



2020 IMPACT REPORT

MEETING THE MOMENT







TABLE OF

CONTENTS

- 4** Letter from the Founder
- 6** Meet the Team
- 8** Theory of Change
- 10** Congressional Future Caucus
- 14** State Future Caucus Network
- 20** Policy Forums
- 24** National Storytelling
- 26** The Ripple Effect
- 28** Organizational Growth
- 29** Financial Highlights
- 30** Looking Forward

LETTER FROM THE FOUNDER

Dear MAP Supporter,

2020 was an inflection point for our country and an especially challenging time for our democracy. History will not easily forget a year marked by a divisive election season, a reckoning for racial justice, major natural disasters, and a once-in-a-lifetime pandemic. Yet these challenges served as a call-to-action for leaders to reject the old style of politics and build a new model, focused on assembling diverse coalitions to solve pressing problems. I am proud to say that the Millennial Action Project (MAP) and Future Caucus Network answered that call.

To start, MAP played a key role in safeguarding the 2020 elections through our Partnering to Ensure Election Resiliency (P.E.E.R.) Project, which successfully helped to secure important bipartisan reforms and produced the only bipartisan PSAs in battleground states on safe voting. We debuted our Criminal Justice Reform initiative in partnership with the film *Just Mercy* to educate, engage, and mobilize legislators around important ideas like sentencing reform and reducing recidivism; we deepened our work with legislators on renewable energy solutions through our Energy Learning Network; and we hosted Martin Luther King III at Future Summit for a conversation on the King philosophy and the opportunity we have to build a new governing paradigm — one that is rooted in empathy and bridge-building.

I am continuously inspired by the diverse coalition of people who have collaborated and devoted their time and energy to this work. In what has been a year of significant growth for MAP, we increased our bipartisan network to over 1,600 legislators; we expanded to 30 State Future Caucuses; and we hired seven new staff members, all while navigating the challenges posed by creating meaningful connections in a mostly virtual environment. The result of such growth is a dedicated movement — a dynamic network of changemakers with a shared vision for a more empathetic, innovative democracy.

I am so proud of what we have accomplished together so far, especially in such a demanding year. With your support, MAP will continue to be daring as we face the future. I believe our movement will bring transformative change to our Congress, states, and communities. The lessons of 2020 show that the Millennial generation is disrupting the political status quo that threatens to pull our nation apart. Instead, this next generation of leaders is finding bold and unexpected ways to join forces and solve problems. Together, we can continue to transform our politics by redefining what leadership looks like in this country.

You are an indispensable part of MAP's mission. Our work is only possible with leaders, advisors, volunteers, funders, and supporters like you. We are honored to have you with us on this journey.

Onward,



Steven Olikara
Founder & Senior Advisor
(effective February 12, 2021)



MEET THE TEAM



MAP staff and the Board of Directors at the first board meeting of the year

Our generation has a unique opportunity to forge a new path and lead our nation into the future, which is why MAP is committed to activating our nation's youngest generation of leaders and lawmakers.

MISSION

Millennial Action Project has an audacious mission: activate young leaders to bridge the partisan divide and transform American politics.

BOARD OF ADVISORS

The Honorable Olympia Snowe
Former U.S. Senator of Maine

The Honorable Bill Bradley
Former U.S. Senator of New Jersey

The Honorable Jennifer M. Granholm
47th Governor of Michigan

The Honorable Jon Huntsman, Jr.
16th Governor of Utah
Former U.S. Ambassador to China

The Honorable Anesh Chopra
Former U.S. Chief Technology Officer

The Honorable Barbara Lawton
43rd Lieutenant Governor of Wisconsin

Congressman Carlos Curbelo
Former U.S. Representative, FL-24

Congressman Chris Gibson
Former U.S. Representative, NY-19

Ambassador Donald Gips
Albright Stonebridge Group
Former U.S. Ambassador to South Africa

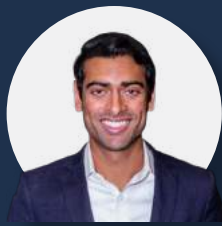
Dr. Jeremi Suri
University of Texas-Austin

Dr. Peter Levine
Center for Information & Research on Civic Learning and Engagement, Tufts University

Shawn Golhar
Barclays

Kari Dunn Saratovsky
Third Plateau Social Impact Strategies

Thione Niang
Give1Project



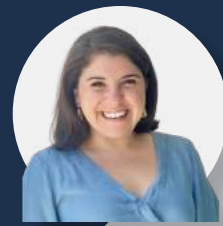
Steven Olikara
Founder & Senior Advisor



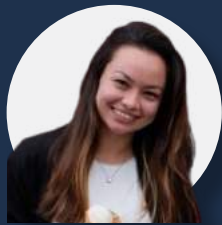
Layla Zaidane
Executive Director & COO



Reginald Darby
Vice President of Programs



Claire Meneer
Director of Operations



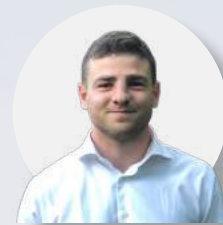
Stacy Lewis
Director of External Affairs



Jennifer Blemur
State Caucus Network
Director



Alex Tapia
Senior Manager, State
Caucus Network



Joe Greaney
Senior Manager of Policy
and Outreach



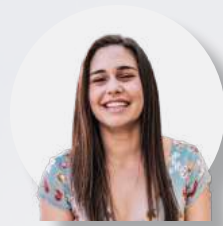
Blaine Volpe
State Caucus Manager



Kate Griesemer
State Caucus Manager



Lani Bohm
Associate Manager of
Communications &
Digital Strategy



Brittney Souza
Senior Policy Coordinator



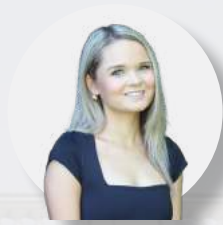
Alexander Baughman
External Affairs Coordinator



Katie Croy
Events & Finance Coordinator



Reilly Rastello
Policy Coordinator



Lucy Knapp
Executive Assistant

BOARD OF DIRECTORS

Shane Bateman
Murmuration

David Burd
Heidrick & Struggles

Laurie Schultz Heim
U.S. Institute of Peace (Ret.)

Nick Maschari
Purple Strategies

Maryfrances Metrick
M Metrick Advisory

Steven Olikara
Millennial Action Project

David Rokeach
Boston Consulting Group

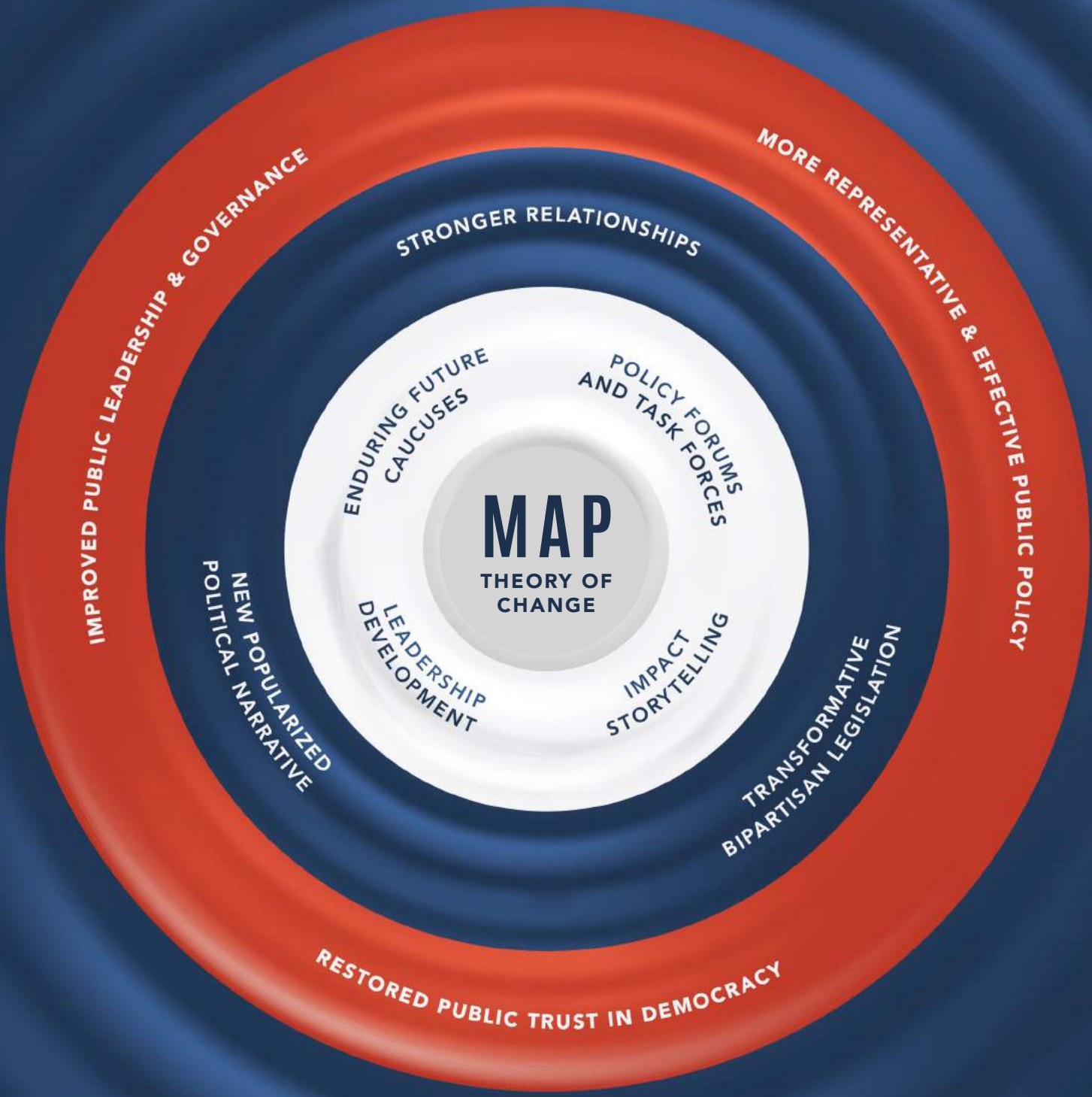
Nancy Roman
Partnership for Healthier America

Erica Williams
Kirkland & Ellis

Alison Overseth
Partnership for After School Education

Stephanie Valle
Kipp Albany Charter Schools

THE MOMENT FOR CHANGE IS NOW





CONGRESSIONAL FUTURE CAUCUS

The Congressional Future Caucus (CFC) is our nation's first and only bipartisan caucus for young members of Congress. The Caucus brings young members together across partisan lines to practice empathetic leadership, identify cross-partisan opportunities, and make constructive governance a norm in Congress.

In 2020, the CFC withstood an unprecedented pandemic by continuing to create spaces for bipartisan relationship building and pursuing common sense policy. The CFC rallied around future-oriented solutions to the COVID-19 pandemic, criminal justice reform following the nationwide racial justice reckoning, Congressional modernization, and more.

150

Pieces of bipartisan legislation introduced by CFC members

39

CFC Members

5

Pieces of CFC-sponsored bipartisan legislation passed in the House of Representatives

2020 CONGRESSIONAL FUTURE CAUCUS CO-CHAIRS



Representative
Anthony Gonzalez
(R-OH-16)



Representative
Haley Stevens
(D-MI-11)



Representative
Joe Neguse
(D-CO-2)



Representative
Lance Gooden
(R-TX-5)



As a Millennial legislator, I feel it is more important than ever to be a representative of my generation in the Halls of Congress, as we try to solve generational challenges. I am proud of my time serving as Co-Chair of the Congressional Future Caucus, and I look forward to more Millennials joining our growing cohort of young leaders committed to public service and better outcomes for Americans."

Congresswoman Haley Stevens, 2020 Congressional Future Caucus Co-Chair

CFC EVENTS



In January, MAP's Board of Directors met with our CFC Co-Chairs. Together, they reviewed the CFC's accomplishments in 2019 and set priorities for 2020.



In January, MASA met on Capitol Hill to host young congressional staffers of all parties to network, socialize, and share information on the latest bills that they have been working on.

MEETING THE MOMENT

Millennial Action Staff Association (MASA)

Since its launch in 2019, the Millennial Action Staff Association (MASA) has been a space for CFC staffers to build relationships across party lines, learn from their peers and outside experts, and cultivate connections between offices.

270+

Members in MASA

11

Legislative digests
developed and delivered

6

Convenings to discuss topics such as
COVID-19, D.C. statehood, data privacy,
and artificial intelligence

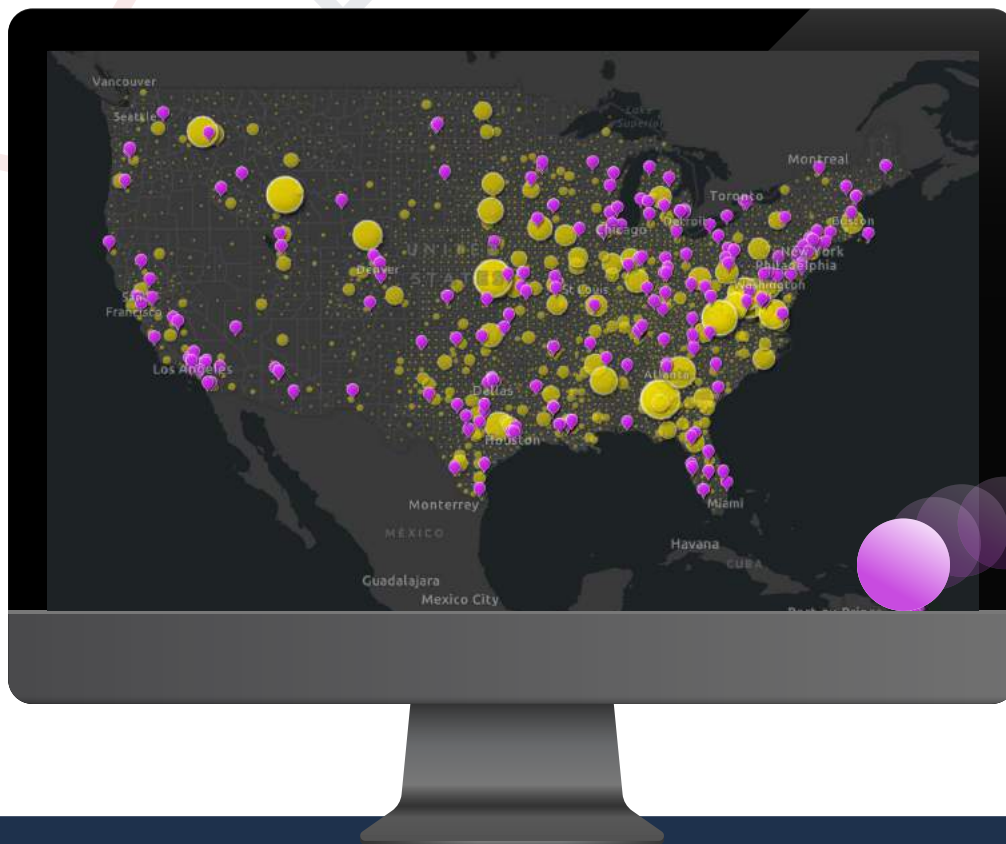
“

Whether it's debating D.C. statehood or data privacy regulations, MASA has been a healthy space for bipartisan conversation and debate the past two years. Federal policymaking benefits when there are more relationships across geographic and ideological lines, and the 270+ under-40 policy staffers under MASA's umbrella have forged powerful policy partnerships. I'm honored to have served as a VP for this organization!”

Becca Kahn, Vice President of MASA



DATA IN ACTION



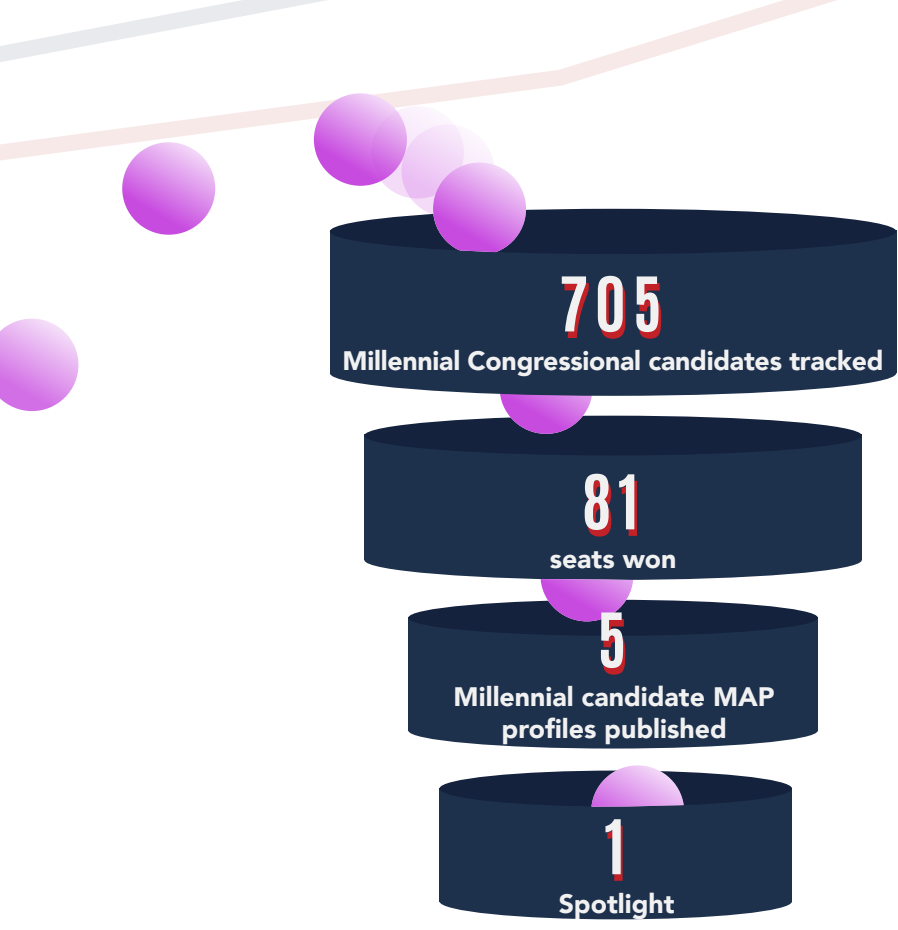
 **Young
Congressional
Candidate**

 **Millennial
Population
Density**

MILLENNIALS ON THE RISE

In order to empower young people in politics, MAP tracked every single candidate aged 45 and younger who ran for a seat in the 117th Congress. To visualize the upward trend of young American candidates and election winners, MAP developed a GIS-powered map showcasing the Millennials who ran, those who were ultimately elected, and the districts they represent. MAP sat down with several of these young candidates to better understand why they ran for office, and to amplify their stories.

Check out our [spotlight on one of these candidates](#) →



SPOTLIGHT

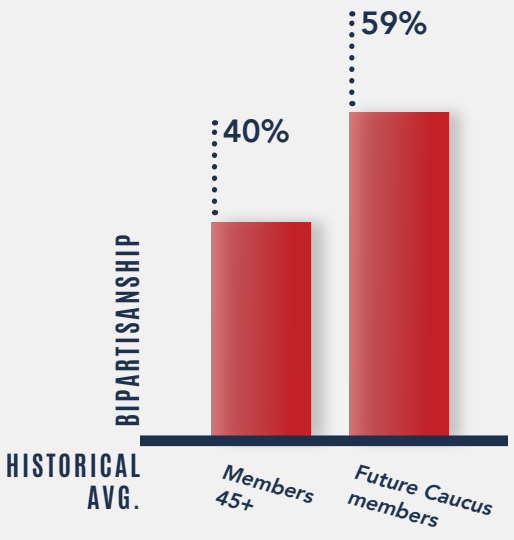
Building the Narrative with Congresswoman Sara Jacobs

After tracking Millennial Sara Jacobs' congressional race, MAP sat down with her to learn more about her decision to run and the unique challenges facing Millennial candidates for public office. In November, Jacobs won her election and now represents California's 53rd Congressional district! MAP looks forward to working closely with Rep. Jacobs as our Future Caucus Co-Chair for the 117th Congress.

MILLENNIAL ACTION PROJECT x *the* Lugar Center

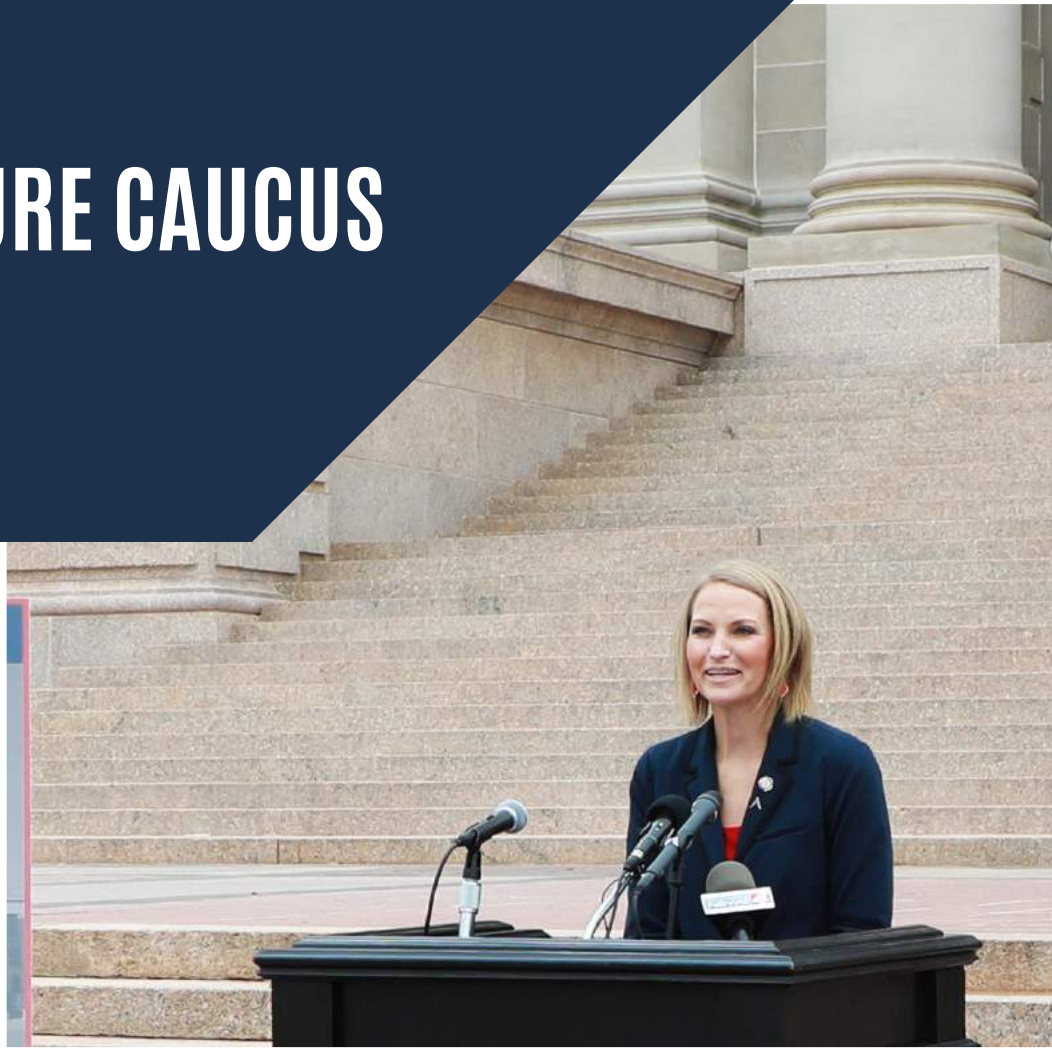
Study shows that Future Caucus members are leaders in reaching across the aisle

MAP partnered with the Lugar Center to develop a report on bipartisanship in Congress. We found that current members of the House of Representatives who are under 45 years old cooperate on bipartisan legislation far more often than House members 45 and older, on average (56% compared to 40% above the historical average). Additionally, the report showed that MAP's Future Caucus members scored more bipartisan than both groups (59% above the historical average)! The report is based on statistical data from the Bipartisan Index, an analytical tool launched in 2015 by the Lugar Center and the McCourt School of Public Policy at Georgetown University.





STATE FUTURE CAUCUS NETWORK



STATE FUTURE CAUCUS NETWORK (SFCN)

Over the last eight years, MAP cultivated 30 State Future Caucuses across the country. In 2020, the SFCN reached more than 1,600 legislators, each sharing novel policy ideas between parties and across state lines. With adaptability and dedication, MAP supported state legislators through a tumultuous year. When traditional in-person events transitioned to virtual engagements, we built capacity to deliver our legislators digital convenings and resources in innovative ways. From working to ensure election resilience to responding to the demands for criminal justice reform, SFCN members remained committed to championing future-focused policy solutions.

1600+ Young state legislators engaged

300+ Newly elected Millennials in state legislatures

300+ Attendees at SFCN webinars hosted by MAP

30 State Future Caucuses

6 State legislators awarded in the third annual Rising Star Awards

4 Quarterly Network newsletters delivered to the young state legislators in the Network

NEW Future Caucus launched



MEETING THE MOMENT

Oklahoma Future Caucus Launch

In September, we launched and celebrated a major milestone for the SFCN: the 30th State Future Caucus in Oklahoma. The Oklahoma Future Caucus is led by four bipartisan, bicameral co-chairs: Sen. Carri Hicks (D), Sen. John Michael Montgomery (R), Rep. Ajay Pittman (D), and Rep. Judd Strom (R).

Oklahoma Future Caucus Policy Priorities:

- ✓ Sustainable Economic Development
- ✓ Attracting and Retaining Young Talent
- ✓ The Future of Work
- ✓ Criminal Justice Reform
- ✓ Mental Health and Addressing Trauma



“Far too often, the Legislature focuses on or is tasked with the short-term maintenance of the State; the trimming of the grass and the occasional pulling of weeds, if you will. The Future Caucus gives us the opportunity to look to the future, to survey the landscape, and to plant trees – the shade of which might be enjoyed for generations to come.”

Rep. Judd Strom (R)

LEGISLATIVE IMPACT



CHANGE + RECONCILIATION

Future Caucus Co-Chair Rep. Jeramey Anderson mobilized support to remove the Confederate emblem from the Mississippi flag

Amidst the powerful racial justice movements of the summer, a moment of courage and bold action stands out: bipartisan members of Mississippi’s Future Caucus actualized the long-held goal to remove Confederate iconography from the Mississippi state flag. Anderson credits the legislation’s inspiring success to decades of activism and the important bipartisan connections of the Future Caucus.



Press Release

ASPEN IDEAS: SHOW UP

Following the successful Mississippi flag change, Steven Olikara moderated a virtual panel hosted by the Aspen Institute, featuring Representative Jeramey Anderson, Co-Chair of MAP’s Mississippi Future Caucus. During the conversation, Steven emphasized that building bridges is not easy. Rep. Anderson attested to the importance of making connections with colleagues across the aisle, sharing his experience realizing changes to Mississippi’s state flag.





HB 1629-FN: New Hampshire Future Caucus affordable housing bill

NEW HAMPSHIRE HB 1629-FN

NH Affordable Housing Bill

The New Hampshire legislature passed an affordable housing bill with bipartisan support during the National Week of Post-Partisan Action (learn more below). The process was led by its bipartisan members, who generated the idea at MAP's 2019 Future Summit!

WISCONSIN AB725

WI Online Clearinghouse of Information for Small Businesses

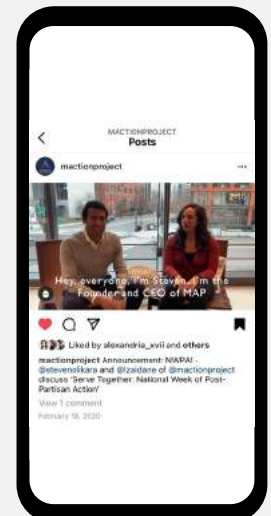
Several members of the Wisconsin Future Caucus proposed a bill creating an online clearinghouse of information for small business owners in their state. The proposed clearinghouse would provide access to all relevant resources — including licensing, tax requirements, and economic development programs — in one central and easily accessible location.

NEW CAMPAIGN LAUNCH 1ST ANNUAL #MAPSERVESTOGETHER

National Week of Post-Partisan Action

MAP's first-ever National Week of Post-Partisan Action mobilized young people from all corners of the country to catalyze and amplify Future Caucuses' post-partisan efforts to bridge the political divide. Members of Congress, state legislatures, and grassroots communities all joined together to showcase examples of post-partisan behavior and build a new narrative of political collaboration.

190,000+
Impressions on
#MAPservestogether



SIGNATURE EVENTS

4TH ANNUAL FUTURE SUMMIT

Featuring Keynote Speaker
Martin Luther King III



In August, the Millennial Action Project hosted its fourth annual Future Summit. Because of COVID-19, MAP hosted the event virtually, providing an opportunity for different speakers to get involved and more legislators than ever to attend. A bipartisan group of 65 state legislators from 29 states convened for a day of collaboration, innovation, and bipartisan solutions to next-generation problems affecting young people across the country.



65 Record legislators
in attendance

29 Record states
represented

#2020FUTURESUMMIT

8X As many digital
engagements as
attendees

1,690,700+
Digital impressions



The Future Summit provides an amazing opportunity to collaborate with legislators from across the country to engage in genuine, good-faith conversations to find real solutions."

Rep. Rui Xu (D-KS)





RISING STAR AWARDS

In December, MAP virtually held its third annual Rising Star Awards. The Rising Star Award highlights young leaders — one Republican and one Democrat — and their contributions to the SFCN over the preceding year; it aims to recognize SFCN members who embody MAP’s vision of transcending political tribalism. This year we presented a new award in honor of Cherisse Eatmon, which recognizes an outstanding caucus for their exemplary leadership and political bridge-building.



Keynote Speaker
Former US Rep.
Carlos Curbelo

RISING STAR AWARDEES



Rep. Jeramey Anderson
(D-MS)



Rep. David Brock Smith
(R-OR)

CHERISSE EATMON COLLECTIVE IMPACT AWARDEE



IOWA
FUTURE CAUCUS



REMEMBERING CHERISSE EATMON

For four years, Cherisse Eatmon brought tenacity, grace, and leadership to MAP as our State Future Caucus Network Director. We mourn her unexpected passing in 2020, and will honor her spirit in commitment to the cause of democracy. That’s why this year MAP presented a meaningful new award: The **Cherisse Eatmon Collective Impact Award**.



POLICY FORUMS

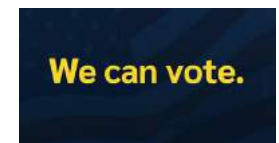
MAP supported a less polarized generation of lawmakers with tangible examples of innovative legislative solutions. By sourcing best practices from legislators across the political spectrum, MAP generated policy recommendations to spark dialogues amongst legislators to support future-oriented lawmaking on the most pressing issues of the year. These efforts led to responsive and timely resources addressing criminal justice reform, administering safe and fair elections, and more.

P.E.E.R. PROJECT



This year, MAP moved to safeguard our nation’s elections through the **Partnering to Ensure Election Resiliency (P.E.E.R.) Project**. The project developed valuable tools and messaging for legislators to build credibility in the election system leading up to and after election day — especially in battleground states. In order to unify the network, MAP penned an open letter activating states from Hawai’i to Indiana to Florida, and from across the political spectrum. We created resources such as state-specific safe voting FAQs and a national bipartisan policy playbook, and leveraged our Future Caucuses in key battleground states to bridge the bipartisan credibility gap in their communities surrounding absentee voting.

P.E.E.R. Partners



40

States and Congress were tracked for developments in policy and legislation

30

Policy Products Released

12

Virtual policy convenings held

NEW

Resource Campaign: P.E.E.R. Project

NEW

Bipartisan Task Force: Criminal Justice Reform Advisory Council

WISCONSIN IN FOCUS

P.E.E.R. Impact

Districts represented by a Republican legislator who participated in MAP's Vote Safe Wisconsin PSA were 5% more likely to vote early or by mail than comparable districts!



Media Coverage

October's Bipartisan Wisconsin Election Integrity Press Conference featured former WI Attorney General JB Van Hollen and three young bipartisan members of the Wisconsin Future Caucus: Sen. Chris Larson (D), Rep. Tyler Vorpapel (R), and Rep. Amanda Stuck (D).



Bipartisan pair of Wisconsin Attorneys General join MAP on Meeting in Middle America podcast episode #21



The youth earthquake is just beginning

Opinion by Samuel J. Abrams and Jeremi Suri
Updated 6:02 PM ET, Wed May 13, 2020

ENSURING ELECTION RESILIENCY WITH MAP: BY THE NUMBERS

25

States joined the efforts to expand vote by mail amidst a pandemic



15

Policy guides for legislators published



5

Videos released



100,000+ Impressions

5

Convenings hosted
Featuring Ohio SOS Frank LaRose (R), Founding Future Caucus Co-Chair



Millennial Action Project Releases Bipartisan 'Vote Safe, Wisconsin' PSA on Early Voting: MAP partnered with bipartisan legislators from the Wisconsin Future Caucus, Emmy-award winning comedian Charlie Berens, and writer and comedian Kristin Brey. This marked the first-ever video and statement released by sitting bipartisan legislators to encourage Wisconsinites to vote early and safely in the 2020 election.

Unite America Institute and MAP hosted a briefing for state legislators across the country interested in learning more about Vote at Home systems.



POLICY FORUMS

CRIMINAL JUSTICE REFORM



Rep. Leslie Herod (D-CO)



Speaker Pro Tempore
Tanner Magee (R-LA)

REPRESENT
JUSTICE



Advisory Council Co-Chairs

MAP launched its Criminal Justice Reform initiative in partnership with the film *Just Mercy*. The initiative engages MAP's network of 1,600 bipartisan young legislators on issues including sentencing reform, court fees and fines, recidivism reduction and reentry programs, and justice reinvestment. To develop policy resources and cross-state programming, MAP formed the Criminal Justice Reform Advisory Council, composed of 8 proven young leaders in the field of justice reform. Council members work to not only educate their peers on these critical issues, but also to lead legislative efforts for change in their own states. Co-chaired by Rep. Leslie Herod and Speaker Pro-Tempore Tanner Magee, the Advisory Council meets regularly and in 2020 facilitated five virtual convenings and briefings, connecting MAP legislators to policy experts and advocates.



When the film *Just Mercy* premiered in 2019, the response was intense: audiences everywhere were moved by the true story of Walter McMillian, a Black man from Alabama who was wrongfully convicted of murder and sentenced to death, and Bryan Stevenson, the lawyer who fought for his life. The film gave rise to Represent Justice — a campaign committed to achieving the fair legal system our country deserves — with whom MAP partnered to develop new efforts in pursuit of this shared goal.

8

Advisory Council Members

5

Virtual Convenings

3

Policy Briefs

2

Advisory Council Co-Chairs

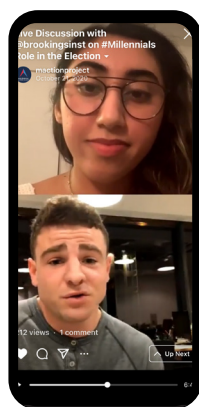
1

Press Conference

POLICY PARTNERSHIPS

MAP's work continues to resonate beyond the halls of Congress and state legislatures. We have teamed up with think tanks, academic institutions, and other organizations to drive thought leadership on the next generation of leaders and deepen policy research on the issues that matter to them.

In 2020, our partnerships helped explore how Millennials interface with the changing political landscape; they quantified the efficacy of our bipartisan model in the 116th Congress; and they helped us provide educational webinars to our network of congressional staffers. Our partnerships ensured that our network could effectively identify strategies to engage politically-diverse coalitions around long-term problems.



MAP X BROOKINGS

MAP and the Brookings Institution continued its fruitful relationship. This year, the partnership produced a toolkit providing policy practitioners tips on engaging Millennials in the national debt discussion, and produced a series of Instagram Lives discussing Millennials and the 2020 election. Through talks on Millennial voting behaviors, their experiences in two economic recessions, and the generation's crucial role in the 2020 election, the MAP team and Brookings experts emphasized the importance of Millennial voters and legislators in reshaping American politics.

MEETING THE MOMENT

Energy Learning Network (ELN)

Through the ELN, MAP connects young lawmakers across state and party lines to stake out innovative solutions for modernizing energy production, improving grid infrastructure, and strengthening environmental protections. Throughout 2020, this group came together to share examples of innovation in their home states, and to learn more about the cutting edge of resiliency-improving and equity-enhancing energy technologies. These efforts illuminate the overarching post-partisan commitment to building a resilient and vibrant America in the face of continued challenges.



Through webinars and policy resources, MAP digitally convened the ELN throughout the year to build awareness of future energy technologies including microgrids, energy storage, and more.



NATIONAL STORYTELLING

131,000

Website views

66%

Instagram followers

53%

LinkedIn followers

1 million

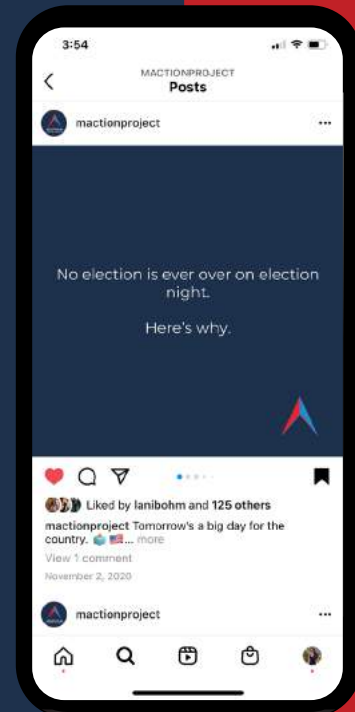
All time views on YouTube

20%

Twitter impressions



Highest performing Tweet
117k impressions



Highest performing Instagram post
126 likes | 88 shares | 24 saves

PRESS FEATURES



POLITICO

Rolling Stone

grist

WUWM 89.7
MILWAUKEE'S npr



SPECTRUM
NEWS 1

Forbes

deadline.



influencer




THE FULCRUM

NATION
SWELL





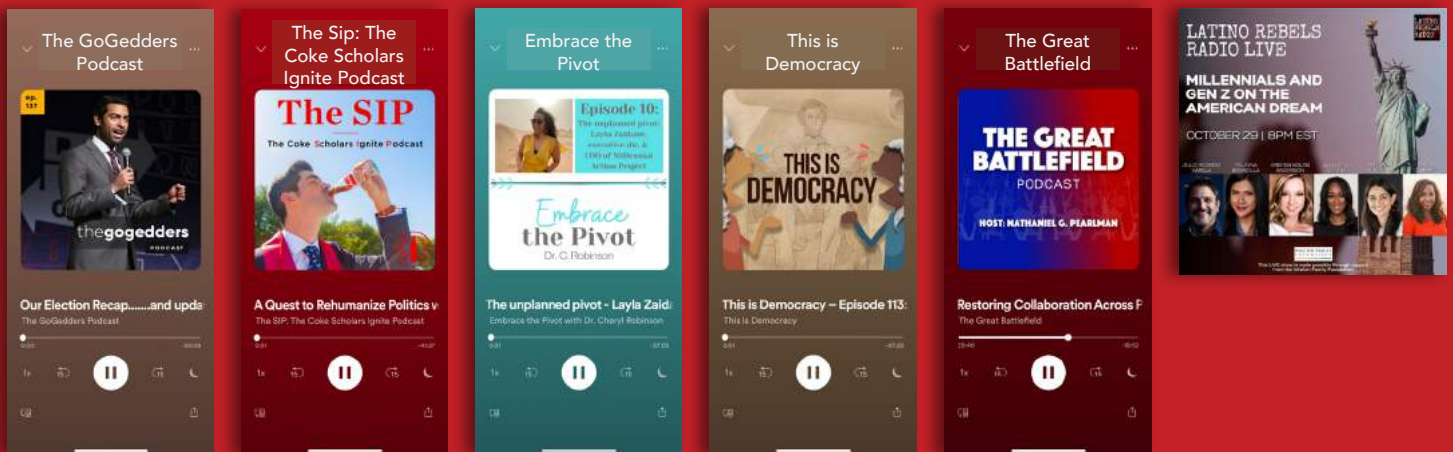
THE RIPPLE EFFECT

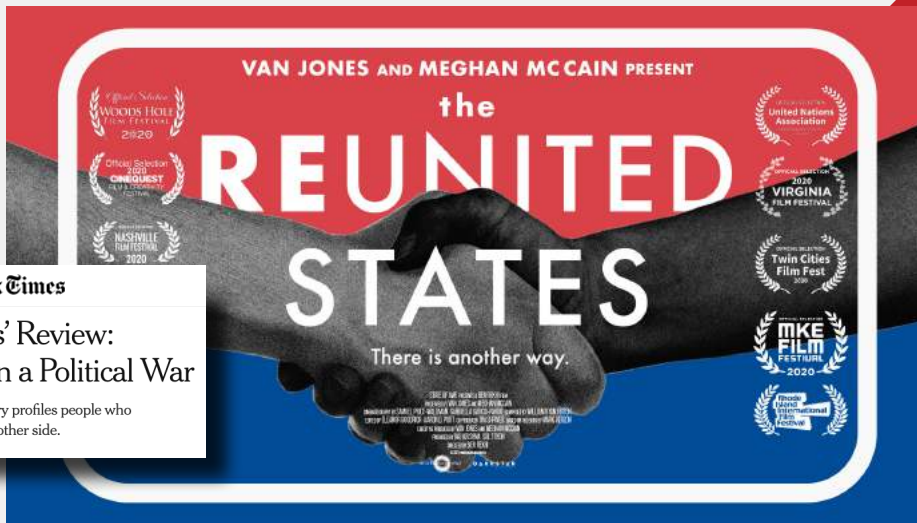


NEW PODCAST LAUNCHED: MEETING IN MIDDLE AMERICA

MAP Founder and Senior Advisor Steven Olikara launched the podcast “Meeting in Middle America,” in which he interviews young elected officials, entrepreneurs, and community leaders who are working to bridge partisan divides. With guests including Academy Award-Winning Screenwriter John Ridley, the Milwaukee Bucks’ Senior Vice President Alex Lasry, legislators, journalists, historians, and more, Steven dissects innovation, politics, and entrepreneurship in the Midwest. “Meeting in Middle America” provides a platform to amplify good-faith conversations which bring MAP’s ethos to the next level.

FEATURED PODCASTS:

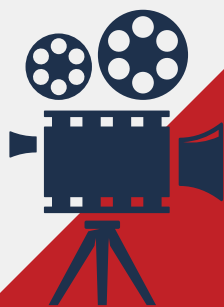




The New York Times

'The Reunited States' Review: Hopeful Moments in a Political War

Directed by Ben Rekhi, this documentary profiles people who have made a mission of listening to the other side.



ON THE FILM SCREEN: THE REUNITED STATES

The Reunited States is a powerful and urgent documentary that follows several of our nation's unsung heroes as they navigate the difficult journey of bridging America's political and racial divides. For months, the film followed MAP and our very own Steven Olikara while we worked to activate a new generation of lawmakers. The best part: it is available now on Amazon, iTunes, and many more streaming platforms!

NEXUS SUMMIT 2020

Steven Olikara participated in the NEXUS USA Summit, an annual event that brings together social entrepreneurs and philanthropists who are championing change across American society. As the last speaker of the night, Steven used music as a metaphor for well-functioning democracy. As with the call-and-response system of jazz, good governance means, "You have to listen before you can create change."



MAP x INTERNATIONAL COMMITTEE OF THE RED CROSS

MAP partnered with the International Committee of the Red Cross (ICRC) and the George Washington University Law School to explore Millennials' view of the world and discuss issues ranging from terrorism to corruption. Using the power of live-polling, both panelists and audience members agreed that the power of youth leadership and advocacy paints a brighter picture of our nation's future.



ENGAGE FALL SALON

MAP's Executive Director and COO Layla Zaidane spoke at the ENGAGE fall salon. The event hosted speakers from different generations to explore the generational overlap in support for policies which provide all American women with the keys to lifelong economic security.





ORGANIZATIONAL STRUCTURE

MEETING THE MOMENT

Amidst the global pandemic, MAP filled seven essential roles, of which five were brand new. We welcomed a Senior Policy Coordinator, a Vice President of Programs, a State Caucus Network Director, a State Caucus Manager, a Finance & Events Coordinator, a Development Coordinator, and an Executive Assistant. MAP hired communications, state policy, and congressional policy interns every semester. Throughout the year, several team members attended management and leadership training programs and professional development courses, boosting MAP's strategic capabilities. Although 2020 brought its challenges, MAP transitioned quickly and efficiently to full-time remote operations, equipping all team members with laptops and new project management tools.

15 Home offices equipped by MAP

7 New full-time staff

1 New member to the Board of Directors



MAP ETHOS

We the people of MAP are **LEADERS, TEAMMATES, & EXPLORERS** who:

1

LISTEN FIRST

Communicate openly and respectfully — make room for others at the table.

2

SAY “WE”

There is no “I” in MAP — welcome diversity; it makes us stronger.

3

BUILD TRUST

Integrity in our relationships is fundamental — be reliable and follow through.

4

EMPOWER OTHERS

Be empathetic — practice transparency and collaborate openly.

5

BREAK BARRIERS

Climb it, go through it, or work around it — limits are challenges to overcome.

6

INNOVATE FREELY

Disruption leads to creative solutions — forge a new path forward.

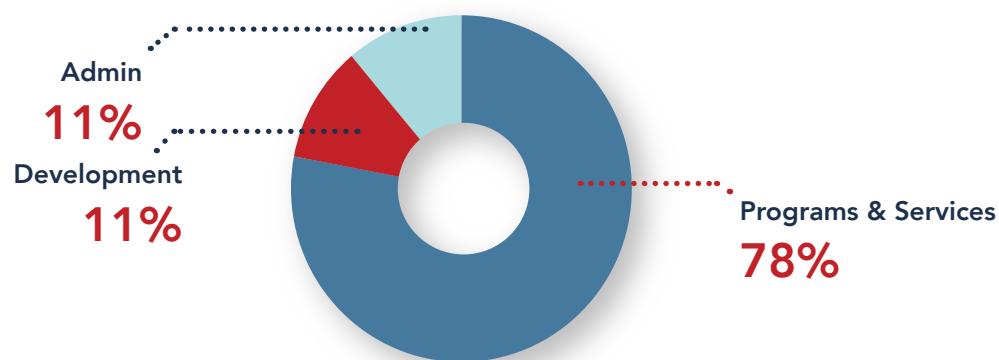
The Millennial Action Project team codified a set of values to serve as a moral anchor and guide for our organization and network. We interviewed legislators, partners, and staff to develop these guiding principles that inform our work each day.



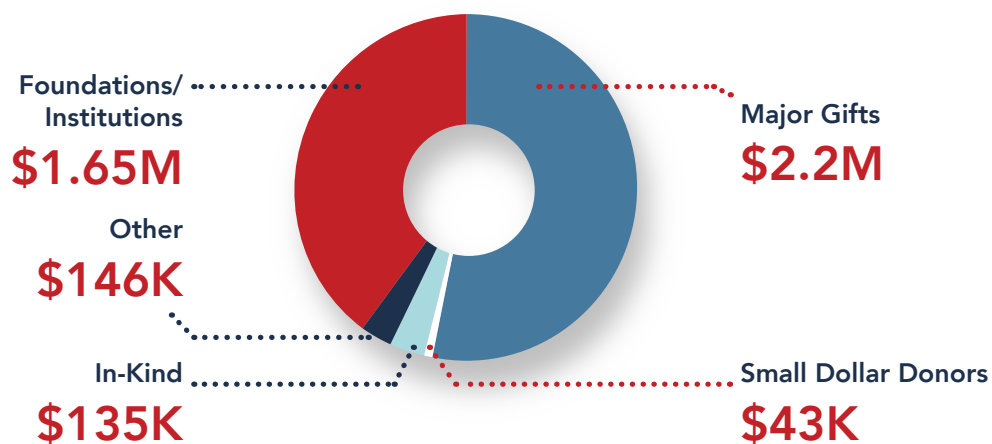
FINANCIAL HIGHLIGHTS

2020 At a Glance

EXPENSES



REVENUE



TOTAL \$4.1M

MEETING THE MOMENT

In July, we attracted our highest-profile contribution yet: a gift of \$2,000,000 from Mackenzie Scott. We are filled with gratitude for her gift and the increased national awareness of our efforts. As a result of this investment, MAP launched a 3 year strategic fund to catalyze our growth and exponentially increase our capacity to deliver on our post-partisan vision.



LOOKING FORWARD

At the start of 2020, no one could have predicted what the year would bring. Yet, while so much was outside of our control, we saw firsthand just how much is in our control.

We each have the power to choose how we relate to one another. We can decide to act with a little more empathy. We can control whether we choose to divide, or to connect.

For MAP, that means helping Future Caucus members develop and strengthen the leadership skills they need to effectively engage across difference, bridge divides, and build a more empathetic and collaborative political culture. It means tackling urgent policy issues by building surprising and inclusive coalitions. And it means loudly telling the stories of these leaders, who are modeling a new way of solving problems.

We can't change the past, and we can't predict the future. But we can control what we do today, and continue to make good choices the next day, and the day after that. As MAP writes the next chapter in our story, I hope you'll choose to join us.

Layla Zaidane
President & Chief Executive Officer
(effective April 7, 2021)





MILLENNIAL ACTION PROJECT

Millennial Action Project
1701 Rhode Island Avenue NW
Washington, D.C. 20036



@MILLENNIALACTIONPROJECT



WWW.MILLENNIALACTION.ORG



@MACTIONPROJECT



@MACTIONPROJECT



/MILLENNIALACTIONPROJECT



@MILLENNIALACTIONPROJECT