

# Mentors, Sponsors, and Allies, Oh My!

- **Mentor:** An experienced and trusted advisor who sets aside dedicated time to offer up career advice and share wisdom and experience.
- **Sponsor:** Someone that is willing to put their name and reputation on the line to vouch for you. They share you with their entire network to help you land opportunities. (Sponsors choose you!)
- **Ally:** Someone who proactively offers help and support to help you achieve your goals.



# What is a Male Ally?

- A man who will advocate for women even when there are no women in the room.  
*(Code: Debugging the Gender Gap)*
- A man who associates with, cooperates, with, and supports women. They listen, co-create opportunity, and build their own personal brand for accountability and trust.
- It's not what they say. It's what they do!



# Male Ally Continuum



Source: Harvard Business Review-“How Men Can Become Better Allies to Women” - October 2018

