

Belonging and Civil Discourse

Tips for Workplace Conversations during Election Season



Like other moments that evoke strong feelings, elections can be stressful and can lead to feelings of social isolation in the workplace, especially if your political views don't align with others on your team.

Every organization should assume that there's a diversity of political perspectives on any team. So, all employers should take steps to make sure differences of opinion are validated, respectful civil discourse is encouraged, and everyone feels like they belong – before and after Election Day. Remember, creating a culture of belonging requires that you create space for everyone to feel heard and acknowledged.

Here are sample prompts you can use to encourage civil discourse and cultivate belonging during election season.

Pre-Election Messages

- At [COMPANY], we believe that democracy works best when everyone feels like they belong and participates in the democratic process. If you are eligible to vote, and you haven't already, we encourage you to do so. You should also consider voting early to avoid lines on Election Day.
- No matter what the results are of this election, you are a valued member of our team and this company. What is most important at [COMPANY] is our values [INSERT].
- Your perspective is important to me, our team and the company, and it is important that we work together thoughtfully and civilly in the coming days and weeks.
- Our team is successful because we work well with one another and respect one another. Our team is stronger because each of us brings different perspectives forward.

- Differences of opinion make our democracy healthier and our company stronger. Even if we disagree about which candidates to support in an election, we both belong here.
- If you ever feel uncomfortable, please let me know. I want to ensure everyone feels welcome.
- Thank you for participating in this year's elections, and for being part of this team. We are all stronger for it.

Post-Election Messages

- Before we move on to work topics, I want to take the time to acknowledge current events and the recent election.
- I am proud of [COMPANY] and the policies/practices that were in place this year to help us all vote and participate in our democracy. We want everyone on our team to feel like they belong and can be heard.
- I want to acknowledge everyone at [COMPANY] who voted and made their voices heard in this year's election. Our democracy works best when everyone participates. **Thank you.**
- I recognize that this has been a contentious election, and that each of us will process the results differently. Let's recommit ourselves to [COMPANY's] core values of diversity, inclusion, belonging and respect. I'm committed to a workplace that's inclusive, supportive and free from political bias.
- Please be thoughtful in your conversations with colleagues, as we have many different opinions within our workplace. Diversity is an important value of [COMPANY], and diversity of opinion makes our democracy healthier and our company stronger. To make sure no one feels excluded, please be thoughtful and inclusive of different perspectives and positions.
- If you are feeling concerned at this time, please know that I am here to talk, and that we have services to support you [INSERT other resources/benefits/tools you offer for mental or physical health].
- It is very important to be kind not only to others, but to ourselves. Make sure you are taking care of yourself – there is a lot going on. Take breaks, take walks, connect with those around you. Let's build a stronger future, together.

Additional Resources and Support

- **[Belonging Begins with Us Campaign](#)**
A national initiative by the Ad Council and American Immigration Council designed to create more welcoming communities where everyone can belong.
 - [Community Toolkit](#)
- **Civic Alliance:** [Corporate Civic Playbook](#)
- **Health Action Alliance**
 - [Workplace Mental Health Playbook](#)
 - [Conversation Guide for Managers](#)

