

## **Military Family Voices™** ***Nondiscrimination & Inclusiveness***

The Military Family Voices is committed to a policy of fair representation on the Board of Directors and will not discriminate on the basis of race, disability, sex, color, religion, sexual orientation, geography or age. Directors shall be selected on the basis of merit for the mission and as reasonable representation from the nonprofit sector, the business community, and the community at large. Employees, volunteers and independent contractors shall be engaged and retained with the same high standards of nondiscrimination.

Military Family Voices is a collaborative, highly inclusive, series of very interactive experiences, tangible benefits, logistics and strategies for introducing and delivering voice preservation recording experiences in the extreme dynamics of the Military culture. MFV-specific influences and guidance come from the broadest possible local, national, and international range from: Command, to on Post or Base readiness “social case workers and facilitators”, to Military Members, cultural and community leaders, volunteers, Military Spouses, Veterans and Families –all of whom give their perspectives, guidance, assistance and cooperation to make these voice preservation recordings and introductions happen.

The MFV Board of Governance had two former Military Members as Founding Board Members, and the MFV Volunteers come from all walks of life, including but not limited to Veterans, Spouses, and civilian professionals from a wide variety of disciplines in the community.

MFV voice preservation recordings are available to all past and present Military Personnel and their Families, which includes every Branch of the United States Armed Forces, deployed, at home, retired, discharged, reservists or Veterans. Regardless of geographical location, individuals and families can call in from, or call out to, anywhere in the world to participate/record. Virtually every age and situation of participants can be recorded; from the unborn child to families of 20 or more, to individual Soldiers, to Veterans - even in hospitals and hospice. Even though much of the field recordings are produced in mobile studios, MFV has the capability to record anywhere on remote location and/or in facilities; so, geographic locations and accommodating large numbers of family members and individuals with disabilities are no problem and routine.

Therefore, MFV has many utilized opportunities to interact with and absorb feedback, reactions, testimonials, and participations in strategies for addressing the Military and Family accessibilities and needs, as such a broad demographic is served and interacts. All this allows MFV to effectively benefit from a diverse range of highly relevant direct integrators and to adjust services for relevancy and effectiveness in exposure and delivery. MFV approaches all inputs using a collaborative strategy to optimize resource use and to maximize the immediate and lasting impact of the recording sessions and the recordings.

This inclusiveness is no more important than when insuring that a Military population, and the community in which it is embedded, is represented in the mix of all stakeholders, who interact with feedback for the health and impact of MFV’s mission. The feedback thus generated is a planning cornerstone for dynamically adjusting to the swaying needs of the Military and community populations.