





Purpose

The Catalyst cards are designed to spark thoughtful conversations that encourage reflection, foster understanding, and build stronger connections within teams and organizations. These questions explore key themes like privilege, bias, identity, systemic inequities, team dynamics, fears, aspirations, and the role of AEDIJ as a catalyst for innovation.

How to Use

Select a Card: Each participant takes turns selecting a discussion card or a facilitator can choose one card for the collective to explore.

Read and Reflect

The chosen card is read aloud, and participants take a moment to reflect on their response.

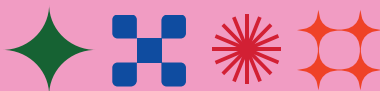
Explore Together

Use the responses as a springboard for deeper conversations, drawing connections to team dynamics or organizational practices. Think about an action you can take to integrate new insights.



Anti Racist Cooperation Hub

These cards were written by Leila Moumouni-Tchouassi, designed by Liz Taylor-Johnson
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Share and Discuss

Each participant shares their thoughts while others listen actively. Encourage openness and respect.

Document Key Insights

Take notes on major takeaways or recurring themes to inform future actions or initiatives.

Tips for *Success*

Create a Safe Space: Remind participants that all contributions are valuable and should be met with respect and curiosity.

Encourage Vulnerability

Share personal stories and experiences to deepen understanding and empathy.

Customize as Needed

Leverage these cards to enrich conversations and processes across your organization in ways that best suit your team(s). Be creative!

End with Reflection

After each discussion, reflect on how the conversation can translate into actionable steps.

**What *privileges* do
you hold that you
rarely think
about?**

reflect



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**How do *they* affect
your day-to-day
interactions?**

**Have you ever
experienced a
moment when
you realized you
had *privilege* in a
specific situation?**

reflect



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**Share what
*you learned.***

**How can we
use our *individual
privileges* to advocate
for equity within our
team or organization?**

reflect



connect

transform

How does *privilege* shape access to *opportunities* in our workplace?

reflect



connect

transform

**In what ways does our
organization's *culture*
reflect or reinforce
privilege?**

reflect



connect

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**When was the last
time you caught
yourself acting
on a *bias*?**

reflect



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transform

**How did
you address it?**

**What steps
do you take to
identify and challenge
your *unconscious*
biases?**

reflect



connect

transform

How does *bias* show up in decision-making processes within our team?

reflect



connect

transform

**What biases
might *exist* in our
hiring, promotions,
or evaluations
processes?**

reflect



connect

transform

**How can our
team *support* each
other in calling out
and addressing
biases?**

reflect



connect

transform

**What makes
you *feel* included
or excluded in team
discussions?**

reflect



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transform

**How do power
dynamics within
our team impact
collaboration?**

reflect



connect

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What does it mean for our team to work *inclusively*?

reflect



connect

transform

Share **examples.**

How do we create a space where every team member feels *empowered* to contribute?

reflect



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**What barriers
exist to *honest*
conversations within
our team, and how
can we effectively
remove them?**

reflect



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transform

**What
systemic barriers
have you observed
in our sector that
disproportionately
impact *marginalized*
communities?**

reflect



connect

transform

**How do you think
systemic *inequities*
influence the way
our organization
operates?**

reflect



connect

transform

What role should our organization play in addressing *systemic* inequities beyond our workplace?

reflect



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**How do historical
inequities shape
the experiences of
different groups in
our organization
today?**

reflect



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**What policies or
practices within
our organization
may *unintentionally*
perpetuate inequity?**

reflect



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transform

What fears do you have about *engaging* in AEDIJ work?

reflect



connect

transform

**How do you
think fear of making
mistakes impacts our
progress on AEDIJ
goals?**

reflect



connect

transform

**What concerns
do you have about
potential *resistance*
to AEDIJ work in our
organization?**

reflect



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What does
accountability **look/**
feel like in a culture
where mistakes are
expected and
learned from?

reflect



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**How can we
ensure that fear of
failure doesn't stall
meaningful action?**

reflect



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**What is your biggest
hope for our team's
AEDIJ journey?**

reflect



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**If we fully *embraced*
AEDIJ principles,
what would our
workplace look
and feel like?**

reflect



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**How would
achieving greater
equity and *inclusion*
in our organization
impact your personal
experience?**

reflect



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**What do you
hope our team *learns*
from this process?**

reflect



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**What *legacy*
would you like our
team or organization
to leave in terms of
equity and justice?**

reflect



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**How has your
identity shaped your
experiences in the
workplace?**

reflect



connect

transform

**In what ways
do you feel your
identity is (or isn't)
acknowledged
at work?**

reflect



connect

transform

**What role does
intersectionality
play in shaping your
perspective on
AEDIJ work?**

reflect



connect

transform

How can our team better celebrate and include *diverse* identities?

reflect



connect

transform

**What assumptions
about your *identity*
have others made
that impacted
your workplace
experience?**

reflect



connect

transform

**How does the
diversity (or lack
thereof) within our
team *influence* the
way we approach
AEDIJ work?**

reflect



connect

transform

**What *strengths*
does our team's
makeup bring
to this work?**

reflect



connect

transform

**What gaps in
representation do
we need to address to
ensure equitable
perspectives?**

reflect



connect

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**How can
we ensure that
the *diversity* within
our team is reflected
in decision-making
processes?**

reflect



connect

transform

**What steps can
we take to *build* a
more representative
team at all levels?**

reflect



connect

transform

**What concerns do
you have about our
ability to *sustain*
AEDIJ efforts
long-term?**

reflect



connect

transform

**What excites/worries
you about the impact
of AEDIJ *initiatives*
on your role
or work?**

reflect



connect

transform

**What do you
think prevents people
from fully engaging
in AEDIJ efforts?**

reflect



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transform

**How can we address
apprehensions about
this work in ways that
encourage open
dialogue?**

reflect



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transform

**What
support do you need
to feel more confident
participating in AEDIJ
initiatives?**

reflect



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transform

**What
setbacks has our
organization faced in
previous *diversity* and
inclusion efforts?**

reflect



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transform

**How can
we learn from past
challenges or failures
to strengthen our
current approach?**

reflect



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transform

**How should
our team respond
if we encounter
resistance or slow
progress in AEDIJ
work?**

reflect



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transform

What does *resilience* look like in the context of AEDIJ efforts?

reflect



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**What steps
can we take to
prevent setbacks
from derailing
momentum on
this journey?**

reflect



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**What gaps exist in
our understanding or
knowledge of AEDIJ
principles?**

reflect



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**Where do
you see the largest
disconnect between
our goals and actions
as a team?**

reflect



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**What areas of
our organization's
policies or practices
need more *attention*
in terms of equity?**

reflect



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**What *tools* or
resources could
help us fill gaps in
our AEDIJ efforts?**

reflect



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transform

**How can
we better involve
those most affected
by *inequities* in
shaping our
solutions?**

reflect



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**What *lessons* from
previous workplaces
or roles can you bring
to our AEDIJ journey?**

reflect



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What experiences have *shaped* your views on AEDIJ?

reflect



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transform

**What moments have
been most *impactful*
for you in previous
equity-related
work?**

reflect



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**What *challenges* have
you faced when trying
to engage in AEDIJ
work in the past?**

reflect



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**What *successes*
have you seen in
other organizations'
AEDIJ efforts that we
can learn from?**

reflect



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What *motivates* you to stay engaged in AEDIJ work?

reflect



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**How can
we maintain
excitement and
momentum around
AEDIJ initiatives
in our team?**

reflect



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**What systems
or structures can we
put in place to ensure
sustainability of
this work?**

reflect



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**How can we support
each other in staying
committed during
difficult moments
in this process?**

reflect



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**What small *wins* can
we celebrate along
the way to keep up
momentum?**

reflect



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How can equity and *inclusion* drive innovation in our workplace?

reflect



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**What innovative ideas
have emerged from
diverse perspectives
within our team?**

reflect



connect

transform

**How can we
ensure AEDIJ work
remains central to our
team's *growth* and
creativity?**

reflect



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**What role does
cultural competency
play in fostering
innovation?**

reflect



connect

transform

How can we position AEDIJ as a key driver of *success* in our sector?

reflect



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