



# The Power of Difference Certification (PDC)

## 8 KEY POINTS FOR ALL BELTS/LEVELS

1. 7 sequential belt/levels
2. All learning outcomes must be demonstrated to proceed to next belt/level
3. 30-minute online (free) intro required before registering for Red Level 1
4. \$200 for certification at each belt/level (money back guarantee)
5. Payment plan, sliding scale, scholarship information, or work trade possible
6. Meeting dates/times for small group & partner decided by participants (4-6 people) & partner
7. Learning happens independently, w/ a partner, in the small group, & in the large group
8. Activities are experiential but include, articles, videos, book chapters, & reflections

### Please Consider:

*Before registering for the red belt/level 1, please consider: The PDC can be highly emotionally challenging and provocative to our most basic assumptions. We ask that you consider taking the PDC only if you experience an adequate/strong professional and/or personal support system. This work, while frequently “therapeutic,” is not therapy and is not intended or able to fill that role. If you have questions about this, please contact our executive director directly at [jelliottcisneros@thesum.org](mailto:jelliottcisneros@thesum.org).*

### Details:

1. The Power of Difference Certification consists of seven “belts” or levels: red (1), orange (2), yellow (3), green (4), blue (5), purple (6), and black (7) akin to many martial arts.
2. Each belt consists of 5 to 20 learning outcomes. These are listed below.
3. In order to be certified for a belt/level and to be eligible for the next belt/level, a culminating test must be successfully completed (scoring a minimum of 90%). Included in this percentage is the recommendation of peers.
4. We ask those interested in the red belt/level 1 certification to take a 30-minute introduction to the PDC at no cost. The purpose is to ensure all questions are answered and all parameters understood before registering.
5. Each belt/level is \$200 (contact us for a payment plan, sliding scale, scholarship information, or work trade at [info@thesum.org](mailto:info@thesum.org)). Before choosing to “test” any participant may opt instead to have their \$200 returned. Once a person chooses to test no refunds are possible.
6. If a person fails a certification test, and they would like to retake it, they must have a consultation/coaching session with The Sum, and follow any recommendations before attempting another test.
7. Additional tests may be taken at no additional cost.
8. The above process/procedure is the same with each belt/level except for the black belt which is a collaboratively and individually negotiated process between The Sum and the initiate.

## Structure:

1. The PDC operates in small groups (cohorts) of 4 people minimally (6 maximum).
2. For any belt/level, each cohort start date will be set after at least 4 people are registered.
3. Meeting times will be established by the partners and by the small group. Each of these gatherings will be 1 hour (2 hours weekly). This configuration allows The Sum to do independent “homework”, partner work, cohort group work, and (if there is more than one group of 4), large group work (all cohorts together).
4. Each cohort will be supported by a volunteer facilitator from the cohort itself. This volunteer will receive an additional leadership training for one half-hour that includes a short check-in with the Certification Lead weekly.
5. All the online gatherings involve high feedback and high accountability.

## Weekly Work:

- The weekly work of the course involves independent work (~3 hours), partner work (1 hour – day/time set by partners), a weekly small group meeting (1 hour – day/time set by small group), and a whole group meeting (2 hours) with the Executive Director which will take place each Saturday from 10 a.m.-12 noon (4x). Approximately 7 hours per week for a total of 28 hours over 4 weeks.
- 3 graduate credits are available after successful completion of Orange Level 2, Green Level 4, and Purple Level 6.
- 10 CEUs available after each level/belt.
- Most activities are highly “experiential” but articles, videos, book chapters, assessments, and reflections are also included.

### ***Learning Outcomes for all belts/levels: “The participant will be able to...”***

#### **RED BELT, LEVEL 1 – WHO I AM**

1. Articulate the ways you most strongly identify, how these came to be, how much they matter to you, & why – including how your different identities intersect.
2. Connect identity, quantum physics (matter as derivative of consciousness), and the Power of Difference Model.
3. Identify your/others Cultural Communication Styles and Values and Cultural Conflict Style.
4. Identify your cultural assumptions and Values according to Kohl’s research.
5. Identify your areas of marginalization and privilege and their impact for your identity.
6. Describe the concept of fragility regarding differences and the places you experience it most.
7. Clarify and summarize your history and trauma (the ACE--Adverse Childhood Experiences) and your Attachment Style and how this has played out in your life.
8. Describe your primary PDM pattern/assets/limitations/learning edges according to the PDA
9. Identify childhood trauma, connections to the PDM, and how these early responses created your identity.
10. Articulate how external systems represent unconscious externalizations of internal systems & vice versa.
11. Identify your personality type (Meyers/Briggs) and primary intelligences (Gardener).
12. Identify your “calling”/mission/purpose/what you would accomplish with no limitations--and how it relates to standing in solidarity across our differences.

#### **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.
5. Describe the concepts of "vertical" and "horizontal" as they relate to identity and Alinsky's pyramid.

### YELLOW BELT, LEVEL 3 - *INTERNAL SUPPORT TOOLS*

1. Describe and demonstrate how grief/shame are foundational tools 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 several models: Matrix, Dialogue, Constructivist Listening, Active Listening, and Non-Violent Communication.
7. Describe your internal parts/dynamics related to the Voice Dialogue Model.

### GREEN BELT, LEVEL 4 - *ACROSS OUR DIFFERENCES*

#### 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 ongoing learning

#### 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 ongoing learning.

#### 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 ongoing learning.

#### 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 ongoing learning.

### 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 ongoing learning.

#### 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 ongoing learning.

### 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 ongoing learning.

### 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 learning edges related to the differences covered here/create a plan for your ongoing learning.

### PURPLE BELT, LEVEL 6 - *ADVANCED TOOLS AND PRACTICE*

1. Demonstrate advanced cross-cultural communication skills and code-switching.
2. Work through scenarios with cohort members to effectively generate solutions.
3. Demonstrate the leveraging of all three primary patterns in group interactions/development.
4. 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.