

Q4 2020

# HOW TO STOP VOTER INTIMIDATION AND PREPARE YOUR EMPLOYEES FOR “ELECTION WEEK”

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EMPLOYER TOOLKIT



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FOUNDATION

# INTRODUCTION

The 2020 election will be among the most contentious in recent history. America's most respected CEOs are committed to protecting the most vulnerable among us – and to rejecting those trying to divide us. We encourage you to join them.

This toolkit is designed to help you talk with your neighbors who may support outside groups pledging to disrupt voting places across the country. These groups claim to be preventing voter fraud, but exhaustive research by law enforcement officials from both Parties and across the U.S. debunks these claims.

We also provide advice and links to non-partisan resources for helping you and your employees register and vote. For those who want to do more, we provide links for serving as a poll worker or watcher.

A COMPREHENSIVE INVESTIGATION OF VOTER IMPERSONATION FINDS 31 CREDIBLE INCIDENTS OUT OF ONE BILLION BALLOTS CAST

*The Washington Post*

AUGUST 6, 2014  
JUSTIN LEVITT

MINNESOTA'S 0.000004% VOTER FRAUD CITED AS GOP SUIT TOSSED

**Bloomberg**

OCTOBER 12, 2020  
ERIK LARSON

TRUMP COMMISSION FOUND NO WIDESPREAD VOTER FRAUD, REPORT SAYS

*Los Angeles Times*

AUGUST 3, 2018  
ASSOCIATED PRESS

A FEDERAL JUDGE ASKED THE TRUMP CAMPAIGN FOR EVIDENCE OF MAIL-IN VOTER FRAUD. THEY COULDN'T DELIVER

The  INDEPENDENT

AUGUST 22, 2020  
RICHARD HALL

## TOPLINE: TO STOP VOTER INTIMIDATION, YOU MUST (1) DEBUNK THE LIES JUSTIFYING IT, AND (2) EXPLAIN WHAT THOSE LIES COST YOUR COMMUNITY

1. Republican campaigns and outside groups are recruiting supporters to police polling places and deter what they describe as “widespread voter fraud.”
2. They exaggerate the problem of voter fraud by a factor of 5,000 with two goals in mind: to (1) recruit poll “watchers,” and (2) spread distrust of election results.
3. These groups are targeting our most vulnerable communities -- and they will be targeting polling places that are among our most poorly staffed (with the longest lines).
4. Local business leaders can debunk false voter fraud claims. Perhaps more important, they can explain how important supporting vulnerable communities is to your state’s economy and competitiveness.

“

I’ll look for... well, it’s called racial profiling. Mexicans. Syrians. People who can’t speak American... I’m going to go right up behind them... I’m going to make them a little nervous.

”

- STEVE WEBB  
FAIRFIELD, OHIO  
OCTOBER, 2016<sup>1</sup>

# FIVE THINGS YOU CAN DO

1. HELP YOUR EMPLOYEES REGISTER AND VOTE.

2. DEBUNK FALSE CLAIMS ABOUT VOTER FRAUD.

3. PREPARE YOUR EMPLOYEES FOR EXTENDED BALLOT-COUNTING AND A DELAYED DECISION.

4. STAND UP FOR VOTERS MOST LIKELY TO BE HARASSED.






5. SERVE AS A POLL WORKER OR POLL WATCHER.



# HELP YOUR EMPLOYEES REGISTER AND VOTE

## 1. HELP YOUR TEAM FIND THE BASICS ON REGISTRATION, EDUCATION, AND WHEN/WHERE/HOW TO VOTE.



	<b>CHECK YOUR REGISTRATION</b> → Not sure if you're registered to vote? We'll help you check and register if you can.
	<b>REGISTER TO VOTE</b> → It takes less than 2 minutes to register.
	<b>VOTE BY MAIL</b> → Can't or don't want to vote in person on Election Day? Request an absentee ballot.
	<b>POLLING PLACE LOCATOR</b> → Need to find your polling place? View the list of state polling place websites.
	<b>THE 2020 CENSUS</b> → Your vote counts, and so do you. Fill out your 2020 census form today.

## 2. REMEMBER "DOS" AND "DON'TS."



**DO**

ENCOURAGE EMPLOYEES TO VOTE



**DON'T**

ENCOURAGE THEM TO VOTE FOR A PARTICULAR CANDIDATE.

## 3. ENCOURAGE THEM TO VOTE EARLY.

Lines are shorter. It's also easier for workers with young children, a second job, or night classes.

Chances are, your employees don't know when early voting starts.



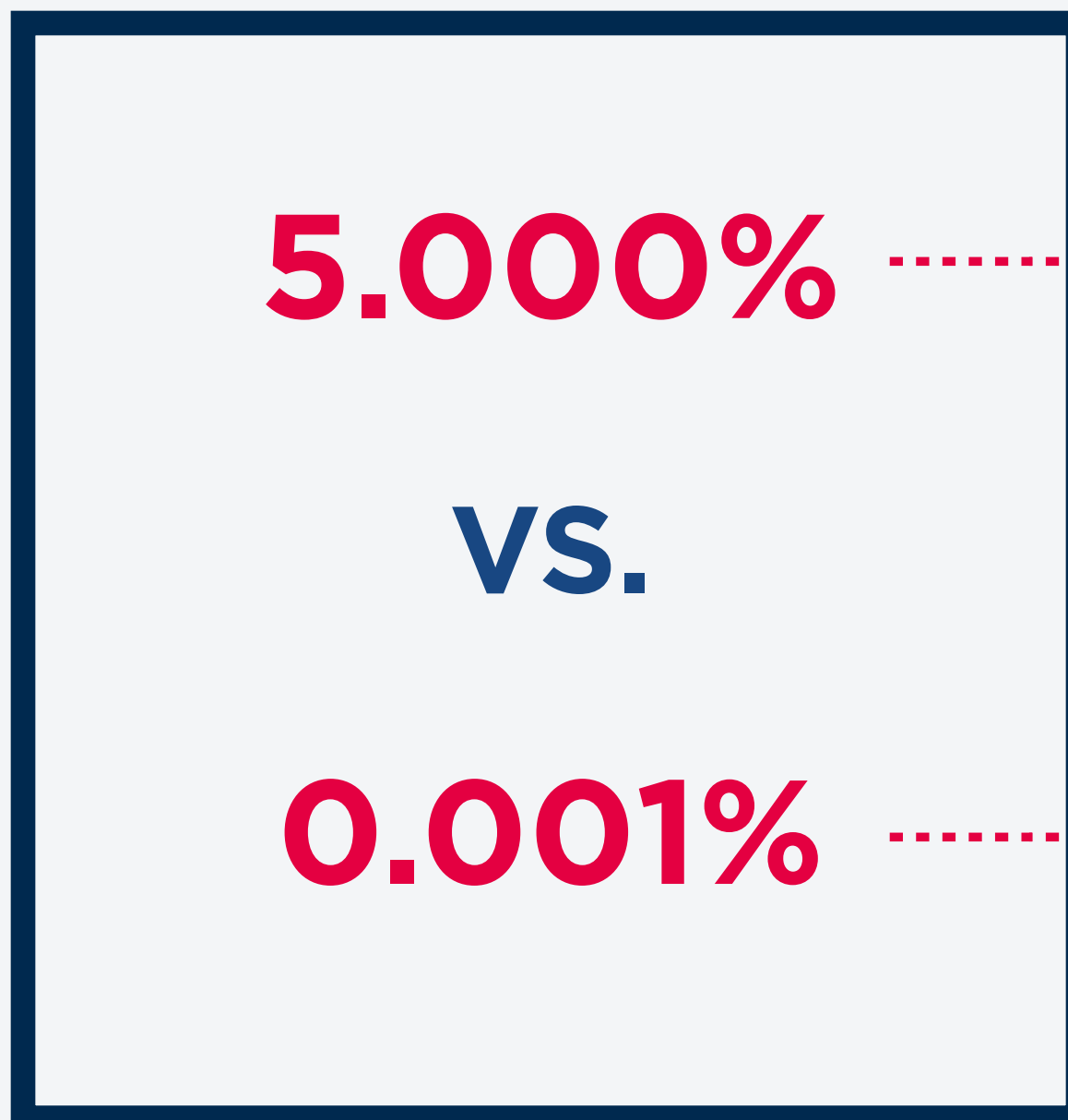
# DEBUNK VOTER FRAUD CLAIMS

## COMPREHENSIVE EVIDENCE VS. UNSUPPORTED CLAIMS

Outside groups claim up to 5% of votes cast are fraudulent.<sup>2</sup>

The most recent and comprehensive investigation by U.S. election officials examined nearly 12 million ballots across five states (2016). It found only 0.001% may have been fraudulent.<sup>3</sup>

So what's the difference between their unfounded claim of 5% and 0.001%?



## ACROSS 140 MILLION VOTES

UNFOUNDED CLAIM (1 IN 20):

**7,000,000**

FRAUDULENT VOTES

ACTUAL AUDIT (1 IN 100,000):

**1,400**

FRAUDULENT VOTES

# SHARE THE FACTS ON VOTE SECURITY

## PROTECTIONS AGAINST FAKE BALLOTS

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Each city or county produces its own ballots, with specific paper stock and color, security envelopes, return envelopes, and time stamps.

This makes it impossible for a foreign country to manufacture millions of fake ones, as President Trump suggests.<sup>4</sup>

## PROTECTIONS AGAINST DOUBLE-VOTING

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President Trump has asked his supporters in NC to vote twice (once by mail, then again in person).<sup>5</sup>

They'll be wasting their time. NC, like other states, removes voters who've already voted by mail from the rolls on election day.

Also, ballots are numbered and bar-coded, so they can't be counted twice.<sup>6</sup>

## CLAIMS OF "BUSLOADS" OF OUT OF STATE VOTERS

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President Trump claims he lost NH in 2016 because thousands of non-residents were bused in from out of state to vote against him.

Investigators found that buses were filled with NH voters being transported from their NH nursing homes, apartment buildings, and college dorms to local polling locations. Some of the buses were rented from companies in MA, VT, and ME.

In other words, the buses had out of state plates, but they were filled with in state voters.<sup>7</sup>

## CLAIMS OF "THOUSANDS" OF DEAD VOTERS

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High-profile investigations in GA, MD, MI, MO, NH, NJ, and NY disproved fraud involving deceased voters.

Each attributed the problem to flawed matches of lists from one place (death records) to another (voter rolls).

The most common causes were matching errors (the voter list had multiple "John Smiths") or clerical errors (the clerk checked the wrong John Smith off the list).<sup>8</sup>



**1 IN 4**  
Americans vote  
by mail.<sup>9</sup>

**28 STATES**  
already encourage  
vote-by-mail (without asking  
for a reason).<sup>10</sup>



It's enjoyed bipartisan  
support for years.<sup>11</sup>




The 5 states that vote  
exclusively by mail have  
higher turnout and  
lower costs.<sup>12</sup>

**.001%**  
POTENTIAL  
VOTING FRAUD

In 2016, a study of 5  
states - focused on 3 that  
exclusively vote by mail -  
reported 112 cases of  
potential fraud out of  
11.5 million ballots.<sup>13</sup>

Their experience  
demonstrates there's  
higher risk of error or fraud  
from in-person voting  
than mail-in voting.<sup>14</sup>

That's because voters often  
show up at the wrong polling  
location, whereas mailed  
ballots go to only those who  
can use them.



Covid-19 makes crowded  
polling places dangerous for  
seniors and those with  
underlying conditions.

Meanwhile, states rely  
heavily on seniors to serve  
as poll workers. With seniors  
staying away, state polling  
places will be shorthanded.



## PREPARE YOUR EMPLOYEES FOR “ELECTION WEEK”

### A CONCLUSIVE OUTCOME ON ELECTION NIGHT IS UNLIKELY

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1. Some states will accept ballots post-marked on election day, which means vote totals for these states could take more than a week.
2. On election night, some states count mail-in ballots first; some last. This could affect early vote totals -- but not the final result.
3. Setting expectations early will encourage patience and help your employees manage anxiety.

### A WINNER ON ELECTION DAY IN NOVEMBER? DON'T COUNT ON IT

*The New York Times*

JUNE 24, 2020  
SHANE GOLDMACHER

### THIS NOVEMBER, ELECTION NIGHT COULD STRETCH INTO ELECTION WEEK OR MONTH

*npr*

JUNE 13, 2020  
MILES PARKS

### DECLARING 2020'S WINNER COULD WELL HINGE ON HOW QUICKLY STATES COUNT MAIL BALLOTS

*THE WALL STREET JOURNAL.*

SEPTEMBER 19, 2020  
ALEXA CORSE

# HELP VOTERS WHO NEED IT MOST

Even in normal times, some voters need more help than others. During a pandemic, looking out for younger voters and vulnerable communities is critical.

## YOUNG PEOPLE VOTE 20% LESS THAN THE NATIONAL AVERAGE<sup>15</sup>



## PEOPLE OF COLOR ARE MORE LIKELY TO FACE OBSTACLES TO VOTING

### TIME SPENT WAITING TO VOTE

A 2019 study of the 2016 presidential election found that, relative to entirely-white neighborhoods, residents of entirely-black neighborhoods waited

**29%**

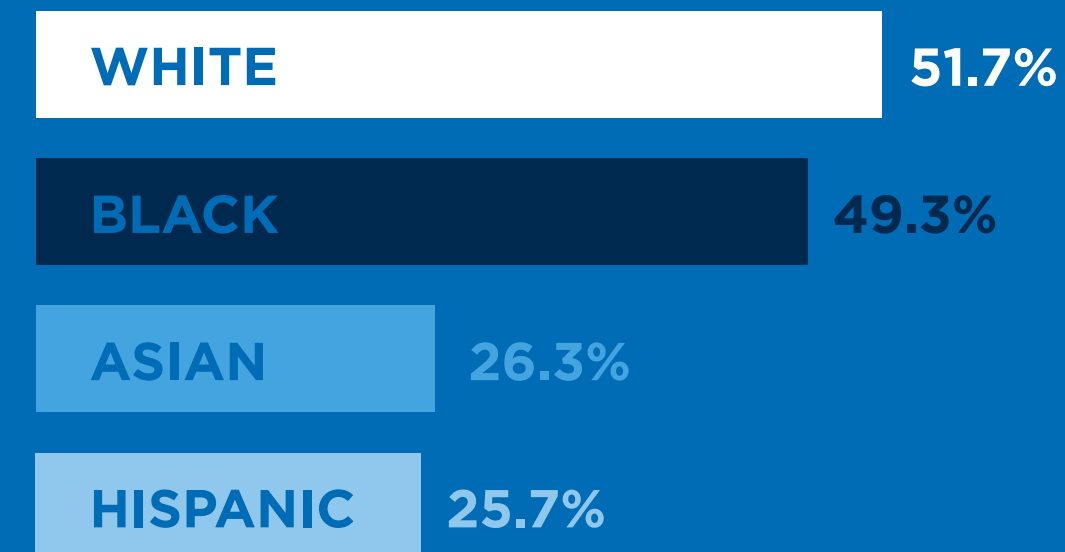
longer to vote and were

**74%**

more likely to spend 30 minutes at their polling place.<sup>16</sup>

### VOTING RATES BY RACE

(AVERAGE TURNOUT AS % OF TOTAL VOTING AGE POPULATION: 2000-2018)<sup>17</sup>



## ACT NOW



CLICK THE LOGOS BELOW TO HELP NOW

**VOTOLATINO**★

**ROCK THE VOTE**

Student PIRGs  
**New Voters Project**

THE NATIONAL  
Coalition on Black  
Civic Participation

**nextgen  
america** ➔

# JOIN BUSINESS LEADERS STANDING UP FOR OUR MOST VULNERABLE COMMUNITIES

“

Racism, injustice and violence have no place in our society and cannot be tolerated. Yet we continue to be unable to make enough progress in this country – so at this moment it is critical to step back, face the hard subjects and try to reflect.

”

- MIGUEL PATRICIO  
CEO, KRAFT HEINZ  
PITTSBURGH, PA<sup>18</sup>

**KraftHeinz**

“

Far too often, the burden of seeking equality rests on the shoulders of those most marginalized. This simply won't work. The change we need is broad and deep and requires us all to be active.

”

- DAVID TAYLOR  
CEO, P&G  
CINCINNATI, OH<sup>20</sup>

**P&G**

“

The sad and tragic truth is that many Americans continue to face deeply rooted discrimination and unconscionable violence due to the color of their skin.

”

- ALLY FINANCIAL  
DETROIT, MI<sup>22</sup>

**ally**

“

We believe in inclusivity, equality and justice for all. We stand in solidarity with our employees and our communities who rightfully – and righteously – demand change.

”

- VALASSIS  
LIVONIA, MI<sup>19</sup>

**Valassis**

“

First, let me be clear: racism, injustice and intolerance have no home in the Rite Aid organization or in our communities. I do not accept anything other than the notion that diversity and inclusion make us better as a country and as an organization... And while I don't have the answers, I know the worst thing we can do is stay silent.

”

- HEYWARD DONIGAN  
CEO, RITE AID  
CAMP HILL, PA<sup>21</sup>

**RITE  
AID**

“

We cannot operate as a civilized society when parts of our population feel marginalized, victimized or targeted just for who they are... It is our responsibility to acknowledge injustices and commit to the actions and behaviors that will make Kohl's and the world a better place.

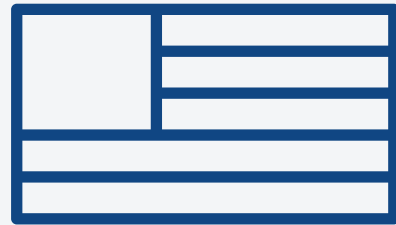
”

- MICHELLE GASS  
CEO, KOHL'S  
MENOMONEE FALLS, WI<sup>23</sup>

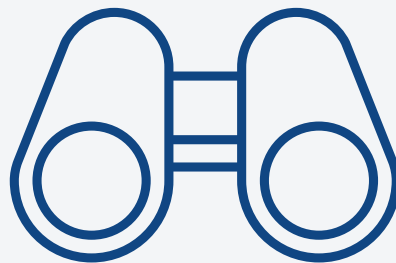
**KOHL'S**

# BECOME A POLL WORKER OR POLL WATCHER

## WHAT DOES IT MEAN TO BE A POLL WORKER VS. POLL WATCHER?



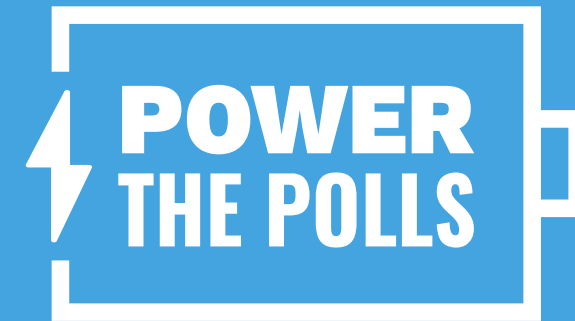
**POLL WORKERS** are trained by local election boards to identify problems and serve at polling places on Election Day. It's a nonpartisan role that simply works to ensure a successful election process.



**POLL WATCHERS** are recruited by political parties to protect people casting their vote. They monitor incidents of voter intimidation and work with voters and election officials to address problems at the polls.

## BECOME A POLL WORKER

### NATIONAL



### POWER THE POLLS

We are proud to partner with this new initiative from [Work Elections](#), teaming up with businesses and coalitions to promote civic engagement and poll worker recruitment.

### HELP AMERICA VOTE

September 1st is National Poll Worker Recruitment day. [Click here](#) to learn more about working at your local polling place.

### POLL WORKERS GET:

- TRAINING**
- PPE**
- PAID\***

SIGN UP NOW AT [POWERTHEPOLLS.ORG](#)

\* Depending on locale



## HELP YOUR PARTY AT THE POLLS

[CLICK HERE FOR MORE ON POLL WATCHERS](#)

[CLICK HERE FOR POLL WATCHER QUALIFICATIONS IN YOUR STATE](#)

Check with party leadership in your county for the opportunity to become a poll watcher. To see an example, [click here](#).

# RESOURCES: GET INFORMED AND INVOLVED

## VOTER REGISTRATION



#VOTETOGETHER



I am a voter.

HeadCOUNT.ORG

VOTE.ORG

ELECTIONDAY.ORG

IGNITE

ROCK THE VOTE

TurboVote

THE VOTING INFORMATION PROJECT

LWV LEAGUE OF WOMEN VOTERS



## INFORMATION ABOUT CANDIDATES AND ISSUES

BallotReady

BALLOTPEDIA

## WHEN, WHERE & HOW TO VOTE

VOTE.ORG

GET TO THE POLLS

## VOTER ACCESS

Democracy is GOOD FOR BUSINESS

VoteSafe

FAIR ELECTIONS CENTER

FAIR FIGHT

ALL VOTING IS LOCAL

ACLU

WHEN WE ALL VOTE

VOTERS NOT POLITICIANS

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