

Numbered descriptions of The Sum's Services and Workshop Topics

(updated for summer 2025)

Please email with any questions: info@thesum.org

1	THE RACE PATTERN QUIZ (RPQ) The RPQ is a 5-minute, 18-item Likert-scale assessment of the three primary patterns of the Power of Difference Model (PDM) specifically as these patterns relate to issues of race. It represents a significantly simplified, and therefore, free version of the Power of Difference Assessment (PDA). However, you will come away with a meaningful introduction to the PDA and the PDM. You will recognize the importance of becoming aware of your unconscious patterns of thought, behavior, feeling, and worldview related to our human differences. You will also leave with a recognition of how are the three primary patterns of the PDM conflict with each other both with us, and in our organizations, communities, families, and world. <i>Note: our result related to race may or may not be consistent with your unconscious patterns related to other differences.</i>
2	INTRODUCTION TO THE POWER OF DIFFERENCE MODEL (PDM) & ASSESSMENT (PDA) This 1-hour, online introduction to the Power of Difference Model and Assessment is intended for individuals and teams of any size. You/your team will come away with the ability to identify the three primary unconscious patterns of the PDM as they relate to race, religion, class, culture, gender, disability, and sexual orientation. Your team will have a common framework for understanding dynamics, barriers, and learning edges for themselves and the team along with a language that helps reframe the historical blame and shame that is often a part of this work.
3	POWER HOUR 1-hour – Come grow a supportive community of authentic practice together. Bring your differences, questions, curiosity, scenarios, and imperfections. As the group decides we may choose topics for a given week and send them out ahead in advance or welcome what people bring.
4	“RE: YOUR RPQ—Now What?” This 30-minute zoom call gives you an opportunity to ask questions about the RPQ and your results. What practical recommendations can you apply to your life and work? What do you want to learn more about? Follow your curiosity, explore with support, go deeper into your primary pattern and where it comes from, get clear on your priorities.
5	2-hour Online Skill Building Workshop: LATINE 101 (LATINO/LATINX) FOR NON-LATINES If you are a non-Latine teacher, neighbor, administrator, healthcare, professional, law-enforcement officer, nonprofit staff, therapist, or business person, the Latine world might seem confusing. Especially if we are in the mainstream culture we can't even know that we don't know! Our cultures are like icebergs: most of them is below the surface! Join us to look beneath the surface and discover the profound and rich gifts that Latine culture offers. This exploration will also help you to recognize who you are as a cultural being that you may not have considered. We'll look at what assumptions you hold and their impact across this and other differences. We'll talk about the struggles and joys of being Latine and you'll come away with a deeper appreciation and skills-set to interact more effectively with those who are Latine.
6	2-hour, Online Skill Building Workshop: “POWERING-UP” IN THE SENSITIVITY PATTERN The primary learning edge for those of us in the Sensitivity pattern is the asset of the Strength pattern: we deeply want to learn to find our voices but with compassion and not violence. We often experience ourselves as confused, frozen, and stuck. But most of us learned at a very young age to be polite and sensitive to others and so we can find it hard to set strong boundaries that are supportive of others and ourselves. This especially becomes challenging for us across our many differences. You will come away from this workshop with practical skills for powering-up and <i>becoming the change</i> you want to see in the world.
7	2-hour Online Skill Building Workshop: RACE FOR WHITE PEOPLE Statistically most people of color have not had a satisfying conversation about race with a white person. If I'm white, do I know why this is? Am I clear about what I want to do about that? Do I show up in the way I intend? Do I feel uncomfortable talking about race? Do I unconsciously ask people of color to do the “heavy lifting” in relationships? We will identify our role in cultivating thriving and just lives, families, communities, and organizations.
8	2-hour Online Skill Building Workshop: THE SOLIDARITY PROTOCOLS The solidarity protocols offer practical learning and intervention tools when attempting to communicate “without silence and without violence.” Using the protocols allows us to say what we need to say with strength, acknowledgment of our common humanity, compassion and sensitivity related to our differences. It helps us to be gentle with ourselves and others while holding both accountable for ethical, effective communication. Participants will learn to identify the

	three primary patterns of the Power of Difference Model (PDM) in others communication and in themselves. Once identified, the needs of these patterns can then be addressed in a clear, kind, and strongly supportive way. It can be used in groups, communities, organizations, families and partnerships.
9	4-hour Online Workshop: CROSS-CULTURAL COMMUNICATION/RELATIONSHIPS ACROSS CULTURES We'll explore a variety of experiential models and analogies for understanding how cultural differences play out in our communication and relationships. We will discover our assumptions about how the world works and notice how these match, or don't match, with others. We'll pay attention to the feelings that arise around these assumptions as well as looking at the vertical dimension of power, and how that plays out in our cultural differences. We'll explore how cultural conflict in relationships can intersect with other differences like gender! Lastly, we will look at strategies for building relationships and managing conflict across these differences.
10	4-hour Online Skill Building Workshop: INSIDE OUT TOOLS This workshop will focus on 3 primary tools that relate to living the lives we envision for ourselves and inspiring a just and thriving world. The first is about how the world reflects a projection of our focus and how to use this law with deliberateness. The second is an introduction to what is called "parts work"—the recognition of how parts of psychology developed in order to garner as much safety and love from our environment as possible, and how these parts continue to operate today out of habit. Lastly, we'll practice using tools to examine the beliefs that we hold that don't feel good and explore our ability to inquire into, and release these beliefs.
11	GENERAL COACHING/STRATEGY SESSION (1 ON 1, 1 hour) The Sum's coaching and strategy sessions focus on supporting you to go inside, power up, light up your mission, let no one stand alone, and become the change do you want to see in the world. Sum has found that the more we live out of solidarity across our differences the more we align with ourselves, why we came, what we love, where to go, and how to get there...no matter our field.
12	PDA & HOUR-LONG CONSULTATION The PDA is a 70-item assessment that measures a person's unconscious patterns related to differences of race, religion, class, culture, gender, disability, and sexual orientation. Found to be highly reliable and valid by a team from North Carolina State University, the PDA provides a map of a person's assets and learning edges. The consultation does not interpret but provides an opportunity for a person to make meaning from their results. More info is here: https://thesum.org/assessment/
N O T E S	GROUP MODEL INTRO, ASSESSMENT, GROUP CONSULTATION This online, hour-long, group introduction to the Power of Difference Model and Assessment gives people a sense of the purpose & process involved in the assessment. It gives them the language and framework around our differences and spurs curiosity to take the next step, which is the PDA itself. The PDA takes about 20 minutes (70 items) at their convenience. The group consultation then gives the team anonymous information about the group as a whole: primary patterns, learning edges, some possible conflicts, & clarity about what's needed to support the group to become more strongly aligned with its vision.
	THE POWER OF DIFFERENCE CERTIFICATION (PDC) The Power of Difference Certification is a 7 "belt"/level certification. More details are here: http://thesum.org/certification