

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.*

Name of the candidate host city	Orlando, Florida
Name of the unit or individual responsible for the delivery of the report	2026 Greater Orlando FIFA World Cup Bid Committee (GO26)
Link to publication of the report on the host city website	TBD
List of annexes provided together with this template-based report, if any	-Appendix A (Human Rights Committee Meeting Photos and the City of Orlando Service Guide) -Appendix B (Human Rights Committee Support Letters)

I. Description of stakeholder engagement process	
1	<p>Please provide a comprehensive list of relevant engagements with human rights stakeholders taking place between July 2020 and March 2021, including at a minimum for each engagement:</p> <ul style="list-style-type: none"> a) the format of the engagement (e.g. bilateral meetings or calls, workshops, webinars) b) the entity that led/moderated the engagement c) 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 d) a brief description of the topics discussed and relevant outcomes
	<p>Introduction</p> <p>Thank you for the opportunity to submit our proposal on issues relating to human rights as part of our candidacy to host matches during the FIFA World Cup 2026™. As this proposal will show, the City of Orlando is one of this country's "best in class" communities for uniting and helping to advance human rights, and we intend to embrace this opportunity.</p> <p>Along with FIFA, the 2026 Greater Orlando FIFA World Cup Bid Committee (GO26) firmly believes that strong, socially responsible communities like Orlando are well-positioned to preserve and protect individual human rights, prevent abuse, deliver support, and both uphold and champion human rights laws and policies. We believe that Human Rights are universal to every Orlando resident and all our 76 million visitors annually, and we have also been a long-time leader in welcoming and supporting diverse communities and visitors from around the world.</p> <p>Orlando is home to communities representing many nationalities and cultures from all around the world. Across the region, 157 languages and dialects are spoken. Additionally, Orlando is home to the ninth largest school district in America and welcomes students from 165 countries. We care deeply about the many diverse populations living and working in Orlando and work tirelessly to protect, promote, and support these communities through a whole-community effort that includes government, business, and civic leaders and groups. We know the positive and sustained impact that hosting matches as part of the 2026 FIFA World Cup™ would have on these communities.</p> <p>Our government leaders have continually demonstrated their leadership and vision on human rights and related issues. Orlando ranks #1 in the State of Florida for immigrant integration by the New American Economy (NAE) and for the third year in a row received a perfect score (5/5) on government leadership from NAE for our efforts to support immigrant integration. And for the seventh year in a row, the City of Orlando scored the highest score of 100 for equality in the Human Rights Campaign's Municipal Equality Index (MEI). This score reflects our ongoing commitment of preserving a democratic and inclusive government that serves and represents our diverse community.</p> <p>Still, we acknowledge that we still have room for improvement on some issues, and it takes building a foundational culture of trust between government, businesses, and community leaders to build the best possible experience a host city can offer. As a Host city, we are committed to an engaging and transparent process that ensures accountability for all identified issues in our effort to build long-lasting human rights legacy in our City Beautiful forever.</p> <p>Together with FIFA we hope to have the chance to give a voice to vulnerable and underserved populations and show other Host cities, and fans around the world, the importance of these</p>

issues and our collective actions. We welcome the opportunity to work with FIFA on these and other critical efforts for years to come.

Stakeholder Engagement Process

The 2026 Greater Orlando FIFA World Cup Bid Committee (GO26) formed a working group on Human Rights on October 15, 2020 with full support from Mayor Buddy Dyer (City of Orlando) and Mayor Jerry Demings (Orange County).

The working group enlisted more than 70 community leaders and experts to help develop a comprehensive human rights proposal for consideration by FIFA. Seven subcommittees – child rights, housing rights, human trafficking, LGBTQI+ rights, migrant rights, safety and security, and workers’ rights– were formed to focus the conversations and allow for independent work in each critical topic area.

The GO26 team hosted multiple collaborative multi-stakeholder video conference workshops and conducted dozens of individual consultations in order to collect input. During the group sessions, stakeholders worked in topic-specific sub-committees to review the Ergon Human Rights Issues Paper (July 2020) and detail plans to address the issues that were raised while taking into account updated information and current priorities across our community. The one-on-one consultations allowed the GO26 team to engage directly with experts to review specific plans and proposed solutions.

Our stakeholder group engaged in deeper and meaningful discussion to address whether COVID-19 will impact our proposed plans as well as identify potential risks that have been integrated throughout all focus areas.

The stakeholder engagement process was led and moderated by Latria Graham, President of GLB, and included representatives from city, county and state government, regional business leaders, sports and entertainment experts, community champions, and citizens from many of the city’s diverse populations.

The outcome of these collective discussions re-affirmed Orlando’s profound alignment with the foundational principles of the Universal Declaration of Human Rights and our ongoing commitment to the pursuit of justice and fair treatment for all of Orlando residents.

Through our research and consultation with city officials during the stakeholder process, we have also confirmed that the City of Orlando already has the resources, philanthropic programs, and infrastructures in place to build and maintain sustainable human rights-related impact. Orlando has proven its ability to work with the community on these important issues, and successfully host major sporting events without undermining these commitments. In the years leading up to the 2026 FIFA World Cup™ Orlando’s efforts in these areas will continue to expand and our commitment grow even stronger.

The list of stakeholders involved in the process included:

Honorary Human Rights Committee Chair: Dr. Richard Lapchick

Human rights activist, pioneer for racial equality, internationally recognized expert on sports and social issues, scholar and author Richard E. Lapchick is often described as “the racial conscience of sport.” He brought his commitment to equality and his belief that sport can be an effective instrument of positive social change to Orlando where he founded the National Consortium for Academics & Sports (NCAS) and later renamed in 2018 as the Institute For

Sport & Social Justice (ISSJ). He also launched the DeVos Sport Business Management Program at the University of Central Florida which is a landmark program that focuses on the business skills necessary for graduates to conduct a successful career in the rapidly changing and dynamic sports industry. In following with Lapchick's tradition of human rights activism, the curriculum includes courses with an emphasis on diversity, leadership, community service, sport and social issues and ethics in addition to UCF's strong business curriculum. Lapchick is a prolific writer and is currently working on his 17th book. He is also a regular columnist for ESPN.com and The Sports Business Journal. He has written more than 550 articles and has given more than 2,800 public speeches. He has spoken in the U.S. Congress, at the United Nations and in the European Parliament. Considered among the nation's experts on sport and social issues, Lapchick has made numerous appearances on "Good Morning America," "Face The Nation," "The Today Show," "ABC World News," "NBC Nightly News," the "CBS Evening News," CNN and ESPN. He was inducted into the Sports Hall of Fame of the Commonwealth Nations in the category of Humanitarian along with Arthur Ashe and Nelson Mandela.

Human Rights Committee Chair: Latria Graham

Latria Graham is an award-winning brand consultant in sports philanthropy, corporate social responsibility, multicultural marketing and public relations who advises professional athletes, corporations, colleges and sports leagues. Graham is the president and founder of GLB, whose purpose is to help build world class purpose-driven brands through authentic communications strategies and innovative products. GLB's clients largely consist of sports and entertainment brands, large corporations, universities, and government entities. Prior to founding GLB, Graham worked in the NBA for eleven (11) seasons and gained experience at ESPN Radio (WCCG), BET.COM, BET Nightly News, WJXT Jacksonville, and the University of Florida's University Athletic Association. Graham is a servant leader serving on a number of non-profit board of directors including as the first ever African American woman Board Chair of Habitat for Humanity of Orlando and Osceola. Graham recently led her company to be awarded the 2019 Minority Business Enterprise of the Year in the entire State of Florida by the Florida State Minority Supplier Diversity Council.

Human Rights Committee Director: Jennifer Lastik

Jennifer Lastik serves as the Senior Vice President of Events at the Greater Orlando Sports Commission. In this role, Lastik oversees event logistics for a four-county region while managing the state grant program, budgets, contracts, technology services and the intern program. In addition, she co-authored Orlando's original 2026 FIFA World Cup bid and continues to play a key role leading the charge and overseeing the bid process. Prior to joining GO Sports, Lastik served as an Event Manager for Global Spectrum at the UCF Arena. Before Global Spectrum, she spent a year with Disney Sports on the 3rd Party Sales and Events team. She currently serves on the Board of Directors for the Downtown Orlando Partnership and Greater Orlando chapter of WISE (Women in Sports & Events) and is a member of Leadership Orlando Class of '96 and ATHENA NextGen Class of 2016. Lastik was named to Orlando Business Journal's Forty under 40 class in 2014 and 2018 and was named a 2021 Orlando Business Journal's Women Who Mean Business honoree.

Child Rights Subcommittee

- Craig Borkon, Deputy Chief Venues Officer, City of Orlando
- Reginald Burroughs III, External Affairs Manager, City of Orlando
- Danna Carroll, Manager, Orange County
- Angela Chestang, Citizens' Commission for Children, Orange County
- Lisa Early, Director of Families, Parks and Recreation Department, City of Orlando

- Evan Ernst, Executive Director, Who We Play For
- Latria Graham, President & CEO, GLB (Human Rights Committee Chair and Session Moderator)
- Honorable Fred Hawkins, Florida House of Representatives
- David Ingram, Acting General Manager, Orange County Convention Center
- J. Alex Kelly, Deputy Chief of Staff, Executive Office of Governor DeSantis
- Dr. Richard Lapchick, President, Institute for Sport & Social Justice (Honorary Human Rights Committee Chair)
- Jennifer Lastik, Vice President of Events, Greater Orlando Sports Commission (Human Rights Committee Director)
- Caesar Lopez, Chief Administrative Officer & General Counsel, Orlando City Soccer Club
- Brenda March, Children and Education Manager, City of Orlando
- Jason Siegel, President & Chief Executive Officer, Greater Orlando Sports Commission
- Matthew Suedmeyer, Parks and Recreation Manager, Orange County
- Eric Ushkowitz, Economic Development Administrator, Orange County

Housing Rights Subcommittee

- Martha Are, Executive Director, Homeless Services Network of Central Florida
- Craig Borkon, Deputy Chief Venues Officer, City of Orlando
- Latria Graham, President & CEO, GLB (Human Rights Committee Chair and Session Moderator)
- Mike Griffin, Chair, Central Florida Commission on Homelessness
- Oren Henry, Director of Housing and Community Development, City of Orlando
- David Ingram, Acting General Manager, Orange County Convention Center
- Dr. Richard Lapchick, President, Institute for Sport & Social Justice (Honorary Human Rights Committee Chair)
- Jennifer Lastik, Vice President of Events, Greater Orlando Sports Commission (Human Rights Committee Director)
- Caesar Lopez, Chief Administrative Officer & General Counsel, Orlando City Soccer Club
- Catherine Steck-McManus, President & CEO, Habitat for Humanity of Orlando and Osceola County
- Eddy Moratin, Executive Director, LIFT Orlando
- Lisa Portelli, Senior Advisor to Mayor Dyer for Homelessness and Social Services, City of Orlando
- Jason Siegel, President & Chief Executive Officer, Greater Orlando Sports Commission
- Eric Ushkowitz, Economic Development Administrator, Orange County
- Shelly Wilkes, Senior Vice President, Marketing and Social Responsibility, Orlando Magic
- Donna Wyche, Manager Mental Health and Wellness, Orange County

Human Trafficking Subcommittee

- Craig Borkon, Deputy Chief Venues Officer, City of Orlando
- Sergeant Bradley Bakeman, Orlando Police Department
- Undersheriff Mark Canty, Orange County Sheriff's Office
- Jill Cohen, CEO & Founder, Lifeboat Project
- Investigator Maurice Edwards, Seminole County Sheriff's Office

- Latria Graham, President & CEO, GLB (Human Rights Committee Chair and Session Moderator)
- Lisa Haba, Founder & Partner, Haba Law
- David Ingram, Acting General Manager, Orange County Convention Center
- Tomas Lares, Founder/President/CEO, United Abolitionists
- Dr. Richard Lapchick, President, Institute for Sport & Social Justice (Honorary Human Rights Committee Chair)
- Jennifer Lastik, Vice President of Events, Greater Orlando Sports Commission (Human Rights Committee Director)
- Caesar Lopez, Chief Administrative Officer & General Counsel, Orlando City Soccer Club
- Lieutenant Phil Maio, Orlando Police Department
- Captain Tony Marlow, Orange County Sheriff's Office
- Special Agent Lee Massie, Florida Department of Law Enforcement
- Denise O'Meally, Executive Director, Institute for Sport Social Justice
- Dr. Tracy Salem, Manager, Orange County
- Captain Mitch Shaban, Orange County Sheriff's Office
- Jason Siegel, President & Chief Executive Officer, Greater Orlando Sports Commission
- Aft. Michael Smith, Federal Bureau of Investigation
- Ron Stucker, Director, Metropolitan Bureau of Investigation
- Kyle Sturley, Senior Director of Special Events, Greater Orlando Sports Commission
- Marianne Thomas, Director of Anti-Trafficking, One More Child
- Julie Tindall, Community Outreach Manager, City of Orlando
- Eric Ushkowitz, Economic Development Administrator, Orange County

LGBTQI+ Rights Subcommittee

- Craig Borkon, Deputy Chief Venues Officer, City of Orlando
- Scott Bowman, Chief Communications Officer & Government Relations, onePULSE Foundation
- Marc Espeso, Special Assistant to Mayor Jerry L. Demings, Orange County
- Ashley Figueroa, Founder & Executive Director, Gender Advancement Project
- Latria Graham, President & CEO, GLB (Human Rights Committee Chair and Session Moderator)
- David Ingram, Acting General Manager, Orange County Convention Center
- Dr. Richard Lapchick, President, Institute for Sport & Social Justice (Honorary Human Rights Committee Chair)
- Jennifer Lastik, Vice President of Events, Greater Orlando Sports Commission (Human Rights Committee Director)
- Caesar Lopez, Chief Administrative Officer & General Counsel, Orlando City Soccer Club
- Chevalier Lovett, Chief Executive Officer, Florida Rising
- Denise O'Meally, Executive Director, Institute for Sport Social Justice
- Felipe Sousa Matos Rodriguez, Inclusion, Diversity, & Equity Specialist, City of Orlando
- Dr. Giorgina Pinedo Rolon, Multicultural Affairs Manager, City of Orlando
- Jason Siegel, President & Chief Executive Officer, Greater Orlando Sports Commission
- Kyle Sturley, Senior Director of Special Events, Greater Orlando Sports Commission
- Eric Ushkowitz, Economic Development Administrator, Orange County
- Dr. George Wallace, Executive Director, Orlando LGBT Center

Migrants Rights Subcommittee

- Craig Borkon, Deputy Chief Venues Officer, City of Orlando
- Latria Graham, President & CEO, GLB (Human Rights Committee Chair and Session Moderator)
- David Ingram, Acting General Manager, Orange County Convention Center
- Sister Ann Kendrick, Founder/Community Relations, Hope Community Center
- Dr. Richard Lapchick, President, Institute for Sport & Social Justice (Honorary Human Rights Committee Chair)
- Jennifer Lastik, Vice President of Events, Greater Orlando Sports Commission (Human Rights Committee Director)
- Caesar Lopez, Chief Administrative Officer & General Counsel, Orlando City Soccer Club
- Louis Quiñones Jr., Chief of Corrections, Orange County
- Jay Riola, Senior Vice President of Strategy, Orlando Magic
- Felipe Sousa Matos Rodriguez, Inclusion, Diversity, & Equity Specialist, City of Orlando
- Dr. Giorgina Pinedo Rolon, Multicultural Affairs Manager, City of Orlando
- Jason Siegel, President & Chief Executive Officer, Greater Orlando Sports Commission
- Kyle Sturley, Senior Director of Special Events, Greater Orlando Sports Commission
- Ilia Torres, Special Assistant to Mayor Jerry L. Demings, Orange County Government
- Eric Ushkowitz, Economic Development Administrator, Orange County
- Yanidsi Velez, Florida and Southeast Senior Director, Hispanic Federation
- Nicolas Watkins, Shareholder, Gray Robinson

Safety and Security Subcommittee

- David Arnott, Public Safety Advisor to Orlando Mayor Buddy Dyer, City of Orlando
- Danny Banks, Deputy County Administrator and Public Safety Director, Orange County
- Craig Borkon, Deputy Chief Venues Officer, City of Orlando
- Undersheriff Mark Canty, Orange County Sheriff's Office
- Latria Graham, President & CEO, GLB (Human Rights Committee Chair and Session Moderator)
- David Ingram, Acting General Manager, Orange County Convention Center
- Dr. Richard Lapchick, President, Institute for Sport & Social Justice (Honorary Human Rights Committee Chair)
- Jennifer Lastik, Vice President of Events, Greater Orlando Sports Commission (Human Rights Committee Director)
- Caesar Lopez, Chief Administrative Officer & General Counsel, Orlando City Soccer Club
- Captain Tony Marlow, Orange County Sheriff's Office
- Special Agent Lee Massie, Florida Department of Law Enforcement
- Tanisha Nunn Gary, President, African American Chamber of Commerce of Central Florida
- Lieutenant Matt Ochuizzo, Orlando Police Department
- Captain Mitch Shaban, Orange County Sheriff's Office
- Jason Siegel, President & Chief Executive Officer, Greater Orlando Sports Commission
- Eric Smith, Deputy Chief of Police, City of Orlando
- Kyle Sturley, Senior Director of Special Events, Greater Orlando Sports Commission
- Eric Ushkowitz, Economic Development Administrator, Orange County
- Michael Weeman, Guest Experience Division Manager, City of Orlando

	<p>Workers Rights Subcommittee</p> <ul style="list-style-type: none"> • Sade Battle, Branch Manager, Andy Frain Services • Craig Borkon, Deputy Chief Venues Officer, City of Orlando • Clyde Boutte, Business Services Division Manager, City of Orlando • Reginald Davis, Human Resources Section Manager, Orange County • Latria Graham, President & CEO, GLB (Human Rights Committee Chair and Session Moderator) • David Ingram, Acting General Manager, Orange County Convention Center • Justin Kinsey, Region Vice President, REEF Technology • Dr. Richard Lapchick, President, Institute for Sport & Social Justice (Honorary Human Rights Committee Chair) • Jennifer Lastik, Vice President of Events, Greater Orlando Sports Commission (Human Rights Committee Director) • Caesar Lopez, Chief Administrative Officer & General Counsel, Orlando City Soccer Club • Jason Siegel, President & Chief Executive Officer, Greater Orlando Sports Commission • Kyle Sturley, Senior Director of Special Events, Greater Orlando Sports Commission • Eric Ushkowitz, Economic Development Administrator, Orange County • William Andrews, Counsel, Gray Robinson
<p>II. Description of identified risks and opportunities</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> <p>a) 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)</p> <p>b) 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)</p> <p>In their independent assessment of Orlando and its human rights risks, Ergon identified potential risks in the following areas:</p> <ul style="list-style-type: none"> • Child Rights • Housing Rights • Human Trafficking • LGBTQI+ Rights • Migrants Rights • Safety and Security • Workers' Rights <p><u>CHILD RIGHTS</u></p> <p>a) The following are areas of risk:</p> <ul style="list-style-type: none"> • In their independent assessment of Orlando and its human rights risks, Ergon identified the following potential risks:

- **Separation from Parents.** An influx of soccer fans at tournaments and large events increases risk of children being kidnapped or separated from their parents.
- **Child Abuse.** Children may experience various forms of child abuse including emotional/psychological, physical, sexual, and neglect. As addressed in our Human Trafficking section, sex traffickers will attempt to lure young children through online gaming consoles or social media networks.
- The GO26 Childs Rights Subcommittee identified the following potential risks:
 - **Impact of COVID-19 evictions can lead to home displacement for children.** A resurgence of COVID-19 during or leading up to the tournament could cause more families to experience financial burdens resulting in loss of children’s homes.

b)The following initiatives are Orlando’s Child Rights existing regulations, systems, and programs.

We believe that every child is entitled to fundamental human rights and equitable access to quality education, health, safe play, and economic prosperity. In 2017, our Parramore Kidz Zone youth initiative received national recognition for our dedication to improving the young lives of children and youth and transforming communities. Our research-tested approach resulted in a 48% decrease in child abuse, 63 percent decline in juvenile arrests, and 100% high school graduation rate.

The programs and projects in Orlando and surrounding areas that are focused on child's rights include:

- **Dedicated Child Protection Services Agencies.** The Florida Department of Children and Families is a statutory government agency dedicated to work in partnership with local communities to protect the vulnerable, promote strong and economically self-sufficient families, and advance personal and family recovery and resilience. The Department works across state and local government with dedicated case workers to safeguard and protect the rights of children.
- **Child Abuse Reporting Mechanisms & Policies.** We have dedicated resources, systems, and efficient communications strategy at the federal, state, and local level to respond and report all forms of abuse of both children and adults.
 - The Florida Abuse Hotline accepts reports 24 hours a day and 7 days a week of known or suspected child abuse, neglect, or abandonment and reports of known or suspected abuse, neglect, or exploitation.
 - The City of Orlando Police Department “SpeakOut” Hotline was created to help children anonymously report any threatening behavior or situation that endangers them, friends, family, communities, or school campus. This function gives children privacy to report information without the fear of retribution.
- **Orlando’s Safeguarding Policies.** The City of Orlando and Orange County government has policies to safeguard and protect children in all sports programs, clubs, and leagues. Policies and procedures have been established at all facilities with extensive employee training and background checks.

- **National Awards for Kid-Friendly City.** The City of Orlando was awarded the honorable designation of being a “Playful City” from Playful City USA and KaBOOM! This national recognition program honors cities and towns across the country who, like Orlando, has taken bold steps to make it easy for all kids to get the balanced and active play they need to thrive. We are honored to be included with these communities for more than 10 years in a row and recognized for our efforts to create a more playable, family-friendly city. The City has over 50 playgrounds that are located within walking distance of most children, and is proud to have partnered with KaBOOM! to create 2 playgrounds especially for our low income families at the Dr. James R. Smith Neighborhood Center and the John. H. Jackson Community Center in Parramore both close to potential tournament venues.
- **Child-Sensitive Disaster Emergency Preparedness.** The City of Orlando and Orange County venues have robust public safety and security policies to respond to lost children at all major events. Employees and volunteers receive extensive training by security officers on procedures to respond and reunite children with their families. During the reunification process, officers work with all local agencies to ensure children are cared for with food or housing until reunited with their caretakers.
- **Children’s Mental Health & Trauma Services.** Orlando has partnered with many mental health organizations across Greater Orlando in a rallying effort to support residents negatively impacted by the pandemic through the CARES ACT federal funding. In addition, Florida Governor, Ron DeSantis, recently announced Florida’s commitment of \$137.6 million to fund community-based mental health services for children and families with behavioral health needs.
- **“Vision for Play” Safety and Inclusion Initiative.** Orlando has made significant financial investments to ensure a healthy urban play environment that promotes all types of play for all kids. We understand how critical it is to integrate cognitive, creative, social, emotional and physical development for children during play. Accessible playgrounds and parks have been created throughout Greater Orlando to ensure vibrant new urban play environments that promote balanced and active play for all citizens.
- **Children’s Inclusion and Equal Opportunity Investments.** We are committed to ensure equitable access to sports, recreational programs and leagues for historically marginalized groups.

 - In 2020, the City of Orlando allocated \$2.41 million annually to begin replicating our Parramore Kidz Zone program for at-risk youth in 3 additional at-risk neighborhoods near potential tournament venues.
 - Since 1989, the Orange County Government Citizens’ Commission for Children (CCC) has provided funding and technical assistance to diverse, local human-service programs that touch the lives of countless children and families in the community. To continue this effort, the Orange County Board of County Commissioners earmarked approximately \$16.7 million in annual funding for the CCC in 2019. The purpose of the CCC is to develop, fund, and evaluate programs for youth and their families, and ensure that all at-risk or high-risk populations, including LGBTQ+ youth, are supported through the programs it funds. Last year, \$43,000 was awarded to the Orlando Youth

Alliance program to provide mentoring services to residents of Orange County who are 17 years or younger. Mentoring services focused on decreasing delinquent behaviors, negative mindsets, and unhealthy choices that lead to dysfunction and/or a lack of productivity.

- The Zebra Coalition offers youth LGBTQI meetups as opportunities for youth to participate in different activities with others who have similar interests, needs or identifications. Children are given a safe place to socialize, be creative, have a new experience or participate in fun activities like art, music, movies, fitness or any type of gaming.
- **Child Gender Identity & Caregiver Support Group.** The Orlando LGBT+ Center provides a support group for transgender and gender nonconforming children between the ages of 5-13 and their caregivers to come together to explore topics that are of specific interest and concerns. Caregivers meet with licensed mental health counselors for a facilitated discussion, while children will be led in activities designed for them regarding the monthly topic with The Center Orlando's Transgender Services Facilitator.
- **CAMP TEAMS.** Camp Teaching, Educating, Athletics, Mentoring and Safety (TEAMS) is a program where our Orange County Sheriff deputies work with children in at-risk communities to encourage safe and positive engagement with law enforcement. The athletic programs help build bonds to educate and encourage mentorship. In addition, *Rock 'n and Reeling with a Deputy*, is a fishing event that pairs kids with deputies to build upon child-friendly leisure and physical activity engagement opportunities for children.
- **LGBTQ Children Housing.** The Zebra Coalition provides LGBTQ+ youth ages 18-24 who are homeless and have been rejected by their families with short-term living. The housing program prepares youth to make a successful transition to become productive, independent and contributing members of our community. Services are outlined by each youth's individualized case plan.
- **Electrocardiogram screenings for high school athletes.** In April of 2021, Orange County Public School Board, by a 5-0 vote, became the 6th school district in America (all in Greater Orlando) to require electrocardiogram (ECG) heart screenings for all student athletes. Electrocardiogram (ECG) screenings help identify athletes who are at risk for sudden cardiac arrest which is the leading cause of death in athletics. ECG's will be offered on high school campuses through local medical providers and organizations.

HOUSING RIGHTS

a) The following are areas of risk:

- In their independent assessment of Orlando and its human rights risks, Ergon identified the following potential risks:
 - **Lack of Affordable Housing.** Orlando's rate of eviction is roughly 3% above the national average and 17% of the population had incomes below the poverty line. The increased demand for temporary housing during the tournament may create additional pressure on the local housing market, increasing the possibility that low-income families will be displaced or priced-out of the housing market long-term.

- **Homeless Population Displacement.** Orlando had the second largest number of people experiencing homelessness in unsheltered locations in 2019 and there have been issues with people sleeping in public areas, loitering, and sharing food. In an effort to improve safety and security for visitors in advance of the tournament, there is an increased possibility of forced removal of homeless individuals from stadiums and transport hubs.
- The GO26 Housing Rights Subcommittee identified the following potential risks:
 - **Impact of COVID-19 evictions can lead to home displacement for families and children.** A resurgence of COVID-19 during or leading up to the tournament could cause more families to experience financial burdens resulting in loss of their homes.

b) The following initiatives are Orlando’s Housing Rights existing regulations, systems, and programs:

The City of Orlando is committed to ensuring that every person, regardless of economic status, has access to quality housing that is safe and affordable and has been working to develop short and long-term strategies to expand the city's housing inventory for residents at all income levels. Our region is known for using the power of partnership to solve complex challenges and advance our shared vision for the future of our community. And we’re using the same spirit of partnership and collaboration to support our families who are experiencing homelessness and to advance our shared priority that every resident has a safe place to sleep and their basic needs of clothing, food and hygiene are met. The City of Orlando invests more than \$3.8 million each year to nearly 20 partner agencies to support programs that provide emergency shelter, bridge and permanent housing, supportive services and ongoing case management to those who are experiencing homelessness. And, the City of Orlando has and continues to make significant investments and forge new partnerships to develop and rehab quality housing units for our residents. Orange County Government recently launched the Housing for All Action Plan committing to promote greater affordable and attainable housing options by targeting 35% of the total number of units projected to be developed in Orange County in the next 10 years.

Orlando is one of the most visited areas in the United States, a beacon for travel and tourism by families and businesses. It has a long and celebrated record of hosting major sporting and other marquee events, always ensuring that housing is available and accessible for all types of visitors. The Orlando area has over 200,000 hotel rooms, timeshares and vacations rental homes available for when fans arrive to attend matches as part of the FIFA World Cup 2026™. Our region will ensure that accommodations are not only available but also well maintained and supported, and Orlando does not displace persons experiencing homelessness due to the events.

The programs and projects in Orlando and surrounding areas that are focused on housing rights include:

- **Housing First Initiative.** Homelessness is a complex issue that cities all across the nation are wrestling with. In Greater Orlando, we are responding with compassion, focusing on a region-wide Housing First initiative to provide permanent, supportive housing to chronically homeless individuals. The City teamed up with local government agencies, the private sector, philanthropic community, and many local

homeless service providers to implement a “housing first” strategy, which breaks the cycle of homelessness by providing permanent housing with an array of tailored supportive services including mental health and substance abuse support. Ninety six percent of the individuals housed through the housing first initiative have successfully remained housed. The program has been celebrated by the White House, Veterans Administration, and US Interagency Council on Homelessness for efforts to effectiveness end chronic veterans’ homelessness. We placed 1,132 people into supportive housing in 2020, and there was a reduction of people experiencing homelessness from 2019 to 2020 by nearly 30%.

- **Central Florida Commission on Homelessness.** The Commission is a collaboration of leaders from across Florida’s Orange, Osceola and Seminole Counties committed to ending homelessness through shared expertise, data informed decision making, best-practice development, and a collective voice to advocate for the homeless. CFCH leverages Federal, State, County and City funding to develop solutions for citizens experiencing homelessness. Orlando maintains a Homeless Management Information System (HMIS), which is a database used by homeless service organizations to record and store client level information about numbers, characteristics and needs of homeless persons and those at risk of homelessness. Additionally, the city utilizes a Coordinated Entry System (CES) to streamline the process of finding housing for those individuals, families and youth who are homeless with the goal of housing the most vulnerable first. This allows case managers, landlords, property managers and realtors to identify available units for families, chronically homeless individuals, survivors of domestic violence and human trafficking, unaccompanied youth and veterans.
- **Homeless Outreach Partnership Effort (H.O.P.E.) Team.** The City of Orlando partners with a diverse team of caring individuals with specialized backgrounds to conduct homeless outreach services in Central Florida. The H.O.P.E. team proactively works to engage and build trust with people experiencing homelessness, assess their needs and eligibility and connect them to services.
- **Downtown Ambassador Program/Panhandling Prohibitions.** The City of Orlando launched the Downtown Ambassador Program in 2018 to work with both homeless persons and local businesses to ensure the safety and health of all workers, residents, and visitors to downtown. The ambassadors receive training by the Orlando Police and Fire Departments as well as a third-party partner to provide wayfinding support and other guidance. In the summer of 2020, the Ambassador Program brought on an Outreach Manager. The manager serves to help identify and interact with chronically homeless persons and connect them to services and housing treating them with respect.
- **Downtown Clean Team/DTO Go.** The Downtown Development Board/Community Redevelopment Agency (DDB/CRA) has made portable, public bathrooms available in downtown Orlando. The program's goal is to create a safe restroom environment with facilities that have minimal impact on the community and meet the requirements of a variety of users. In addition, the Downtown Clean Team ensures that the streets and sidewalks are clean and passable and their work includes daily trash pickup of more than 300 trash cans, sidewalk pressure washing and graffiti removal.

- **Homeless Services Network of Central Florida (HSN).** HSN administers more than 32 grants through sub-recipient agencies who provide services to the homeless in the region, including groups that provide transitional and permanent housing, supportive services and ongoing case management for the homeless in the region. In August 2020, HSN received a \$5.25 million grant from the Bezos Day 1 Families Fund. The grant will allow HSN to work with local agencies to expand their work to identify unsheltered families with children and move them into permanent housing as quickly as possible. Additionally, it will allow for the expansion of diversion programs to keep families with children from entering emergency shelter system.
- **Health Care Center for the Homeless (HCCH).** The HCCH provides quality health care services that improve the lives of the homeless and medically indigent people who reside in Orange, Osceola and Seminole Counties. They also offer multiple programs in an effort to improve the overall health of patients, including primary care, oral health services, behavioral health and substance abuse counseling, mobile health services and HIV testing.
- **Christian Service Center.** The Christian Service Center operates several programs to help support the physical and mental health of all homeless persons within our region. Their Daily Bread program provides a nourishing noontime meal for families and individuals who are hungry six days a week at no cost to the consumer – nearly five million meals have been provided over the past three decades; the Love Pantry program provides struggling families and hungry children with an emergency food supply directly through public schools – more than 100,000 children are fed regularly through the program. Family & Emergency Services provides immediate emergency assistance and relief to families and individuals who are faced with an unexpected financial crisis.
- **City of Orlando’s Family Self-Sufficiency (FSS).** FSS is a program that enables HUD-assisted families to increase their earned income and reduce their dependence on welfare assistance and rental subsidies. Public Housing Agencies work in collaboration with a Program Coordinating Committee to secure commitments of public and private resources for the operation of the FSS program. Some of the services coordinated through the program include childcare, transportation, education, job training, employment counseling, financial literacy, and homeownership counseling, among others. Once an eligible family is selected to participate in the program, the PHA, and the head of each participating family execute a FSS Contract of Participation that specifies the rights and responsibilities of both parties and is generally for five years or more.
- **Fair Housing Policy.** On December 2, 2002 Orlando City Council voted to add sexual orientation as a class protected in its code (Ch. 57) prohibiting discrimination in housing, employment and public accommodations, like restaurants and nightclubs within the City limits. It was one of the first U.S. cities to codify such extensive non-discrimination policies.
- **Moving To Work (MTW) Demonstration Program.** The City of Orlando’s MTW Demonstration Program affords public housing authorities the opportunity to design and test innovative, locally designed strategies to help residents find employment, become self-sufficient, and increase housing choices for low-income families.

- **LIFT Orlando’s Affordable & Mixed-income Housing.** Since 2013, LIFT Orlando has been working on strengthening the historic neighborhoods surrounding Camping World Stadium, collectively known as the Communities of West Lakes, through mixed-income housing, cradle-to-career education, health & wellness and long-term economic viability. These neighborhoods have long been rich in African American heritage, including many long-term residents who broke through barriers of racial and economic inequality in the 1940’s, 50’s and 60’s. LIFT Orlando built mixed housing – for example, the Pendana, which offers 200 high-quality housing units with 140 designated as affordable housing for residents earning 60% or less of the area’s median income and 20 units designated for extremely low-income tenants. In addition, the Pendana Senior Residence offers 120 affordable residences for seniors 62 years old and above. Lastly, the West Lakes Financial Wellbeing Center offers free, one-on-one coaching to empower any resident of the community to gain control of their financial lives. LIFT Orlando teamed with Goodwill Industries of Central Florida to staff the center and CareerSource Central Florida to provide residents with additional career counseling and career resources. In the first two months of opening, 20 residents participated, 88% of those who completed CareerSource training secured jobs, and 82% of all participants increased their overall financial literacy.
- **CRA Down Payment Assistance Program.** The City of Orlando and the Community Redevelopment Agency (CRA) are committed to bringing quality and affordable housing options to downtown Orlando. In an effort to increase owner-occupancy of single-family homes in the Parramore area (surrounding Camping World Stadium), the CRA will provide down payment/closing cost assistance to purchasers of the CRA constructed homes.
- **Coalition for the Homeless.** The Coalition for the Homeless is a low barrier residential shelter with a focus on housing, emergency services, and diversion. Each day they serve more than 500 men, women and children through residential programs as well as more than 100 unsheltered individuals through community initiatives including shower and laundry facilities and mail services.
- **Florida Housing Finance Corporation.** The Florida Housing Finance Corporation (Florida Housing) was created by the state Legislature 40 years ago as a provider of innovative, measurable, data-driven and fiscally sustainable solutions to address the affordable housing challenges of our state. Their special programs include:

 - The Florida Housing’s Homebuyer Loan Program (HLP) offers 30-year, fixed-rate first mortgage loans originated by trained and approved lenders throughout the State of Florida. Over \$765 million dollars were used to help 4,872 first-time homebuyers purchase homes in 2019.
 - The DPA Program provides eligible borrowers with up to \$15,000 in the form of a zero percent, forgivable second mortgages, which are used for down payment, closing costs, prepaid expenses, mortgage insurance premiums, or as a principal reduction to community residents' first mortgage. Over \$325 million dollars in DPA funds has been disbursed to assist 21,790 homeowners.
 - The Housing Tax Credit program in Orlando provides nonprofit and for-profit developers with federal tax credits to build affordable housing for low-income

and homeless residents in the area. In 2019, \$57,413,911 in competitive Housing Credits was allocated, funding 3,524 units. \$39,518,538 in non-competitive Housing Credits was allocated in 2019, funding a total of 5,957 units.

- **Homeless support during COVID-19 pandemic.** The region has implemented various assistance programs to help individuals who may be experiencing hardships due to COVID, including:
 - The City of Orlando expanded the Orlando’s Bridge Program that aims to quickly bring homeless individuals off the street and help them rebuild their lives.
 - The Orange County Board of County Commissioners created the Orange County COVID-19 Eviction Diversion Program, funded with \$13.3 million from the Federal CARES Act.
 - Osceola County created the Emergency Utilities Assistance program to assist residents with funding for electric, gas, and water utilities.
 - Lake County created the Lake County’s State Housing Initiative Program (SHIP) that offers three programs to residents: 1) security and/or utility deposit assistance, 2) eviction prevention not to exceed six months of past due rent, 3) Homeless prevention a 12-month rent subsidy program for very-low-income households.
 - Seminole County’s Sharing Center offers funding to help residents with rent/mortgage and utility assistance.

HUMAN TRAFFICKING

a) The following are areas of risk:

- In their independent assessment of Orlando and its human rights risk, Ergon identified the following potential risks:
 - **Sex Trafficking Increase.** An influx of soccer fans may lead to greater activity from traffickers, impacting trafficked sex workers from various countries and victims who are already in Orlando or who are brought to Orlando for the tournament.
 - **Increased Illegal Drug Activity:** An increase in visitors to Orlando may increase demand for drugs, leading to a range of illegal activities. As a result, there is a possibility that traffickers selling drugs such as opioids could lead to pill mills and other serious drug activity, which increases opportunity to lure sex trafficking victims.
 - **Increase in Labor Trafficking:** Forced labor trafficking places pressure on the job market and those pressures could increase because of the preparations required by local businesses to be ready for the tournament.
- The GO26 Human Trafficking Subcommittee identified the following potential risks:

- **Impact of COVID-19 can lead to broader online human trafficking marketplace.** A resurgence of COVID-19 during or leading up to the tournament could lead to more human and sex trafficking victims. Human trafficking criminals lure a vast majority of victims through the internet. Our pivot to convene work and education online to reduce the spread of COVID-19 could give human/sex traffickers more access to a broader marketplace to recruit victims and connect with purchasers of commercial sex.

b) Orlando’s existing Human Trafficking Programs, Systems, and Regulations include the following:

Orlando and surrounding communities have built one of the most visible and well-coordinated campaign strategies to address human trafficking anywhere in the United States. The program is anchored by the Central Florida Human Trafficking Task Force, a network of first responders to the national human trafficking crisis, including law enforcement, social services, government, non-profit and faith-based organizations working together to end human trafficking in Orlando. Their coordinated efforts have spurred people to speak up and report incidents of human trafficking, allowing for improved enforcement of trafficking laws across Central Florida.

The programs and projects in Orlando and surrounding areas that are focused on human trafficking include:

- **Orlando Police Department Special Victims Response Team.** The Special Victims Response Team is made up of specially trained Orlando patrol officers who are the first responders any time a call comes in about a rape, child abuse, neglect or exploitation. Once appointed to the SVRT, the officers attend basic SVRT training classes and quarterly training as well as complete a 40-hour Sex Crimes course to prepare them for their special support.
- **Human Trafficking Education & Training by United Abolitionist.** United Abolitionist is a globally recognized organization, located in Orlando, that has been on the forefront of providing comprehensive training for individuals, professionals, business, organizational leaders, religious leaders, and law enforcement. Training sessions explain how Sex Trafficking, Labor Trafficking, Organ Trafficking, and Infant Trafficking are taking place in the United States and address the components of identifying victims and taking “Rescue, Restoration, and Justice” action.

United Abolitionist has conducted training for the Greater Orlando hospitality industry including but not limited to the following stakeholders Florida Restaurant and Lodging Association, Central Florida Hotel and Lodging Association and Walt Disney World Resorts Security. Training programs are in process with LYNX, Sunrail and Universal Studio hotels.

In addition, United Abolitionists helps victims of human trafficking by gifting them with backpacks full of much needed personal care and essential items. In many cases, this might be the only possession they have as they begin their new life.

- **The ACT! Mobile App.** The ACT! is an educational gaming app by the Lifeboat Project that provides valuable insight to how traffickers lure potential victims and warning

signs of human trafficking. Users can recognize and correctly identify “Red flags” that could signify a situation where trafficking may be occurring.

- **Huddle Up.** The Institute of Sports and Justice’s Huddle Up program targets professional sports leagues (front office, league representatives, players, etc) as well as college and university athletics programs (student athletes, administrators and coaches), with training to help them embrace the positional and personal leadership necessary to confront the full continuum of abusive behaviors. This includes identifying and combatting misogynistic language, sexual harassment, gendered bullying, sexual assault, rape and domestic violence. The program provides direct service delivery, keynote presentations, technical assistance and curriculum and training development.
- **Coordinated Emergency Victim Assistance Program.** Once victims are identified in Orange County, referrals for aftercare assistance can be made to access available emergency services in the human trafficking victim services program. These short-term emergency services may include food, clothes, housing, transportation, legal needs and mental health services. The partnering victim service providers use a victim-centered and trauma-informed approach in working alongside victims to address their acute emergency needs, advocating on their behalf in a space where they feel powerless, and help be a voice of reason.
- **Short-Term Residential Program:** Orange County provides short-term residential services to female victims and survivors of human trafficking. The services include: respite services, behavioral health, medical care, counseling services, life skills training, employability assistance, literacy education, substance abuse treatment, and assistance with transitioning back into the community. Utilizing a trauma informed, strength based, and victim centered model the victims and survivors receive case management services. Twenty-four hours a day seven days a week the program receives screenings and completes intakes. Orange County Government is the first county government to manage such services and respond to the needs of the community.
- **The Citizen Observer Program (C.O.P).** C.O.P. is composed of volunteers who help police by patrolling neighborhoods, shopping malls and school zones, reporting suspicious activities, persons and vehicles. Through the increased visibility of its specially marked vehicles, C.O.P. helps deter criminal activity, aids in the discovery and reporting of crime and assists in the apprehension of criminals.
- **Human Trafficking Prevention and Intervention Certification & Education.** Florida’s higher education institutions are committed to offer affordable resources to advance human rights for all students. Florida State University offers an online certification in human trafficking prevention and intervention. The certification takes a multidisciplinary public health approach to examine root causes and prevention and provides information on protections and services for vulnerable populations like at-risk youth, child victims of trafficking and adults with development disabilities. The online certification offers an economical way to provide access to knowledge and skills to a broad range of professionals who provide services to human trafficking survivors including social services providers, task force members, first responders and more.

LGBTQI+ RIGHTS

a) The following are areas of risk:

- In their independent assessment of Orlando and its human rights risks, Ergon identified the following potential risks:
 - **Lack of State-level Non-discrimination Protections:** Florida has no explicit state-wide non-discrimination protections for gay, lesbian, bisexual, or transgender people. Lack of non-discrimination protections could lead to discriminatory experiences for the LGBTQI+ community who are visiting during the tournament.
 - **No State-level Housing Discrimination Protections.** Florida does not explicitly prohibit housing discrimination based on sexual orientation and gender identity. Lack of non-discrimination protections could lead to discriminatory experiences for the LGBTQI+ community who are seeking housing during the tournament.
 - **Access to Public Transportation & Tournament Facilities.** Florida does not explicitly prohibit discrimination based on sexual orientation and gender identity when using public transportation. Lack of non-discrimination protections could lead to discriminatory experiences for the LGBTQI+ community while using public transport and tournament facilities.
 - **Black Trans Women Targeted.** The Transgender community, especially Black trans women are at a high risk for abuse and death or Human Trafficking. An influx of fans from around the world, particularly from countries with lower tolerance for LGBTQI+ Rights, could lead to an increase in discriminatory or dangerous experiences for members of the Trans community.
- The GO26 LGBTQI+ Rights Subcommittee identified the following potential risks:
 - **Impact of COVID-19 can lead to Poor Mental Health & Financial Hardship.** LGBTQI+ Community members including transgender, non-binary, gender fluid, and gender non-conforming individuals could experience job loss if COVID-19 resurfaces in preparation for the tournament. Loss of employment leads to financial burdens that can negatively impact mental health.

b) Orlando's commitment is demonstrated through the numerous LGBTQI+ Rights Regulations, Systems, and Programs, including:

Orlando is heralded worldwide for our LGBTQI+ equality and support, an achievement that has resulted from deliberate steps by leaders who worked to craft a culture of acceptance over several decades. For seven consecutive years, the City has obtained the highest score of 100 on the Municipal Equality Index (MEI), which measures how over 500 cities treat its LGBTQI+ residents, assessing non-discrimination laws, employment policies, inclusiveness of city services, health coverage, and law enforcement reporting of hate crimes, and municipal leadership on matters of equality.

The programs and projects in Orlando and surrounding areas that are focused on LGBTQI+ Rights include:

- **Chapter 57 Civil Rights Review Board.** The City of Orlando established the Chapter 57 Review Board to assist the Office of Human Relations in investigating discriminatory practices. This Civil Rights Board consists of seven members and is as diverse as our local community. The purpose of this board is to advocate for the citizens of Orlando in the areas of human and civil rights, with a primary focus on equal rights and equal opportunities in employment, housing, and public accommodations. It may conduct mediation and/or conciliation conferences and community forums.
- **Human Relations Division Policies & Laws.** The City of Orlando’s Human Relations Division promotes equality of opportunity for citizens of Orlando by advocating policies of nondiscrimination and enforcing City and Federal laws that prohibit discrimination in employment, housing and public accommodation. Human Relations is a certified agent of both the U. S. Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD). The anti-discrimination laws enforced by the FEPA/FHAP prohibit discrimination based on sex (includes pregnancy), sexual orientation, gender identity and expression, age, race, color, religion, sexual harassment, disability, national origin and retaliation.
- **Chapter 22 County Municipal Code Human Rights Ordinance.** Orange County’s Human Rights Ordinance is listed as Chapter 22 of the County Charter. Chapter 22 protects and safeguards the right and opportunity of all individuals to be free from all forms of discrimination, including discrimination based on age, race, color, religion, national origin, disability, marital status, familial status, sex, or sexual orientation.
- **Non-Discrimination Ordinance.** The City of Orlando has a local ordinance used to enforce protection against discrimination within the city limits of Orlando. Chapter 57 is different from federal laws in that it includes protection from discrimination based on sexual orientation.
- **Domestic Partnership Registry.** In December 2011, the Orlando City Council approved an ordinance establishing the City’s first-ever Domestic Partnership Registry. Orlando was the first government agency in Central Florida to give all couples the same basic rights other couples in committed relationships enjoy, and in the years since, more than 1,700 couples have joined the registry. In addition, 13 other Florida jurisdictions have used the City of Orlando’s registry as a model when creating their own regulations.
- **Gender Identity Added as a Protected Class.** On July 28, 2014, the Chapter 57 Review Board, unanimously recommended to the Orlando City Council that gender identity be added as a protected class to the City’s Recruitment & Employment and Harassment policies and procedures. The City Council unanimously approved an ordinance adding gender identity on August 11, 2014.
- **The Orlando Police Department (OPD) Transgender Persons Policy.** In November 2015, the Orlando Police Department (OPD) adopted a Transgender Persons policy to codify through policy one of the tenets of this agency: to treat all people with dignity and respect. The purpose of this policy is to establish guidelines for the appropriate treatment of transgender individuals who encounter and/or require the services of OPD. OPD treats every person with courtesy and respect. It is important for OPD officers and personnel to know, understand and utilize the appropriate nomenclature

and preferable manners of address, and to be aware of laws including public accommodations and other issues attendant relevant to this community.

- **Police and Sheriff’s Office LGBTQI+ Liaison.**

 - Members of the Orlando Police Department have participated in and instructed public safety and law enforcement training programs available for the public and other law enforcement agencies to understand the dynamics of the LGBTQI+ community and common issues LGBTQI+ individuals face. These programs aim to create policies that address LGBTQI+ issues, build community trust and build relationships of law enforcement and the community. Orlando maintains an LGBTQI+ Liaison, has model policies to ensure everyone is treated with dignity and respect, conducts regular training, and was the first agency in the southeast United States to establish the Safe Place program, designed to protect members of the LGBTQI+ community.
 - The Orange County Sheriff’s Office has several LGBTQI+ liaison deputies who are available to work with community members, visitors, and business owners. All liaisons are active in the Gay Officers Action League (GOAL) of Central Florida whose mission is to support, educate, and promote a positive relationship between LGBTQ+ law enforcement professionals and the communities in which they work, live and serve.
- **Orange County Mayor’s Office LGBTQI+ Liaison.** County Mayor Jerry Demings appointed a LGBTQI+ Community Liaison who is responsible for coordinating various community engagement activities and services. The position creates outreach programs to educate and promote inclusivity throughout Orange County.
- **Transgender Inclusion Training with Health Service Providers and Employees.** Orange County Government Health Services Department partnered with Equality Florida to provide gender-affirming empathy training for County Service Providers and employees. The training was led by Equality Florida’s Director of Transgender Equality and focused on the different barriers that transgender individuals face when seeking health and human services.
- **Children’s Bullying Prevention Campaign.** In October 2014, Mayor Buddy Dyer launched StandUp Orlando, an anti-bullying initiative to publicly demonstrate Orlando’s commitment to bullying prevention and to ensure our community continues to be a place of belonging, acceptance and respect for all people. Stand Up Orlando has provided year-round education for more than 5,000 children in nine Orlando middle schools through the Holocaust Center’s UpStanders Program as well as trained more than 250 City of Orlando Parks and Recreation employees in bullying prevention. The City of Orlando proclaimed October 25th as “Unity Day” to raise awareness about bullying and show the city’s commitment to kindness, acceptance and inclusion.
- **Law Enforcement Safe Place Initiative.** The Orlando Police Department and Orange County Sheriff’s Office both launched a Safe Place Initiative to provide the LGBTQ+ community with easily accessible safety information and safe places throughout the city/county they can turn to if they are the victim of crime or student bullying. Through the Safe Place Initiative, the both offices provide decals and signage to

county buildings, city facilities, local businesses, and other organizations to post as a symbol of safety for the victims of LGBTQ+ crime. Anyone who seeks solace in a “Safe Place” location can be assured that if they are the victim of a crime, police will promptly be called.

- **Transgender Community Support.** The Orlando City Government has embodied their commitment to LGBTQI+ rights and protections in numerous ways. For example, Orlando had the first multi-stall all-user restroom in a government building in Florida, benefitting the transgender community, people with disabilities who may have a caretaker from a different gender, and parents of children of the opposite gender. The City of Orlando regularly conducts workshops teaching key leaders best practices on how to work with the transgender community.
- **LGBTQI+ Community Partnerships.** The City proudly partners with the One Orlando Alliance, a coalition of 40 LGBTQI+ organizations in Central Florida, to continue addressing the needs of the LGBTQI+ community. The partnership helps nonprofits, businesses, foundations and government institutions to create a safe, welcoming, and inclusive community for all LGBTQI+ people, by lowering barriers, providing critical communication, and promoting effective, influential, and sustainable opportunities for transforming the culture of the region.
- **Zebra Coalition Services for LGBTQ Children.** The Zebra Coalition is comprised of over 50 partners that consist of service groups, government agencies, social service providers, churches, corporations and schools. The Coalition assist children facing homelessness, bullying, isolation from their families, and physical, sexual and drug abuse with individualized programs to guide them to recovery and stability. In addition, they host complimentary quarterly gender and orientation workshops. Both the City of Orlando and Orange County provide funding for the Zebra Coalition and the coalition has received national-level funding and partnerships with the White House and the Office of National Drug Control Policy. They are supported by the Zebra Coalition Youth Council, a group of youth between the ages of 13-24, who serves as resources for Zebra Coalition staff, as well as act as ambassadors in the community.
- **Support of Marriage Equality.** Orlando has been on the forefront of supporting marriage equality in the United States. On June 23, 2014, Mayor Dyer and the City Council authorized the filing of amicus curiae (friend of the court) briefs in support of marriage equality in several Florida cases trying to overturn the Florida same-sex marriage ban. And on January 6, 2015, Mayor Dyer officiated a same-sex wedding ceremony at Orlando City Hall that celebrated the historic first day that marriage was recognized for same sex couples in Florida. Forty-four loving gay and lesbian couples participated in the Vowed and Proud Wedding Ceremony, gaining access to the institution of marriage, and to a safety net of over 1,200 legal and economic protections for their families.
- **Expanded Transgender Health Care Coverage.** In 2018, The City of Orlando’s healthcare plan, provided through United Healthcare, included coverage for certain gender-affirming procedures for those who meet United Healthcare’s coverage guidelines.

- **Children’s Empowerment Summit:** Since its inception in 2014, the City of Orlando in collaboration with local governments and LGBTQI+ community organizations, has hosted the annual Orlando Youth Empowerment Summit (OYES) to empower Central Florida LGBTQI+ children and allies with resources and education to support understanding, acceptance and inclusion in our community. The summit provides dynamic and interactive workshop sessions to over 200 attendees to address the issues and necessities of our LGBTQI+ community and find potential solutions in a respectful atmosphere.
- **Gender Identity added to Supplier Diversity Procurement Policy.** On May 23, 2016, gender identity was added to the Chapter 7 Procurement Code to support equal opportunity in diversity in the procurement process.
- **Resolution for LGBTQI+ owned Business Enterprises.** On April 8, 2019 both Orlando’s City Council and the Board of County Commissioners of Orange County formally recognized the National LGBT Chamber of Commerce LGBT Enterprise certification. As a result, the City of Orlando and Orange County monitor utilization of LGBTQ+ owned business enterprises in procurements processes.
- **Mental Health Services.** OrangeConnects is a web-based navigation platform designed to connect Orange County Citizens of all ages with relevant behavioral health providers based on a brief assessment that captures individual’s unique needs and preferences, including LGBTQ+ and other cultural competencies.
- **Orlando United Assistance Center (OUAC).** Following the tragedy at Pulse nightclub in June of 2016, the City mobilized services from across the region. Orlando Mayor Buddy Dyer announced the formation of the OneOrlando Fund. The purpose of the fund was to provide a way to help respond to the needs of the community, now and in the time to come, after the effects of the Pulse tragedy. The fund was administered by the Central Florida Foundation to ensure all funds collected for victims are disbursed in a unified process that will expedite funds, ensure transparency and safeguard against fraud. From there, the City of Orlando in partnership with federal, state, local and community agencies, established the Family Assistance Center (FAC) at World Camping Stadium to offer individuals who were affected by the Pulse tragedy critical connections between victims and services from 35 different on-site agencies, like travel, lodging, funeral services, childcare and counseling needed as part of their recovery. More than 750 individuals and 243 families received assistance. In addition, 179 individuals and 83 families returned to the FAC for care and support. In July of 2016, the Orlando United Assistance Center was created to act as the central hub for those impacted by the tragic event including the survivors, their chosen family and families of those impacted by the tragedy. In its first year alone, the OUAC helped 347 clients, 494 case manager appointments, and supported 4,154 people through its (407) 500-4673 (HOPE) number. Its culturally experienced staff was composed of members of the Latinix, LGBTQI+ communities, and other communities of color. Because the majority of Pulse’s victims and survivors are Hispanic, the City also provided important information in Spanish about the City's services, the OneOrlando Fund and any other critical information through the OUAC.

- **LGBTQI+ support during COVID-19 pandemic.** The region has implemented various assistance programs to help individuals who may be experiencing hardships due to COVID, including:
 - Mayor Jerry Demings and Orange County officials collaborated with several LGBTQI+ community groups to help provide essential public safety messaging, access to CARES Act funding, and free personal protective equipment to the community. As part of Orange County’s CARES Act funding, more than \$1.2 million was provided to 147 LGBTQI+ businesses.
 - The Central Florida LGBTQI+ Relief Fund was created to assist Orlando LGBTQI+ community members who were most in need. Over \$66,818 was raised to provide 805 individuals immediate financial relief.

MIGRANTS RIGHTS

a) The following are areas of risk:

- In their independent assessment of Orlando and its human rights risks, Ergon identified the following potential risks:
 - **Unfair Targeting Leading to Deportation.** Hosting the tournament may lead to increased profiling of documented and undocumented fans by U.S. Immigration and Customs Enforcement (ICE). This may lead to an increase in expedited deportations which can leave migrant families vulnerable during expulsion proceedings with no procedural safeguards to ensure fair remedies.
 - **Increase in Labor Exploitation.** Preparing to host the tournament may increase the potential for migrants to experience labor exploitation practices particularly in the hospitality industry. The economic impact of COVID-19 may lead to more hotels and restaurants to engage in forced labor violations inclusive of illegal confinement and withholding travel documents.
- The GO26 Migrants Rights Subcommittee identified the following potential risks:
 - **Impact of COVID-19 can lead to mental health concerns.** A resurgence of COVID-19 during or leading up to the tournament could cause migrant families to experience financial hardships or difficulty returning home due to border closures which can lead to unstable mental health. The migrant workforce has a high concentration of workers in the hospitality industry which may leave migrants vulnerable due to higher layoffs and difficulties of social distancing when returning to work. These conditions can all cause increased stress, anxiety, or depression.

b) Orlando’s Existing Programs, Systems, and Regulations for Migrant’s Rights include the following:

Orlando is a community that celebrates its diversity, welcomes migrants, and offers protections and support to the full range of diverse communities that live and work in the area. Local government has been aggressive in establishing policies that protect and preserve the rights of migrants and a network of local nonprofits, faith-based organizations, business leaders, and others in the community work tirelessly to ensure that migrants in the Orlando area are welcomed and given an equal opportunity to succeed.

The programs and projects in Orlando and surrounding areas that are focused on Migrant's Rights include:

- **Local Immigrant Integration Policies Award.** Orlando has received a perfect score (5/5) on government leadership for three consecutive years from New American Economy for its efforts to support immigrant integration. The NAE Cities Index systematically evaluates immigrant integration by measuring local policies and socioeconomic outcomes across the 100 largest cities in the United States.
- **Economic Mobility for Immigrants - Hispanic Office for Local Assistance (HOLA).** This program, created 16 years ago by City of Orlando, Mayor Buddy Dyer, collaborates with more than 100 agencies and nonprofits in the Orlando Metro area to help newcomers and residents navigate social services in both Spanish and English. HOLA has also collaborated with the University of Central Florida to offer English classes to residents seeking to learn English, improving immigrant integration and economic mobility for immigrants. Since opening in 2004, the HOLA office has served nearly 200,000 citizens.
- **Deferred Action for Childhood Arrivals Financial Assistance.** In December 2020, a new federal court order required the Department of Homeland Security (DHS) to fully reinstate the Deferred Action for Childhood Arrivals (DACA) program applications which by law defers the removal of certain undocumented immigrants who were brought to the United States as children, have obeyed the law and stayed in school or enlisted in the military. The City's Office of Multicultural Affairs has worked closely with its partners to provide services to DACA recipients, and Mayor Buddy Dyer has actively supported and advocated for the rights of Dreamers in the Orlando Metro Area.
- **Minority-Owned Business Initiatives.** The City of Orlando streamlined its processes to ensure business owners from migrant communities can qualify for certification. It has also provided workshops in Spanish on its certification process.
- **Dedicated Office of Multicultural Affairs.** The City of Orlando's Office of Multicultural Affairs leads the community in creation and implementation of initiatives that improve the lives of immigrants and refugees through targeted outreach, policy and program analysis and recommendations. The city partners with nine multicultural chambers of commerce and more than 50 professional associations to provide a variety of services to the community.
- **Immigration Status Protections and Equal Access to Services.** In the summer of 2018, the City of Orlando passed its *Fair Treatment for All Trust Act Policy* to improve relationships with residents and eliminate unfair deportation targeting, particularly towards the migrant community. The Trust Act prohibits any city employee to ask questions about immigration status for those seeking services and prohibits police officers from asking for immigration status. The policy is a commitment to ensure that the Orlando Police Department does not stop, detain, question, or arrest anyone based solely on their immigration status. In addition, Mayor Dyer created the **Committee on Multicultural Affairs**, through which representatives from Orlando's multicultural and LGBTQI+ communities, keep city officials informed about pressing issues happening to immigrants, their families, and the community at large. This

appointed committee is composed of 17 community leaders that represent diversity in race, gender, age, religious beliefs, national origin, cultural background, profession, sexual orientation and gender identity.

- **Migrant Education Programs & Services.** The Hope Community Center is a service-learning community dedicated to the empowerment of Greater Orlando’s immigrant and working poor communities through education, advocacy and spiritual support. The center is supported by five counties and helps over 6,500 people yearly with their multiple programs, including the designated immigration programs below.
 - **Serving Migrant Children:** Adelante Caminates is Hope’s tutoring program for unaccompanied minors – those who travelled without adult accompaniment from Mexico and Central America, fleeing poverty and violence in their home countries. Hope offers a warm welcome, English classes, basic skills, and a hot meal for students.
 - **Pathway to Citizenship:** The Center offers citizenship preparation classes to lawful permanent residents of the United States in HCC’s Pathways to Citizenship program. These classes are offered in 12-week cycles and combine civics and English language instruction.
 - **Legal Immigration Services:** The Hope Community Center has been providing Legal Immigration Services since March 2015 and is recognized by the Department of Justice (DOJ) Office of Legal Access Programs. In addition, biannual Immigration Fairs are hosted by the center that aim to empower community members by keeping them knowledgeable of immigration laws and changes that might affect them and their families. The Immigration Fairs include a panel of immigration lawyers that speak on a variety of immigration topics and then answer audience questions.

SAFETY AND SECURITY

a) The following are areas of risk:

- In their independent assessment of Orlando and its human rights risks, Ergon identified the following potential risks:
 - **Poor Policing Relationships with Black Communities.** Police departments under intense scrutiny nationally and locally for racial inequality in policing can potentially result in confrontational protests. The tournament will attract international soccer fans of different nationalities, many of whom are Black, increasing the possibility of incidents between visitors and local law enforcement.
 - **Abuse of International Visitors.** The large numbers of international soccer fans representing different nationalities who would visit for the tournament could be at increased risk of physical or verbal abuse from hate groups that target Orlando, and those visiting for the tournament.
 - **Child Abuse.** The influx of people into Orlando hosting the tournament may increase children’s risk of separation from their parents in large crowds, kidnapping, and other abuse. There are also increased risks of labor abuses by

businesses who are working to prepare for large numbers of visitors around matches.

- The GO26 Safety and Security Subcommittee identified the following potential risks:
 - **COVID-19 can lead to increased Asian American discrimination and limited access to adequate healthcare for historically marginalized groups.** A resurgence of COVID-19 leading up to the tournament can exacerbate verbal or violent attacks from hate groups, especially towards visitors from Asian countries and Asian American and Pacific Islander communities who have been blamed for the spread of the virus. In 2020, more than 2800 reports of hate incidents were directed at Asian Americans and Pacific Islanders. In addition, racial and ethnic groups have experienced higher death rates. Minority groups of lower economic status could have trouble accessing to adequate medical care.

b) The following initiatives are Orlando’s Safety and Security Existing Regulations, Systems, and Programs:

Orlando’s standard of excellence and desire to show transformative leadership extends to everything we do to keep our city safe and enforce fair policing for all. The City of Orlando has nationally recognized law enforcement agencies that provide safety and protection services to over 76 million visitors from diverse backgrounds annually. This high volume of international and domestic travel speaks to the unparalleled level of expertise our law enforcement agencies have in implementing successful security and terrorism prevention strategies. Leveraging the most innovative technology, Orlando has the capacity to warehouse enormous intelligence data sources to help mitigate high-level threats and ensure rapid response to critical emergencies.

The City of Orlando has demonstrated its duty to protect lives in crisis by coordinating well-executed response plans and providing equitable access to preventative vaccinations. Orlando was host to the 2020 MLS is Back Tournament and the 2020 NBA Comeback Tournament and executed what is known as the “Sports Bubble” which became the national sports model for operating a safe sporting event and mitigated the spread of COVID-19 with comprehensive safety protocols and procedures. While we do not expect that COVID-19 would have any impact on the tournament, the experience and knowledge that the City has gained is embedded into all future event planning. FIFA would benefit not only from the direct contribution that expertise makes should Orlando be given an opportunity to host, but we can offer insights that can be shared with other event hosts in the future.

The programs and projects in Orlando and surrounding areas that are focused on Safety and Security include:

- **Community Trust and Equity Initiative.** On September 30, 2020, Orlando Mayor Buddy Dyer and City Commissioners announced the Community Trust and Equity Initiative, which will further the city’s actions to address police reform and increase equity in Orlando. Critical to that effort is ensuring that the actions of local police officers reflect the community’s standards and include ongoing review of police department policies, enhanced officer training and a continued commitment to transparency to further build and maintain trust with local residents. The initiative is a multi-pronged approach that will involve:

- An independent, third-party analysis and recommended reforms of OPD policies, training, operational practices, accountability systems and technology. This analysis will be led by The Bowman Group and Dr. Theron Bowman, a former police chief and deputy city manager for the City of Arlington in Texas, with more than 30 years of experience leading and managing public safety operations. His team includes partnerships with two national nonprofits committed to excellence in policing – CNA Institute for Public Research and Effective Law Enforcement for All. Together, this team brings extensive knowledge in procedural justice, mental illness and crisis de-escalation and backgrounds that include serving as federal monitors, serving as a member of President Obama’s Task Force on 21st Century Policing and serving as Managing Director of the Policing Reform Campaign at the NAACP Legal Defense Fund.
- In addition, as part of its independent review of the Orlando Police Department, the Bowman Group is inviting community members to participate in virtual meetings to share their thoughts on OPD and police-community interactions. During the meetings, community members will have the opportunity to share their experiences, perceptions and ideas on a number of topics involving the way that the department engages with the community. To help community members speak freely, OPD personnel are not participating in the meetings.
- A partnership with Bethune-Cookman University Center for Law and Social Justice to launch a unique community engagement program in the Parramore and Washington Shores areas that will utilize interactive and scenario-based training for law enforcement officers together with local residents, children, neighborhood and faith-based leaders.
- A survey for members of the public related to their unique experience during interactions with Orlando police officers to provide data-driven results to further implement changes where necessary.
- **Community & Children Programs Investments.** The City of Orlando continues to renew and expand their efforts to make change and further create racial equity through financial investments in our community. To further this effort, the city has:
 - Dedicated funding in the 2020/2021 budget to create Orlando’s first-ever Equity Official, a position dedicated to make change and further racial equity in everything our city government does.
 - Approved funding to expand the Parramore Kidz Zone program to three additional neighborhoods - Holden Heights, Mercy Drive and Engelwood neighborhoods - to reach more at-risk children and connect them with various opportunities.
 - Approved an additional \$1 million dedicated in the 2020/2021 budget, to expand the My Brother’s Keeper program into four new neighborhoods to connect more of Orlando’s boys and young men of color with mentoring, support networks and skills to help them improve academic performance, increase employment opportunities and reduce incarceration.

- **Alternative Mental Health Response Pilot Program.** The City of Orlando partnered with Aspire Health Partners to launch the one-year pilot program where trained mental health professionals will be on duty during the most frequent times that OPD receives 911 calls about residents experiencing mental health crises. The teams will respond to non-violent suicide attempts or other mentally ill non-violent calls, focused on de-escalating and connecting those in need to treatment and support services. Data will be collected during the year-long pilot and analyzed to provide insight on the effectiveness of the program, needed modifications and recommendations for future services.
- **Citizen’s Police Review Board.** Orlando established an independent, citizen-run oversight committee of the Orlando Police Department (OPD) Internal Affairs to ensure all residents have a voice in the community. The nine-member Board advises the Police Chief on Departmental policies pertaining to use of force and police conduct toward citizens.
- **8 Can’t Wait.** This initiative is Orlando Police Department’s commitment to increase police transparency and law enforcement accountability including updated policies to ban chokeholds, strangleholds, and other dangerous police practices.
- **Code Red.** To support crime prevention and send community emergency alerts, the Orange County Sheriff’s Office launched the Code Red emergency notification system that sends public safety messages to residents. The real-time alerts are a fast, effective, and efficient way to notify residents in the event of a public safety emergency or major incident, such as a missing child in a specific neighborhood or a hurricane evacuation alert.
- **Innovative Response to Improve Safety (I.R.I.S.).** Orlando Police Department installed surveillance cameras to enhance public safety throughout the City near high profile event areas including downtown Orlando, International Drive, and Parramore. OPD has also partnered with the Orange County Sheriff’s Office to share access of camera views at critical government and tourist-corridor locations allowing more eyes on a given area.
- **Hispanic Citizens Police Academy.** Orlando Police Department offers a five-week course, taught in Spanish, aimed to foster relationships between the Orlando Police Department and the Hispanic community. The course covers a range of topics, including crime prevention, crime scenarios, weapons safety, community engagement and public information.
- **Community Building & Children Outreach Programs.** The Orlando Police Department works daily to build relationships with residents in order to prevent and detect crimes in neighborhoods. Through programs like Operation Positive Direction and Dueling Dragons, OPD fosters relationships with young residents while serving as mentors. Operation Positive Direction seeks out middle and high school children who face social, economic and academic challenges and pairs the students with an assigned police officer. The officers assist the children with tutoring, community service, goal setting and incentives for success. Dueling Dragon’s is an unlikely partnership between inner-city teens and officers who have joined forces to become a one-of-a-kind, mentoring, year-round dragon boat racing team.

- **Community Crime Prevention Grant Program.** In 2020, the Orange County Sheriff's Office created the Community Crime Prevention grant program. In its first funding cycle, the program awarded 15 micro-grants ranging from \$3,800-\$10,000 to nonprofit organizations, neighborhood groups and others engaged in projects or programs that address crime prevention and community safety. These grants enable our community partners to work in alignment with the Orange County Sheriff's Office to support evidence-based violence reduction, safety and drug abuse education and prevention programs.

WORKERS' RIGHTS

a) The following are areas of risk:

- In the independent assessment of Orlando and its human rights risks, Ergon identified the following potential risks:
 - **Abuse of Workers Rights:** Florida is a right-to-work state, which critics say has significantly weakened the power of organized labor in the workplace. With the increased demand for workers, before and during the tournament, including construction and other unionized trades, abuse of workers' rights may increase.
 - **Low Minimum Wages:** Orlando's current minimum wage is \$8.46 per hour. Low wages could impact workers at tournament venues and recreation establishments which may include third party vendors.
 - **Increased Employment Discrimination:** The State of Florida does not prohibit employment discrimination based on sexual orientation and gender identity. With more members of the LGBTQI+ working in industries to support fans and visitors, the possibility of discrimination increases.
 - **Unequal treatment of organized union workers.** Adverse impacts from the hosting of the tournament could include no pay for long periods of time, low minimum wages, poor working conditions, and workers having no voice to report employment discrimination based on sexual orientation and gender due to lack of state-level protections.
- The GO26 Workers' Right Subcommittee identified the following potential risks:
 - **Impact of COVID-19 can lead to unequal treatment.** A resurgence of COVID-19 during or leading up to the tournament could cause unequal treatment with unsafe working conditions.

b) The following initiatives are Orlando's Workers' Rights existing regulations, systems, and programs:

Orlando was recently ranked by the U.S. Department of Labor as number one in the entire country for job growth, making Orlando one of the nation's fastest growing populations attracting a diverse and multicultural workforce. This speaks to our ability to create an inclusive culture of equal treatment and fair pay, and our on-going efforts to establish policies and partnerships with corporate and government entities that respect the rights of all people. The severity of potential worker rights violations in Orlando is extremely low due to a proactive strategy to demand fair treatment and our zero-tolerance culture led by our extraordinary city and county government leaders. We are pleased with the extraordinary

	<p>progress Orlando has made in recent years in workers’ rights through our constantly evolving regulations, systems, and competitive compensation programs that are currently in place and developing both on a local and state level.</p> <p>The programs and projects in Orlando and surrounding areas that are focused on Workers’ Rights include:</p> <ul style="list-style-type: none"> • \$15 minimum wage. Florida made history in the 2020 November election when voters approved a proposed amendment to increase the minimum wage to \$15 per hour state-wide by 2026. In 2019, City of Orlando Mayor Buddy Dyer announced wage increases that will ensure all our city employees are paid a \$15 per hour wage over the next three years. In addition, Orange County Mayor Demings will increase the minimum wages on the county level by October 2021 to \$15 per hour. • BLUEPRINT Employment Office. The City of Orlando established the BLUEPRINT program in 2008 to connect residents to job opportunities on the Community Venues construction project. The BLUEPRINT Employment Office has enrolled 12,155 residents in the employment program and over 4,200 residents have been placed in jobs since 2008; 67% were minorities and 12% were women. Of the 4,200 job placements 332 were jobs on the Camping World Stadium, minority hires were 88% and 5% women. We continue our efforts to increase the number of women involved in these projects. • Job Training Programs. Orlando offers a job training program, and wraparound support services, to help remove barriers and open doors to promising career opportunities that aren’t otherwise available to residents. To date, over 130 residents have enrolled and successfully completed the career training, and in 2019, the City launched a \$600,000 training initiative partnering with the Central Florida Urban League to connect local income-eligible residents with more than 100 vocational training opportunities. • Labor Relations liaison to the City’s employees and management. Orlando’s Labor Relations office represents the City in contract negotiations for nine union bargaining units. They provide training and advice to managers, supervisors and employees on contract interpretation and application, labor relations and employment issues, and develop policy guidelines relating to contract administration and other employment related issues, among other key activities. They would be included in the planning and/or development of any work plans for a FIFA World Cup 2026™ should Orlando be given the privilege of hosting matches.
3	<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> <ol style="list-style-type: none"> A description of the area of opportunity (e.g. what could be achieved; how would it positively impact on people and the community) 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)
	<p>Below is a description of each area of opportunity within each category in which Orlando could positively impact people and the community:</p>

GO26 understands the tremendous responsibility that comes with hosting matches as part of the FIFA World Cup 2026™. We also recognize that hosting would provide an unparalleled opportunity to build a human rights legacy that benefits Orlando and surrounding communities. By design, our human rights plans are deeply integrated with existing community programs and projects, and our overall bid has considered the long-term impact of the work necessary to prepare to host.

Our bid includes opportunities to continue to develop additional pitches and community-based soccer programs, build training programs, and make improvements to local transportation, housing, and other critical infrastructure - all of which will also directly benefit at-risk or marginalized communities across Orlando. Our human rights plan draws on existing relationships between government, business, and the many, diverse communities present in Orlando – so any and all additional investment will only serve to expand and deepen efforts to contribute positively to our human rights legacy.

We will commit local expertise and resources to exploring all the ways to maximize the investments that will be made in support of hosting to benefit the community. And we will compile our vast expertise and package it so that FIFA can share best practices and critical learnings with other prospective hosts to enhance their own human rights legacies.

As you will see below, we are committed to working with FIFA to further expand the reach and impact of the many existing, integrated programs and projects that are related to our human rights plan.

Child Rights: Orlando is proud to be a leader in developing safe areas and activities that engage children and their families to inspire creativity. In partnership with local stakeholders and FIFA, we hope to launch the GO26 FIFA World Cup Children’s Human Rights Council. The children’s council, composed of Orlando’s youth leaders and neighbouring counties, will provide a platform for children to have an on-going voice in our planning and preparation to host the tournament. The Council will also host a town hall during the tournament to raise awareness of child rights to broadcast to other children in classrooms across the globe.

Housing Rights: Orlando’s preparations for hosting matches during the FIFA World Cup 2026™ will be a catalyst to secure additional housing and supportive services for low-income and homeless residents. The Local Host Committee will work with the Central Florida Commission on Homeless to create a regional plan to assist with the mitigation of the homeless. This would include expanding the Downtown Ambassador Program and H.O.P.E Team prior to, and during the tournament.

Human Trafficking: The bidding process has already brought the Orlando community together around a shared commitment to end human trafficking through a collective effort of prevention education, awareness, and rehabilitative services for victims. The opportunity to host matches during the FIFA World Cup 2026™ would further galvanize these efforts to rescue and support thousands of victims from around the globe, by deploying our multi-agency strategy to put more perpetrators behind bars, educate fans on how to identify signs of abuse, and expand the number of safe residential recovery homes for victims. In partnership with FIFA and other Host cities, we have an opportunity to change the narrative for victims in need of healing and hope for the future here, and around the world.

LGBTQI+ Rights: Allowing Orlando to host matches during the FIFA World Cup 2026™ would present FIFA with an opportunity to deliver one of the most powerful human rights messages

in the history of sports. 2026 would mark ten years since the Pulse Night Club tragedy, when 49 members of the LGBTQI+ community were murdered in an act of hate that shocked and horrified the world. Orlando became an example worldwide of how a community can rally together to denounce all forms of hate and respond in times of crisis. We envision an opportunity for Orlando City Soccer Club, the Orlando Magic, and over 60 LGBTQI+ community partners to use the power of sport to unite a global audience in remembrance of those who were lost, and to share a message of strength and hope that can have a national/global impact through the platform of a FIFA World Cup 2026™.

Migrants Rights: Orlando is committed to developing the most comprehensive immigration reform program in the country, helping to put an end to the horrific devastation migrant families experience from separation and deportation. In partnership with FIFA and our local immigration partners, we could use the platform of the FIFA World Cup™ to advocate for the safety and support of over 100,000 migrant people in Central Florida.

Safety and Security: We believe that sport can help to make Orlando one of the safest communities for children and families in the nation. We already have long-standing commitments from Orlando City Soccer Club to grow children outreach programs at local community centers and for the Orlando Police department to relaunch their neighborhood patrol unit, which together work to ensure local residents, and especially children, feel safe. Our commitment to bridging the gap between our local law enforcement and residents has resulted in significant crime reduction and positive mental health impacts on our young children as socially responsible citizens. When fans visit Orlando for the FIFA World Cup 2026™, they will see these partnerships in action, and they will take that feeling of being protected, valued, and respected home with them. As the reach and impact of these partnerships continue to grow, our ability to build powerful partnerships across more neighboring counties, and ultimately to inspire a social justice movement promoting safety through sport around the world, only expands.

Worker’s Rights: Orlando would look to partner with FIFA to develop and promote an international blueprint for municipalities worldwide that highlights fair labor and inclusive supplier diversity best practices. Historically, minority and women-owned businesses have been excluded from benefiting from economic opportunities which severely impacts the racial wealth gap of minority families. Through our federal, state, and local partnerships, the City of Orlando has awarded more than \$46.4 million to minority and women-owned businesses for Camping World Stadium contracts. Our goal is to grow those numbers in partnership with FIFA and present it as a model for significantly reducing the wealth gap on a global scale.

In addition, we have an extraordinary opportunity to expand and grow Orlando’s employment and entrepreneurship programs for our local youth’s professional training and development. Our county’s Professional Opportunities Programs For Students program, which supports our future generation’s growth with access to experienced career professionals in a safe and protected environment and giving children the tools needed to prepare for higher education, would be fully integrated into the preparations for hosting matches as part of the FIFA World Cup 2026™, creating once-in-a-lifetime apprenticeship opportunities that can be modeled for other hosts of major global sporting events worldwide.

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

4	<p>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:</p> <ol style="list-style-type: none"> The specific measures planned by the host city (e.g. new regulations, mechanisms or programmes) Concrete milestones and related time frames for the planned measures 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
	<p>Our city’s commitment to equality began decades ago. In 1973, Orlando enacted an anti-discrimination ordinance called Chapter 57. The ordinance established the Human Relations Review Board which evolved into the creation of the Human Relations Office and the Board is now known as the Chapter 57 Review Board. We are building on a strong foundation of programs and initiatives committed to helping ensure safety and respect for all residents and visitors and create opportunities for communities across the region to be valued.</p> <p>GO26 remains committed to creating an inclusive culture of civic engagement that ensures protection of all individuals, regardless of race, color, ethnicity, gender, sexual orientation or identity, economic status, immigration status or any other personal characteristic or belief system. Notably, Joanie Schirm-Neiswender, who was co-chair of the World Cup host committee when matches were played in Orlando in 1994™, is now leading the effort to build the holocaust museum in Orlando, reflecting the longstanding commitment to inclusion and tolerance that is woven into GO26 and its efforts.</p> <p>GO26 will plan to implement the following new measures to prevent and mitigate risks of adverse impact in the following risk areas:</p> <p><u>Child Rights</u></p> <p>a) The following are specific measures planned by the host city:</p> <ul style="list-style-type: none"> Child Safety Wristbands. Potentially create a tournament wristband to help visiting parents keep track of children during tournament events and prevent parent separation. The wristbands would go around each child’s wrist and carry information that can be used to locate a wandering child’s parents if lost at an event. Child-Friendly Orlando Unites for Human Rights Awareness Campaign. Our collective team will launch a “Orlando Unites for Human Rights” awareness campaign to help children, fans, volunteers, and workers understand the importance of preserving Orlando’s inclusive culture by enforcing our code of conduct standards and zero tolerance of child abuse. Marketing collateral will include our child abuse hotline and ways to report abuse. The campaign will extend across all public transportation systems including Lynx buses, SunRail, SunPass, Orlando International Airport, and the rideshare community, as well as into hotels and local businesses. Messaging will be translated across multiple languages for international travelers and will emphasize our zero tolerance policies for discriminatory practices or child abuse in any form. Amplify Safety Messaging on Social Media and Online. As a part of our awareness campaign efforts and response to COVID-19 Impact, we will make

targeted marketing efforts to meet kids where they are by amplifying our safety messaging online. The 2020 Federal Human Trafficking Report revealed that women and children are overwhelming the victims of human trafficking with 50% of victims being children and 44% are women. The report also revealed that the dominant tool sex traffickers use to recruit victims according to case date is Facebook (59%). In response, we will activate a collaborative and coordinated marketing effort to disseminate safety ads across Facebook and other platforms. We will also encourage and educate parents on how to stay engaged on their children’s devices to ensure they are not communicating with strangers. GO26 will be working with the Paving the Way Foundation to air a 20-minute movie in schools across counties to educate children about safety to build more awareness of human trafficking.

b) The following are milestones, timelines and external stakeholder engagement:

- December 2021 - July 2026: Quarterly stakeholder meetings in concert with WC Committee Meetings and Organizing Committee Updates
- December 2021 - July 2026: Select stakeholders to attend legislative sessions and local/regional “elected official roundtables” for advocacy
- January 2022 - June 2022: Recruit, select and announce advisory council and task force members
- January 2024 - July 2026: Deploy code of conduct awareness campaign activated across all marketing channels
- March 2025 - July 2026: In-person training program and workshops with all parties involved in tournament

Housing Rights

a) The following are specific measures planned by the host city:

- **Housing Rights Training & Awareness Program.** To help prevent discriminatory housing practices, or discrimination towards the homeless population in and around Orlando, GO26 will work with local experts and partners to develop a training program for local vendors, volunteers, transportation partners, and hotel partners. The training will help to ensure all involved with organizing for the tournament are aware of the critical issues surrounding housing rights and empowered to report violations or problem-solve with local officials to alleviate potential issues.
- **Influence Legislative Policies.** GO26 will work to influence legislative bills in an effort to receive more funding and build stronger relationships with diverse communities to ensure that housing remains affordable and accessible in the leadup to the tournament.
- **Establish a Community Resident Housing Advisory Council.** To help support grassroots marketing for COVID-19 resources leading up to the tournament, we would work closely with representatives from our housing services providers and community residents to continue the dialogue on our multi-pronged advocacy strategy to acknowledge affordable housing as a human right and make residents aware of our housing shelters and financial assistance for families or children facing home displacement. Our goal is to ensure we have the voices of citizens

from every socioeconomic background involved working together for the greater good.

b) The following are milestones, timelines and external stakeholder engagement:

- December 2021 - July 2026: Quarterly stakeholder meetings in concert with WC Committee Meetings and Organizing Committee Updates
- January 2022 - June 2022: Recruit, select and announce advisory council and task force members
- January 2024 - July 2026: Deploy code of conduct awareness campaign activated across all marketing channels
- March 2025 - July 2026: In-person training program and workshops with all parties involved in tournament

Human Trafficking

a) The following are specific measures planned by the host city:

- **End Human Trafficking Training and Marketing.** GO26 will implement a robust human trafficking training and education summit/workshop for all hospitality industry workers including hotels, restaurants, and store owners. This will be accompanied by the launch of a comprehensive human trafficking marketing campaign that encourages residents and fans to help fight trafficking. The campaign would extend throughout the region, through messages appearing across Orlando’s transportation, tourism, and hospitality industries.
- **Rewards Program.** GO26 will develop an incentive/reward program for business owners on International Drive, a diverse and well-trafficked business district in Orlando that attracts millions of locals and tourists annually and is sure to be a destination for any fans or other visiting Orlando during the tournament, to encourage reporting of sex/human trafficking and illegal drug activities to law enforcement.
- **Influence Legislative Policies.** In the leadup to 2026, GO26 will work with CONCACAF, FMF and other global sport entities to expand the existing partnerships with organizations including the Freedom Network USA, the nation’s largest coalition supporting trafficked persons, and help influence legislative policies and build stronger relationships with diverse communities (Brazilian, Mexican, Asian, and LGBTQI+) that are most directly impacted by trafficking.
- **Amplify Safety Messaging on Social Media and Online.** As a part of our awareness campaign efforts and response to COVID-19 Impact, we will make targeted marketing efforts to meet kids where they are by amplifying our safety messaging online. The 2020 Federal Human Trafficking Report revealed that women and children are overwhelming the victims of human trafficking with 50% of victims being children and 44% are women. The report also revealed that the dominant tool sex traffickers use to recruit victims according to case date is Facebook (59%). In response, we will activate a collaborative and coordinated marketing effort to disseminate safety ads across Facebook and other platforms. We will also encourage and educate parents on how to stay engaged on their children’s devices to ensure they are not communicating with strangers.

b) The following are milestones, timelines, and external stakeholder engagement:

- December 2021 - July 2026: Quarterly stakeholder meetings in concert with WC Committee Meetings and Organizing Committee Updates
- December 2021 - July 2026: Select stakeholders to attend legislative sessions and local/regional “elected official roundtables” for advocacy
- January 2024 - July 2026: Deploy safety awareness campaign activated across all marketing channels, social media, and online
- March 2025 - July 2026: In-person training program and workshops with all parties involved in tournament

LGBTQI+ Rights

a) The following are specific measures planned by the host city:

- **LGBTQI+ Rights Training Program.** To help prevent discriminatory practices towards our LGBTQI+ individuals and children, GO26 will develop a comprehensive diversity and inclusion training program for host venue staff, vendors, volunteers, our transportation partners, and hotel partners. The training will teach the power of transformative thinking, love and acceptance; the importance of encouraging prosocial conversations that promote acceptance and inclusion and focus on how we are more alike than different.
- **Orlando Unites for Human Rights Awareness Campaign.** Our collective team will launch a “Orlando Unites for Human Rights” awareness campaign to help fans, volunteers, and workers understand the importance of preserving Orlando’s inclusive culture by enforcing our code of conduct standards. The campaign will extend across all public transportation systems including Lynx buses, SunRail, SunPass, Orlando International Airport, and the rideshare community, as well as into hotels and local businesses. Messaging will be translated across multiple languages for international travelers and will help emphasize our zero tolerance policies for discriminatory practices or unfair treatment towards all.
- **Statewide Advocacy.** Advocacy for the Florida Competitive Workforce Act and other key legislation will continue to be a priority for us. Given the attention that comes with hosting matches, we believe there will be additional public and political interest in updating existing policies and committing to greater support for the LGBTQI+ community. We will leverage our governmental relationships to engage in meaningful conversations with top state representatives to advocate for LGBTQI+ statewide protections and press for new support in the years leading up to the tournament.
- **Universal Restroom Options in Venues.** In an effort to create an inclusive environment for an global fan experience, we will seek to expand universal bathrooms in public facilities including stadiums and venues that will host FIFA World Cup 2026 activities.
- **Establish a LGBTQI+ Task Force.** We will work to develop a special task force to support decriminalization of sex work especially with the black women transgender community. Trans sex workers are the most marginalized and vulnerable due to widespread social stigmatization worldwide. The task force will

convene to discuss policies and programs that will help protect the Trans community and encourage them to report hate or sex crimes to law enforcement.

- **Continue COVID-19 Services & Relief.** We will continue the collaborative work with Orange County Government and LGBTQI+ community groups to help provide essential public safety messaging, access to funding, and free personal protective equipment to the community.

b) The following are milestones, timelines and external stakeholder engagement:

- December 2021 - July 2026: Quarterly stakeholder meetings in concert with WC Committee Meetings and Organizing Committee Updates
- December 2021 - July 2026: Select stakeholders to attend legislative sessions and local/regional “elected official roundtables” for advocacy. Assess all venues for universal restrooms.
- January 2022-June 2022: Recruit, select and announce advisory council and task force members.
- January 2024 - July 2026: Deploy code of conduct and awareness campaign activated across all marketing channels, social media, and online
- March 2025 - July 2026: In-person training program and workshops with all parties involved in tournament

Migrants Rights

a) The following are specific measures planned by the host city:

- **Grassroots Awareness Campaign.** We will organize a comprehensive public education campaign to ensure that all documented and undocumented migrant workers are informed of their rights and encourage and enable them to take specific actions if confronted by immigration authorities. This will be complemented by a multilingual campaign that educates fans and residents across many cultures and ethnicities to ensure that the entire community is aware and involved in the protection of immigrant rights throughout the region.
- **Immigration Affairs Task Force.** In partnership with the City of Orlando’s Multicultural Affairs Division, we will develop an Immigration Affairs Task Force to help protect and advance immigrant rights in the city and surrounding areas. The task force will partner with federal, state, and local leaders including local foreign embassy and consulate partners, to streamline communications addressing fair expulsion protocols, refugee asylum systems, and support services for families and children.
- **Anti-Racism & Cultural Training Program.** GO26 will implement a world-class comprehensive anti-racism and cultural education training program for host venue staff, vendors, volunteers, transportation partners, and hotel partners. Our training efforts will also cover education on LGBTQI+ rights, migrant rights, and worker’s rights.
- **COVID-19 Mental Health Awareness Campaign.** Due to the vulnerabilities created by COVID-19, GO26 will partner with the National Alliance on Mental Illness Greater Orlando (NAMIGO) to create a mental health awareness campaign.

b) The following are milestones, timelines and external stakeholder engagements:

- December 2021 - July 2026: Quarterly stakeholder meetings in concert with WC Committee Meetings and Organizing Committee Updates
- January 2022 - June 2022: Recruit, select and announce advisory council and task force members
- January 2024 - July 2026: Deploy mental health, code of conduct, and awareness campaign activated across all marketing channels including social media and online
- March 2025 - July 2026 : In-person training program and workshops with all parties involved in tournament

Safety and Security

a) The following are specific measures planned by the host city:

- **Code of Conduct Awareness Campaign.** GO26 will develop a comprehensive county-wide “Orlando Unites for Human Rights Code of Conduct” focusing on how to respect, value, and appreciate all citizens, fans, and children leading up to the FIFA World Cup 2026™ festivities. The Code of Conduct will be promoted to all local residents, through the hospitality industry and across the local business community, and promoted widely via a campaign consisting of signage, billboards, bus transportation, social media, and television ads. There will also be an integration of user-friendly technology in which fans can easily report violations to the code, such as misconduct and suspicious and dangerous activity, so that authorities may respond appropriately. In response to COVID-19, We will also work with and support our local Asian American and Pacific Islander leaders, the Asian American Chamber of Commerce, local consulates, and other multicultural chambers to educate fans.
- **Customer Service & Safety Incentive Program.** We will launch a Coin Incentive Program that rewards employees, workers, and event staff for adhering to exceptional safety standards and reporting unruly fan behavior including hate speech during the FIFA World Cup 2026™. A key component in this training will also include education on our child safeguarding policies. This includes the implementation of a mandatory robust safety and security training program for all staff, vendors, employees, and volunteers involved with executing Orlando’s FIFA World Cup 2026™ activities.
- **Child Safety Wristband.** Orlando will leverage its relationships with tourism experts to explore the development of a safety wristband for children, utilizing RFID technology. The wristbands could use a GPS tracking system to help notify parents where children are at all times. This could be explored in the context of the tournament with fans and then be implemented more widely in years that follow.

b) The following are milestones, timelines and external stakeholder engagement:

- December 2021 - July 2026: Quarterly stakeholder meetings in concert with WC Committee Meetings and Organizing Committee Updates
- January 2022 - June 2022: Continued engagement and training with local multicultural chambers and consulates

	<ul style="list-style-type: none"> • January 2024 - July 2026: Deploy code of conduct and awareness campaign activated across all marketing channels including social media and online • March 2025 - July 2026: In-person training program, customer service incentive program, and workshops with all parties involved in tournament <p><u>Workers' Rights</u></p> <p>a) The following are specific measures planned by the host city:</p> <ul style="list-style-type: none"> • Awareness Campaign. GO26 will develop an educational awareness campaign to ensure all workers are well-informed of their rights and the specific actions to take if human rights violations are encountered. This will build on the city's existing commitment to ensure "fair wages for all." • Supplier Diversity Program. GO26 will expand the city's commitment to reduce significant racial wealth gaps among diverse groups by implementing a comprehensive Supplier Diversity procurement process specific to hosting the FIFA World Cup 2026™. This proactive and coordinated approach will ensure minority and women-owned businesses, among others, have access to potential contract opportunities associated with hosting the FIFA World Cup 2026™. • Responsible Contractors. GO26 will utilize responsible contractors for services and goods connected to the event. This will include sourcing event-related apparel and merchandise per FIFA guidelines. We will also work in partnership with the Fair Labor Association to educate contractors on the importance of complying with labor laws and best practices for a responsible supply chain especially with COVID-19 potential impact. We will address safety guidelines, fair compensation, and environmental principles. <p>b) The following are milestones, timelines and external stakeholder engagement:</p> <ul style="list-style-type: none"> • December 2021 - July 2026: Quarterly stakeholder meetings in concert with WC Committee Meetings and Organizing Committee Updates • January 2022 - December 2025: Create and finalize diverse supplier outreach bidding opportunities, hold category meetings, award contracts. • January 2024 - July 2026: Deploy code of conduct and awareness campaign activated across all marketing channels, social media, and online • March 2025 - July 2026: In-person responsible contractors workshops with all parties involved in tournament
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>GO26 is committed to promoting compliance with all local and federal anti-discrimination laws in order to eradicate discrimination. We believe we can have significant impact by increasing the knowledge and awareness of the citizens through outreach and enforcement of fair treatment in all potential risk areas of child rights, housing rights, human trafficking, LGBTQI+ rights, migrants rights, safety/security and workers rights.</p>

	<p>GO26 has already established a partnership with the United Way of Central Florida to use their 211 hotline as the single, centralized mechanism that fans and other visitors can use to report issues during the 2026 FIFA World Cup™. The system will be staffed with nationally accredited and trained specialists in human traffic domestic violence, homelessness, and the other potential issues outlined in this report. For any cases involving life-threatening discriminatory situations, fans and residents will also be able to utilize Orlando’s Universal Emergency Number “9-1-1” to request fast and easy access to emergency assistance.</p> <p>In addition:</p> <ul style="list-style-type: none"> • Every person will be afforded the opportunity to report and seek remedy for concerns of discrimination or unfair treatment through a streamlined reporting process administered by several key stakeholders in all risk areas. Our remedy approach will be in alignment with the United Nation’s Universal Declaration of Human Rights which is the foundation of international human rights law and our guiding principles to ensure fundamental rights for all. • Orlando has hundreds of first responders including law enforcement, healthcare workers, and community members at large that are trained and ready to respond, report, and remedy all adverse impacts that may cause harm to underrepresented groups. • If a fan or visitor experiences any form of unlawful discriminatory practice, they may file a written complaint to our Chapter 57 Review Board or City of Orlando Human Relations Office who will immediately accept, investigate and resolve complaints of discrimination through methods of mediation and conciliation. • Through a coordinated partnership with the Florida Department of Children and Families and the National Human Trafficking Hotline, Orlando has two 24/7 hotlines for attendees to report suspected and/or verified trafficking for minors and adults. The local hotlines will be available 24/7 staffed with customer service representatives who will record violations and distribute to the appropriate authorities for investigation. • Orlando’s sophisticated facilities teams will also have reporting and response mechanisms in place at all venues hosting FIFA World Cup 2026™ event activities. Our customer service kiosks and information centers will be located throughout the facilities to allow fans to file reports or seek immediate attention to exacerbate all forms of discrimination.
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"> a) The specific measures planned by the host city b) Whether and how the host city plans to work with external stakeholders in developing and delivering the measures
	<p>The City of Orlando commits to build on our opportunities for a positive human rights legacy through the following specific measures:</p>

Child Rights:

- a) Specific measures of the GO26 FIFA World Cup Children’s Human Rights Advisory Council include hosting a public town hall during the tournament to raise awareness of child rights, work with school districts to coordinate fair recruitment process, work with selected participants for feedback on tournament planning.
- b) GO26 will continue to meet bi-monthly with our external stakeholder groups throughout 2021-2026 to develop and implement child rights measures for the tournament.

Housing Rights:

- a) To end chronic homelessness, we will continue using real-time data to ensure enough supportive housing units are available and focus on preventing people with disabling conditions from becoming chronically homeless in the future. Furthermore, we will increase supportive housing opportunities by reallocating existing funds, where possible, dedicating and aligning additional funding provided through both targeted grants (e.g., Continuum of Care program funding) and through mainstream resources (e.g., Housing Choice vouchers, Medicaid, and behavioral health funding). The legacy of this work following the FIFA World Cup 2026™ will be the availability of new permanent housing and other support resources for low-income and homeless residents in the City and surrounding counties.
- b) GO26 will continue to meet bi-monthly with our external stakeholder groups throughout 2021-2026 to develop and implement housing rights measures for the tournament. Special consideration should be made for disabled people and people with limited mobility.

Human Trafficking:

- a) We will work to broaden the awareness of diverse experiences and identity beyond race and gender, the impact of intersectionality, micro-aggressions and the need for cultural competency and inclusion advocacy. This entails creating community events that explore topics, such as Islamophobia, hate symbols, Hispanic culture, LGBTQI+ experience, and inclusive services. In addition, we will continue to establish and facilitate advisory bodies to design, implement, support, assess and challenge strategies of the community to achieve our goal of becoming more inclusive and diverse.

Orlando will continue to collaborate with current stakeholders and the Life Boat Project to help victims silently seek help from civilians. The Life Boat Project volunteers and fellow Rotarians will help victims reach out for help using the “H” and “T” (Human Trafficking) in American Sign Language (ASL). Signs and videos will be available throughout Central Florida to educate potential victims.

- b) GO26 will continue to meet bi-monthly with our external stakeholder groups throughout 2021-2026 to develop and implement human trafficking measures for the tournament.

LGBTQI+ Rights:

- a) Orlando will continue to build a positive human rights legacy by organizing one of the most iconic moments in international sports history to remember the 49 Angels of Pulse NightClub tragedy. Specific measures include:
 - OnePulse Foundation Memorial Task Force Advisory Council. We will partner with this special appointed task force of family members of victims, survivors, and local community leaders who will provide recommendations and guidance for the planning process of our tribute.
 - Pride Nights. The Greater Orlando Sports Commission, Orlando City Soccer Club, Orlando Magic, City of Orlando, Orange County Government, University of Central Florida and the Pulse Orlando foundation will collaborate to honor first responders, survivors, and family members through in-game events leading up to all the FIFA World Cup 2026™ activities.
- b) GO26 will continue to meet bi-monthly throughout 2021-2026 to develop and implement LGBTQI+ measures for the tournament.

Migrants Rights:

- a) Orlando is home to many foreign consulates and multicultural chambers throughout the region such as the Consulate of Mexico and the Consulate General of Haiti, with whom GO26 will establish collaborative work sessions to identify key issues relevant to these communities.
- b) GO26 will continue to meet bi-monthly throughout 2021-2026 to develop and implement Migrants Rights measures for the tournament.

Safety and Security:

- a) GO26 will build on programs and projects outlined in Orlando's bid to host matches, including:
 - The Orlando City Foundation, in partnership with MLS Works and the U.S. Soccer Foundation, will seek to build more safe space mini-pitches and gardens in underserved neighborhoods to support after school programs (including the U.S. Soccer Foundation's "Soccer for Success" program) across Orange and Osceola County, impacting hundreds of children annually.
 - To ensure residents feel safe and secure, The Orlando Police Department will focus on building positive community interaction and trust to improve relationships with local residents to build trust and partnerships. This will include the creation of new programs, alliances with community organizations, and promotional campaigns that encourage residents to become involved and contribute to the strengthening of local communities ties with law enforcement.

- The City of Orlando annually hosts leadership team training with an emergency type of scenario with every department implementing a plan around the designated scenario. These will be expanded in the lead up to the tournament and bring leaders from across sectors together for planning that will have benefits for the community into the future.
- b) GO26 will continue to meet bi-monthly throughout 2021-2026 to develop and implement Safety and Security measures for the tournament.

Workers' Rights:

- a) Our government leaders will continue to grow and monitor our supplier diversity programs, and as we develop plans for the FIFA World Cup 2026™ we will explore opportunities to develop employment opportunities that are fair, equitable, and sustainable - bringing economic benefits to Orlando and the surrounding community for years following the tournament.
- b) GO26 will continue to meet bi-monthly throughout 2021-2026 to develop and implement Worker's Rights measures for the tournament.

Additional Legacy Opportunities:

In addition to the areas that were addressed in detail above, GO26 recognizes the opportunity in hosting matches as part of the FIFA World Cup 2026™ to expand on its long-standing commitment to women and youth sports.

- **Supporting Women & Girls.** Starting in 2019, Women In Sports and Events (WISE) Greater Orlando, began working to empower women in the business of sports with the tools to reach their career goals. Four founding board members from the WISE Greater Orlando chapter are also in leadership roles on the GO26 Local Organizing Committee. WISE Greater Orlando has been selected by the U.S. Soccer Federation to serve as one of ten organizations taking part in the first U.S. Soccer *SheBelieves Ambassadors* program, meaning it will work directly with the Federation to showcase its mission, people, initiatives, and resources, to positively impact girls and women. The program features a range of organizations in sports, STEM, the arts, and professional development, with approximately half the groups having a focus on serving girls and women in underserved or minority communities. This program will continue to grow in the years leading up to the FIFA World Cup 2026™ and the event will serve as a catalyst the programs to serve and support even more women and girls, particularly those from underserved and minority communities.
- **Growing the Game For Children.** GO26, along with the US Soccer Foundation/Growth of Soccer program, are already working to expand the reach and impact of soccer in local communities across Central Florida. In 2020, more than 112,000 children were involved in Club Soccer in the area, many from underserved or minority communities, and the program will continue to grow in the years leading up to, and beyond, the FIFA World Cup 2026™. Beyond access to the game through free soccer programming, The Growth of Soccer program invests in safe places to play, focuses on urban gardens, and access to healthy food choices. One of the most powerful legacies of the FIFA World Cup 2026™ will be the development of mini-pitches, the expansion of healthy food programs, and

	<p>the exponential growth of the game among young people in and around Orlando, particularly from underserved and minority communities.</p>
<p>IV. Stakeholder engagement plan</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>GO26 formed the Human Rights Committee in October of 2020. The Human Rights Committee is composed of more than 70 members from the region, both in the private and public sectors. The Committee is broken into seven subcommittees that include Child Rights, Housing Rights, Human Trafficking, LGBTQI+ Rights, Migrants Rights, Safety/Security, and Workers Rights. The entire Human Rights Committee virtually convened once in 2020 and the subcommittees have each met 2-3 times virtually.</p> <p>Our group of stakeholders will continue to play an intricate role in supporting respectful and meaningful tournament discussions that drive valuable insights, mitigate risks, monitor measures, and enforce policies. We will create working groups for each specific high-risk issue area, each with a diverse group of stakeholders involved, who will contribute to the development and implementation of strategies and legacy building opportunities detailed in this document. These task forces will meet continuously from 2022 – 2026 as part of preparations for hosting matches associated with the FIFA World Cup 2026™.</p> <p>With the Greater Orlando Sports Commission, City of Orlando, Orange County and Orlando City Soccer Club providing leadership, the committee will add influence, resources and creativity to ensure the success of the event.</p>