

# THE POWER OF DIFFERENCE CERTIFICATION (PDC)

## LEARNING OUTCOMES BY BELT/LEVEL/COLOR

### RED BELT, LEVEL 1

#### MY IDENTITY

1. Articulate the ways you identify, how these came to be, how much they matter to you, and why.
2. Describe the "intersectionality" of your identities and the most significant ways intersectionality relates to how you identify.
3. Identify your personality type (Meyers/Briggs) and intelligences (Gardener).
4. Clarify and summarize your history, significant events, trauma (the ACE--Adverse Childhood Experiences), and generational/systemic trauma and how these impact your identity.
5. Identify your/others cultural communication styles and values.
6. Describe the concept of fragility regarding differences and the places you experience it, if any.
7. Identify your areas of marginalization and privilege and their impact for your identity.
8. Identify your vision for your life's purpose and how this connects with others.

### ORANGE BELT, LEVEL 2

#### THE POWER OF DIFFERENCE MODEL

1. Identify and describe the Power of Difference Model's three primary patterns in-depth.
2. Take the PDA, and Articulate the personal significance of your Power of Difference Assessment (PDA) results (including connections to your history, your assets, limitations, learning edges, and compelling areas).
3. Apply the PDM internally--articulating where you are in your process of leveraging/integrating the 3 primary patterns.
4. Apply the PDM to power systems, explaining how the 3 patterns produce and reproduce power dynamics in groups/organizations/the world--with examples.

### YELLOW BELT, LEVEL 3

#### INTERNAL SUPPORT TOOLS

1. Describe and demonstrate how grief/shame are foundational tool in Power of Difference work.
2. Describe and demonstrate the use of Byron Katie's process related to the Power of Difference work.
3. Summarize the concept of micro-aggressions and identify common example samples.
4. Demonstrate the use of Voice Dialogue and the Focus Wheel and application to Power of Difference work.
5. Explain and effectively use the analogies of the "The 5 levels", "The Iceberg", and "Lenses".
6. Demonstrate the use of the Dialogue Model, Constructivist Listening, Active Listening, and Non-Violent Communication ("de-colonized").

### GREEN BELT, LEVEL 4

#### ACROSS OUR DIFFERENCES I

##### A. Dis/ability

1. Describe others' experience/stories related to these differences with accuracy and empathy.
2. Describe how you impact others across these differences and what you'd like to change.
3. Synthesize your learning by creating and problem-solving various scenarios.
4. Synthesis and create interventions at all levels (with a partner) relevant to your field.
5. Identify your learning edges related to the differences covered here/create a plan for your learning in an ongoing way.

##### B. Religion

1. Describe others' experience/stories related to these differences with accuracy and empathy.
2. Describe how you impact others across these differences and what you'd like to change.
3. Synthesize your learning by creating and problem-solving various scenarios.
4. Synthesis and create interventions at all levels (with a partner) relevant to your field.
5. Identify your learning edges related to the differences covered here/create a plan for your learning in an ongoing way.

##### C. Culture

1. Describe others' experience/stories related to these differences with accuracy and empathy.
2. Describe how you impact others across these differences and what you'd like to change.
3. Synthesize your learning by creating and problem-solving various scenarios.
4. Synthesis and create interventions at all levels (with a partner) relevant to your field.
5. Identify your learning edges related to the differences covered here/create a plan for your learning in an ongoing way.

##### D. Gender

1. Describe others' experience/stories related to these differences with accuracy and empathy.
2. Describe how you impact others across these differences and what you'd like to change.
3. Synthesize your learning by creating and problem-solving various scenarios.
4. Synthesis and create interventions at all levels (with a partner) relevant to your field.
5. Identify your learning edges related to the differences covered here/create a plan for your learning in an ongoing way.

## BLUE BELT, LEVEL 5

### ACROSS OUR DIFFERENCES II

#### A. Class

1. Describe others' experience/stories related to these differences with accuracy and empathy.
2. Describe how you impact others across these differences and what you'd like to change.
3. Synthesize your learning by creating and problem-solving various scenarios.
4. Synthesis and create interventions at all levels (with a partner) relevant to your field.
5. Identify your learning edges related to the differences covered here/create a plan for your learning in an ongoing way.

#### B. Sexual Orientation

1. Describe others' experience/stories related to these differences with accuracy and empathy.
2. Describe how you impact others across these differences and what you'd like to change.
3. Synthesize your learning by creating and problem-solving various scenarios.
4. Synthesis and create interventions at all levels (with a partner) relevant to your field.
5. Identify your learning edges related to the differences covered here/create a plan for your learning in an ongoing way.

#### C. Race

1. Describe others' experience/stories related to these differences with accuracy and empathy.
2. Describe how you impact others across these differences and what you'd like to change.
3. Synthesize your learning by creating and problem-solving various scenarios.
4. Synthesis and create interventions at all levels (with a partner) relevant to your field.
5. Identify your learning edges related to the differences covered here/create a plan for your learning in an ongoing way.

#### D. Politics

1. Describe others' experience/stories related to these differences with accuracy and empathy.
2. Describe how you impact others across these differences and what you'd like to change.
3. Synthesize your learning by creating and problem-solving various scenarios.
4. Synthesis and create interventions at all levels (with a partner) relevant to your field.
6. Identify your learning edges related to the differences covered here/create a plan for supporting your learning in an ongoing way.

## PURPLE BELT, LEVEL 6

### ADVANCED TOOLS AND PRACTICE

1. Demonstrate advanced cross-cultural communication skills and code-switching.
2. Learn, practice and demonstrate the use the Solidarity Protocols.
3. Work through scenarios with cohort members to effectively generate solutions.
4. Demonstrate the leveraging of all three primary patterns in group interactions/development.
5. Demonstrate effective use and facilitation of the Solidarity Protocols (and/or Solidarity Circles)

## BLACK BELT, LEVEL 7

### SYNTHESIS, CREATION, APPLICATION, AND EMBODIMENT

OPTION A--Create, plan, and implement a longer-term project directly impacting your work, organization, or community (6 months or more). Work with The Sum to create a customized evaluation of outcomes and level readiness.

OPTION B--Complete PDA consultation training