



# Annual Report



# 2023

# FOREWORD

Building power with everyday people to advance **inclusive, multiracial democracies**.

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Dear Everyday Democracy friends and partners,

As we witness a dangerous slide away from democracy and toward authoritarianism in the U.S. and around the world, we understand everyday people hold the power to solve local issues and build a multiracial and interdependent democracy — an inclusive system that can withstand these threats.

2023 marked a transformational year for the organization. We revised our curricula, toolkits, and other training materials after thinking critically about how to confront legacies of systemic exclusion that intersect with our dialogues, transform growing polarization, ground our practices in a shared local history and culture, and acknowledge the unique human experience.

As we look ahead to 2024 and beyond, we see an immense opportunity to provide local changemakers and everyday people with the support and skills they need to enliven a diverse and inclusive democracy in the U.S. in this crucial moment. We hope you will join us as we enter the next phase of transformation, for our organization, the communities we work with, and — one community at a time — rebuilding democracy itself.

As the need for a healthy democracy is greater than ever and the demand for community dialogue and action grows, your support enables us to continue this vital work. Thank you.



Merle McGee  
President & CEO



Miles Rapoport  
Board Chair

# OUR MISSION & VISION

Everyday Democracy **builds power** with individuals and groups **advancing multiracial democracies** in their local communities.

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We envision a **vibrant, multiracial democracy** where all people have access, resources, and power to create thriving communities.



Everyday Democracy **is**  
**powered by** Everyday  
People.

# OUR CORE VALUES

**Relationships and active listening** across differences with curiosity, respect, and appreciation for other's perspectives

**Building trust** through transparency, communication, and accountability.

**Challenging dominant narratives** to expand perspectives.

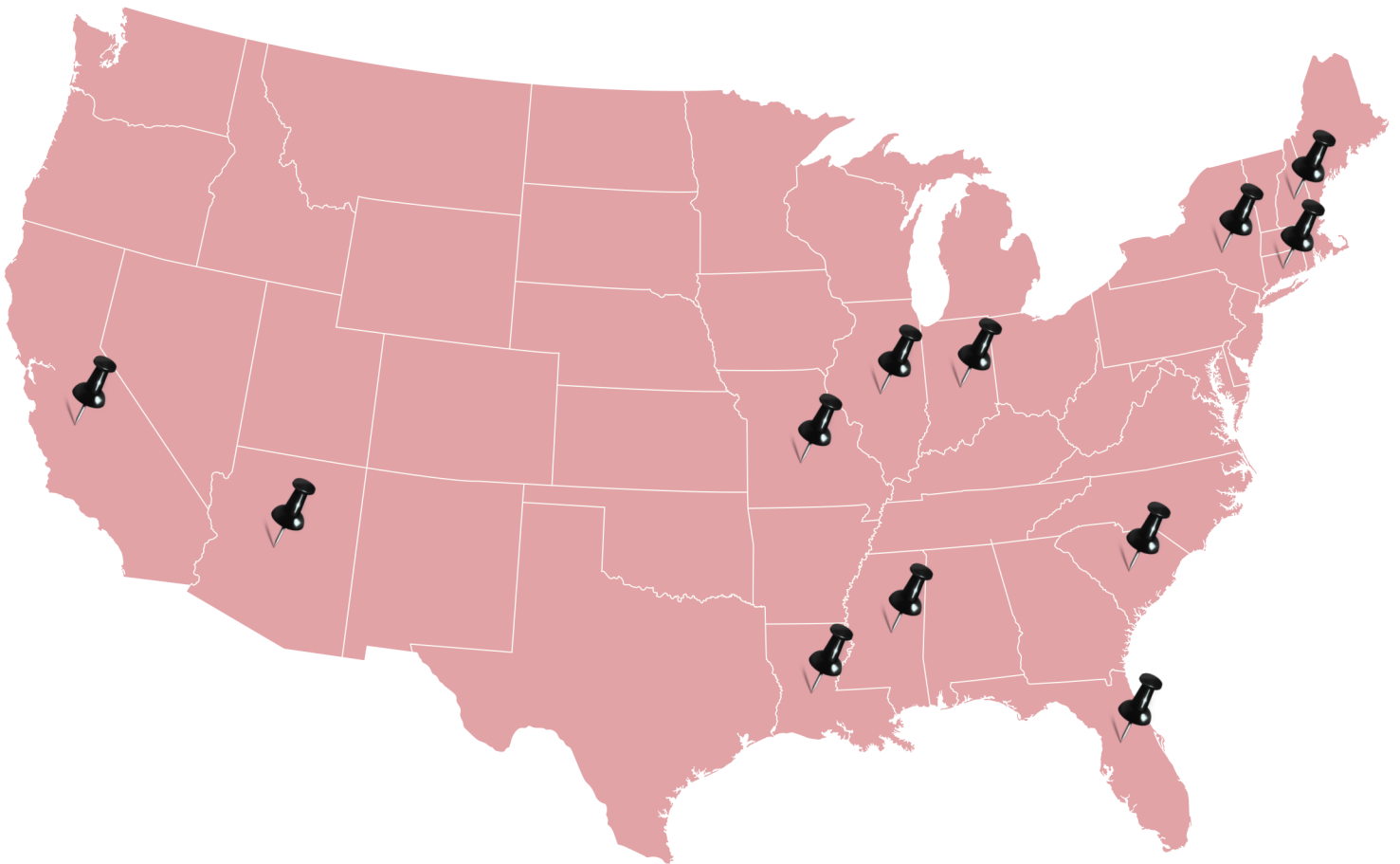
**Confronting structural oppression** and inequitable systems to strengthen our communities.

**Honoring local histories** and embracing place-based strategies.

**Continuous learning** through inquiry and practice.

# OUR REACH IN 2023

**819 ENCOUNTERS** engaging more than  
**300 INDIVIDUALS** in **12 STATES**



# 2023 HIGHLIGHTS

## SAFETY AND JUSTICE FOR ALL

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Everyday Democracy launched Safety & Justice for All (SJ4A) in Hartford, CT, in partnership with the CT Collaborative on Poverty, Criminal Justice, & Race. SJ4A was a 12-month initiative that engaged a cross-section of nearly 60 Hartford-area residents in a Dialogue to Change process around public safety, justice, and policing. Residents generated more than 70 different action ideas and developed strategies to redress the immediate and generational harm caused by the policing system's disparate treatment of Black and Brown residents.



## PROJECT REACH

**141 encounters**  
engaging more than  
**85 participants**

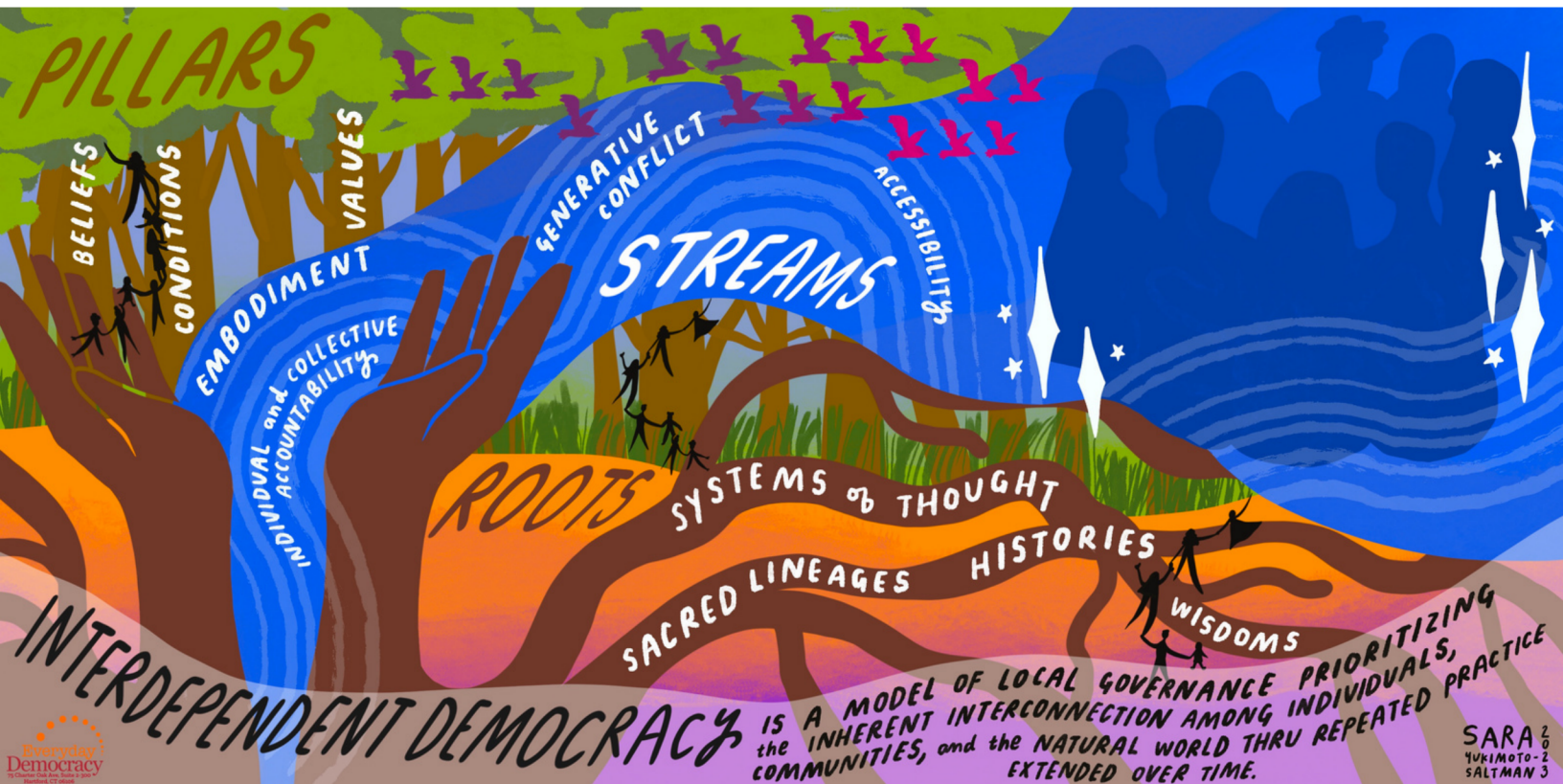
# INTERDEPENDENT DEMOCRACY INNOVATION LAB

The Interdependent Democracy Innovation Lab, a pilot project by Everyday Democracy, convened a group of 18 multiracial, intergenerational strategic thinkers and practitioners to develop a framework for aligning a democracy-building strategy with healing-centered practices of embodiment and interdependence.

Going forward, the Interdependent Democracy Innovation Lab will explore applications, iterations, and evolutions of the framework.

“ People in the movement care deeply about the sustainability of the drivers of change to sustain the movement and create the democracy that treats people with dignity and respect. ”

Interdependent Democracy  
Innovation Lab Participant



# SAFETY AND JUSTICE CHALLENGE

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As part of the John D. and Catherine T. MacArthur Foundation's Safety and Justice Challenge (SJC), Everyday Democracy trained and supported community members in four cities to hold facilitated dialogues to address racial and ethnic disparities in policing and incarceration. The coaching, training, and other technical assistance provided by Everyday Democracy enabled each community to practice authentic engagement with their local communities, including through our signature Dialogue to Change dialogic practice model.

We also designed and held an Equity and Engagement Institute to empower justice system-impacted leaders across four SJC communities to contribute to reshaping the local criminal justice system.



## PROJECT REACH

**472 encounters**

engaging

**145 participants**

from

**5 states**



# CONNECTICUT CIVIC AMBASSADORS SUMMIT

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In March 2023, Everyday Democracy held the 6th Annual Connecticut Civic Ambassadors Summit. Civic Ambassadors are everyday people who passionately engage their communities and foster civic participation to strengthen civic health. The Summit explored rising challenges to U.S. democracy and shared valuable insights around civic engagement strategies and voting rights and access in Connecticut.

