

**Notes from Guided Discussion of PODC and SED  
Committee Members  
May 18, 2000 Baltimore, Maryland**

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**Ways in which SED can support PODC in fulfilling its mission:**

1. Employee competence,
  - Adding the cultural competency components which includes managing diversity skills
  - Diversity maturity index, measures of successful indicators
2. Methods of program delivery
  - “Scenario”, grants and contracts, rural/urban interface
3. Lead organizational development
  - Engaged university,
  - Establishing benchmarks –
4. Establish internal and external networks
  - Funding publications
  - Alternative revenue
  - Diversity forum
  - Roosevelt Thomas Institute
5. Multi-state professional improvement
  - National guidelines for staff development – James Smith
  - Grantsmanship
6. Director’s Notebook
  - Add a section on diversity because the average Institutional Memory is based on average tenure of directors– 4.3 years