civic alliance
2020 impact report
1,043 member companies

5,163,938 employees across all 50 states

160 million voters - the most in U.S. history

the why:

71% of Americans agree that CEOs are responsible for being leaders in their organizations and in American society.*

68% of Americans believe that as corporate leaders, CEOs are best positioned to drive real change in America.*

≥68% of U.S. adults say a company’s treatment of employees, customers, and society more broadly plays an important role in their purchasing decisions.*

*source - The Morning Consult
welcome

With 2020 in our rearview mirror, we can truly say “what a year” with every tone, emphasis, and meaning imaginable. But with the benefit of hindsight, we can also say, “what a thing we did together.”

The 2020 election saw historic voter turnout, and the election cycle of 2020 saw historic civic engagement. While the country is still writing the story that was this monumental and transformative election, we know that business leaders played a crucial role in promoting and protecting democracy.

This Civic Alliance impact report was created to both highlight the community of leaders who came together to face new and unprecedented challenges and to show the power of what we are capable of accomplishing together.

We are honored to be in this work with you.

Natalie Tran  
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Executive Director,  
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VP Voter Engagement,  
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Co-Founder, Meteorite
who are we?

Launched in January 2020 by the CAA Foundation and Democracy Works, the Civic Alliance is a nonpartisan coalition of companies that strengthens our democracy by encouraging civic participation and supporting safe, accessible, and trusted elections. Since its founding, Civic Alliance has grown from an initial 40 member companies to over 1,000 member companies representing all sizes, stages, and industries.

what do we do?

Civic Alliance helps member companies champion democracy and promote civic agency with employee and customer programs. By providing tools, resources, expertise, networking, best practices, “civic concierge” services (tailored, personalized support), and media and campaign opportunities, the Civic Alliance helped member companies:

1. Create A Voter-Friendly Workplace
2. Engage And Inform Employees
3. Inspire Consumers To Vote
4. Participate In Election Day Of Service
5. Be 100% In For Democracy

the why:

We believe a strong democracy is good for business and an engaged business community is good for democracy.

83% of Americans agree that the health of our economy depends on the strength of our democracy.
- JUST Capital
why now?

Amidst unprecedented and overlapping crises—a global pandemic, economic uncertainty, deliberate and destructive anti-democracy disinformation campaigns—Civic Alliance members forged a new standard of civic corporate culture and leadership. Given a slew of new needs (think: education about expanded vote-by-mail, younger poll workers, new polling places, PPE for election workers), combined with a new landscape (a mostly virtual world underlined by fear and uncertainty), there was a tremendous need for consistent and trusted messengers.

Despite all of the challenges, nearly 160 million voters participated in this election. From the first cup of morning coffee to the sports report before bed, Americans were presented with positive, pro-democracy messaging, like voting and election information. In a moment of distrust and uncertainty, people sought a message of hope and action. Civic Alliance members leveraged their brands to do just that. Their communications spanned the media universe on our phones, on flights, at drive-thrus, in our favorite restaurants and coffee shops, in store and on e-commerce platforms, across social media, on products, on TV, and on the radio, and these messages came from our favorite professional athletes, musicians, and influencers. Thanks to this collective effort, our members laid a foundation of corporate civic culture that will strengthen our democracy for years to come.

the why:

72% of Americans trust their employers and employee newsletters—higher than any other source
- 2021 Edelman Trust Barometer

83% of Americans say that the health of our economy depends on the strength of our democracy.
- JUST Capitol
in 2020, over 1,000 civic alliance member companies:

Helped register millions of new voters.

Supported more than 5 million employees with civic education programming and trusted resources.

Reached nearly every American consumer with empowering messages to navigate new voting options, including early voting and vote by mail.

civic alliance member companies also responded to the unique challenges of the 2020 election by:

Donating 2.1m ounces of hand sanitizer to election officials.

Contributing more than 160,000 facemasks and shields to local jurisdictions.

Helping to recruit more than 705,000 Americans to serve as poll workers.

Standing up for democracy with a joint statement from 650 Civic Alliance member company CEOs declaring they were “100% In For Democracy.”

the why:

54% of Americans agreed that they “trust CEOs more than politicians when it comes to taking action to protect and uphold democracy.”
- JUST Capital
civic action

1. create a voter-friendly workplace
2. engage and inform employees
3. inspire consumers to vote
4. participate in election day of service
5. be 100% in for democracy
Civic Alliance members rallied to educate and provide resources to their employees to inspire participation in the election from voting to volunteering. Because Election Day is not a federal holiday, many Civic Alliance members took action to make sure millions of employees had paid time off so they would not have to choose between a paycheck and their vote.

Companies offered paid time off, opened late, closed stores or operations entirely, held no-meetings Tuesday, tied voting to their volunteer time off policies, and more to make voting as accessible as possible. Not only did they talk the talk, but they walked the walk to show that civic engagement matters. They also provided resources to employees to help them register to vote, vote early, vote by mail, find their polling place, and understand their ballot.

the why:

58% of Americans said that they view companies that give employees Election Day off in a more positive light.
- Morning Consult
beautycounter participated in the Time to Vote initiative and gave all HQ Associated employees the day off on Election Day to get to the polls.

**Best Buy** shortened its operating hours on Election Day, so store employees had the time they needed to cast a ballot in person. They also made accommodations to ensure that those who work at supply chain locations, field offices, call centers and customers’ homes had the time they needed. Best Buy encouraged their employees to serve as poll workers and provided paid time off if they volunteered on Election Day. In addition, Best Buy provided nonpartisan voter tools to all U.S. employees and a text message link to help employees check their voter registration, register to vote, request mail ballots, and receive election updates.

**Etsy** provided employees with three hours of “voting time off” that could be used to vote early, vote by mail, or vote on Election Day. As part of their “Craft the Vote” campaign, Etsy also declared November 3rd a “no meetings day,” so those facing long lines at the polls can take the time they need to cast their ballot.

**Stellantis** continues its tradition of closing on Election Day, which includes the shut down of all their U.S.-based manufacturing plants. Stellantis is one of only a handful of companies to close their production operation.

**Levi Strauss & Co.** took a cue from Levi Strauss himself, who closed his business on Election Day in 1864, and offered their employees time off to vote on Election Day. This year, the company once again included paid time off and flexible schedules to vote, as well as paid time off to volunteer with civic engagement nonprofits in leadup to and on Election Day. As one of the founding companies behind Time to Vote, LS&Co. also served as a leader among its peers, encouraging other companies to make it easier for their employees to vote.

**Old Navy** offered to pay its 50,000 employees to serve as poll workers, and along with parent company, Gap Inc., the brand provided up to 3 hours of paid time off to vote.

**Pinterest** offered all employees eight hours of paid time off, the equivalent of a full work day, for whichever type of civic engagement they preferred, like going to vote or serving as a poll worker. The company also provided their employees with additional voting resources and included user-facing voting information on relevant Pinterest pages.
engage and inform employees

With a collective reach of over 5 million employees, Civic Alliance members recognized their role supporting civic engagement around the election. New voting practices and pandemic-influenced processes required new levels of education around voting. Companies went above and beyond to communicate with their employees—issuing memos, sending emails from leadership, developing internal platforms, hosting webinars, engaging their employee resource groups, and more.

**Belk** engaged their associates in civics, committing to sharing voting information with every associate. They also hosted registration drives to help associates register and partnered with voting campaign, “I am a voter.”, to launch a custom text messaging campaign.

**Blue Apron** launched an internal campaign for their employees centered around democracy called, “Red, White, and Blue Apron,” which included national and local voting education, in-person voter registration drives in partnership with National Voter Registration Day, a push for early voting, transportation support to the polls through a partnership with Lyft, and Election Day off for all employees to vote.

**Capital One** created and shared the Capital One Votes site, where associates were able to use their address to find their polling location, important voting deadlines, candidates on their ballot, and more. Capital One also utilized thought leaders throughout the company to post personalized blogs on the importance of voting on the company intranet. Additionally, Capital One participated in National Voter Registration Day, issuing a call to action for employees to prepare to vote by registering.

**Creative Artists Agency** offered employees paid “Flex Voting Hours” to vote early in-person and a paid day off to exercise their right to vote on Election Day. Additionally, in the spirit of CAA’s culture of service, the CAA Foundation hosted virtual voter volunteer opportunities across LA, Nash, and NY every Thursday in October leading up to Election Day. From letter writing with Vote Forward, learning how to throw your own ballot party with Spread the Vote, to text-banking and phone-banking with HeadCount and VoteRiders.

**Cummins** offered employees paid time off to vote and hosted a company-wide webinar with voting resources and personal voting stories from leadership, highlighting the importance of a leadership-based approach to corporate civics.
The Estée Lauder Companies launched a nonpartisan, employee-led Civic Engagement Task Force to encourage, empower, and inspire their employees’ civic efforts in their communities. The task force concentrated on supporting voting, including providing employees with resources to register and actively participate in the voting process. In partnership with TurboVote, they created a hub of voting resources on the company intranet to provide employees with a central place to learn about their ballot, get information about serving as a poll worker, and locate their local polling place.

The NFL partnered with I am a voter, and hosted Voting 101 workshops with 12 teams, providing an overview of voting in 2020 and step-by-step instructions for ensuring players and team members were registered to vote and knew how. These workshops were part of the NFL’s larger campaign, called NFL Votes, which provided resources for all players, employees, and fans.

Salesforce communicated with employees, customers, and partners about how to be civically engaged on their online education platform Trailhead called “Civic Engagement in the U.S.” Salesforce also helped more than 1,200 employees register to vote via TurboVote and more than 2,000 employees signed up for election reminders via text or email. Salesforce hosted candidate forums in 4 hubs and launched a Voting in the US Speaker Series, which focused on educating employees on the history and logistics of voting.

Starbucks committed to ensuring that no partner (employee) had to choose between work and casting their vote. To do this, they launched a partner portal that shared civic news, information on making a plan to vote, including registration, and how to directly navigate to their state election information. Managers and partners had individual conversations to help ensure their 200,000 partners had the tools and the time necessary to register and cast their vote. Starbucks also encouraged their employees to serve as poll workers and provided them with one free Lyft ride (up to $75) to the polls to vote.
③ inspire consumers to vote

Civic Alliance members went beyond internal communications to promote voting, creating a surround sound of external communications that inspired their customers, consumers, and users to vote. They identified their business’s unique opportunities to engage their audiences and created customized outreach programs. Brands emailed customers, stores sold branded products, and companies offered their services and found ways to inspire voter participation across the board.

**Care.com** not only partnered with TurboVote on a public platform to help their customers find critical information on voting, but they also offered premium members credits toward a free hour of childcare or senior care so they could go vote. Care.com also teamed up with the Armed Services YMCA to offer free drop-in childcare on Election Day at 27 locations in 11 states—free and open to the public.

**Framebridge** emailed its customer base to remind them to vote, and they mailed custom designed ‘I voted’ stickers to orders delivered around Election Day.

**Facebook** conducted the largest voting information campaign in U.S. history, creating the Voting Information Center which connected everyone on Facebook and Instagram to accurate, nonpartisan, and easy-to-find information about voting wherever they live. The site also encouraged users to sign up to serve as poll workers, curated a U.S. Elections Digest in Facebook News, and managed user expectations about election results—which the company acknowledged may take days or weeks for state and local elections officials to announce. Their work resulted in registering 4.4 million people to vote in the 2020 U.S. election.

**JUST Water** created a custom carton label, JUST VOTE, which included QR codes linked to TurboVote. Using the QR code, customers could register to vote, get election reminders, and sign up to be notified about important updates for their polling area. JUST amplified the VOTE carton with bespoke social and web content as well as partnerships with many voting advocacy organizations.
Lyft offered 50% off rides (up to $10) to any polling place or dropbox on election day. Through its efforts, Lyft supported hundreds of thousands of people with access to rides to the polls on Election Day, and to early voting sites during the primary season. Additionally, Lyft’s Voting Access Hub and partnership with When We All Vote and Vote.org helped nearly 30,000 people make a transportation plan for voting, verify their registration, or register to vote.

McDonald’s distributed nonpartisan voter tools to both its workforce of 850,000 employees and its 25 million daily customers at more than 14,000 restaurants nationwide. McDonald’s also activated a custom text code to help customers check their registration, register to vote, request mail ballots, and receive election updates and included it on flyers in thousands of drive-through purchases.

The NBA built a visual campaign that included vote signs throughout arenas, and players wore customized “VOTE” warm-up shirts during the conference finals. The NBA also turned arenas and practice facilities into polling places, while players and coaches pushed the importance of voting during postgame interviews and other media.

Snap Inc. launched a suite of in-app tools and features to reach their Gen Z and Millennial demographics—helping register more than 1.2 million users to vote. These tools included a Voter Registration ‘Mini,’ a Voter Guide, a Before You Vote ‘Mini’ and a Voter Checklist to ensure users (many of whom are first-time voters) had everything they needed to register to vote, learn their ballot and make a plan to vote.
Uberutilized its platform and network to not only champion voter registration but to help riders and drivers vote. Uber offered an in-app polling location tool and discounted rides to help people find and get to the polls and communicated to riders, drivers, and couriers about participation and voting. Uber partnered with Pizza to the Polls to launch food trucks to 25 cities and delivered free food and good vibes to voters and poll workers. Uber also hosted polling places at two Greenlight Hubs in Los Angeles county.

Under Armourlaunched an internal and external initiative called “Run to Vote,” which included activation in their retail stores and a custom website providing all of the information one might need to vote, including the ability to register to vote. Under Armour also partnered with community groups to raise awareness of the importance of voting and launched a running challenge of 11.3 miles in October on MapMyRun.

ViacomCBSused the power and reach of their brands and platforms to empower and inspire their audiences to show up in the November election. They ran several large-scale get-out-the-vote, voter registration and early voting campaigns, including BET’s #ReclaimYourVote, MTV’s Vote For Your Life and Comedy Central’s Vote Naked, which all responded to the specific challenges of COVID-19 and social injustices on the 2020 election season and encouraged voters to make their voices heard. MTV Entertainment Group and ViacomCBS also helped spearhead the creation of Vote Early Day, a new national holiday to help Americans vote before election day. And lastly, programs including The Daily Show with Trevor Noah heavily promoted Power the Polls, helping to recruit over 100,000 new poll workers.

Zillowlaunched a new service that makes it easier for renters to register to vote in their new location or verify their voter registration. Additionally, renters who sign their lease through Zillow Rentals will be prompted to register to vote once they submit their signed documents.
Last year, elections officials across the country sounded the alarm about potential poll worker recruitment shortages and limited polling places due to COVID-19. The Civic Alliance activated its network of corporate members and encouraged all companies to address the country’s urgent need for new poll workers and safe, accessible elections in 2020. Through the Election Day of Service initiative, Civic Alliance members, in collaboration with our partners, identified hundreds of thousands of new poll workers, contributed physical spaces to vote, and donated PPE to support safe and secure elections.

Recruit poll workers

Civic Alliance is a founding partner in Power the Polls, a first-of-its-kind initiative to recruit poll workers to ensure safe and fair elections for all voters by creating a national web portal of poll worker information. 165 Civic Alliance members opted to recruit poll workers from their employee or customer base.

**BLK**, a dating app from the Match Group, pushed messaging through their platform to inspire users to sign up to serve as poll workers.

**LinkedIn** recruited poll workers from its employee base and supported Power the Polls with free ads on LinkedIn to recruit members in locations that urgently needed new poll workers.

**Target** recruited poll workers internally and offered its employee base of almost 350,000 individuals paid time off to serve as poll workers.
Donate PPE to election officials
Civic Alliance members also donated PPE to polling places, supporting states’ needs for protective gear to host safe elections.

**Imperfect Foods** donated 165 gallons of hand sanitizer to election officials in local communities to support safe voting and poll working.

**PayPal**, through their brand Venmo, donated to help purchase over 5,800 gallons of hand sanitizer for three states in need.

**Sodexo** not only created their own campaign to help feed voters and poll workers, but they donated over 100,000 masks to local elected leaders across the country so poll workers would be able to serve safely during the pandemic.

Offer safe space for voting
Finally, a number of companies offered their physical spaces as locations for voting. Many members had spaces that were not currently in use due to the pandemic and offered to put them to civic use. Venues, arenas, stores, hotels, and offices were some of the unique voting spaces of 2020.

**The Atlanta Hawks** were the first professional sports team to transform their venue, the State Farm Arena, into a polling site, providing Atlanta voters a safe place to vote from early voting through Election Day. Nearly 40,000 Fulton County voters cast their ballots at the arena, making it the state’s largest-ever voting precinct.

**Bad Robot** hosted an 11-day polling center in Los Angeles from their main office - serving as an in person and mail in ballot drop off location. They also provided all employees paid time off on Election Day to participate in civic activities, a tradition since 2016. For a third election cycle, Bad Robot created and distributed thousands of GOTV postcards to encourage infrequent voters to vote early or by mail.

**Kimpton** hosted a polling place at their Los Angeles Peer Hotel. They also engaged five Kimpton restaurants across the country to deliver meals to poll workers in their local areas.
be 100% in for democracy

Civic Alliance member companies demonstrated their civic leadership by publicly declaring their own commitments to supporting voter engagement and by collectively standing for a strong democracy.

Making Strong Commitments

More than 400 Civic Alliance member companies detailed their specific commitments to increasing voter participation in public statements from their CEOs. Many of these statements appeared in a centerfold spread published in the New York Times on September 27, 2020, with the full list appearing on the Civic Alliance website. Some of those commitments include:

- **B Lab**
  “100% of our Certified B Corps have been given access to voter education resources. 100% of employees have paid time off to vote and volunteer.”
  - Anthea Kelsick & Ben Anderson, Co-CEOs

- **DOORDASH**
  “We are 100% committed to helping ensure millions of customers, Dashers, merchants, and employees receive voter resources via the DoorDash platform, at polling places, and through partnerships with voter engagement organizations.”
  - Tony Xu, Co-Founder and CEO

- **Glossier.**
  “100% of our full-time and hourly U.S. employees will have Election Day as a paid holiday to vote.”
  - Emily Weiss, Founder & CEO

- **salesforce**
  “100% of our employees worldwide receive paid time off to vote for all national elections.”
  - Marc Benioff, Chair & CEO

- **UNIFIED**
  “100% of United’s Mileage Plus members and employees, through the company’s website, social media and email platforms, have access to nonpartisan tools to make their voices heard and make a plan to vote in this year’s election.”
  - Brett Hart, President

- **wayfair**
  “100% of our employees will receive paid time off to vote and to serve as poll workers and we will encourage our entire team and our customers to vote.”
  - Niraj Shah, CEO, Co-Founder and Co-Chairman
We're 100% In for democracy.

Most of our newspapers are owned by those who profit. Every American has a stake in our democracy. Make sure it's safe and secure by joining Civic Alliance.

We're building a stronger democracy for everyone. Join us today.

givealliance.org

Thank you for being a part of Civic Alliance.
Standing for Fair Elections

In a historic and coordinated action from the business community, over 650 CEOs from Civic Alliance member companies declared that the business community was “100% in for our democracy.”

These CEOs issued a joint statement calling for safe access to the polls for all voters, recognizing election officials as the trusted source for certified results, and encouraging patience as officials counted every vote. This message reached millions of people through national media, including a center spread in USA Today, deepening our trust that our election was safe and credible.

With support from ♣️ Civic Responsibility Project and 🚀 democracy fund

the why:

A majority of Americans agree that corporate leaders have a responsibility to speak out publicly during a potentially contested election period by advocating:

- against voter intimidation at polling places (63%),
- for a peaceful post-election period, even if there’s no clear winner on Election Day (62%),
- for a full and proper counting of ballots in the event of a contested elections (62%),
- and for civil political discourse during the election period (57%).

Source: JUST Capital
We're 100% in for democracy.

#fordemocracy
civicalliance.com/100
Peaceful Transition of Power

In response to the attack on the U.S. Capitol Building on January 6, 2021, the Civic Alliance issued a joint statement rebuking attacks on our democracy and calling for a peaceful transfer of power. Within 24 hours, over 400 Civic Alliance member companies signed onto the statement, adding their brands to the message.

“The attack on the U.S. Capitol represents an attack on American democracy, a dangerous break from our democratic tradition, and must be rejected.

“There is no doubt about the integrity of the 2020 election. We reaffirm that the election result was determined by the will of the voters, certified by every state, and upheld by the courts. President-elect Joe Biden and Vice President-elect Kamala Harris were duly elected in the manner established by the U.S. Constitution, and they will be inaugurated at noon on January 20, 2021. We commend those members of Congress who upheld their constitutional duty and certified the results.

“An orderly and peaceful transition of power is a hallmark of a functioning democracy. Any attempts to incite violence or otherwise thwart a peaceful transition in the coming days cannot be tolerated. Today, we call on all Americans – including the current Administration – to accept the will of voters, abide by the rule of law, and support an orderly and peaceful transfer of power without delay. As we look ahead, we will deepen our efforts to protect our democracy, build trust in our elections, and strengthen our nation’s civic resilience for generations to come.”
The Civic Alliance helped businesses work toward a complete and accurate census count in 2020 because we know how important census data is—these results determine not only how many representatives in Congress each state gets but how nearly $900 billion in federal funding will be allocated over the next decade.

This census was particularly important as it was the country’s first census conducted primarily online, which made the business community uniquely positioned to help. Companies played a unique role in Get Out the Count efforts by engaging their employees, their customers, and their audiences, and by leveraging their brands and infrastructure. The Civic Alliance provided members with best practices and toolkits to help them encourage their audiences to participate. Here’s what that looked like:

**ATTN:** produced and published explainers on the 2020 Census explaining to previously undercounted communities why it is so important to be counted.

**Reddit** hosted a dedicated AMA series to demystify the census process and give Redditors an opportunity to engage directly with individual experts, civil rights groups, NGOs, and government agencies whose work touches on the census process.

**Twitter** launched a new tool in English and Spanish that directed people to the official U.S. Census website when they searched for relevant keywords on Twitter. Twitter also created a tool that allows people to report misleading information about participation in the census and other civic events.
The Civic Alliance was also proud to encourage companies to participate in our premier partner initiatives, including:

**National Voter Registration Day (NVRD):** An annual civic holiday, September 22, 2020, marked the largest NVRD in its history, registering over 1.5 million voters. Hundreds of Civic Alliance members rallied around the holiday and a number of amazing members became official partners and even sponsors of this nonpartisan civic initiative.
Vote Early Day: October 24, 2020, saw thousands of organizations, including Civic Alliance member companies, participate in Vote Early Day to ensure that all Americans knew their options to vote early. Last year, voting early played an especially important role in helping ensure Americans across the country voted safely.

Power the Polls: The Civic Alliance helped to found Power the Polls, the first-of-its-kind initiative to recruit poll workers nationwide. In 2020, Power the Polls and Civic Alliance members helped to recruit over 705,000 poll workers.
**Time to Vote:** Civic Alliance members championed workplace friendly policies, specifically developing and implementing time off to vote practices for their employees, inspired by the Time to Vote movement.

I am a voter: I am a voter. is a nonpartisan movement that aims to create a cultural shift around voting and civic engagement. Civic Alliance members leveraged resources created by I am a voter. like tools, social media campaigns, and a custom voting text platform.
Thank you to all of our nonpartisan, nonprofit civic partners who provide guidance and expertise to civic alliance members as they navigate all things civic engagement.
### impact by the numbers

#### overview
- **1,043** member companies
- **28** nonpartisan nonprofit partners
- **5,163,938** employees represented
- **6** business association partners
- **13** industries represented
  - Apparel, Entertainment, Technology, Retail, Food Services, Transportation, FinTech, Beauty, Financial Services, Travel, Manufacturing, Home Furnishing, Consumer Products

#### election day
- **705,000** poll workers recruited through Power the Polls
- **2.1M oz** total hand sanitizer donated for safe elections
- **16,000** total masks and face shields donated

#### commitments
- **430** CEOs making “100% In” commitments for their companies
- **658** CEOs signing onto CEO letter for free & fair elections
- **447** companies signing on to letter for peaceful transfer of power

#### member resources
- **20+** member resources delivered (toolkits, etc.)
- **56,000** emails sent to member companies
- **47** member events: town halls, briefings, summit & workshops
member experience

“So easy to take the toolkit and adapt it to our business. Made it simple, yet powerful for us to engage in our first civic initiative. Thank you!
- Diane @ The Goodness Collaborative

“The concierge team is super helpful and all the information provided was invaluable.
- Diego @ Just Salad

“This being our first time being involved in civics and getting involved a bit later in terms of timeline Civic Alliance made the process easy for us to distribute resources and highlight our partnership!
- Rachel @ United Soccer League

“Becoming a partner of the Civic Alliance provided additional credibility with our customers and associates, as well as accountability to ensure we did our best to promote voter engagement
- Allison @ Capital One

“The letters to employees to protect post-election democracy were not provided by any other resource. It worked!
- Jared @ Legacy Vacation Resorts

“The Town Halls have also been super helpful and engaging. I love sharing best practices with other companies working on similar efforts.
- Jackie @ Silicon Labs
civic alliance member companies

1105 Media
1-800-FLOWERS.COM, Inc.
1ioa Productions
1stDibs
2048 Ventures
29:11 Creative LLC
32 Advisors
360PR+
62Above
7wireVentures
88 Acres
A Mighty Blaze
A to Z Wineworks
Abeo
Abercrombie & Fitch Co.
Ace of Air
ACME General Corp.
Adam Shay CPA, PLLC
Addapptation
Adrift Hospitality
Advancing Synergy
Aeris
AeroFarms
Aether
AgileAssets Inc.
Air
Airbnb
Aledade
AlertMedia
ALIENTO
All Good
Allbirds
Allen & Gerritsen
AllianceBernstein
Alloy
Aloha
Aloha Poke Co.
Amalgamated Bank
Amazon
AMB Sports & Entertainment
AMC Networks
AMC Theatres
American Leadership Forum
Silicon Valley
American Sustainable Business Council
American Tent
Amerigo Education
Ampathy, Inc.
Amplify
Amply
AM-PM Enterprises
Andela
Andros
Aneka Guna LLC
Angel MedFlight
Animalz
Ankin Law Office LLC
Anonymous Content
Anyli
APDS
AppDynamics
AQ
Arabella Advisors
Arborview Capital LLC
Arcade Beauty
Archetype Solutions Group
Ariel Gordon Jewelry
Arrakis Therapeutics
Art 4 Art, Inc.
Artifact Uprising
ARULIDEN
Ascent Talent, Model, Promotion Ltd.
Ask Applications
Ask Media Group
Aspiration
Asurian
Atlanta Hawks
Atlas Obscura
atlasGO
Atlassian
ATP Tour, Inc.
ATTN:
Avail
Avening Management and Technical Services
Avenue
Avita Pharmacy
Avocado Green Mattress
Azavea
B Lab US/Canada
Backbone PLM
Backdrop
Backtrace I/O
Bad Robot Productions
Badas Studios
Baldwin&
Bambu
Banting
BARK (BarkBox)
Bark Media
Basic Health International
BatesCainelli
Be Found Online
Bearaby
Beautycounter
Belk, Inc.
Bell Tower Development, LLC
Bellatrix Group
Ben & Jerry’s Homemade, Inc
Bench Prep
Benefit Cosmetics
Best Buy
BET
Beth Israel Lahey Health
Better.com
BetterBot.ai
Bev
Binc
Bird + Stone
Black Fox Philanthropy
Blackbird Benefits Collective
Blanca Commercial Real Estate, Inc.
BLK
BLK & Bold, LLC
Bloomreach
Blue Apron
Blue Cross and Blue Shield of Minnesota
BluLight Films
BLVR
Bodhala
BOLDly Go Philanthropy
Boloco
Bombas
Bond Financial Technologies
Bonsai
Boomy Corporation
Boston Beer Company
Boston Consulting Group
Brigham Health
Bright Machines
Brightwheel
Broadvoice
Broughton Consulting, LLC
Broward Meat and Fish Company
Bucket Listers
BugSplat
Builders + Backers
Building Beats
Bunker Labs
Burrow, Inc.
Burton
Business Forward
business.com
BYkids
Bynd LLC
C and L LLC, dba Conscious Coffees
Creative Artists Agency
CAF America
Caleres
California Safe Soil, LLC
Calm Clarity
Flourish Software
Folly Ventures
Fors Marsh Group
Forward Design
Found
Framebridge
Freedom Learning Group
Freshworks
Frogsong Farm LLC
Full Circle Brands
Full Circle Company
Funko
GadellNet
Gaia Herbs
Galaxy Digital Holdings LP
Gap Inc.
GC Ungo
GCCG
Gender Fair
General Assembly
Gibson Guitars
Gigasheet, Inc.
Girls Leadership
GitHub
Glitch
Global Prairie
Global Round Table Leadership
Global Touchpoints Inc.,
Glossier
Glow
GMGB
Gobee Group
Goff Public
Golnvo
Good Fear Content
goodDog
GoodRx
GoodWell Venture Partners
Gooten, Inc.
gTenna
Grapevine Outdoor
Graphic Finesse
Great Coast Commons
Great Jones
Green Key Real Estate
Greenlight Capital
GreenSpark Solar
Greenest
Griffith Foods
Groennfell Meadery
GroundFloor Media & CenterTable
GroundWork Renewables, Inc.
GuildWorks
H&M
Habitus Incorporated
Hands On Connect Cloud Solutions
Handshake
Hannon Armstrong
Happy Apple
Happy Money
harness cycle
Harness Wealth
Harry’s
Heart Creative
Heather Robinson Consulting
Helbiz
Hella Cocktail Co.
Hello Crispy Snacks
HelloTech
Help Scout
HelpGood
Helpsy
High Slope
Higher Grounds Trading Co.
HigherRing
Hilton
HIVE DIVERSITY
Holbrook
Home Point Financial
Homefree
Hopeworks Camden
Hornstein, Platt and Associates Counseling and Wellness Centers
Hotel Tango Distillery
Housewares America Inc.
Hownd
HP Inc.
HPA
Huron
HWKNS Design
HXE Partners
Hydros
IAC
Idealist Consulting
ideas42
IdeaScale
iHeartMedia
Ilumis
Imago, LLC
iMentor
ImpacTree
Imperfect Foods
Important, Not Important
Impossible Foods
IN GOOD CO
Incandescent
indieDwell, Public Benefit Corporation
INDIEShooter
INFOMERICA INC
Ingage Partners
Ingenuity Studios
Initiate Government Solutions
Innovare - Social Innovation Partners
Innovheart
Insource Renewables
Insource Services Group, LLC
Inspiring Capital
InspiringService
Instacart
Instagram
Insured Nomads
Integrative Medical Clinic of North Carolina
Intel Corporation
Intelligentsia Coffee
Intentional Futures
Intercontinental
INTERMIX
Interpublic Group
Intex Solutions, Inc.
Intouch Group
Invest America
InVision
Iraq and Afghanistan Veterans of America (IAVA)
IWP Family Office
Jam City
JCPenney
JetBlue
Jobs for the Future
Jolly
Jonas Paul Eyewear
Joy Collective
June Motherhood
Juno Residential Inc.
Junto Health
Just Salad
Just Water
JW Player
K1 Investment Management
Kansas City Royals
Kargo
Karp Randel LLC
KC Tool
Kearney
KeepTruckin
Kelliher Samets Volk
Kenneth Cole Productions
Kevue
Kids in the Game
Kimpton Hotels & Restaurants
KIND Snacks
Kindred
Kinesis
Kinetic Communities
King Arthur Baking Company
Kink Crate
Kitestring Technical Services
Kittelson & Associates
KLIK
Koacore
Kabin Integrated Marketing
KSV
KULE
Kum & Go
L Brands
La Colombe Coffee Roasters
La Detresse
La X FM Radio Visual
Labrador Ventures
Lake Champlain Chocolates
Lakefront Brewery, Inc.
Lalo
Landis
Laseronics
Lattice
Law Office of Lara Pearson Ltd, PBC / Brand Geek
League of Oregon Cities
LeagueApps
Learn to Win
Legacy Vacation Resorts
Lemonade
Levenfeld Pearlstein
Levi Strauss & Co.
Levick
Lex Ultima
Lime
LinkedIn
LINX, LLC
Litify
Live in Their World
LiveAuctioneers
Lively, Inc.
LiveNation
Logz.io
LOLA
Longpath Labs
Looped
L’Oreal USA
Lotus Advisory
LOWA Boots LLC
LPK
 lululemon
Luma Pictures
Lush Fresh Handmade Cosmetics
Lyft
Lyte
M&C Saatchi Sport & Entertainment New York
MaCher
Macy’s
MAG Impact Collective
Magic Hat Brewing Company
Magic Spoon
Main Digital
Major League Baseball
Major League Soccer
MakerSights
Mamma Chia
Managed Solutions LLC
Mangrove Web Development
Mansueto Ventures LLC
MANTL
MAP Advising
Marguerite Casey Foundation
Maria Turkel Wardrobe Styling
Massachusetts General Hospital
Master & Dynamic
Match Group
Matchwood Brewing Company
Matterlab
Maven Clinic
Mavrc
McChrystal Group
McDonalds
MediaCombo, Inc.
Meliora Cleaning Products
Mentor Collective
MENTOR: The National Mentoring Partnership
MERGE4
Message Agency
Meteorite
Metropolitan Group
Microsoft
Mightybytes
Millie
Mimochai
Minerva
Minnesota Timberwolves & Lynx
Minnesota Twins
Mischief Management
Misfits Market
Misha’s Kind Foods, Inc
Mister Car Wash
Mitchell Martin Inc.
Mixpanel
Mobile reCell
MôD
Model No.
Modelo
Modern Meadow
Modernist Financial
Mohawk Fine Papers
Monarch Services
Mondelez
Montanya Distillers
MOOD
Moon Valley Organics
Moose Knuckles
Morningstar, Inc.
Mosaic Group
Motivate
MotoRefi
Movable Ink
MovingWorlds
MSI Global Transformation Solutions
Mspark
Mt. Carmel
MTV
Museum of Ice Cream
My Subscription Addiction
Myles Apparel
Myriad360
MyZolve
N2N Services Inc.
NadaMoo!
Namaste Solar
Namely
Nanosys Inc
Narmi
National Co-op Grocers
National Energy Improvement Fund
National Women’s Hockey League
NationSwell
Native
Native American Natural Foods
DBA Tanka
Native Trails, Inc.
Navitas Organics
NBA
NBA G League
Nécessaire Inc.
NEEV
Neil Kelly Company
Neosensory
Network for Good
Neu
Neuberger Berman
New Belgium Brewing
Newell Brands
NewsCred
Next Day Animations
Nextdoor
NextGen Jane
NextRoll, Inc.
NFL
Nia Impact Capital
Niantic
Niceland Seafood
Nimble
No Evil Foods
No. 29 Communications
Nomad Health
Noodle Partners
Nordstrom
NorthShore.ai
Northville
Novamaya
Nucleus Group
Numici
Numina
NW Virtual Partners DBA EventBuilder
O3 World
OfferUp
Office Yoga
oHHo
OJO Labs
OLI Systems, Inc.
Oliver Russell
Olumo
Omnicom
One More Thing LLC
Onfleet
Oportun
Orbit Media Studios, Inc.
Orchid Holistic Search
OrgVitality
Otherwise Incorporated
Our Turn
Owen Dell and Associates, LLC
Owler
PagerDuty
Pairwise
Paper Source
Parade
Paramount Network
Participant
Participate Learning
Patagonia
Paths to Peace
Payability
PayCertify
PayPal
PEAK Resources, Inc.
PepsiCo, Inc.
PGA Tour, Inc.
Philadelphia Eagles
philsimon.com
Phone.com
Phoom
Pic-A-Pepper
Pinterest
Pinwheel
Pioneer1890
Pitney Bowes Inc.
Pivt Enterprise
Placements.io
Plaine Products
Plan_A
Platypus Advisors
Pledgeling
Pond Lehocky Giordano
Porchlight Book Company
Powell
Premier Lacrosse League
Presence II Productions
Presently
Preserve
Pressed Juicery
Prialto, Inc.
PRIMA
Primal Screen
Priori Legal
PrivacyWall
Propllr
Prosperity Candle
Protenus
Public Media Group of Southern California
Purpose Venture Group
Pymetrics
QFlow.ai
Qnary
Quest Trust Company
QuickFrame
QUINN
Quizlet
Qurate Retail Group
R/GA
R\WEST
Rad Power Bikes
Radian Generation
Ready Set Rocket
Recognize
Red Antler
Reddit
Refinery29
Renew Energy Partners LLC
Rent the Runway
ResolutionCare Network
Resolvion
Resources for Human Development
Rethinc Real Estate
ReUp Education
Revature
Recontent
ReVision Energy
Revolution Foods
REY
Ribbon Health
Richer Poorer
Ride Health
Rinse
Riot Games
Ripple
Rise Dataworks
Rivanna Natural Designs, Inc.
Ro
Roadhouse Brewery Group
Robinhood
Robotters
Rocketship Public Schools
RotaChrom
RoundPeg Benefit LLC
RSVP Premier Group
Rubix Life Sciences
Rumi Spice
S&D
Sabah
Sagent Marketing
Saje Natural Wellness
Saks OFF 5th
Salesforce
Sanspeur
SAP
Savas Labs
Savi Solutions PBC
Sawhorse Media
SB Projects
Schmidt’s
Schroad Sales & Marketing
Scott Root Realty
Scream Agency
SDL
Seasons Hospice & Palliative Care
SeatGeek
Sector Labs
Sedera
Seed Systems
Serendipity Catering
Seventh Generation
Sharebite
Sharehold
Shea Moisture
Shiftboard
Shotcall, Inc.
SHOWFIELDS
Shutterstock
SIDEM LLC
Siena Construction Corporation
Sift
Silicon Labs
Silvur
Simms Fishing Products
Simon Data
Sixth Street
SLC Economic Forum
Slickdeals
Small Door Veterinary
Smart Set
SmartPants Vitamins
Snap Inc.
SnapDragon Brand Design Consultancy
SOCAPGlobal
Social Capital
SocialChorus
Sodexo
Sofar Sounds
SoFi
Software for Good
Soko Glam
SoLa Impact
Solar States
Solve
Some Spider Studios
Sophos
SoundCloud
South Mountain Company, Inc
Southern Stove Lofts
Southwest Water
Spatial Systems
Spectrum Impact
Spiro.AI
Spkrbox
Split
Spotify
Springboard Collaborative
Spye
Squarespace
SRS Acquiom
SS+K
Starbucks
Startgrid, Inc.
Stellantis
Strata 9
Stratacomm
Structure Capital
Studio71
Studs
Sundance Pools
Supermade
SuperMoney
Superunion
Sustainable Harvest Coffee
Sweetgreen
Symbio Strategies
Symetra Life Insurance Company
Taconic Capital
Take The Lead
Tampa Bay Rays
Tanger Outlets
Target
Tata Consultancy Services
TBWA\Media Arts Lab
TCG, Inc.
TCGplayer
Teamble
Tech Networks of Boston
Tech304, LLC
Technicians For Sustainability
TechSoup
Teleskope
Thanksgiving Coffee Company
Thanx
The Ascendant Athlete
The Baupost Group
The Black Sheep Agency
The Boreland Group Inc.
The Change Agent·cy
The Company of Holistic Returns
The Explorer’s Passage
The FruitGuys
The GFB
The Glow Up Projects, Inc.
The Good Pencil Company
The Goodness Collaborative
The Green Engineer, Inc.
The Knoller Group
The Ladipo Group
The Luupe
The Myers-Briggs Company
The NewComm Global Group, Inc.
The Opportunity Network
The OutCast Agency
The Partnership for New York City
The RealReal
The Tempest, Inc.
The Tofurky Company
theSkimm
ThinkHR + Mammoth
thinkPARALLAX
Thinkshift Communications
ThinkShout
Third Bridge Creative
Thirty Madison
Thornburg Investment Management
Thornwillow
Thrive Global
Thrive Market
THRUUE
Thumbtack
Tia
TIBCO Software Inc.
Toad&Co
Tory Burch
Touch Points
TPG
TPI Composites, Inc.
Transfix
Travel Cat
Trebuchet Group
Tribeca Enterprises
Tripadvisor
TripZero
Trove Recommerce, Inc.
Troy Medicare
True Food Kitchen
Trust & Will
Tuli Technologies
Tumblr
Turner
TV Land
Twentyeight Health
Twillio
Twitter
Two Bulls
Type A Brands
Tyton Foods
Tyton BioSciences
Uber
Uber Clean Planet
UM Worldwide
Umbrella
Uncommon Cacao
Uncommon Goods
Under Armour
Uniform Teeth
Unilever
United Airlines
United Soccer League
Unity Web Agency
Universal Music Group
Unision
Upending
Urban Outfitters
User Interviews
Valley City Electronic Recycling
Vemo Education
Vengo Inc.
Venture For America
VeraWorks
Verdical Group
Verical Vegetable
Verizon Media
Verrah
Vertical Supply Group
VHI
ViacomCBS
Vianova
Vice Media
Vida & Co.
Village Capital
Vimeo
Virtudent
Visceral
Vista Global Coaching & Consulting
Vital Findings
VShift
W.S. Badger Company
Waddell & Reed
Walt Grace Vintage
War
Warby Parker
Warmly
Water & Music
Wayfair
WayUp
WayWiser
We Are Rosie
We Are Royale
wellspring.global
WeSpire
West Paw
WhiteHat Security
Wingman Smart Energy
WiredScore
Wishful Roasting Coffee Co.
WLDKAT
WNBA
Wordbank, LLC
Wordpress (Automattic)
WORK
Worth Media
WW (Formerly Weight Watchers)
X Sector Labs
Xandr
Xometry
Yasso, Inc.
Yetter Consulting Services/Sales
Tax Institute
Yieldmo
YIKES, Inc.
Zagmout & Company CPAs
Zen of Slow Cooking
Zen Ventures
Zendrive
Zeus Jones
Zevin Asset Management
Zillow Group
Zingtree, Inc.
Zipcar
Zodoc
Zola
ZoomInfo
ZRS Management
Zuora
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**CAA Foundation** activates the power and reach of the entertainment, media, and sports industries to create systemic social change for a more equitable and optimistic future. Founded in 1995, the CAA Foundation is the philanthropic arm of Creative Artists Agency (CAA) a talent, media and sports agency and has been at the heart of the company and harnessing popular culture for good. [caa.com/foundation](http://caa.com/foundation)

**Democracy Works** is a nonpartisan nonprofit organization that improves civic participation by building technology to power democracy. We do this by creating the tools needed to upgrade the infrastructure of our democracy and using those tools to turn the internet into an on-ramp for voting. [democracy.works](http://democracy.works)

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