



# Elections Toolkit 2026

A Healthy Democracy  
Is Good for Business

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The intent of this Elections Toolkit, published by The Committee for Economic Development, the public policy center of The Conference Board®, is to provide a framework for businesses and chambers of commerce to support informed, nonpartisan civic engagement by offering key election information as a basis for outreach to employees. The framework outlines why such engagement is important for businesses and includes practical guidance and draft language to assist in communicating these issues to employees and other stakeholders.



## A Healthy Democracy Is Good For Business

Secure, accessible elections are the cornerstone of American democracy. Public confidence in the integrity of elections is essential not only to the legitimacy of democratic institutions but also to the long-term stability of the US economy and business environment.

In a survey of over 11,400 eligible voters conducted December 2025 through January 2026, 60% said they are confident votes will be counted accurately nationwide in the 2026 midterm elections. This marked a notable decline from confidence levels surrounding the 2024 Presidential election, which rose from 71% before the election to 77% immediately afterward.

The business community has a clear interest in encouraging political participation and supporting a strong citizenry. Voting and civic leadership are expressions of democratic commitment, shared across party lines and foundational to the US economy. Declining voter participation narrows representation and weakens institutional legitimacy, which can distort policy, increase uncertainty, and, as a result, undermine economic growth. Accordingly, business leaders have a direct stake in supporting broad electoral participation to sustain stable, credible institutions and a healthy economic environment. Businesses can play a constructive role by elevating accurate, nonpartisan information about voting processes, reinforcing trust in election systems and ensuring employees have the time and resources they need to participate.

### Business leaders

- *Business leaders should share trusted information on local voting processes—including registration deadlines and options for early and mail-in voting—to ensure their employees are informed and empowered to participate.*
- *Business leaders can encourage their employees to serve as poll workers, particularly in communities facing shortages. [Power the Polls](#) is a nonpartisan resource for poll worker engagement.*
- *Business leaders should collaborate with government to expand efforts to understand how the public interprets AI-generated media. Useful resources include Microsoft's [Real or Not](#) quiz, which allows users to test their ability to distinguish AI-generated images from authentic ones, along with trusted nonpartisan fact-checkers [PolitiFact](#) and [FactCheck.org](#).*

- *Business leaders, working with Congress, should take the steps necessary to enable voters to identify misinformation and disinformation. Best practices in identifying synthetic media should be made public and spread widely.*
- *Business leaders should leverage the Joint Cyber Defense Collaborative (JCDC)'s resources on security measures already implemented to counter common disinformation narratives, sharing accurate information about election systems to help strengthen public trust in voting infrastructure and processes.*



## Approaches to Covering These Topics with Your Employees

When encouraging voting and civic engagement among your employees and customers, a business must be nonpartisan and consider approaches that would work best for its unique situation. The Committee for Economic Development (CED), the public policy center of The Conference Board, has prepared the following information and sample language to provide businesses with essential issues and processes to cover when providing resources to your employees. As every organization is unique, business leaders should consider which issues they choose to address with their employees, customers, and community.

### Communicating new voting practices

The communication of trustworthy information on local voting procedures and processes—and especially any changes to existing ones—is essential to enhancing access to voting. Your business may consider communicating new voting rules, options, and procedures to employees and customers, including providing information and reminders to employees on early voting, deadlines for registration, voting dates and times for primaries and general elections, and processes for absentee ballots. This information should be linked to official notices of these changes—in particular to official state and local election websites—to brand this information as reliable and to encourage employees to rely on official sources. Employees and customers will appreciate the business community serving as a reliable voice of information on changes in voting procedures as part of its civic engagement.

Below is sample language that may be used in an email campaign to employees of a business (here, in New York). Of course, your company may have employees working in multiple states. For this reason, you may wish to replicate the below State-Specific Election Information table, using our model, so that all employees, no matter where they live, can access this valuable information. You should check this information to be sure it complies with the laws in your state or other states in which you conduct business.

### Don't forget to register to vote!

*New York residents must register to vote by 10/24/26 to vote in the upcoming November general election. Residents have three options to register to vote: online; by mail; and in person at your county board of elections, any New York state agency-based voter registration center, or at the Department of Motor Vehicles.*

*Avoid long lines at the polls and consider voting early, either in person or by mail!*

*Any New York voter has the ability to apply for an early mail ballot. Applications requesting an early mail ballot must be received by the board of elections in your county no later than 10 days before the election. Absentee ballots are available upon request for those who plan to be absent from their county—or if a resident of New York City, absent from the five boroughs—on Election Day, as well as those unable to appear at the polls due to illness or disability.*

*You can apply for either a mail or absentee ballot at the link here.*

*Voters can visit the link here to learn about the four options for returning their early mail ballots.*

*Not sure how to find your polling location? Or need to look up your registration? Use the link here.*

## Expanding access to the polls

An adequate number of poll workers is needed to run our elections smoothly. Every election season, local governments struggle to recruit such workers, many of whom volunteer their time. In the case that a locality cannot secure enough poll workers, polling sites are forced to close. When polling sites close, voters may have to travel much farther to reach the ballot box and may have to wait in long lines. This hurts access to the ballot, restricts turnout, and weakens civic and democratic participation.

To reduce poll worker shortages, your organization may consider working with a group such as [Power the Polls](#),<sup>5</sup> a nonpartisan coalition of businesses and nonprofits that responds to local election administrators' requests, such as the need for bilingual or technically skilled workers. To make it more accessible for employees to serve as poll workers, businesses may consider providing paid leave to those willing to volunteer their time, as well as providing paid leave to vote.

*Poll workers are critical to the running of a successful election. These individuals are civic leaders who give their time, often on a volunteer basis, to ensure that voters receive the assistance they need and that elections run smoothly. Serving as a poll worker offers a profound opportunity to give back to your community and take part in civic life. Local election offices may also have needs for specific skills, such as bilingual speakers or technically skilled workers, roles for which many of you may be qualified. At [company name], in addition to providing time off to vote, we allow our employees time off to serve as poll workers. Please check with human resources if you wish to take advantage of this opportunity.*

- *Please use the Election Assistance Commission's Poll Worker Recruitment Tool or your state or local election website to find more information on being a poll worker in your community, including deadlines for applications and requirements for serving as a poll worker.*

## Countering disinformation

The introduction of widely accessible, rapidly advancing AI makes access to trustworthy information all the more important. The ability for bad actors to intensify the quantity and targeting of misinformation and disinformation poses a significant threat to the public's trust in the security and conduct of elections and the reliability of results. These methods can range from the advertising of false voter registration deadlines to fearmongering regarding the security of the elections process and, notably, the spread of deepfakes—realistic yet fabricated media using AI. Deepfakes can affect business as well: they have the potential to damage a company's brand and reputation, misuse intellectual property, harm employees, and turn public sentiment unfairly and wrongly against a company with essentially no recourse. In this environment, reliable and accessible information about voting procedures and civic participation is the most effective counter to disinformation.

To combat the growing threat posed by deepfakes, business leaders should consider sharing with their employees and customers best practices in identifying synthetic media, or media that has been fully or partially generated using AI. [Detect Fakes](#),<sup>6</sup> research hosted by Northwestern University at the Kellogg School of Management, examined how people distinguish truth from fiction in online media, especially as synthetic media becomes increasingly realistic.

Below is sample language that you may wish to use in sharing awareness of this issue with your employees:

*Generative AI allows users to develop deepfakes—realistic yet fabricated media using AI—to deceive voters and accelerate disinformation. A deepfake may feature a group or candidate spreading disinformation on voting, as has already happened both in US and foreign elections. To an untrained eye, it can be extremely difficult to identify a deepfake. Detect Fakes, research hosted by Northwestern University at the Kellogg School of Management, has developed insights on how best to distinguish synthetic media from genuine media. In addition to becoming familiar with tips to best spot a deepfake, always cross-check any information regarding election processes with the original source: your state or local government's election website. Beyond the political sphere, our IT team is also watching carefully for any use of AI to hurt our company, for instance through deepfakes; misinformation; the misuse of our copyright; or other areas in which our intellectual property, our products, and our employees may be vulnerable*

## Building trust in election security

The trust of voters in our elections process is essential to American democracy, yet concern has spread in recent years across a wide range of issues, from security of election infrastructure and the accuracy of voter rolls to the integrity of vote counting, the reliability of elections results, and the spread of disinformation about voting procedures themselves. Post-election audits show that vote counting in US elections is highly accurate. Nevertheless, a survey conducted December 2025 through January 2026 found that only 60% of voters are confident votes will be counted accurately nationwide in the

2026 midterm elections.<sup>7</sup> While many of those concerns are misplaced, it matters that so many Americans are concerned and their concerns must be taken seriously.

In this environment of widespread distrust, it is essential that the public understands the important steps that election administrators are taking to ensure the security and accuracy of our elections. In this area, voter education and civic literacy are essential to building resilience to disinformation. The Cybersecurity and Infrastructure Security Agency (CISA) created the JCDC to bring together cyber defenders and foster public-private partnerships that drive coordinated action across the cybersecurity community. Business leaders can draw on JCDC's resources to share accurate information about election security measures, counter disinformation narratives, and strengthen public trust in election infrastructure and processes.

Below is sample messaging on this issue that you may consider sharing with your employees:








































*State and local election administrators work year-round to prepare for elections. These individuals implement a wide range of laws and regulations to secure our elections at every stage of the process, from pre-election practices such as measures to safeguard the integrity of mail-in ballots to post-election audits that ensure that vote tabulation systems are working as intended.*








































*Bad actors may spread disinformation online to damage public trust in our elections. When public trust in our elections is hampered, our democracy suffers. At [company name], we believe in civic literacy and its importance in building resilience against lies about election processes. To familiarize yourself with security measures underway that safeguard our election, please take a look at the Cybersecurity and Infrastructure Security Agency's online resources, which address common disinformation narratives by providing accurate information related to elections, and share it among your social circles.*

# State-Specific Election Information



















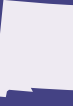

















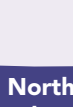























NOTE: Information in this table is current as of April 21, 2026; please check official state and local election websites to ensure you have the most up-to-date information.





























































-  State Official Election Site
-  Check Registration Status
-  Register to Vote
-  Absentee Voting Info
-  Find Your Polling Place


















State	State Official Election Site	Check Registration Status	Register to Vote	Absentee Voting Info	Find Your Polling Place	Mail-in Ballots	Early In-Person Voting	Starts Before Election
<b>Alabama</b>						<b>Alabama does not offer</b> mail-in ballots to all voters	<b>Alabama does not offer</b> early in-person voting to all voters	N/A
<b>Alaska</b>						<b>Alaska offers</b> vote-by-mail ballots to all voters	<b>Alaska offers</b> early in-person voting to all voters	Begins 15 days before election
<b>Arizona</b>						<b>Arizona offers</b> vote-by-mail ballots to all voters	<b>Arizona offers</b> early in-person voting to all voters	Begins 27 days before election
<b>Arkansas</b>						<b>Arkansas does not offer</b> vote-by-mail ballots to all voters	<b>Arkansas offers</b> early in-person voting to all voters	Begins 15 days before election
<b>California</b>						<b>California offers</b> vote-by-mail ballots to all voters	<b>California offers</b> early in-person voting to all voters	Begins 29 days before election
<b>Colorado</b>						<b>Colorado offers</b> vote-by-mail ballots to all voters	<b>Colorado offers</b> early in-person voting to all voters	Begins 15 days before election
<b>Connecticut</b>						<b>Connecticut does not offer</b> vote-by-mail ballots to all voters	<b>Connecticut offers</b> early in-person voting to all voters	Begins 15 days before election
<b>Delaware</b>						<b>Delaware does not offer</b> vote-by-mail ballots to all voters	<b>Delaware offers</b> early in-person voting to all voters	Begins 10 days before election

 <b>District of Columbia</b>						<b>Washington, DC</b> mails vote-by-mail ballots to all voters	<b>Washington, DC</b> offers early in-person voting to all voters	Begins 12 days before election
 <b>Florida</b>						<b>Florida</b> offers vote-by-mail ballots to all voters	<b>Florida</b> offers early in-person voting to all voters	Begins 10 days before election
 <b>Georgia</b>						<b>Georgia</b> offers vote-by-mail ballots to all voters	<b>Georgia</b> offers early in-person voting to all voters	Begins fourth Monday prior to election
 <b>Hawaii</b>						<b>Hawaii</b> mails vote-by-mail ballots to all voters	<b>Hawaii</b> offers early in-person voting to all voters	Begins 10 business days before election
 <b>Idaho</b>						<b>Idaho</b> offers vote-by-mail ballots to all voters	<b>Idaho</b> offers early in-person voting to all voters	Begins on or after the fourth Monday before election
 <b>Illinois</b>						<b>Illinois</b> offers vote-by-mail ballots to all voters	<b>Illinois</b> offers early in-person voting to all voters	Begins 15 days before election
 <b>Indiana</b>						<b>Indiana</b> does not offer vote-by-mail ballots to all voters	<b>Indiana</b> offers early in-person voting to all voters	Begins 28 days before election
 <b>Iowa</b>						<b>Iowa</b> offers vote-by-mail ballots to all voters	<b>Iowa</b> offers early in-person voting to all voters	Begins 28 days before election
 <b>Kansas</b>						<b>Kansas</b> offers vote-by-mail ballots to all voters	<b>Kansas</b> offers early in-person voting to all voters	Begins 20 days or Tuesday before election
 <b>Kentucky</b>						<b>Kentucky</b> does not offer vote-by-mail ballots to all voters	<b>Kentucky</b> offers early in-person voting to all voters	Begins Thursday before election

 <b>Louisiana</b>						<b>Louisiana</b> does not offer vote-by-mail ballots to all voters	<b>Delaware</b> offers early in-person voting to all voters	Begins 14 days before election
 <b>Maine</b>						<b>Maine</b> offers vote-by- mail ballots to all voters	<b>Maine</b> offers early in-person voting to all voters	Begins 30-45 days before election
 <b>Maryland</b>						<b>Maryland</b> offers vote-by- mail ballots to all voters	<b>Maryland</b> offers early in-person voting to all voters	Begins second Thursday before election
 <b>Massachusetts</b>						<b>Massachusetts</b> offers vote-by- mail ballots to all voters	<b>Massachusetts</b> offers early in-person voting to all voters	Begins 10 days before election
 <b>Michigan</b>						<b>Michigan</b> offers vote-by- mail ballots to all voters	<b>Michigan</b> offers early in-person voting to all voters	Begins 9 days before election
 <b>Minnesota</b>						<b>Minnesota</b> offers vote-by- mail ballots to all voters	<b>Minnesota</b> offers early in-person voting to all voters	Begins 46 days before election
 <b>Mississippi</b>						<b>Mississippi</b> does not offer vote-by-mail ballots to all voters	<b>Mississippi</b> does not offer early in-person voting to all voters	N/A
 <b>Missouri</b>						<b>Missouri</b> does not offer vote-by-mail ballots to all voters	<b>Missouri</b> offers early in-person voting to all voters	Begins second Tuesday before election
 <b>Montana</b>						<b>Montana</b> offers vote-by- mail ballots to all voters	<b>Montana</b> offers early in-person voting to all voters	Begins 30 days before election
 <b>Nebraska</b>						<b>Nebraska</b> offers vote-by- mail ballots to all voters	<b>Nebraska</b> offers early in-person voting to all voters	Begins 30 days before election

 Nevada						<b>Nevada</b> mails vote-by-mail ballots to all voters	<b>Nevada</b> offers early in-person voting to all voters	Begins third Saturday before election
 New Hampshire						<b>New Hampshire</b> does not offer vote-by-mail ballots to all voters	<b>New Hampshire</b> does not offer early in-person voting to all voters	N/A
 New Jersey						<b>New Jersey</b> offers vote-by-mail ballots to all voters	<b>New Jersey</b> offers early in-person voting to all voters	Begins 10 days before election
 New Mexico						<b>New Mexico</b> offers vote-by-mail ballots to all voters	<b>New Mexico</b> offers early in-person voting to all voters	Begins 28 days or third Saturday before election
 New York						<b>New York</b> offers vote-by-mail ballots to all voters	<b>New York</b> offers early in-person voting to all voters	Begins 10 days before election
 North Carolina						<b>North Carolina</b> offers vote-by-mail ballots to all voters	<b>North Carolina</b> offers early in-person voting to all voters	Begins third Tuesday before election
 North Dakota						<b>North Dakota</b> offers vote-by-mail ballots to all voters	<b>North Dakota</b> offers early in-person voting to all voters	Begins 15 days before election
 Ohio						<b>Ohio</b> offers vote-by-mail ballots to all voters	<b>Ohio</b> offers early in-person voting to all voters	Begins 29 days before election
 Oklahoma						<b>Oklahoma</b> offers vote-by-mail ballots to all voters	<b>Oklahoma</b> offers early in-person voting to all voters	Begins the Wednesday before election
 Oregon						<b>Oregon</b> mails vote-by-mail ballots to all voters	<b>Oregon</b> conducts elections primarily by mail	Drop sites open the Friday before an election; ballots available 18 days before

 Pennsylvania						<b>Pennsylvania</b> offers vote-by-mail ballots to all voters	<b>Pennsylvania</b> offers early in-person voting to all voters	Begins after the official candidate list is certified; no earlier than 50 days before election
 Rhode Island						<b>Rhode Island</b> offers vote-by-mail ballots to all voters	<b>Rhode Island</b> offers early in-person voting to all voters	Begins 20 days before election
 South Carolina						<b>South Carolina</b> does not offer vote-by-mail ballots to all voters	<b>South Carolina</b> offers early in-person voting to all voters	Begins 20 days before election
 South Dakota						<b>South Dakota</b> offers vote-by-mail ballots to all voters	<b>South Dakota</b> offers early in-person voting to all voters	Begins 46 days before election
 Tennessee						<b>Tennessee</b> does not offer vote-by-mail ballots to all voters	<b>Tennessee</b> offers early in-person voting to all voters	Begins 20 days before election
 Texas						<b>Texas</b> does not offer vote-by-mail ballots to all voters	<b>Texas</b> offers early in-person voting to all voters	Begins 17 days before election
 Utah						<b>Utah</b> mails vote-by-mail ballots to all voters	<b>Utah</b> offers early in-person voting to all voters	Begins 14 days before election
 Vermont						<b>Vermont</b> mails vote-by-mail ballots to all voters	<b>Vermont</b> offers early in-person voting to all voters	Begins 45 days before election
 Virginia						<b>Virginia</b> offers vote-by-mail ballots to all voters	<b>Virginia</b> offers early in-person voting to all voters	Begins 45 days before election
 Washington						<b>Washington</b> mails vote-by-mail ballots to all voters	<b>Washington</b> offers early in-person voting to all voters	Begins 18 days before election

 <b>West Virginia</b>						<b>West Virginia</b> does not offer vote-by-mail ballots to all voters	<b>West Virginia</b> offers early in-person voting to all voters	Begins 13 days before election
 <b>Wisconsin</b>						<b>Wisconsin</b> offers vote-by- mail ballots to all voters	<b>Wisconsin</b> offers early in-person voting to all voters	Begins 14 days before election
 <b>Wyoming</b>						<b>Wyoming</b> offers vote-by- mail ballots to all voters	<b>Wyoming</b> offers early in-person voting to all voters	Begins 28 days before election

*For additional information about the Elections Toolkit or to discuss how these resources may be used within your organization, please contact the CED Policy team at [CEDPolicy@tcb.org](mailto:CEDPolicy@tcb.org).*



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## Endnotes

<sup>1</sup> *Power the Polls*.

<sup>2</sup> Microsoft, *Deepfakes & Elections*.

<sup>3</sup> *PolitiFact*.

<sup>4</sup> *FactCheck.org*.

<sup>5</sup> *Power the Polls*.

<sup>6</sup> *Detect Fakes*.

<sup>7</sup> Inga Kiderra and Christine Clark, *Trust in Elections Declines Across Party Lines Ahead of 2026 Midterms, UC San Diego Survey Finds*, UCSD, February 18, 2026.

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