MapLight Values Statement

As an organization fighting for a more representative and responsive democracy, we believe in creating a workplace environment that allows everyone to contribute and be heard. At MapLight, we value...

Respect:

- Demonstrate respect for everyone, regardless of how their ideas may differ from our own
- Foster a culture of appreciation and gratitude where everyone’s labor is seen, openly acknowledged, and valued as integral to the success of our mission
- Be considerate of our partners’ needs, while still planning for adequate time and resources for our own work to be successful

Transparency:

- Clarify how organizational decisions are made and ensure that the people most affected by the decisions have the chance to provide input
- Demonstrate integrity by working in an ethical, transparent way that allows for accountability
- Open lines of communication between different levels of the organization

Diversity, equity, and inclusion:

- Recognize the intersectionality of societal and demographic forces, including but not limited to race, gender, orientation, class, age, disability, etc. and know how this interconnectedness relates to our country’s struggles for political, economic, social, and environmental justice
- Foster an inclusive work environment where all employees are treated equitably, feel valued, can contribute to our mission, and are encouraged to flourish
- Speak up when something is inequitable or unjust, and amplify voices that often go unheard—whether that is our staff, our partners, or the communities we aim to serve
- Understand that our work has an impact on the world and people around us, and strive to ensure that MapLight’s efforts benefit everyone in our democracy

Collaboration:

- Facilitate opportunities for connection across departments and projects
- Prioritize reciprocal relationships with our external partners
- Cultivate an environment where people work from a place of respect, inspiration, and passion (instead of fear or external pressure)

Learning:

- Demonstrate commitment to continuous improvement, knowing that progress often comes from learning from our mistakes
- Value accuracy over speed—we would rather take time to ensure we’re doing something right than feel rushed or pressured to finish a project
- Encourage innovation by collecting creative ideas and fostering diverse opinions from all employees—we know that long-term success is contingent upon being an open, thoughtful, and imaginative organization
- Cherish the opportunity for growth that comes when people examine or challenge cultural norms in our organization, even when it means feeling a little uncomfortable. Discomfort means we might be challenging the status quo