

Loden's Wheel of Diversity is a powerful visual tool designed to help individuals and organizations understand the various dimensions of diversity. Developed by Marilyn Loden, this model categorizes diversity into specific layers and attributes, making it easier to recognize and appreciate differences within people.

The wheel typically includes both **internal** and **external dimensions** of diversity. Internal dimensions are inherent characteristics such as age, race, gender, sexual orientation, and physical abilities—traits that individuals are born with or that deeply influence their identity. External dimensions, on the other hand, consist of variables such as education, marital status, income, work experience, and religion, which are influenced by personal choices and environments.

Contextualizing Loden's Wheel in real-world settings means understanding that diversity goes beyond the visible traits and includes a spectrum of factors that impact how people see the world and interact with each other. For example, in a workplace, appreciating this wheel encourages inclusive policies that recognize both visible differences and underlying factors, fostering a respectful and dynamic environment for all employees.

In summary, Loden's Wheel of Diversity serves as a comprehensive framework that broadens our understanding of diversity, moving past surface-level categories to include deeper and sometimes less obvious factors. This promotes empathy, equity, and inclusion across various social and professional contexts.