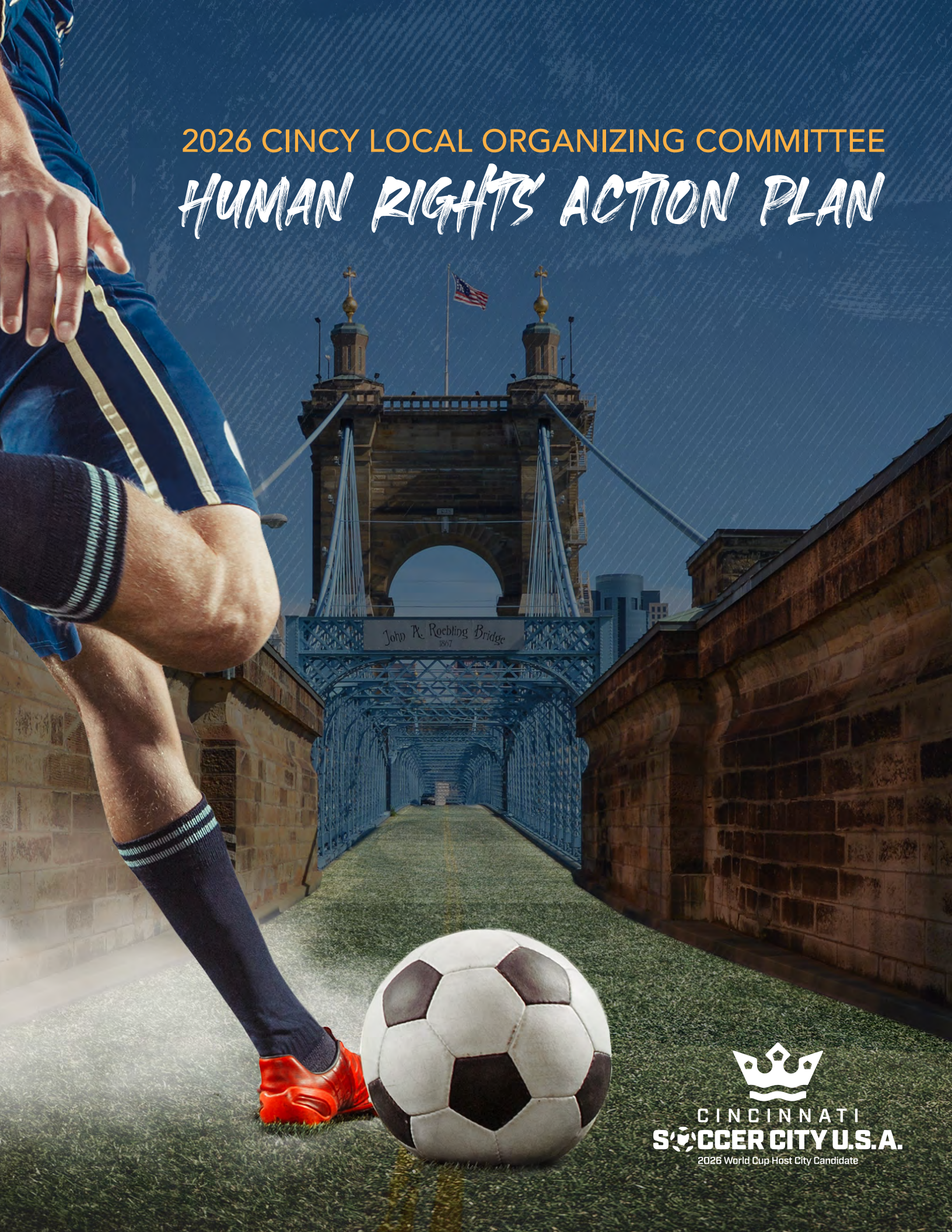


2026 CINCY LOCAL ORGANIZING COMMITTEE
HUMAN RIGHTS ACTION PLAN



John A. Roebling Bridge
1867



CINCINNATI
SOCCER CITY U.S.A.

2026 World Cup Host City Candidate

TABLE OF CONTENTS

Introduction	3
Executive Summary	4
2026 Cincy FIFA World Cup Human Rights Structure	6
2026 Cincy LOC Leadership and Human Rights Leadership	8
Human Rights Framework	14
Stakeholder Engagement Process	19
Human Rights Focus Areas: Risk Assessment, Mitigation Measures and Implementation of Opportunities	24
• Safety & Security	
• Human Trafficking	
• Migrants Rights	
• Workers Rights	
• Housing Rights	
• Complaints and Remedy: Reporting, Tracking and Resolution	
Supporting Documentation	46



INTRODUCTION



The 2026 Cincy LOC has been addressing Human Rights concerns as outlined in the initial Ergon Report for more than one year. We have engaged, listened and learned from our local subject matter experts and professionals directly connected to rights holders through their work. These insights are guiding us in the development, and ultimately, the execution of our human rights plan once we are named a Host City for FIFA World Cup 2026.

We have also addressed additional feedback from FIFA, US Soccer and Ergon. This document covers more detail than we could have provided in a 90-minute call. We would like to draw attention, in particular, to the methodologies for engagement directly with rights holders and a special section related to the rights and protection of children. The strategies and actions detailed in this document were developed by our Cincinnati team with the intent of applying them across the group of strategic Midwest markets that will support FIFA World Cup 2026 in Cincinnati.

Members of the 2026 Cincy LOC Human Rights Leadership Committee

*All of these members were present for the FIFA/Ergon call on November 22, 2021 or have committed their support to the effort.

2026 Cincy LOC Leadership Team:

- Jeff Berding, Co-Founder & President, FC Cincinnati
- Jackie Reau, CEO, Game Day
- Mary Stagaman, Principal, Mary Stagaman LLC

2026 Cincy LOC Human Rights Strategic Advisors:

- Senator Rob Portman, U.S. Senate
- David Yost, Ohio Attorney General
- Daniel Cameron, Kentucky Attorney General
- Danielle Minson, CEO, The Jewish Federation
- Rickell Smith, Executive Director, Social Justice Center at the Urban League
- Lilleana Cavanaugh, Executive Director, Ohio Commission on Hispanic/Latino Affairs
- Alana Jochum, Executive Director, Equality Ohio

The 2026 Cincy LOC Human Rights Co-Chairs:

- Katie Blackburn, Executive Vice President, Cincinnati Bengals
- Eddie Koen, CEO, Urban League of Greater Southwestern Ohio
- Amy Spiller, President, Duke Energy Ohio and Kentucky

- Sheriff Charmaine McGuffey, Hamilton County
- Chip Gerhardt, National Disability Rights Advocate
- Roula Allouch, National Board Chair, Council on American-Islamic Relations
- Mel Gravely, Entrepreneur, Author, Advocate for Racial Equity
- Woodrow Keown, CEO, National Underground Railroad Freedom Center
- Sasha Naiman, Executive Director, Children's Law Center

Leadership of the five focus areas of the Human Rights initiatives:

Workers' Rights:

- Brian Griffin, Executive Secretary-Treasurer, AFL-CIO
- Liza Smitherman, Chief People Officer, Jostin Construction

Migrant Rights:

- Dr. Rajinder Kaur Narang, Vice President, Enterprise Diversity & Inclusion Talent Strategy, Fidelity Investments
- Dr. Bryan Wright, Executive Director, Cincinnati Compass

Housing Rights:

- Kristen Baker, Executive Director, Local Initiatives Support Corporation (LISC)
- Robert Killins, Director, Strategic Initiatives, Greater Cincinnati Foundation
- Bobby Maly, Chief Executive Officer, The Model Group

Human Trafficking:

- Harold D'Souza, President, Eyes Open International
- Erin Meyer, Coalition Manager, End Slavery Cincinnati

Safety and Security:

- Chief Deputy Jay Gramke, Hamilton County Sheriff's Office
- Lt. Col. Michael John, Cincinnati Police Department





EXECUTIVE SUMMARY

Cincinnati's bid to host FIFA World Cup 2026 has been created using best-in-class ideals for hosting the matches and ensuring an extraordinary experience for the athletes, coaches, fans, media and corporate partners alike. At the same time, we will ensure the safety and welfare of residents of the host communities engaged in our bid.

The 2026 Cincy Local Organizing Committee (LOC) is led by the CEOs of Cincinnati's largest companies who bring innovative ideas to our host city approach. Our top companies, including Kroger and Procter & Gamble, have agreed to lead efforts to create the first-ever Zero Waste/Zero Hunger event in 2026. Our facilities and venue plan includes owners of the Cincinnati Bengals and FC Cincinnati as well as support from local government, particularly the City of Cincinnati, Hamilton County and the State of Ohio.

Of equal importance to the LOC is a commitment to upholding Human Rights in the planning, execution and legacy building of FIFA World Cup 2026. With this in mind, we have secured top subject matter experts and thought leaders to lead our collective effort in the areas of housing rights, human trafficking, migrant rights, workers rights and safety and security. Ensuring safety, equitable treatment and opportunities for all working on the event, residing in our host communities or visiting our region is of paramount importance.

Within our human rights leadership, we have the support of U.S. Senator Rob Portman, who is a national legislative leader in human rights. We have also secured support from the Attorneys General of the State of Ohio and the Commonwealth of Kentucky to provide further guidance and support, particularly around human trafficking.

Since our call with FIFA/Ergon on November 22, 2021, we have continued to develop strategies for engaging and seeking insights from rights holders directly. One core strategy is the addition of Cohear, an organization dedicated to the voices of "Everyday Experts," to our team. A fuller description of their process is found in the Deepening Stakeholder Engagement section.

Additionally, we have created two powerful partnerships for the monitoring, measurement and reporting of risk.

The first is a partnership with Jacobs, a global leader in program management of large-scale events (and a FIFA partner) to create our Social Impact Assessment Tool, which will measure on a regular basis those risks and issues arising in any of the five areas of focus. Jacobs will also support the smooth operation of our human rights structure, bringing their prior experience to bear on the complexity of hosting FIFA World Cup events, and ensuring we meet critical milestones and measures.

We are also working with Cincinnati Bell's IT solution, CBTS, to create a communications pathway and application to engage residents and visitors via text, phone or email. This application will provide immediate access for reporting of emerging issues, addressing questions and more. Services will be managed by multilingual representatives trained with our human rights ideals, and will provide a simple, direct approach to engaging the community. This proposed community interface will be strengthened through referrals from the United Way of Greater Cincinnati's well-established 211 hotline.

Once developed, we will share these tools from Jacobs and CBTS with other North American cities to use for a consistent approach to monitoring, measuring and reporting human rights concerns at a national level. These solutions, using trusted partners, could provide FIFA with a dashboard to monitor issues in real time.

EXECUTIVE SUMMARY



We have focused legacy projects for our plan which will support our overall Human Rights work.

One legacy in hosting FIFA World Cup 2026 will be to create a clearinghouse for all of our human rights work and initiatives under the umbrella of the United Way of Greater Cincinnati (UWGC) in partnership with the National Underground Railroad Freedom Center (Freedom Center). The United Way will convene a Human Rights Collaborative to deepen our commitment to human rights and support our hosting of FIFA World Cup 2026. They will also become the long-term owner of the Social Impact Tool, as the UWGC has a long history of using data to drive community action and impact.

The Freedom Center provides a perfect location—just a short walk from Paul Brown stadium—for meetings, lectures, exhibits and presentations related to FIFA World Cup 2026 that complement the human rights focus areas, in particular human trafficking/modern-day slavery. We would also like to invite the other Host Cities for FIFA World Cup 2026 for a new national symposium to share best practices and hear from our combined roster of thought leaders.

We will also increase youth soccer participation by 50 percent in the next five years, focusing on previously underserved neighborhoods in our community.

We hope to use the FIFA World Cup as an opportunity, through public-private partnerships, to increase the overall availability of affordable housing stock in the region, using it first as accommodations for the World Cup.

An additional legacy project proposed since the November 22 call is the completion of decking over Ft. Washington Way, a major highway interchange that divides the Central Business District in Cincinnati from its riverfront. Capping the current gap would provide additional space for fan gathering and pre-game events during FIFA World Cup 2026 and would increase opportunities for development of housing, retail and recreational facilities in the long-term. If FIFA World Cup is the catalyst for this project, it will drive significant job creation across a wide range of trades in the run-up to 2026. The project would provide a case study on the application of the workers' rights strategies detailed elsewhere in this document.

The 2026 Cincy LOC is guided by a collaborative community will to host the world's largest sporting event with leadership, innovation and opportunity for all. In fact, collaboration is the prevailing ethos of our region. We offer our commitment to human rights in the spirit of leveraging the power of sport to uplift our community and its people.



COMMUNICATION PATHWAYS FOR RIGHTSHOLDERS



COMMITTEE STRUCTURE

LOC CO-CHAIRS



CARL LINDNER III
Co-CEO/President
American Financial Group



RODNEY MCMULLEN
President & CEO
The Kroger Co.



DAVID TAYLOR
President & CEO
Procter & Gamble



BARBARA TURNER
President & CEO
Ohio National Financial Services

LOC STEERING COMMITTEE



GARY LINDGREN
President
Cincinnati Business Committee



JULIE CALVERT
President & CEO
Cincinnati Convention &
Visitors Bureau



JEFF BERDING
President
FC Cincinnati



KIMM LAUTERBACH
President & CEO
REDI Cincinnati





HUMAN RIGHTS COMMITTEE LEADERSHIP

HUMAN RIGHTS CO-CHAIRS



KATIE BLACKBURN
Executive Vice President
Cincinnati Bengals



EDDIE KOEN
CEO
Urban League Greater SW Ohio



AMY SPILLER
President
Duke Energy Ohio & Kentucky

Our 2026 Cincy Human Rights Committee includes more than 50 leaders representing the business, civic, government, social, law enforcement, faith, and philanthropic sectors.



HUMAN RIGHTS COMMITTEE LEADERSHIP

SAFETY & SECURITY



LT. COL. MICHAEL JOHN
Cincinnati Police



CHIEF DEPUTY JAY GRAMKE
Hamilton County Sheriff's Office

MIGRANT RIGHTS



DR. BRYAN WRIGHT
Executive Director
Compass Cincinnati



DR. RAJINDER KAUR NARANG
Vice President, Diversity &
Inclusion Talent Strategy
Fidelity Investments



HUMAN RIGHTS COMMITTEE LEADERSHIP

HUMAN TRAFFICKING



ERIN MEYER
Coalition Manager
End Slavery Coalition



HAROLD D'SOUZA
President
Eyes Open International

WORKERS' RIGHTS



BRIAN GRIFFIN
Executive Secretary-Treasurer
AFL-CIO



LIZA SMITHERMAN
Chief People Officer
Jostin Construction



HUMAN RIGHTS COMMITTEE LEADERSHIP

HOUSING RIGHTS



KRISTEN BAKER
Executive Director
LISC



ROBERT KILLINS
Director, Special Initiatives
Greater Cincinnati Foundation



BOBBY MALY
CEO
The Model Group

HUMAN RIGHTS LEADERSHIP SUPPORT



MARY STAGAMAN
2026 Cincy LOC



JACKIE REAU
2026 Cincy LOC



HUMAN RIGHTS COMMITTEE LEADERSHIP

STRATEGIC ADVISORS



ROULA ALLOUCH
National Board Chair
Council on American-Islamic
Relations



WOODROW KEOWN
CEO
National Underground
Railroad Freedom Center



LILLEANA CAVANAUGH
Executive Director
Ohio Commission on Latino
Affairs



**SHERIFF
CHARMAINE MCGUFFEY**
Hamilton County



CHIP GERHARDT
National Disability
Rights Advocate



DANIELLE MINSON
CEO
The Jewish Federation



MEL GRAVELY
Entrepreneur, Author,
Advocate



SASHA NAIMAN
Executive Director
Children's Law Center



ALANA JOCHUM
Executive Director
Equality Ohio



RICKELL SMITH
Executive Director
Center for Social Justice



HUMAN RIGHTS COMMITTEE LEADERSHIP

STRATEGIC ADVISORS HUMAN TRAFFICKING



SENATOR ROB PORTMAN
United States Senate



DAVE YOST
Attorney General
State of Ohio



DANIEL CAMERON
Attorney General
State of Kentucky

STRATEGIC ADVISOR HUMAN RIGHTS COLLABORATIVE



MOIRA WEIR
CEO
United Way
Greater Cincinnati

HUMAN RIGHTS FRAMEWORK AND TIMELINE

			Legacy and Human Rights Framework for FIFA World Cup 2026			
Topic	Review Questions	Summary	Foundational Efforts	Work in Progress	Framework in Action	Key Outputs
Stakeholder engagement	Questions 1-5	Make engagement accessible to different stakeholders, capturing the broadest range of stakeholder groups as possible, incorporating stakeholder views when developing reports and plans		Review baseline socio-economic, environmental and human rights data and validate priority legacy and human rights needs	Design and roll out stakeholder engagement program, including rightsholders	Rightsholders Roundtable
				Complete comprehensive stakeholder mapping and gap analysis to identify hard to reach groups and vulnerable groups	Identify all relevant groups to capture racial, ethnic, and gender diversity, people with disabilities, visitors, migrants, LGBTQ+, people of faithchildren, homeless, trafficked, people with addition	Updated Stakeholder Management Plan
				Review and evaluate currently-proposed legacy projects	Identification of additional legacy projects from rightsholders/stakeholder engagement and collection/ evaluation of associated data	Stakeholder Feedback Report
Risk Assessment, Mitigation Measures, and Implementation of Opportunities for a Positive Human Rights Legacy	Questions 6 - 14	Incorporating stakeholder views in risk identification, mitigation and opportunities for a positive human rights legacy, evaluation of magnitude or severity of opportunities and risk, monitoring and communicating risk management activities, implementing planned mitigation strategies, establishing the Cincinnati Human Rights Initiatives Collaborative		Benchmark best practice from previous international events and other built environment infrastructure programs	Collaborate with rightsholders/ stakeholders to establish ambition for social change and human rights outcomes	Updated List of Legacy Projects
				Establish whether the planned legacy projects map to intended social change and human rights outcomes	Collaborate with rightsholders/ stakeholders to design additional legacy projects	Rightsholders Roundtable
				Review existing risk assessment process	Impact forecasting, analysis of risks and opportunities, design mitigation and enhancement	Updated Stakeholder Management Plan
				-	Impact evaluation (magnitude/severity and spatial distribution)	Stakeholder Feedback Report
				-	Procurement and supply chain mapping to identify best practices and supply chain opportunities	Updated List of Legacy Projects
Complaints and Remedy	Questions 15 - 18	FIFA World Cup Welcome Guide (formerly referred to as the Fan Passport) and submission of human rights related complaints, provision of a trafficking hotline, mechanisms to support vulnerable groups in raising concerns, engaging stakeholders to resolve issues, legacy commitments			Identify formats of materials (analog and digital)	Vision Statement for World Cup 2026
				Benchmark best practice for complaints reporting and resolution	Appoint legacy and human rights champions	Legacy Project Implementation Plan
				Development of robust communications systems and identification of communications pathways to local stakeholders, organizations, and agencies	Sharing established protocols for the Cincinnati region with Midwest Markets Partners to establish consistent practices	Legacy & Human Rights Impact Report

HUMAN RIGHTS FRAMEWORK AND TIMELINE

STAKEHOLDER ENGAGEMENT

Make engagement accessible to different stakeholders, capturing the **broadest range of stakeholder groups** as possible, incorporating stakeholder views when developing reports and plans

WORK IN PROGRESS	FRAMEWORK IN ACTION	KEY OUTPUTS
Review baseline socio-economic, environmental and human rights data and validate priority legacy and human rights needs	» Design and roll out stakeholder engagement program, including rightsholders	» Rightsholders Roundtable Updated Stakeholder Management Plan
Complete comprehensive stakeholder mapping and gap analysis to identify hard to reach groups and vulnerable groups	» Identify all relevant groups to capture racial, ethnic, and gender diversity, people with disabilities, visitors, migrants, LGBTQ+, people of faith, children, homeless, trafficked, people with addiction	» Stakeholder Feedback Report
Review and evaluate currently-proposed legacy projects	» Identification of additional legacy projects from rightsholders/stakeholder engagement and collection/ evaluation of associated data	» Updated List of Legacy Projects



HUMAN RIGHTS FRAMEWORK AND TIMELINE

RISK ASSESSMENT, MITIGATION, & HUMAN RIGHTS LEGACY

Incorporating stakeholder views in risk identification, mitigation and opportunities for a positive human rights legacy, evaluation of magnitude or severity of opportunities and risk, monitoring and communicating risk management activities, implementing planned mitigation strategies, establishing the **Cincinnati Human Rights Initiatives Collaborative**

WORK IN PROGRESS	FRAMEWORK IN ACTION	KEY OUTPUTS
Benchmark best practice from previous international events and other built environment infrastructure programs	» Collaborate with stakeholders to establish ambition for social change and human rights outcomes	» Vision Statement for World Cup 2026
Establish whether the planned legacy projects map to intended social change and human rights outcomes	» Collaborate with stakeholders to design additional legacy projects	» Legacy Project Implementation Plan
Review existing risk assessment process	» Impact forecasting, analysis of risks and opportunities, design mitigation and enhancement	» Legacy & Human Rights Impact Report
	» Impact evaluation (magnitude/severity and spatial distribution)	» Social Impact Assessment Tool <i>(to evaluate/assess Legacy & Human Rights Impacts)</i> + Risk Management Plan <i>(for risks that cannot be fully mitigated)</i>
	» Procurement and supply chain mapping to identify best practices and supply chain opportunities	» Equitable Procurement Plan
	» Develop performance metrics and targets	» Interactive Dashboards <i>(for monitoring performance)</i>



HUMAN RIGHTS FRAMEWORK AND TIMELINE

COMPLAINTS & REMEDY

FIFA World Cup Welcome Guide (formerly referred to as the Fan Passport) and submission of human rights related complaints, provision of a trafficking hotline, mechanisms to support vulnerable groups in raising concerns, engaging stakeholders to resolve issues, legacy commitments

WORK IN PROGRESS	FRAMEWORK IN ACTION	KEY OUTPUTS
Benchmark best practice for complaints reporting and resolution	» Identify formats of materials (analog and digital)	» FIFA World Cup Welcome Guide <i>(formerly referred to as Fan Passport)</i>
	» Appoint legacy and human rights champions	» Monitoring Program <i>(aligned to governance)</i>
	» Capacity building (embedding knowledge and understanding)	» Communication Plan for Cincinnati <i>(including Legacy Pledges)</i>
Development of robust communications systems and identification of communications pathways to local stakeholders, organizations, and agencies	» Sharing established protocols for the Cincinnati region with Midwest Markets Partners to establish consistent practices	» Communication Plan for Midwest Markets <i>(Detroit, Indianapolis, Columbus, Cleveland, Lexington, Louisville)</i>



OUR JACOBS

At Jacobs, we're challenging today to reinvent tomorrow by solving the world's most critical problems for thriving cities, resilient environments, mission-critical outcomes, operational advancement, scientific discovery and cutting-edge manufacturing, turning abstract ideas into realities that transform the world for good. With \$14 billion in revenue and a talent force of approximately 55,000, Jacobs provides a full spectrum of professional services including consulting, technical, scientific, project, and program delivery for the government and private sector.

BY THE NUMBERS

40+
COUNTRIES

55K
TALENT FORCE

400
OFFICES

\$22.8B
IN BACKLOG

\$2.5B
IN CLIENT SAVINGS

\$14B
ANNUAL REVENUE

Net zero
CARBON FOR OPERATIONS
AND BUSINESS TRAVEL

FOCUS AREA: SOCIAL VALUE ADVISORY

We appreciate the scale and scope of the challenge to create a sustainable and inclusive global society, and we continually seek opportunities to influence wider societal outcomes such as reliable, affordable and inclusive access to employment, education, and health and utility services. By collaboratively delivering solutions that create a lasting legacy within our communities, we can overcome entrenched social, economic and environmental issues.

Social value is a way to quantify how different interventions affect people's lives and the overall impact on people's wellbeing, or quality of life. Delivering projects, programs, and interventions that generate social value is good for individuals and good for communities. In other words, social value is a measure of "doing good." Most organizations accept the importance of social value - there is a moral argument to do so; however, we help organizations *be better at doing good* by measuring what matters in a community so we can better understand wellbeing and improve quality of life. By delivering what's needed, where it's needed, and for those who need it most, we can maximize the social value generated for everyone in the community.

What can we help you achieve?

Jacobs has the expertise to cover the full lifecycle of projects for major programs and global events. Our global and national Social Value Advisory experts work with you and your stakeholders to better understand community needs and outcomes, so that from the beginning we can develop the right approaches to measure social value and demonstrate positive impacts to your stakeholders. We support future decision making through the program life cycle, leading strategy, business case, and framework development; creating bespoke tools to track, manage, and analyze data; applying wellbeing and contingent valuations; and completing distributional analyses, and impact and process evaluations grounded in behavioral science.

Additionally, in 2019 we formalized our partnership with *Simetrica-Jacobs*, providing us with access to world-leading social value + economic inclusion advisory expertise and consulting services. Our experts have written or contributed to many of the best practice guidelines in use globally, and we apply this perspective across multiple sectors, including sports and entertainment, telecommunications, housing, transportation, heritage, health, education, utilities, and the environment.

At Jacobs, we believe the international community has a unique opportunity to "do good" and to boldly and innovatively deliver meaningful projects and programs. The conversation starts with examining how our communities chose to invest in the past, and positively challenging what future investments and operations can do for our shared future.

FOR MORE INFORMATION

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STAKEHOLDER ENGAGEMENT



In this section, we will provide answers to the questions posed in the Ergon response report.

Were any considerations made regarding how to make engagement accessible to different stakeholders? If so, what were these and how did this influence engagement?

During the Stakeholder Engagement process, more than 80 thought leaders working in the human rights sector and more than 40 corporate, government and hospitality leaders were convened to discuss topics addressed in the Ergon Report as well as current resources dedicated to human rights.

We continued working on our Human Rights Action Plan once we submitted the initial report on June 30. We used this continuing stakeholder engagement process to form the leadership team and committee structure that will support the development of a Human Rights Action Plan. To date, this group numbers more than 25 community experts supported by a respected leader of impactful inclusion initiatives and consulting firms Jacobs and Cohear.

To deepen our engagement at the grassroots level, we have engaged Cohear and its proprietary process for connecting with “everyday experts” in the community. After initial research is completed, we will be convening a Rightsholders Roundtable to inform our human rights process through 2026.

A number of proposed stakeholders listed in the Ergon report were not engaged with by the city (e.g. city procurement; child welfare and protection agencies; hospitality sector; fans groups; neighbouring state and city governments). If this was the case, what is the reasoning?

While not discussed in our earlier report, we have engaged with all the stakeholders referenced here. A summary of that engagement is below, and we refer readers to the detailed statement on child protection elsewhere in this document.

• City procurement

- We have engaged with the City of Cincinnati’s City Managers’ Office to understand their procurement policies. We have found the City of Cincinnati’s policies to be progressive especially as it relates to MBE set-asides and opportunities for emerging businesses
- City Procurement Policy Manual:
<https://www.cincinnati-oh.gov/purchasing/purchasing-resources/procurement-manual/>

• Child welfare and protection agencies

- End Slavery Cincinnati is a key advocate serving as an umbrella organization of 17 groups working on concerns such as child welfare. They are a key partner in our initial research. Additionally, the director of the Children’s Law Center is now a Strategic Advisor for our Human Rights Committee, which expands the range of child protection strategies we will employ beyond those that relate to human trafficking.

• Hospitality sector

- The CEOs of the Cincinnati USA Convention & Visitors Bureau and the Northern Kentucky Convention & Visitors Bureau serve on the 2026 Cincy LOC and have been engaged from the beginning of the process. They have extensive networks in the hospitality sector.

STAKEHOLDER ENGAGEMENT



- **Fans groups**

- We have been working with eight fan groups from FC Cincinnati as well as other associations such as Ohio Soccer and SAY Soccer to engage them in the process and have held virtual meetings to keep them informed of the bid process.

- **Neighbouring state and city governments**

- For our overall bid, we have support from the Detroit Sports Commission, Cleveland Sports Commission, Columbus Sports Commission, Indiana Sports Commission, Bluegrass Sports Commission (Lexington, Kentucky) and the Louisville Sports Commission. We will continue to expand these relationships with key partners in their respective cities.
- We have also confirmed support and guidance from the Attorneys General in the State of Ohio and the Commonwealth of Kentucky.

Furthermore, it is our intent to develop our Human Rights Action Plan to the best practice level and to ask our partners across the Midwest to align their preparation, mitigation and remedies with Cincinnati's plan and ultimately, FIFA's plan.

Does the city consider the tournament to impact additional rights holders, other than those identified in the Ergon report?

Yes. We have identified three key populations: People of non-dominant faiths in our region (Sikhism, Islam, and Judaism, for example); people struggling with addiction or in recovery; and homeless persons. In each case, there are local organizations and coalitions ready to step up and support reducing potential harm to these populations as a result of hosting FIFA World Cup 2026. Many of these organizations are represented in our emerging Human Rights Collaborative, which will be convened and managed by the United Way of Cincinnati, an organization with an extensive track record in addressing intractable issues in our community.

We point to the presence of two faith leaders on our list of strategic advisors, as we note the rising risks to people of these faiths in the U.S. of late, and potential increased risk to both visitors and local residents depending on the countries of origin of our visitors.

This is in addition to targeted efforts to increase safety, access and participation from the LGBTQ+ community and people with disabilities. One distinct advantage for the latter population was the passage of the Americans with Disabilities Act in 1990. This federal legislation set out requirements for accessibility, particularly for public venues. Coupled with the support of agencies serving people with disabilities and organizations adept at adaptation for inclusion across a wide range of disabilities, we can set a high bar for accessibility.

As for the LGBTQ+ community, five of the cities engaged in our Midwest Strategy have scored 100 on the Human Rights Campaign's Municipal Equality Index and the sixth scored a 90. They are joined by a long roster of companies that also score 100 on the Corporate Equality Index. Equality Ohio, an advocacy group for LGBTQ+ persons and allies, is on our team, as are all the companies that have signed on to Equality Ohio's Ohio Business Competes roster. These companies have committed to upholding equal rights for LGBTQ+ persons.

Furthermore, it is our intent to develop our Human Rights Action Plan to the best practice level and to ask our partners across the Midwest to align their preparation, mitigation and remedies with Cincinnati's plan and ultimately, FIFA's plan.

STAKEHOLDER ENGAGEMENT



We are also a leader in support for transgender persons, with a clinic for children at Cincinnati Children's Hospital Medical Center and the Living with Change Foundation dedicated to supporting transgender children and their families. Cincinnati is also proudly home to Jim Obergefell, the lead plaintiff in Obergefell v. Hodges, the landmark Supreme Court decision that struck down the Defense of Marriage Act, paving the way for the legalization of same-sex marriage. We are a community of allies and advocates.

Could the city confirm whether stakeholders were given an opportunity to review and comment on the report prior to submission? Has the final report been shared with stakeholders?

Yes, all stakeholders were given an opportunity to review the report before submission and it has been shared with all.

Could the city confirm how external stakeholders have been involved in the development of the stakeholder engagement plan?

The 2026 Cincy LOC engagement process was four-fold: Review and understand the concerns outlined in the Ergon Report, conduct research on current work and available resources in the five key areas, create a database of thought leaders working in the five key areas and the engagement of these thought leaders.

Because of COVID-19 restrictions, in-person meetings were not possible. We turned this into a positive by scheduling all meetings with the stakeholders as video calls. This format allowed for more time and engagement and the sharing of documents than traditional meetings may have offered. Multiple meetings were held with key stakeholders, especially as it related to the five key focus areas.

The stakeholders who were engaged early in the process have now moved into a formal role with the 2026 Cincy LOC based on the committee which best represents their area of expertise.



DEEPENING STAKEHOLDER ENGAGEMENT

The Human Rights Committee has engaged the service of Cohear, a Cincinnati based consultancy adept at bringing the voices of “everyday experts” to decision-making processes that affect them. Once identified, these voices of rights holders will be incorporated into all aspects of our Human Rights Action Plan, from setting priorities to determining final legacy projects.



Cohear is revolutionizing how decision makers learn from the communities and customers they serve by organizing and facilitating meaningful, productive engagement directly with the “everyday experts,” people who live the issues every day. For the same reasons the private sector invests time and resources into understanding their customers, it is vital for public-facing decision makers to do the same.

Cohear Values

TRUSTING LIVED EXPERIENCES

Living an issue every day makes someone an everyday expert.

ENGAGING A DIVERSE SET OF VOICES

Diversity of experience and background drives richer, more nuanced insights.

PEOPLE-CENTERED DECISION MAKING

Leaders will make better decisions when they incorporate the wisdom of lived experience.

EMPOWERING “HARD-TO-REACH” COMMUNITIES

To get the voices from marginalized communities to the table, it is critical to utilize effective, relationship-driven organizing strategies.

PROACTIVE AND PRODUCTIVE ENGAGEMENT

Community engagement should be about getting more than just negative feedback. We facilitate idea-driven conversations where everyday experts brainstorm solutions.

The Opportunity

Cincinnati is in a unique position to examine its human rights record, recognize achievements already made in our communities, and identify areas for improvement. These efforts give Cincinnati the potential of defining a new benchmark in how human rights are preserved and enhanced in a city, allowing our community to become a role model for other cities across the globe.

The Cohear process will continue our stakeholder engagement, incorporating feedback and ideas from community members who stand to be affected by Cincinnati’s hosting of the FIFA World Cup 2026. This includes strategic community engagement and the development of an ongoing Rightsholders Roundtable. Cohear deeply believes this is a unique and singular opportunity to continue Cincinnati’s efforts to safeguard, preserve, and enhance the human rights of all Cincinnatians to the benefit of today and future generations.





DEEPENING STAKEHOLDER ENGAGEMENT

Cohear's expertise in community engagement and advisory council development in Cincinnati makes them an invaluable partner for the LOC's Human Rights focus. In partnership with the Human Rights Committee, Cohear will design and host five solutions-driven focus groups, each centered on a key human rights theme, including Workers Rights, Human Trafficking, Housing Rights, Migrants Rights, and Safety & Security. We will also develop methodology for including the voices of at-risk youth in our process.

Bridgebuilder Model

Cohear will rely on our extensive Bridgebuilder network of over 850 people in the Cincinnati area to bring together relevant Human Rights Committee leaders and groups of everyday experts for our focus groups. Bridgebuilders are typically people with organizing experience and large personal networks of trust in their communities. Relying on our Bridgebuilder model enables us to include members of high-need, hard-to-reach populations across axes of diversity.

Facilitation Model

We will utilize our solutions-oriented facilitation model to solicit feedback from everyday experts, people with relevant life experience. In each focus group priority will be given to three areas of concern, risk assessment, mitigation strategies, and remedies. Groups will also have the opportunity to weigh in on Legacy Projects.

Risk Assessment: Participants will be asked to identify what they believe to be the key risks to hosting the FIFA World Cup in Cincinnati as it relates to safeguarding their rights.

Mitigation Strategies: Participants will be asked to offer potential mitigation strategies to help avoid any risk to their rights.

Remedies: Participants will be asked to suggest appropriate remedies if and when any risks to their rights occur.

Legacy Projects: Participants will vet proposed legacy projects as well as generate additional ideas for lasting outcomes from the FIFA World Cup.

Following the conclusion of the initial five focus groups, and the creation of a report summarizing the findings, we will develop a FIFA World Cup "Rightsholders Roundtable" based on this work. This group would consist of relevant community stakeholders who would provide feedback, help guide ongoing community engagement efforts, and shape implementation planning for ideas through 2026.

The initial rightsholder engagement phase is underway and will conclude in April of 2022.

The Workforce Innovation Center & Cincinnati USA Regional Chamber

Cohear partnered with the Workforce Innovation Center at the Cincinnati USA Regional Chamber to help elevate the voices of workers across the region, with a particular focus on those who have often been disproportionately affected by pandemic-related labor force conditions: Black women.

Through seven focus groups, we engaged entry-level employees, people who have faced economic hardship as a result of the COVID-19 pandemic, and people who have experienced racial inequity and discrimination in the workplace. Key leaders from major Cincinnati companies joined these focus groups to listen and learn directly from the everyday experts. The employees we engaged shared what could help them achieve their professional goals, maintain positive mental health in times of strain, and feel included and supported in the workplace.

The resulting comprehensive strategy report has been a key resource for the Workforce Innovation Center and its employer partners as they develop practices to solve for equity, inclusion and workforce participation challenges.

Housing Education for All

Over the summer, the City of Columbus passed the Housing for All legislative package, a set of laws designed to prevent housing discrimination based on source of income and protect tenants' rights.

To support this effort, Cohear assisted Renter Mentor and The Affordable Housing Alliance of Central Ohio on the Housing Education for All project, the purpose of which is to educate and inform the public about this new legislation. We organized and facilitated a series of focus groups with everyday experts, including both landlords and tenants, to shape these ongoing education efforts and ensure they are effectively responding to the public's questions and concerns.

We engaged landlords and property managers with just a handful of units all the way up to those companies with portfolios of hundreds. These focus groups led to messaging recommendations which are being implemented by our partner agencies to raise awareness regarding both landlords' and tenants' rights under these new laws.





Risk Assessment, Mitigation Measures and Implementation of Opportunities for a Positive Human Rights Legacy

In this section, we will provide answers to the questions posed in the Ergon response report.

Could the city describe its risk assessment process? (e.g. how risks highlighted by Ergon were taken into consideration, how other risks were identified, what sources of information were consulted). Could the city explain if and how stakeholders helped inform risk identification?

Using the Ergon Report as a guide, we assessed risk by each of the five key areas as a discussion point for each of the initial interviews held with the key stakeholders. We also consulted with the hospitality leaders, police/fire officials and members of the Cincinnati Reds who managed the 2015 Major League Baseball Game hosted in Cincinnati. Additionally, we asked each of our human rights working group co-chairs to consult with their respective networks and provide insights on risk identification, mitigation measures, and remedies.

Has the city considered, for example, through stakeholder engagement, the severity of these risks? (e.g. has the city considered the likelihood of the risks materialising, or the potential for impacting a certain group of rights holders or a wider population). Has the city considered how hosting the tournament may lead to risks being increased or decreased?

We have discussed the potential risks for each of the five key areas. We see the period of time from the announcement of Cincinnati as a host city and the actual conduct of the matches as an opportunity to increase awareness and mitigation of many of the risks identified; strengthen enforcement of existing legislation; propose new policies to reduce risk; and continue our work to address root causes of issues and systems that diminish the rights of all persons.

Here is a summary and working risk mitigation plan.

Safety & Security

Co-chairs: Lieutenant Colonel Michael John, Assistant Police Chief, Cincinnati Police Department and Chief Deputy Jay Gramke, Hamilton County Sheriff's Office

The following insights and protocols are drawn from the region's prior experience with large-scale events, including the World Cup Qualifier between the U.S. and Mexico in November 2021, as well as intelligence from similar events around the globe. Coordination and integration of law enforcement and related organizations across all levels of government is key to ensuring safety and security.

Risk Assessment

Identification / Deterrence / Prevention / Response to potential threats associated with the following:

1. Game day event security—Stadium Security for teams/fans/officials/dignitaries
2. Fan Fest/Watch Party events
3. Team & Official accommodations
4. Airport arrivals/departures
5. Traffic Escort for teams/officials/dignitaries



Host cities present a potentially attractive target to those wishing to conduct attacks including: Al-Qa'ida and the Islamic State of Iraq and ash-Sham (ISIS), using improvised explosive devices/small arms, such as the November 2015 Paris attack during an international soccer match between France and Germany. The international spotlight heightens this threat. Likewise, Homegrown Violent Extremists (HVEs) are also a concern for such events. HVE actors may remain undetected until operational and historically have conducted attacks at numerous locations within the United States.

Mitigation Strategies

- Pre-operational Surveillance and Preparation for an attack
 - Coordinated planning with all available law enforcement entities: Federal/State/Local and security professionals associated with all venues (stadium/practice facilities/hotels/travel routes, etc.)
 - Detailed intelligence briefings including representatives of National Teams hosted in Cincinnati.
 - Identification of any unique risks/challenges associated with the national teams hosted (current and historical international conflicts between countries)
 - Activation of the Regional Operations Center 24-hour coverage daily for the duration of the group stages of the 2026 FIFA World Cup
- Game-day Preparations
 - Alert and report potential indicators of preoperational surveillance and planning for an attack—not limited to the following:
 - Persons wearing bulky clothes possibly concealing suicide explosives or weapons (of heightened suspicion during summer months when event is scheduled)
 - Suspicious or illegally parked vehicles near event sites
 - Unattended packages/backpacks (Boston Marathon threat)
 - Food prep items (e.g. propane tanks) placed at suspicious locations
 - Persons making direct enquiries to site security/operations (such as taking photographs)
 - Theft of identification cards and service provider uniforms
 - Unusual activity (masked as maintenance) around facilities of interest
 - Unmanned Aerial Vehicles (UAVs) operating in restricted fly-zone areas
 - Direct and indirect threats intercepted on social media platforms
 - Complete site evaluation to determine most vulnerable access points for Vehicle Borne Improvised Explosive Devices
 - Comprehensive evacuation planning
- Human Trafficking
 - Coordination of Federal/State/Local Law Enforcement task forces established to intercept potential instances of sex and labor trafficking.
 - Comprehensive integration of social service agencies to support above mission



RISK ASSESSMENT + MITIGATION MEASURES

Potential Remedies

- Full implantation of the involved agencies “Critical Incident Response Plans,” to include the following:
 - Crisis Response Phase to limit the growth of the incident and ensure civilian/officer safety by stabilizing the scene.
 - Scene Management Phase to implement a proactive management effort to gain control of the scene and effectively manage resources.
 - Executive Management Phase for “incident resolution” through establishing a decision-making team, Incident Command System, to bring about a safe and successful conclusion.
- Incidents of such a large scale that require local, state and federal assistance may benefit from National Incident Management System (NIMS) and should be considered as an option. (NIMS) is a consistent nationwide template for all levels of government and private sector organizations to effectively work together in preparation, response, and recovery from domestic incidents
 - Termination Phase to ensure smooth transition back to normal operations once the incident is “resolved and order restored.”
 - In instances of Civil Disturbance, full integration of the Civil Disturbance Operation Procedure.
 - Will provide department members with a plan of action during civil disturbance operations. Enhance the mobilization of personnel and equipment to quell disturbances, which could escalate into more serious situations. Provide for the integration of Hamilton County police agencies, Ohio National Guard, Ohio State Highway Patrol (OSHP), and federal troops with local department personnel
 - This provides a systematic approach for mobilization of personnel for a variety of situations, ranging from small crowds to riotous conditions. Depending on the scale of disorder, integration of the above named state and federal resources may be made available to provide mitigation.
 - Full debriefing of events—insights have already been identified and recorded from the USA/Mexico Game.
 - The region has extensive experience with large-scale events, including Major League Baseball’s All-Star Game, the World Choir Games, BLINK, a light show drawing more than 1.2 million people to the urban core on both sides of the Ohio River, Cincinnati Flying Pig Marathon, Cincinnati Music Festival, and more.

An additional note on policing related to international populations, residents or visitors. It is the practice of Cincinnati Police and Hamilton County Sheriff’s Office to not ask immigration status in an interaction with any individual, except where a criminal act is in progress or has been committed. Victims of offenses, e.g. trafficking, are protected persons by law. Referrals to ICE are only made if a warrant has been issued by a court. In addition, migrant residents of the region have access to a special identification card (MARCC ID), which can be used by both documented and undocumented persons.

Cincinnati Police and the Collaborative Agreement

The Collaborative Agreement is unique to the Cincinnati region and serves as an example for the rest of the United States. It was born from a federal mandate in 2002.

The Agreement changed police operations away from arrest-driven solutions to focusing on crime and disorder. Key principles of the agreement include a community problem-oriented policing strategy focused on community engagement and collaboration; a mutual accountability evaluation plan; use of force policies, incident documentation, investigations and reviews; fair, equitable and courteous treatment for all, including statistically bias-free policing; and an independent civilian review process.

Since 2002, annual arrests have been reduced 75%. Violent crime has decreased 50% in the last 10 years. In 2021 alone, violent crime is down 11%, even while other major U.S. cities are experiencing increases.

Rickell Smith, Executive Director of the Social Justice Center, sits on the advisory committee for the Agreement, along with community activists, faith-based and education leaders. She says that the committee would agree that “There has been just phenomenal progress in reductions of police-involved shooting deaths and numbers of arrests in the last 15 years. However, significant racial disparities persist.”

She attributes the disparities to “over-policing” and more frequent arrests in certain neighborhoods; systemic racism in the U.S. criminal justice system as a whole; and a need for more targeted strategies to address the racial bias at the core of these issues.

There is currently an evaluation underway to determine where more resources are needed to address the disparities within the Cincinnati Police Department and in the community. Still, Smith asserts, the Collaborative Agreement “Stands out as unique in the country. What we’re finding out now is that progress is a win, but maintenance is extremely important.”





Human Trafficking

Co-chairs: Erin Meyer, Coalition Manager, End Slavery Cincinnati and Harold D'Souza, CEO, Eyes Open International

As with Safety & Security, preparation to address human trafficking will require coordination of Federal/State/Local Law Enforcement task forces established to intercept potential instances of sex and labor trafficking. These systems are already well-established and can be activated in support of our FIFA World Cup human rights commitment. In addition, there is a comprehensive integration of social service agencies to support the mission, as well as the full support of the Attorneys General in Ohio and Kentucky and U.S. Senator Rob Portman. We also address in this section specific risks, mitigation strategies, and remedies for child protection.

- Preparation Leading up to the Games
 - Training volunteers
 - Law enforcement investigation
 - Training touchpoint agencies for response during the games
 - Hospitals
 - Law enforcement across all markets
 - Taxis, rideshares, transit
 - Hotels and other accommodations
 - Other hospitality, including food service
- To minimize impact of games on children:
 - Increasing reach of prevention programming
 - Training schools and other second tier, not primary tier, areas (schools, mentor programs, boys and girls clubs)
 - Enhance development and use of the at-risk children database
 - Develop buy-in from all local law enforcement agencies
 - Integrate database with the policies for juvenile courts beginning with Hamilton County and the new human trafficking diversion docket
 - Integrate database reporting policies with Human Trafficking Task Force in Southwest Ohio
 - Work with Attorneys General offices and regional Midwest partners to develop a strategy for increased buy-in to prevention and mitigation strategies
 - Current task force objective is to create a standardized database for law enforcement information sharing in Hamilton County. This new database could be used to streamline communications throughout Hamilton County and in connection with other databases throughout the state and bordering states
 - Develop strategy with Children's Hospital to utilize results of mandatory screening to engage in prevention programming
 - Explore opportunities for this database to speak with the Bureau of Criminal Investigations database or Task Force database
 - Through the coalition, task force and Children's Advocacy Centers (CAC) partnerships, work with Job and Family Services and existing response networks to ensure streamlined response for all child abuse/child sex abuse/child trafficking reports through law enforcement, CACs, Child Abuse hotline, etc.



Potential Impact of FIFA World Cup on Human Trafficking

- Increased demand for sex trafficking
 - Explore strategies for ads with the hotline or tip-line number on john boards and other demand websites
- Increased calls to hotline
 - Percent expected to be determined
- Increased staffing requirements
 - Hotline
 - Crisis response
 - Law enforcement response
- Increased vulnerability for child abuse/domestic violence/sexual abuse
 - Child abuse
 - See above reference to training the community, locally and statewide
 - Increase training for staff of youth serving organizations: schools, boys and girls clubs, etc.
 - Vulnerable populations for domestic violence, child abuse, sexual assault
 - Before the games, training for staff: Addiction treatment facilities, homeless shelters, church and community leaders
 - Work with existing partners like Women Helping Women and YWCA Greater Cincinnati and GreenDot to expand reach of prevention programming, bystander education, etc.
- Change to Human Trafficking Response After the Game
 - Improved strategic response through enhanced protocols, systems, etc.
 - Potential options for affordable housing for survivors
 - Broader reach of education and awareness so more touch points throughout the community know how to identify and address human trafficking longer term



Statement from the Office of Kentucky Attorney General Daniel Cameron

Attorney General Cameron has committed to supporting our process and will have staff serving on our Human Trafficking Work Group.

Human Trafficking Challenges for Cincinnati’s FIFA World Cup Bid

Any event that brings in huge numbers of visitors also increases the risk of human trafficking and human rights violations. Kentucky and Ohio are prepared to combat this risk together as demonstrated by previous collaboration.

Cincinnati and Northern Kentucky are well prepared to avoid the labor trafficking and workers rights violations currently associated with the FIFA World Cup 2022 in Qatar. In Kentucky, the Labor Cabinet oversees these relationships, including the occupational safety and health program, employment programs, and monitoring of wage and hour compliance.

Of course, this oversight does not necessarily solve the problem of labor trafficking. Traffickers will lure victims with promises of high wages while ensuring that these workers are indebted to them. Kentucky and Ohio are committed to protecting workers from these practices through law enforcement activities.

Law enforcement will monitor on-line advertising for services to weed out shady recruitment. Law enforcement will also coordinate with administrative agencies to visit work-sites to interview workers to ensure that workers are not being trafficked or kept in unsafe working conditions.

Training will also be provided to make workers aware of the signs of trafficking and how to report them. Kentucky’s Office of the Attorney General has prepared a 12-minute training video on how to recognize trafficking situations that has already been used to train hundreds of people in service industries. The video can be seen here <https://youreyessavelives.ky.gov/Pages/Human-Trafficking-Prevention-Training.aspx>.

Construction is not the only market for increased trafficking. The service industry is also an area of concern for an increase in both labor and sex trafficking. An influx of visitors to an area means an increased demand for commercial sex as well as an increased need for cheap labor in hotels, restaurants, bars, venues and other service locations[1].

Education is a key component to combating trafficking. Kentucky and Ohio are committed to educating the general public and the service industry on how to recognize and report trafficking. In 2021, Kentucky created and ran a multi-media awareness program through funding from the Department of Justice, COPS office. The Your Eyes Save Lives campaign placed billboards and radio and TV PSAs in strategic locations throughout the Commonwealth. Recently, Kentucky’s Human Trafficking Report on child trafficking for 2021 showed that the target areas experienced a greater than 50% increase in reports of child trafficking from 2020 with each reaching or exceeding their all-time high in reporting.

[1] <https://phys.org/news/2020-01-uptick-human-trafficking-major-events.html>



As mentioned before, a training video, created as part of the COPS grant, is available to the public at the Kentucky Attorney General's website. Kentucky and Ohio also do regular, combined trainings on human trafficking. Kentucky is committed to training the service industry and would commit to collaborating with Ohio to hold regular trainings in Northern Kentucky leading up to the event. These trainings would be specifically directed at vulnerable industries.

We can also look at continued collaborative PSAs at sporting events in the Northern Kentucky/Southwest Ohio region, PSAs at the airport and in conjunction with the airlines. Finally, a collaboration with FOX or other host network could increase our effectiveness.

Law enforcement presence is also key to combating trafficking. One study looking at the impact of the Super Bowl showed an increase of sex selling ads between 30-57% with demand increasing between 22-40%.^[2] The study showed that not enough resources were directed to address increased activity. In the lead up to the FIFA World Cup 2026 in Cincinnati, law enforcement would direct additional resources to identifying on-line advertising for trafficked services and conducting stings to deter these practices. For example, in the lead-up to the 2020 Kentucky Derby, seven men were arrested in a sting.^[3] In the lead-up to the 2018 Farm Machinery Show, 17 men were arrested in a sting.^[4] The Kentucky Attorney General has already arranged to provide training in the lead-up to the 2022 Farm Machinery show.

Kentucky also has strong anti-trafficking laws on the books which make it easier for state prosecutions of human trafficking. They align significantly with that of the United States' human trafficking laws. KRS 529.100 states "A person is guilty of human trafficking when the person intentionally subjects one (1) or more persons to engage in (a) Forced labor or services; or (b) Commercial sexual activity through the use of force, fraud, or coercion, except that if the person is under the age of eighteen (18), the commercial sexual activity need not involve force, fraud, or coercion." Fraud, force or coercion have been expanded to include non-physical means. KRS 529.110 states "A person is guilty of promoting human trafficking when the person intentionally (a) benefits financially or receives anything of value from knowing participation in human trafficking; or (b) recruits, entices, harbors, transports, provides, or obtains by any means, or attempts to recruit, entice, harbor, transport, provides, or obtain by any means, another person, knowing that the person will be subjected to human trafficking."

Separate from big events, Kentucky has collaborated with other states to ferret out human trafficking. In August 2021, Kentucky collaborated with 11 other states in a multi-state sting called Operation United Front.^[5] In Kentucky, 46 individuals were arrested and 21 victims were rescued. Across 12 states, 102 individuals were arrested and 59 victims rescued. The Kentucky AG's Office is committed to collaborating with Ohio (and federal partners) to conduct joint investigations into trafficking.

[2] <https://www.mccainstitute.org/resources/reports/countering-human-trafficking-at-large-sporting-events/>

[3] Any commercial sex act involving a minor meets the elements for trafficking. The penalties for Trafficking in Kentucky are Class C felony; Class B felony if it involves serious physical injury; and Trafficking of a Minor—One level higher than the level otherwise specified. The penalties for Promoting Human Trafficking in Kentucky are Class D felony and Class C felony if it involves a minor. Furthermore, sex traffickers are required to register as sex offenders in Kentucky.

<https://www.wave3.com/2020/03/02/police-discuss-arrests-men-louisville-human-trafficking-sting/>

[4] <https://www.wave3.com/story/37572870/lmpd-makes-multiple-arrests-during-human-trafficking-sting/>

[5] <https://www.wtvq.com/kentucky-officials-detail-collaborative-efforts-in-human-trafficking-sting/>



Availability of services is also a key factor in deterring trafficking because they address the vulnerabilities traffickers prey upon. The Kentucky Attorney General's office has just received a grant to provide transitional housing to victims of trafficking in Southeastern Kentucky. As part of that grant, we also received funding to create a directory of services. While the directory will first focus on Southeastern Kentucky, we intend to extend the directory to include Northern Kentucky prior to the FIFA World Cup.

As for measures of success, we will pay careful attention to the number of online advertisements placed during this time period and the law enforcement activity engaged in combating this method of luring victims to trafficking. We shall measure the increase in the availability of services and completion of the directory of services as a success. Rolling out a training video to the public and ensuring that relevant industries are trained to recognize and report trafficking is another important milestone. Some of the main model strategies to measure success shall include measures to increase public awareness, education, and capacity building to prevent the victimization of vulnerable and marginalized populations and strengthen the ability to identify and protect victims of human trafficking through utilization of our "Your Eyes Save Lives" campaign and service directory.

Statement from the Office of Ohio Attorney General Dave Yost

Attorney General Yost has committed to supporting our process and will have staff serving on our Human Trafficking Work Group.

Ohio Attorney Dave Yost created the Human Trafficking Initiative to further attack the problem of human trafficking in Ohio. The Initiative works to build awareness, empower Ohioans to take action in their communities, strengthen victim services throughout the state and ensure that traffickers and "johns" are brought to justice. The Initiative accomplishes this in a variety of ways: Trainings, case assistance, hosting an annual statewide Summit and connecting people, services and agencies throughout the State are just a few. These resources are available throughout the World Cup and beyond.

An additional responsibility of the Initiative is to lead the Human Trafficking Commission. The Commission has a diverse membership of law enforcement officers, social service providers, academic experts and government partners. These experts give their time to the state of Ohio to work collaboratively and comprehensively to enhance Ohio's response to human trafficking by compiling information and making recommendations. There are six subcommittees: Victim Services, Legal and Legislative, Public Awareness, Healthcare, Research/Gap Analysis and Data, Demand Reduction and Law Enforcement. Each subcommittee has experts in those areas who bring their talent and expertise to the table. The Victim Services Subcommittee recently updated the Standards of Service for Trafficked Persons, providing guidelines for providers to develop a strong response system for survivors of human trafficking. This resource is available through the World Cup and beyond.

Under the Attorney General's Office umbrella is Ohio Organized Crime Commission which has six law enforcement human trafficking task forces located around the state. All of the six task forces work together and share information and training with each other and other law enforcement entities including federal investigators. This resource will be actively working trafficking cases throughout the state during the FIFA World Cup and beyond.





Assessment of Children's Rights, Risks and Remedies in Hosting FIFA World Cup

Prepared by HRC Strategic Advisor Sasha Naiman, Executive Director, Children's Law Center

UNDERSTAND: Why do children need unique protections during FIFA World Cup?

There must be specific, nuanced plans to guarantee the rights of children and youth during major international sporting events, because they have different legal and social circumstances, fewer resources, and greater vulnerabilities/risks compared to adults. Anticipating, mitigating, and remedying human rights violations against children serves two major goals: creating a safer, fairer environment during the FIFA World Cup, and also advancing long-term children's rights and crucial support systems in the region

ANTICIPATE: What are top risks for children that might increase because of the FIFA World Cup?

Major international sporting events create new risks for children and youth, as well as exacerbate risks that predate the event. Because children and youth are still developing, an infringement on their rights can severely and permanently affect their lives. Based on expertise from the Children's Law Center and international scholarship on children's rights, we anticipate the following risks:

Related to Human Trafficking

- Sexual trafficking and exploitation of children. Most often, this will be local youth, who face co-occurring vulnerabilities (poverty, addiction, homelessness, mental health issues).
- Labor trafficking and exploitation of children in service industries increases. This could include children being exploited to sell refreshments near the event sites/routes (sometimes alongside family or friends), work in hospitality industries, and work in the supply chains of event suppliers and vendors. While older youth can sometimes help families and do tasks/work that is not problematic, major sporting events have historically increased the number of children who are stuck in work that is harmful, exploitative, or in violation of their rights.
- Labor trafficking of children in illegal activity, including drug sales and theft. Gangs use labor-trafficking tactics to force/coerce youth into participating in illegal activities that surround major sporting events.

Related to Youth Generally

- Increased criminalization of children, especially who are Black or from lower-income families, and consequent lifelong harm from offense records and incarceration. Due to the nature of festivities and atmosphere around a major sporting event, it is fair to anticipate that kids will have more opportunity to get involved in criminalized activity (e.g. loitering, disorderly conduct, drugs, theft, curfew violations, truancy, trespassing). Often, this is connected to children's level of brain development, maturity, and inability to weigh consequences. Criminal and juvenile records create lifelong barriers to employment, housing, and education. Additionally, putting kids in juvenile detention significantly increases risk of trauma and abuse. Neighborhoods near Paul Brown Stadium have a higher percentage of Black youth than the rest of Hamilton County or Greater Cincinnati area. These areas are already more-heavily policed, which will likely only increase during the FIFA World Cup matches.
 - Legal and illegal businesses, including those selling alcohol, drugs, and tobacco, grow around major sporting events, and child consumers can be more easily convinced to buy and use inappropriate, unsuitable, and illegal products.
 - Major sporting events can bring pressure to "clear the streets" of youth, in an effort to portray a safe and desirable image, especially during media attention. This can lead to unnecessary legal-system interventions against youth, who are generally behaving in age-appropriate ways, and this has been a regular concern of child welfare advocates during major international sporting events.



- Increase in need for child welfare/services/protection intervention from the state, where children’s rights need to be protected. Large international sporting events have often correlated an uptick in domestic violence and addiction issues in families. In our region, there is already an opioid crisis. Homelessness and eviction-related issues have also increased around past World Cup and Olympic events. Major sporting events also correlate to an uptick in violence and other crime against youth (by youth and adults) in general. In Ohio and Kentucky, children who are victims of abuse, neglect, human trafficking, or other crime have certain legal rights, such as getting a guardian ad litem in some administrative and court proceedings. In Greater Cincinnati, there are, at times, difficulties guaranteeing children’s rights—and a well-trained attorney is crucial.
- Disruption to education systems. Past FIFA World Cups, Olympic Games, and similar events have impacted education systems, from school closure to bus route changes to traffic disruptions.

It is important to note that during a major international sporting event, children’s rights can be impacted directly (as detailed above) as well as indirectly through how their parents/caregivers and community are affected. For example, higher instances of evictions, displacement, and relocation of families leads to children losing access to basic services such as schools or healthcare.

MITIGATE: What can be done before or during the event to eliminate or reduce these risks?

Engage youth in identifying risks/concerns, as well as designing mitigation activities during and prior to the event.

Train responders (law enforcement as well as community-based responders like social workers, child advocates, and volunteers) about how human trafficking and youth development may play a role when children’s behavior is perceived as illegal or undesirable.

Ensure that law enforcement is sensitive and responsive to the particular needs of children, including those who are trafficking survivors. Implement and prioritize non-criminalizing responses. This includes investing in restorative justice, diversion programs, and community-based programs that can be used leading up to and during the event. Avoid approaches that rely on increasing penalties and fear tactics.

Send trained child-support workers to hot spots—as happened in the South Africa 2010 FIFA World Cup, where 1,000 child- and social-workers were trained in child protection and deployed to targeted neighborhoods.

Ensure mechanisms for reporting violations against children and spread knowledge of how to use these mechanisms to report violations. Ensure that the human trafficking call line has appropriate child-centered options. Ensure at least one other clear point of contact for children’s rights violations in general.

Strengthen the systems where children, including survivors of human trafficking, can get services for themselves and their families. This includes supporting free legal services that enforce children’s rights (e.g. Children’s Law Center), as well as services that support caretakers’ needs like housing, rehabilitation, parenting classes, trauma therapy, etc.

Educate children and youth about their risks and rights associated with the FIFA World Cup.

Train state Children’s Services agencies (e.g., Hamilton County Job & Family Services) about appropriate child-protection responses.



Train courts and help them improve practices to guarantee children’s rights, such as appointing highly-competent guardians ad litem as directed by Ohio or Kentucky law. Of note, there are “Safe Harbor” protections under Ohio law when a child/youth victim of human trafficking is arrested and their participation in a crime is a result of the trafficking victimization. In Hamilton County, there is already a special court program/process both in adult and juvenile court to implement “Safe Harbor.” Additionally, in Northern Kentucky, Children’s Law Center partners with courts to directly represent children in dependency, abuse and neglect cases, as well as children who are witnesses/victims of a crime that is in an adult criminal court.

Offer constructive activities during the event, connected to it and as an alternative to it. Ensure that responders can redirect youth who are participating in harmful activities to positive activities at a rec center, YMCA, etc. Work with community partners to ensure “safe sport, recreation, leisure, play and cultural spaces near the competition venue” (Risks to Children in Relation to Mega Sports)

Train and partner with public schools, private schools, recreation centers (Cincinnati Recreation Commission), and other agencies serving youth—about risks and ways to mitigate them.

Work with local neighborhoods to offer opportunities for children and families to spend time together and create positive cohesion in their neighborhoods.

Train support programs that serve family needs: addiction, homelessness/eviction, mental health treatment, etc.

Create more job opportunities for low-income parents prior to and during the event.

Ensure that all FIFA World Cup-related “Human Rights Strategies” are reviewed with a lens for the unique needs, risks, and experiences of children. Rather than relying solely on protective interventions that are general (“for the whole community”), carve out dedicated child-focused responses, with programmatic options that are age-specific.

To the extent a city, county, or state does business with vendors connected to the World Cup, ensure there is explicit agreement not to engage exploitative child labor (including in bidding criteria). Create constructive, well-paid employment opportunities for legally-eligible youth.

REMEDY: What are possible remedies for issues/harms if mitigation fails?

- Continue support for programs that serve youth in general and child survivors of human trafficking specifically (addiction, housing, mental and physical health, employment, etc.)
- Supporting Children’s Law Center to give free legal assistance to youth who were pulled into civil and criminal legal systems, due to abuse, neglect, human trafficking, other crime victimization.
- Ensure opportunities for expungement of offense records for children who were arrested, so they do not create lifelong barriers.
- Retroactively protect children’s right to education, including rights to compensatory education.
- Ensure that child-welfare, juvenile justice, and education systems are trained to remedy harms. Seek damages and compensation for children where those systems violated, rather than protected, children’s rights.

Additional Supporting Links

‘Let’s Win This Game Together’: Documenting violations of children’s rights around the 2014 FIFA World Cup in Brazil

Children’s Rights in the Sports Context

Sporting events lead to spikes in violence against women and children





Partner organizations include Children’s Law Center, Cincinnati Children’s Hospital Medical Center, Lighthouse Youth Services, ProKids, Cincinnati Public Schools, and other schools in the greater Cincinnati area, Hamilton County Job & Family Services, Hamilton County Public Defender (includes the Guardian ad Litem Division), and human-trafficking-related programs in Hamilton County Juvenile and Municipal Courts, Butler County Children’s Services, Legal Aid Society of Greater Cincinnati, Legal Aid of the Bluegrass, Ohio Department of Health’s Help Me Grow, Head Start programs, YMCA and YWCA programs for kids, Cincinnati Recreation Commission and rec centers citywide, juvenile justice organizations, like Juvenile Justice Coalition (Ohio statewide), Ohio Conservative Juvenile Justice Network, Department for Community Based Services, Cabinet for Health and Family Services (Kentucky statewide), Safety Net Alliance (Northern KY), Kentucky Justice and Public Safety Cabinet

Other service and treatment agencies for families, like Center for Addiction Treatment, Brighton Center, Brightview Treatment Center, Sun Behavioral, ION Center, Family Nurturing Center, Life Learning Center, NorthKey Community Care, Off the Streets, End Slavery Cincinnati, Urban League, Youth mentorship programs

Migrants Rights

Co-chairs: Rajinder Narang, PhD, Vice President, Enterprise Diversity, Equity and Inclusion Talent Strategy, Fidelity Investments and Bryan Wright, PhD, Executive Director, Cincinnati Compass

The City of Cincinnati already has multi-sector collaborations, policies, and practices to address Migrant Rights issues. These affiliations include but are not limited to the AFL-CIO, public safety, Salvation Army, Urban League, Cincinnati Compass, government leadership, and business.

Cincinnati Compass is a trusted connector in the Cincinnati region and deeply embedded in immigrant and refugee communities across the region. From grassroot country and ethnic community based organizations to grass-top organizations across multiple sectors, Cincinnati Compass has trusted partnerships to mobilize, convene and lead in proactive as well as reactive programming.

Key Risk to Migrants: Attacks (verbal, physical, messaging) on ethnic, religious, and immigrant communities

Mitigation:

- Organizations (Cincinnati Compass; Coalition Against Hate, country and ethnic community-based organizations, Jewish Community Relations Council, Islamic Center, public safety, and others) establishing a series of programs of community-building events and messaging campaigns around inclusive communities leading up to and during the World Cup
- Community building and welcoming events/programs
- “Belonging Begins with Us” campaign
- State and federal laws protecting against hate crimes; law enforcement
- Organizations developing plans of action in case of incidents (responses including immediate triage, legal, social work/mental health, support, restorative justice)



Key Risk to Migrants: Violations of legislation, policies, and practices protecting workers—migrant workers are one of most vulnerable populations

Mitigation

- Proper vetting of employers, leverage contract RFPs to include clear inclusive policies that protect workers
- Wage-theft ordinance (City of Cincinnati). This ordinance was developed and passed to address exploitation of migrant workers in particular
- Workers Comp protection (State of Ohio)
- Legal and other support from local labor unions across multiple sectors
- Human trafficking—immigrants are a vulnerable community
- Multilingual training to help volunteers, staff, community members recognize risks and report
- Enhanced multilingual messaging campaigns around the issue
- Leverage organizations convened by Cincinnati Compass, End Slavery Now, Salvation Army and other organizations

Possible remedies for issues, should mitigation fail

- Leverage ongoing and increased collaboration of organizations across identified risk areas, acknowledging their intersection:
 - Safety and security, especially with minority groups
 - Migrants
 - Human trafficking
 - Workers’ rights
 - Housing rights
 - Others to be determined
- Leverage crisis management, community engagement, and survivor support practices and policies already in place when crises or acts of violence take place
 - Coalition Against Hate
 - Religious organizations with risk mitigation and crisis policies in place
 - Salvation Army, End Slavery and others around human trafficking
 - Cincinnati Compass’s grassroots community building and community engagement to have ear to issues, engage communities to wrap support around survivors, and engage as leadership in developing messaging/remedies with partner organizations (law enforcement, social service, and others)
 - Insights/best practices from past events that we can redeploy for FIFA World Cup
 - Proactive community engagement and messaging
 - Everyday work of Cincinnati Compass, Freedom Center, Urban League, and others
 - National Welcoming Week (Welcoming America and local, Cincinnati Compass) and Belonging Begins With Us
 - Controlling the narrative of welcoming, creating sense of belonging for the lead up to the FIFA World Cup



Potential key measures of success for migrant rights:

- Sense of safety and belonging—Assessment (pre- and post-events) of sense of safety (perceived safety prior to event; perceived safety attending and after event)
- ZERO incidents of hate crime activity
- Easily accessible platform (downloadable; multilingual) with information (see Welcome App information elsewhere in this document)
- Wayfinding signage
- Reported incidents to public safety officials
- Build a sense of community, connection, and safety

The capacity to continue practices beyond the FIFA World Cup 2026

In addition to the expansion of youth soccer, which we believe will touch immigrant communities, we are looking at legacy practices to be ingrained into the welcoming infrastructure of the region

- Elevating/scaling existing programming and partnerships
- Collaborations elevate existing plans/practices and implement training across communities
- Community response to incidents is more effective
- Proactive activities of community building leading up to FIFA World Cup become standard practice
- Country and ethnic community-based organizations build capacity and engagement
- Community building and grassroots engagement of migrants increases leading up to the FIFA World Cup
- Culturally and linguistically appropriate experiences and engagement are cultivated and grown

Culturally Specific Responses to Countries/Regions Cincinnati Will Host

- Once countries are identified for FIFA World Cup games we will leverage and mobilize partnerships at the local, state, regional, and national levels to cultivate culturally relevant experiences and engagement specific to the countries and fans coming to the region. We will leverage our local partnerships with country and ethnic community-based organizations to advise on best practices and types of experiences. This includes:
 - Events and immersive experiences leading up to and during the period of matches both around the game site (stadium) and watch parties across the region
 - Resources available to fans attending the matches or watch parties in the region: wayfinding, resource guides/maps
 - Potential provision of pre-match gathering locations across the city core, e.g. Washington Park, Fountain Square, the Banks, etc.
 - Training of staff and volunteers at the game site (stadium) and watch parties
 - This will enable us to continue our work of evolving the region to a global hub—from World Choir Games to the FIFA World Cup



Workers Rights

Co-chaired by Brian Griffin, Executive Secretary-Treasurer, AFL-CIO and Liza Smitherman, Chief People Officer, Jostin Construction

A 2026 WORLD CUP THAT LIFTS UP EVERYONE

The following areas offer the greatest differentiators and opportunities for Cincinnati in its protection of human rights throughout this host city bid process, and in subsequent steps related to the World Cup and the associated contracts.

Workers' safety and how workers are protected are of primary importance. These protections include "living" or prevailing wages, properly classified workers, strong workplace health and safety standards, and fair rules around scheduling.

Cincinnati has a long and successful history of inclusion through targeted hiring that benefits local, disadvantaged workers, including those with barriers to employment and in high unemployment zip codes. This will be reinforced and strengthened across all jobs associated with the FIFA World Cup.

Cincinnati is proud of its track record pertaining to upholding fair and equitable personnel practices. As is already our practice, there will be real, meaningful limitations on the use of temporary workers and temporary staffing agencies as well as significant support for migrant workers, including the right to change employers and prohibitions on recruitment fees and wage deductions for employer-provided food or housing.

All the associated stakeholders, supporters, leaders, and the community are fully committed and are engaged in a process to involve worker and community organizations, as well as impacted workers, directly and meaningfully in the design and implementation of mechanisms to protect worker rights. We will partner with these organizations in worker outreach and education efforts and implementation and enforcement of worker protection measures.

Cincinnati's bid includes a roster of such community organizations, whose entire existence is to report, investigate, adjudicate, and remedy violations of worker protections and provide meaningful redress directly to impacted workers. Our partnership with these workers' rights advocates, workers themselves, and community organizations, is a testament to how the city and county continuously evaluate and facilitate clear, safe, accessible mechanisms for addressing grievances as they arise and continuously improving workers' rights.

Through its Responsible Bidder Ordinance and its use of Community Benefits Agreements, the City of Cincinnati has codified into law its position on use of responsible contractors for all goods, services, and construction associated with municipal projects and that will continue with FIFA World Cup.

It is the intent of the Worker's Rights Working Group to ensure that work and procurement associated with the FIFA World Cup will be fully transparent and open to public scrutiny.



RISK ASSESSMENT + MITIGATION MEASURES

It is important to note that Cincinnati is a center for the very concept of Conflict Resolution as witnessed by The Alternative Dispute Resolution Center at Northern Kentucky University. NKU's Alternative Dispute Resolution Center (ADR) is a pioneer in methods and practices for peaceful ways to resolve conflicts and disputes through mediation and arbitration. For four decades it has hosted the largest gathering of Management and Labor Leaders from around the country and world for its annual Labor Management Conference. Using conflict resolution between labor organizations and employers, including labor peace agreements where appropriate, to reduce risk is in our very DNA. It is in this setting and by these practices we will reduce the risk that FIFA's and teams' operational interests and government financial interests might be threatened by disputes or conflict that might arise.

Finally, The City of Cincinnati will work fully and completely with FIFA in those instances where FIFA hires or arranges work, to ensure that workers have a protected voice on the job and the freedom to organize, if they so choose, without interference of any kind.

Housing Rights

Co-chairs: Kristen Baker, Executive Director, LISC; Robert Killins, Senior Project Manager, Greater Cincinnati Foundation, and Bobby Maly, CEO, The Model Group

We understand the concerns for housing rights as it relates to the FIFA World Cup Host City considerations and will promote hotel accommodations as a first choice. Cincinnati is home to 30,000 hotel rooms in the Tri-state area. Additionally, our Midwest strategic partnerships with Detroit, Cleveland, Columbus, Indianapolis, Lexington and Louisville offer an additional 175,000 hotel rooms, all within a three-hour drive or less to downtown Cincinnati.

While we have identified risks and mitigation strategies for housing issues, we consider the issue of housing rights as an opportunity for our region to increase its long-term supply of affordable, safe housing.

Top risks related to Housing Rights

- Displacement of homeless persons/outdoor encampments
- Rise in short-term rental costs, e.g. hotels/motels, AirBnBs, etc.
- Violations of the short-term rental ordinance in Cincinnati.
- Displacement of tenants making less than the regional median income and paying a disproportionate percentage of their income for housing in short-term rental situations.

Landlords evicting tenants from depressed properties ripe for improvements; improving them for the World Cup and putting them back on market at higher rates (essentially, "flipping" of naturally occurring affordable housing). There are possibly 20,000 units in play in the region with 1,000+ landlords owning small properties.

Engagement of Trade Unions and Workers Across the Region

With the AFL-CIO at the top of our Workers Rights table, we are bringing connections to more than 40,000 workers in our region, representing a wide range of trades and professions. Representatives from many of their unions will be included in our working group to maintain strong relationships and communications around workers' rights through 2026 and beyond.

This connection to organized labor is a key advantage for Cincinnati's Human Rights Committee, as these unions support strong enforcement against issues like wage theft; improper documentation; unpaid employment taxes and workers compensation; and upholding of federal, state and local laws related to employment.

Among the laborers represented are:
Government Employees
Transit Workers
Bakery Workers
Cement Masons
Musicians
Firefighters
Building Trades
Electrical Workers
Ironworkers
Machinists
Operating Engineers
Plumbers/Pipefitters
Service Employees
Steelworkers

The full-list of unions that are partners with the Cincinnati AFL-CIO is available at Cincinnati AFL-CIO | Working for Working Families! (cincinnatiaflcio.org)

In addition, our working group for Human Rights includes leadership from a minority-owned construction firm with progressive labor policies. Additional employers and workers from the public and private sectors will also be engaged so that the Workers' Rights table is representative of the entire labor force that will be touched by the 2026 FIFA World Cup.





RISK ASSESSMENT + MITIGATION MEASURES

- Families at risk disproportionately headed by people in low-wage, service sector jobs.
- Longer-term displacement/lack of affordable housing for tenants moved out for “improvements.”
- Unintended hardship created by driving tenants from the core and out of the range of public transportation—limiting access to work and basic services.
- Lack of coordination of housing strategy for Northern Kentucky.
- Enforcement and increased rigor and expansion (geographic) in ordinances pertaining to short-term rentals.
- Creation of a dedicated housing court (in process) to provide remedy to renters from unscrupulous landlords.

Possible remedies for issues, should mitigation fail:

- Appeal to housing court.
- Rapid re-housing strategies deployed by Strategies to End Homelessness.
- Consumer/resident reporting through our communications pathways.
- Fair Housing agency (HOME) to investigate when housing laws are broken.

Insights/best practices from past events that we can redeploy for FIFA World Cup:

- Key leaders in our market are aware of challenges experienced in other countries and in the United States related to large-scale events and will be using Jacobs’ experience and insights to monitor and address

Some key measures of success for Housing Rights

- Low or no levels of displacement during the FIFA World Cup
- Improved housing opportunities for low and middle income families
- Reduction in percentage of housing cost burden to households
- Increased support from the private sector in building affordable housing (Legacy)
- Substantial increase in livable, convenient, affordable housing

Finally, we are well positioned to create new housing as a potential legacy project.

- \$100M commitment from a local Fortune 500 company for creation of more affordable housing in the region
- \$50M in funding to local CDFI for affordable housing financing
- \$34M pledge from City of Cincinnati for housing development



ADDITIONAL QUESTIONS

What does the city anticipate the likelihood of identified risks occurring to be if does not implement mitigating measures? Does the city believe that risk and mitigation measures may change in the time leading up to the tournament? Has the city considered how the aftermath of the pandemic will affect the hosting of the tournament or the risks identified in relation to it? Has the city considered how the Social Impact Assessment's efforts to measure, monitor and communicate the activities of human rights partners on a regular basis will impact how it understands risk and challenges in implementing mitigation measures?

It is axiomatic that risks will rise without attendant mitigation strategies. It is also true that at this time, in a new phase of the ongoing global pandemic, it is difficult to assess how public health and other issues may be factors in maintaining the safety and security of the FIFA World Cup, among other concerns.

This is precisely why we have proposed the development of the Social Impact Assessment, so we can measure and monitor increased risks, effectiveness of early mitigation, and successful execution of remedies. We are bulwarking this concept with two capable partners: Jacobs, with global experience in successful management of large-scale sporting events, and the United Way of Greater Cincinnati, with deep experience in the social needs landscape in our region, and increasing application of grassroots insights for addressing issues in our community. Jacobs is motivated by a record of success across continents; United Way sees the opportunity to elevate the use of real-time data as an ongoing tool for addressing human rights and equity in our region.

We understand that the city has been recognised for its efforts regarding community policing strategies. Has the city received comments and views from representative stakeholders on the adequacy of these or other existing measures to address risks (views may be positive or negative)?

Please see the sidebar in the Safety & Security section.

Could the city provide any additional information on planned measures to address risk areas such as human trafficking and workers' rights?

In addition to the insights provided in the sections of this document pertaining to trafficking and workers' rights, there are numerous organizations in our region working to improve opportunity and paths to economic security for workers, including Black and Brown populations (especially women); returning citizens; and low-wage and entry-level workers in general. Two partners we are engaging to inform our process are the Workforce Innovation Center and The Women's Fund. Both are raising awareness of strategies that can increase retention and opportunity for workers at every stage of development.

Could the city confirm whether it plans to determine concrete milestones and related time frames for its planned measures based on the upcoming Social Impact Assessment?

The overview of our process at the beginning of this document lays out a timeframe for the development of critical milestones and measures of success.

We are confident in our ability to deliver on this schedule, as we have a history of using data to drive action. The "Housing Our Future" report in the supporting documentation is an example.



ADDITIONAL QUESTIONS

Ergon understands the city is planning a Cincinnati Human Rights Initiatives Collaborative. Does the city anticipate this collaboration effort to continue operating after 2026? How does the city see this and other efforts address key areas of risk or rightsholders identified in its assessment?

Can the city provide some information on how the Cincinnati Human Rights Initiatives Collaborative will be established? Who will be responsible for doing its establishment? What stakeholders are likely to be engaged or how will they be identified?

We have a commitment from the United Way of Greater Cincinnati to convene the Human Rights Collaborative with the intent that it will have lasting community benefit beyond FIFA World Cup. In addition, we will partner with the National Underground Railroad Freedom Center to amplify the work of the Collaborative through symposia, presentations, exhibits, archives and more.

We approached the United Way because they have a century of experience in addressing social needs in our community, but are accelerating toward the future with innovative approaches to systems change that fully engages the families most affected by challenges of poverty, racial disparities and more.

About the United Way Greater Cincinnati

United Way Greater Cincinnati is dedicated to building long-term solutions and aligning systems to help families in our community thrive. We do that by bringing people and organizations together to solve problems holistically, using family input and data-driven decisions.

Since 2016, our north star is family well-being through poverty reduction and economic mobility. This journey has required us to evolve in order to minimize traditional power structures between philanthropic organizations and communities and to significantly increase outreach, grantmaking and collaboration efforts to Black-Led and non-traditional partners, especially in communities of color and communities that have been traditionally marginalized.

Our services and solutions focus on quality education, health and basic needs, which are the building blocks to overall well-being. Like the challenges people face, we view these areas as unique and interconnected, with no one single solution. United Way's approach to community-level impact leverages systems-thinking techniques by being visible to the stakeholders and components of the system. We pull critical stakeholders together so that we can leverage individual expertise, knowledge and experience to build sustainable, long-term solutions.

Building on our organization's impact achieved over the last 100 years, United Way has a unique depth of knowledge of our community, the nonprofit landscape and impactful solutions that position us to address systemic change in our community. Throughout our history, we've provided critical financial support to seed new nonprofit agencies, build community will and increase community awareness around issues and solutions, strengthen nonprofit capacity to evaluate impact and innovate, and center family and community voice in our efforts.



ADDITIONAL QUESTIONS

UWGC has a strong track record of advancing sustainable impact for children and their families. For example, after the civil unrest experienced in Cincinnati in 2001, a grassroots community group, Cincinnati “Community Action Now” identified the need for more preventative solutions focused on ensuring that all children, with a focus on Black children, were ready for kindergarten. United Way of Greater Cincinnati launched Success by Six, a collaborative focused on addressing this change, the same year.

Over 20 years, we’ve played a key role in increasing community awareness of the importance of quality early education and the critical brain development that takes place before the age of five. Through collaborative efforts, Success by Six has partnered to drive systemic change. In 2016, we achieved a significant advocacy milestone with the passing of a five-year school levy for free preschool for 3- and 4-year-old children within the City of Cincinnati. Additionally, we’ve supported and contributed to a coalition of advocates that have lobbied to adjust policies around child care benefits to help more families access the supports. In Ohio, that has included increasing the income eligibility threshold for enrollment. In Kentucky, it has included adjustments to the eligibility requirements, specifically allowing higher education to meet the working requirements to qualify for full-time child care benefits.

Other recent accomplishments include:

- Launched Black Led Social Change, an initiative to increase the investment of time, talent and treasure in community-based, Black-led ideas addressing poverty. We believe by investing in more Black-Led ideas and strategies, we can:
 - Diversify solutions and thought leadership in United Way's work.
 - Better understand the unique strengths, opportunities and challenges within communities.
 - Collaborate on strategies that reduce racial disparities in outcomes.

Using human-centered design processes that centered community voice, we co-created two signature programs of this initiative: Black-Led Social Change Champions of Change and Black Empowerment Works, an equity-focused grant that invests in ideas that directly strengthen the vitality of the Black community that has been traditionally under-resourced by philanthropy.

Black Led Social Change Report

https://www.uwgc.org/files/UWGC_case-study_black-led-social-change-project_2018.pdf

- In response to COVID-19, we mobilized \$7.5M in relief funding, in partnership with other local foundations, providing direct financial support to more than 300 local nonprofits.
- In 2020, United Way partnered with more than 600 nonprofit and community organizations to address community needs through grants to support direct services, direct delivery of services, administration of public funds, and partnerships to distribute leveraged resources, such as donated goods or volunteer skill. Under our new Community Engagement team, we cultivated relationships with more than 100 faith-based leaders and organizations. Through Black Empowerment Works United Way invested nearly \$1M in 45 Black Social change makers.

2020 Building Black Empowerment Works

https://www.uwgc.org/files/uwgc_case-study_building-black-empowerment-works_03042021.pdf





ADDITIONAL QUESTIONS

- In 2021, United Way expanded 211 services to include a care coordination team that provides hands-on navigation and support services to ensure community members can access nonprofit and public services, such as financial support through CARES and American Recovery Plan. 211 is a 24/7 helpline that connects callers to vital services when they have no one else to call. Annually, we respond to more than 130,000 requests for support through phone, web and text.

Our advocacy and community impact efforts have been paired with strong communication strategies, often through strategic partnerships, to frame community challenges around data and apply a systems lens to the issues. The following publications showcase this framing and highlight our organization culture of evaluation and continuous improvement.

- Jobs Outlook 2028: Published in partnership with the Cincinnati USA Regional Chamber, the Jobs Outlook highlights inequities in pay in growing occupations.
- Employer Toolkit and Intimate Partner Violence (IPV) research: Published in partnership with the Women's Fund of the Greater Cincinnati Foundation and presented at national conferences, such as the 2019 National Fund for Workforce Solutions convening, addresses cliff effect, self-sufficiency, and IPV in recruitment/retention practices.
- MetaThemes: Designing for Equitable Social Change
<https://d-impact.org/portfolio/metathemes/>
https://d-impact.org/wp-content/uploads/2017/10/Design-Impact_Metathemes-Report_Jan2017_small.pdf

Could the city provide any details on progress made in determining how stakeholders will be engaged in delivering planned measures both for mitigating risk and for implementing opportunities for a positive human rights legacy?

Please see the detail provided in this document against each of the areas of human rights focus.



COMPLAINTS + REMEDY

Could the city provide more information on whether and how the Fan Passport will allow for the submission of human rights related complaints?

With recent work and planning on this effort, we would like to update our Fan Passport concept. The project and concept is now known as the "FIFA World Cup Welcome Guide, Cincinnati, Ohio." This progressive website app would be a free download using a QR code on signage, communications and advertising. It will offer a one-stop approach to providing a safe, hospitable and informed experience for fans. Based on the country code of the download, the app would download using the appropriate language.

The information would be divided into the following:

- Safety & Security with a hotline phone number (possibly integrated with United Way's 211), text via SMS and email. This function will be managed by the trained staff from United Way Greater Cincinnati and partner organizations.
- Maps and GPS function with transportation options
- Visitors Guide with daily schedules, tickets, promotions
- Match Schedules, scores and content

Staff will be trained to identify and address risk, make appropriate referrals for remedies, and tag them into the content management system so a dashboard can be created for real-time monitoring. General responses will be the artificial intelligence response mechanism, i.e. what time is the match tonight?

This communications pathway can be expanded to other regions as a shareable platform for FIFA and all U.S. Host Cities.

Does the city plan to provide for a similar trafficking hotline as for other events (e.g. MLB All-Star Game) throughout the tournament?

Yes, we will use the best practices learned from the MLB All-Star Game in 2015 with improved efficiencies including the proposed addition of the 211 hotline and their trained representatives.

Does the city believe these mechanisms may help support vulnerable groups in raising concerns and receiving remedy? In what way? Has the city considered how stakeholders will be engaged to help resolve issues and provide remedy?

During our engagement process with vulnerable groups, we will discuss the best communications methods used in past reporting and remedy. This input will be added to the overall risk mitigation plan.

Additionally, we will commit to recruiting and training volunteers who are survivors of human trafficking and other risk concerns who can provide support to those who use the hotline.

Would the city be prepared to consider a commitment to providing remedy for all adverse impacts caused by or contributed to by the organising and delivery of the tournament?

We will commit to providing a best in class risk mitigation plan to ensure a safe and equitable experience for all who participate in the FIFA World Cup 2026 in Cincinnati.



SUPPORTING DOCUMENTATION

2026 Cincy Human Rights Stakeholder Engagement Report - June 30, 2021

2026 Cincy Human Rights Presentation - November 22, 2021

Jacobs Engineering Capabilities Deck

Housing Our Future: Strategies for Cincinnati and Hamilton County - May 2020

Realizing the Potential of an Equitable Economy - April 2021

United Way State of the Community - A Report on Socio-Economic Health of the Greater Cincinnati Region - April 2017



WELCOMES
THE WORLD

SOCCER CITY U.S.A.

2026 World Cup Host City Candidate

FIFA STANDARDIZED AGENDA

- **Introduction by FIFA**
[10 Minutes]
- **Presentation of Human Rights Plan by Candidate Host City**
[40 Minutes]
 - Information on process conducted
 - Key risk areas identified
 - Planned mitigation measures
 - Inputs by external stakeholders
- **Q&A Session led by FIFA and Ergon Consultancy**
[40 Minutes]





WELCOME BY
JEFF BERDING

FC Cincinnati Founder & 2026 Cincy Local Organizing Committee



2026 CINCINNATI LOCAL ORGANIZING COMMITTEE (LOC) CURRENT STRUCTURE



2026 CINCY HUMAN RIGHTS CO-CHAIRS



KATIE BLACKBURN
Executive Vice President
Cincinnati Bengals



EDDIE KOEN
CEO
Urban League Greater SW Ohio



AMY SPILLER
President
Duke Energy Ohio & Kentucky

Our 2026 Cincy Human Rights Committee includes more than 50 leaders representing the business, civic, government, social, law enforcement, faith, and philanthropic sectors.



2026 CINCY HUMAN RIGHTS COMMITTEE LEADERSHIP

SAFETY & SECURITY



LT. COL. MICHAEL JOHN
Cincinnati Police



CHIEF DEPUTY GRAMKE
Hamilton County Sheriff's Office

MIGRANT RIGHTS



DR. BRYAN WRIGHT
Executive Director
Compass Cincinnati



DR. RAJINDER KAUR NARANG
Vice President, Diversity &
Inclusion Talent Strategy
Fidelity Investments



2026 CINCY HUMAN RIGHTS COMMITTEE LEADERSHIP

HUMAN TRAFFICKING



ERIN MEYER
Coalition Manager
End Slavery Coalition



HAROLD D'SOUZA
President
Eyes Open International

WORKERS RIGHTS



BRIAN GRIFFIN
Executive Secretary-Treasurer
AFL-CIO



LIZA SMITHERMAN
Chief People Officer
Jostin Construction



2026 CINCY HUMAN RIGHTS COMMITTEE LEADERSHIP

HOUSING RIGHTS



KRISTEN BAKER
Executive Director
LISC



ROBERT KILLINS
Director, Special Initiatives
Greater Cincinnati Foundation



BOBBY MALÝ
CEO
The Model Group

HUMAN RIGHTS LEADERSHIP TEAM SUPPORT



MARY STAGAMAN
2026 Cincy LOC



JACKIE REAU
2026 Cincy LOC



2026 CINCY HUMAN RIGHTS STRATEGIC ADVISORS



DANIELLE MINSON
CEO
The Jewish Federation



**SHERIFF
CHARMAINE MCGUFFEY**
Hamilton County



WOODROW KEOWN
CEO
National Underground Railroad
Freedom Center



LILLEANA CAVANAUGH
Executive Director
Ohio Commission on Latino Affairs



CHIP GERHARDT
National Disability
Rights Advocate



ROULA ALLOUCH
National Board Chair
Council on American-Islamic Relations



MEL GRAVELY
Entrepreneur, Author, Advocate
for Racial Equity



ALANA JOCHUM
Executive Director
Equality Ohio



RICKELL SMITH
Executive Director
Center for Social Justice



STRATEGIC ADVISORS HUMAN TRAFFICKING



SENATOR ROB PORTMAN
United States Senate



DAVE YOST
Attorney General
State of Ohio



DANIEL CAMERON
Attorney General
State of Kentucky

Addressing issue at federal, regional, and local levels



2026 CINCY VISION STATEMENT

“Sports, unlike any other enterprise, are able to bring together people from all walks of life. Boundaries and barriers fade in the face of sports and individuals find themselves UNITED in support of their teams. Through participation in the 2026 FIFA World Cup, Cincinnatians, and the entire Midwest, become members of an ever-growing universal community and through soccer embrace the opportunity to celebrate their sport as global citizens.”

A REGION CONNECTED TO THE FANS



60%

OF U.S. POPULATION IS WITHIN 8-HOUR CAR DRIVE

50%

OF U.S. POPULATION IS WITHIN 1-HOUR FLIGHT

66%

OF MAJOR U.S. MARKETS ARE WITHIN 90-MINUTE FLIGHT





A DYNAMIC AND DIVERSE COMMUNITY

450

FOREIGN-OWNED FIRMS
FROM 43 COUNTRIES



INTERNATIONAL EVENTS & HIGHLIGHTS

Second largest
Oktoberfest
in the world

Cincy Cinco
celebrates Latin
American cultures
and traditions

Cincinnati Moon
Festival celebrates
Chinese traditions

Home to the first
Jewish seminary in
the United States





WE CELEBRATE THE ARTS AND CULTURAL EVENTS

30+

PERFORMING ARTS
CENTERS AND THEATERS
IN THE REGION

40+

MUSEUMS IN THE
CINCINNATI REGION





WE HOST INTERNATIONAL & NATIONAL EVENTS EVERY YEAR

WESTERN & SOUTHERN OPEN (ANNUAL)

198,000 FANS IN ATTENDANCE

100 TOP-SEED TENNIS PLAYERS FROM ACROSS THE GLOBE

ALL-STAR GAME (2015)

380,000 IN ATTENDANCE ACROSS ALL VENUES

(OVER THREE DAYS)

LPGA KROGER QUEEN CITY CHAMPIONSHIP (2022)

AN ESTIMATED 10,000 IN ATTENDANCE PER DAY, GOLF CHANNEL COVERAGE STREAMED AROUND THE GLOBE





WE HOST INTERNATIONAL & NATIONAL EVENTS EVERY YEAR

OKTOBERFEST [ANNUAL]

675,000 IN ATTENDANCE
FROM 20+ STATES

TASTE OF CINCINNATI [ANNUAL]

ESTIMATED 500,000 IN
ATTENDANCE EACH YEAR
MAKING IT ONE OF THE
NATION'S LARGEST
STREET FESTIVALS

FLYING PIG MARATHON [ANNUAL]

50,000 PARTICIPANTS
WITH 40% FROM
OUT-OF-STATE

100,000 SPECTATORS





WE HOST INTERNATIONAL & NATIONAL EVENTS EVERY YEAR

WORLD CHOIR GAMES [2012]

15,000 PARTICIPANTS,
FROM 64 COUNTRIES,
25,000 IN ATTENDANCE

CINCINNATI MUSIC FESTIVAL [ANNUAL]

83,200 IN ATTENDANCE
WITH NEARLY 80%
FROM OUT-OF-TOWN

BUNBURY MUSIC FESTIVAL [2019]

60,000 IN ATTENDANCE
(OVER THREE DAYS)





BLINK CINCINNATI (2017, 2019, 2022)

1.5 MILLION
IN ATTENDANCE
(EVENT AVERAGE)

**OVER 30 CITY BLOCKS,
TWO STATES AND
THE OHIO RIVER**

42
PROJECTION
MAPPINGS

55
INSTALLATION
LOCATIONS



HUMAN RIGHTS IN CINCINNATI

EDDIE KOEN

Urban League, SW Ohio

" A FRESH PERSPECTIVE "





INITIAL STAKEHOLDER REPORT

JACKIE REAU

2026 Cincy Local Organizing Committee





2026 CINCY INITIAL STAKEHOLDER ENGAGEMENT PROCESS & REPORT

5

KEY AREAS OF FOCUS FOR HUMAN RIGHTS

83

1-1 ENGAGEMENTS TO LISTEN, LEARN, AND ENGAGE

100+

ORGANIZATIONS ENGAGED AND READY



The United States Conference of Mayors


Report on Police Reform and Racial Justice

August 2020







All-In Cincinnati: Equity Is the Path to Inclusive Prosperity



James A. Crowder Jr.
October 2018



Supported by






PolicyLink

Cincinnati Metropolitan
Housing Authority

Report to the Community






HUMAN RIGHTS STRUCTURE

MARY STAGAMAN

2026 Cincy Local Organizing Committee



CINCINNATI HUMAN RIGHTS STRUCTURE

- Strong framework to uphold Human Rights in preparation/execution/legacy of World Cup
- Populated by experienced subject matter experts and robust roster of advisors
- Progress and impact measured and reported against key milestones
- Direct communication pathway for community input, risk mitigation, and reporting/remedy on issues

MIGRANT RIGHTS

RAJ NARANG

Fidelity Investments & Committee Co-Chair



MIGRANT RIGHTS

60+

COMMUNITY
ORGANIZATIONS
READY TO SERVE

450

FOREIGN-OWNED
COMPANIES FROM
43 COUNTRIES AS
PARTNERS

CINCINNATI
 **COMPASS**

Key Strategy

We will create a customized fan experience tailored to each of the visiting countries.





WORKERS' RIGHTS
BRIAN GRIFFIN
AFL-CIO & Committee Co-Chair

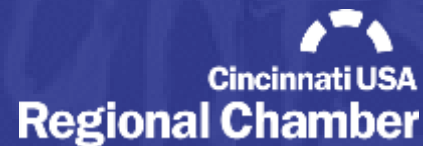
WORKERS' RIGHTS

- Existing network of organizations focused on upholding workers' rights
- Evidence of rising wages in our market
- Substantial baseline data to monitor progress in wages and benefits
- Focus on workforce readiness and career pathways that lead to self-sufficiency

Key Strategy

Monitor/report data on wages & benefits and engage key employers on best practices before, during, and after the World Cup.

KEY PARTNERSHIPS





HUMAN TRAFFICKING

AMY SPILLER

Duke Energy & Committee Co-Chair



HUMAN TRAFFICKING

- Duke Energy has high awareness and established programs for mitigating trafficking
- Regional efforts are well-established and effective
- Commitments from Attorneys General in OH and KY
- Support from Senator Rob Portman, leader on anti-trafficking legislation and policies



HUMAN TRAFFICKING

ERIN MEYER

End Slavery Coalition & Committee Co-Chair

HUMAN TRAFFICKING

Overview

- Proven prevention and response methodologies
- Proactive response through intelligence from law enforcement
- Intensive training on identifying signs of human trafficking for all touchpoints
- Growing network of interventions to protect children

Key Strategy

Amplify and share our comprehensive and systematic approach across Midwest cities network.

HOUSING RIGHTS
KRISTEN BAKER
LISC & Committee Co-Chair



HOUSING RIGHTS

Overview

- Affordable housing is an ongoing challenge for our region
- We have a comprehensive plan in place to address this issue
- One Fortune 500 company has pledged up to \$100 million to build new housing
- We have more than enough hotel rooms in easy reach of World Cup events

Key Strategy

- Extend existing legislation controlling short-term rental markets and establish a “Landlord Pledge” for property owners.



SAFETY & SECURITY
LT. COL. MICHAEL JOHN
Cincinnati Police & Committee Co-Chair



SECURITY & SAFETY

Overview

- Deep experience with large-scale events
- Well-honed discipline on management of sporting events
- Effective collaboration across law enforcement agencies and jurisdictions across the region.
- Collaborative Agreement is unique to our region and an example for the U.S.

Key Strategy

Engagement of law enforcement agencies from across the Midwest to maximize safety and security.



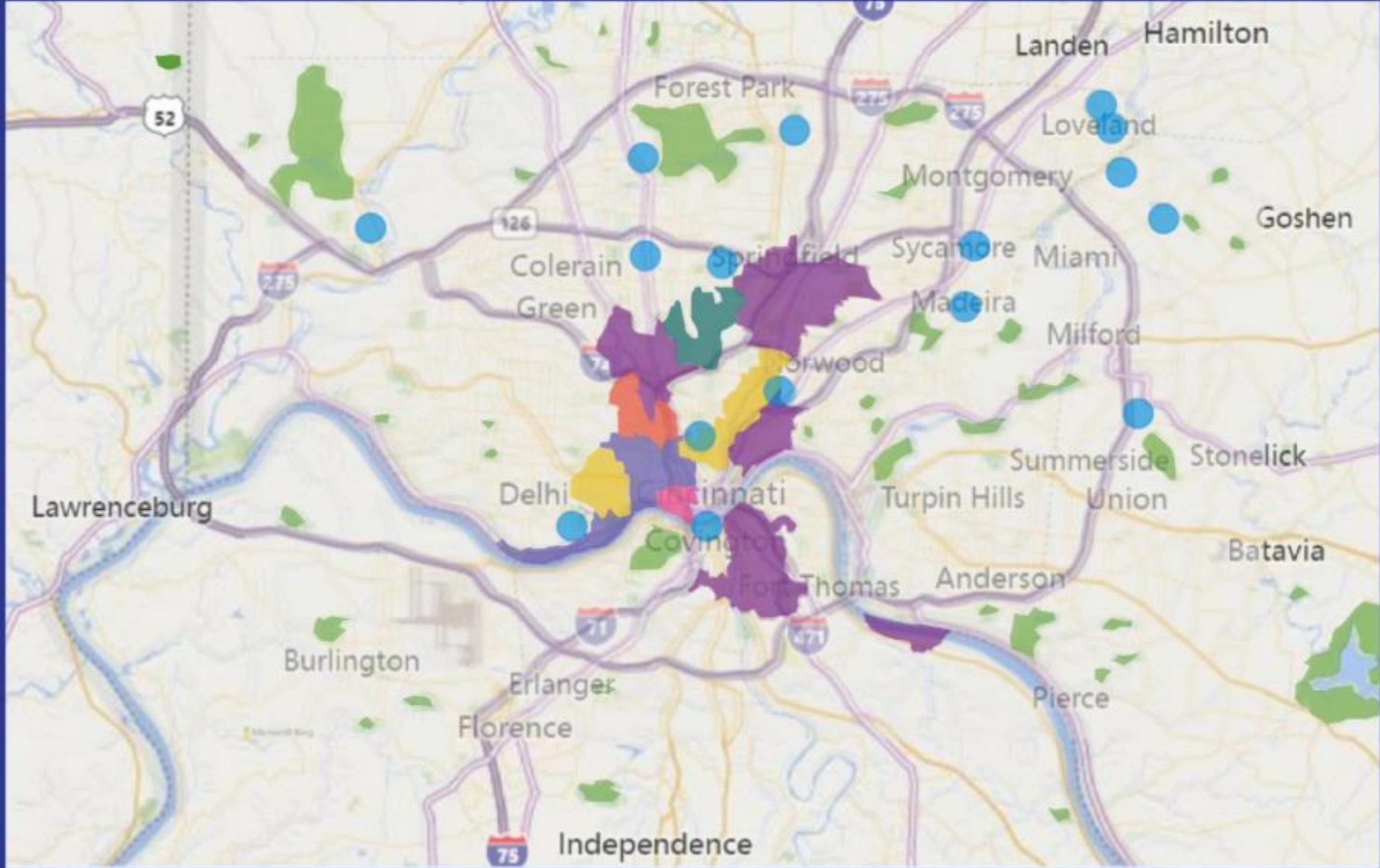
LEGACY PROJECTS
KATIE BLACKBURN
Cincinnati Bengals & Committee Co-Chair

LEGACY PROJECTS

2026 Cincy's proposed legacy is four-fold:

1. Grow the game of soccer to all youth in our community, focusing on underserved populations
2. Host the first-ever Zero Waste FIFA World Cup in 2026
3. Through P3, build accommodations for World Cup that converts to affordable housing after
4. Promote long-term focus on Human Rights through partnership with National Underground Railroad Freedom Center

OHIO SOCCER CLUB MAP WITH POVERTY AREAS



% POVERTY LEVEL RANGE

- 20-24.9%
- 25-29.9%
- 30-34.9%
- 35-39.9%
- 49.1%
- 50-54.9%
- 55-59.9%

Blue bubbles indicate that at least one soccer club is active in the area





A key legacy of the World Cup in the Cincinnati region will be the growth of our Soccer in the Community initiative, bringing added access to soccer in underserved communities. Our goals are to:

- Support and grow boys' and girls' youth soccer in the Cincinnati area;
- Raise the level of youth soccer in the region; and
- Provide a professional pathway for player advancement at all levels, including for children in historically underserved communities with FC Cincinnati Foundation soccer programs as an entry-point to the pathway.



2026 WORLD CUP SOCCER LEGACY PROJECT PARTNERS





OVER THE NEXT 5 YEARS, THE CINCINNATI REGION WILL PROVIDE:

\$10M

INVESTMENT IN
FACILITIES AND FIELDS

10

ADDITIONAL
MINI
PITCHES

4

NEW
SOCCER
COMPLEXES

50%

INCREASE YOUTH PARTICIPATION
IN SOCCER UNDERSERVED AREAS





ZERO
HUNGER
ZERO
WASTE

2020 RESULTS

ZERO HUNGER ZERO WASTE BY KROGER

ZERO HUNGER

\$213M

TO END HUNGER IN OUR
COMMUNITIES

\$301M

TOTAL KROGER
CHARITABLE GIVING

640M

MEALS FOR FOOD
INSECURE INDIVIDUALS
AND FAMILIES

90M

POUNDS OF WHOLESOME
FOOD FROM OUR STORES,
PLANTS AND DISTRIBUTION
CENTERS

ZERO WASTE

81%

WASTE DIVERSION
FROM LANDFILLS COMPANY-
WIDE

4%

REDUCTION IN
TOTAL WASTE
TO LANDFILLS

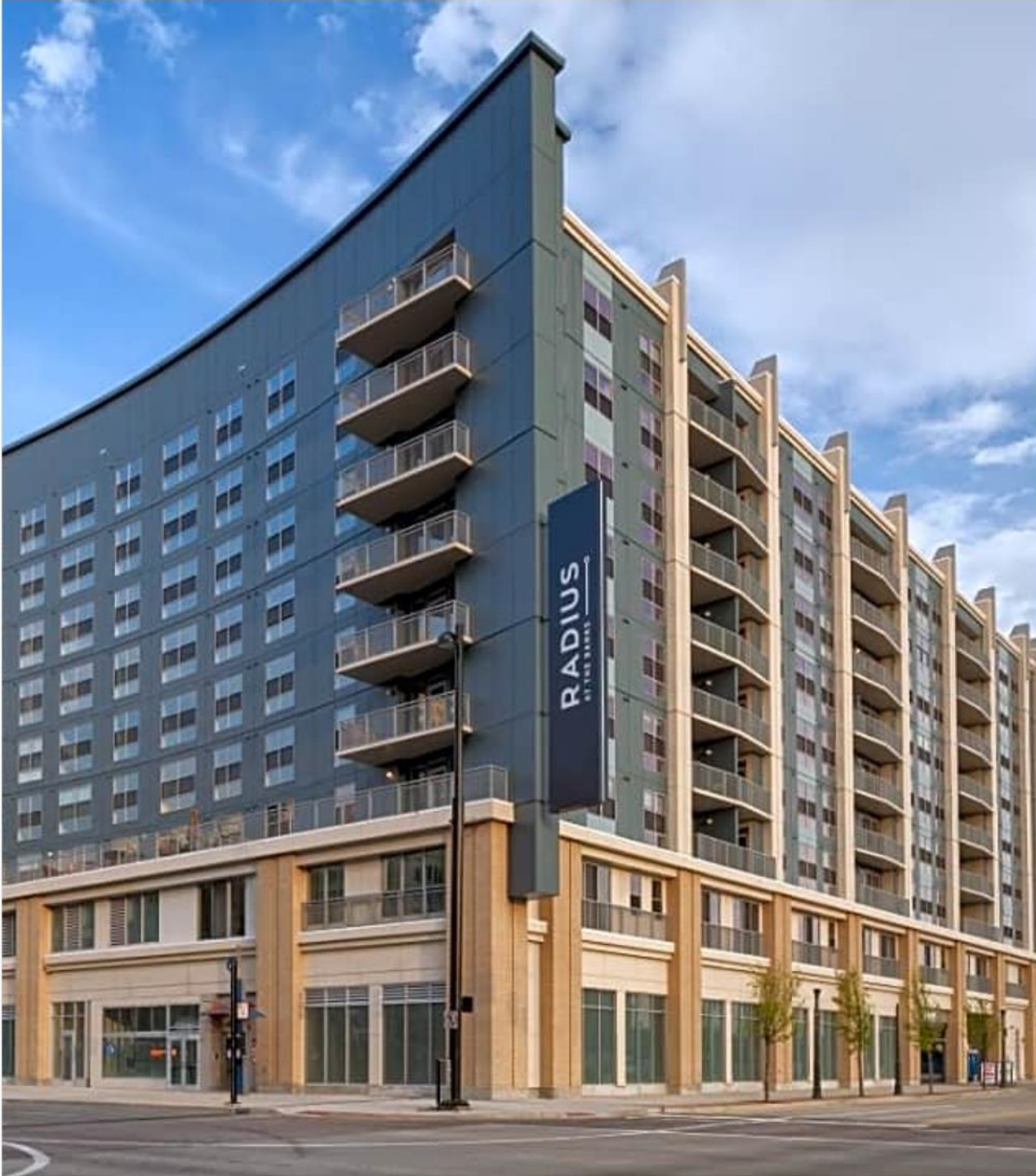
2,285

KROGER STORES
WITH FOOD WASTE
RECYCLING PROGRAMS

31

OUT OF 34
KROGER-OPERATED
MANUFACTURING
PLANTS ARE ZERO WASTE





POST-WORLD CUP AFFORDABLE HOUSING

- Explore P3 approach to new residential-style accommodations for World Cup
- Engage community in identifying key housing needs
- Build for conversion to meet affordable housing needs post-World Cup



A HOME FOR HUMAN RIGHTS INITIATIVES

- Leverage the presence of the National Underground Railroad Freedom Center
- Create clearinghouse and repository for Human Rights data and progress across region
- Expand Freedom Center's focus on modern-day slavery
- Host an annual, national symposium on U.S. human rights

Q+A





THANK YOU





All are welcome.

MAYERSON JCC
of Cincinnati

MAYERSONJCC.ORG

FIFA WORLD CUP 2026 CANDIDATE HOST CITY HUMAN RIGHTS STAKEHOLDER ENGAGEMENT REPORT

Cincinnati, OH
June 30, 2021



CINCINNATI
SOCCER CITY U.S.A.
2026 World Cup Host City Candidate

TABLE OF CONTENTS

Introduction	2
Strategic Plans and Resources	5
Current Human Rights Programs	6
Stakeholder Engagement Process	9
Community Education on Human Rights Initiatives	11
Comprehensive List of Engagements with Human Rights Stakeholders	12
Identified Risks and Opportunities	18
Opportunities for a Human Rights Legacy in Cincinnati	23
Planned Measures to Address Risks and Capitalize on Opportunities	24
Proposed Timeline of Activity: 2021-2022	26
Letters of Support	27

FIFA World Cup 2026

Candidate Host City Human Rights Stakeholder Engagement Report

Introduction

Cincinnati has a vision, focused on our drive to create and sustain a thriving inclusive community, where engaged people and memorable places are paramount, where creativity and innovation thrive, and where local pride and confidence are contagious.

We proudly present our “FIFA World Cup 2026 Candidate Host City Human Rights Stakeholder Engagement Report.” Our region’s goal is to harness the current human rights work of our community to enhance these efforts leveraging the global spotlight of the FIFA World Cup. This is a once-in-a-generation opportunity for Cincinnati to integrate the great work already underway in the area of human rights from numerous organizations to create measurable key performance indicators to understand and improve areas of opportunity.

Cincinnati has a long history in championing human rights, dating back to the mid-1800s when American abolitionist Levi Coffin made the Cincinnati area the center of his anti-slavery efforts. Harriet Beecher Stowe lived in Cincinnati for a time where she met escaped slaves and used their stories to inspire her novel “Uncle Tom’s Cabin.” The National Underground Railroad Freedom Center, a history museum located on the banks of the Ohio River that opened in 2004, honors the volunteers who aided refugee slaves and their drive for freedom, as well as others who have been leaders for social justice.

Cincinnati is also home to Jim Obergefell, an American civil rights activist known as the plaintiff in the Supreme Court case Obergefell v. Hodges, which legalized same-sex marriage in the United States.

With a spotlight on the current and future work on human rights concerns by Cincinnati leaders, Cincinnati is an international model of how cities can collaborate, innovate, advocate and act to protect the basic ideals of human rights for all.

Over the last year, the Cincinnati Local Organizing Committee has listened to and learned from dozens of stakeholders and organizations who have all shared their support of Cincinnati’s bid to host FIFA World Cup 2026.

In our report, we introduce you to a number of ongoing initiatives in our city such as End Slavery Cincinnati and the Cincinnati Coalition Against Hate. These coalitions represent more than 40 non-profits

combined, working to advance and protect human rights initiatives.

(Continued)



Our Cincinnati Police Department is a national model for other forces on policing in a fair and equitable way through the advancement of its Collaborative Agreement, forged out of unrest in 2001. The agreement is currently being refreshed with extensive community input.

While in office, Cincinnati's Mayor John Cranley has worked to make Cincinnati an immigrant-friendly community. Initiatives include the introduction of the MARCC ID, an approved identification card that can be obtained by undocumented immigrants, homeless persons, returning citizens, and other vulnerable people living in Cincinnati. The card is produced and distributed by two faith-based organizations, and is officially recognized by Cincinnati Police and all city departments.

The Greater Cincinnati and Northern Kentucky African American Chamber of Commerce is the first chamber of commerce in America to quantify the economic impact of Black businesses with its groundbreaking study released in January 2021. The analysis, in partnership with University of Cincinnati Economics Center, shows that Greater Cincinnati Black businesses included in the report support more than \$1.4 billion of operations expenditures and are responsible for directly employing 8,680 people with \$540 million in earnings throughout the Cincinnati region. This benchmarking study will allow us to measure the growth and success of Black-owned businesses in our region over time.

While there are many extraordinary initiatives underway to support and protect human rights in Cincinnati, there are opportunities for us to further excel. First, there is no clearing house or one organization designated to collect the research, data and information from all of the groups engaged in our Stakeholder Report. Our plan is to create and maintain an organization with dedicated talent and physical space to convene these community partners and amplify their effectiveness by measuring our progress over time.

There are limited benchmarks on how to measure the success of our human rights activities as a community. In partnership with Jacobs Engineering, we will create a Social Impact Assessment to measure, monitor and communicate the activities of our human rights partners on a regular basis. We also foresee a potential partnership with the National Underground Railroad Freedom Center for Cincinnati's Bid to host FIFA World Cup 2026. The Freedom Center is a history museum that serves to inspire modern abolition, and a convener of dialogue on freedom and human rights. We want to leverage this capacity.

Cincinnati stands ready as a collaborative Host City to engage and educate our community and our global visitors for FIFA World Cup 2026 on the importance of respect and dignity under the ideals of our Human Rights Strategic Plan.

Respectfully Submitted by the Executive Team of Cincinnati's Local Organizing Committee to Host FIFA World Cup 2026,

Carl Lindner III, Co-Chair & Majority Owner of FC Cincinnati

Jeff Berding, Co-Chair & President of FC Cincinnati

Bill Baker, MSA Design

Cody Parsons, FC Cincinnati

Jackie Reau, Game Day

Betsy Ross, Game Day

Nick Vehr, Vehr Communications

FIFA World Cup 2026

Candidate Host City Human Rights Stakeholder Engagement Report

Name of candidate host city: Cincinnati, Ohio

Name of presenter: Jackie Reau, Local Organizing Committee
jreau@gamedaypr.com | (513) 708-5822

Letters of Support for Cincinnati's Bid to host FIFA World Cup 2026

- **Erin Meyer**, Salvation Army Human Trafficking
- **Eric Kearney**, CEO of the African American Chamber of Greater Cincinnati/Northern Kentucky & Member of the Cincinnati Racial Equity Task Force
- **Lt. Col. Michael John**, Cincinnati Police Department
- **Sarah L. Weiss**, Executive Director/CEO, The Nancy & David Wolf Holocaust & Humanity Center
- **Todd Duesing**, Greater Cincinnati Public Assembly Alliance
- **Gregory Johnson**, Cincinnati Metropolitan Housing Authority
- **Peter McLinden**, AFL-CIO
- **Bryan Wright**, Compass Cincinnati



FIFA World Cup 2026 Candidate Host City Human Rights Stakeholder Engagement Report

Strategic Plans & Resources from Cincinnati USA



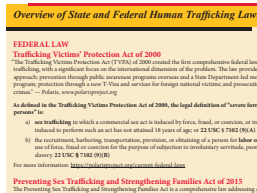
Plan Cincinnati: A 10-Year Strategic Plan
Link: <https://bit.ly/2SWxTan>



End Slavery Cincinnati Coalition
Link: <https://bit.ly/3gKMcbI>



Cincinnati Racial Equity Task Force Announcement
Link: <https://bit.ly/3xCvjVM>



State and Federal Human Trafficking Laws endorsed by Cincinnati, Ohio
Link: <https://bit.ly/3xI2Wp9>



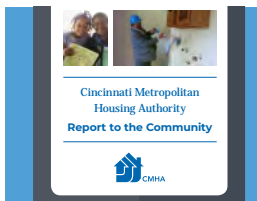
Cincinnati Police Original Collaborative Agreement & Refreshed Collaborative Agreement
Links: <https://bit.ly/3vMDLR1>
<https://bit.ly/3wQsU9Z>



All in Cincinnati: Equity Is the Path to Inclusive Prosperity
Link : <https://bit.ly/2SFx3yU>



U.S. Mayors Report on Police Reform endorsed by Cincinnati
Link: <https://bit.ly/3zXAaTJ>



Cincinnati Metropolitan Housing Authority (2019 Annual Report)
Link: <https://bit.ly/3h0PkP1>



Cincinnati Immigrant Friendly Task Force
Link: <https://bit.ly/3xFPLFI>



Study: Cincinnati's Black-owned businesses generated \$1.4B in economic
Link: <https://bit.ly/3dcQJkJ>

Current Human Rights Programs

Current Human Rights Programs in Cincinnati

After conducting numerous stakeholder interviews and research, we are pleased to share current human rights initiatives already underway in Cincinnati.

Children's Rights



Cincinnati Preschool Promise

Cincinnati Preschool Promise is a non-profit working to ensure equitable access to high-quality preschools, and better preparedness for future schooling for all children. In 2016, Cincinnati taxpayers approved a 5-year levy including \$15 million per year to expand children's access to high-quality preschools. Together with the United Way of Cincinnati, leaders from Cincinnati Preschool Promise created a plan to bring preschool expansion to the city, utilizing the funds to expand the number of high-quality preschools and to provide tuition assistance to families that need it most.



StriveTogether

Based in Cincinnati, StriveTogether is a national movement with a clear purpose: helping every child succeed in school and in life from cradle to career, regardless of race, zip code, ethnicity or circumstance. In partnership with nearly 70 communities across the country, they provide coaching, resources and rigorous approaches to create opportunities and close gaps in education, housing and so much more. StriveTogether uses data to illuminate problems and solutions, tackle tough conversations and deliver impactful results for 13.7 million children and counting.

Disabled Persons Rights



Getting Down to Business: A Pilot to Strengthen Small Business Through Disability Inclusion

Getting Down to Business: A Pilot to Strengthen Small Business Through Disability Inclusion included several employer training workshops and job shadowing employer-candidate pairings to connect and create an immersive experience in hiring and training disabled workers. The pilot program served as the launch for ongoing efforts and initiatives to create job opportunities and connections for Cincinnati and Northern Kentucky professionals with disabilities and employers to participate and hire talent.



The Over-the-Rhine International Film Festival

The Over-the-Rhine International Film Festival, formerly the ReelAbilities Film Festival, celebrates our shared humanity by exploring untold stories in film about diversity, disability, and difference. The Festival is produced by LADD, an organization that empowers adults with developmental disabilities to live, work and connect.

LADD provides the dignity of adulthood through housing, health and wellness, day programs, employment and advocacy.

(Continued)

Current Human Rights Programs

Faith-Based Coalitions



Metropolitan Area Religious Coalition of Cincinnati

Metropolitan Area Religious Coalition of Cincinnati, which began its work as an interfaith coalition in 1968, provides a way for the religious community to speak in one voice to make compassion and reconciliation felt through constructive community action and the development of a community conscience. The membership consists of 14 judicatories (denominations), made up of Protestants, Roman Catholics, Muslims, Jews and Unitarian-Universalists. The Coalition has two major areas of concentration for its community work: Displacement/Affordable Housing/Homelessness and Community-Police Relations/Justice Reform.

Housing Rights



The Greater Cincinnati Homeless Coalition

The Greater Cincinnati Homeless Coalition is a unified social action agency, fully committed to its ultimate goal: the eradication of homelessness with respect for the dignity and diversity of its membership, people experiencing homelessness and the community. Our Coalition works towards this goal by coordinating services, educating the public, and engaging in grassroots organizing and advocacy.



LISC Greater Cincinnati & Northern Kentucky

LISC Greater Cincinnati & Northern Kentucky helps residents transform their communities into healthy places to live, do business and raise families. LISC helps make quality, affordable housing available to low-income and vulnerable residents—from seniors to veterans to the formerly homeless—in underserved communities.

LGBTQ+ Rights



Cincinnati Children's Transgender Health Clinic supported by Living with Change

Cincinnati Children's is a national leader in the care of transgender youth with its Transgender Health Clinic, which was started three years ago and has received more than \$2 million in private funding from individuals and corporations. The Clinic is supported by Living for Change, a non-profit started by Pure Romance CEO Chris Cicchinelli and his wife, Jessica, to support transgender youth and their families by providing education, resources, advocacy, and support while fostering confidence and acceptance through change.

(Continued)

Current Human Rights Programs



Equality Ohio

Equality Ohio is a 501(c)(4) non-profit organization that advocates and educates to achieve fair treatment and equal opportunity for all Ohioans regardless of their sexual orientation or gender identity or expression.

Migrant's Rights



Immigrant and Refugee Law Center

In response to the urgent need for legal services for immigrant and refugee families in Cincinnati, the Immigrant and Refugee Law Center (IRLC) began operation in February 2018. IRLC is a one-of-a-kind school-based nonprofit organization that provides pro bono legal services across a spectrum of humanitarian needs for low-income immigrant and refugee families.



Refugee Connect

RefugeeConnect helps refugees and asylees navigate often unfamiliar systems, new cultural norms, and language barriers. RefugeeConnect promotes coordinated services so that this specific population of new Americans, who may be unaware of the patchwork of crucial resources already in place, reach their full potential as individuals, families, and civic

and community leaders. The group also hosts a local World Refugee Day Cup, a soccer tournament in Cincinnati held on or around June 20.

Worker's Rights



Minority Business Accelerator

Minority Business Accelerator, under the Cincinnati USA Regional Chamber, has a goal to expand the minority entrepreneurial community in the Cincinnati region by helping to accelerate the growth and development of sizable African-American and Hispanic owned businesses. The Accelerator was created to address disparity in the region's business community with the

goal to drive economic activity and increase employment in underemployed segments. Currently, firms in the portfolio employ over 3,500 workers, 50% of which are minorities and 40% are women.



Ohio Business Competes

Ohio Business Competes is a nonpartisan coalition of businesses committed to achieving nondiscrimination policies at the state level in order to attract the best talent, to increase Business-to-Business & Business-to-Consumer relationships, and to grow Ohio's economy.



Stakeholder Engagement Process

To begin the Stakeholder Engagement Process for Cincinnati's Bid as a FIFA World Cup 2026 Host City, the leadership team of the Local Organizing Committee thoroughly reviewed the Human Rights Issue Paper written by Ergon to understand the opportunities and challenges for our community.

For each area (Safety and Security, especially for international visitors and visitors of color, Migrants, Human Trafficking, Worker's Rights and Housing Rights), we connected with numerous local leaders to discuss the feedback from the report and to learn how these concerns were already being addressed or could be addressed.



Additionally, we completed a literature search on each human rights subject area to set a benchmark on our community's progress. We also reviewed past city-wide events with key stakeholders including the 2012 World Choir Games and the 2015 Major League Baseball All-Star Game to learn best practices. This research work was conducted in partnership with Xavier University's Sports Management Graduate Program.

To guide our work, we created a Human Rights Leadership Task Force under the Local Organizing Committee. These community leaders have reviewed the Ergon report, have shared resources from their respective organizations and have agreed to serve as experts to guide our human rights work as we move forward in the bid process.

These members include:

- **Erin Meyer**, Salvation Army Human Trafficking & End Slavery Cincinnati
- **Allison Reynolds-Berry**, Intercommunity Justice & Peace Center & End Slavery Cincinnati
- **Shakila Ahmad**, Islamic Center of Greater Cincinnati
- **Eric Kearney**, African American Chamber of Greater Cincinnati/Northern Kentucky & Member of the Cincinnati Racial Equity Task Force
- **Lt. Col. Michael John**, Cincinnati Police Department
- **Sarah L. Weiss**, Executive Director/CEO, The Nancy & David Wolf Holocaust & Humanity Center
- **Todd Duesing**, Greater Cincinnati Public Assembly Alliance
- **Geri Hernandez**, Metropolitan Fair Housing Authority
- **Peter McLinden**, AFL-CIO
- **Bryan Wright**, Compass Cincinnati

(Continued)

Additionally, we will formally create collaborative partnerships with the following organizations to help guide our Human Rights work:

- African American Chamber of Greater Cincinnati/Northern Kentucky
- ArtsWave and its 135 arts partners
- Association of Black Journalists
- Cincinnati Children's Transgender Health Clinic
- Cincinnati Coalition Against Hate
- Cincinnati Children's Museum
- Cincinnati Museum Center
- Cincinnati Preschool Promise
- Cincinnati USA Convention and Visitors Bureau
- Cincinnati USA Regional Chamber
- Compass Cincinnati
- Disabled American Veterans
- End Slavery Cincinnati
- Equality Cincinnati
- European Chamber of Greater Cincinnati
- Greater Cincinnati Foundation
- Greater Cincinnati Homeless Coalition
- Greater Cincinnati Public Alliance
- Greater Cincinnati World Affairs Council
- Hispanic Chamber of Greater Cincinnati
- Immigrant and Refugee Law Center
- Intercommunity Justice & Peace Center
- Jewish Federation Cincinnati
- LISC Great Cincinnati & Northern Kentucky
- Living with Change
- Metropolitan Area Religious Coalition of Cincinnati
- National Underground Railroad Freedom Center
- Northern Kentucky Conventions and Visitors Bureau
- Ohio Business Competes
- The Over-the-Rhine Film Festival
- RefugeeConnect
- SAY Soccer
- StriveTogether
- United Way of Greater Cincinnati
- University of Cincinnati
- Urban League of Greater Southwestern Ohio
- Women's Interfaith Network of Cincinnati
- Xavier University
- YWCA Greater Cincinnati

In partnership with Jacobs Engineering Group, we have held two working sessions to review the Ergon report to create solutions based on the findings, discuss legacy projects for our bid and learn from their work on the FIFA World Cup in Qatar.

Community Education on Human Rights Initiatives

Members of the Local Organizing Committee are dedicated to better understanding Human Rights concerns, both globally and locally. To that end, delegates participated in these key events over the last year.

Hosting Mega Sporting Events (MSEs) at the City Level, November 2020

Delegates from Cincinnati attended the Centre for Sport and Human Rights Conference and in collaboration with UNICEF in Canada, Mexico, and the USA, focused on children in relation to Hosting Mega Sporting Events (MSEs) at the City level from November 17 to November 18, 2020.

2020 YWCA Greater Cincinnati Racial Justice Breakfast

Delegates from Cincinnati attended the virtual 2020 YWCA Greater Cincinnati Racial Justice Breakfast featuring keynote speaker Christina Fialho, Co-Founder/Executive Director of Freedom for Immigrants.

YWCA of America 21-Day Racial Equity and Social Justice Challenge, March 2021

Delegates completed the 21 Day Racial Equity and Social Justice Challenge, designed to create dedicated time and space to build more effective social justice habits, particularly those dealing with issues of race, power, privilege, and leadership.

Sports ETA's Diversity, Equity & Inclusion Webinar Panel, April 2021

Delegates virtually attended Sports ETA's Diversity, Equity & Inclusion Webinar Panel in April 2021 for a discussion on best practices in DEI among sports events and tourism organizations.

Civil Rights and Hate Crimes: An FBI Presentation for Central and Southern Ohio, April 2021

Delegates from Cincinnati attended virtually the "Civil Rights and Hate Crimes: An FBI Presentation for Central and Southern Ohio" on April 21, 2021.



Comprehensive List of Engagements with Human Rights Stakeholders

Safety and Security Stakeholder Engagement

Individual and group discussions were held to discuss the “Safety & Security” challenges as presented in the “Human Rights Issues Paper: Cincinnati.” We discussed best practices learned from past city-wide events and how to create a Tri-State (Ohio, Indiana and Kentucky) approach to ensuring the safety of our residents and visitors.

- **Chief Elliot Isaac**, Cincinnati Police Department & **Lt. Col. Michael John**, Cincinnati Police Department
 - One-on-one discussions conducted virtually by zoom led by Jackie Reau
 - Topics discussed: Collaborative Agreement and safety/security planning based on FIFA World Cup standards aligned with past city-wide events
 - **Resolution:** Agreement to serve on Cincinnati LOC’s Human Rights Leadership Task Force (Lt. Col. Michael John)
- **Capt. Doug Wiesman**, Cincinnati Police Department (Downtown Special Events), **Officer Demeco Anderson**, Cincinnati Police Department (Downtown Special Events) and **Officer Mark Hundley**, Cincinnati Police Department (Downtown Special Events)
 - One-on-one discussions conducted virtually by zoom led by Jackie Reau
 - Topics discussed: Collaborative Agreement and safety/security planning based on FIFA World Cup standards aligned with past city-wide events
 - **Resolution:** Capt. Wiesman and colleagues will serve as Police Liaison to FIFA and US Soccer for future calls and site visits
- **John Juech**, City of Cincinnati City Manager’s Office, **Kelly Carr**, City of Cincinnati City Manager’s Office
 - One-on-one discussions conducted virtually by zoom led by Jackie Reau
 - Topics of discussion: Past city-wide events hosted in Cincinnati and how the city provides support and an introduction to Jacobs Engineering
 - **Resolution:** Agreement to assist Cincinnati’s LOC and introduction to Jacobs Engineering
- **Joseph Danyluk**, Jacobs Engineering, **Beau Waters**, Jacobs Engineering, **Kitts Christov**, Jacobs Engineering
 - Virtual, three-hour strategy session attended by entire Cincinnati LOC
 - **Resolution:** Best Practices Strategy Session led by Jacobs on their work with Qatar, human rights initiatives, safety and security protocols, social value impact assessment studies, and legacy project planning
- **Lori Salzarulo**, Cincinnati USA Regional Chamber
 - One-on-one discussion conducted virtually by zoom led by Jackie Reau
 - Topics discussed: Best practices from Cincinnati’s two largest public events (Taste of Cincinnati and Oktoberfest Zinzinnati)
 - **Resolution:** Cincinnati Chamber will partner with the LOC as needed to provide planning insight and best practices

(Continued)

Comprehensive List of Engagements with Human Rights Stakeholders

- **Jenny Mobley**, Cincinnati Park Board
 - One-on-one discussion conducted virtually by zoom led by Jackie Reau
 - Topics discussed: Riverfront park perimeter and safety/security planning for FIFA World Cup Fan Fests
 - **Resolution:** Cincinnati Park Board provided mapping of how riverfront fan fest could be executed
- **Tracy Schwegmann**, The Banks, downtown Cincinnati
 - One-on-one discussions conducted virtually by zoom led by Jackie Reau
 - Topics discussed: How The Banks (public area adjacent to Paul Brown Stadium) could be accessed safely for fan fest activities
 - **Resolution:** The Banks and its tenants are favorable for any future partnerships and would welcome presentations to their marketing committee.



Comprehensive List of Engagements with Human Rights Stakeholders

Migrants Stakeholder Engagement

Individual and group discussions were held to discuss the “Migrant” challenges as presented in the “Human Rights Issues Paper: Cincinnati.” There are a number of community-wide initiatives to improve resources and support to migrants which will be an important opportunity for our Human Rights Plan.

- **Bryan Wright**, Compass Cincinnati
 - Phone call with Jackie Reau
 - Topics discussed: Understanding of the mission of the organization and how the organization supports migrants and the understanding of how the MARCC ID works in support of undocumented workers as it relates to policing
 - **Resolution:** Agreement to serve on Cincinnati LOC’s Human Rights Leadership Task Force
- **Khaalid Walls**, U.S. Immigration and Customs Enforcement (ICE Office in Detroit)
 - Phone call for introductions via FBI Cincinnati Office with Jackie Reau
 - Topics discussed: How ICE serves as a resource for the Cincinnati region
 - **Resolution:** None requested at that time
- **Holly Stutz Smith**, City of Cincinnati Mayor Cranley’s Office
 - Phone call with Jackie Reau
 - Topics discussed: How Cincinnati is migrant-friendly and understanding the “Sanctuary City” designation
 - **Resolution:** Sharing of several resources including Plan Cincinnati and the immigrant-friendly work from the Mayor’s Office
- **Toyin Ogunfolaju**, Jacobs Engineering
 - Virtual, three-hour strategy session attended by entire Cincinnati LOC
 - Topics discussed: To understand the social value impact assessment tool and strategy
 - **Resolution:** Shared information on Social Impact Assessment Tool
- **Eric Kearney**, African American Chamber of Greater Cincinnati/Northern Kentucky & Member of the Cincinnati Racial Equity Task Force
 - Phone call with Jackie Reau
 - Topics discussed: An introduction to the mission and work of the Cincinnati Racial Equity Task Force and how the FIFA World Cup Human Rights initiative could support the efforts
 - **Resolution:** Agreement to serve on Cincinnati LOC’s Human Rights Leadership Task Force

“With the launch of Cincinnati Compass in November 2016, we join six cities across Ohio that are part of the Ohio Welcoming Initiatives Network and even more regions throughout the Midwest that compose the WE Global Network. Together, we are working to make the Midwest a destination and a home for people from around the globe.”

Bryan Wright, Executive Director, Cincinnati Compass

Comprehensive List of Engagements with Human Rights Stakeholders

Human Trafficking Stakeholder Engagement

Individual and group discussions were held to discuss the “Human Trafficking” challenges as presented in the “Human Rights Issues Paper: Cincinnati.” Some 20 community organizations have formed a coalition called End Slavery Cincinnati to work together on programs supporting victim services, public awareness, demand reduction, legislative advocacy and support for law enforcement. This coalition will be an extraordinary asset in guiding our bid for FIFA World Cup 2026.

Based on our participation in the Centre for Sport and Human Rights Conference and in collaboration with UNICEF training, we understand the importance of child welfare during FIFA World Cup 2026. We will ensure constant communication with volunteers on what to watch for regarding possible child exploitation, communication with youth groups in our region to get their buy-in on how to safely include their participants, and communication in the way of signage at the venue alerting fans on what to look for in keeping kids safe.

- **Erin Meyer**, Salvation Army Human Trafficking & End Slavery Cincinnati (representing 17 regional organizations)
 - Phone call with Jackie Reau
 - Topics discussed: An introduction to Salvation Army Human Trafficking & End Slavery Cincinnati and how the Cincinnati Bid for FIFA World Cup 2026 might collaborate
 - **Resolution:** Agreement to serve on Cincinnati LOC’s Human Rights Leadership Task Force
- **Allison Reynolds-Berry**, Intercommunity Justice & Peace Center & End Slavery Cincinnati (representing 17 regional organizations)
 - Phone call with Jackie Reau
 - Topics discussed: An introduction to Intercommunity Justice & Peace Center and how the Cincinnati Bid for FIFA World Cup 2026 might collaborate
 - **Resolution:** Agreement to serve on Cincinnati LOC’s Human Rights Leadership Task Force
- **Todd Lindgren**, FBI Multicultural Task Force, Cincinnati Office
 - Phone call with Jackie Reau
 - Topics and resolution discussed: An introduction to the FBI Cincinnati Office and to the ICE Office in Detroit along with an invitation to future programs including the Civil Rights and Hate Crimes: An FBI Presentation for Central and Southern Ohio
- **Shakila Ahmad**, Islamic Center of Greater Cincinnati
 - Phone call with Jackie Reau
 - Topics discussed: Introduction to the Islamic Center of Greater Cincinnati, Cincinnati Coalition Against Hate and the Muslim Jewish Advisory Council and potential partnerships
 - **Resolution:** Agreement to serve on Cincinnati LOC’s Human Rights Leadership Task Force

End Slavery Cincinnati will train, educate, and reach out to the community to create 100% awareness in the Greater Cincinnati area as to the reality and presence of human trafficking.

Erin Meyer, Anti-Human Trafficking Program Coordinator, Salvation Army Cincinnati

Comprehensive List of Engagements with Human Rights Stakeholders

Worker's Rights Stakeholder Engagement

Individual and group discussions were held to discuss the “Worker’s Rights” challenges as presented in the “Human Rights Issues Paper: Cincinnati.” We received support from the AFL-CIO as a trusted partner on our bid to host FIFA World Cup 2026. Additionally, we confirmed the bids and contracts for the stadium upgrades on Paul Brown Stadium will include prevailing wage, Small Business Enterprise percentage goals and Minority Business Enterprise percentage goals. Additionally, we will work with the African American Chamber of Greater Cincinnati/Northern Kentucky and the Cincinnati Racial Equity Task Force to align with their strategic plan to support Black-owned businesses and ensure access to employment on opportunities related to FIFA World Cup.

- **Peter McLinden**, AFL-CIO Labor Council, **Bill Froehle**, AFL-CIO Labor Council, **Ashwini Sukthankar**, AFL-CIO
 - Phone call with Jackie Reau
 - Topics discussed: AFL-CIO mission and overview of organization and discussion of FIFA resolutions for worker rights to be instituted in Cincinnati
 - **Resolution:** Agreement to serve on Cincinnati LOC’s Human Rights Leadership Task Force
- **Eric Kearney**, African American Chamber of Greater Cincinnati/Northern Kentucky & Member of the Cincinnati Racial Equity Task Force
 - Phone call with Jackie Reau
 - Topics discussed: AACCC’s new economic impact study of Black-owned businesses
 - **Resolution:** Agreement to serve on Cincinnati LOC’s Human Rights Leadership Task Force
- **Joe Feldkamp**, Hamilton County, Ohio, **Jill Williams**, Hamilton County, Ohio, **Jo Ann Cramer**, Hamilton County, Ohio
 - Phone call with Jackie Reau
 - Topics discussed: Hamilton County’s policies for new construction projects: prevailing wage, Small Business Enterprise percentage goals and Minority Business Enterprise percentage goals
 - **Resolution:** Agreement to serve on Cincinnati LOC’s
- **Keoki Sears**, Jacobs Engineering
 - Virtual, three-hour strategy session attended by entire Cincinnati LOC
 - Topics discussed: Worker safety and rights with lessons learned from past projects
 - **Resolution:** Shared a number of best practices for key learnings in Qatar.

The Greater Cincinnati and Northern Kentucky African American Chamber of Commerce pledges to work with the Cincinnati Local Organizing Committee, FIFA and US Soccer to lend our expertise and support to ensure economic equality will exist with employment in and around the planning and hosting of FIFA World Cup 2026 in Cincinnati.

Eric Kearney, President & CEO, Greater Cincinnati & NKY African American Chamber

Comprehensive List of Engagements with Human Rights Stakeholders

Housing Stakeholder Engagement

Individual and group discussions were held to discuss the “Housing Rights” challenges as presented in the “Human Rights Issues Paper: Cincinnati.” Additionally, we will work with the African American Chamber of Greater Cincinnati/Northern Kentucky and the Cincinnati Racial Equity Task Force to align with their strategic plan to support affordable housing options for residents, now and for future opportunities associated with FIFA World Cup.

- **Greg Johnson**, Cincinnati Metropolitan Housing Authority, **Geri Hernandez**, Cincinnati Metropolitan Housing Authority
 - Phone call with Jackie Reau
 - Topics discussed: Overview of CMHA and how major city-wide events can successfully manage housing options
 - **Resolution:** Agreement to serve on Cincinnati LOC’s Human Rights Leadership Task Force
- **Bill Baker**, MSA Architects
 - Several phone calls with Jackie Reau
 - Topics discussed: Advisor role on housing and creative solutions for modular and temporary options
 - **Resolution:** Provides on-going advice
- **Eric Kearney**, African American Chamber of Greater Cincinnati/Northern Kentucky
 - Phone call with Jackie Reau
 - Topics discussed: How the Cincinnati Racial Equity Task Force will support affordable housing options
 - **Resolution:** Kearney will serve on Cincinnati LOC’s Human Rights Leadership Task Force but it was premature for input on affordable housing as the committee was recently formed
- **Barbara Perez**, YWCA Greater Cincinnati Shelters & Cincinnati Coalition Against Hate
 - Meeting with Jackie Reau
 - Topics discussed: YWCA’s work with domestic violence shelters and the impact in the community as cases are on the rise during the pandemic
 - **Resolution:** None at this time.

During the World Choir Games, community input confirmed the strengths that were enablers to success, including the region’s rich cultural heritage, reputation for hospitality, generosity and volunteerism. Combined with unprecedented pride and collaboration, the community was able to successfully leverage the event to improve cultural awareness and realize a positive economic impact, as hoped.

Shakila Ahmad, Founding Partner, Cincinnati Regional Coalition Against Hate

Identified Risks & Opportunities

In the Ergon Report, “Human Rights Issues Paper: Cincinnati,” we have addressed the concerns in our Stakeholder Engagement sessions and they include:

Safety and Security

From the Ergon Report: *Police departments across the United States are under intense scrutiny for how they police Black communities, large gatherings and confrontational behavior in a manner that respects the rights of those being policed. There is also the situation in Cincinnati with particular allegations of racism against minority groups, in particular the city’s Black and Latinx populations.*

In 2001, the City of Cincinnati and its Police Department developed **“A Collaborative Agreement”** to establish police reforms and, today it remains the cornerstone for the Department to police in a fair and equitable way. This Collaborative Agreement is founded on three principles. First, the social conflict necessitating this Agreement arises out of a cultural context much broader than police community relationships. Second, many conflicts can be addressed through careful analysis based on detailed information and a willingness to explore a wide range of alternatives. This is called problem solving. Third, achieving mutually agreeable solutions to the above mentioned goals described by the citizens of Cincinnati is the criteria for success.

Recently, the Cincinnati Police Department launched the **“Collaborative Agreement Refresh,”** an effort to keep the tenets of the original collaborative and build upon those key methods of fostering trust and legitimacy in our policing here in Cincinnati.

In 2017, a study with a sample size of more than 1,200 citizens called the **“Cincinnati Community Perception Survey”** was conducted to gather resident sentiment on the Collaborative Agreement, Citizens Complaint Authority and related policing topics.

Key findings from the study include:

- 1).** Both African American and non-African American respondents have mixed views—both positive and negative—of the CPD, Cincinnati government, and the potential solutions to address community problems under the Collaborative Agreement framework. Responses also vary widely by neighborhood among both African Americans and non-African Americans.
- 2).** African American and non-African American respondents who are older and with higher income levels are generally the most positive about CPD and city government. Female respondents are generally less positive among both African Americans and non-African Americans.
- 3).** Both African Americans and non-African Americans see increased need for community policing, better communication between CPD and the communities it serves, and enhanced opportunities for CPD to interact with the public in a positive manner.
- 4).** Both African Americans and non-African Americans see the issue of improved community relations as one requiring better cooperation, and trust levels among CPD and community members.

(Continued)

Identified Risks & Opportunities

While we are uncertain where the noted statistics derive from in the “Human Rights Issues Paper: Cincinnati,” we are pleased to share that these efforts by our police department to engage in community problem oriented policing strategies have led to substantial recognition in the Criminal Justice profession. As winners of the **Herman Goldstein Place-based Investigations of Violent Offender Territories (P.I.V.O.T.)** the Cincinnati Police Department has set itself apart from other law enforcement agencies in developing unique and creative crime-fighting strategies that reduce harm and involve procedural justice with the community at the forefront.

Migrants

From the Ergon Report: *Cincinnati is not a sanctuary city and courts and government authorities cooperate with ICE and federal immigration officials. As a result, detention of undocumented migrants in Cincinnati is reported to have increased in recent years.*

Cincinnati Mayor Cranley previously has called Cincinnati "immigrant friendly," and there are many major initiatives to support migrants already underway in Cincinnati including a Cincinnati City Council vote on February 2, 2017 to make Cincinnati a “sanctuary for legal and undocumented immigrants.” Cincinnati is a sanctuary city.

- In March 2015, the Cincinnati Police Department adopted a policy that its officers would not enforce federal immigration laws. By that, officers are not allowed to "stop, detain, question or arrest a person solely on the basis that the individual may have unlawfully entered the country or overstayed a visa," according to the policy.
- Cincinnati Compass was created in November 2016 as an online portal to help connect immigrants, even those who are undocumented, to jobs and universities. The City of Cincinnati, Cincinnati USA Regional Chamber, University of Cincinnati, Xavier University, Northern Kentucky University and several other community partners have invested \$350,000 to develop Compass as the region’s central immigrant welcoming organization.
- In 2016, the City of Cincinnati approved recognition of an identification card that can be obtained by undocumented immigrants, homeless persons, returning citizens, and other vulnerable people living in Cincinnati. The MARCC ID, which is produced and distributed by two faith-based organizations, is officially recognized by Cincinnati Police and all city departments.
- With the launch of Cincinnati Compass in November 2016, Cincinnati joined six cities across Ohio that are part of the Ohio Welcoming Initiatives Network (Vibrant Ohio) and even more regions throughout the Midwest that compose the WE Global Network. Together, Cincinnati is working to make the Midwest a destination and a home for people from around the globe.

(Continued)

Identified Risks & Opportunities

Human Trafficking

From the Ergon Report: *Ohio has the fourth highest rate of human trafficking cases in the United States, according to the National Human Rights Trafficking Hotline.*

There are several initiatives in place working toward reducing human trafficking activity, and they include:

- The Ohio Human Trafficking Task Force was created by executive order on March 29, 2012. It coordinates efforts among 11 departments to identify and rescue victims, to coordinate investigation of human trafficking cases, and to provide the services and treatment for victims. In 2014, the National Human Trafficking Hotline collaborated with the Governor’s Task Force to code callers who specifically mention Ohio’s awareness campaign materials as their primary referral to the hotline. Of the callers who identified a referral source, the top referral method was a human trafficking awareness campaign. The National Human Trafficking Hotline’s figure suggests that public awareness campaigns help drive citizens to call the national hotline to report suspected trafficking tips or to seek more information. This campaign continues today and is an important catalyst for our work in Anti Human-Trafficking.
- End Slavery Cincinnati is a coalition of 17 local organizations working to support and provide resources in the following areas: Victim services, public awareness campaigns, legislative advocacy and support for law enforcement. All efforts are conducted through collaborative partnerships—locally, statewide and at the federal level. End Slavery Cincinnati will train, educate, and reach out to the community to create 100% awareness in the Greater Cincinnati area as to the reality and presence of human trafficking. End Slavery Cincinnati will advocate for each individual survivor of human trafficking, as well as all potential victims of human trafficking, to have full access to all legal, social service, and rehabilitation/recovery resources. End Slavery Cincinnati will provide the greater Cincinnati area with a cohesive referral network for potential human trafficking cases and victims requiring follow-up or further assistance.
- Cincinnati also has a Playbook for Best Practices from two major events hosted recently: 2012 World Choir Games and 2015 Major League Baseball All-Star Game. During the 2015 All-Star Game, the End Slavery Cincinnati coalition took steps to raise awareness of the issue of sex trafficking by creating a unique victim’s services/awareness campaign for the MLB All-Star Game using bars of hotel soap. Also, local law enforcement set up its own hotline for possible victims. The hotline was open 24 hours a day for the week before and after the All-Star Game.

(Continued)

Identified Risks & Opportunities

Worker's Rights

From the Ergon Report: *Unemployment in Cincinnati disproportionately affects the city's Black communities, and where job opportunities are created by hosting the World Cup, it will be important to ensure that there is equal access to work.*

We have engaged leaders from the chambers of commerce in Greater Cincinnati to guide us in the area of Worker's Rights, including: African American Chamber of Greater Cincinnati/Northern Kentucky, Cincinnati USA Regional Chamber, European Chamber of Greater Cincinnati and the Hispanic Chamber of Greater Cincinnati. All organizations are collectively working to support and enhance Worker's Rights.

For example, the Greater Cincinnati and Northern Kentucky African American Chamber of Commerce (AACC) announced the results of a groundbreaking study in January 2021. The analysis, in partnership with UC Economics Center, shows the Greater Cincinnati Black businesses included in the analysis support more than \$1.4 billion of operations expenditures and are responsible for directly employing 8,680 people with \$540 million in earnings throughout the Cincinnati Metropolitan Statistical Area (MSA). Additionally, earnings by Black-owned businesses generate approximately \$6.2 million in sales tax to the states of Indiana, Kentucky, and Ohio and an additional \$1.2 million to the five Ohio counties (Brown, Butler, Clermont, Hamilton, Warren) included in the Cincinnati MSA. This is the first study in the nation by a chamber of commerce to quantify the economic impact of Black businesses. Findings are from top industries in the MSA including professional, scientific, and technical services, construction, health care, and retail and wholesale trade. The AACC study has set the benchmark for our region to guide and grow Black businesses and the associated job opportunities.

Additionally, the Cincinnati AFL-CIO Labor Council and its members have endorsed Cincinnati's bid to host FIFA World Cup 2026. In particular, the AFL-CIO will guide our efforts in the voter protection framework in Ohio and the commitment to the elimination of impediments to voting to ensure fairness in the democracy of our governments at all levels.

Housing Rights

From the Ergon Report: *Quality affordable housing is increasingly unavailable in many areas within the city limits and Cincinnati ranks 46th nationally regarding eviction rates.*

Equitable, affordable housing has been on the forefront of Plan Cincinnati, the 10-year strategic plan developed by the City of Cincinnati in 2012 and used to guide many major community decisions. The Department of City Planning and Buildings led an exhaustive, three-year process talking to thousands of people from all walks of life and getting feedback and ideas to guide the development of the plan.

(Continued)

Identified Risks & Opportunities

Top priorities of the plan include: Providing more transportation choices, promoting equitable, affordable housing, enhancing economic competitiveness, supporting existing communities, coordinating and leverage federal policies and investing and valuing communities and neighborhoods.

Additionally, we understand the concerns of FIFA on housing displacement of residents over fans of FIFA World Cup who can pay higher housing rates. As one of the largest property owners in Cincinnati at more than 5,000 residences, the Cincinnati Metropolitan Housing Authority will serve as partner and resource to the Local Organizing Committee to ensure residents retain their housing and avoid displacement. CMHA will serve as a trusted advisor on Cincinnati's Human Rights Taskforce.



Opportunities for a Human Rights Legacy in Cincinnati

While there are extraordinary initiatives underway to support and protect human rights in Cincinnati, there are many opportunities for us to further excel, ensuring those who may be adversely affected by the different areas of risk are heard and have a voice in the planning process.

Here are a few foundational concepts to begin the legacy program for Cincinnati's bid to host FIFA World Cup 2026.

Cincinnati Human Rights Initiatives Collaborative

There is an opportunity to create a clearing house or one organization to collect the research, studies and information from all of the groups engaged in our Stakeholder Report to measure and provide support for human rights initiatives. Our plan is to create and maintain a clearing house organization with dedicated talent and physical space to convene these community partners. This information in the form of a Social Impact Assessment can be shared nationally and globally as a resource.

National Human Rights Symposium at the National Underground Railroad Freedom Center

Based on our local work, we would like to leverage the collaborative spirit into a National Human Rights Symposium held at the National Underground Railroad Freedom Center annually to draw global thought leaders on relevant topics including: human trafficking, worker's rights and child's rights, among others.



Planned Measures to Address Risks and Capitalize on Opportunities

The Human Rights Task Force for Cincinnati's bid will create a standardized approach to engage in conversation and activity, monitor regional work being accomplished and measure success and opportunities. Additionally, the human rights work will be fully transparent and proactively communicated to stakeholders, residents and visitors.

Monitor State and Federal Legislative Agendas

We will regularly monitor State and Federal agendas to determine any legislative measures that may negatively impact Cincinnati's Human Rights initiatives. If there is negative legislation, we will convene local and state lawmakers to share our agenda to educate them.

Regional Advocacy Outreach Program

Most importantly, it's imperative to effectively communicate the benefits of hosting FIFA World Cup 2026 to the general population of Greater Cincinnati in advance of any stadium work, human rights initiative or legacy projects. It's also important for us to establish a mechanism for residents to share their opinions, ideas and concerns so we can address them and add to the overall plan.

We will effectively communicate the following benefits: Economic impact, employment opportunities, legacy projects, international TV presence and tourism direct expenditure, among others. This support will convey community solidarity to FIFA and US Soccer. To do so, we will:

- Launch an Advocacy Plan to engage the Greater Cincinnati population to understand and support the bid effort
 - Create a Community Pledge Credo to support the Bid: 100,000+ virtual pledges to website leveraging FC Cincinnati, youth soccer clubs, media partners, professional and amateur sports partners and collegiate bid partners
- Monthly Community Report via email
 - This monthly communique will highlight the work of the LOC, news from FIFA and US Soccer and continue to galvanize the community with news
 - This information would also be shared on all social media platforms
- "I Support Cincy's World Cup 2026 Bid" social media campaign by key partners
 - We will ask local sports teams and collegiate partners to share the graphics and messaging from the prepared social media tool kit to further drive advocacy

Social Impact Assessment Tool and Communications Campaign

A Social Impact Assessment includes the processes of analyzing, monitoring and managing the intended and unintended social consequences, both positive and negative, of planned interventions (policies, programs, plans, projects) and any social change processes invoked by those interventions.

(Continued)

Planned Measures to Address Risks and Capitalize on Opportunities

To that end, there are limited benchmarks on how to measure the success of our human rights activities as a community. In partnership with Jacobs Engineering, we will create a Social Impact Assessment to measure, monitor and communicate the activities of our human rights partners on a regular basis. This tool will create a consistent set of measurable benchmarks to track our progress or opportunities regionally, but also nationally and internationally, to share with community partners and the community at large.

A Home for Cincinnati's Human Rights Work at the National Underground Railroad Freedom Center

In partnership with the National Underground Railroad Freedom Center, we propose a legacy partnership to tell the story of FIFA World Cup and the extraordinary work underway in our community. The Freedom Center will be the home for community meetings, debates, conversations and exhibits.

Culture Club Initiatives

An idea shared by Lt. Col. Michael John of Cincinnati Police is to create a Culture Club to provide a "living manual" for police, first responders, volunteers, community ambassadors and others. The Culture Club would be led by a team of cultural experts from local universities from each team's country to be welcomed to Cincinnati during FIFA World Cup 2026. The Culture Club would research and draft the living manual to teach those serving residents and visitors on the culture of each country (nuances of the team, working language phrases, food, beverage, cultural traditions, etc.). Informational sessions would be mandatory for all professional staff and volunteer staff and would be shared with the hospitality community as well.

Multi-Lingual Visitor Centers

In tandem with the Culture Club, Multi-Lingual Visitor Centers would be established in high-traffic areas of Cincinnati from the CVG International Airport to Paul Brown Stadium and various entertainment districts. These Centers would be staffed by "Culture Club" trained police officers and first responders, translators for each language represented by visiting teams and hospitality concierges. These Centers would be "Safe Zones" for all fans to seek guidance and remedy any concerns they may have due to cultural differences.

Fan Passport in Partnership with Cincinnati Bell's Smart City

We propose creating a Fan Passport system leveraging [Cincinnati Bell's Smart City program](#), already endorsed by the City of Cincinnati. The technology-based passport would offer permission-based registration with security encryption to allow fans to access: Free transportation, multi-lingual content and maps, access to a chat function to a city concierge, event schedules and more.

Proposed Timeline of Activity: 2021-2022

The proposed timeline of activity comprises the first year and will be updated forthcoming.

September-December 2021

- Introduce FIFA/US Soccer team to the Cincinnati Human Rights Leadership Task Force during site visit
- Convene Cincinnati Human Rights Leadership Task Force and Organization Partners for working sessions to craft strategic plan
- Determine metrics and scale for Social Impact Assessment Tool for Cincinnati Human Rights initiatives
- Vet partnership, leadership and fiscal relationship with the National Underground Railroad Freedom Center to house Cincinnati's Human Rights Work
- Announce at an annual Awards Ceremony in October to honor George and Amal Clooney for their human rights work (TBD)
- Launch Regional Advocacy Program for residents with goal of 100,000 pledges
- Create calendar and promote regionally program and educational opportunities on a monthly basis from Organizational Partners, i.e. YWCA of America 21 Day Racial Equity and Social Justice Challenge

January-March 2022

- Unveil Cincinnati Human Rights Strategic Plan led by Cincinnati Human Rights Leadership Task Force and Organization Partners with media event
- Hold regular Cincinnati Human Rights Leadership Task Force meetings
- Introduce partnerships, leadership and fiscal relationship with the National Underground Railroad Freedom Center
- Determine 2022-23 programming schedule showcasing Human Rights initiatives at the Freedom Center and participating partners, i.e. Film Series with Film Cincinnati at the Freedom Center or integration into the OTR International Film Festival.
- Create calendar and promote regionally program and educational opportunities on a monthly basis from Organizational Partners, i.e. YWCA of America 21 Day Racial Equity and Social Justice Challenge
- Continue Regional Advocacy Program for residents

April-June 2022

- Announce first scorecard from research and results of the Social Impact Assessment Tool
- Hold regular Cincinnati Human Rights Leadership Task Force meetings
- Create calendar and promote regional programs and educational opportunities on a monthly basis from Organizational Partners, i.e. YWCA of America 21 Day Racial Equity and Social Justice Challenge
- Continue Regional Advocacy Program for residents



Letters of Support



Cincinnati AFL-CIO Labor Council

1385 Tennessee Avenue • Cincinnati, Ohio 45229 • 513-421-1846 • 513-345-8833 fax • www.cincinnatiaflcio.org ♻️ © 25

Via regular U.S. mail and email

May 3, 2021

Carl H. Linder III, Chairperson

2026 FIFA World Cup–Cincinnati Host Committee

American Financial Group, Co-CEO

301 East 4th Street

Cincinnati, Ohio 45202

Re: 2026 FIFA World Cup – Cincinnati Host Committee and Bid Application
Humans Rights and Voter Rights Protections

Dear Mr. Linder,

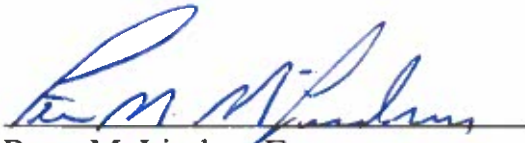
Congratulations on the recent successes with FC Cincinnati and upcoming grand opening of TQL Stadium! Cincinnati is a strong and proud sports city, and FC Cincinnati is quickly becoming another jewel for The Queen City!

The United Bid to host the FIFA 2026 Soccer Men's World Cup is committed to respect core human rights conventions, including the International Covenant on Civil and Political Rights. Article 25 of the ICCPR guarantees to every citizen the right, "without unreasonable restrictions [...] to vote."

We are proud of the voter protection framework in Ohio, especially when so many other states (including several with competing bid cities) have taken or are contemplating measures to restrict and impede their citizens' access to the ballot. I hope you intend to highlight our Ohio's voting rights record, and ongoing commitment to the elimination of impediments to voting, in communications to FIFA in the context of Cincinnati's bid, especially as the "human rights stakeholder" process draws to a close.

In the context of this human rights stakeholder process, it is also worth remembering that the United Bid is committed to civil and political rights and local democracy at the level of individual cities, particularly in the context of including civil society in decision-making related to the World Cup (p.42).

With Cincinnati's recent history of improved racial/community relations, recognition of LGBT rights and strong labor-management relationships, I believe such circumstances make Cincinnati a stronger, more competitive Bid City Host, as compared to the other U.S. Host Cities. As leaders of the Cincinnati Labor movement, we welcome the opportunity to help support your application with the United Bid Host City Selection Committee. Thank you for your consideration, we look forward to working with you on this important matter!



Peter McLinden, Esq.
Executive Secretary-Treasurer

CC:

Bill Froehle, President, Cincinnati AFL-CIO Labor Council [bill@local392.com]

Ashwini Sukthankar AFL-CIO FIFA Campaign Director [asukthankar@aflcio.org]

Jeff Berding, Deputy Chairperson, 2026 FWC-Cincinnati Host Committee
[Jeff@fccincinnati.com]

Jackie Reau, CEO, Game Day Communications [jreau@gamedaypr.com]





June 25, 2021

Letter of Support for Cincinnati's Bid to Host FIFA World Cup 2026

To Whom It May Concern,

On behalf of the Cincinnati Metropolitan Housing Authority, which was established in December of 1933 under the provisions of the Ohio Housing Authority Law and is an asset to Hamilton County, I am writing to lend our support to Cincinnati's bid to host FIFA World Cup in 2026.

For more than 80 years, CMHA has provided quality, affordable rental housing opportunities for individuals and families throughout the county. Our agency operates three separate housing programs and our asset management consists of over 5,000 units owned and managed. CMHA maintains its leadership role in the housing industry by providing exceptional housing opportunities while achieving high levels of customer satisfaction, promoting self-sufficiency and neighborhood stability, and being a long-term asset to the community. This is made possible by CMHA's development of public/private partnerships, creation of entrepreneurial opportunities and by CMHA's hardworking staff and engaged residents holding themselves to our Gold Standards of Excellence.

CMHA shares the ideals of the FIFA Human Rights mission to create and sustain a thriving inclusive urban community where engaged people and memorable places are paramount, where creativity and innovation thrive, and where local pride and confidence are contagious.

Additionally, we understand the concerns of FIFA regarding housing displacement of residents over fans of FIFA World Cup who may be accustomed to higher housing rates. As one of the largest property owners in Cincinnati and Hamilton County, CMHA will serve as a partner and resource to the Local Organizing Committee to ensure our residents retain their housing and avoid displacement.

Sincerely,

A handwritten signature in blue ink, appearing to read "Gregory D. Johnson", is written over the typed name.

Mr. Gregory D. Johnson MS, PHM, EDEP
Chief Executive Officer
Cincinnati Metropolitan Housing Authority



June 25, 2021

Letter of Support for Cincinnati's Bid for FIFA World Cup 2026

To Whom It May Concern,

On behalf of the members of the Cincinnati Regional Coalition Against Hate, I am writing to support Cincinnati's bid to host FIFA World Cup 2026. The human rights initiatives taking place in Cincinnati among many collaborative organizations share the same level of importance and immediacy in ensuring an equitable and safe community for our residents and those visitors to Cincinnati during soccer matches and fan celebrations.

The Cincinnati Regional Coalition Against Hate (CRCAH) is a nonpartisan alliance of organizations committed to being vigilant against hate activity by supporting impacted communities and fostering acceptance, compassion, and justice for all in the Cincinnati region.

The coalition was launched by 19 founding organizations in partnership with the Hamilton County Police Chiefs Association. The Coalition is under administrative leadership of the Nancy & David Wolf Holocaust & Humanity Center. The coalition creates timely responses to hate crimes and bias incidents and works to assist victims.

Our members represent the following organizations: AJC Cincinnati, Bridges of Faith Trialogue, Equality Cincinnati, Hispanic Chamber of Cincinnati, Holocaust & Humanity Center, Intercommunity Justice and Peace Center, Islamic Center of Greater Cincinnati, Jewish Community Relations Council, Refugee Connect, National Underground Railroad Freedom Center, Northern Kentucky University, City of Cincinnati's Office of Human Relations, Sikh Community of Greater Cincinnati, Urban Appalachian Community Coalition, University of Cincinnati, Urban League of Greater Southwestern Ohio, YWCA Greater Cincinnati and Xavier University.

The Cincinnati Regional Coalition Against Hate will stand united with Cincinnati's Local Organizing Committee, FIFA and US Soccer to create and execute a solid human rights plan.

Sincerely,

Sarah L. Weiss, CEO
The Nancy & David Wolf Holocaust & Humanity Center



African American Chamber

Greater Cincinnati | Northern Kentucky

June 25, 2021

RE: Letter of Support for Cincinnati's Bid to Host FIFA World Cup 2026

Dear Sir or Madam,

I am writing on behalf of the Greater Cincinnati and Northern Kentucky African American Chamber of Commerce to voice support of Cincinnati's bid to host the FIFA World Cup in 2026.

Local organizers of the bid shared with me the Human Rights Issues Paper prepared by Ergon. I paused to consider this statement below and want to share how our Chamber is working on this concern every day for our members and the community at large.

"Unemployment in Cincinnati disproportionately affects the city's black communities, and where job opportunities are created by hosting the World Cup it will be important to ensure that there is equal access to work."

In the last few months, we have launched two important programs aimed at helping minority-owned companies achieve stronger business goals.

PIVOT

We launched PIVOT, which will offer recovery strategies for businesses coming through the pandemic, and is open to both members and non-members of the chamber. PIVOT will offer counseling, training and resources for businesses, with experts available for one-on-one coaching noon-4 p.m. every Tuesday at the chamber's offices. Many small businesses lack simple access to government stimulus programs and financial information and advice. This initiative adds to the African American Chamber's impressive suite of easy-to-access resources, consultancy and advocacy.

Ascend*Cincy

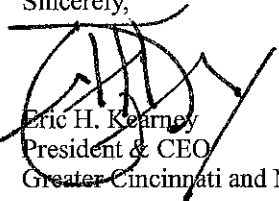
Earlier this year, our Chamber partnered with the city of Cincinnati and business leaders to set an ambitious goal to double the region's number of minority-owned companies in the next five years through an initiative dubbed Ascend*Cincy. The program was seeded with \$5 million from the city's \$290 million share of the American Rescue Plan Act, with Procter & Gamble, other companies and additional funders chipping in to reach a goal of \$40 million for the organization.

Both efforts come as new research shows how devastating the coronavirus pandemic has been to Black-owned businesses. For instance, the National Bureau of Economic Research reports more than 40 percent of U.S. Black-owned businesses have shut down since March 2020.

The Greater Cincinnati and Northern Kentucky African American Chamber of Commerce pledges to work with the Cincinnati Local Organizing Committee, FIFA and US Soccer to lend our expertise and support to ensure economic equality will exist with employment in and around the planning and hosting of FIFA World Cup 2026 in Cincinnati.

Thank you.

Sincerely,


Eric H. Kearney
President & CEO

Greater Cincinnati and Northern Kentucky African American Chamber of Commerce

BRIAN PEDDLE
GENERAL

THE SALVATION ARMY

FOUNDED IN 1865 BY WILLIAM & CATHERINE BOOTH

MAJORS TIMOTHY & WILLIE MAE LYLE
DIVISIONAL LEADERS

COMMISSIONER WILLIAM A. BAMFORD, III
TERRITORIAL COMMANDER



DIVISIONAL HEADQUARTERS

SOUTHWEST OHIO - NORTHEAST KENTUCKY DIVISION
114 EAST CENTRAL PARKWAY PO BOX 596
CINCINNATI, OHIO 45201

513.762.5600 FAX: 513.762.5679 WWW.SALVATIONARMYCINCINNATI.ORG



June 25, 2021

Letter of Support for Cincinnati's Bid to host FIFA World Cup 2026

As the Anti-Human Trafficking Program Manager for The Salvation Army in Cincinnati and Coalition Manager for End Slavery Cincinnati, I am writing to share our support for Cincinnati's bid to host the FIFA World Cup 2026.

I have also agreed to serve as a member of the Human Rights Task Force for Cincinnati's Local Organizing Committee to help guide the community work for Anti-Human Trafficking.

My colleagues at the The Salvation Army and our statewide community partners are working on a number of anti-human trafficking programs that I would like to share with you along with relevant experience we have with the 2015 Major League Baseball All Star Game.

Ohio Human Trafficking Task Force and the Attorney General's Human Trafficking Initiative

The Ohio Human Trafficking Task Force was created by executive order on March 29, 2012. Through the Governor's Office it coordinates efforts between 11 departments to identify and rescue victims, to coordinate investigation of human trafficking cases, and to provide the services and treatment for victims. End Slavery Cincinnati and The Salvation Army coordinate with the Governor's Office and the Task Force to implement trainings and other awareness and coalition building efforts in the Southwest Ohio region.

The Attorney General's Human Trafficking Initiative is a collaborative working group engaging leadership throughout the state to address this issue by developing resources, advocating for relevant legislation, and coordinating victim services and law enforcement response. The coalition and The Salvation Army participate in this effort representing our communities and sharing our expertise in the field.

In 2014, the National Human Trafficking Hotline collaborated with the Governor's Task Force to code callers who specifically mention Ohio's awareness campaign materials as their primary referral to the hotline. Of the callers who identified a referral source, the top referral method was a human trafficking awareness campaign. The National Human Trafficking Hotline's figure suggests that public awareness campaigns help drive citizens to call the national hotline to report suspected trafficking tips or to seek more information. This campaign continues today and is an important catalyst for our work in Anti-Human Trafficking.

BRIAN PEDDLE
GENERAL

THE SALVATION ARMY

FOUNDED IN 1865 BY WILLIAM & CATHERINE BOOTH

MAJORS TIMOTHY & WILLIE MAE LYLE
DIVISIONAL LEADERS

COMMISSIONER WILLIAM A. BAMFORD, III
TERRITORIAL COMMANDER



DIVISIONAL HEADQUARTERS

SOUTHWEST OHIO - NORTHEAST KENTUCKY DIVISION
114 EAST CENTRAL PARKWAY PO BOX 596
CINCINNATI, OHIO 45201

513.762.5600 FAX: 513.762.5679 WWW.SALVATIONARMYCINCINNATI.ORG



End Slavery Cincinnati and The Salvation Army

End Slavery Cincinnati, is a community coalition, with the goals to increase victim identification through public education and awareness, and to coordinate victim services throughout the Southwest Ohio region. In operation since 2007, End Slavery Cincinnati has developed hundreds of partnerships throughout the region and trained thousands of individuals.

Collaboration is the foundation of the coalition's work. End Slavery Cincinnati believes that the problem of human trafficking is too complex for any one organization to address on its own. All of End Slavery Cincinnati's efforts, including victim services, public awareness, demand reduction, legislative advocacy and support for law enforcement, are conducted through collaborative partnerships.

In addition, The Salvation Army, internationally, has been participating in anti-human trafficking work since the 1880s and locally established leadership in the field in 2012. Managers of the coalition, The Salvation Army Anti-Human Trafficking Program works collaboratively to serve all human trafficking victims identified in Southwest Ohio. The program manages a 24 hour hotline, provides crisis response and intervention, comprehensive case management, conducts outreach, facilitates psychoeducational groups, and hosts drop-in programming. The Anti-Human Trafficking Program also serves as the Department of Justice funded Human Trafficking Task Force's victim services partner and point of contact. The program utilizes culturally-informed and trauma-responsive strategies in all of its work.

The Salvation Army's Anti-Human Trafficking Program and End Slavery Cincinnati work collaboratively to provide a comprehensive, holistic approach to addressing human trafficking in the region and empowering survivors.

2015 Major League Baseball All-Star Game

Additionally, I would like to share our work on the 2015 Major League Baseball All-Star Game hosted in Greater Cincinnati.

We know with any big event or big sports event, there is always an increase in demand for commercial sex. During the 2015 All-Star Game, we took steps to raise awareness of the issue and help those people that we could.

We created a unique victim's services/awareness campaign for MLB All-Star Game, which included using bars of hotel soap in partnership with S.O.A.P. We coordinated with the city to train staff, volunteers, and other relevant stakeholders in the hospitality and other industries such as taxi drivers and hotel staff. The local task force and our program created specialized protocols for this event to respond to any identifications and conducted outreach operations to increase identification opportunities.

BRIAN PEDDLE
GENERAL

THE SALVATION ARMY
FOUNDED IN 1865 BY WILLIAM & CATHERINE BOOTH

MAJORS TIMOTHY & WILLIE MAE LYLE
DIVISIONAL LEADERS

COMMISSIONER WILLIAM A. BAMFORD, III
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Thank you for your consideration of Cincinnati as a Host City for FIFA World Cup 2026.

Sincerely,

Erin Meyer, MPP, MSW, LSW
Anti-Human Trafficking Program Manager, The Salvation Army
Coalition Manager, End Slavery Cincinnati



June 25, 2021

Letter of Support for Cincinnati's Bid for FIFA World Cup 2026

To Whom It May Concern,

On behalf of the Greater Cincinnati Public Assembly Alliance representing 70+ artistic, sporting event and cultural venues in our region, I am writing to share our support for Cincinnati's bid to host FIFA World Cup 2026.

Last year during the early stages of the pandemic, I convened the group to discuss a number of issues including the standardization of health and safety protocols we introduced at our facilities with the guidance of local medical experts.

Additionally, we executed a city-wide advocacy campaign called Red Alert Restart, which was launched globally, to support the arts and the tens of thousands of employees affected by the pandemic.

I share these two examples with you to showcase the spirit of Cincinnati as it relates to community collaboration, innovative thinking along with diversity and inclusion.

The Greater Cincinnati Public Assembly Alliance represents every major event and venue in Greater Cincinnati from the Cincinnati Reds, FC Cincinnati and the Cincinnati Bengals to local universities, museums and theatres. We represent a diverse group of leaders working on economic inclusion programs, LGBT initiatives and increasing support of minority-owned companies.

We pledge to align as a community to support Cincinnati's bid to host FIFA World Cup 2026 to ensure we enact all human rights actions and to communicate the importance of the human rights initiatives to our internal and external stake holders.

Thank you for your consideration of Cincinnati as a host city for FIFA World Cup 2026.

Sincerely,

A handwritten signature in black ink that reads "Todd Duesing".

Todd J. Duesing
Vice President & Chief Operating Officer of CAA
Chair of Greater Cincinnati Public Assembly Alliance



June 25, 2021

Letter of Support for Cincinnati's Bid to Host FIFA World Cup 2026

To Whom It May Concern,

On behalf of the Cincinnati Police Department, I am writing with full support of Cincinnati's bid to host FIFA World Cup 2026. The leadership team of the Cincinnati Local Organizing Committee shared with me the Human Rights Issue paper by Ergon. I would like to address the areas in the report as it concerns Safety & Security.

Below, please find a number of initiatives that the Cincinnati Police have been leading in our community. Each of these areas would provide a solid foundation for the human rights initiatives to be enacted by Cincinnati's Local Organizing Committee.

Collaborative Agreement

More than nineteen years ago, in 2002, Cincinnati took part in a historical Collaborative Agreement to find solutions for ongoing issues related to community-police relations. The agreement was submitted to the Federal Court and became a national model for cities across the nation. In 2017, after the conclusion of the initial document, the City voluntarily revisited the Collaborative Agreement through a 'refresh' process. The collaborative refresh effort works to keep the tenets of the original collaborative and build upon those key methods of building trust and legitimacy in our policing.

Police Reform

In August 2020, the United States Conference of Mayors released a 19-page report on Police Reform and Racial Injustice. The report offered 31 different recommendations for police departments. The City of Cincinnati endorses the report and the police department is already in compliance of nearly all of the recommendations. We believe the Cincinnati Police Department has set itself apart from other law enforcement agencies in developing unique and creative crime fighting strategies that reduce harm and involve procedural justice, with the community at the forefront.

Racial Equity Taskforce

Cincinnati City Council pledged to take a closer look at how city policies could better promote racial equity. The Racial Equity Taskforce was formed and charged recommendations dismantling racism and promoting racial equity. More than a dozen leaders in various sectors across the city have come together to talk, bring perspective and work toward solutions and present policy recommendations to the mayor and City Council.

Scantwait

8cantwait is a national campaign to bring immediate change to police departments. 8cantwait is a database that tracks how eight policies to curtail police violence are employed in major cities. Cincinnati is one of the very few law enforcement agencies in the United States that meets all eight of the goals that this organization outlines as imperative to substantial police reforms in this country.

Additionally, please know our Cincinnati Police Department and its Special Events Unit has protected numerous events successfully and is committed and supportive of this bid. We also have the experience in working with our colleagues at the state and federal level as well.

Thank you for your strong consideration of Cincinnati as a host city for FIFA World Cup 2026.

Sincerely,



Lt. Col. Michael John
Assistant Police Chief
Cincinnati Police Department



June 25, 2021

Letter of Support for Cincinnati's Bid to Host World Cup 2026

To Whom It May Concern,

On behalf of Cincinnati Compass, I am sharing my support for Cincinnati's bid to host FIFA World Cup 2026.

I can assure you that Cincinnati is an immigrant-friendly city and has adopted a number of policies in the last five years. I would like to highlight two major initiatives to support my statement. In 2015, the police department adopted a policy that its officers would not enforce federal immigration laws. By that, officers are not allowed to stop, detain, question or arrest a person solely on the basis that the individual may have unlawfully entered the country or overstay a visa.

In 2016, the city approved recognition of an identification card that can be obtained by unauthorized immigrants, refugees from foreign nations and other vulnerable people living in Cincinnati. The MARCC ID, which is produced and distributed by two faith-based organizations, is officially recognized by Cincinnati police and all city departments.

Cincinnati Compass was a key recommendation of Cincinnati Mayor John Cranley's Task Force on Immigration. In November 2016, Cincinnati Compass was formed to welcome and integrate more immigrants into our community.

Compass is a collaborative project of the Cincinnati USA Regional Chamber, City of Cincinnati, and more than 65 community partners who believe that immigrants and refugees are key contributors to a strong regional economy and a diverse, vibrant community. The collaborative invested more than \$250,000 to launch the program.

With the launch of Cincinnati Compass in November 2016, we join six cities across Ohio that are part of Vibrant Ohio (formerly, Ohio Welcoming Initiatives Network) and even more regions throughout the Midwest that compose the WE (Welcoming Economies) Global Network. Together, we are working to make the Midwest a destination and a home for people from around the globe.

As a trusted connector in the Cincinnati region, Cincinnati Compass advocates for social and economic inclusion; connects individuals and organizations to resources and to each other to build capacities and opportunities; and celebrates the cultural and economic contributions of new Cincinnatians.

We would be honored to share our collaborative spirit advocacy work with FIFA and US Soccer to ensure a positive experience for all of our visitors from around the globe as well as our own residents.

Sincerely,

Bryan Wright
Executive Director
Cincinnati Compass