

Friendly Appreciator

Motivated by admiration, but needs prompting to act beyond visibility.

- **Start:** Read a First Nations-authored book and reflect publicly on what challenged your worldview
- **Sustain:** Attend Indigenous-led events with the intention to learn and pay for labour/time
- **Stretch:** Shift your role from observer to advocate — initiate a conversation about Indigenous inclusion in your workplace or community setting

Accomplice

Willing to challenge injustice and take risk — needs support to go beyond performative disruption.

- **Start:** Speak up when Indigenous voices are absent from a discussion or decision-making space
- **Sustain:** Actively redistribute opportunity — recommend Blak talent, pay for Blak work, refer business to Indigenous-owned enterprises
- **Stretch:** Form or join an accountability pod that challenges power structures inside your institution or industry

Anxious Invalidator

Avoids or deflects from uncomfortable conversations, but may be willing to reframe if supported.

- **Start:** Journal on where defensiveness or discomfort arises when Indigenous topics are discussed
- **Sustain:** Join a learning circle or workshop facilitated by a Blak educator — and sit in the discomfort
- **Stretch:** Publicly name where you've contributed to silencing, and share how you're unlearning that pattern



Co-Resistor

Collaborates meaningfully and defers to Indigenous leadership — ready for long-term systems work.

- **Start:** Ask for feedback from Indigenous collaborators on your role and presence — and listen deeply
- **Sustain:** Step back from being the spokesperson and support behind the scenes with strategy, funding, or access
- **Stretch:** Co-design structural reforms with Indigenous leaders, guided by cultural protocols and relational accountability

Sponsor

Has influence and is positioned to shift systems — can stretch further to legacy-building.

- **Start:** Audit your current influence: Where are Indigenous people absent from decision-making or resourcing?
- **Sustain:** Use your platform to elevate Indigenous campaigns, needs, or innovations consistently — not just during NRW
- **Stretch:** Invest in legacy — fund an Indigenous-led initiative, scholarship, or long-term

