



THE POWER OF DIFFERENCE CERTIFICATION PROGRAM (PDC) ©2021 The Sum

ONLINE

The Power of Difference Certification provides proven, sequential, skills-based learning processes that will support you to:

1. increase your effectiveness across our differences of race, religion, gender, culture, disability, sexual orientation, and socio-economic class
2. align your intention and your impact across our differences
3. power up—without silence and without violence!

The PDC consists of 6 two-week, 15-hour “belts”/levels (\$100 each—scholarships available) and 1 four-week, 30-hour “black belt”/level. As in martial arts, in order to advance to the next level, you must demonstrate the ability to understand, synthesize, apply, and *embody* the key learning outcomes below with a high level of skillfulness *as defined and determined by The Sum*. You may retake a level at no cost if you do not pass the culminating test. Each belt includes:

experiential activities ~ readings ~ videos ~ reflections ~ practice with peers ~ high feedback ~ high accountability

You will move beyond shame and blame, guilt and grief, fear and confusion to integrate self-empowerment, self-awareness, and clarity about what “lights you up” AND solidarity across our differences—in any field. You will give up agendas of *trying to change* yourself, people, organizations, and communities, and learn to *support* others, yourself included, where we are. As we make this internal shift, we become meaningful catalysts for change both in our own lives and in the world.

| COLOR/ LEVEL | NAME | LEARNING OUTCOMES |
|------------------------|--|--|
| Red Belt Level 1 | The Power of Difference Model (PDM) | <ul style="list-style-type: none">• Identify the Power of Difference Model’s 3 primary patterns• Articulate the personal significance of your Power of Difference Assessment (PDA) results• Apply the PDM internally—including articulating why leveraging/integrating power matters• Apply the PDM to power systems - explaining how power dynamics are produced and reproduced in organizations• Identify your purpose and vision. |
| Orange Belt Level 2 | My identity: where I come from, who I am, who I believe I am, who I want to be, why it matters | <ul style="list-style-type: none">• Articulate the ways you identify, how they came to be, how much it matters to you, and why• Describe the “intersectionality” of your identities• Identify personality (Meyers/Briggs) and intelligences (Gardener) –describing the importance of difference at this level• Clarify and summarize your history/trauma (the ACE – Adverse Childhood Experiences Assessment)• Study your cultural styles/communication and identify conflicts with others• Describe the concept of fragility and predict how you are fragile with regard to various differences?• Identify your area of marginalization and privilege and how it has impacted you• Vision for myself, my life, why I came here |
| Yellow Belt Level 3 | Tools | <ul style="list-style-type: none">• Identify the role of “victim thinking” in your belief system• Describe how guilt and grief are foundational tools in your learning process around our differences• Summarize the concept of micro-aggressions and identify them when given samples• Demonstrate the use of Voice Dialogue and Assumptions Questions as tools for internal learning• Explain how “The 5 levels”, “The Iceberg”, and “Lenses” models are useful tools• Explain and demonstrate the Dialogue Model, Constructivist Listening, Active Listening, and Non-Violent Communication |
| Green Belt Level 4 | Across Religion/Worldview, Dis/Ability, Gender, and Sexual Orientation | <ul style="list-style-type: none">• Describe others’ experience/stories, to their satisfaction, related to these differences• Describe how you impact others across these differences, and what you’d like to change• Synthesize and create interventions at all levels (with a partner) relevant to your field.• Identify your learning edges related to the differences covered here/create a plan for supporting your learning in an ongoing way |
| Blue Belt Level 5 | Across Race, Culture, and Class | <ul style="list-style-type: none">• Describe others’ experience/stories, to their satisfaction, related to these differences• Describe how you impact others across these differences and what you’d like to change• Apply analysis and synthesis of your learning to problem-solve interventions videos/scenarios• Synthesis and create interventions at all levels (with a partner) relevant to your field.• 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 | Communication Tools and Practice | <ul style="list-style-type: none">• Learn, practice and demonstrate the use the Solidarity Protocols• Demonstrate the Leveraging of the assets of all three primary patterns• Share scenarios, engaging with cohort members to give and receive support to effectively generate solutions• Demonstrate advanced cross-cultural communication skills—effective code-shifting |
| Black Belt Level 7 | Synthesis, Creation, Application, Embodiment | <ul style="list-style-type: none">• Create, plan, and implement a long-term project with support in your field• Focus within us, between us, in community, organizations, at a cultural or institutional level• Evaluation of outcomes/readiness for this belt occurs collaboratively with The Sum |

A 2nd Degree Black Belt is an additional certification that is available. This involves working with The Sum in a professional capacity as a PDA consultant, PDC facilitator, Solidarity Protocol Facilitator/Trainer. Contact us for more information: info@thesum.org