

Ally Roles

You Can Take on When You
Witness Discrimination

01

Sponsor

Seek opportunities for others.
Amplify and give credit.
Check in with others.

Champion

Recommend others to serve in your
place. Create space for others to
succeed. Defer to an
underrepresented person.

02

03

Upstander

Speak out against degrading
behaviour. Insert yourself into a
conversation. Explain why
something is offensive.

Amplifier

Seek opportunities for others.
Amplify and give credit. Check in
with others if they don't reach out.

04

05

Confidant

Create space for others to speak
freely. Listen and believe in a
person's experience. Ask questions
that encourage sharing.