

Women's Agenda Department Action Plan
DEPARTMENT OF ELECTIONS
FY 2026–27 through FY 2028–29

Women's Agenda Vision

The Department of Elections (REG) will partner with the Department on the Status of Women (DOSW) to strengthen and expand election-related services, education, and engagement opportunities for all, including for confidential and vulnerable voters, individuals experiencing housing instability, homebound voters, persons with disabilities, women and gender-diverse individuals, and individuals from diverse communities. Through this partnership, REG will build upon existing programs and community partnerships to increase awareness of available election services, expand opportunities for participation, and strengthen pathways to civic engagement, leadership, and public service.

Women's Agenda | Pillar Alignment

Women's Agenda Pillar	Department Alignment
Health	Not Applicable
Safety	Priority Area
Economic Mobility & Security	Priority Area
Civic Leadership & Community Engagement	Priority Area

FY 2026–27 | Planning & Alignment

Health

Not Applicable – This pillar was not identified as REG priority in the Women’s Agenda Questionnaire.

Safety

REG will assess existing election services and informational resources available to all, including confidential and vulnerable voters, including survivors of domestic violence, individuals experiencing housing instability, homebound voters, and persons with disabilities. REG will work to identify opportunities to improve awareness of confidential voter registration, Safe at Home protections, accessible voting options, and ballot delivery and pick-up services.

Economic Mobility & Security

REG will explore opportunities to increase awareness of poll worker service and available stipends for all, including through local high schools, youth programs, and community partnerships.

Civic Leadership & Community Engagement

REG will build upon its existing voter education, community engagement, and youth civic education programs to strengthen pathways for all, including for women and gender-diverse individuals, to participate in civic life and gain exposure to public service and election administration.

A primary focus will be the biannual High School Election Ambassador Program, which already provides a strong foundation for this work, with female students representing 68% of participants in Spring 2026, 77% in Spring 2025, and 62% in Fall 2024. Building on this participation, REG will expand outreach to schools, youth organizations, and community-based organizations serving young potential and current voters, including young women and girls. Potential partners may include organizations focused on youth leadership and civic engagement, such as Oasis for Girls and Career Girls.

REG will also explore adding a mentorship component to the Election Ambassador Program. This may include opportunities for students to meet with Department managers and staff, to learn about careers in election administration, and hear from former Election Ambassadors and student poll workers about their experiences.

In addition, REG will assess the feasibility of establishing an Election Ambassador Alumni Network that would allow former participants to remain engaged in civic education and election-related activities after completing the program.

REG will continue to use feedback from its Language Accessibility Advisory Committee, Voting Accessibility Advisory Committee, community organizations, advocacy groups, and members of the public to inform outreach planning and service delivery.

FY 2027–28 | Implementation

Health

Not Applicable – This pillar was not identified as REG priority in the Women’s Agenda Questionnaire.

Safety

REG will implement enhancements identified through its review of services and informational resources for confidential and vulnerable voters. This may include developing or updating plain-language multilingual information on confidential voter registration, Safe at Home protections, accessible voting options, and ballot delivery and pick-up services.

REG will also expand outreach to community-based organizations serving vulnerable populations to increase awareness of available election services and resources.

Economic Mobility & Security

REG will expand outreach promoting poll worker service and available stipends through local high schools, youth programs, community-based organizations, and other community partnerships.

REG will also identify additional opportunities to connect eligible participants in its youth civic engagement programs with poll worker service as an opportunity to gain experience in election administration and public service while earning a stipend.

Civic Leadership & Community Engagement

REG will implement expanded outreach and recruitment for the High School Election Ambassador Program, including through partnerships with local high schools, youth organizations, and community-based organizations serving young potential and current voters, including young women and girls.

REG will introduce mentorship opportunities, as feasible, connecting Election Ambassadors with Department managers and staff and former Election Ambassadors and student poll workers and providing participants with opportunities to learn more about election administration and public service.

Based on the feasibility assessment conducted during FY 2026–27, REG may pilot an Election Ambassador Alumni Network initiative to provide former participants with opportunities to remain engaged in election-related activities.

REG will continue to use feedback from its advisory committees, community partners, schools, advocacy organizations, and program participants to inform voter education, outreach activities, and service delivery.

FY 2028–29 | Sustainability & Continuous Improvement

Health

Not Applicable – This pillar was not identified as REG priority in the Women’s Agenda Questionnaire.

Safety

REG will evaluate the informational resources and outreach activities developed for confidential and vulnerable voters and identify opportunities for continued improvement.

REG will continue working with community partners to identify emerging needs and opportunities to improve awareness of election services available to vulnerable voters.

Economic Mobility & Security

REG will evaluate outreach efforts promoting poll worker service and available stipends and identify successful approaches for continued use in poll worker recruitment.

REG will continue to promote paid poll worker opportunities through local high schools, youth programs, and community partnerships.

Civic Leadership & Community Engagement

REG will evaluate participation and outcomes associated with expanded Election Ambassador recruitment, mentorship activities, and any alumni or continued civic engagement initiatives implemented during the preceding years.

REG will review participation trends, including participation by young women, and assess the effectiveness of partnerships with schools, youth organizations, and community-based organizations.

Successful mentorship, recruitment, and continued engagement practices will be incorporated into ongoing youth voter outreach and education programs, as appropriate.

REG will also periodically evaluate outreach activities and informational materials and continue using feedback from its advisory committees, community partners, advocacy organizations, and program participants to identify opportunities to improve access to election information and services.

Annual Performance Measures

REG will use the following performance measures to evaluate results:

1. Number and percentage of female students participating in the High School Election Ambassador Program.
2. Number of schools, youth organizations, and community-based organizations engaged through Election Ambassador recruitment and outreach.
3. Number of organizations serving women and girls engaged through outreach and partnerships.
4. Number of REG staff and former program participants participating in mentorship activities.
5. Number of student poll workers serving in elections.
6. Number of schools, youth programs, and community organizations through which poll worker service and available stipends are promoted.
7. Number of community organizations serving vulnerable populations engaged through voter education and outreach.
8. Number of targeted presentations or outreach activities conducted for confidential and vulnerable voters.

Key Deliverables

FY 2026–27

1. Assess existing election services and informational resources for confidential and vulnerable voters and identify opportunities for improvement.
2. Identify additional community organizations serving vulnerable voters, including women and girls for potential outreach partnerships.
3. Review opportunities to increase awareness of poll worker service and available stipends through local schools, youth programs, and community partnerships.
4. Expand recruitment and outreach for the High School Election Ambassador Program to organizations serving young voters, including young women and girls.
5. Develop a mentorship framework for the Election Ambassador Program.
6. Assess the feasibility of establishing an Election Ambassador Alumni Network.
7. Establish performance measures to track progress over the three-year implementation period.

FY 2027–28

1. Develop or update informational resources for confidential and vulnerable voters based on the FY 2026–27 assessment.
2. Expand partnerships and targeted outreach to organizations serving vulnerable populations.
3. Expand promotion of poll worker service and available stipends through schools, youth programs, and community partners.
4. Implement expanded Election Ambassador recruitment and outreach activities.
5. Introduce mentorship opportunities for Election Ambassadors, as feasible.
6. Pilot an Election Ambassador Alumni Network initiative, if feasible.
7. Track participation and other annual performance measures.

FY 2028–29

1. Evaluate the effectiveness of informational resources and outreach activities for confidential and vulnerable voters.
2. Evaluate poll worker recruitment and outreach efforts and identify successful approaches for continued use.
3. Evaluate Election Ambassador participation, recruitment, and mentorship.
4. Review progress against established performance measures and identify areas for improvement.
5. Institutionalize successful practices within ongoing programs and outreach activities.

Department of Elections Contact Information		
Role	Contact	Information
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Department Certification

I certify that this report accurately reflects the Department of Elections implementation of its Women's Agenda Action Plan during the reporting period.

Department Head

Name: John Arntz

Signature:

Date:

10/15/20

Women's Agenda Champion

Name: Nataliya Kuzina

Signature:

Date:

10/15/20