

JANUARY 2023

CREDENTIALING EXAM HANDBOOK



ASSOCIATION OF ESD PROFESSIONALS



CREDENTIALING EXAM HANDBOOK



Association of ESD Professionals

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Table of Contents

Introduction	1
Mission.....	1
Definition of ESD.....	1
Scope of Practice	3
Scope of Practice Statement	4
About the Credential.....	4
Exam Overview	5
Candidate Eligibility Recommendations.....	5
Recommended Education and Experience.....	5
Education.....	6
Experience.....	6
Application and Registration Process.....	6
About the Application	8
Administration of Exam.....	8
Rescheduling an Exam.....	9
Cancelation & Refund Policy.....	9
Exam Format	10
Exam Content.....	10
Five Modules.....	10
What the Exam Tests	10
Sample Question & Answer.....	11
Subject Matter/Core Competencies.....	11
After the Exam.....	12
Scoring	12



CREDENTIALING EXAM HANDBOOK

Exam Results.....	12
Re-Taking the Exam.....	12
Grievances & Appealing Exam Results.....	13
Awarding Credentials	13
Putting Your Credential to Use.....	13
Credential Renewal.....	13
Continuing Education.....	13
Non-Discrimination Policy.....	14
Accommodation & Accessibility Policy.....	14
Language Accessibility.....	16
Confidentiality of the Exam.....	16
An Invitation to Participate.....	16
Credentialing Advisory Councils.....	17
Credentialing Pool.....	17
Final Words.....	18
Acknowledgements.....	18

Introduction

ESD professionals around the world embrace a shared purpose and core principles. The Association of ESD Professionals (“Association”) was formed, in part, to promote a common, well-recognized, global standard of what constitutes professionalism and competence for empowerment self-defense (“ESD”) instructors, curricula development specialists, researchers, advocates, and other ESD professionals. The Association credential (called ESDP which stands for ESD Professional) will also distinguish empowerment self-defense from other types of self-defense.

The Credentialing Program was developed through research, consultation, and engagement with the worldwide ESD community following best practices for task analysis and exam development. The Association has established a standard that crosses borders, aligns with diverse cultures, and will effectively serve organizations of all types and sizes. Achieving the ESDP credential (“ESDP” or “Credential”) from the Association signals that a candidate’s practice is in alignment with the principles of ESD and that they have demonstrated professional competence, a commitment to social change and violence prevention, and high standards of ethical practice.

This handbook will guide candidates through the process of attaining the ESDP Credential, a formal credential that will recognize the ESD practitioner as an ESD professional.

Mission

The mission of the Association of ESD Professionals is to support empowerment self-defense professionals, elevate and fortify the ESD profession, expand the reach of ESD, and establish ESD as an indispensable tool for preventing, interrupting, reducing, and healing from violence.

Definition of ESD

Empowerment self-defense, otherwise known as ESD, is a comprehensive, evidence-based system of violence prevention that takes a holistic approach to self-defense by focusing on empowerment, individual choice, and self-determination.



ESD follows the core principles of “Think, Yell, Run, Fight, Tell.”¹ ESD teaches participants how to understand and navigate power relationships, minimize abuse and violence, and end assaults. It teaches participants awareness, recognition of threats and harmful behaviors, boundary-setting, and de-escalation skills. It prepares participants for situations that cannot be diffused, providing options such as yell, run, or fight. ESD demands participants have the right to choose to protect themselves, including by using physical force, and trains participants in techniques which may be used to respond to physical violence. ESD encourages participants to consider and prepare for many types of harmful, or potentially harmful, situations and supports participants in sharing their stories.

ESD distinguishes itself from other forms of self-defense or self-protection and from martial arts.

ESD deliberately embraces:

- Inclusivity
- Accessibility
- Modeled diversity
- Awareness of intersecting identities
- Trauma-sensitive teaching
- Recognizing social, intimate, and known relationships between victims and perpetrators
- Addressing the full spectrum of violence and harmful behaviors
- Avoiding stereotyping or typecasting perpetrators, victims, or survivors
- Non-prescriptive provision of options
- Honoring all responses to violence as modes of survival
- Valuing intuition
- Individual agency, self-determination, and choice

¹ We have been investigating the origin of “Think, Yell, Run, Fight, Tell” and several origin stories have been offered. It may have originated in the early 1980s with NWMAF or it may have originated in the 1990s at a meeting of ESD leaders including Nancy Lanoue (Thousand Waves Martial Arts & Self-Defense Center in Chicago, Illinois), Yudit Zicklin-Sidikman (then with El HaLev in Jerusalem, Israel), Coleen Gragen (Hand to Hand Kajukenbo Self Defense Center in Oakland, California), and others. The Association would like to give credit where credit’s due, so if you know anything about the origin of “Think, Yell, Run, Fight, Tell,” please [drop us a line!](#)



- Inclusion of healing modalities
- Understanding the systems that support violence
- Use of voice
- Physical response to violence as one option among many
- Statistical relevancy
- Responsiveness to research
- Pre- and post-incident skills
- Personal development

ESD practice specifically rejects:

- Fear-mongering
- Sensationalism
- Victim-blaming
- Restriction of life choices or decisions as “safety”
- Providing clear-cut answers or one right decision in every case
- Extensive, lengthy, complicated training, especially for physical techniques
- Combative approach
- All-or-nothing approach
- Training centered on “stranger danger”
- Exclusive use of traditional martial arts
- Physical training without addressing the emotional/psychology piece

Scope of Practice

The practice of ESD overlaps with related and tangent professions such as martial arts, healing arts, victim support and advocacy, restorative justice, social work, physical fitness, physical and mental health professionals, human resources, and law enforcement. Instructors and practitioners will often use knowledge, skills, and experience in these associated fields to inform or enhance their individual curriculum.



The Credential awarded by the Association of ESD Professionals certifies ESD professionals to practice ESD within the scope of practice described in the statement below.

Scope of Practice Statement

The ESD professional demonstrates knowledge, skills, and experience in the following areas:

- Instructs participants in multiple emotional, verbal, and social skills useful in creating a sense of empowerment, agency, and self-determination.
- Instructs participants in multiple responses to threatening or harmful interactions with others, including emotional, psychological, mental, and verbal interactions.
- Instructs participants in multiple physical techniques useful for responding to violence against them or others.
- Teaches and advocates for a violence-free world and brings awareness of larger social and violence-prevention issues.

The Association Credentialing Program will not test or recognize knowledge, skills, experience, or material outside the Scope of Practice as outlined above. While an ESD professional may incorporate other related material or knowledge into their practice, those areas of expertise are administered by their own governing bodies.

About the Credential

The Association of ESD Professionals is an independent organization providing a global standard for ESD professionals. The Association does not teach ESD, nor does it train ESD instructors. The Association is not managed or owned by and does not manage or own any organization that teaches ESD. The Association does not have a stake in the outcome of any one candidate's exam results. The Association's ESDP Credential is earned upon successful completion of the Credentialing Exam and maintained through the Continuing Education component of the Credentialing Program.

The Association's Credentialing Program is different from certificate programs that include ESD training and require candidates to complete a specific course of study



with the organization that is awarding the certificate. The Association, on the other hand, does not provide ESD training and accepts candidates with a broad range of experiences and backgrounds regardless of where they received their training.

The Association maintains a register of all professionals holding the Credential. The register includes date the credential was earned, Credential renewal date, and record of continuing education credits.

Exam Overview

The Association of ESD Professionals will hold exams four times each year. Each Exam Period will consist of a one-week window of time in which candidates may choose when to take the exam; no matter the candidate's time zone, the candidate can take the exam at a convenient time.

Exams are expected to take approximately three hours and will consist of multiple choice and open response questions.

Candidate Eligibility Recommendations

The Association recognizes that ESD professionals enter the profession with a variety of personal and career experiences; with a variety of skills, knowledge, and abilities, and with outlooks formed by varying international and cultural contexts.

For these reasons the Association does not, at this time, require any particular course of study or duration of experience to be eligible to apply for the Credentialing Exam.

However, the Association strongly recommends that candidates have a clear understanding of ESD principles and practices that are normally gained through formal education with an instructor or organization capable of providing such education and/or through experience teaching ESD and for some, through the development of ESD.

Recommended Education and Experience

The Association recommends that candidates have at least 100 hours of ESD education and teaching experience, combined, prior to taking the exam.



Education

Of these 100 hours, it is recommended that 50 hours are for teaching or assisting an ESD instructor. The Association recommends that your ESD education involve the supervision of suitable experts in the field, supplemented by additional independent study, research, reading, private practice, or mentorship in ESD or adjacent fields. Education may be obtained from any organization, institution or for- or not-for-profit corporation or business which provides it.

Martial arts education is not required, though a thorough understanding of physical techniques and their execution is strongly recommended for candidate success.

Regardless of the educational source, it is recommended that candidates thoroughly examine the Subject Matter Covered in the Exam, below.

Experience

The Association recommends that your ESD experience involve time spent as an ESD instructor, as an assistant to an ESD instructor, or otherwise engaging with ESD participants.

Hours of experience may be of any sort and carried out in any capacity. It is strongly recommended that the candidate have some experience in managing groups of at least ten students. Instruction experience can be paid or unpaid. Specialty experience such as managing participants with specific needs due to things like disabilities or trauma, of certain age groups like children, in particular populations like LGBTQ+, and so on is not necessary for successful completion of the Credentialing Exam.

Application and Registration Process

Applications for all Exam periods are accepted on a continuous basis. To access the Application, visit our [Credentialing Program](#) web page. In 2023, there are three Exam Periods as follows:

Period One: First Quarter, held in January, February, or March

Period Two: Second Quarter, held in July, August, or September

Period Three: Third Quarter, held in October, November, or December



When you fill out the Application, you will be asked to indicate your preferred Exam Period. Once you submit your Application, you will receive an email approving your Application or seeking additional information. If your Application has been approved, your email will include a link to enroll in the Credentialing Program and provide payment. After you enroll, you will receive an email with instructions for registering for the Exam.

Exams are held online, using OWL Testing Software. For those without access to an exam location with suitable internet connectivity, accommodations for an individualized plan may be requested in the Application materials. If you would like to request any other kind of accommodations for taking the exam, follow the link on Application and fill out the short Accommodation Request form.

Once the application has been approved and payment received, the candidate will be emailed a registration link and systems test to be completed prior to the opening of the Exam Period. Failure to register or complete the systems test may result in the candidate being unable to take the Exam in the desired Exam Period.

Candidates whose Applications are incomplete will be contacted via email with specific instructions.

Exam Application & Registration

STEP ONE—REVIEW: Visit the [Credentialing Page](#) of the Association's website to review program requirements and recommendations and to learn what you'll need to have ready when you fill out the Application.

STEP TWO—APPLY: Fill out the Application. Receive an email with a link to the Enrollment page, or a request for further information.

STEP THREE—ENROLL & PAY: Enroll and provide payment for the Exam.

STEP FOUR—REGISTER: Receive an email with instructions for how and when to register for the Exam in the Exam portal and create your Exam Account. Registration will include a systems/computer check, including the Ice Cream Test (it's quick & fun!).

STEP FIVE—PREPARE: Prepare for the Exam by reviewing this Exam Handbook carefully, studying the Association Code of Ethics, studying the Core Competencies, and checking out our website [Credentialing Page](#).

STEP SIX—TAKE EXAM: Log into OWL (the Exam portal) on a date and time of your choosing that falls within the Exam Period. Take the Credentialing Exam.

GOOD LUCK!



About the Application

Candidates should read the Application and instructions carefully. Incomplete Applications may delay the registration process, which could result in the candidate being unable to take the Exam in their preferred Exam Period.

Candidates will find the Application at the [Credentialing Exam](#) page of our website.

Please have the following ready prior to filling out the Application:

- Resume or CV
- First Aid & CPR Certificate(s)

You will also be asked to submit or agree to the following (links and instructions are provided in the Application):

- Background Check (US residents only). We are asking for a self-background-check; this way, the Association does not need to collect highly personal information, such as social security numbers. For people located outside the United States, a background check is not required at this time.
- Two Letters of Recommendation (person recommending you only needs to fill out a short online form).
- Association Code of Ethics Acknowledgement.
- Confidentiality Agreement.

Any questions concerning any step of this process should be directed to credentials@esdprofessionals.org.

Administration of Exam

Once the Application, payment, and registration have been processed, the candidate will receive an email with instructions for how and when to access the Exam.

The Exam link is single-use. Once the candidate begins the Exam, it cannot normally be restarted. Should the candidate exit out of the exam, close the browser, or fail to complete the exam, the Association cannot guarantee the candidate's responses will be saved or that the Exam can be validated.



If the candidate experiences difficulty with an Internet connection, software, or other problems, the candidate should immediately [contact us](#). Staff will respond as soon as practicable, taking into consideration time zone differences. Every effort will be made to preserve the candidate's progress in the Exam and to reschedule uncompleted sections.

Rescheduling an Exam

Rescheduling an Exam Period is generally not recommended. However, Candidates may reschedule to the next Exam Period without penalty, up to seven days prior to the opening of the Exam Period, by [notifying the Association](#).

Candidates may not re-schedule the Exam after the opening of the Exam Period.

Cancellation & Refund Policy

Before Payment

If you have submitted an Application but you have not made payment, please [email us](#) to stop the Application process. Applications will be held for two Exam Periods or until the expiry of relevant requirements, whichever comes first, after which candidate must re-apply.

After Payment

Prior to the first day of the relevant Exam Period, the Association discourages cancellations, but will consider requests to cancel for refund on a case-by-case basis. Please [contact us](#) to discuss your circumstances.

Once the Exam Period has opened, the Association does not accept cancellations.

Exceptions

The Association recognizes that unforeseen events do occur and will make occasional exceptions to the Cancellation Policy. Occurrences beyond the control of the Credential candidate (such as accident, injury, illness of candidate; family emergency; natural disaster; act of war or terrorism; civil or military disturbance; government interruption; or utility or computer interruptions outside candidate's control) will be considered. Please contact the Association to discuss.

Exam Format

The exam will consist of multiple choice and open response questions.

The exam is expected to take approximately three hours to complete, though time may vary widely between candidates. The entire exam has a time limit of five hours, and the exam will automatically end after this time. The candidate will not be able to return to the exam once the 5-hour time period has elapsed. If a candidate completes the exam in less than two hours, it is strongly recommended that the candidate return to the exam to ensure all answers are complete and no questions have been skipped or unintentionally left blank.

Candidates can expect to be notified of exam results within 30 days of the final day of the Exam Period.

Exam Content

Five Modules

The exam consists of five modules:

1. Emotional, Verbal, & Social Skills
2. Physical Skills
3. Safety and Trauma-Sensitivity
4. Ethics & Social Change
5. Classroom Management.

What the Exam Tests

The Exam will test candidate understanding of the core subject areas listed in the [Subject Matter/Core Competencies](#), which can be found on our website. The questions are intended to test the candidate's knowledge of the ESD concepts and how those concepts are put into practice.

ESD concepts can be highly nuanced, dependent on many variables, and subject to the context of each individual situation. Some questions, especially single-select multiple choice, may present more than one answer that seems to be correct. These

types of questions often leave a candidate wishing they could respond with, “it depends.” The Exam questions are designed to test knowledge of concepts, not to provide specific prescriptions or outcomes. Candidates are encouraged to select their answers based on the concept being tested and which of the possible answers best illustrates that concept.

Sample Question & Answer

Sam and Alex enjoyed dinner and several alcoholic drinks at Sam’s apartment and are now relaxing on the sofa. Sam would like to initiate sexual intimacy. Which of the following best demonstrates respect for consent in this situation?

- A. A subtle stroke on Alex’s thigh, then waiting for a response.
- B. Leaning over to kiss Alex.
- C. Saying, “I would like to have sex with you tonight.”
- D. Saying, “I would enjoy being intimate with you, but we have had too much to drink.”

Answer and Reasoning: D is the correct answer because, of those provided, it best demonstrates the concept of consent. Within the context of the relationship between Sam and Alex, each of these various ways of initiating sexual intimacy might be accepted, or even welcomed. You may have had a strong reaction to one or more of these. However, there is only one best answer based on understanding the broad concepts of consent. Answer B may be understood as an acceptable invitation in Sam and Alex’s relationship, but because it is unilateral, it does not allow for the possibility of mutual consent. Answers A and C provide for Alex’s response and thus demonstrate at least the possibility for mutual consent. Only answer D, however, provides for the complete understanding that consent is not possible when one (or both) partners are (or may be) incapacitated. Answer D, then, demonstrates the broadest knowledge of the concept of consent, and is the best answer.

Subject Matter/Core Competencies

The Association recommends candidates have a comprehensive knowledge of the following subject matters which have been identified as core competencies for the profession. Click here to access the full list of [Core Competencies](#).

After the Exam

Scoring

In order to receive an overall passing grade, the candidate must receive a passing score on the Exam overall and must receive a passing score on each of the five Modules of the exam. Multiple choice questions will be graded against pre-determined answers using an automated process. Open response questions will be graded by credentialed experts according to a detailed scoring rubric in a blind process.

Exam Results

Results will be provided to candidates via email. We anticipate results will be available within 30 days of the last day of the Exam Period. We ask for patience as we develop our process and timelines.

The Exam is a pass/fail exam, and the results provided will indicate a pass or fail for each Module and for the Exam overall.

Results will be kept confidential and will not be available to anyone but the candidate. However, aggregated results, stripped of identifying information, may be made public on the Association's website, in reports shared with partners, and in internal reports for purposes of review and improvement.

Re-Taking the Exam

Candidates failing to pass the Exam may re-take the exam. Candidates are strongly encouraged to complete additional study, education, or experience before attempting the Exam a second time. Candidates who have failed the Exam twice consecutively will be required to re-apply, and demonstrate additional education, experience, or similar investment in their practice.

Candidates receiving an overall passing score, but receiving an unsuccessful score on specific Modules will not be required to retake the entire exam. Instead, candidates need only re-take the Modules for which they failed to receive a passing score.



Grievances & Appealing Exam Results

All appeals must be filed within 90 days of the exam results. Appeals will be adjudicated by the Review Panel. The Review Panel will consist of members of the Credentialing Pool and will not include graders of the exam in question. The Review Process will be conducted in as fair and impartial a manner as possible.

Awarding Credentials

Credential documents will be forwarded to successful candidates. In addition, there may be additional opportunities to be recognized at Association events.

Putting Your Credential to Use

Successful candidates will be awarded an Association Credential, otherwise known as an ESDP Credential. Once a candidate has earned an ESDP, they may use it after their name to indicate their qualifications. Example: Hana Devi-Smith, ESDP. It will be the responsibility of all credentialed professionals to maintain their Credential through the Association's continuing education program. Every three years, candidates will be required to fulfill the continuing education requirements. Should a candidate fail to do so, they will no longer be permitted to use the ESDP mark.

However, credentialed professionals who are no longer practicing ESD may use the mark indefinitely as long as they follow it with "emeritus," like this: Hana Devi-Smith, ESDP, Emeritus.

Credential Renewal

Continuing Education

Credentials must be renewed every three years. To renew credentials, ESD professionals will fulfill continuing education requirements. Development of the Continuing Education component of the Credentialing Program includes input from a Continuing Education Advisory Council, a group of professionals from the worldwide ESD community who weigh in on key decisions regarding the nature of the program.



Non-Discrimination Policy

The Association of ESD Professionals does not discriminate against any applicant or Credential candidate on the basis of race, color, creed, age, sex, gender, national origin, religion, disability, marital status, parental status, ancestry, sexual orientation, military discharge status, source of income, or any other status protected by law. All Credential candidates will be judged solely on impartial criteria developed by the Association, which receives and will be receiving input from Association, Advisory Council, and Credentialing Pool members from the international ESD community.

Accommodation & Accessibility Policy

The Association believes in equality of opportunity and access. The Association endeavors to maintain an environment in which everyone feels safe and welcome. The Association is committed to interacting with Credential candidates, continuing education participants, members, and all people in a way that honors dignity and independence.

The Association works to avoid and remove barriers to accessibility broadly-speaking and through individualized support. Exam appearance and functionality can be assessed by individual candidates prior to taking the exam.

All accommodation requests must be outlined on the Accommodation Request Form. The Association will do its best to honor all accessibility and accommodation requests. We will also try to honor requests made after submission of the application, but we cannot promise fulfillment. The following outlines some of the provisions available upon request.

Sight-Impaired

- Independently-controlled exam appearance including: alternate size, font, and color of text.
- Color-coded exam materials also designated by shape.
- Described images and video.
- Use of approved assistive devices.
- Designated support person/interpreter.

Hearing-Impaired

- Text-based communication with exam facilitators, moderators, administrators, and staff.
- Closed-captioning of audio and video files.
- Use of approved assistive devices such as speech-to-text applications.
- Designated support person/interpreter.

Languages

- Exam interface in multiple languages (24 available languages).
- Exam material in multiple languages (*in development*).
- Use of approved assistive devices such as AI translators.
- Designated interpreter/translator.

Learning, Intellectual, or Developmental Disabilities

- Additional time to complete the exam.
- Option to take the exam in more than one sitting.
- Use of approved assistive devices.
- Designated support person or intervenor.

Mental Health Conditions or Physical Disabilities or Health Concerns

- Additional breaks to access medications, nutrition, hydration, or movement.
- Additional time to complete the exam.
- Option to take the exam in more than one sitting.

The Association kindly asks for candidate's patience as some of these accessibility options become standardized.

Individualized accessibility plans can be provided when arranged in advance. Please request an individualized plan on your application on the Accommodation Request Form. You will be contacted by a member of staff or an exam administrator.



Although the Association attempts to seamlessly provide accessibility, some temporary disruption of accessibility may occur outside the control of the Association. In such cases, the Association will restore accessibility as soon as practicable. No negative consequences or penalties will be imposed upon the candidate in such cases.

The Association also offers financial assistance for qualifying Credential Exam candidates. If you would like to apply, please fill out the Credentialing Program Financial Assistance Form on the Application.

Language Accessibility

The Association is committed to ensuring the Credentialing Exam is available in multiple languages. The process of translating the Exam is rigorous and detailed (and therefore expensive). We ask your patience as we develop the Exam, supporting documents, and on-going communication standards in multiple languages. Keep an eye on our website for continuing information.

Confidentiality of the Exam

All information received by the Association in the application materials are confidential. It is critical to the integrity of the Exam and the Association Credentialing Program that the Exam and all its contents remain confidential. All Exam candidates sign our Confidentiality Acknowledgment when they submit their applications. This protects the integrity and confidentiality of the Association Credentialing Exam before, during, and after the Exam process. In the rare instance that a candidate violates the Confidentiality Policy, the Association's Credentialing Review Panel will consider whether nullification of exam scores, revocation of Credentials, or a ban on future Credential application and exam opportunities is appropriate.

An Invitation to Participate

The Association of ESD Professionals has ongoing volunteer opportunities available for those wishing to participate in the continuing development, evaluation, and growth of the Credentialing Program.



Credentialing Advisory Councils

The Association's Advisory Councils, made up of volunteers from the international ESD community, are instrumental in the development of the Credentialing Program, including the Exam and Continuing Education and Accreditation Programs. The Councils engage with the Association to provide feedback and maintain strong links of communication between the Association, its members, and the ESD community. Some Councils are open to all members of the ESD Community, regardless of membership status. Others are restricted to Association members. As of January 2023, existing Credentialing Advisory Council members are invited to continue their participation on the new Continuing Education Advisory Council, and we are inviting new Association members to join.

The Advisory Council positions are volunteer and require a commitment of approximately 10 hours per year.

Please [send us an email](#) if you are interested in contributing in this way.

Credentialing Pool

Members of the Association's Credentialing Pool participate in exam question development, question review, exam materials development, and/or grading exams. Members of the Credentialing Pool volunteer to help with one or more of these tasks as needed and as their availability allows.

In addition, the Credentialing Pool houses the Credentialing Review Panel. In joining the Credentialing Pool, members commit to participating in one Review Panel per year, as needed, to hear grievances and disciplinary matters relating to the Exam and other aspects of the Credentialing Program. Depending on the size of the Credentialing Pool and whether there are any grievances or disciplinary matters to consider, participation on the Review Panel may not be necessary every year.

To be eligible to join the Credentialing Pool, you must have earned a Credential and be an Association member in good standing.

The Association believes it is important that the membership of the Credentialing Pool and Advisory Councils be as diverse as possible and therefore will consider the following criteria when recruiting and admitting ESD professionals:



- Total Years of ESD Experience (to ensure that there are both members who have been practicing ESD for years and members who are new to ESD).
- Annual Hours of ESD Practice (to ensure that most members of the Pool practice ESD regularly and currently).
- Internationality (to ensure an international presence).
- Language(s) Spoken (to ensure some variety of languages spoken).
- Cultural Diversity (to ensure that multiple cultures are represented).
- Inclusion (to ensure diversity in terms of country, culture, race, gender, orientation, etc.).
- Specialization and Generalization (to ensure that both ESD practitioners who specialize and those who generalize are represented).
- Type of Practice (to ensure that multiple types of practices are represented, such as instructors, instructor-trainers, researchers, and advocates).
- Style of Practice (to ensure that multiple styles of ESD are represented, such as those that include financial empowerment, those that use padded assailants and those that don't, those that focus on rape defense, and those that have a broader approach, etc.)
- Availability (to ensure that members of the Pool can make time for the Pool and, if needed, Review Panel).

Final Words

Thank you for participating in the Association Credentialing Program. We believe that the ESDP Credential will help ESD professionals build their clientele and enjoy great success in their ESD non-profit and for-profit practices. We also believe that as the Credentialing Program grows, so too will the reach of ESD worldwide.

Acknowledgements

The Credentialing Exam Handbook was prepared by and for the Association of ESD Professionals.



The Association wishes to thank the handbook's author, Sheila Watson. Watson is not only the author of this handbook, but she is the author of the Association's Credentialing Program. She worked tirelessly for two years to create and now administer the Program. Watson educated herself about certification (credentialing) rules, practices, and procedures, consulted with a psychometrician, and consulted with ESD experts from all over the world through her work with the Credentialing Advisory Council and the group of exam testers who became the first members of the Credentialing Pool. Watson also consulted with the Association Board, its Credentialing Committee, and its Ethics Committee throughout the development process. Watson wrote the exam, tested the exam, and considered and made changes based on input from all of these groups as well as other ESD professionals who volunteered and responded to requests for feedback. Watson did all this according to the highest ethical standards while conducting herself with exemplary decorum, integrity, and humor. This program would not exist without Watson. The Association and its executive director are eternally grateful.

The Association also wishes to thank the Association's Board of Directors (Julie Harmon; Secretary, Sally Johnson Van Wright; Treasurer, Faye Henry and Members Michael Peñafiel, Michele Elefante, Onyemma Obiekea, and Magdalena Diaz). The Board members considered every decision regarding the Credentialing Program and the Exam with consummate skill and thoughtfulness. The members of the Credentialing Committee (Peñafiel, Chair; Members Elefante and Johnson Van Wright) and the Ethics Committee (Elefante, Chair; Members Johnson Van Wright and Obiekea) dove into their work with enthusiasm and heart. The entire Board gave their time and shared their expertise generously.

The success of the Credentialing Exam could not be possible without the work of the Credentialing Advisory Council and the numerous volunteers from around the globe who participated in the development, review, and testing of the exam and core competencies. They volunteered their time because they believe in the ESD mission to prevent and interrupt violence by empowering us all.

The Association would also like to thank our consulting psychometrician, Amanda Dainis and her wonderful staff at Dainis & Company, Inc., for teaching us the nuts and bolts of credentialing and exams. And much thanks to Michelle Martin of OWL Testing Software who, with angelical patience, has gone above and beyond to train us how to



make the software work for us and our sometimes unconventional needs. Michelle has been accommodating and incredibly helpful.

The Association would like to thank our own Qwan Smith for his hard work and always-calming influence, Tasha Ina Church for her insights, ideas, and unflagging and cheerful can-do attitude, and Toby Israel for her invaluable communications management, patience, and always positive outlook. We are grateful for them and their indispensably supportive, encouraging, and caring influence.

Finally, the Association would like to thank its founder and benefactor, Yehudit Zicklin-Sidikman for her vision, her perseverance, and her incredible generosity. Without her, none of this would be possible. Her work to further the ESD mission to prevent violence is unparalleled. We talk about saving the world; Zicklin-Sidikman makes it happen. Thank you, thank you, thank you.



Samantha Waterman
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Empowering members to empower us all.



ASSOCIATION
OF ESD PROFESSIONALS

Empowering Members to Empower Us All

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