

Anti-Racism Triad Guide

Triad Agreements

- Wonder over judgement.
- Questions over answers.
- We are not here to “look good” or be the most “woke.” Practice humility together.
- Don’t wallow in shame, but instead focus on support and humbly growing together.
- Welcome the discomfort that leads to transformation.



Creating a Culture

Part of undoing white supremacy culture is creating a new culture together that causes less harm and brings us into a new relationship. Create a culture and a routine for your group. Triads will look different as people engage in ways that are most helpful and sustainable for practicing anti-racism and healing in community.

Experiment with finding a routine you can use each time. Find a rhythm that works for your group, including being mindful of when/ if you want to spend time checking in on non-related topics.

Opening Ideas

Be intentional about your group time together. After some personal check-ins, do something to mark the shift of your focus to practicing antiracism and healing in community. Consider taking just a few minutes on this, but don’t skip the importance of grounding together in this work.

- Read through the Brave Space poem together
- GOH method, or grounding-orienting-humming. This is simply grounding yourselves with a few deep breaths, orienting yourself to the room/ space you’re in by physically looking all around you and then exhale while humming together
- Take three deep breaths, one each to connect to yourself, to each other, and to God
- Say a prayer or set an intention for your time together

Focus Ideas

Plan ahead of time what you intend to focus on today. You might consider creating a routine for your group within this time and/or mix it up as needed. Either way, this time will likely involve lots of deep breaths and the invitation to continually check-in with how your body is feeling.

- Start by reading through or somehow bringing to mind the triad agreements
- Keep journals of racialized experiences you have, and take time to process experiences you have written about when you meet together.
- Consider reading *My Grandmother’s Hands* to help this work become more than just cognitive work. Racism shows up in our bodies as well as our minds and needs to heal in both places. Use the guide from [Intertwine](#) to help you go through this book together.
- Discuss a podcast, a few chapters of a book, or movie you’ve all had time to engage with prior to meeting.
- Set goals for yourself on how you will engage in practicing anti-racism in the next year and let this group help hold you accountable. (Many of you took the IDI and might find ideas within that plan)
- Reflect upon one of the [14 characteristics of white supremacy](#) found at SURJ.com
- Provide support, encouragement and challenge to each other in how you’re living out anti-racism in your homes, neighborhoods, and workplaces.
- Do a body practice together from *My Grandmother’s Hands*.
- Take an action together and then reflect on your experience.
- Need more resources? Check out the antiracism resources on the [Fabric website](#).

Closing

Mark the close of your time together both in a nourishing way and by discussing logistics for your next time together.

- Each share your intention for your next anti-racist move.
- Each make a movement your body needs at that moment and if comfortable, you can mimic each other’s movements.
- Close with the GOH method again
- Take time to sit in silence and notice what you feel in your body.
- Share a gratitude from your time together.
- Be sure and set your next meeting time and the focus of your next meeting.