$$\begin{array}{cccc}
X & \stackrel{p}{\longleftarrow} Z & \stackrel{r}{\longleftarrow} V \\
f \downarrow & & \downarrow g & \downarrow h \\
Y & \stackrel{q}{\longrightarrow} U & \stackrel{s}{\longrightarrow} W
\end{array}$$