CePDI: Culturecology Professional Development™

A Division of the Institute for the Advanced Study of Black Family Life and Culture, Inc.
As with any cultural and ethnic community, working effectively and successfully with African American people requires knowledge, understanding and skills privileged by African American beliefs, customs, values and worldview.
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CePDI: Culturecology Professional Development is a trademark service of IASBFLC.org. Through this division, IASBFLC.org provides culturally congruent (African Centered) staff training, agency cultural capacity audits, quality assurance services, and capacity enhancement programming designed to enable behavioral health, social services, educational systems, probation, and child and family welfare programs to better serve African American populations.

Drs. Wade Nobles and Lawford Goddard have over 70 years of combined experience in research, organizational development/assessment, and program in-service training. Internationally recognized, they have authored and co-authored some of the leading writings and training manuals in Black Psychology and African Centered thought.

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Developmental Philosophy

The IASBFLC has honored the African American community by never creating any service or program that was not informed by and grounded in solid science and demonstrably researched as effective for African American people. Through the practice of “service through science,” the IASBFLC has engaged in original research and ground-breaking studies which in turn shaped and guided the development of programs and services tailored to the needs of the African American community.

The CePDI is a further application of this philosophy.

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Historical Grounding

For over 60 years committed itself to conducting and formally engaging in the on-going theoretical development and programmatic application of African (Black) psychology, African centered thought, and culturally congruent efforts to address the overarching issues of Black human development and transformation in varied socio-behavioral scientific and psycho-cultural and geo-political realities.

Through its programmatic activities, as reflected in its motto of "Service Through Science," the IASBFLC is committed to the Reunification of the Black family, the Reclamation of Black culture and the Revitalization of the Black community.
Culturecology is an advanced concept that recognizes the profound relationship between human culture and ecology. Coined by Drs Wade Nobles and Lewis King and put into practice by the Institute, Culturecology recognizes that both people and the environment are cultural organisms.

As the cornerstone of the Institute’s CePDI professional development experience, culturecology provides our clients with a unique and radically innovative professional development which builds upon the culture of the person and the culture of the work place (environment). Both are cultural phenomena and inextricably connected.
“As a community-based Institute with a long history of developing both evidenced-based and community-defined practice, CePDI training enables health care, Behavioral health, child and family support services, correctional (both adult and juvenile) and educational systems to increase their capacity to work in more culturally congruent (African centered) ways with African American populations.”

The CePDI initiative is an openly and unapologetically culturally congruent (African Centered) professional development initiative designed in alignment with African American cultural reality.

CePDI teaches a deep and profound understanding of African American culture and world-view and ways of being. Our training is designed to enable practitioners to utilize and apply proven behavioral change strategies.
“Whether in the private, public sector, or in the schoolplace, workplace or healthplace, the misunderstanding and mistreatment of African American people is unacceptable and too costly a price to pay for our society.”

The Institute’s CePDI professional development experience is specifically designed to provide the needed knowledge, understanding, training and skills sets for working with African American people through our trademark concept of Culturecology.

Knowledge is like a garden: if it is not cultivated, it cannot be harvested. Guine
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As leaders in the field of Black Psychology and African centered thought, the Institute’s staff has over 35 years of experience working with and in the African American community.

African Well Being and the Healing of Humanity, IMHOTEP JOURNAL, 2010

Culturecology, Women and African-Centered HIV Prevention, JOURNAL OF BLACK PSYCHOLOGY, 2009

CePDI, culturecological professional development trainings provides our clients with proven culturally congruent practices, strategies and skill sets for working with African American populations.

Sahku Shatei/Djaer: Towards an Authentic African Centered Nosology for Black Mental Health Illness and Treatment
An Institute Publication
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In the service sector CePDi, provides African centered development trainings in the areas of program development, evaluation, prevention, intervention and Treatment.

Through CePDI we can assist you in the areas of agency cultural capacity audit, staff cultural competency training goals and outcome delivery, productivity, management.

He who cannot dance will say: "The drum is bad." - Ghana Proverb
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Core Features of CePDI

- Grounded in African and African American Culture and philosophy
- Tailored to Client Needs
- Capacity Enhancement Driven
- Applicable to System change
- Built-in Quality check
- Available as Training-of-Trainers Model
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The Institute's professional development areas of specialization include:

- Mental health
- Social services
- Education
- Family life
- Youth development
- Community revitalization
- Corporate Executive Leadership, organizational capacity enhancement
- Faith based collaborative

List of CePDI training Curriculum

Behavioral Health and Social Services
Sakhu: An African American Provider Training Curriculum- Incorporating the Illumination of Culturally Congruent Well-being and Wholeness and Transformation Program

Family Support Family
"Enhancing the Fabric of Family and Alasal Tarey, Positive Youth Development Curriculum

Teacher Training Institute
NSaka Sunsum (Touching the Spirit): A Pedagogy and Process of Black Educational Excellence
Youth At-Risk Prevention
From Trauma to Drama: Adolescent Substance Abuse Prevention Through Culture, Cognition and Character Program

Educational Support
Launching Pad to Success: High Achievement, Wisdom and Knowledge Black Male Educational Success--A Special Educational Supplement Program

HIV/AIDS Prevention-Women
Healer Women Fighting Disease Model (HWFD) is an African-centered behavioral change model for prevention of HIV/AIDS and substance abuse among African American Women

HIV/AIDS Prevention-Men
Warrior Healers: African-Centered HIV and SA Prevention Program for African American Men

Character Development
African-American Boys and Young Men Character Development Curriculum
Re-entry-Re-birthing-Restoration (R-R-R)

Manhood and Womanhood Development
High Achievement, Wisdom and Knowledge (HAWK)
ASET Society Perfected Black Womanhood Development

Community Development
Enhancing the Building of Community: The Community Building Interns Program Curriculum

Human Development and Transformation
Special Power to Fulfill One’s Destiny (SPD) Project: Intensive Cultural Grounding for Human Development and Transformation-A Faith Based Curriculum
The highly specialized professional development training is designed as an 8 modular “Introduction to African (Black) Psychology” course. As a course of instruction designed for working behavioral health practitioner, this in-service training will provide an understanding of the limitations of Western psychology in working with non-white populations; exposure to the theories and therapies produced by Black Psychologist, familiarity with an African centered nosology and experience with advanced Black Psychology (Sahku Sheti) treatment planning.
The professional development in-service training curriculum is tailored to the specific needs of social service agencies working with African American populations. Each in-service will provide the participants with an opportunity to extend their understanding and appreciation of African American behavior and lifestyles while mastering a unique set of culturally grounded (African centered) support services and skill set.

Participants will understand the meaning and role of an African-centered Jegna social services; gain insight into the African sense of Spirit and its Implication for serving African American populations and be able to demonstrate requisite level(s) of competence as Culturally Congruent Practice for Adult and Family Services Practitioners.
Probation

Special Power to Fulfill One’s Destiny (SPD) Project: Intensive Cultural Grounding for Human Development and Transformation

The Special Power to Fulfill One’s Destiny is an intense human development and transformation process designed to address the psychological (spirit) damage associated with self- and social destructive behaviors and beliefs and re-ignite elements necessary for young Black men to live and function in the world as unique and valuable human beings.

Re-entry-Re-birthing-Restoration (R-R-R)

This is a 10 week curriculum designed to facilitate the transition of youth from the Juvenile Justice system back into the community. The purpose of the curriculum is to develop in re-entry youth the knowledge, attitude, values, beliefs and behaviors that would enable them to be integrated seamlessly into the community and become productive, contributing members of society.

African Americans are 17% of youth population

26% of youth arrested

Represent 44% of youth detained

58% of youth admitted to state and adult prisons

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Teacher Training Institute
Nsaka Sunsum (Touching the Spirit): A Pedagogy and Process of Black Educational Excellence
The Nsaka Sunsum Educational Pedagogy and Process for Educational Excellence Teacher Training Curriculum is designed to establish a teaching and learning environment to help the teacher to connect deeply with the Spirit of the child in order to animate, arouse, affect and/or influence the student’s exalted feelings, thoughts or actions in the service of learning.

Educational Supplement
The Launching Pad to Success Curriculum
Designed to instill in young Black boys (1) a willingness to sacrifice in order to achieve; (2) a desire to attain wisdom; (3) a passion for knowledge; (4) positive behavioral practices; and, (5) the internalization of a personal goal to become a strong, committed, and contributing member to their school and community.

The U.S. Department of Education's Civil Rights Data Collection.
Chart provided by The Black Star Project
Percent Attending High Schools with Full Range of Math and Science Classes (Algebra I, Geometry, Algebra II, Calculus, Biology, Chemistry, Physics)

Only 5% of Black graduates in California met requirements for admission to the UC/CSU system; for Alameda County the figure was 7.5%

35% of Black children, grades 7-12, have been suspended or expelled at some time in their school career.
Enhancing Fabric of Family
The "Enhancing the Fabric of Family and Positive Youth Development Curriculum is designed to provide families and youth with a solid foundation of cultural ideas, beliefs and positive character development, as well as provide information regarding AOD prevention; assist families in identifying personal, family and community opportunities for achieving higher aspirations (e.g. wishing, wanting, and needing), personal and collective goal setting and outcome achievement; and provide a new understanding of living, being human, the meaning of family enhancement, role of ancestry and the nature and essence of a healthy Black family life.
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Youth Development

This character development articulates the conceptual underpinnings of what is required to operate fully as a human and African. Designed as a nine-unit interlocking ninety minute modular session framework with the overall goal, objectives, learning activities, training aids, source materials and outcome measures specified for each module. The Character Development Curriculum includes the requisite guiding principles, values, beliefs and practices associated with the creation of character development amongst African-American Boys and Young Men.
The community revitalization training curriculum is grounded in the concept of Serudja Ta ("Srwđ ta") and the Reciprocal Re-birth of Personhood and Neighborhood. Serudja Ta is an ancient African (Kemetic) concept meaning to "make secure, set right (a wrong), provide, fulfill (a contract)"; to restore, repair, to make new again; to make grow, flourish". This training is based on guiding the design and implementation of culturally congruent community revitalization, organizing and beautification activities, e.g. "Saturday Serudja Ta Family Festival" as a family festival which reinforces the family and community's ability to heal, repair, and prevent AOD as well as transform their world with the understanding that in this process they will heal, repair and transform.

Reciprocal Re-birth of Personhood and Neighborhood is a model created by the Institute that is grounded in our theory of "culturecology" where our professional development training focuses on the mutually interactive application of African wisdom traditions, history, culture, philosophy and deep thought to illuminate, inform and develop both people (personal character) and community (environment character).
Faith Based

The KM Ebit Husia process is a training program designed to enable participants to uncover the invisible messages behind some “authoritative utterances of exceptional insight” taken from The Husia. Applicable to any religious text, e.g., Bible, Torah, Koran, etc., this curriculum uses the faith-based messages to develop culturally grounded practices, rituals and ceremonies to enhance the functioning of the family.
Cultural Congruent Employee-Employer Development

Corporate Executive Leadership, Organizational Capacity Enhancement

Culturally Congruent Employee-Employer Development
~ Corporate Executive Training Advancements (Retreat) in situ, Africa, the Caribbean, South America
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Senior Training Staff

Dr. Wade W. Nobles
Born in the USA, Dr. Nobles earned his Ph.D. in Psychology from Stanford University in 1972. Adopted by the Kwakhu people of Ghana and initiated into the Ifa spiritual system of the Yoruba in Nigeria, Dr. Nobles has a vast knowledge of traditional and contemporary African cultural and philosophical beliefs and practices. Dr. Nobles has served as a visiting professor in Salvador du Bahia in Brazil. He is also professor emeritus in Africana Studies and Black Psychology at SFSU and the founding Executive Director of the IASBFLC where he has spent over 40 years researching, publishing, designing and implementing African centered Service and training programs.

Selected Publications:


Dr. Lawford L. Goddard
Born in Trinidad-Tobago and educated in Trinidad and Jamaica, Dr. Goddard earned his Ph.D. in Sociology from Stanford University in 1976. He has travelled throughout the Caribbean and has extensive knowledge of Diasporan, especially West Indian, African cultural retentions and geo-political inventions due to migrations. As the co-founder of IASBFLC, Dr. Goddard has served as the Director of Education and Training and has along with Dr. Nobles, spent over 40 years researching, documenting, publishing, designing and implementing African centered Service and training programs.

Adjunct Trainers:

Dr. Rachel Bayard-Cooks, Clinical Trials Director, IASBFLC
Dr. Serie McDougall, Prof. Africana Studies, San Francisco State University
Dr. Derek Wilson, Prof, Psychology, Prairie View A & M University
Dr. Theopia Jackson, Children’s Hospital

Differential training Formats

Two Hour
Full Day(s)
Week-end Intensive
International Advance

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