

WASHINGTON DC

**FIFA World Cup 2026 candidate host city human rights stakeholder engagement report**

**Explanatory note by FIFA:**

- *This template shall be used by all candidate host cities to describe the stakeholder engagement process and its results.*
- *The relevant information shall be added in the fields marked in blue. The size of these fields is indicative and will likely become larger in function of the information added by candidate host cities. There is no restriction in word count.*
- *It is expected that, at a minimum, all areas highlighted for the respective city in section 2 of the Ergon paper are discussed with relevant stakeholders and reported on in this report. Stakeholders should also be asked about other areas they consider relevant. Where no mitigation measures are defined for particular area highlighted by Ergon, it should be explained why it was not considered salient from a human rights point of view.*
- *Should a host city wish to provide additional information of relevance to the stakeholder engagement and its results that may not fit well in the template structure (e.g. meeting agendas or minutes, letters of support from stakeholders), it should do so in form of annexes to this report.*
- *When planning and conducting the stakeholder engagement, please follow guidance of the city-level briefing prepared by Ergon as appropriate.*
- *Possible additional questions on the engagement process or the report should be submitted to FIFA by 15 September 2020 (to andreas.graf@fifa.org) and FIFA will share the combined responses to the questions from all candidate host cities with all cities by 2 October 2020 at the latest.*
- *In a spirit of transparency, FIFA requires the candidate host cities to publish their reports based on these templates on their official website or any other appropriate website (host cities are free to choose whether or not to also publish potential annexes).*
- *The report and potential annexes shall be submitted to FIFA by no later than 31 January 2021.*

<b>Name of the candidate host city</b>	Washington, D.C.
Name of the unit or individual responsible for the delivery of the report	DC2026 Bid Host Committee
Link to publication of the report on the host city website	<a href="http://www.DC2026.org">http://www.DC2026.org</a>
List of annexes provided together with this template-based report, if any	<ol style="list-style-type: none"> <li>1. Letters of Support from Community Organizations</li> <li>2. The Mayor’s Special Events Task Force Planning Guide</li> <li>3. The Office of Human Rights’ Protected Traits in the DC Human Rights Act</li> </ol>
<b>I. Description of stakeholder engagement process</b>	

<p>1</p>	<p>Please provide a comprehensive list of relevant engagements with human rights stakeholders taking place between July 2020 and January 2021, including at a minimum for each engagement:</p> <ol style="list-style-type: none"> <li>the format of the engagement (e.g. bilateral meetings or calls, workshops, webinars)</li> <li>the entity that led/moderated the engagement</li> <li>a list of the names of the participating organisations/entities (both external stakeholders and entities from within the host city authorities) and their roles/types of expertise</li> <li>a brief description of the topics discussed and relevant outcomes</li> </ol> <p><b>The Office of the Deputy Mayor for Public Safety and Justice (DMPSJ)</b></p> <ul style="list-style-type: none"> <li>Virtual meeting led by the Mayor’s Office of Policy (MOP) to discuss how to approach the human rights topics, gather ideas and determine who would be best to consult with on certain issues. All DC government clusters, MOP staffers coordinating the city’s response and Events DC representatives who are putting together the bid were involved.</li> <li>Virtual (video) monthly cluster meetings moderated/led by directors and the Deputy Mayor of the DMPSJ to discuss major issues in the cluster and within each agency. All cluster agencies (Department of Forensic Sciences, Department of Corrections, Department of Youth Rehabilitation Services, Fire &amp; Emergency Medical Services, Homeland Security &amp; Emergency Management Agency, Mayor’s Office on Returning Citizens Affairs, Metropolitan Police Department, Office of the Chief Medical Examiner, Office of Human Rights, Office of Neighborhood Safety &amp; Engagement, Office of Unified Communications, Office of Victim Services &amp; Justice Grants) were involved.</li> </ul> <p><b>The Metropolitan Police Department (MPD)</b></p> <ol style="list-style-type: none"> <li>Phone call and face-to-face conversations between MPD (which has over a century of experience policing DC) and DMPSJ to discuss human trafficking and what is currently being done to interdict it. MPD committed to sending additional information, and suggested DMPSJ works with the hospitality industry. In face-to-face conversations, MPD discussed tactics and techniques for policing crowds and various charges that people who shift from exercising their First Amendment rights to causing bodily harm and/or property damage can face.</li> </ol> <p><b>The Office of Human Rights (OHR)</b></p> <ul style="list-style-type: none"> <li>OHR handles non-criminal complaints about civil rights violations. DMPSJ held a virtual meeting to discuss ways DMPSJ can support OHR’s mission to improve civil and human rights throughout the District.</li> </ul> <p><b>The Mayor’s Office of Latino Affairs (MOLA)</b></p> <ul style="list-style-type: none"> <li>MOLA and the Mayor’s Office of Community Affairs (MOCA) held virtual “Train the Trainer” workshops and “Know Your Rights” training sessions to empower residents to become leaders and help residents to navigate the District’s laws and regulations. Members of the Latino and Spanish-speaking communities in the District, including advocates, organizations and business partners, were involved.</li> </ul> <p><b>The Mayor’s Office on Asian and Pacific Islander Affairs (MOAPIA)</b></p> <ul style="list-style-type: none"> <li>MOAPIA and the Mayor’s Office of Community Affairs (MOCA) holds virtual “Train the Trainer” workshops and “Know Your Rights” training sessions to empower residents to become leaders and help residents to navigate the District’s laws and regulations. Members of the Asian and Pacific Islander communities in the District, including advocates, organizations and business partners, were involved.</li> </ul>
----------	---

**The Mayor’s Office on African Affairs (MOAA)**

- MOAA and the Mayor’s Office of Community Affairs (MOCA) holds virtual “Train the Trainer” workshops and “Know Your Rights” training sessions to empower residents to become leaders and help residents to navigate the District’s laws and regulations. Members of the African communities in the District, including advocates, organizations and business partners were involved.

**The Deputy Mayor for Planning and Economic Development (DMPED)**

- DMPED hosts weekly public check-in tele-townhalls, accessible via the Mayor’s social media accounts, where the Bowser Administration provides an update on available programs for the District. Topics include housing issues, business recovery, and other any available programs. Participants include government agencies within the DMPED cluster and external community stakeholders, including business and neighborhood leaders.
- DMPED continuously engages with the agencies in our cluster and relevant external stakeholders by holding virtual meetings and calls to discuss the Mayor’s bold housing goals and the steps that are being taken to ensure these goals are met. The Department of Housing and Community Development, Office of Planning and additional government agencies within the DMPED cluster along with external community stakeholders, i.e. housing advocates and neighborhood leaders, are involved in the discussions.

**The Deputy Mayor for Health and Human Services (DMHHS)**

- Virtual working group meetings, held by DMHHS and involving the Interagency Council on Homelessness (ICH), ICH committee, staff members from DMHHS and members of the public, seek to manage implementation of specific projects or respond to emerging needs or special events for ICH. Committee meetings are open to the public and are publicized online.
- Monthly meetings, in-person and virtual, held by the Metropolitan Washington Council of Governments (MWCOCG). Participants of the MWCOCG include elected leaders, police chiefs, housing directors, environmental experts, transportation planners and DMHHS leaders and staff. Each month, officials and experts come to MWCOCG to make connections, share information and develop solutions to the region’s homeless and human services policy challenges. Moreover, the District participates in the Human Services Policy Committee and Homeless Services Committee in which stakeholders work diligently to address human rights issues and concerns relevant to individuals experiencing homelessness.

**The Deputy Mayor for Education (DME)**

- Quarterly virtual meetings are held by the Department of Employment Services (DOES) and include business and community stakeholders, DOES and the Deputy Mayor for Education (DME). Discussions include workers’ rights, hiring of DC residents and DOES services and programs to assist workers and employers.
- Webinars hosted by the Department of Employment Services (DOES) with DME, DOES, construction and business leaders and workers’ rights advocates and community stakeholders in attendance. Sessions discuss First Source contracting authority, hiring of DC residents and monitoring of projects for compliance with workers’ rights laws.
- Virtual town halls hosted by DOES and DME with workers, business leaders, government partners and community advocates in attendance. Session discussions include unemployment insurance benefits available for unemployed and underemployed workers.

	<p><b>The Deputy Mayor for Operations and Infrastructure (DMOI)</b></p> <ul style="list-style-type: none"> <li>• Monthly meetings hosting by the DMOI with the Department of Public Works (DPW), DMOI cluster agencies and the Office of the Attorney General in attendance. This interagency parking enforcement meeting is hosted by DMOI to discuss day-to-day operations, plans for large scale events like the 2021 Inauguration and Vision Zero Initiative.</li> <li>• Quarterly virtual meetings held by the Department of Energy and the Environment (DOEE). DOEE, along with industry leaders from the energy field, business owners and homeowners, non-profits and community groups, gather feedback on DOEE programs and discuss how to implement low-income energy efficiency programs.</li> <li>• Bi-weekly virtual meetings led by the Federal Highway Administration to discuss large and small projects and special events with the District Department of Transportation (DDOT) leadership and staff.</li> </ul> <p><b>All District Government Agencies</b></p> <ul style="list-style-type: none"> <li>• Monthly meetings, in-person and online, are held each month by community stakeholders, The District’s 40 Advisory Neighborhood Commissions (ANCs) and civic association groups to communicate District programs and policies to the communities and to hear feedback from residents. Members of the community, business leaders, non-profit organizations and government agency representatives join in on the discussions.</li> </ul>
<p><b>II. Description of identified risks and opportunities</b></p>	
<p>2</p>	<p>Please provide a list of potential human rights-related risk areas identified and discussed through the stakeholder engagement process, including for each risk area:</p> <ol style="list-style-type: none"> <li>A description of the area of risk (e.g. what may adverse impacts on people look like; who may be adversely impacted; what is the severity of the potential adverse impact; what activities may cause such adverse impacts and how are they linked to the tournament hosting; how likely is it that adverse impacts will occur in the absence of additional prevention and mitigation measures)</li> <li>A description of existing regulations, systems and programmes the host city has in place to address the risk (e.g. enforcement of legislation and policies; capacity building programmes; collaborative programmes with community groups)</li> </ol> <p><b>Safety &amp; Security: DMPSJ</b> According to Ergon:<sup>1</sup> “Police departments across the US are under intense scrutiny for how they police black communities, large gatherings and confrontational behaviour in a manner that respects the rights of those being policed. This focuses on particular allegations of racism across police forces against minority groups, in particular the city’s black population. Black People were killed at 11 times the rate of white people by the D.C. Metropolitan Police Department according to independent Mapping Police Violence research. Hosting a tournament will also result in soccer fans from countries across the world arriving in the city, without necessarily going to a game but simply to be there. Given many of these fans may be people of colour, travelling within the US or internationally, existing risks around policing may be heightened. Additionally. physical and verbal abuse between fan groups of different nationalities is also not uncommon in soccer matches, abuse that may also cause harm to players and local communities. A large influx of people into a city</p>

<sup>1</sup> Ergon, “Human Rights Issue Paper: Washington DC,” 20 August 2020, p. 2.

hosting the tournament may also result in an increased risk to children, including separation from their parents in large crowds, kidnapping, or other forms of abuse.”

D.C. Metropolitan Police Department (MPD) is one of the most progressive departments in the country, as well as one of the least likely to use deadly force. Unlike many big city police departments, MPD’s racial makeup largely mirrors the city’s.<sup>2</sup> It also should be noted that rates of killing disaggregated by race (in any city) don’t necessarily equate to bias among police officers, and may be more reflective of the historical context that put communities of color in neighborhoods that are poorer, have fewer resources, suffer more crime, and thus invite more policing. To help overcome any bias its employees may have, since 2017, MPD has partnered with the University of the District of Columbia Community College (UDC-CC) to offer a training course for all of its sworn and civilian employees on the history of African Americans in the District and within the context of law enforcement. The course takes place at the Smithsonian’s National Museum of African American History and Culture.<sup>3</sup> MPD works hard to respect and protect the rights of all of those within our communities, however, we recognize that may not always be the experience or perception of all of our residents or visitors - whether it is via interactions with MPD or one of the other law enforcement entities in the District of Columbia. There are dozens of other law enforcement entities (including federal) acting in DC, other than MPD. Those entities also play a role in monitoring or arresting those involved in incitement or violent protesting. Large events, gatherings, and protests are considered First Amendment gatherings,<sup>4</sup> and thus are policed in such a way as to attempt to separate groups holding opposing opinions, and to ensure that protesters don’t injure their opponents or people who aren’t involved. *The Washington Post* recently praised MPD’s approach to First Amendment gatherings surrounding the contested presidential election, saying MPD “showed a restraint and professionalism that helped to keep a cap on the night’s volatile events and that should serve as a model for police nationwide.”<sup>5</sup> If we suspect that people arriving in DC might be carrying firearms, we post electronic signs at points of entry, and paper signs at the places they will be gathering to explain that DC’s “concealed carry” law is not reciprocal with those of other states—in order to carry a gun in DC, you must have a DC concealed carry permit. If violence or property damage occurs at an event or protest, police treat that as a crime, much as they would at any other time. We have specific anti-rioting laws in DC, as well, to cover those instances in which a group is acting in concert to damage property and/or harm people. In addition, our hate crime laws are robust, and they, in addition to our civil rights laws (administered by the Office of Human Rights, or OHR) are used in cases in which someone is targeted due to their protected class. As of this writing, we currently have 21 protected classes in DC,<sup>6</sup> which cover just about everything (including nationality/ethnicity). Every day, we work with our federal law enforcement partners, such as the US Capitol Police (USCP), US Secret Service (USSS), US Park Police (USPP), and the Federal Bureau of Investigation (FBI). In addition, we also regularly coordinate with the Washington Metro Area Transit Authority’s (WMATA) Metro Transit Police Department (MTPD). For very large events (for example, the Presidential Inauguration), MPD invites in police officers from other jurisdictions across the country to assist. Although those jurisdictions may have different approaches, prior to deployment, all officers are given handbooks and a briefing on DC laws and the police powers they will have while working in DC (which may not be the same as those they have in their own jurisdiction). This generally prevents non-

<sup>2</sup> As of January 21, 2020, MPD’s sworn members were 51 percent black, 35 percent white, 10 percent Hispanic, 4 percent Asian, and less than 1 percent other races, compared to a city population that is 46 percent black, 37 percent non-Hispanic or Latino white, 11 percent Hispanic or Latino, 4 percent Asian, and 1 percent all other races. [MPD Stop Data Report, February 2020, available at <https://mpdc.dc.gov/sites/default/files/dc/sites/mpdc/publication/attachments/Stop%20Data%20Report.pdf>]

<sup>3</sup> <https://mayor.dc.gov/release/mayor-bowser-highlights-partnership-between-mpd-and-udc-cc-national-museum-african-american>

<sup>4</sup> That is, protected under the First Amendment to the US Constitution: “Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the government for a redress of grievances.”

<sup>5</sup> Editorial Board, “D.C. Police did their job at Trump’s rally. Too bad the president can’t see that,” *The Washington Post*, November 16, 2020.

<sup>6</sup> See Annex, “Protected Traits in the DC Human Rights Act”



District police from disrespecting the rights of communities and participants. As the nation’s capital, DC has decades of experience hosting and managing large-scale events. In fact, in a typical year, we host two National Special Security Events (NSSEs)—events of national or international significance that the U.S. Department of Homeland Security (DHS) designates for increased interagency coordination—of which the FBI has stated it is committed to its strong partnership with MPD. No other city can claim that. Of all the NSSEs ever declared, DC has hosted over half of them. We host the State of the Union Address annually and the Presidential Inauguration every four years, as well as other NSSEs. We also host the meetings of the World Bank and International Monetary Fund (IMF) annually, which were a big flashpoint for demonstrations and protests in the 1990s. We hosted the Major League Baseball (MLB) All-Star Game in 2018, and we regularly host large sporting events (for example, half of the National Hockey League Stanley Cup Finals in 2018 and half of the MLB World Series in 2019). This long-time experience with safely protecting visitors, officials, world leaders, workers, players, etc., proves Washington, DC is capable, and up to the task, of ensuring these groups can safely enjoy their time in the National Capital Region. Our Homeland Security and Emergency Management Agency (HSEMA) regularly activates its Emergency Operations Center (EOC); in fact, it activates the EOC much more frequently than most cities. HSEMA’s EOC works in concert with MPD’s Joint Operations Command Center (JOCC) and the Fire and Emergency Medical Services Department’s (FEMS) Fire Operations Command Center (FOCC) on all major events. We also regularly coordinate with our federal and regional partners for large-scale events, and thus have very good relationships with them, which helps with the success of large-scale events in the region.

**Right to Participate: OCP**

According to Ergon:<sup>7</sup> “A 2015 academic study revealed that D.C. ranked amongst the top U.S. cities for numbers of corruption convictions. A range of decisions on spending, construction, procurement, transport, zoning, urban planning and other public issues will be taken in D.C which could all carry significant political, social, environmental and economic repercussions for local communities and citizens, which underscores the relevance of this risk in relation to the World Cup. Legitimate participation in democratic processes and citizens’ right to participate in the conduct of public affairs should be safe-guarded.”

The District of Columbia has a well-developed and comprehensive public procurement system with transparency as one of its guiding principles. Like the majority of states, the District has adopted a procurement framework initially developed by the American Bar Association, The Model Procurement Code, which is a centralized procurement model where contracting functions are consolidated in a central procurement office. This central procurement office is managed by a chief procurement official, who has the authority to conduct procurements for all agencies within the jurisdiction. In the District, the Office of Contracting and Procurement (OCP) is the central procurement office that would handle contracting and procurement for the tournament. The legal framework for procurements handled by OCP in the District includes the primary law governing the procurement process, the Procurement Practices Reform Act of 2010 (PPRA), effective April 8, 2011 (D.C. Law 18-371; D.C. Official Code § 2-351.01 et seq.), rules implementing the PPRA, policies and procedures. Highlighting Transparency, the District has created and maintains several initiatives including OCP’s internet site that is accessible to the public, which provides information on solicitations, contracts and related laws, rules and policies. Further, the District has a robust program, DC Supply Schedule, for ensuring that local businesses have an opportunity to participate in procurement programs. Additionally, via the First Source program, OCP emphasizes hiring District residents. OCP’s procurement programs ensure that there is an economic benefit for DC residents from increased commercial activity by local businesses in the District of Columbia. Moreover, the District promotes contracting opportunities so that any business that has expertise in a specific area can bid appropriately. OCP also hosts industry

<sup>7</sup> Ibid.

days for suppliers, New Vendor Workshops, Certified Business Enterprise (CBE) workshops and educational forums to inform the business community of upcoming opportunities and to educate them on the requirements of doing business in the District of Columbia. As it relates to safeguarding and reporting, OCP offers monthly vendor workshops with the Chief Learning Officer via the Learning and Development Team. To add, the Vendor Management Team, which is housed in The Procurement Center of Excellence, helps to manage vendor complaints. Lastly, OCP employs an Ombudsman that helps to adjudicate contracting issues.

**Human Trafficking: DMPSJ**

According to Ergon:<sup>8</sup> “Washington D.C. has among the highest incidences of sex trafficking in the U.S. An influx of soccer fans, many of whom will be male, may result in an increase in demand and may lead to greater activity from traffickers, impacting trafficked sex workers already in Washington D.C. and from elsewhere.”

We will leverage the Office of Victim Services and Justice Grants’ (OVSJG’s) existing relationships to partner with survivor-led community-based organizations (CBOs), such as Courtney’s House, on how to best interrupt sex trafficking in the communities in which it is most prevalent. The District continues to work with community partners, such as Fair Girls and Courtney’s House, to monitor and prevent increases in trafficking and exploitation. MPD participates closely with the FBI in the Child Exploitation and Human Trafficking Task Force (CEHTTF) and the Internet Crimes Against Children Task Force (ICAC). These task forces engage in proactive and reactive investigations and prosecutions of persons involved in exploitation and human trafficking in the District of Columbia. MPD has also cultivated cooperative relationships with the hospitality industry in the District of Columbia. The CEHTTF and ICAC task forces routinely work with local hotels to identify and curtail human trafficking. Many of DC’s trafficking cases are initially reported to us through hotel staff who have been trained by MPD on the warning signs of exploitation and trafficking. In addition, MPD works with neighboring jurisdictions through the CEHTTF. The task force allows its members to communicate with task forces more efficiently in nearby metropolitan regions, such as Baltimore, MD; Richmond, VA; Philadelphia, PA; and New York City. Task force members have cooperated on past trafficking investigations with nearby task forces, and task force members are able to disseminate intelligence and leads on traffickers and victims potentially traveling between major metropolitan regions.

**Housing Rights: DMPED**

The District of Columbia is uniquely poised to host an event such as the World Cup as, globally, very few cities have as much experience hosting large and high-profile events as the District. Each year, the District of Columbia hosts a series of large-scale events including Fourth of July celebrations, Presidential Inaugurations, and various festivals and national and international events. The largest event is typically the *Cherry Blossom Festival*, which draws 1.5 million visitors to Washington, DC annually. As the nation’s capital and a major destination for conventions, conferences, and national level gatherings, the District has ample existing hotel stock to meet the needs of World Cup attendees. The District has 31,673 hotel rooms, which are part of a regional supply of 111,216 total hotel rooms in the larger metropolitan region. This supply can provide rooms for more than 3 million visitors over the course of a month with double occupancy of two nights apiece. In addition, many of these hotels are near public transportation stations or provide shuttle service, which facilitates large

<sup>8</sup> Ergon, p. 3.

group travel across the city and larger metropolitan region. Given the time leading up to the World Cup, it is unlikely that convention bookings would overlap, making available thousands of hotel rooms for World Cup visitors. Additional housing stock is made available through short term rentals, such as Airbnb. According to Inside Airbnb, the District currently has over 9,000 short term housing listings. The Department of Consumer and Regulatory Affairs (DCRA) is responsible for the issuance of licenses for all lodging businesses in the District. These businesses range from bed and breakfast, hotel, boarding house, inn and motel, and rooming houses. In order to obtain a license, a business must first obtain a Certificate of Occupancy or Home Occupation Permit, as applicable, as well as a corporate and/or tax registration, and pay a fee. DCRA works with other District of Columbia government agencies to ensure that all applicants and licensees comply with all applicable D.C. Official Codes and Municipal Regulations. Currently, temporary short-term rentals require a bed and breakfast license to operate in the District. Further, the Department of Consumer and Regulatory affairs recently issued proposed regulations to further regulate the city’s short-term rentals.

DC has over 50 neighborhoods, each with its own unique character. These differing neighborhoods offer many housing options – from historic row houses to brand-new and updated condo and apartment buildings. Washington, DC has exciting programs and policies in place that promote expansion and the development of additional housing. At the start of her second term, Mayor Bowser set a bold goal and called on the District to create 36,000 new residential units in all eight wards by 2025, with at least 12,000 of those units being dedicated as affordable to low-income residents. She further called to preserve an additional 6,000 affordable homes. To make this vision a reality, the Department of Housing and Community Development (DHCD) and the Office of Planning (OP) launched the Housing Framework for Equity and Growth. This initiative has three goals:

1. Make and commit to changes that achieve equitable goals for allocating affordable housing to each of the District’s ten Comprehensive Plan Planning Areas;
2. Stimulate housing production to improve affordability and reduce the share of income that all residents spend on housing; and
3. Make homelessness rare, brief, and non-recurring

**Housing Rights: DMHHS**

The District has made significant progress in reducing homelessness since Mayor Bowser took office – driving down homelessness 24% between 2016 and 2020, including a 48% reduction in homelessness among families – and it continues to be a key priority of her Administration. However, one key risk factor that will continue to exist is the management of unsheltered homelessness. Despite the fact that the District provides a right to shelter, a number of individuals (an average of 600 in the winter, and more in warmer months) choose to remain outdoors.

The District carefully tracks shelter utilization and expands beds when existing facilities are near capacity. The District also contracts with a network of community-based providers that provide street outreach support to clients throughout the city. That said, while the District does make shelter available to any resident needing and desiring it, we do not criminalize homelessness (i.e., we have no laws that make sleeping on the street illegal and we do not use force to make people come inside – with the exception that someone’s health or safety is at risk). As is the case in every major city across America, the management of street homelessness and encampments causes a fair amount of tension between advocacy groups, individuals experiencing homelessness, housed residents, and local businesses. That said, this



is an ongoing issue and the District is practiced at managing it, with a primary emphasis on protecting the health and safety of all District residents – housed and unhoused, and respecting the dignity and agency of our neighbors experiencing homelessness to make decisions that are right for them.

**Migrants: DMPSJ & MOCA**

According to Ergon:<sup>9</sup> “Despite the District’s status as a ‘sanctuary city,’ the D.C. Department of Corrections (DOC) still provides the U.S. Immigration and Customs Enforcement Agency (ICE) information about people in its custody according to national media sources which includes undocumented long-term residents and workers. Migrant workers and fans are likely to reside across the metropolitan area including in both Maryland and Virginia. Neither is a Sanctuary State, although individual cities and counties within both States do provide protection for undocumented residents and workers. Additionally, undocumented migrant workers are typically employed in more precarious work with fewer protections, which may include jobs involved in delivering the World Cup. “As many fans are likely to travel to the US for the World Cup from countries in countries [sic] that are also where many undocumented workers come from, there is a risk that fans from these countries who are in the US legally may be targeted by immigration authorities during the World Cup. Documented workers and community members also risk being targeted.”

DC will continue to do what it always does: welcome people with open arms. In 2021, the DC Council passed, and the Mayor signed into law, legislation to require DOC to cease informing ICE about undocumented immigrants in its custody.<sup>10</sup> In addition, DOC’s internal policies forbid the agency from sharing lists of foreign-born people with federal authorities. For anyone who has been wrongfully detained by ICE, remedies include an appeal to ICE, contacting one’s embassy,<sup>11</sup> and contacting the American Civil Liberties Union (ACLU) for assistance. MPD does not cooperate with immigration authorities and does not ask immigration status of anyone they stop, detain, or arrest. Additionally, DC has the Language Access Act and the Human Rights Act that apply to all who live, work, and visit the city. The Office of Human Rights and the Mayor’s constituent offices (the Mayor’s Office on Latino Affairs, Mayor’s Office on Asian and Pacific Islander Affairs and the Mayor’s Office on African Affairs) exist to support and protect the well-being of immigrant communities within DC. Through case assistance, information sharing and language support, these offices can help migrant workers and visitors.

**Workers’ Rights: DME & OCP**

According to Ergon, “Washington, D.C. exhibits amongst the highest rates of income inequality across the United States. Black communities are disproportionately affected by poverty. From July 2020, the Minimum Wage in D.C. will increase to \$15/hour. However, many workers engaged to help deliver the games will be employed on short term contracts, through third parties, which increases the likelihood of low-wage, insecure work for people in these communities. 17.4% of the population live below the poverty line, well over the national average of 13%. Black communities are disproportionately affected. The share of vulnerable workers who are Black, Latino or Hispanic is significantly higher than the corresponding share of other workers, and the District of Columbia had a black–white unemployment rate ratio of 5.7-to-1 in 2018/19. Additionally, several studies rank D.C. as one of the top U.S. cities where workers are ‘overworked’ (hours plus commute). Engagement on how the city will deliver

<sup>9</sup> Ibid.

<sup>10</sup> Sanctuary Values Amendment Act of 2019: <https://lims.dccouncil.us/Legislation/B23-0501>

<sup>11</sup> One of the advantages of Washington, DC is that all of the embassies are located here.

decent work during the competition should include dialogue with relevant government, private sector and civil society stakeholders.”

In DC, the Wage Theft Prevention Act, DC Code § 32-1301, *et seq.*, provides worker protections and a claims process to address this challenge. DOES Office of Wage Hour (OWH) uses the Wage Theft Prevention Act to enforce the Minimum Wage Revision Act, the Living Wage Act of 2006 and the Accrued Sick and Safe Leave Act<sup>12</sup> and has recovered millions of dollars on behalf of District workers. Aggrieved workers may file wage claims with DOES OWH, by telephone, in-person, and on the DOES website and DOES en español. DOES OWH investigates wage claims and issues determinations resolving those claims. DOES OWH is authorized to order employers to pay back wages and liquidated damages to workers and impose fines and administrative penalties on employers for violations of the District’s wage laws. All civil fines and administrative penalties recouped from employers are placed in the Wage Theft Prevention Fund and used to enforce the provisions of the Minimum Wage Revision Act, the Sick and Safe Leave Act, and the Living Wage Act. The District’s commitment to fighting for workers is further demonstrated through providing free legal representation to over 200 workers, when employers have sought an administrative appeal of the OWH determination, before the OAH.<sup>13</sup> Another provision providing protection to workers in DC is the employment status notice that employers must provide to their workers. The notice explains how to contact the employer, what the pay rate will be, when the designated payday is and which DC agency they can contact for information on workers’ rights.

**Workers’ Rights: DOES**

The Department of Employment Services (DOES), the District’s lead workforce development agency, connects District residents, job seekers, and employers to opportunities and resources that empower fair, safe, and effective working communities. DOES, a proud partner of the American Job Center, is an equal opportunity employer/service provider. Upon request, DOES provides translation and interpretation services to persons with limited or no English proficiency and auxiliary aids and services to persons with disabilities. DOES occupies a unique and crucial role within the District’s workforce development delivery system, as it manages and provides services and necessary protections for the rights of District workers. DOES enhances the delivery of District workforce training and workers’ protection services by leveraging federally funded programs and District resources. Every program offered by DOES is focused upon and meant to enhance the District’s goal of fair treatment in the workplace. DOES operates DOES en español, a new and innovative solution to directly address and provide equal access to critical employment readiness and training services to persons with non or limited English proficiency. Spanish speakers are the highest percentage of non or limited English speakers that access DOES workforce programs and services. DOES en español fosters more effective and efficient communication between DOES and its Spanish speaking customers thereby increasing timeliness and effectiveness of service delivery. DOES en español allows Spanish speaking customers to file claims for unemployment compensation benefits, or wage theft, or register for training or programs. DOES en español supports the Mayor’s diversity and inclusion initiatives and gives Spanish speaking District residents a fair shot and a pathway to the middle class. DOES uses its statutory grantmaking authority to offer grant opportunities for innovative workforce development programs, training, education campaigns and focused assistance for workers and employers, designed by community partners. DOES Office of Grants Administration & Resource Allocation (OGARA) manages the grant process and monitors grantees for compliance. Through local and federal funding, DOES directly administers many workforce development programs that train District workers for high-demand occupations that pay sustainable wages that forge a path to the middle class.

<sup>12</sup> The Accrued Sick and Safe Leave Act OF 2008 (D.C. Official Code §32-501.01 *et seq.*) requires all District employers to provide paid leave to workers for their own illnesses, family illnesses, or absences related to domestic violence.

<sup>13</sup> OAH, an independent agency, created by the Office of Administrative Hearings Establishment Act of 2001, D.C. Code §§ 2-1831 *et seq.*, conducts administrative hearings in lower level unemployment compensation appeals, wage thefts cases, and workers’ compensation claims for public sector workers.

The Senior Community Service Employment Program (SCSEP) is a program to help older Americans get back into or remain active in the workforce. It is a part-time community service and work-based training program where workers gain career skills and professional development through on the job training in community-based organizations in identified high growth industries that will lead to sustainable employment. Trade Adjustment Assistance (TAA) provides benefits and supports to workers who become unemployed or are threatened with job loss due to the impact of international trade. TAA offers a variety of services to eligible workers including job training, income support, job search and relocation allowances, and a wage supplement to certain reemployed trade-affected workers 50 years of age and older. Project Empowerment (PE) reduces economic disparity in the District by servicing thousands of individuals with multiple barriers to employment. PE partners with government and private sector employers across the District, Maryland and Virginia to educate, train, mentor and employ 700 unemployed District residents, each year. District of Columbia Infrastructure Academy (DCIA), operated by DOES, was launched to meet the need for a skilled infrastructure workforce in the District. DCIA coordinates, trains, screens, and recruits District residents to fulfill the needs of the infrastructure industry and infrastructure jobs with leading companies in this high-demand field. DCIA serves District residents, with a focus on underserved, unemployed, and underemployed residents, residents who are seeking entry-level training, and residents living east of the Anacostia River. DCIA works in partnership with businesses and public utilities in the infrastructure industry, training providers such as University of the District of Columbia Community College, labor unions, and trade associations, to offer access to a variety of trainings and other programs that will provide District workers with the skills necessary to begin and sustain careers in the infrastructure industry. DOES Office of Youth Programs (OYP) serves youth between the ages of 14 to 24. Youth are exposed to various industries under the tutelage of respected professionals. Similarly, OYP, with government and community partners, offers employment and training opportunities to youth with barriers to employment, such as homelessness, lack of high school diploma or equivalent, and those that are unskilled or under skilled, etc., through in-school and out of school programs. OYP consists of three programs: (1) Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP), (2) Marion Barry Youth Leadership Institute (MBYLI), and (3) Year-Round Program. All DME and DOES programs run throughout the year.

The District has strong interagency collaborations and partnerships with trade unions and community advocacy groups that represent the interest of workers, including the American Job Center workforce system collaboration. The District has a variety of non-profit organizations that provide legal representation to District workers, some of which are funded by DOES. DOES works collaboratively with non-profit organizations to educate employers and workers about the District's wage laws and to protect workers' rights, through the issuance of grants. The DOES Director, executive and senior management staff, meet regularly or as requested, with workers, workers' advocacy groups, non-profit organizations, unions, trade associations, and employers, to increase awareness of workers' rights and employers' responsibilities, to develop strategies to reduce health and safety risks faced by workers, to address issues of concern, and to promote policies that protect workers. Finally, DOES OWH provides community outreach to both workers and employers. This community outreach involves issuing grants<sup>14</sup> to community partners to educate employers and workers on District wage laws. To expand DOES OWH outreach efforts to some of the District's most vulnerable communities, DOES OWH collaborates with other District agencies.

**Freedom of Assembly: DMPSJ**

<sup>14</sup> Grants are used to raise Direct residents' and workers' awareness of the District's wage laws and the proper procedures to file a wage claim with DOES, when their rights are violated.

According to Ergon:<sup>15</sup> “The right to freedom of assembly may be further curtailed in the metropolitan area due to proximity to Federal Government buildings. The potential deployment of military police, as occurred in recent protests, may also be an issue to engage relevant authorities on.”

Due to the First Amendment to the Constitution, the District government cannot prohibit a gathering. The only limit on large gatherings (outside of a declared Public Health Emergency) is that we request they be permitted.<sup>16</sup> Many may need to be permitted through both DC and the National Park Service (NPS), because they often cross between the two jurisdictions.<sup>17</sup> The Mayor’s Special Events Task Group (MSETG),<sup>18</sup> chaired by HSEMA, meets semi-monthly. The MSETG looks at applications for large-scale gatherings (not potentially to deny them, but to ensure that all the key safety, security, and logistics items are in place). The events are managed, for the most part, by the organizers, but HSEMA, MPD, FEMS, the District Department of Transportation (DDOT), and the Department of Public Works (DPW) also all participate in ensuring everything goes smoothly. Hate speech, incitements to violence, and actual violence are not allowed as part of a free assembly, and anyone who engages in any of these risks arrest by the police department of jurisdiction. Despite the fears that Ergon expresses, DC is unlikely to deploy military police, as the Mayor has no power to call them into action. Whoever is President in 2026 would have the power to deploy the DC National Guard, but most presidents have avoided this approach, putting their faith in the large number of federal police already active in the District, as well as MPD, which has extensive experience in policing large-scale events. If anyone can handle large-scale events and protests, it’s the District of Columbia! The only potential issue could be proximity of gatherings to federal property, where MPD no longer has jurisdiction; rather, the United States Secret Service (USSS), the United States Capitol Police (USCP) and the United States Park Police (USPP) have law enforcement jurisdiction. They are usually very good about working cooperatively with District government agencies, and DC has one of the best relationships with federal law enforcement partners of any jurisdiction in the country, due to the fact that we work together on a daily basis.

**Operational Considerations: DMOI**

During large-scale events and demonstrations, DMOI’s agencies support the direction of MPD to provide services and help maintain order. During the tournament, local transportation will be interrupted (both because of an increase of cars and tourists using public transit and road closures); residents not being able to get home or to their jobs on time because of the increase in tourists. There is an environmental concern. With events of this size and the amount of trash that will be generated, there will be an increased level of trash in our waterways.

<sup>15</sup> Ibid, p. 4.

<sup>16</sup> Thus, spontaneous gatherings can happen, as can those with very little planning (for example, groups organizing via social media to meet up at a certain time and place to demonstrate). For those that may require parade routes, barriers/check-ins, refreshments, port-a-potties, etc., there are a number of permits required, which the MSETG can assist organizers in obtaining.

<sup>17</sup> NPS owns more green space within the District than DC does.

<sup>18</sup> The DC members of the MSETG include: Alcoholic Beverage Regulation Administration (ABRA); Department of Consumer and Regulatory Affairs (DCRA); Department of General Services (DGS); Department of Parks and Recreation (DPR); Department of Public Works (DPW); District Department of Transportation (DDOT); District of Columbia Department of Health (DC Health); District of Columbia Water and Sewer Authority (DC Water); Executive Office of the Mayor (EOM); FEMS; HSEMA; MPD; Office of Cable Television, Film, Music and Entertainment (OCTFME); Office of Risk Management (ORM); and Office of Tax and Revenue (OTR). The federal members of the MSETG include: District of Columbia National Guard (DCNG); National Gallery of Arts; NPS; Smithsonian Institute; US Department of Homeland Security-Federal Protective Service (USDHS-FPS); USCP; and USPP. In addition, WMATA, which is a regional organization, and Events DC, which is semi-private, also serve on the Group.



	<p>Finally, there is the chance of increased trash and graffiti all over the city, some of which may be destruction of property or hate speech.</p> <p>As the Nation’s Capital, the District of Columbia is privileged to host a number of high-profile and often large gatherings, events, and conferences. While this can sometimes be a logistical challenge for our infrastructure systems, DC has an extensive public transportation network that residents and tourists can benefit from. Our public transportation system includes regional rail, bus and bicycle networks, as well as a DDOT-operated bus system, known as the Circulator. The District also offers more than 90+ miles of bike lanes that will help reduce reliance on passenger vehicles to and from events. From an environmental perspective, DOEE is proud to support the policies and practices that minimize environmental impacts and has a long track record of hosting environmentally responsible events. The District’s comprehensive sustainability plan, Sustainable DC 2.0, sets specific goals and actions related to water quality, waste diversion, resident health, and equity, including a specific goal to achieve zero waste citywide by 2032. When planning to host the event DOEE will use all of their available programs and policies to minimize the amount of waste and pollution being generated in line with the District’s Sustainable DC 2.0 plan. An additional challenge of note is the amount of trash and graffiti that will be generated by hosting the games. DC’s Department of Public Works (DPW) has numerous policies that address waste diversion and sustainable materials management, many of which are included in the Special Events Planning Guide. These include the Solid Waste Amendment Act of 2014, which created the Office of Waste Diversion.</p>
<p>3</p>	<p>Please provide a list of areas where the host city and its stakeholders see opportunities for a lasting positive human rights legacy of the tournament, including for each area of opportunity:</p> <ul style="list-style-type: none"> <li>a) A description of the area of opportunity (e.g. what could be achieved; how would it positively impact on people and the community)</li> <li>b) A description of how the hosting of games is linked to the opportunity (e.g. how can the event be used as a rallying point for such progress)</li> </ul>
	<p><b>The Deputy Mayor for Public Safety and Justice (DMPSJ)</b></p> <p>DMPSJ sees opportunities for a lasting positive human rights legacy of the tournament through demonstrating to the world what true freedom of assembly and peaceful protest look like; what respect for and protection of diversity looks like; and why DC deserves statehood as a statement of our human rights.</p> <p>We can demonstrate to the world what true freedom of assembly looks like, because protecting these types of gatherings is an everyday occurrence in DC. While we encourage permits for public gatherings, we don’t require them. We respect the right of crowds to criticize government officials, and we realize that violence from large crowds is a possibility, but not an inevitability, so we don’t approach large gatherings with hostility. This is an additional opportunity for us to work in conjunction with our federal partners and neighboring jurisdictions to showcase cooperation and democracy in action. In addition, DC has one of the most extensive lists of protected traits (a protected trait is something, such as race or gender, that some may use to discriminate against others, but which is protected by law from discrimination; therefore, there is a remedy if said discrimination occurs). We believe in diversity in all of its forms, and thus are much more protective of differences than most places in the country or the world. In fact, the District has many more protected traits than are</p>



federally mandated.<sup>19</sup> We can take this opportunity to reconfigure referrals to the Office of Human Rights (OHR), as well as its intake, investigation, and determination processes, leaving a lasting legacy of respect for and support of a wide variety of civil and human rights that will benefit visitors to and residents of the city for years to come.

Hosting the tournament is linked through the once-in-a-lifetime opportunity to put our city on the world stage as a model of freedom. Since we would expect millions of visitors to descend within a very short timeframe, we can demonstrate to them and the rest of the watching world how large assemblies can be peacefully and cooperatively handled. We can also demonstrate through how we interact with them, how seriously we take their complaints, and the way we insert messages of civil and human rights into this major sporting event what inclusive diversity looks like. We can use this opportunity to focus on OHR’s role as our civil rights enforcement agency, and on reconfiguring its processes to more appropriately and speedily address the issues that we anticipate emerging when the world descends on the National Capital Region.

**The Deputy Mayor for Health and Human Services (DMHHS)**

Hosting the games will allow the District to continue to make large scale investments in affordable housing and homeless support services.

The FIFA World Cup would likely bring a host of financial resources to the city that can be used to continue our efforts to expand affordable housing. Prior to the COVID-19 public health emergency, the District had established aggressive goals for the development of new housing and was investing more per capita in affordable housing than any other jurisdiction in the country. Like all municipalities, the pandemic has significantly impacted the District’s revenue streams. In the months and years ahead, events like the World Cup can be an important boost to local economies. Additionally, hosting the World Cup will no doubt bring many new job opportunities for District residents. In a recent survey of residents experiencing homelessness, lack of income/employment was the number one reason people cited for their homelessness. People want to work, and the World Cup will likely offer opportunities for individuals across the skill and experience continuum.

**The Deputy Mayor for Education (DME)**

Hosting the games will allow the District to build on their goals to support workers.

Fair Treatment in the workplace is a primary goal of the collaboration between the District of Columbia and its community partners. With the diversity of FIFA players and fans that will attend the World Cup and the District’s commitment to fair treatment, we expect to build a lasting legacy of inclusion and tolerance in our community and workplaces. District workers are protected by numerous statutes and regulations designed to eliminate discrimination, harassment, hostility and inequality in the workplace and outlined above, and including the District of Columbia Human Rights Act of 1977 (DCHRA), DC Code § 2-1401.01 *et seq.* DCHRA is enforced by the District’s Office of Human Rights (OHR), and was enacted to secure an end in the District to discrimination for any reason other than that of individual merit, including discrimination by reason of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability,

<sup>19</sup> Federal law protects just eight traits: (race, color, national origin, religion, gender (including pregnancy), disability, age (over age 40), and citizenship status) [https://www.law.cornell.edu/wex/protected\\_characteristic#:~:text=Under%20federal%20law%2C%20protected%20characteristics,old\)%2C%20and%20citizenship%20status..](https://www.law.cornell.edu/wex/protected_characteristic#:~:text=Under%20federal%20law%2C%20protected%20characteristics,old)%2C%20and%20citizenship%20status..) DC protects 21 (see attachment).

source of income, status as a victim of an intrafamily offense, place of residence or business, and status as a victim or family member of a victim of domestic violence, a sexual offense, or stalking. OHR also enforces the Language Access Act, DC Code § 2-1931, *et seq.*, that exists to eliminate language-based discrimination by enabling District workers to receive equivalent information and services from the District government, in their preferred language. This program ensures that limited English speakers and non-English speakers can take advantage of the many employment programs provided by the District of Columbia. In addition to protections guaranteed by District law, workers are also covered by Federal equal employment opportunity laws, including Title VII of the Civil Rights Act, Age Discrimination in Employment Act, Americans With Disabilities Act, Genetic Information Non-discrimination Act and Equal Pay Act. This combination of District and Federal equal opportunity laws protect District workers from discrimination, harassment, hostility and inequality in the workplace and provide a process to challenge alleged violations of workers’ rights at DOES, and other District and federal agencies.

**The Deputy Mayor for Operations and Infrastructure (DMOI)**

Hosting the games will allow DMOI to continue to make investments to make the District greener and more efficient.

The event gives DOEE a platform for a public information campaign on pollution prevention, sustainability practices in construction, and creative and ecological use of public space. Publicly installed infrastructure such as solar-powered trash receptacles, separated containers for recycling and compost, green roofs, and extensive solar panel installations will highlight the District’s commitment to sustainability. Installation of renewable energy infrastructure on site, especially solar, can help to meet reliability concerns during the games, power specialized equipment as needed, and reduce greenhouse gas emissions. The development of Community Renewable Energy Facilities (CREFs), and assigning the energy produced to low-income households post-game could lower the bills of District residents for 15 – 20 years. These alternate generation sources may reduce the need to bring dirty diesel generators online during peak demand timeframes and prevent brownouts. In addition, persons who ordinarily choose private vehicles for their mobility needs would be introduced to transit, walking, biking and micro-mobility options. DPW is integral in keeping the District clean and staffs regular trash routes and public litter can routes. If this is not sufficient as the result of a large-scale event such as the FIFA World Cup Tournament, the agency will add additional resources to its team to mitigate any such effects. DPW holds weekly conference calls with the BID Council and the various BIDs.

**Rights of the Disabled Community: Office of Disability Rights (ODR)**

The District of Columbia is committed to ensuring that individuals with disabilities can enjoy everything the city has to offer, which includes hosting visitors who can explore our accessible city during the FIFA World Cup games of 2026. Through cross-government programs and public participation, the District is prepared to host a large-scale event in an environment where everyone feels welcome.

The Office of Disability Rights (ODR)<sup>20</sup>, an agency of District government, focuses on the city’s commitment to the Americans with Disabilities Act (ADA) and compliance with all other federal and local disability-related laws. ODR actively supports and works to advance the

<sup>20</sup> | [odr \(dc.gov\)](https://dc.gov/odr)

protections available under the ADA and other laws that affect citizens with disabilities as they relate to recreation, community living, employment, housing, transportation, emergency preparedness, and Government services.

Several other District government agencies have worked with ODR and community-based organizations to make our nation’s capital as accessible as possible for people with disabilities and their families. These cross-government partnerships have created fully accessible opportunities for entertainment, including event venues, theaters, museums, parks, restaurants, and retail shops.

The DC metropolitan area is home to the Washington Metropolitan Area Transit Authority (WMATA)<sup>21</sup>, the most accessible public transit system in the United States. WMATA is compliant with the ADA and consists of 91 stations and more than 50 bus routes serving Virginia, Maryland, and Washington, DC. All Metro stations are equipped with elevators and other accessible features, and all Metro buses are equipped with lifts/ramps for customers utilizing wheelchairs or with other physical limitations.

Over the past decade, disability advocates have partnered with the District Department of Transportation (DDOT) and the Department of For-Hire Vehicles (DFHV) to promote greater accessibility. ODR worked with DDOT’s Transportation Equity and Inclusion Division<sup>22</sup> to construct more ADA compliant public rights-of-way,<sup>23</sup> as well as ADA compliant curb cuts and sidewalks. DDOT has also heeded calls from the community to design fully accessible all-public bus stops. The District has also included key accessibility features in its Vision Zero Initiative to make public transportation safe for residents and visitors with disabilities. Residents and visitors to the District seeking car travel can rely on the District’s 218 wheelchair accessible taxis and 1,427 wheelchair accessible private vehicles for hire, regulated by the Department of For-Hire Vehicles<sup>24</sup>.

Visitors with disabilities can choose from a wide selection of accessible hotels while staying in the nation’s capital. All hotels constructed before, as well as those that have undergone substantial renovations since, 1992 must be compliant with the physical accessibility standards of the ADA. More than 80% of all District hotels are physically accessible to people using wheelchairs, scooters, and other mobility devices and equipment.

In partnership with the Federal Government, regional and local businesses, and other community stakeholders, District government is a leader in conducting and organizing large-scale national and regional events. Typically, these accessible events attract hundreds of thousands of residents and visitors. ODR regularly provides ADA and other accessibility-related recommendations to ensure the active participation and safety of our citizens with disabilities. The District’s strong track record of convening successful large-scale events includes, but is not limited to:

- Annual 4<sup>th</sup> of July Celebration on the National Mall;
- Presidential Inauguration Day and associated events across the city, and;
- Multiple national championship events for many local teams in 2019 alone, including Major League Baseball’s Washington Nationals, National Hockey League’s Washington Capitals, and the Women National Basketball Association’s Washington Mystics.

<sup>21</sup> [Home | WMATA](#)

<sup>22</sup> [Transportation Equity and Inclusion Division | ddot \(dc.gov\)](#)

<sup>23</sup> [2016-08-08 ADA Transition Plan DDOT CB.pdf \(dc.gov\)](#)

<sup>24</sup> [1EX \(dc.gov\)](#)

Finally, the District’s disability community is active and provides recommendations and feedback on many accessible government programs. ODR provides administrative support for the federally-funded Developmental Disabilities Council<sup>25</sup> and the DC Commission on Persons with Disabilities<sup>26</sup>. Additionally, WMATA, DDOT, and DFHV conduct outreach and engage with people with disabilities through their agencies’ respective advisory committees:

- WMATA Accessibility Advisory Committee<sup>27</sup>
- DDOT Multimodal Accessibility Advisory Council<sup>28</sup>
- DFHV Accessibility Advisory Committee<sup>29</sup>

These programs and community engagement practices have paved the way for the District to become a nationally recognized leader in accessibility.

**III. Description of planned measures to address risks and capitalise on opportunities**

4  
c Please provide a list of planned measures the host city commits to implement to prevent and mitigate risks of adverse impacts in each of the risk areas discussed under point 2, including for each risk area:

- a) The specific measures planned by the host city (e.g. new regulations, mechanisms or programmes)
- b) Concrete milestones and related time frames for the planned measures
- c) Whether and how the host city plans to work with external stakeholders in developing and delivering the measures including for example the type of involvement, the frequency of meetings, provisions to ensure accessibility for disabled people and people with limited mobility

**Safety and Security: DMPSJ**

Some of the first actions we will take to ensure that policing is respectful both in fact and in appearance are to carefully label all of MPD’s gear, strongly suggest that other law enforcement agencies distinctively label all of their gear (including riot gear), and deploy closed circuit video cameras anywhere policing of crowds will be needed, so that concerned parties can view the footage if allegations are made.

Leading up to the event, in consultation with the Public Safety and Justice (PSJ) agencies, the Joint Information Center (JIC) will produce information about how to stay safe and enjoy the event. They will distribute the information in a minimum of six languages in addition to English.<sup>30</sup> Fan communities and minority communities will be encouraged to amplify that information through social media, flyers, etc. If it appears that there will be many fans coming to our city who speak none of the already-translated languages, we will ensure translation of all vital information into any additionally needed languages. Minority communities will be encouraged to participate in these translation and amplification efforts, as well.

<sup>25</sup> [| ddc](#)

<sup>26</sup> [DC Commission on Persons with Disabilities | odr](#)

<sup>27</sup> [Accessibility Advisory Committee | WMATA](#)

<sup>28</sup> Establishment of website in process

<sup>29</sup> [Accessibility Advisory Committee | dc taxi](#)

<sup>30</sup> The Language Access Act of 2004 requires government agencies with substantial public contact to translate both oral and written information “into any non-English language spoken by a limited or no-English proficient population that constitutes 3% or 500 individuals, whichever is less, of the population served or encountered, or likely to be served or encountered.” At the time of this writing, those languages are typically: Amharic, Chinese, French, Korean, Spanish, and Vietnamese.

The Office of Unified Communications (OUC) will need to increase its staff (possibly with detailees from other parts of the government, or with call takers and dispatchers from other regional Public Safety Answering Points (PSAPs)) in order to handle an influx of additional 911 (emergency) and 311 (city services) calls. They will also clearly get the message out about which things one should call 311 for, and which things warrant a call to 911. Community leaders should amplify that message, to ensure that community members are only calling 911 during true emergencies. Both MPD and any partnering federal or outside jurisdictional police agencies will be given guidelines for dealing with reports of violence, abuse, and exploitation.

The 2021 and 2025 Presidential Inaugurations shall serve as test runs for all aspects of safety and security at the Games, as will the 2021, 2022, 2023, 2024, 2025, and 2026 State of the Union Addresses. OUC, working with other local jurisdictions under the auspices of the Metropolitan Washington Council of Governments (COG), will follow its usual procurement timeline to ensure sufficient interoperable land-mobile radios (LMRs) to support the event.

OHR will work with groups representing different languages to determine the best way to reach them, and work on finding highly skilled translators to translate key information for all major events leading up to the Games.

**Right to Participate: DMPSJ**

The Mayor and/or City Administrator will hold town halls and/or community meetings. We will also utilize our existing political system: Advisory Neighborhood Commission (ANC) Single Member Districts (SMDs) will gather input from their constituents, feed that up to the ANC, then the ANC Chairs will feed that up to their Ward Councilmember. We will also utilize the Mayor’s Office on Community Affairs (MOCA), as well as the Mayor’s Office of Community Relations and Services (MOCRS), to reach out to potentially affected members of the community for feedback.

By 2023, we will have created the system by which ANC SMDs feed information up to ANC Chairs, and they feed that up to ward council Members. In 2022 and 2024 we should have Council roundtables on the Games, and in 2023 and 2025, the Mayor and City Administrator should work with MOCA and MOCRS to hold community town halls in each Ward about the Games, so that we can get full input from all constituents.

As always, roundtables and town halls will be fully accessible, including simultaneous ASL interpretation and physical accessibility for those with difficulty ambulating.

**Human Trafficking: DMPSJ**

Though there is some trafficking in which hotels/motels are complicit (traffickers pay off particular employees to either look the other way or take a more active role by proactively warning them about police raids), in the coming years we will engage in sting operations in which the “bad apple” employees will be arrested for their complicity, and thus we should have completely compliant hotels/motels prior to 2026. In addition, MPD will continue to train hotel employees on what to look for, so they can assist in stopping human trafficking.

In Prince George’s County, a neighbouring jurisdiction, the Office of Human Rights and the County are proactively addressing both sex and labour trafficking. The Prince George’s County Human Trafficking Task Force (PGCHTTF) through the Office of Human Rights, has identified numerous geographic vulnerabilities in both the District of Columbia and Prince George’s County. These vulnerabilities include, transportation routes, numerous truck stops, bus depots, train stations (WMATA, AMTRAK, MARC), three airports, prevalence of conventions, events, tourism, casinos, professional sport teams, and the proximity of wealth and poverty together.



The County Council passed legislation in 2014 mandating that all lodging establishment employees are trained on human trafficking indicators, identification of victims, and identification of trafficking activities. The legislation further mandated that the Office of Human Rights create a training video for all lodging establishment employees to certify annually their completion of the training. Since June 25, 2020, approximately 530 Prince George’s County lodging establishment employees have completed the training certification through the Office of Human Rights. The PGCHTTF will continue to monitor and ensure enforcement for this mandatory training for lodging establishment employees. In addition to the previously described lodging establishment training, the PGCHTTF, through the Office of Human Rights, continues to engage its 180-person membership through general body and committee meetings. Between January 2020 through June 2021, the PGCHTTF conducted over 320 public awareness engagements to include partnership development, training (the scout community, faith-based organizations, the County’s Sexual Assault Response Team, Department of Social Services’ and Prince George’s County Public School’s Community School Coordinators, Domestic Violence and Sexual Assault Center personnel at the University of Maryland Medical Center, a local beauty pageant non-profit, local sororities and fraternities to include youth groups, university students, and alumni, and personnel through the County’s Department of Health, Human Services, and Education), and assisted with human trafficking awareness curriculum for the Prince George’s County Police Department’s In-Service training. The PGCHTTF has also conducted a robust public awareness campaign including awareness flyers through the County’s Stand up and Deliver program designed to address food insecurities within the County, business and family awareness cards at the National Harbor, and labour trafficking awareness bus banners, bus shelter signs, and bill boards throughout Prince George’s County. The PGCHTTF will continue to engage in public awareness engagements and campaigns to educate the community and stakeholders on human trafficking.

In addition to human trafficking efforts, the Prince George’s County Office of Human Rights engages in vigorous outreach programming designed to enhance understanding across diverse peoples, strengthening community, and in so doing, lessening incidents of hate, bias, and violence. This robust and wide-ranging program includes a significant partnership with the Prince George’s County Memorial Library System, a collaboration that has brought to audiences across the county, state, region, and nation high-profile speakers including Ibram X. Kendi – a virtual event that had over 240,000 viewers watching live and another 110,000 on demand views in the following thirty days; Eddie S. Glaude, Jr.; former US poet laureate Natasha Trethewey; and Clint Smith, who recently held the national book launch for his bestseller *How The Word Is Passed* with PGCMLS and PGCCHR. The outreach team on OHR also partner with PGCMLS for a nationally recognized series, *The Elephant We Don’t See Diversity Dialogue*, in which partners read and discuss books that focus on different themes around diversity and inclusion. Additionally, the outreach program creates and presents panel discussions and community conversations on a wide range of topics, from *Voting: Democracy in Action* to *Women in Faith: Diverse Voices Speak* to *Does Your Zip Code Impact Your Whole Life* to *Justice in Our Communities*. The team focuses on highlighting a variety of voices and experiences and providing accessible opportunities for residents to participate in these meaningful discussions, from hosting in-person events at locations throughout Prince George’s County to, during the pandemic, moving swiftly to a virtual platform with PGCMLS. As one of the goals of the outreach program is to decrease incidents of hate, bias, and violence through the County, the team also actively participates with the Maryland Coalition Opposed to Violence and Extremism (COVE) and serves on the (Maryland) Attorney General’s Hate Crimes Task Force.

We will also reach out to the hospitality industry to see if they have any initiatives in place, and if so, what they are and how we can build on them. DC will also work together with Prince George’s County, which has many lodging establishments, and also the stadium at which the World Cup games would be played. We will also work with Anne Arundel County, Maryland, Arlington County, Virginia, and Dulles, Virginia, as they house the regional airports. Working through the Metropolitan Washington Airports Authority (MWAA) and the Maryland Aviation Administration (MAA), we will train key airport personnel to recognize and report suspected trafficking victims being brought in for the festivities.

The 2021 and 2025 Presidential Inaugurations shall serve as test runs for all aspects of mitigating human trafficking at the Games, as will the 2021, 2022, 2023, 2024, 2025, and 2026 State of the Union Addresses and any other major events the city hosts prior to the Games.

We will leverage the Office of Victim Services and Justice Grants’ (OVSJG’s) existing relationships to partner with survivor-led community-based organizations (CBOs), such as Courtney’s House, Fair Girls, and the University of Maryland SAFE Center on how to best interrupt sex and labour trafficking in the communities in which it is most prevalent. MPD, the FBI’s CEHTTF and ICAC task forces, neighbouring jurisdictions, and relevant CBOs will work together to hold multiple trainings to train people in the hospitality industry around how to recognize human trafficking and what to do when they see it. Finally, the District of Columbia Human Trafficking Task Force will be included in all human trafficking discussions across jurisdictions, as the PGCHTTF is a member of this Task Force.

**Housing Rights: DMPED**

The District has in place one of the strongest set of tools to address homelessness and affordable housing needs in the US. We have the largest per capita source of locally sourced affordable housing funding in the US, as well as Homeward DC, a plan which aims to make homelessness rare, short, and non-recurring by 2025. The Housing Production Trust Fund, created in 1988, is the major tool used to produce and preserve affordable housing in the District. This special revenue fund administered by DHCD provides gap financing for projects affordable to low- and moderate-income households. Mayor Bowser has committed at least \$100 million annually to the fund each year of her administration – more per capita than any other city in the country. Compared to states, DC’s trust fund is the country’s second largest and has produced over 6,000 affordable housing units since 2015. Further, Washington, DC’s Inclusionary Zoning law is one of the most progressive in the country, preserving mixed income neighborhoods. New and rehabilitated housing developments, including both rental and for sale, must build in affordability by retaining 8-10% of the floor area for affordable units, reserved for low-to-moderate income households selected by lottery.

As mentioned above, the Bowser Administration has committed to bold housing production goals by 2025. The Mayor has further demonstrated her commitment to sustained equitable housing production by putting forth significant amendments to the District’s Comprehensive Plan earlier this year. The Comprehensive Plan amendment is the product of significant public engagement over several years, and ultimately resulted in over 3,000 proposals from the community. District regulations require new affordable units to be built within market rate buildings, therefore the Comprehensive Plan amendments make significant land use changes for additional capacity along major transit corridors and public transportation stops. The Comprehensive Plan amendment paints the picture of a growing city and emphasizes the importance of equity and resilience as we work to meet our current and future housing and infrastructure needs. Further, establishing equitable housing goals by Planning Area is critical

to advancing the District’s goals of equity and inclusive prosperity. In October 2019, they Mayor released the Housing Equity Report, which provides an analysis of current affordable housing distribution and proposes specific production goals for the District’s Planning Areas, ensuring each contributes an equitable share of affordable housing to the District’s overall number of units.<sup>31</sup> The District’s vision includes achieving an equitable distribution of no less than 15% affordable housing in each Planning Area by 2050. The Washington, DC metropolitan region is an active multi-family market with currently the third highest total units under construction out of anywhere in the United States, behind only New York City and Dallas. As of November 2020, in the District alone, there are currently 12,354 units under construction (of which, 4,989 are affordable to households with incomes below 80% of the District’s Median Family Income), with an additional 35,771 units in the pipeline. (of which 6,578 are affordable). This pipeline consists of active projects, which means there will likely be even more units that come online over the next five (5) years. DMPED, our cluster agencies, and community partners meet regularly, both formally and informally, to discuss and further the District’s housing goals.

**Housing Rights: DMPED**

The District has ongoing efforts to address and mitigate issues related to homelessness through its Homeward DC strategy (Homeward DC 2.0 – building on four years of lessons learned – is complete and will be released in early 2021). As described above, the District has an extremely strong infrastructure through the Interagency Council on Homelessness (ICH) to support planning and implementation, which includes robust data collection to monitor changes in the environment, identify needed policy or programming modifications, and coordinate across partners to execute those changes. This includes planning for special events, such as the FIFA World Cup. The ICH is a group of cabinet-level leaders, providers of homeless services, advocates, private sector partners, and individuals with lived experience that come together to inform and guide the District’s strategies and policies for meeting the needs of individuals and families who are homeless or at imminent risk of becoming homeless in the District of Columbia. The ICH, staffed by a small team of policy experts within the Office of the Deputy Mayor for Health and Human Services, operates a robust stakeholder engagement process to coordinate implementation of the District’s two strategic plans – Homeward DC (which focuses on single adults and family households) and Solid Foundations DC (which focuses on unaccompanied individuals). The ICH has a formal governance and decision-making structure, as outlined in the ICH bylaws. In addition to the five standing committees outlined in the bylaws (Executive Committee, Strategic Planning Committee, Emergency Response and Shelter Operations Committee, ICH Youth Committee and Housing Solutions Committee), each committee typically has two or three work groups operating at any give time to manage implementation of specific projects or respond to emerging needs or special events. Committee meetings are open to the public and publicized online (see the ICH Meeting Calendar). Work Group meetings are considered deliberative and operate by invitation only.

Due to the public health emergency, ICH committees and Work Groups have been convening virtually (using the WebEx platform) since March 2020. Meetings will continue in a virtual format throughout the end of the public health emergency and will then resume in person. The domain and fiscal year priorities for each committee are outlined in work plans, available on the ICH website. Meeting notes are also posted within the ICH Meeting Calendar and accessible following the conclusion of a meeting by clicking on the date of the meeting. Of note, the Emergency Response and Shelter Operations (ERSO) Committee – which covers

<sup>31</sup>[https://housing.dc.gov/sites/default/files/dc/sites/housingdc/page\\_content/attachments/Housing%20Equity%20Report%200-15-19.pdf](https://housing.dc.gov/sites/default/files/dc/sites/housingdc/page_content/attachments/Housing%20Equity%20Report%200-15-19.pdf)

topics such as shelter capacity, day time services, and street outreach for unsheltered individuals – focuses on real-time operational issues and safety planning in anticipation of major weather events or special events in the District, including inaugurations, protests, dignitary visits (such as the Pope’s 2015 visit), and major international events (such as the FIFA World Cup). DMMHS, our cluster agencies, and community partners meet regularly, both formally and informally, to discuss and further house all District residents.

**Migrants: DMPSJ & MOCA**

The District will continue to welcome people with different backgrounds with open arms. We will also emphasize our status as a Sanctuary City. We will overhaul the OHR referral system to simplify it, so that people who feel they are being treated unfairly based on a protected trait (such as nationality, faith, or ethnicity) can easily find out if they qualify for a remedy. Leading up to 2026, we will enhance the OHR process in order to deal with relevant complaints in a speedier manner than we currently do.

Educational campaign: Before the event, the District will conduct an enhanced educational campaign to educate residents and workers of their rights and the rights of visitors. We will develop palm cards to educate fans, officials, temporary workers and volunteers about their rights and show them how to get the services in their languages and how to file a complaint if there are any violations. The materials will be available at all hotels. We will work with hotels to make it available to all rooms booked before and during the World Cup. We will also work with the embassies to make sure that information is available for their citizens who are visiting the District during the World Cup.

We will create a one-stop-shop website (similar to coronavirus.dc.gov), worldcup2026.dc.gov, which will include the following tabs:

- a) Visitors
- b) Greetings from the Mayor – multilingual with an emphasis on DC being a sanctuary city
- c) Safety information
- d) Create dedicated number for emergencies during the world cup
- e) DCRA guidelines for commerce
- f) OTA guidelines for rentals and subleasing
- g) OHR rights
- h) DOES guidelines on workers’ rights and wages regulations and potential temporary workers’ permits
- i) DC Health guidelines for food vending

Additionally, we will develop a phone app/alert system/1-800 number to denounce or bring attention to any discriminatory actions, practices and/or sex trafficking against these groups. It will be accompanied by an effective response system. Last year, the DC Government developed a partnership with businesses and organizations that would be marked as “safe zones” for students to go in if they were being victims of assault/attack. Something similar will be developed for any potential victims of incidents.

OHR will have new case management software in place by the end of 2021. By the end of 2023, it will have a streamlined “quick response” protocol, which will go live by the end of 2024, and it will be tested during the 2025 Presidential Inauguration. DC and the COG will engage with US Immigrations and Customs Enforcement (ICE) multiple times in the lead-up to 2026 to work through the logistics of a region-wide moratorium during the Games on taking non-citizens into custody. DMPSJ, MOCA, their cluster agencies, and community partners meet regularly, both formally and informally, to discuss and further house all District residents.



	<p><b>Freedom of Assembly: DMPSJ</b></p> <p>DMPSJ and the Mayor’s Special Events Task Group (MSETG) will work with FIFA 2026 planners to ensure they have permitted, planned, and staffed adequately for the anticipated size and locations of their events.</p> <p>Meetings between the MSETG and FIFA should start as soon as DC is selected, and continue quarterly, then monthly, or semi-monthly as the plans evolve, up through the start of the Games in 2026.</p> <p>MSETG members, the Mayor’s Office, and other relevant government officials will meet regularly with ANCs in affected areas to inform them of FIFA’s plans and obtain feedback on how communities may be affected, and they will monitor social media to determine which groups may come out to demonstrate or protest.</p> <p><b>Operational Considerations: DMOI</b></p> <p>The District has a comprehensive sustainability plan, Sustainable DC 2.0, that sets specific goals and actions related to water quality, waste diversion, resident health, and equity, among other metrics, including a specific goal to achieve zero waste citywide by 2032. In addition, Clean Energy DC Plan and Clean Energy Omnibus Amendment Act provide a range of measures, strategic actions and mandates for new energy efficiency and demand response programs, clean transportation (including public fleets and light-duty passenger vehicles) and supporting EV infrastructure, enhanced building energy performance, and workforce development/training initiatives to benefit District residents sand small businesses. We release progress reports each year, with a timeline through 2032.</p> <p>Sustainable DC 2.0 has goals that are set to be complete by 2032. The District Department of Transportation (DDOT) plans to increase the number of bus priority corridors, protected bike lanes, bikeshare stations and pedestrian safety measures in the city every year for the next five years.</p> <p>DMOI communicates with the public through a website, sustainable.dc.gov, and multiple social media channels, most notably @sustain_dc, as well as regular public meetings and through traditional media.</p>
5	<p>Please provide an overview on where and how persons who may be adversely affected with respect to the different risk areas identified may raise concerns with relevant entities and get remedy for impacts they may have suffered</p> <p><b>Safety and Security</b></p> <p>For anyone who is adversely affected by the different risk areas:</p> <ul style="list-style-type: none"> <li>● For complaints against MPD or MTPD, complain to the independent Office of Police Complaints;</li> <li>● For complaints against federal law enforcement agencies, complain to the relevant agency’s Inspector General;</li> <li>● For discrimination, go through OHR’s intake process (which by 2026 will be streamlined);</li> <li>● For detention by ICE, contact the appropriate embassy and the American Civil Liberties Union (ACLU); and</li> <li>● For anything else, or if the above remedies do not fix the situation to the complainant’s satisfaction, raise the issue with the Office of the Attorney General.</li> </ul> <p><b>Migrants Rights</b></p> <p>Migrants who may be adversely affected may reach out to one of the Mayor’s constituent service offices to raise concerns or receive support, including:</p> <ul style="list-style-type: none"> <li>● Mayor’s Office on Latino Affairs</li> <li>● Mayor’s Office on Asian and Pacific Islander Affairs</li> <li>● Mayor’s Office on African Affairs</li> </ul>



	<p><b>Housing Rights</b> If residents need resources or programs to find safe and affordable housing, they should reach out to the Department of Housing and Community Development (DHCD), which is tasked with producing and preserving opportunities for affordable housing and revitalizing underserved communities in the District. Information on and questions about the regulation of short-term housing in the city can be addressed by the Department of Consumer and Regulatory Affairs.</p> <p><b>Workers' Rights</b></p> <ul style="list-style-type: none"> <li>• The Department of Employment Services Labor Standards Bureau administers and enforces the District of Columbia labor laws. Workers should contact this office if they have an issue with wage complaints, employee or employer safety/health in the workplace or compensation/medical care claims for private-sector employees injured in the course of employment.</li> <li>• The Office of Contracting and Procurement's Center of Excellence Customer Contact Center is the central point of reference for questions about open solicitations, registering to do business with the District government and for general information about the DC Office of Contracting &amp; Procurement.</li> </ul>
6	<p>Please provide a list of planned measures the host city commits to implement to build on opportunities for a positive human rights legacy in each of the areas of opportunity identified under point 3, including for each area of opportunity:</p> <ol style="list-style-type: none"> <li>a) The specific measures planned by the host city</li> <li>b) Whether and how the host city plans to work with external stakeholders in developing and delivering the measures</li> </ol>
	<p><b>Deputy Mayor for Public Safety and Justice:</b> We will serve as a living example of true freedom of assembly, peaceful protest, and protection of diversity. We will work with the entire population of the District through town halls and community meetings to refine and test our messages about freedom of assembly, peaceful protest, and protection of diversity. We will also work with our communities that speak languages other than English to effectively translate, in culturally appropriate manners, all the messages we create.</p> <p><b>Mayor's Office of Community Affairs:</b> DC has a minimum wage law, as well as a host of regulations in place, to prevent wage theft. MOCA suggests creating an educational campaign informing workers of their rights in all workplaces, including those involving World Cup activities. Possible ideas could include:</p> <ul style="list-style-type: none"> <li>• Promoting workforce safety measures far and wide through various means in a culturally sensitive approach in multiple languages in print, digital media, radio, and TV.</li> <li>• Designate community ambassadors to create cultural sensitivity trainings for ride hailing services, including but not limited to Uber, Lyft, Red Cabs, etc; to ensure the safety and wellbeing of the influx of international visitors in the city during the event.</li> <li>• Work with the Office of the Deputy Mayor for Planning and Economic Development (DMPED) on sharing guidelines in doing business with the government to anticipate the influx of foreign business opportunities.</li> <li>• Collaborate with community organizations to hold culturally appropriate "Know Your Rights" trainings, immigration legal education, and direct immigration legal services for migrants when the time comes.</li> <li>• Work with organizations/labor unions that protect immigrants' interests (documented and undocumented) in workplaces. These organizations can assist by ensuring migrant workers are provided decent working conditions.             <ul style="list-style-type: none"> <li>o Restaurant Opportunities Centers (ROC) United - <a href="https://rocunited.org/dc/">https://rocunited.org/dc/</a></li> <li>o Unite Here Local 23 &amp; Local 25 - <a href="https://www.unitehere23.org/">https://www.unitehere23.org/</a>   <a href="https://www.local25union.org/">https://www.local25union.org/</a></li> <li>o DC Jobs with Justice - <a href="https://www.dcjwj.org/">https://www.dcjwj.org/</a></li> </ul> </li> </ul>

**Deputy Mayor for Planning and Economic Development (DMPED)**

DMPED is continuously engaged in supporting our local business community and ensuring that Washington, DC is a place where businesses can thrive. Annual programs such as the Great Streets initiative are designed to support existing small businesses, attract new ones, increase the District’s tax base, and create new job opportunities for District residents, all while transforming emerging corridors into thriving neighborhood centers. Since 2006, Great Streets has grown into a multi-year program that has supported hundreds of small businesses across the 13 legislatively identified retail priority areas, with the goal of creating liveable, walkable, shoppable, community-serving retail experiences across all eight wards of the city. In addition, supporting our business community is important now more than ever considering the ongoing COVID-19 pandemic and DMPED has already taken steps to support this community. Earlier this year, Mayor Bowser and DMPED announced a \$25 million microgrant program to provide relief to local small businesses affected by COVID-19. In administering this program, DMPED chose to provide relief to as many eligible DC businesses as possible and 95% of applicants were determined eligible and issued an award notification. Ultimately over 6,000 businesses received grants from this program. Recently, the Mayor and DMPED announced exciting plans to further aid our business community by launching the Bridge Fund, a \$100 million investment in businesses and workers grappling with the ongoing pandemic in the hospitality, entertainment, and retail sectors. These funds are aimed at mitigating the ongoing impact of COVID-19 on workers and businesses. In September, we hosted a virtual DC Retail Summit that brought together local retail and restaurant businesses, thought leaders from the private and public sectors, and community stakeholders for discussions on COVID-19 business recovery.

**Deputy Mayor for Health and Human Services (DMHHS)**

In 2019, the District’s Office of Planning (OP) released the [Housing Equity Report](#), which includes an analysis of the city’s current affordable housing distribution and proposes area-specific targets to achieve Mayor Bowser’s goal of building 36,000 new homes, including 12,000 homes affordable to low-income residents, by 2025. This is a bold and aggressive goal, but there will be more work ahead to undo the legacy of redlining and structural racism in our city. We believe the opportunities afforded by the FIFA World Cup will allow us to build on our 2025 goals and jump start the next phase of this important work.

**Deputy Mayor for Education**

The Department of Employment Services (DOES), the District’s lead workforce development agency, connects District residents, job seekers, and employers to opportunities and resources that empower fair, safe, and effective working communities. DOES, a proud partner of the American Job Center, is an equal opportunity employer/service provider. Upon request, DOES provides translation and interpretation services to persons with limited or no English proficiency and auxiliary aids and services to persons with disabilities. DOES occupies a unique and crucial role within the District’s workforce development delivery system, as it manages and provides services and necessary protections for the rights of District workers. DOES enhances the delivery of District workforce training and workers’ protection services by leveraging federally funded programs and District resources. Every program offered by DOES is focused upon and meant to enhance the District’s goal of fair treatment in the workplace.

Additionally, the District is well-prepared to keep our students safe amid hosting the 2026 FIFA World Cup through various city-wide initiatives housed within the Office of the Deputy Mayor for Education (DME). In particular, the Safe Passage initiative works to enhance safety-related policies that impact the District’s public schools. More specifically, Safe Passage ensures that all students are safe as they travel to and from school by collaborating with an array of public safety and educational agencies who are under the oversight of DME, the Deputy Mayor for Public Safety and Justice, and the Homeland Security and Emergency Management Agency. Our public safety and educational agencies such as the District of

<p>Columbia Public Schools, Public Charter Schools, Metropolitan Police Department, and Metro Transit Police Department coordinate and implement solutions to student safety concerns in specific priority areas across the District. Additionally, through a partnership with District Department of Transportation, DME coordinates the Kids Ride Free (KRF) Program which allows student to ride the Metrobus, Metrorail, and DC Circulator for free while traveling within the District. KRF ensures students can safely travel throughout the District. These initiatives and collaborations across agencies will be critical in ensuring the continued safety of our students during the World Cup.</p> <p>Bringing the 2026 FIFA World Cup to the District provides students a unique opportunity by encouraging an active lifestyle and ensuring DC students are exposed to international cultures. The DC Department of Parks and Recreation (DPR) is driven by the mission of promoting health and wellness and the vision of providing residents with affordable, enjoyable opportunities for physical fitness. Through DPR programs such #FITDC3, which was launched in November 2020 and offers new, online health and wellness resources for residents, the World Cup would provide an opportunity to amplify the importance of health and wellness for both youth and adults. Due to the large international presence in the District, DC schools focus on teaching students about other cultures and perspectives. Through the World Cup, the District can build on this strong foundation to provide DC students the opportunity to connect, learn, and embrace cultures from around the world.</p> <p><b>DMHHS: COVID-19 Considerations for Large-scale Events</b></p> <p>Over the past 15 months, the District of Columbia has worked diligently to mitigate the spread of COVID-19 and ensure the safety of our residents. This has included implementing a series of public health and policy measures to slow the spread of disease, manage surges in hospitalizations, and reduce the number of lives lost while ensuring the vitality of our economy, providing education for children and supporting the public health response, including the development, distribution and administration of a vaccine. By implementing these strategies, the District of Columbia has been a leader and ranked in the top in the nation<sup>32</sup> for its mitigation policies.</p> <p>During the beginning of the pandemic, the Mayor established a Reopen DC Advisory Board to examine current data, identify best practices, and make recommendations. From this work, the District established a set of metrics to evaluate the burden of COVID-19. DC closely monitors this set of metrics to establish mitigation strategies, develop health guidance and to identify when activities should be dialed up or down in order to prevent further spread.</p> <p>Moreover, the District has implemented numerous practices and policies to lessen the spread of COVID-19, which included the requirement of wearing a mask and 6 ft social distancing. There have been limitations imposed on the size of mass gatherings, capacity limits, closing of gyms and businesses, and limiting travel to high risks destinations. In addition, the District of Columbia implemented measures to ensure those most at risk of death and vulnerable populations were safe. This includes distributing PPE to individuals experiencing homelessness, setting up handwashing stations throughout the city, conducting mass testing (such as at shelters, nursing homes and other congregate settings), developing and translating health guidance in a variety of languages (Amharic, Chinese, French, Korean, Spanish, and Vietnamese) and ensuring testing was available in minority neighborhoods most impacted by COVID-19.</p> <p>A critical component of the Districts COVID-19 public health response is the availability of COVID-19 testing and contact tracing. The District has developed a robust testing</p>
---

<sup>32</sup> Talus Analytics (2021, April 22). *Bending the Curve: Policies to Mitigate COVID-19 in D.C. and the Region*. Office of the District Auditor. Available from

	<p>infrastructure with testing available in multiple locations throughout each of the 8 Wards. As of May 31, the District has conducted a total of 1,625,661 COVID-19 tests, with a total of 503,900 DC Residents tested. The ability to obtain a valid and reliable test is a critical first step to stopping the spread of COVID-19. In addition, the District swiftly hired staff in order to conduct contact tracing, which gives investigators information about the activities in which positive cases have participated in during their exposure period (the two weeks leading up to their symptom onset or test date).</p> <p>In terms of vaccinations, the District has worked aggressively to ensure equitable access to the COVID-19 vaccine. Vaccinations are currently available to all DC residents 12 years old and above. Residents can select to receive one of the three vaccines (Pfizer, Moderna and Janssen) that have received an Emergency Use Authorization by the U.S. Food and Drug Administration. Initially, District residents were able to utilize the registration system in order sign up to receive the COVID-19 vaccine. The system was essential to the District’s ability to develop a prioritization structure to ensure racial equity. DC received recognition for being one of the first cities to use priority zip codes. Priority zip codes were identified by the increased prevalence of COVID-19 in that area and was used to assign individuals to sites to receive the COVID-19 vaccination. DC no longer uses the registration system as vaccinations are currently widely available throughout the city, including 11 high capacity vaccination sites. This widespread availability has improved the District ability to vaccinate residents, with over 50% of residents either partially or fully vaccinated.</p> <p>DC has closely monitored the reopening metrics identified by the Reopen DC Advisory Board. As an indicator of how well the city is doing in stopping the spread of COVID-19, capacity limits and other restrictions have begun to be lifted. While we thoroughly believe the world will be able to overcome the negative impacts of COVID-19. We have learned from the current pandemic and have developed a comprehensive emergency preparedness plan to stop the spread of future infectious diseases and keep our residents and visitors safe.</p>
<p><b>IV. Stakeholder engagement plan</b></p>	
<p>7</p>	<p>Please describe how the host city plans and commits to integrate external stakeholders in the preparation and delivery of the tournament with respect to human rights-related aspects and indicate whether this plan has been discussed with and is supported by such external stakeholders</p> <p>District government agencies and offices provide rapid and complete responses to constituent requests, complaints and questions. Each respective agency has their own way for residents to get into contact with them and work through external issues. For the Deputy Mayor of Public Safety and Justice (DMPSJ), the Office of Human Rights (OHR) “Know Your Rights” trainings and general public engagement help integrate a community perspective into decisions. The Mayor’s Office on Latino Affairs, Mayor’s Office on Asian and Pacific Islander Affairs and the Mayor’s Office on African Affairs collaborate on this effort to execute the necessary educational campaigns. Other District agencies, community-based organizations and local businesses will be asked to help promote this information. The Mayor’s Office has existing relationships in place with these entities to help ensure successful distribution of information to the community. The Office of the Deputy Mayor for Planning and Economic Development (DMPED) will continue to engage with housing partner agencies and external stakeholders to move forward the District’s housing production and preservation goals as supporting our business communities. The Office of the Deputy Mayor for Health and Human Services (DMHHS) will continue to work with the (Interagency Council on Homelessness) ICH infrastructure, which provides a readily available forum for planning, communication, and coordination. The working groups change from year to year based on needs and priorities, so if</p>

awarded the World Cup, they would launch a specific group dedicated to planning for the event and coordinating service delivery and incident response during the event. These meetings would be publicized in accordance with existing District law and ICH protocols and open to all interested stakeholders. Meetings will not only precede the World Cup, but a survey can be implemented or focus groups conducted following the World Cup for District Government to learn valuable lessons to be applied to future opportunities. For the Office of the Deputy Mayor for Education (DME), the District and its external partners share the goal of fair treatment in the workplace and are prepared to work collaboratively to protect the rights of workers in furtherance of that goal. The District has strong interagency collaborations and partnerships with trade unions and community advocacy groups that represent the interest of workers, including the American Job Center (AJC) workforce system collaboration. The District has a variety of non-profit organizations that provide legal representation to District workers free of charge or at a reduced rate, based on ability to pay, some of which are funded by the Department of Employment Services (DOES). DOES works collaboratively with non-profit organizations to educate employers and workers about the District's wage laws and to protect workers' rights, through the issuance of grants. Working collaboratively on any human rights issue that would arise during the World Cup will cause our connections with our external stakeholders to become stronger. The collaboration will increase inclusion and diversity in our workforce and in the representatives from the District and its external stakeholders. This inclusion and diversity will broaden the reach of collaboration and narrow the focus on individual workers that will maximize the effectiveness of the training and other resources provided to and for workers. These collaborations support the District's and its external stakeholder's goal of fair treatment in the workplace.