

## RED BELT, LEVEL 1 – “WHO I AM (Inside & Out)” January 2025

### TRAINING STRUCTURE, LEARNING OUTCOMES, ACTIVITIES, and TEST DETAILS

Before we can reach across our differences effectively, we have to know ourselves. The more deeply we relate to those who are, or seem, different the more we challenge our self-perceptions and our very assumptions about life and the world. When we do have the courage to place ourselves in relation to others, we always learn something we didn't know.

Completion of all activities in any belt/level does not automatically constitute accomplishment of the learning outcomes or certification. Successful test completion is required in order to be certified at that belt/level and to register for the next level. The reason for this is that, historically, many of us who work in this field move ahead with the curriculum while the individual learner, not having accomplished the earlier outcomes, is unable to access subsequent outcomes/modules.

*Note: Additional information on all seven belts/levels follows this red belt, level 1 information.*

### Structure of the Red Belt, Level 1

This level requires participation in:

- 4 three-hour, online group meetings--1 meeting per week for 4 Saturdays
- These meetings are held online from 10 – 1 Eastern time
- The dates of the group meetings are all during the month of January (January 4, 11, 18, 25) 2025 (total of 12 hours of group meeting time)
- Additionally, approximately 3-4 hours weekly of “homework” (study, videos, reading, etc.) is necessary to be prepared for the subsequent group meeting (total of ~9 to 12 hours of homework overall) including about an hour of homework before the first meeting.
- Total time commitment is approximately 22 to 26 hours.
- If you miss a meeting or on not able to complete any assignments according to the schedule, you will need to wait until the certification is offered again to complete it.

*Please consider: This certification training can be highly emotional and stirring of historical trauma. We ask that you consider taking any of our certification belts/levels only if you have a strong professional and/or personal support system. This work, while frequently “therapeutic,” is not therapy and is not intended to fill that role.*

### Red Belt/Level 1 Learning Outcomes – “Be able to...”

1. Articulate how external systems represent unconscious externalizations of internal systems and vice versa.
2. Develop and demonstrate your ability to describe your internal roles/parts/dynamics/systems (effectively managing these parts/dynamics/systems with intention is an outcome for a subsequent belt/level).
3. Demonstrate a basic ability to “own projections” others hold for you.
4. Demonstrate a basic ability to “own non-violent power held within your inner self-critic”.
5. Describe your primary pattern, assets, limitations, and learning edges according to the Race Pattern Quiz.
6. Articulate the ways you most strongly identify, how these came to be, how much they matter to you, and why.
7. Identify your personality type (Meyers/Briggs) and primary intelligences (Gardener).
8. Clarify and summarize your history, significant events, trauma (the ACE--Adverse Childhood Experiences), and generational/systemic trauma and how these impact your identity.
9. Identify your/others cultural communication styles and values.
10. Describe the concept of fragility regarding differences and the places you experience it, if any.
11. Identify your areas of marginalization and privilege and their impact for your identity.

### Primary Activities

*General homework note: completion and submission of all homework to your lead facilitator before the required meeting is necessary to be eligible to take the culminating Red Level Belt 1 Test.*

1. Homework (*prior to 1<sup>st</sup> meeting*):

- a. Read the 2-page “Inside Out” summary article by Deena Metzger and complete and submit reflection questions.
- b. Complete Race Pattern Quiz (RPQ) from The Sum’s website (<https://thesum.org/rpq/>) and the RPQ reflection questions.

2. Meeting 1 Agenda:

- a. Introductions, “Inoculations”
- b. “In and Out” activity
- c. Constructivist Listening – What are you looking forward to, areas of challenge, and curiosity.
- d. Inside Out conversation in whole group/partner/whole group
- e. Explain work for next time: Voice Dialogue, Identity Pie, I Am From (example)
- f. Question and answers about anything and everything

3. Homework between meeting 1 and 2:

- a. Voice Dialogue handout and reflection questions
- b. Identity Pie activity
- c. I Am From poem project
- d. Watch Intersectionality Video and complete reflection questions.
- e. Journal #1

4. Meeting 2 Agenda:

- a. Cultural Communication Styles and Values
- b. Voice Dialogue Conversation
- c. Intersectionality conversation
- d. Share Pie
- e. Share I Am From

5. Homework between meeting 2 and 3:

- a. Assessments: Gardener, Meyers Briggs, Robert Kohls Values I Live By
- b. Fragility Video
- c. The Benefit of People that Bug You (owning projections and why it matters)
- d. Journal #2

6. Meeting 3 Agenda:

- a. Gardener
- b. Meyers Briggs
- c. Robert Kohls – Values I Live By
- d. Fragility Conversation
- e. The Benefit of People that Bug You (owning projections and why it matters)

7. Homework between meeting 3 and 4:

- e. ACE (Assessment of Childhood Experiences)
- f. Cultural Conflict Styles and reflection questions
- g. Privilege Activity
- h. Hidden power in the Self-Critic
- i. Journal #3

8. Meeting 4 Agenda:

- a. ACE (Assessment of Childhood Experiences)
- b. Robert Kohls–The Values I Live By
- c. Cultural Conflict Styles and reflection questions
- d. Hidden power in the Self-Critic
- e. Privilege/Marginalization

9. Homework between meetings 4 and 5:

- a. Prepare for Test
- b. Prepare for Culture Share

- c. Complete Connecting Purpose and Solidarity reflection
- d. Journal #4

10. Meeting 5 Agenda:

- a. Reflection: Connecting Purpose and Solidarity
- b. Culture Share
- c. FINAL RED LEVEL BELT test

## Final Test – RED BELT LEVEL 1

The Final Red Level 1 Test consists of:

1. 20 short answer questions,
2. 2 short essay questions, and
3. anonymous feedback forms from each of your peers recommending or not recommending for level passage.

These 3 components will each represent 1/3 of your total score. The course is pass/fail. 90% of your answers must be correct and/or clearly indicative of a person who has mastered the red level 1 learning outcomes. Lead facilitators will notify you personally if you have passed the level or not. In rare cases the lead facilitator may ask you additional questions or require an additional step if outcome acquisition is unclear. At this point, all decisions are final and not negotiable. If you do pass the red level test you may retake the level at no cost or you may negotiate an alternative process to both attain and demonstrate the necessary learning outcomes. No one will be allowed to register for orange level 2 unless they have first successfully completed red level 1.