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# ANNUAL REPORT

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# FOREWORD

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

Dear Everyday Democracy friends and partners,

Collective civic action is the core of our democracy and remains an underutilized lever for change. Everyday Democracy puts the tools and resources for community building and problem-solving into the hands of those closest to local civic issues: everyday people. We believe everyone has the inherent right to live with dignity, and the wisdom and ability to make decisions that impact their lives.

This year, with your support, we developed and piloted new trainings, held and participated in several events discussing democracy and civic participation, relaunched our Aicher Impact Award, and developed a three-year strategic business plan. We are especially grateful to the Aicher Family Foundation for their transformational gift that will allow Everyday Democracy to engage even more communities.

Our vision for a vibrant, multiracial democracy where all people have access, resources, and power to create thriving community starts with building civic power neighbor-to-neighbor. We hope you will join us as we strengthen civic spaces, build the skills of community leaders, and bring people together to practice democracy.

Your support enables Everyday Democracy to continue the vital work of building a healthy democracy rooted in community dialogue and civic action. Thank you.

A handwritten signature in cursive script for Merle McGee.

Merle McGee  
President & CEO

A handwritten signature in cursive script for Gillian Howell.

Gillian Howell  
Board Chair



# ABOUT US

## OUR MISSION

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

## OUR VISION

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

## OUR VALUES

- Relationships & active listening
- Building trust
- Challenging dominant narratives
- Confronting structural oppression
- Honoring local histories
- Continuous learning



# 2024 HIGHLIGHTS

## EVERYDAY LEADERS PROGRAM

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Everyday Leaders is a leadership capacity building program designed to teach community engagement skills, strengthen local leaders' power, and deepen collaboration. Hartford-area leaders participated in the pilot cohort of Everyday Leaders in May 2024. The participants represented a variety of fields of professional expertise, including mental health practitioners, college students, social workers, and education advocates. Our evaluation findings showed increased likelihood that participants would engage in future civic activities, such as contacting elected officials, organizing a meeting about a community issue, and volunteering in the community. Participants' knowledge of diversity, equity, and inclusion dialogue practices also increased. Based on the high level of participation, positive evaluation results, and participants' expressed interest in pursuing additional Everyday Democracy training programs, we will host new cohorts of the Everyday Leaders program in 2025.

*"[This training] inspired [me] to be a great leader for others in the community. I want to use this as a way to help individuals reach their full potential and capture what they're capable of."*

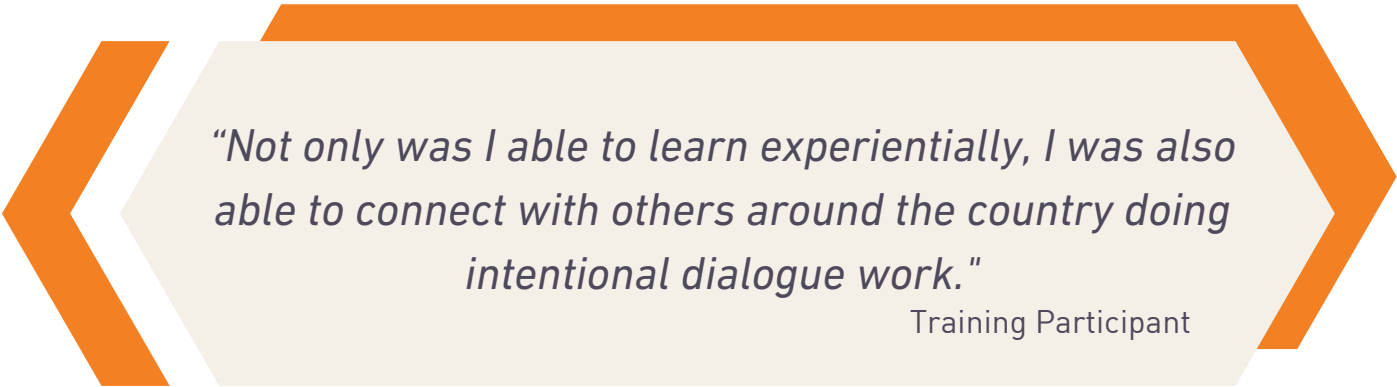
Everyday Leaders Participant

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## MULTIPARTIAL FACILITATION TRAINING

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This fall, Everyday Democracy piloted our first Multipartial Facilitation Training for experienced facilitators. Multipartial facilitation is an approach that promotes balance, fairness, and inclusivity by encouraging multiple viewpoints, addressing power imbalances, and interrupting dominant narratives. Participants enhanced their capacity to lead inclusive and impactful group dialogues through a blend of self-assessments, reflective exercises, and hands-on facilitation practice.

A large, stylized graphic consisting of several overlapping chevron shapes in shades of orange and red, forming a frame around a quote.

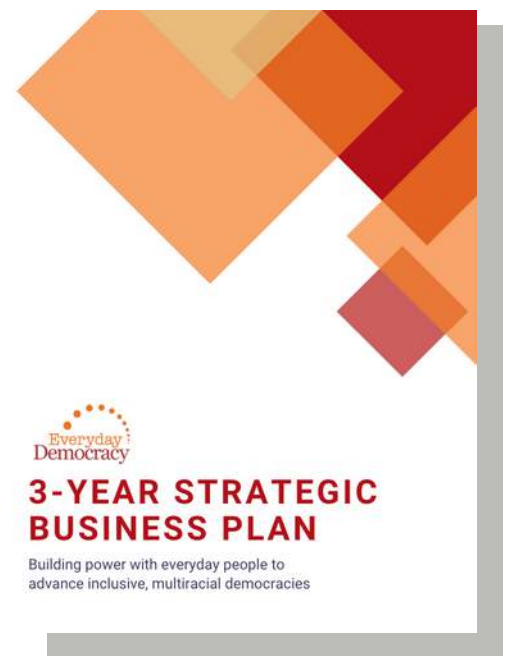
*"Not only was I able to learn experientially, I was also able to connect with others around the country doing intentional dialogue work."*

Training Participant

## EVERYDAY DEMOCRACY ROADMAP

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Our three-year strategic business plan provides an ambitious, but thoughtful roadmap as we launch new initiatives and grow our impact nationwide. Our goal is to engage at least 1,400 individuals to strengthen and practice democratic skills across the country by the end of 2026. [View the full plan.](#)



## SHARING OUR EXPERTISE



Everyday Democracy delivered a plenary session at **Tufts University's Frontiers of Democracy** conference that challenged scholars and practitioners to consider the limits of neutral facilitation in the context of misinformation, propaganda, and toxic narratives.



Merle McGee, our President and CEO, shared her thoughts on the promise, the practice, and the purpose of Everyday Democracy on the **PLAYFULL Podcast**. [Listen to the full episode.](#)



Everyday Democracy joined scholars and civic leaders from across the globe at the **United Nations** to discuss strategies for advancing peaceful, inclusive, and just societies amid growing inequality, exclusion, and global threats to democracy.



We joined **Democracy Champions** leaders from across the country at the **American Academy of Arts & Sciences' Our Common Purpose** gathering to discuss the challenges and opportunities for our democracy.

## DOING DEMOCRACY

In the fall, Everyday Democracy launched our virtual event series “Doing Democracy.” Our inaugural event held in October delved into how AI is shaping trust, power, governance, and the future of democracy itself — with a focus on real-world solutions. Our December event convened frontline organizers to discuss how we build a long-term, community-driven movement for an inclusive, just, multiracial democracy. You can watch the recordings by clicking on the photos below.



## REIMAGINED AICHER IMPACT AWARD

We created the Aicher Impact Award in honor of our founder, Paul J. Aicher, whose vision and work has helped more than 600 communities around the country unlock the power of dialogue, community, and belonging. The Aicher Impact Award celebrates organizations who are building interdependent, multiracial democracies in their local communities. For the first time ever, the Aicher Impact Award featured public nomination and voting processes to select two extraordinary community-based organizations. More than 1,325 people voted to help chose this year’s winners — Hella Good Deeds and San Francisco Village. These two organizations are incredible models for how we can and do practice democracy in our daily lives.