

THE POWER OF DIFFERENCE CERTIFICATION (PDC) DETAILS/LEARNING OUTCOMES

Key Points:

- 7 belts/levels (red, yellow, orange, green, blue, purple, black)
- You must demonstrate all learning outcomes (& pass a test) to proceed to next belt/level
- Participation in a 1-hour intro is required (no cost) to register for RED BELT/Level 1
- The cost is \$200 for certification for each belt/level (money back guarantee)
- Payment plan, sliding scale, scholarship information, or work trade possible
- Ask about graduate credits
- Meeting dates/times decided by cohort
- Learning happens independently, w/ a partner, in the small group, and in the large group
- Activities are primarily experiential but include, articles, videos, book chapters, & reflections
- High feedback and high accountability

Details:

Before registering, please consider: The PDC can be highly emotional and stirring of past/unacknowledged 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 or able to fill that role. If you have questions about this, please contact our executive director directly at jelliottcisneros@thesum.org.

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 8 to 10 learning outcomes.
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. Those interested in the red belt/level 1 certification are required to take the 1-hour, *introductory module* at no cost. It’s critical, before deciding to register for the Red Belt/Level 1, to understand that a commitment to the mutual support of the cohort for the entirety of that belt certification is critical and needs to be chosen.
5. Each belt/level is \$200 (contact us for a payment plan, sliding scale, scholarship information, or work trade at info@thesum.org). Before choosing to “test” at the end of any belt training a 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, we ask that they 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.
Please Note: Once a black belt is conferred it is possible for it to be rescinded if The Sum’s leadership team decides the belt holder has not maintained the highest degree of integrity or other understood expectations commensurate with the black belt.

Structure:

1. The PDC operates in 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 three configurations in which we'll gather: the group as a whole (cohorts combined if more than 1), by each cohort (of 4-6), and by partners. Each gathering will be 1 hour (total of 3 hours weekly plus individual homework). 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 hour and will meet separately for a short check-in with The Sum staff weekly.
5. All the online gatherings involve high feedback and high accountability.

Schedule

- The weekly work of the course involves independent work (~2 hours), partner work (~1 hour), a weekly small group meeting (1 hour), and a large group meeting (1-hour) with the Executive Director and all small groups (if more than one) for a total of approximately 30 hours of work over 4 weeks plus an hour for the final test.
- 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: "Participants 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, 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. Articulate how external systems represent unconscious externalizations of internal systems & vice versa.
10. Identify your personality type (Meyers/Briggs) and primary intelligences (Gardener).
Identify their "calling"/mission/purpose/what they 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. (After taking the PDA) 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 tool 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.

GREEN BELT, LEVEL 4 - ACROSS OUR DIFFERENCES I

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 learning in an ongoing way.

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 learning in an ongoing way.

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 learning in an ongoing way.

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 learning in an ongoing way.

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 learning in an ongoing way.

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 learning in an ongoing way.

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 learning in an ongoing way.

D. Politics

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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 supporting your learning in an ongoing way.

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

1. Demonstrate advanced cross-cultural communication skills and code-switching.
2. Learn, practice and demonstrate the use the Solidarity Protocols.
3. Work through scenarios with cohort members to effectively generate solutions.
4. Demonstrate the leveraging of all three primary patterns in group interactions/development.
5. 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.
