

Who we are

Maps and location matter. They help us understand our lived context and shape our world — whether it's navigating to a friend, checking the weather, drawing electoral districts, or accessing healthcare. We, the workers of Mapbox, power a live location platform relied on by hundreds of millions of people. We are building and advocating for our users, working to provide for ourselves and the ones we love, and collectively invested in improving our communities. To support these goals and more, we are forming our union.

Organizing principles

We claim our influence on the legacy of the products we build and our future as workers by unifying our voices as the **Mapbox Workers Union**. We organize to advocate on behalf of the individual and collectively guide our company with the following principles:

Solidarity

Mapbox workers have more power together than any one of us has individually. Our operations are informed by an intersectional perspective on power and privilege. Through collective action with our colleagues, and in support of other workers, we can make positive changes in our lives and the world around us.

Sustainability

We strive to make Mapbox an enduring business. We advocate for a stable, supportive workplace that enables us to do our best work, provides opportunities for career growth, and encourages us to stay.

Responsibility

Mapbox technology is changing the world. As the workers who bring this technology to life, we take responsibility for how it is used. We hold ourselves and our work to the highest ethical standards.

Diversity

Our diverse experiences and identities are a core strength of the company. We exercise our agency in shaping and sustaining a workplace in which we belong and are treated equitably. We empower each other to advocate for our colleagues, families, and

communities. We take specific care to amplify the voices of workers with identities that are underrepresented in the technology industry.

Transparency

We operate democratically. We expect to tell and to be told the truth. With transparency, we strive to cultivate a culture of empathy with our fellow workers, leadership, and our users. Decisions and priorities can be questioned without retaliation.

Call to action

As the **Mapbox Workers Union**, we aim to establish our collective voice and uphold our core principles. We believe Mapbox will operate at its best when its employees are empowered to do their best work. We organize to build a sustainable future for our business, our users, and our world.

We come together in partnership with the Communication Workers of America CODE-CWA Campaign, Local 9410, to stand collectively with our colleagues across the technology and digital industries.

We ask Mapbox leadership to recognize our union voluntarily and respect our protected right to organize without retaliation or interference. We seek open collaboration in this mission to improve our lives as workers, secure the future of the business, and continue to do right by our users and the world.