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