

Diversity, Equity, and Inclusion Policy

Prioritizing Equity in every aspect of our organization – 2022 and Beyond

As a nonprofit serving the military and veteran communities, MSCCN (i.e., Military Spouse Jobs) engages with diverse candidates and partners from around the world, leading the efforts for military spouse and military family member employment. Diversity, equity, and inclusion mean many things to many people, but to this organization they mean treating all people fairly, equitably and without bias, and creating an environment that values and encourages diversity and promotes respect and belonging.

Since its founding in 2004, MSCCN has always been an equal opportunity employer; we will not discriminate, and we will take "affirmative action" measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any IC or job applicant on the bases of race, creed, color, national origin, sex, or any other classification.

However, as a company, we realize that it is one thing to make the statement and another to actually look closely at how we operate on a day-to-day basis and ensure that we live these values at the level of day-to-day operations which is what our organization is committing to do. To achieve our objectives, first, we recognized that all people are different, and we need to value those differences, strive to leverage the differences, and aspire to create an environment where everyone who works with our organization feels valued for who they are. We approach this from the top down, starting with our Board of Directors and leadership, on down to our team members and Independent Contractors, our candidates within our program, and our partners that we work with.

We also recognize that diversity and inclusion is not easy. It requires commitment and humility towards ourselves and towards each other. It requires a determination like no other and the ability to adapt and overcome the obstacles and issues we that we encounter, remaining united in our goals, both as an organization and as people.

From a service aspect, we remain committed to meeting each individual where they are in employment and creating custom solutions that help each person achieve success in placement with the goal of ongoing assistance beyond initial placement into ongoing career progression. We are firmly grounded in the belief that every person in the program is to receive the same level and quality of service, regardless of their race, creed, color, national origin, sex, or any other classification.

And finally, we know that achieving equity is not something accomplished overnight, but is an ongoing process of continuous learning, honest and thorough critical assessment, the establishment of meaningful goals, ongoing actions, and a commitment and willingness to change the way we do business from this point forward. Mistakes will be made, regardless of how well-intentioned our actions happen to be, but we will continue to work at understanding and valuing diversity to enable full and equitable participation in all aspects of our organization. And we do so united together for one cause.