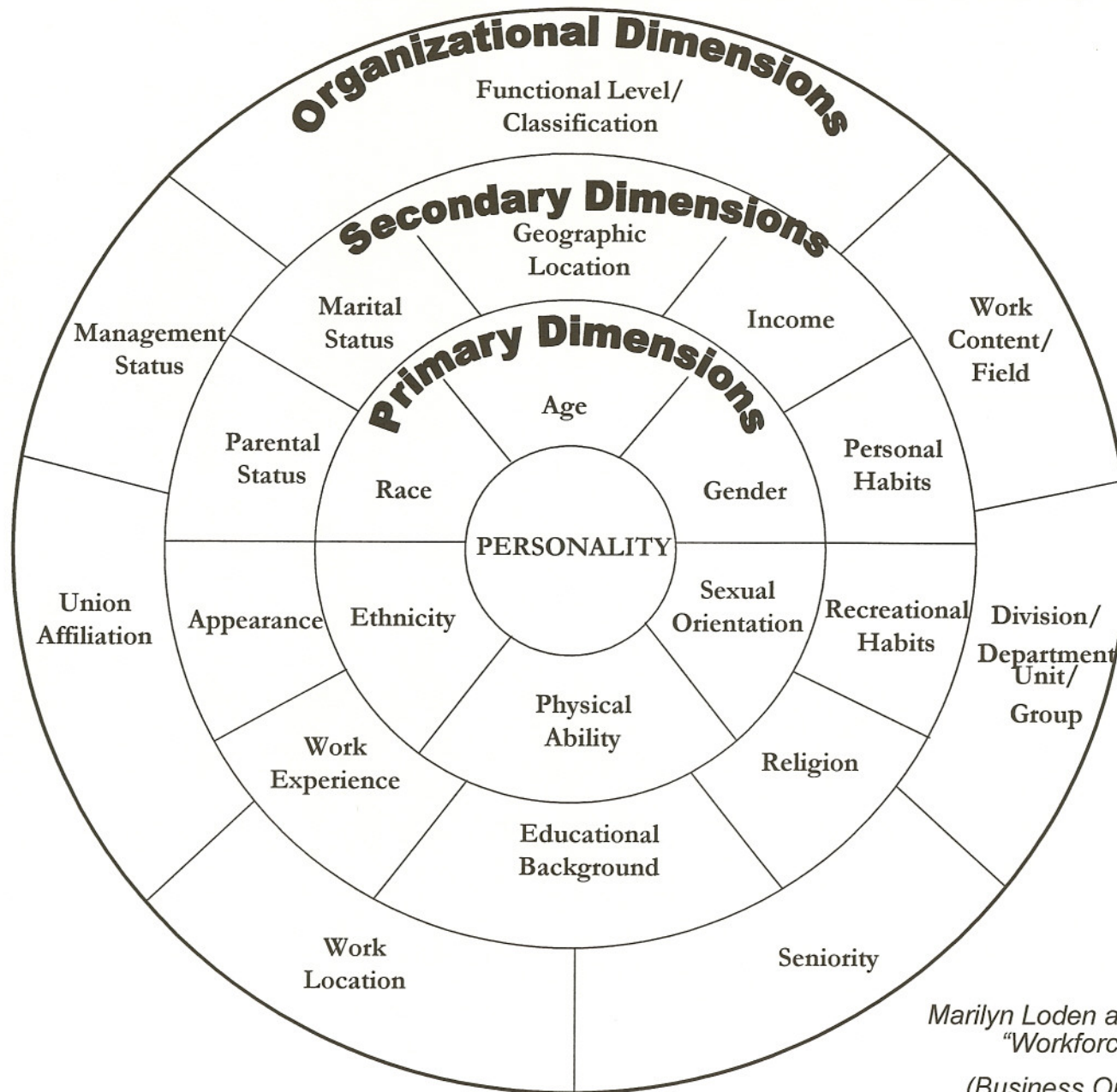


# FOUR LAYERS OF DIVERSITY



Marilyn Loden and Judy Rosener,  
"Workforce America!"

(Business One Irwin, 1991)