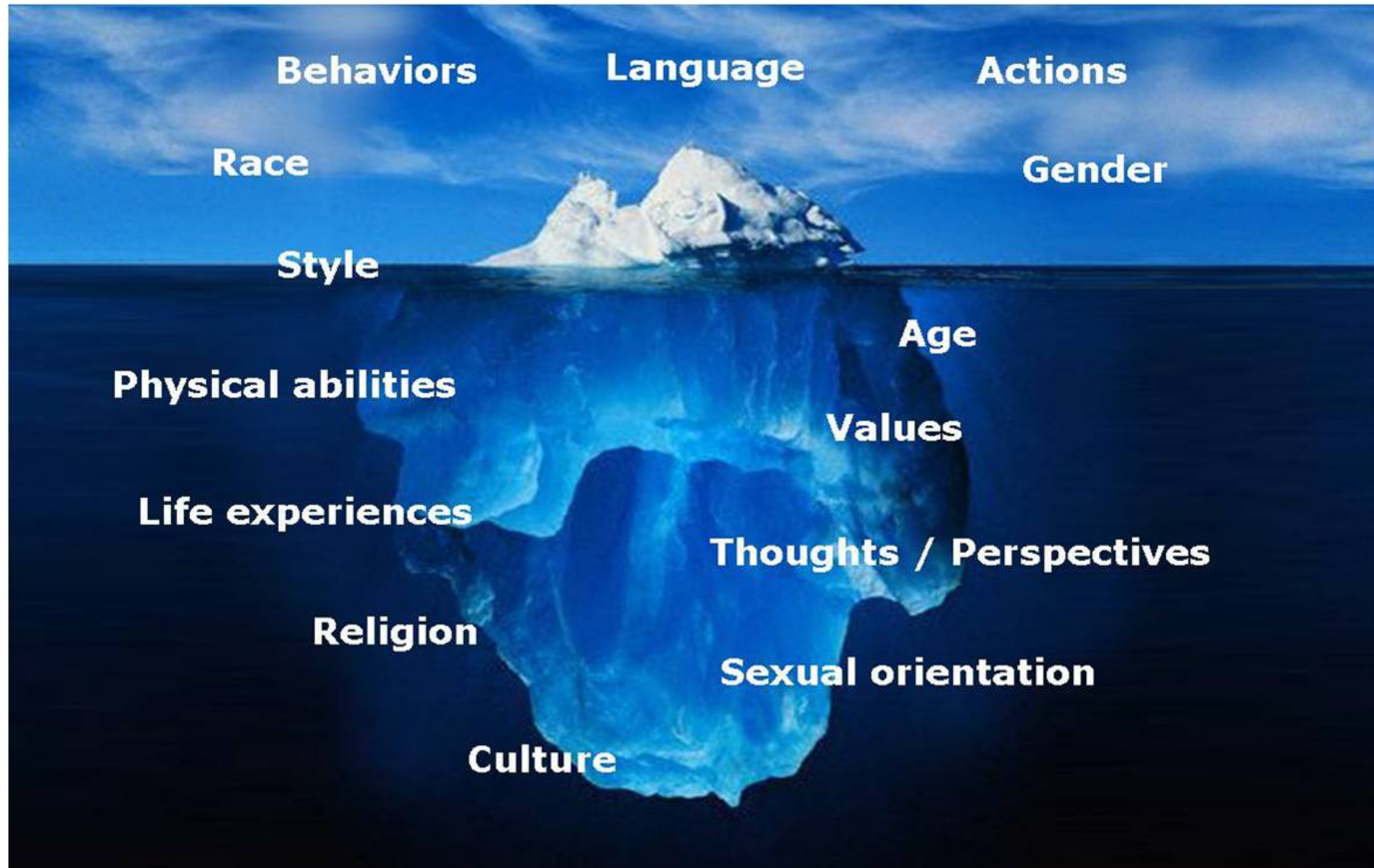


Iceberg Models of Diversity Dimensions



DIVERSITY ICEBERG – THE WATERLINE OF VISIBILITY

Visible Aspects (20%)

- Race
- Gender
- Age
- Language

- Physical Ability
- Religion
- Nationality
- Skills
- Education
- Background
- Social Class
- Values
- Sexual Orientation
- Personality
- Beliefs
- Culture

Invisible Aspects (80%)

