

## 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



## 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

## 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

