

## What is Loden's Wheel of Diversity?

Loden's Wheel of Diversity is a conceptual model designed to illustrate the various dimensions of diversity that exist within individuals and groups. Developed by Mary Loden, this framework helps organizations and individuals recognize and appreciate the multifaceted nature of diversity beyond visible differences.

## The Structure of the Wheel

The wheel is divided into several segments, each representing a different dimension of diversity. These dimensions are typically grouped into two main categories:

- **Internal Dimensions:** These are characteristics inherent to an individual and often visible. They include:
  - Age
  - Race and Ethnicity
  - Gender
  - Physical Abilities/Qualities
  - Sexual Orientation
- **External Dimensions:** These are traits and characteristics that a person may acquire, change, or display throughout life. They include:
  - Geographic Location
  - Income
  - Personal Habits
  - Recreational Habits
  - Religion
  - Educational Background
  - Work Experience
  - Appearance
  - Parental Status

## Purpose and Applications

Loden's Wheel of Diversity helps individuals and organizations:

- Understand that diversity is multi-dimensional and not limited to race or gender.
- Identify areas of inclusion and exclusion in workplace or social groups.
- Develop training and policies that address various aspects of diversity.
- Promote a culture that values and leverages diversity for better collaboration and innovation.

## Summary

In essence, Loden's Wheel of Diversity is a useful tool to broaden our awareness of the many facets that make up individual identity. Recognizing these dimensions can lead to more inclusive behaviors and environments.