

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

reflect



connect

transform

**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



connect

transform

**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

transform

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

reflect



connect

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



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transform

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

reflect



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transform

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

reflect



connect

transform

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

reflect



connect

transform

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

reflect



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transform

Share **examples.**

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

reflect



connect

transform

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

reflect



connect

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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transform

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

reflect



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transform

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

reflect



connect

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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transform

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

reflect



connect

transform

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

reflect



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transform

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

reflect



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transform

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

reflect



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transform

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

reflect



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transform

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

reflect



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transform

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

reflect



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transform

**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

transform

**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



connect

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



connect

transform

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

reflect



connect

transform

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

reflect



connect

transform

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

reflect



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transform

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

reflect



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transform

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

reflect



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transform

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

reflect



connect

transform

**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



connect

transform

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

reflect



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transform

**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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transform

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

reflect



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transform

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

reflect



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transform

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

reflect



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transform

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

reflect



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transform

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

reflect



connect

transform

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

reflect



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transform

**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



connect

transform

**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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transform

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

reflect



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transform

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

reflect



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transform