



Power of Difference Certification (PDC)

A seven-level experiential learning adventure!

8 Key Points for All Belts (“Levels”)

1. The Power of Difference Certification consists of **7 sequential belts (levels)**.
2. To progress to the next level, participants must **demonstrate all learning outcomes** for the current belt and **pass a test with a minimum score of 90%**.
3. All webinars from the White to the Brown Belt are **free**; however, the test required to advance to the next belt costs **\$87**.
4. **Meeting dates and times** are determined collaboratively by participants and their partners.
5. Learning activities occur **independently, with a partner, and in whole-group sessions**.
6. Activities are primarily **experiential**, and may also include articles, videos, book chapters, and reflection prompts.
7. Each belt is designed to be completed in **4 weeks**, except the **Black Belt**, which is personalized and variable in length.

Emotional Readiness

The PDC may:

- Challenge your core assumptions
- Restimulate unresolved historical trauma
- Reveal blind spots and previously unconscious patterns

We ask that you continue beyond the White Belt **only if you have a high level of self-trust** for this kind of work and have an adequate **personal and/or professional support system**. While this work can feel *therapeutic*, it is **not therapy** and is not intended to function as therapy.

If you have questions or concerns related to emotional readiness, please contact our Executive Director:
jelliottcisneros@thesum.org.

Further Details

1. The PDC consists of seven belts—**White (1), Red (2), Green (3), Blue (4), Purple (5), Brown (6), and Black (7)**—inspired by martial arts systems. Over decades, we have observed that when participants progress without mastering foundational skills, later skills do not take root effectively.
2. Each belt includes **3–5 outcomes/capabilities** that must be demonstrated.

3. To be certified for a belt and eligible to advance, participants must complete a **culminating test with a score of at least 90%**. Peer recommendations, submitted anonymously, account for **10%** of the final score.
 4. Culminating tests may include **multiple-choice items, scenario-based prompts, self-reflections, and peer evaluations**, all reviewed by The Sum.
 5. If a test is not passed, participants must complete a **consultation/coaching session** with The Sum and follow any recommendations before retesting. **Additional retests are free.**
 6. The above process applies to every level except the **Black Belt**, which is a **co-created, personalized process** between The Sum and the initiate.
 7. For **payment plans, sliding scale options, scholarships, or work-trade**, contact info@thesum.org.
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Certification Benefits

- **10 CEUs per level**
 - **Graduate credits** available after the Red (Level 2), Green (Level 4), and Purple (Level 6) belts
 - A **personalized certification** from The Sum
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Structure

1. PDC belts progress in **cohorts of 4–6 participants**.
 2. A new cohort begins once **at least 4 people** are registered for that belt/level.
 3. Meeting times for partners and small groups are **set by the participants**. Each of these sessions lasts **1 hour** (for a total of 2 hours weekly).
 4. Whole-group sessions are led by The Sum and held on **Saturdays, 10 a.m.–12 p.m. EST**.
 5. All sessions emphasize **high feedback and high accountability**.
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Weekly Workload

Approximate weekly time commitment: 7 hours

(about **28 hours over 4 weeks**)

- **Independent work:** ~3 hours
 - **Partner work:** 1 hour (scheduled by partners)
 - **Small-group meeting:** 1 hour (scheduled by the group)
 - **Whole-group meeting:** 2 hours (Saturdays, 10 a.m.–12 p.m. EST; cohort may agree on an alternative time)
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