$$
\begin{array}{ccccc}
X & \xleftarrow{\ p\ } & Z & \xleftarrow{\ r\ } & V \\
{\scriptstyle f}\downarrow & & {\scriptstyle g}\downarrow & & {\scriptstyle h}\downarrow \\
Y & \xrightarrow{\ q\ } & U & \xrightarrow{\ s\ } & W
\end{array}
$$