



Vision for Our Workplace Culture

The staff to the Boston Region Metropolitan Planning Organization work in a safe, collaborative space where mission-driven employees strive to achieve common goals. Our work is conducted transparently and is benefited by the staff's diversity of thought and experience. We aim collectively for excellence.

The shared behaviors, beliefs, values, and customs held by a group or organization constitute its culture. Workplace culture not only defines how we work together; it also helps to retain and attract new employees who will enhance our workplace culture and be committed to our mission. A positive workplace culture creates an environment within which staff are supported, engaged, committed, and able to do their best work.

The staff to the Boston Region Metropolitan Planning Organization collectively established five core values in our strategic plan that represent our beliefs about the principles of our organization. We value collaboration; diversity, equity, and inclusion; integrity; professional excellence; and transparency. This vision for our workplace culture is grounded within this framework of shared values.

Each core value in the strategic plan, when collectively embraced, translates to behaviors, beliefs, and practices that enhance our workplace culture. The following table captures some of those elements organized by the value that they most reflect.

Value/Culture	Cultural elements
<p>Collaboration: Our work environment, physically and psychologically, is warm and welcoming, and encourages collaboration.</p>	<ul style="list-style-type: none"> • Each of us is a partner to each other in working towards common goals, bringing valuable knowledge, skills, and perspectives, regardless of background or years of service. • We explore and engage in new partnerships with individuals and organizations in support of our work. • We are patient and flexible, supporting each other across all levels, groups, and teams by proactively helping to address technical, operational, financial, and other challenges.
<p>Diversity, Equity, and Inclusion: People of any background feel welcome, respected, and valued in our workplace.</p>	<ul style="list-style-type: none"> • We commit to being anti-racist and to addressing individual and institutional biases that perpetuate systemic racism. • We acknowledge and respect differences in gender identity, age, and ability and strive to accommodate individuals' needs. • We welcome difficult conversations related to perspectives, experiences, and ideas, as essential to our growth and progress. • We listen to each other's ideas respectfully, even if we disagree, assuming good intentions.
<p>Honesty, Trust, and Integrity: We are public employees with the responsibility to be honest and trustworthy in our work.</p>	<ul style="list-style-type: none"> • We practice and model integrity and fairness in our research and engagement. • We continually examine and reflect on our approach to being fair and ethical in our work. • We embrace mistakes as learning opportunities. • We practice accountability with the goal of building trust.
<p>Professionalism and Excellence: We are professionals striving for excellence by seeking opportunities to innovate and improve.</p>	<ul style="list-style-type: none"> • Our policies and procedures keep pace with evolving best practices and emerging employee needs. • Leadership and supervisors prioritize advising and mentoring staff to empower them in their work and decision-making. • Staff at all levels take personal responsibility for maintaining and improving their technical and professional skills. • We elevate each other at every opportunity, celebrating creativity and promoting humble confidence.
<p>Transparency: We are intentionally communicative around decision-making, empowering each other to meaningfully engage in the agency's mission.</p>	<ul style="list-style-type: none"> • We communicate when small and large decisions are made to those who provided input and to all who may be supported or affected. • We pursue recommendations from colleagues, allowing reasonable time for involvement, and articulating clear deadlines. • We communicate with each other and with stakeholders openly and honestly, and we are gentle and generous in our critiques. • We welcome input, feedback, and constructive criticism of our work; we express gratitude, and we follow up.