



30 June 2021

Federation Internationale de Football Association  
FIFA-Strasse 20  
Zurich, Switzerland

Dear FIFA,

We are pleased to submit the enclosed FIFA World Cup 2026 Human Rights Report.

As the Capital of the Americas and gateway to the world, Miami-Dade places great emphasis on fairness and equal opportunity. With a population of more than 2.7 million, we embrace a plurality of perspectives. Nearly 60% of residents hail from over 156 countries and communicate in more than 76 languages.

Our community remains steadfast in its commitment to sustainable human rights and non-discrimination, and that the perspectives and expertise of our diverse community are part and parcel of tournament preparations; that the benefits of hosting a World Cup are shared broadly throughout the Greater Miami; and that any potential risks be identified and mitigated.

Miami looks forward to the next steps in our community-wide collaboration in bringing the Beautiful Game to the most diverse fan base in the United States. We are at your disposal.

Sincerely,

William D. Talbert, III CDME  
President and CEO  
Greater Miami Convention and Visitors Bureau

Jose Sotolongo  
Director, Sports and Entertainment  
Greater Miami Convention and Visitors Bureau

## Miami - World Cup Human Rights Expansion

### Stakeholder Engagement Process

#### 1. Description of Stakeholder Engagement Process

##### a. Format of engagement (e.g. bilateral meetings or calls, workshops, webinars)? The entity that lead/moderated engagement?

All member organizations meet regularly in public meetings and have deep seeded community footprints providing for organic community involvement. They meet in open community meetings that include public participation. All records and deliberations are open to the public.

The members of the human rights stakeholders' working group are private citizens who participate and act of their own accord. The Boards are staffed and provided all administrative assistance through Miami-Dade County (MDC) funding and personnel. Those members not associated with MDC departments have been meeting regularly with the FIFA World Cup 2026 Miami Bid Committee to discuss topics outlined in this document. Please refer to separate document that contains letters of support and commitment from many of the stakeholders engaged in the process.

##### b. the entity that led/moderated the engagement

The human rights engagement was a two-pronged approach being led by representatives from Miami-Dade County government and FIFA World Cup 2026 Miami Bid Committee officials.

##### c. List of names of organizations/ and their roles/types of expertise?

#### Miami Human Rights Working Group

##### 1. Office of Equity and Inclusion

- Represented by Jason Smith, Director of Equity and Inclusion (Office of the Mayor)
- The Office of Equity and Inclusion works across County departments and collaborates with community stakeholders to normalize and implement the concepts of equity and inclusion in government and beyond
- Mr. Smith's expertise is in the fields of public policy, community advocacy, and economic development

##### 2. Office of Community Advocacy

- Represented by Laura Morilla, Director
- The Office of Community Advocacy promotes community relations and cultural understanding. Experienced staff and volunteers work on behalf of the public to help residents live together in an atmosphere of mutual respect and understanding. This Office also houses the various advisory boards that represent constituency groups in MDC: Asian American Advisory Board, Black Affairs Advisory Board, Commission for Women, Elder Affairs Advisory Board, and Hispanic Affairs Advisory Board.
- Prior to her role as Director of Community Advocacy, Ms. Morilla worked for the Commission for Women for more than 26 years. Ms. Morilla is an expert in advocating for human rights, working with elected officials, and creating legislation.

3. Small Business Development (SBD)
  - Represented by Gary Hartfield, Division Director, Internal Services Department
  - SBD serves the County's small business community and ensures workforce requirements are met. SBD is responsible for the administration of Miami-Dade County's Small Business Enterprise, Wage, Workforce Programs and the Anti-Discrimination Ordinance.
  - Mr. Hartfield's expertise is in community outreach and engagement, economic development, small business development, and human services. Mr. Hartfield also served on the South Florida XLI Super Bowl Host Committee.
4. Office of Human Rights and Fair Employment Practices (HRFEP)
  - Represented by Erin New, Division Director
  - HRFEP enforces the County's Human Rights Ordinance and promotes fairness and equal opportunity in employment, housing, public accommodations, credit and financing practices, family leave and domestic violence leave
  - Ms. New's expertise is in dispute resolution, discrimination, and unfair employment practices
5. American's with Disabilities Act (ADA) Office
  - Represented by Heidi Johnson-Wright, ADA Coordination Director
  - The ADA Office is tasked with ensuring that all County programs, services, activities, and facilities are accessible to, and usable by, residents and visitors with disabilities.
  - Ms. Johnson-Wright has over 25 years of experience in ADA compliance and federal civil rights law. Prior to her role as ADA Director, she worked as an attorney.
6. Rashad Thomas, Manager of Seaport Strategic Partnership and Community Relations for the Port of Miami
  - Mr. Rashad also served as the VP of Business Connect and Community Outreach for the Miami Super Bowl Host Committee
  - Business Connect is the NFL's diversity initiative that provides diverse, qualified, and certified South Florida area businesses opportunities to compete for special event related contracts connected to the Super Bowl in Miami
7. Inter Miami CF
  - Represented by Chris Allan, Vice President, Marketing, Community & Fan Engagement
  - Miami's Major League Soccer Club is committed to being a fan-centric, community-based club for the people of South Florida with a mission to bring the World's game to everyone who wants to play
8. Greater Miami & the Beaches Hotel Association
  - Represented by Wendy Kallergis, President & CEO
  - Leads an organization of over 180 hoteliers and 300 allied members across Miami-Dade County
  - Works toward unifying the travel, tourism and hospitality industry with business and government leaders locally, nationally, and internationally to enhance the visitor experience through education, advocacy, and networking
9. Miami-Dade Chamber of Commerce (M-DCC)
  - Represented by G. Eric Knowles, President & CEO
  - The mission of M-DCC is to create opportunities for economic and social transformation in the Greater-Miami Community
  - M-DCC envisions a future where the diaspora of Black businesses thrives

10. Miami-Dade Gay and Lesbian Chamber of Commerce (MDGLCC)
  - Represented by Steve Adkins, President & CEO
  - Second-largest LGBTQ Chamber in the United States
  - MDGLCC is the largest not-for-profit corporation in the county for gay and lesbian businesses and promotes Miami as a year-round, gay and gay-friendly tourist destination
11. Tom Mulroy, retired American professional soccer defender
  - Played in the North American Soccer League, Major Indoor Soccer League, United Soccer League and the American Indoor Soccer Association
  - Former member of the 1996 Olympic Soccer Games Executive Committee and Official Spokesperson for World Cup USA '94
  - Leads grass-root efforts in Miami-Dade County, advocating for youth soccer in the community
12. Pat Santangelo, Little Haiti Soccer Park / Little Haiti Football Club
  - Co-founder, Little Haiti Football Club (LHFC)
  - LHFC is one of only a handful of year-round, free-to-play youth soccer clubs in the United States
  - Mentors over 150 youth soccer players, boys and girls, between ages five and 19
  - Through the club, 100 percent of players graduate high school and 80 percent attend college

**1d. A brief description of the topics discussed and relevant outcomes**

Topics Discussed

1. Overview of World Cup Human Rights Initiative
2. Review of draft document
3. Discussion of County departments and services that could contribute resources/guidance
4. Outline of potential programs and outreach
5. Diversity and inclusion in youth soccer
6. LGBTQ+ programing
7. All Human Right Working Group participants agreed to assist and provide resources to the County's initiative

Potential Outcomes

1. Creation of website where human rights violations could be reported (monitored by Miami-Dade County)
2. Workshops on human rights topics through HRFEP
  - Community groups and human rights groups would be invited to participate.
  - These workshops will be open to all Miami-Dade residents and stakeholders.
3. Creating additional legislation in support of human rights issues
  - To be presented at the Board of County Commissioners to show support for the World Cup's Human Rights Initiatives.
4. Working with public and private organizations to create opportunities for underserved youth to participate in organized soccer without limits

5. Creation of additional youth soccer programming and advocacy

**Additional Topics discussed and ongoing Human Rights initiatives**

- The Equal Pay Miami-Dade campaign was created to encourage the private sector to close the wage gap between men and women.
- Access to affordable housing has been an issue highlighted by most community groups in MDC. In addition to the Affordable Housing Advisory Board, MDC oversees and supports various programs to create housing opportunities for residents. Most recently, MDC launched the Emergency Rental Assistance Program 2.3 to provide \$60.8 million in housing relief to both landlords and tenants impacted by the COVID-19 pandemic.
- In 2021, under the direction of Mayor Daniella Levine Cava, MDC opened the Office of Equity and Inclusion. The Office works across MDC departments and collaborates with community stakeholders to normalize and implement the concepts of equity and inclusion in government.
- The Lazarus Project engages, assesses, and treats MDC's most isolated and service resistant unsheltered homeless persons. Services offered include mental help assistance, health checks, assistance with applying for government assistance, temporary shelter and COVID testing and treatment.
- The Getting 2 Zero initiative is an example of a recent effort in community investment to address the HIV/AIDS epidemic. The initiative is a movement to reduce new HIV/AIDS infections, increase access to care, reduce stigma, and promote health equality in the community.
- Thrive305 is a civic engagement initiative to leverage Miami-Dade's biggest asset, its residents, through surveys and workshops to create a bottom-up, community-driven policy framework with a focus on policies, initiatives, and strategies that center on an equitable recovery and a thriving community. This initiative incorporates feedback from the public in the development of priorities, policies, and the MDC budget.
- The Farmworker Career Development Program provides career education and training services to migrant and seasonal farmworkers. The goal is for participants to gain unsubsidized employment. Participants are also provided with emergency stabilization services such as food, utility and rent assistance.

2. **List of Potential human-rights related risk areas identified and discussed through stakeholder engagement process, including for each risk area**

a. **Description of area of risk**

Safety and Security

The Miami-Dade Police Department (MDPD) and municipalities work together on large sporting and entertainment events, employing a community policing model. This broad spectrum of expertise allows law enforcement to provide the highest level of security for international events such as Papal visits, foreign dignitaries, host to hemispheric heads of state during the 1994 Summit of the Americas, soccer events at all levels, Super Bowl and college football championships, and many more marquee events with success. These citywide events have also helped create a police agency, MDPD's Special Events Unit, which works closely with the community at the neighborhood level during high-impact periods.

The police staffing of these events is based on the security needs and a thorough assessment of the venue/event to ensure safety concerns for the fans and participants are taken into consideration. Along with having mitigating response plans for the event, to include specially trained anti-terrorist operators

on site, there are several layers of security utilized during the large-scale events. With this same security posture, there is also an emphasis on providing an enjoyable experience for all. The MDPD Special Events Unit works closely with event promoters, the community, and other local and federal law enforcement agencies to maintain and support an enjoyable atmosphere for all fans, workers and players attending the event.

Although the freedom of the patrons is always a high priority to event planners, the safety of all involved is always of paramount importance. The MDPD works closely with event organizers and city leaders to ensure the appropriate safety measures are taken, always taking into consideration the personal freedoms and rights of the patrons. An example of this occurred during internationally televised Super Bowl LIV where enhanced police patrols were added to specific areas of Miami-Dade County to ensure all visitors, workers, and players had a safe and enjoyable experience. A cadre of officers were deployed along public transit routes, city parks, and entertainment areas, to include Miami Beach, to enhance the existing security protocols.

Event organizers play an important role in providing communication with the patrons and local community with regards to the preventative safety measures being taken. Often there will be an announced press conference or social media posting providing clear information on the venue's security protocols. For example, "See Something, Say Something!" provides a communication platform with the community, fans, and the police to report suspicious behavior and safety concerns.

The creation of the multi-agency Human Trafficking Task Force will help to address the risk of human trafficking contained in the Ergon Report. This task force was successfully deployed during the 2020 Super Bowl held in Miami and is elaborated in the section below on human trafficking.

The Ergon Report also identifies the risk of homelessness. In 1993, MDC led the state and was an early innovator in the nation with regard to homelessness, establishing the first dedicated funding source for homelessness in the United States – a 1 % Food and Beverage Tax solely dedicated to addressing and funding homelessness programs and rights for the homeless. This led to the creation of the Miami-Dade County Homeless Trust (Homeless Trust) that serves as the coordinating entity for services to homeless individuals and families throughout Miami-Dade County. The Homeless Trust advises the Board of County Commissioners (BCC) on issues related to homelessness; serves as the identified "Collaborative Applicant" for the United States Department of Housing and Urban Development (U.S. HUD) Continuum of Care and the State's Homeless Coalition for Miami-Dade County; and implements the Miami-Dade County Community Homeless Plan. This program is operated by County employees and serves the entire county inclusive of all municipalities in the region. The tax and subsequent services are provided through the Homeless Trust with an independent Board that oversees the implementation of the industry-leading continuum of care designed to raise and keep individuals and families from becoming homeless. The continuum provides emergency housing as phase one, then moves individuals to transitional housing with supportive services and employment, with the goal of graduating participants into home ownership. The Homeless Trust directly works with and funds its programs through the food and beverage tax.

Homeless individuals not accepting services are provided for through feeding programs. The Homeless Trust has a close working relationship with local police agencies and is at the forefront of advocacy in underserved communities. The Trust is also part of a nationwide youth challenge called The Grand Challenge, which is focused on ending youth homelessness (18-24), particularly for youths of color and in the LGBTQ community. Miami-Dade County's Homeless Trust is one of 10 communities leading this work through a Youth Homelessness Working Group involving key community partners.

## Workers' Rights

The Human Rights and Fair Employment Practices (HRFEP) Division enforces the County's Human Rights Ordinance, Chapter 11A of the Miami-Dade County Code, and promotes fairness and equal opportunity in employment, housing, public accommodations, credit and financing practices, family leave and domestic violence leave. Discrimination based on protected classes, including race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, sexual orientation, gender identity or expression, status as a victim of domestic violence and stalking or source of income, is prohibited. The HRFEP Division has two sections that address internal and external complaints.

The Human Rights (CHR) section investigates complaints of discrimination, performs fact-finding and mediation conferences, and resolves discrimination complaints within Miami-Dade County. CHR also staffs the Commission on Human Rights to resolve appeals related to the Director's probable cause findings. The CHR has a marketing campaign aimed at promoting related services, including providing information to residents, businesses, and the community about their rights and responsibilities related to Chapter 11A.

The Fair Employment Practices section monitors the County's diversity management and fair employment programs and promotes bias-free work environments for Miami-Dade County employees. FEP also develops and implements employment policies and programs that ensure diversity and inclusion, investigates complaints of discrimination, performs fact-finding and mediation conferences, resolves workplace conflicts and develops programs that focus on the creation of supportive and inclusive work environments. The FEP section also provides guidance to employees and management regarding their rights and responsibilities under County policies, and local, state, and federal anti-discrimination laws.

As part of its proactive work in eliminating and preventing discrimination and harassment, the HRFEP develops and implements employee training programs that promote diversity and respectful workplace conduct. These training programs are available to all members of the community.

The Greater Miami and the Beaches Hotel Association and its members work with local area hotels to prioritize the safety and security of hotel employees and guests throughout MDC. Hotels are required to train all employees on health and safety policy and procedures. In addition, the Association provides support to improve training and policies in areas including harassment, active shooter, human trafficking, responsible alcohol sales, food handling and sanitation, and special events. The Association also facilitates communication and data sharing between hotels.

## Migrants

MDC police (MDPD) do not enforce nor participate in enforcement of federal ICE laws. Nonetheless, MDC does have programs for migrant workers and advocates for their rights through the Department of Community Action and Human Services.

The Miami-Dade County Farmworker Career Development Program provides career, education and vocational training services to eligible migrant and seasonal farmworkers. The goal of the program is to support participants in becoming self-sufficient. In addition to job placement, transportation assistance

and retention services, participants are also provided with emergency stabilization services such as food, childcare, utility and rent assistance.

MDC's status as a major center and leader in athletics, finance, commerce, culture, arts, and international trade puts it in a unique position to host the World Cup. While some World Cup host cities have utilized migrant workers for massive nationwide construction projects in preparation for the games, Miami's established infrastructure will not result in the need for large-scale construction projects that could potentially pose risks to migrant workers. The Human Trafficking Task Force detailed below also addresses Labor Trafficking issues.

### LGBTQI+

Since 1998, through the adoption of Ordinance 98-170, MDC has been at the forefront of advocacy and has legislated against discrimination based on sexual orientation. Most recently, the adoption of Ordinance 19-94 established the LGBTQI+ Advisory Board.

The LGBTQI+ Advisory Board helps ensure Miami-Dade County as an LGBTQI+-inclusive and friendly community to our residents and our visitors. Because of this diversity and inclusiveness, our County continues to attract more than one million LGBTQ visitors each year, as well as individuals, businesses, and professionals seeking to relocate to the area, directly addressing the risk concern in the Ergon Report.

The board will continue to promote Miami-Dade County as a community where LGBTQI+ and LGBTQI+ -friendly businesses, professionals, residents, and visitors are welcomed to work, live, and play.

As previously noted, the LGBTQI+ Advisory Board is housed in the Office of Community Advocacy with other important community boards that represent the various constituency groups in MDC: Asian American Advisory Board, Black Affairs Advisory Board, Commission for Women, Elder Affairs Advisory Board, and Hispanic Affairs Advisory Board. Each of these boards advocates for the rights of their respective groups and strives to improve their quality of life. In addition, the Community Relations Board strives to foster mutual understanding, tolerance, and respect among all social, ethnic, racial, and religious groups and works to intervene and contain community tensions. Through these advisory boards, members of the various demographic groups in MDC have a voice on the complex issues facing the diverse community.

The Greater Miami Convention & Visitors Bureau has a Division dedicated to LGBTQI+ marketing and advocacy. The department provides potential visitors and travel industry professionals with resources for planning, marketing, and selling the destination. It also ensures that potential visitors and the travel trade are fully educated about the latest developments in the destination, including new hotels, attractions, airlines, and cruise ships serving the destination. The Division aims to make it abundantly clear that Greater Miami welcomes all LGBTQI+ visitors to our community and looks forward to their visit.

The Miami-Dade County Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Advisory Board partnered with several downtown/Brickell area landmarks to participate in the illumination of the downtown Miami skyline on June 26, 2021 in honor of Marriage Equality Day. MDC takes great pride in being one of our nation's leaders in inclusion which is highlighted in the attached press release.



## Human Trafficking

Working with MDC as the lead agency, we will coordinate with the State Attorney's (SAO) Human Trafficking Task Force and South Florida Human Trafficking Task Force (Homeland Security). These organizations worked successfully during the 2020 Super Bowl held in Miami-Dade and will work closely with officials for the 2026 World Cup. In advance of the World Cup, the Task Force will train officers in various agencies in both Miami-Dade and Broward County. This will be key as visitor activity related to the World Cup takes place in both jurisdictions. The training will allow for field personnel to learn to identify the signs of trafficking, gather intelligence, and focus on areas where activity could be prevalent to identify new or existing human trafficking networks.

Part of the MDC Human Trafficking Committee Task Force includes education and awareness. The SAO and the Women's Fund will work in tandem with law enforcement to educate the hospitality industry to identify and report illicit activity.

In addition, new requirements regarding human trafficking for public lodging establishments came into effect on January 1st, 2021 statewide. These requirements include training requisites, procedures for reporting suspected human trafficking activity, and the posting of public awareness materials.

Other forms of outreach will include additional education for the hospitality industry, school counselors, airlines and airport personnel, ground transportation, ambassadors, visitor welcome points, and a public information campaign to include promotion of several hotlines. The Human Trafficking Committee Local Task Force will also work with Polaris, the national human trafficking database, for greater coordination.

## People with Disabilities

County Administrative Order 10-10 outlines the County's Americans with Disabilities Act (ASA) compliance obligations in the carrying out of programs and services, and the construction of structures. MDC's Internal Services Department oversees the Americans with Disabilities Act (ADA) Office, which provides administrative support to the Commission on Disability Issues (CODI). CODI is an official advisory board to the BCC. It serves as both a voice of the disability community, as well as a sounding board for County government. CODI advises both the BCC and the County administration on issues affecting people with disabilities. These issues include housing, transportation, and employment, among others. A prototype of CODI has existed since the late 1970s, more than a decade before the passage of the Americans with Disabilities Act in 1990.

The ADA Office is tasked with ensuring that all County programs, services, activities, and facilities are accessible to, and usable by, residents and visitors with disabilities. Free training on ADA compliance obligations, disability etiquette, and sensitivity is regularly provided. The Office also works to heighten awareness of disability issues, both within County government and the local community.

## Right to Participate in Conduct of Public Affairs

The County has a *Citizens' Bill of Rights* that provides for the right to participate in meetings and transact business with the County and municipalities. The *Citizens Bill of Rights* also requires "Truth in Government," requiring that no County or municipal official or employee shall knowingly furnish false information on any public matter, nor omit significant facts. All records are open for inspection. Citizens also have a right to be heard and may appear before any municipality. Public hearings are required for any significant policy decision. The County has also established, by ordinance, the Commission on Ethics and Public Trust. This group trains employees, and people transacting business with the county on rules

regarding ethical and illegal behavior in the conduct of county business. These policies are part of the County's Home Rule Charter first adopted in 1957 and subsequently amended over the years.

**2b. A description of existing regulations, systems and programmes the host city has in place to address the risk (e.g. enforcement of legislation and policies; capacity building programmes; collaborative programmes with community groups)**

See 2a. and below.

- South Florida Human Trafficking Task Force
- Human Trafficking Hotline 305-FIX-STOP
- Chapter 11A of MDC Code prohibiting discrimination
- Hate Crimes Hotline 786-687-2566
- MDC Commission on Ethics and Public Trust
- Citizen's Bill of Rights Ordinance
- MDC Honor Code for Elected and Appointed Officials
- Human Rights and Fair Employment Practices Office
- Office of the Inspector General
- Office of Equity and Inclusion
- Small Business Development Office
- Community Action and Human Services Department- Human Trafficking Unit
- MDC Disparity Study (to be completed 2021)
- MDC ADA Office
- Homeless Assistance Hotline 1-877-994-4357
- MDC Advisory Boards

**3. Provide a list of areas where the Host City and its stakeholders see opportunities for a lasting positive human rights legacy of the tournament, including for each area of opportunity:**

**a. Description of each area (what could be achieved; how would it be positively impact on people and community)**

**Safety and Human Trafficking:**

- Expanding the human trafficking multi-agency model for increased collaboration
- Expand human trafficking training
- The successful legacy already established at part of the 2020 Super Bowl will be re-deployed and built upon in 2026. The expected legacy from the tournament is to grow the agency participation and prevent activity related as described in the Ergon Report.

**Human Rights:**

- Create lasting awareness for existing transient housing rules ensuring residents are not impacted negatively
- The international exposure of preparation will elevate the importance of existing human rights protections
- Work with the Federal Government on migrant human rights, building on the Mayor's Office of Equity and Inclusion and bringing attention to locally provided services.

- Despite no statewide non-discrimination protections, MDC has strong anti-discrimination legislation. Continuing to build trust in these established human rights laws and growing the visitation of Miami as a destination for LGBTQI+ friendly travel will further awareness of these protections and underscore their importance to the community.

**Diversity, Inclusion and Youth Soccer:**

- Residents, visitors, and workers may use a model for open and participatory government, wherein public participation and involvement is included at all levels. Mayor Levine Cava’s priorities include identifying equity gaps and narrowing them. Through preparation for the World Cup, the Office of Equity and Inclusion will address these concerns. Some of these priorities include making the beautiful game more accessible to all youth participants, increasing minority and women-owned business participation, disability access, and equitable hiring practices, to name a few.
- One of the opportunities is to continue to build upon Miami’s diversity and that we are one of the most welcoming cities in the world. In today’s climate of increased political, racial, and economic disparity, Miami presents an example of a community that embraces its diversity and melting pot of cultures in an environment of peaceful cohabitation and mutual understanding. Miami continues to implement policies and programs to improve the lives, growth and prosperity of its citizens, and hopes to be a shining beacon of equity and inclusivity to the world.
- As Host City, MDC will have the opportunity to further expand upon previous programs for minority small business inclusion. Using the model established by Miami Super Bowl Host Committee in concert with the National Football League, minority, woman, veteran, lesbian, gay, bisexual and/or transgender-owned businesses in South Florida will be provided opportunities to compete for special event related contracts.

**3b. Description of how hosting the game is linked to the opportunity (rallying point for progress)**

The heightened awareness and urgency in preparation will help provide an opportunity creating impetus to progress toward establishing new legacies and building proven policies, programs, and laws already in place around human rights and making the beautiful game more accessible to everyone within Miami-Dade County.

Vendors, business owners and agencies across our community will work together to provide the needed logistical support, infrastructure, goods and services to help host the tournament and surrounding events. This will be the rallying point to make advances in the areas described herein.

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

**a) The specific measures planned by the host city (e.g. new regulations, mechanisms or programmes)**

As a Host City, MDC will use Human Rights mechanisms already in place to mitigate risk and prevent adverse impacts to the risk areas. New measures will include a Human Rights Subcommittee of the Host Committee to serve as a conduit for any human rights-related concerns to be proactively

addressed. In this manner, concerns of visitors or risk groups may be facilitated into the well-established review network in place in our community.

**b) Concrete milestones and related timeframes for the planned measures.**

The Subcommittee will be in place in the first 60 days of being selected as a Host City. An awareness campaign will be timed to launch in the first 180 days and sustained throughout the World Cup. Best practices learned and applied during previous high impact events will continue to be implemented as part of MDC's ongoing commitment to Human Rights issues.

**c) Whether and how the Host City plans to work with external stakeholders in developing and delivering the measures including for example, the type of involvement, the frequency of meetings, provisions to ensure accessibility for disabled people and people with limited mobility.**

The Subcommittee will include members of the Human Rights Coalition, Community Advocacy, the Human Trafficking Task Force, Labor Trafficking Task Force, Homeless Trust, Fair Employment Practices Office, Hospitality Industry (GMCVB and GMBHA), LGBTQ Advisory Board, Small Business Development Office, ADA Coordination, Office of Equity and Inclusion, Black Affairs Advisory Board, Office of Resilience and Children's Trust.

The Subcommittee will meet monthly and provide reports to the Host Committee. The Chair of the Subcommittee will be a member of the Host Committee Board of Directors. The County's Office of Disabilities will serve as an advisor to the Subcommittee and serve on the membership.

**5. Please provide an overview on where and how the persons who may be adversely affected with respect to the different risk areas identified may raise concerns with relevant entities and get remedy for impacts they may have suffered.**

- Human Trafficking  
305-FIX-STOP
- Hate Crimes  
786-687-2566
- MDC Commission on Ethics and Public Trust  
701 Northwest 1st Court  
Miami, Florida 33136  
786-314-9560
- Human Rights and Fair Employment Practices Office  
111 NW 1st Street, 21st Floor  
Miami, FL 33128  
305-375-2784
- Office of the Inspector General  
601 NW 1st Court, 22nd Floor  
Miami, FL 33136  
305-375-1946
- Fraud Hotline  
305-579-2593
- Office of Equity and Inclusion

111 NW 1st Street, 29th Floor  
Miami, FL 33128  
305-375-5071

- Small Business Development Office  
111 NW 1st Street, 19th Floor  
Miami, FL 33128  
305-375-3111
- Homeless Assistance  
1-877-994-4357
- Office of Community Advocacy  
111 NW 1st Street, 10th Floor  
Miami, FL 33128  
305-375-5730
- Greater Miami and the Beaches Hotel Association (Worker's Rights)  
305-531-3553
- Miami Workers Center (Migrant)  
305-571-7254
- Animal Cruelty and Welfare  
305-468-5900
- Consumer Protection  
111 NW 1st Street, 11th Floor  
Miami, FL 33128  
305-375-2877
- Sustainability (Environmental Complaints)  
305-372-6955
- MDPD Internal Affairs Division  
5040 NW 7<sup>th</sup> Street, 9<sup>th</sup> Floor  
Miami, FL 33126  
305-835-2000
- MDPD Civilian Investigative Panel  
970 SW 1<sup>st</sup> Street Suite 305  
Miami, FL 33130  
305-960-4950
- ADA Office  
111 NW 1<sup>st</sup> Street, 24<sup>th</sup> Floor  
Miami, FL 33128  
305-375-5893  
(Grievances may also be submitted online through the County's website)

**6. Please provide a list of planned measures the host city commits to implement to build on opportunities for a positive human rights legacy in each of the areas of opportunity identified under point 3, including for each area of opportunity:**

**a) The specific measures planned by the host city**

**b) Whether and how the host city plans to work with external stakeholders in developing and delivering the measures**

#### **Safety and Human Trafficking**

Miami-Dade County is at the forefront of stemming the flow of human trafficking and training to identify potential victims, including working with external stakeholders such as US Homeland Security, the State Attorney's Office, the Greater Miami and the Beaches Hotel Association, the Human Trafficking Taskforce, the Women's Fund and others. Awareness of these programs will be heightened because of the World Cup and these efforts will be underscored.

In a community as culturally diverse and easily accessible as Miami, safety is one of our top priorities. Working alongside local, state, and federal agencies, we will maintain safety measures that will ensure fans and participants feel as comfortable as they are in their own hometowns and native countries. We will work with all jurisdictions to make sure all fans rights are protected, and a safe, enjoyable tournament is achieved.

#### **Human Rights**

Miami-Dade County will work with stakeholders on integrating proven measures, programs, and legislation to carry MDC's commitment to human rights beyond the World Cup and ensure Miami continues to be a leader in advocating for the rights of its citizens and visitors.

#### **Diversity, Inclusion and Youth Soccer**

Building upon Miami's legacy of being one of the most diverse and inclusive communities in the world, bid officials will work to bring the world's game to Miami's underserved communities. Working with external stakeholders, both public and private, we will create a legacy, providing resources such as equipment, fields, coaching and education to continue instilling the beautiful game into Miami's DNA.

**7. Please describe how the host city plans and commits to integrate external stakeholders in the preparation and delivery of the tournament with respect to human rights-related aspects and indicate whether this plan has been discussed with and is supported by such external stakeholders.**

Miami bid officials have begun to integrate external stakeholders on human rights issues with the goal of delivering the most inclusive World Cup to date. Officials established a Human Rights Working Group made up of representatives from various organizations tasked with advancing human rights in Miami-Dade County. Some of the participants include the Miami-Dade Office of Equity and Inclusion, the Office of Community Advocacy, HRFEP, and the Small Business Development Office. The Human Rights Working Group identified various ways to promote human rights issues including:

- Developing a website where human rights violations could be reported by the community
- Community workshops on human rights topics through HRFEP
- Creating additional legislation in support of human rights issues

FIFA World Cup 2026 Miami Bid Committee officials continue to engage with local labor leaders, including Unite Here, to identify areas for joint participation and involvement. Priorities to include working with labor unions and community stakeholders to ensure fair employment, diversity and inclusion throughout all World Cup preparations and activations, in compliance with local, state, and federal laws.

Including stakeholders in the process creates an opportunity for dialogue, participation, and commitment to the cause. Bid officials have secured the participation of the Human Rights Working Group members who will play a significant role in promoting and supporting the tournament and its human rights engagement.

Miami-Dade County (MDC) is at the forefront of Human Rights engagement. On December 2, 2014, MDC adopted a Human Rights Ordinance to prohibit discrimination in housing, public accommodations, and employment based on gender identity or gender expression and in 2019 the LGBTQ Advisory Board was created to address equity issues. MDC's history in recognizing equality issues dates back decades. Since 1971, MDC has had a Commission on the Status of Women. The Commission has since served as a catalyst for advancing women's issues. Another significant move demonstrating historical commitment to community engagement is the Black Affairs Advisory Board, which began as the County's Office of Black Affairs in 1979 to establish an office that would give black residents equal access to County services.

In addition to these two early benchmarks demonstrating Miami's commitment to engagement with stakeholders, several boards spearhead important human rights issues and ensure inclusivity and representation. These boards include the LGBTQ Board, the Domestic Violence Oversight Board (DVOB), the Asian-American Board, the Community Relations Board, the Hispanic Affairs Advisory Board, the Elder Affairs Board, and the Commission on Human Rights (CHR) Board.

The LGBTQ Board addresses inclusivity issues in the community and promotes MDC as an LGBTQ-friendly community. The DVOB has oversight of domestic violence issues and advises the County Commissioners on issues affecting or relating to domestic violence. The Asian-American Board assists with matters pertaining to the Asian community. The Community Relations Advisory Board addresses community-wide issues with a mission to intervene and contain community tensions. The Hispanic Affairs Advisory Board formulates and recommends plans and programs that support the Hispanic community. The Elder Affairs Board provides support on a range of issues important to the senior population and is a platform for the elderly community. The CHR Board is charged with the enforcement of MDC's Human Rights Ordinance, which makes it unlawful to discriminate against any person in MDC based on employment, housing, public accommodations, credit and financing practices on the basis of race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, sexual orientation, gender identity or expression, and/or status as a victim of domestic violence, dating violence, or stalking, and/or source of income. The CHR Board also enforces the Miami-Dade County Family Leave Ordinance and the Domestic Violence Leave Ordinance.

The Miami-Dade County Homeless Trust also provides opportunities to engage and assist some of the most vulnerable members of the community. Created in 1993 as the first dedicated funding source for homelessness in the United States, the Trust is responsible for administering the proceeds of a one-percent food and beverage tax, implementing the MDC Community Homeless Plan for preventing and ending homelessness, administering grants, applying for federal/state aid, creating policy and serving in an advisory capacity regarding homelessness issues.



## NEWS RELEASE

miamidade.gov



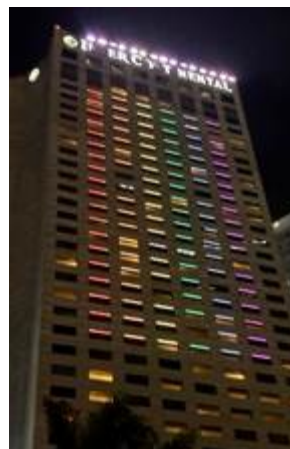
### BOARD OF COUNTY COMMISSIONERS OFFICE OF COMMUNITY ADVOCACY

[www.miamidade.gov/advocacy](http://www.miamidade.gov/advocacy)

FOR IMMEDIATE RELEASE: June 29, 2021

PRESS CONTACT: [Griselle Marino](mailto:Griselle.Marino), 305-375-1585

### Marriage Equality Day landmarks illumination continues until June 30 at the Biltmore and InterContinental Hotel



**MIAMI** – The Miami-Dade County [Lesbian, Gay, Bisexual, Transgender, and Queer \(LGBTQ\)](#) Advisory Board partnered with several downtown/Brickell area landmarks to participate in the illumination of the downtown Miami skyline on June 26, in honor of [Marriage Equality Day](#). The cities of Coral Gables and South Miami also participated. Six years ago, the [U.S. Supreme Court ruled](#) that the Constitution guaranteed a right to same-sex marriage in all 50 states. On June 26, 2021, #OurCounty celebrated the historic decision with the buildings' illumination.

The Miami-Dade County Courthouse, the Stephen P. Clark Center, the Phillip and Patricia Frost Museum of Science, the Freedom Tower, the Adrienne Arsht Center, Paramount Miami Worldcenter, the SunTrust International Center, the Coral Gables City Hall, the South Miami City Hall, and the Panorama Tower were some of the buildings that illuminated. The Biltmore Hotel will remain illuminated until the end of the month.

The rainbow flag vertically animated over 200' on the downtown InterContinental Hotel's double-sided 19-story digital canvas on June 26. They will keep the rainbow flag illuminated nightly thru June 30 to commemorate the close out #PrideMonth. Learn more about the digital canvas on <https://www.icmiamihotel.com/digital-canvas>.



[Link to Digital Story](#)

## **LGBTQ market plays early role in travel resurgence to South Florida**



Coworkers celebrate pride month with rainbow flags.

KRIANGKRAI THITIMAKORN

By [Evely Forte](#) – Staff Writer, South Florida Business Journal  
Jun 29, 2021, 12:33pm EDT

Despite the blow Covid-19 imposed upon the travel industry, tourism is on the rise, and LGBTQ travelers play an important role in that growth.

Data from the Greater Miami Convention and Visitors Bureau shows Miami-Dade County attracted about 11.6 million visitors in 2020, down from 24.2 million visitors in 2019. Most of that drop is attributed to the fallout from the pandemic.

The agency did not provide travel statistics for the first quarter of 2021, but said Greater Miami hotel occupancy levels should be on par with 2019 figures by July and continue to increase throughout the end of the year.

One aspect of the travel industry showing strong improvement is the LGBTQ market, as thousands of LGBTQ travelers flocked to Miami-Dade County to celebrate Pride month and attend programs hosted throughout South Florida.

Dan Rios, director of the LGBTQ marketing division for the GMCVB, spoke to the *Business Journal* about the economic impact he expects the community to have in the Miami area moving forward.

**How large is the LGBTQ tourism industry?** It's actually larger than a lot of people think. We have about 1.6 million visitors every year that identify as LGBTQ

**How do you help attract that demographic?** In addition to our efforts for the safe return of both domestic and international visitors to Miami, the GMCVB continues to provide area businesses and organizations with access to virtual training sessions part of the GMCVB's Miami Begins with Me LGBTQ Sensitivity and Awareness Training [since April 2020] — a business enhancement program designed to empower the hospitality industry with the necessary tools needed to ensure businesses have access to the best practices to service LGBTQ community members.

**What is the overarching goal of this training?** We would like to provide a fundamental understanding of the lesbian, gay, bisexual, transgender and queer community. So once the industry understands, then they can make sure that they engage with them. We like to open an interactive discussion about customer relations — gender orientation and diversity are part of that interaction.

And then we like to make sure that people understand the impact of this segment. A lot of times, people don't really understand that it is a very important market. So it's not just a matter of being nice, but it also makes business sense.

**How do you expect the LGBTQ market to change as we enter this post Covid-19 era?** I think the community has historically been a bit more resilient. We have to consider safety of the traveler. There are different health issues, even going back to HIV, that the community is used to addressing. Research showed that the community

was the first to get out there and travel because it is used to navigating areas that make it uncomfortable. So it's important for us to prepare our hospitality industry to make sure that these visitors feel welcome.

**How can businesses be welcoming and inclusive?** The [Greater Miami] community has gotten a lot more aware. But one thing that is dangerous for businesses to do is to simply say they welcome those from the [LGBTQ] community and simply hang a rainbow flag. What the community really looks for is what an organization is doing. We talk to our hotel partners and our transportation partners to make sure they understand how the community is looking at the total industry. If you are interested in reaching the [LGBTQ] community, you really need to start looking at what you are doing and positioning yourself and your organization to welcome and learn and attract the community.

**Can we talk about your national or international efforts to attract LGBTQ visitors?** As part of the GMCVB's recovery efforts, last year we launched Miami Shines, a marketing campaign that has proactively promoted Greater Miami for those looking for a safe and reliable destination. Especially leading up to and directly following Pride Month in June, we pushed our Miami Shines campaign to offer incentives for restaurants, hotels, museums, spas and other attractions for all our visitors and residents.



DANIELLA LEVINE CAVA  
MAYOR  
MIAMI-DADE COUNTY

June 30, 2021

FIFA World Cup 2026 - Miami Bid Committee  
701 Brickell Avenue, Suite 2700  
Miami, FL 33131

Dear Messrs. Talbert and Garfinkel:

Promoting fairness and equal opportunity has been one of my long-standing priorities. As Mayor of Miami-Dade County, I have implemented initiatives and programs to create an environment where all residents feel safe, welcomed, respected, and included. The 2026 World Cup presents an opportunity for Miami-Dade County to showcase its rich history of supporting human rights causes while furthering our work to build relationships with diverse stakeholders to ensure local government is more in sync with the needs and priorities of our diverse community. One of the first actions I took as Mayor was to create the Office of Equity and Inclusion to work across County departments and collaborate with community stakeholders to normalize and implement the concepts of equity and inclusion in government and beyond.

As part of our County's efforts to host the tournament, Miami-Dade County is prepared to lend its full support to the human rights initiatives of the 2026 World Cup. The Offices of Equity and Inclusion, Community Advocacy, and Human Rights and Fair Employment Practices have provided input to the bid committee and will be helping to implement programs and initiatives to promote and engage with the community on various human rights topics. The Miami-Dade Police Department will also work with numerous law-enforcement and community agencies to ensure the safety and protection of residents and visitors.

We look forward to welcoming this premier event to Miami-Dade County.

Sincerely,

A handwritten signature in blue ink that reads "Daniella Levine Cava".





*Board of County Commissioners*  
**MIAMI-DADE COUNTY – FLORIDA**  
111 N.W. FIRST STREET, SUITE 220  
MIAMI, FLORIDA 33128  
(305) 375-4343

*Jose "Pepe" Diaz*  
CHAIRMAN

FIFA World Cup 2026 Miami Bid Committee

701 Brickell Avenue, Suite 2700

Miami, FL 33131

Dear Mr. Talbert and Mr. Garfinkel,

Miami-Dade County is proud to be part of the candidate cities to host the 2026 World Cup. As a popular tourist destination, host to major sports and cultural events, and one of the most inclusive municipalities in the Country, Miami-Dade is uniquely positioned to host the 2026 World Cup. In addition, the importance FIFA and US Soccer have placed on human rights issues, complements the significant strides Miami has made over decades to create an inclusive and safe environment for our residents and visitors.

Miami-Dade County's Office of Community Advocacy was established to meet unique community needs through various events and initiatives, promoting productive community relations and cultural understanding for a better quality of life for all. Experienced staff and volunteers work on behalf of the public to help residents live together in an atmosphere of mutual respect and understanding.

As Chairman of the Miami-Dade County Board of Commissioners, I have directed the County to work with the Miami Bid Committee on this invaluable opportunity for Miami to build upon its rich history and legacy of supporting equity and human rights by hosting the World Cup. My office has met with representatives of the Miami's Bid Committee, and we are committed to ensuring the inclusion and protection of all people throughout this process. We will be assisting the bid committee in implementing various programs and initiatives to safeguard human rights prior to, during, and after the games. In addition, the Office of Community Advocacy will be presenting legislation to the Board of County Commissioners in support of this mission.

We are committed to creating a lasting and sustainable record of fairness and equity.

Sincerely,

  
Jose "Pepe" Diaz, Chairman

Miami-Dade County Board of County Commissioners



**Board of County Commissioners**  
**Office of Community Advocacy**  
111 NW 1st Street • Suite 1034  
Miami, Florida 33128-1994  
T 305-375-5730 F 305-375-5715  
[www.miamidade.gov/advocacy](http://www.miamidade.gov/advocacy)

June 30, 2021

FIFA World Cup 2026 Miami Bid Committee  
701 Brickell Avenue  
Suite 2700  
Miami, FL 33131

Dear Miami Bid Committee,

Miami-Dade County is proud to be part of the candidate cities to host the 2026 World Cup. As a popular tourist destination, host to major sports and cultural events, and one of the most inclusive municipalities in the country, Miami-Dade is uniquely positioned to host the 2026 World Cup. In addition, the importance FIFA and US Soccer have placed on human rights issues complements the significant strides Miami has made over decades to create an inclusive and safe environment for our residents and visitors.

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As Director of the Office of Community Advocacy, I am enthusiastic about the opportunity for Miami to build upon its rich history and legacy of supporting equity and human rights by hosting the World Cup. My office has met with representatives of the Miami's Bid Committee and we are committed to ensuring the inclusion and protection of all people throughout this process. We will be assisting the bid committee in implementing various programs and initiatives to safeguard human rights prior to, during, and after the games.

We are committed to creating a lasting and sustainable record of fairness and equity.

Sincerely,

A handwritten signature in blue ink that reads "Laura Morilla".

Laura Morilla, Executive Director  
Miami-Dade County Office of Community Advocacy



June 7, 2021

FIFA World Cup 2026 Miami Bid Committee

To whom it may concern,

On behalf of the Miami-Dade Gay & Lesbian Chamber of Commerce (MDGLCC), I am pleased to represent our organizational (and community) support of Miami-Dade County hosting the 2026 FIFA World Cup. As one of the largest LGBT Chambers in the world and, an affiliate of the national LGBTQ Chamber in Washington D.C., we represent a local LGBT economy of over \$9 billion; \$1.4 trillion nationally. With over 300,000 LGBTQ individuals who call Miami-Dade home, we know that the visitors, teams and officials will find our beautiful corner of the world to be welcoming, diverse and exciting host of the games.

As a leader in the local business arena, you can expect that MDGLCC will:

- Host programming leading up to match play that will highlight FIFA, diversity and opportunity
- Create awareness about the positive impact that FIFA and the World Cup play in bringing diverse groups together
- Work to integrate economic opportunity to be derived from the games into our 2026 (and prior) programming

As the Capital of the Americas and gateway to the world, Miami-Dade places great emphasis on fairness and equal opportunity, as well. With a population of more than 2.7 million, we embrace a plurality of perspectives. Nearly 60% of residents hail from over 156 countries and communicate in more than 76 languages. Discrimination based on race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, sexual orientation, gender identity or expression, status as a victim of domestic violence and stalking, or source of income is prohibited.

We are committed to ensuring that the perspectives and expertise of our diverse community are part and parcel of tournament preparations; that the benefits of hosting a World Cup are shared broadly throughout Greater Miami; and that any potential risks be identified and mitigated.

I would be pleased to make myself available should it be desired. We look forward to hosting FIFA and the World in 2026!

Sincerely,

A handwritten signature in black ink, appearing to read "Steven Adkins", is positioned below the word "Sincerely,".

Steven Adkins, President/CEO



# MIAMI-DADE CHAMBER OF COMMERCE

June 11, 2021

FIFA World Cup 2026 Miami Bid Committee

Dear FIFA Bid Committee,

The Miami Dade Chamber of Commerce stands proudly with our community, and the Bid Committee to ensure that the World's greatest game will be hosted in an environment that embraces the principles of human rights and non-discrimination. Our community is a community of diverse individuals who understand, we all are one.

We are a community that welcomes the world to our doorstep, a community that understands that together we are stronger. Throughout the years, Miami-Dade County is a community that has hosted world-class events, welcoming hundreds of thousands of visitors to experience the hospitality that is second to none.

Respecting everyone's human rights and embracing non-discrimination is at the forefront of all that we do at the Miami-Dade Chamber of Commerce.

Respectfully,

G. Eric Knowles  
President and CEO  
Miami-Dade Chamber of Commerce



June 22, 2021

Dear FIFA World Cup 2026 Miami Bid Committee,

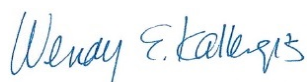
On behalf of The Greater Miami and the Beaches Hotel Association we represent the entire hotel, hospitality and tourism industry in Miami Dade County. Our mission is to promote the interests of our members through advocacy, education, and partnerships to advance Miami as the visitor's destination of choice.

Miami Dade County has and continues to be the Capital of the Americas and gateway to the world. We welcome the amazing opportunity to host the FIFA World Cup in 2026. FIFA and US Soccer plays a significant role on fairness and equal opportunity and with a populations of more than 2.7 million, we embrace a plurality of perspectives. Nearly 60% of our residents are from over 156 countries and communicate in more than 76 languages. Discrimination based on race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, sexual orientation, gender identity or expression, status as a victim of domestic violence and stalking or source of income is prohibited.

In 2019, the Florida legislature passed a Human Trafficking Law that establishes new requirements for public lodging establishments. Those new requirements came into effect on January 1<sup>st</sup>, 2021. Click [here](#) to view our flyer.

We are committed to ensuring that the perspectives and expertise of our diverse community are part and parcel of tournament preparations; that the benefits of hosting a World Cup are shared broadly throughout Greater Miami; and that any potential risks be identified and mitigated. Please know that you can count on our commitment and support with the BID committee to protect and promote human rights throughout our community leading up to the World Cup and beyond.

Respectfully,



**Wendy Kallergis**

President & CEO

Greater Miami & The Beaches Hotel Association

305-531-3553

wkallergis@gmbha.com



June 11, 2021

Dear FIFA World Cup Miami 2026 Bid Committee,

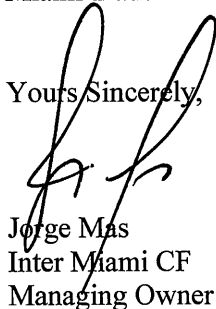
I write this letter to communicate Inter Miami CF's full support and commitment in ensuring we meet the highest standards of human rights and inclusivity at the 2026 World Cup in Miami-Dade County.

Since our Club's inception, our ownership group has stated and followed through on our commitment to being a fan-centric, community-based Club for the people of South Florida. Inclusivity is a core value of our Club and while we have achieved so much, we know there is much work to be done. We will continue to break down barriers of entry to bring the World's game to everyone who wants to play. We will continue to build fields across South Florida to provide safe and accessible places for our youth to play and grow. We will continue to provide the necessary equipment and coaching required to allow kids to not just play but excel. We will continue to support and enhance the vast number of organizations based in Miami-Dade County that focus on equal opportunities and eliminating discrimination to ensure everyone has the opportunity to play the beautiful game.

In partnership with the Miami 2026 World Cup Bid Committee, the Human Rights Committee, and the key stakeholders in our community, we will work tirelessly to identify any human rights challenges and mitigate potential risk. As a host city, it is our responsibility and privilege to enhance human rights and promote and ensure inclusivity in the buildup to the World Cup, during the World Cup, and after the tournament has ended.

As the Capital of the Americas and the gateway to the world, the global city of Miami is the perfect host city for the 2026 World Cup. We are committed to providing an unforgettable and safe experience to our Miami-Dade residents, the South Florida community, and our visitors from around the world.

Yours Sincerely,



Jorge Mas  
Inter Miami CF  
Managing Owner

# LITTLE HAITI FC

MIAMI, FLORIDA

June 25, 2021

Dear FIFA World Cup 2026 Miami Bid Committee:

The Little Haiti FC Soccer Club has been at the heart of the Little Haiti community for many years. As the main conduit for Haitian-American children and the soccer world, we pride ourselves in having produced high-caliber soccer talent, but more importantly, high-caliber human beings. We provide an outlet for school-aged children to keep physically active while enhancing their camaraderie and ability to engage with the remainder of Miami-Dade County. During the past five years, 100% of the children in this program graduated high school and 80% of our players went on to further education.

As the only free soccer-specific youth program within the City of Miami, our volunteers have been able to provide all this to our children knowing quite well that the dividends will be forthcoming in the future. Their talent on the field and their increased personal confidence has started paying off as they are being noticed by colleges willing to offer potential scholarships.

These children see soccer as one of their best chances to achieve a college degree. The Little Haiti community is a very proud community and willing to work very hard to make dreams come true. We take great pride in the fact that the Haitian National team uses Miami as their headquarters when preparing for international tournaments.

Our organization is committed to ensuring sustainable human rights and non-discrimination throughout our diverse community. Working closely with the Miami Bid Committee will enhance our Little Haiti neighborhood and, more importantly, our greatest asset – our children.

Kindest Regards,



Pat Santangelo  
Cofounder and Board Member  
Little Haiti FC  
On behalf of the Board of Directors



June 10, 2021

Dear FIFA World Cup 2026 Miami Bid Committee,

My company, Soccer Marketing and Promotions, has worked closely with the grassroots soccer communities in Miami for more than four decades. Our personal relationships and true understanding of Miami's diverse soccer community is second to none. Having been appointed the 1994 World Cup spokesperson, I worked very closely with FIFA and the 1994 US World Cup committee. In fact, one of my main roles as a spokesperson was to ensure the inclusion of all communities before, during, and after the 1994 World Cup, as part of the event's legacy.

Soccer Marketing and Promotions has been directly responsible for bringing the Miami community together through inclusion programs for numerous soccer events, including organizing large scale international matches like Germany vs Argentina and Brazil vs Mexico. We also promoted and operated 11 Olympic football games, as part of the 1996 Olympics, including three official Women's matches at Miami's Orange Bowl. Our experience also includes working closely as the event organizers of the (IGLFA) International Gay Lesbian Football Association World Championship hosted in Miami in 2017.

Further, our community grassroots unification experience includes working with Miami's multicultural adult amateur and semi-professional leagues and tournaments, as well as Miami's boys and girl's youth soccer organizations. We have provided coaching education, soccer camps and clinics, equipment donations, and nonprofit organization fundraisers.

No one is more committed to making sure the Miami community human rights objectives set by FIFA are reached and surpassed before, during, and after the 2026 World Cup. Having attended the last nine FIFA World Cup Finals in person, I have experienced the wonderful unity that a World Cup can bring to a country, a city, and a community. However, as exciting and fun as the FIFA World Cup games can be, nothing is more important than the positive impact that our sport can have on the community. Human rights and inclusion are part of my company's core values. I would like the World Cup 2026 Miami Bid Committee to know that we are 100% committed in supporting all of the efforts to ensure that the FIFA standards for human rights in Miami are reached and surpassed.

Thank you,

"Soccer Tom" Mulroy

# FIFA World Cup 2026 Human Rights Annex



1. Could the city confirm whether there were any considerations made regarding how to make engagement accessible to different stakeholders? If so, what were these and how did this influence engagement (e.g., holding virtual meetings)?

Yes, all plans and responses have been developed and reviewed with stakeholder input. Additionally, the stakeholders, as identified below, are part of the Human Rights Subcommittee and will be part of the planning and implementation effort if Miami is selected as a Host City.

- Miami-Dade included representatives in its Human Rights Working Group from the risk areas identified by FIFA.
  - In addition, stakeholders were identified based on their knowledge of human rights issues in Miami-Dade County and their access to additional internal and external stakeholders in local government and the community, thereby facilitating the ability to reach numerous agencies and groups quickly and efficiently.
  - In addition to virtual meetings, in-person meetings and conference calls, stakeholders were asked to include additional subject-expert participants to expand engagement and awareness of Miami-Dade's bid.
2. A number of proposed stakeholders listed in the Ergon report were not engaged with by the city (e.g., transport bodies, housing charities, trade unions). If this was the case, what is the reasoning? Does the city consider the tournament to impact additional rightsholders, other than those identified in the Ergon report?

These entities comprise part of the City and are constituted with the Bid Committee effort. They are already at the table and part of the hosting initiative. Labor was engaged and trade unions have been added as detailed below. They now are part of the Human Rights group and have reviewed and commented on the Human Rights submission and these responses. The Homeless Trust that was part of the Bid Team also serves to address the most at-risk housing population in our community. Regarding housing risks resulting from visitors during the tournament, the County and the GMCVB are the entities in our community that will regulate this. Due to the lodging inventory in our community and in the four surrounding Counties, the housing area is not considered high-risk, however, as the leading agencies on this, we are well positioned to address any threats as they develop in preparation for FIFA 2026. Below are additional details:

- Stakeholders, including those in transport, housing and trade unions, were engaged in various stages of the process, not only within the Human Rights Working Group. Stakeholders were engaged to gather information and to review and provide input and support for Miami-Dade's submission. This included stakeholders from advocacy groups, community action and human services agencies, and labor groups, among others.
- These groups provide the community with access to services including housing assistance, elderly care, veteran's programs, disability and transportation services, substance abuse programs, training and employment services and child development services, to name a few.
- In addition, FIFA World Cup 2026 Miami Bid Committee officials continue to engage with local labor leaders to identify areas for joint participation and involvement. Priorities include working with labor unions and community stakeholders to ensure fair

employment, diversity and inclusion throughout all World Cup preparations and activations, in compliance with local, state, and federal laws.

- Miami-Dade will continue to add stakeholders as its bid progresses and host cities are named.
3. If possible, please provide information on any captured outcomes from stakeholder engagement.
- Captured outcomes from stakeholder engagement were included as action items in the human rights submission. Specifically, labor provided input on the need for training, trafficking, creating opportunities for local workers and unions. Another risk area identified and further addressed below during the engagement efforts is the need to ensure that local businesses are used in the planning and deployment of the tournament. This is also addressed in the “Additional Information” section.
  - Local Law Enforcement provided input on Children Safety and Trafficking. A leading not-for-profit, The Women’s Fund, also provided input on sex and labor trafficking based on its previous experience with Super Bowls and the work it does in this area. The hotel industry gave input about outreach and training to workers. The local disabilities agency also reviewed plans and shared the need to have well trained and specific information regarding transportation options available well in advance of the tournament. While these are just some of the highlights garnered from stakeholder engagement, the entire plan is comprised of stakeholder input as described throughout.
4. Could the city clarify whether stakeholders were given an opportunity to review and comment on the report prior to submission? Has the final report been shared with stakeholders?
- Stakeholders were engaged in the development and review of the submission. The final submission has been shared with stakeholders.
5. Please provide any feedback given by stakeholders on the quality of the stakeholder process, existing or planned measures to address risk, and the contents of the report, if applicable.
- Stakeholders have been actively involved throughout the bid process, addressing issues identified in the Ergon Report, risk management and planned measures.
  - Stakeholders have overwhelmingly agreed with the need for the outreach campaign identified in Miami-Dade’s submission and are committed to its implementation.
  - Additionally, stakeholders commended their early inclusion in the bid submission process.
  - Question 3 above, also addresses stakeholder review of measures to address risk.
6. Could the city share any progress in the development of a plan for further stakeholder engagement? Have stakeholders been involved in the development of plans for further stakeholder engagement?
- Stakeholders have and will continue to be engaged in the planning, development, and implementation, as Miami-Dade’s bid progresses and host cities are named. Further below is the list of stakeholders that will serve as part of the Human Rights Subcommittee. More will be added as preparations to host the tournament progress.

7. Could the city explain what process was undertaken to review and evaluate identified risks (e.g., how risks highlighted by Ergon were taken into consideration, how other risks were identified, what sources of information were consulted)? 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 materializing, or the potential for impacting a certain group of rightsholders or a wider population)?
- Miami-Dade received input from various agencies and groups who evaluated associated risks.
  - As Miami-Dade County is a regular host to large-scale events, these groups are regularly involved in exercises related to them, including marquee sports events, visits from dignitaries and heads of state, and entertainment and cultural events.
  - These agencies include the Miami-Dade Police Department (including the Special Events Unit), the ADA Office, and Human Rights and advocacy leaders.
8. Has the city identified whether activities related to the tournament may lead to heightened risk? Would mitigation measures be key to preventing risk from materializing?
- As with other large-scale events, Miami-Dade has identified activities that could result in additional risks and will work with local law enforcement and community agencies to reduce potential risks.
  - Some of the activities already identified include:
    - i. Large Influx of Visitors
    - ii. Human Trafficking
    - iii. Physical Safety and Security (Terrorism and Crime)
    - iv. Cultural and Language Barriers to Communication
    - v. Logistics and Preparation for World Cup
    - vi. Worker Conditions and Rights
    - vii. Small Business Needs
9. Has the city considered whether 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?

Yes. Miami-Dade event planners extensive experience provides a vast knowledge of hosting large-scale events. As such, it is understood that planning parameters and risks that need to be addressed will evolve up until match time and beyond. Intelligence in different risk areas will be shared vertically and horizontally working through the Host Committee, public entities, and stakeholders in the Human Rights area. The COVID-19 response simply serves to identify one of the latest responses to risk. As shared in the presentation, Miami-Dade was and is one of the leading entities in the nation in efforts to combat the pandemic as evidenced by the highest vaccination rates in the state, and amongst the cities in the southeast vying for the tournament. This level of preparedness and the initiatives below, will be part of the World Cup preparations.

- Among other risk and mitigation measures, Miami-Dade County is constantly reviewing and adapting to the risks associated with the COVID-19 pandemic. Miami-Dade County led coordination of education, testing and vaccination County-wide. Aggressive outreach



campaigns were implemented to educate residents on the disease, along with the safety and availability of vaccinations and testing.

- As of November 2021, Miami-Dade County has achieved a vaccination rate of 77% for its residents (full vaccination for those eligible), the highest in the State of Florida and one of the highest in the Country.
- Miami-Dade County is prepared to mitigate any ongoing or additional risks associated with the pandemic, including potential increases in COVID-19 cases.

10. Has the city made any progress regarding identification or implementation of planned measures (regulation, mechanisms, programs) to address identified risks through its human rights sub-committee or other efforts? Could the city provide any details on progress made in determining how stakeholders will be engaged in delivering mitigation measures?

- An awareness campaign will be timed to launch in the first 180 days after Miami is awarded the event and sustained throughout the lead-up to the World Cup to educate visitors, residents and workers. This will be complimented by the various reporting mechanisms highlighted in Miami-Dade's submission.
- In addition, best practices learned and applied during previous high-impact events will continue to be implemented as part of MDC's ongoing commitment to Human Rights issues.
- Stakeholders will be engaged as part of their direct involvement on the Host Committee as described throughout this document and provided in the presentation.

11. The report highlights the potential creation of a website for the submission of grievances in relation to the tournament as an outcome of stakeholder engagement. Has there been any further consideration of this channel? Does the city believe this mechanism may help support vulnerable groups in raising concerns and receiving remedy? In what way?

- Miami-Dade believes the website will provide support as it was recommended by stakeholders actively engaged in mitigating human rights issues.
- As outlined in Miami-Dade's submission, various avenues already exist for reporting human rights issues to agencies and community groups. The website will provide an additional avenue to allow for concerns specifically related to the World Cup to be mitigated.
- The website will also help with gathering and tracking data to properly gauge the impact of hosting the World Cup.
- As this information has not previously been studied, reviewing concerns related to the event will create opportunities for growth and lasting change in our community.

12. Has the city considered how stakeholders will be engaged to help resolve issues and provide remedy?

- The Human Rights Working Group will be tasked with reviewing issues as they are identified and using existing community and government resources to remedy issues.
- The stakeholders will be a part of the Host Committee as previously described.
- Each of the stakeholders also has its own constituencies and networks that will be engaged. One such example is provided below under "Additional Information" in the Law

Enforcement section. The police network of community organizations is extensive and based on many long-lasting relationships. This experience will benefit the identification of risk areas or community concerns in the preparation of the tournament and during the hosting period.

13. Would the city be prepared to consider a commitment to providing remedy for all adverse impacts caused by or contributed to by the organizing and delivery of the tournament? What adverse impacts have been identified in previous tournaments?

- Miami-Dade is committed to addressing the potential adverse impacts that may result from hosting the World Cup. Potential impacts will be closely reviewed and monitored to determine what, if any, remedies already exist. As previously mentioned, the Human Rights Working Group will be tasked with reviewing issues as they are identified.

14. Could the city provide additional information on what measures will be rolled out for the implementation of opportunities for a positive human rights legacy and how stakeholders will be involved in developing them?

- Answered below under “**Lasting Legacy.**”

15. Does the city have any plans on how it will look to identify new or changing risks in the lead up to the tournament? How would it engage with stakeholders to do so? Is the city planning on identifying how risks derived from the pandemic may impact risk or identified mitigation measures?

- As a follow-up to the meeting with FIFA, additional engagement was done with key stakeholders to create subcommittees for the various human rights issues identified in the Ergon Report. Each subcommittee will be tasked with identifying possible risks and human rights challenges and developing mitigation methods on an ongoing basis in the lead-up to the tournament.
- Any identified risks will be addressed through the Host Committee and the human rights subcommittees. Special attention will be placed on creating outreach plans to help educate visitors and residents about reporting mechanisms along with Miami-Dade’s human rights policies. The Host Committee and the Human Rights Subcommittee will assist with mitigation efforts.
- The Host Committee will use various means for identifying risks. The existing Community Advocacy infrastructure is comprised of the following boards, which are prepared to provide guidance and resources.
  - Domestic Violence Oversight Board
  - LGBT Advisory Board
  - Commission for Women
  - Black Affairs Advisory Board
  - Asian-American Board
  - Community Relations Board
  - Hispanic Affairs Board
  - Elder Affairs Board
  - Interfaith Board

- The Subcommittee will be comprised of one - two staff members to liaise on any issues.
  - Worker's Rights
    - Gary Hartfield (Small Business Development)
    - Patricia Lippold (32BJ Service Employees International Union)
  - Migrant Rights
    - Eddie Garza (Mexican American Council)
  - Safety and Security
    - George A. Perez (Miami-Dade Police Department)
  - Human Trafficking
    - Marya Meyer (Women's Fund)
  - Children's' Safety
    - Cathy Burgos (Juvenile Services Department)
  - Equity and Inclusion
    - Jason Smith (Office of Equity and Inclusion)
  - Homelessness
    - Vicky Mallette (Homeless Trust)
    - Laura Morillo (Office of Community Advocacy)
- In areas of safety, security, and human/child trafficking, the Miami-Dade Police Department (MDPD) will be one of the lead agencies, gathering intelligence through stakeholders and an existing network of community resources. MDPD will also serve on the Safety and Security Subcommittee. This effort will be augmented by a not-for-profit partner, The Women's Fund, who has demonstrated experience with this subject matter and to help bridge the government/private sector space.

16. We understand that each section of the report was considered and drafted by relevant departments and stakeholders and that there was collaboration amongst these actors. Could the city explain in more detail the process through which this collaboration was carried out?

- Stakeholders were identified based on their knowledge of human rights issues in Miami-Dade County and their access to resources and their relationships with additional internal and external stakeholders in local government and resources
- The Bid Committee has been in constant communication with stakeholders and representatives from various agencies, reviewing issues such as diversity, equity and inclusion, legacy and workers' rights.
- One-on-one meetings were conducted to address individual inquiries related to the Ergon Report, as well as questions posed during FIFA Human Rights meetings. Feedback from all involved was then incorporated into the original report, as well as the Annex, to address FIFA follow-up questions.
- At the request of the stakeholders, the Greater Miami Convention and Visitors Bureau and Miami-Dade County compiled the human rights submission based on their input. Throughout the many stages of development, the document was shared regularly with stakeholders, and additional input incorporated.
- Additional meetings were held with stakeholders to discuss and review the revised document, with the final version shared for final review.

- The Miami Bid Committee will continue to engage its Human Rights Advisory Committee even after all reports are submitted to FIFA, and share/review any updates or additions that may arise from future meetings and interactions as the bid progresses.
- Below is a list of stakeholder’s engagement through meetings and calls to receive direct input on plans and responses.

#### Miami-Dade County Department and Agencies

1. Office of the Mayor
  - Office of Equity and Inclusion
2. Human Resources
  - Fair Employment and Human Resources
3. Homeless Trust
4. Community Action and Human Services
5. Internal Services Department
  - Small Business Development
  - Strategic Procurement
  - ADA Office
  - Office of Safety
6. Juvenile Services
7. Miami-Dade Police
8. Miami-Dade Fire
9. Regulatory and Economic Resources
10. Seaport
11. Aviation (Miami International Airport)
12. Transportation and Public Works
13. Information Technology
14. Office of Management and Budget
15. Office of Community Advocacy
16. Commission on Human Rights

#### Labor Groups

1. AFSCME Local 199
2. Unite Here
3. SEIU

#### Hospitality

1. Greater Miami Convention and Visitor’s Bureau
2. Greater Miami and Beaches Hotel Association

#### Sports

1. Miami Dolphins (Hard Rock Stadium)
2. Inter Miami CF
3. Copa Latina
4. Team Copa
5. Little Haiti Youth Soccer

## Commerce

1. Miami-Dade Gay and Lesbian Chamber of Commerce
2. The Beacon Council
3. Miami-Dade Chamber of Commerce
4. Florida Department of Economic Opportunity
5. Enterprise Florida
6. Florida Sports Foundation

## Organizations

1. Kristi House
2. The Women's Fund

17. Please incorporate any stakeholder comments shared during the human rights call with FIFA and Ergon, for example, views from trade unions, and any updated input from external stakeholders received since the exchange.

- Unite Here provided a series of requests following the call including fair wages and safe work; equitable opportunity; all work above board; real rights; responsible contracting; transparent dealing; a community voice; conflict resolution; and a voice for the workers.
- SEIU was also consulted. As the largest union of property service workers in the U.S., SEIU has over more than 175,000 members working in the fields of cleaning, property maintenance, security, building engineers, and school and food service. An SEIU representative will serve on the subcommittee for Worker's Rights.
- Upon selection, the Host Committee will work with the hospitality industry to provide training to the aviation, transportation, hospitality, and hotel worker industry, as part of the "See Something, Say Something" campaign.
- The Women's Fund emphasized the importance of addressing Labor Trafficking in addition to Sex and Child Trafficking. The reasons for this are that many individuals will not self-identify as being sex-trafficked, as they were recruited through proposals for work. These are also more difficult to identify as the numbers could be small, ranging from one to two workers at a time.
- The Women's Fund also identified the need to have points of contact that victims can identify with. Some victims will not call law enforcement, but will feel comfortable with different organizations. A hotline that all the parties can agree to is another essential component to have available in advance of the World Cup. The Women's Fund will assist the Host Committee in implementing these solutions.

18. Could the city provide additional information on how it plans to receive and incorporate stakeholder feedback into its processes?

- The Host Committee and Human Rights Subcommittee will be central in the preparation and planning efforts. Through these organizations' existing networks in our community and additional information provided by FIFA, other host cities, local and State police intelligence, outreach to at-risk groups focused on specific Human Rights challenges identified recommendations and action items will be provided to the Host Committee and FIFA. The Host Committee will oversee the review and implementation of stakeholder

feedback. This information will be provided to the Host Committee leadership on an ongoing basis. These organizations will have a “seat-at-the-table” through the Host Committees process.

- The Human Rights Subcommittee will meet on a regular basis and interact with event planners, local leaders, and stakeholders. For their success, it is essential that they are part of the process, informed and have open communication with both the Host Committee and FIFA.

## **Additional Information on Human Rights Challenges**

### **Safety and Security**

#### **Police/Community Relations**

Mayor Daniella Levine Cava has made public engagement a priority for Miami-Dade County (MDC) through initiatives aimed at addressing the needs of underserved communities.

- MDC’s Thrive 305 public engagement initiative strives to shape government action through community feedback and collaboration. Public safety and community engagement are priorities within this initiative and the Office of Neighborhood Safety is embarking on an engagement strategy to listen and work with the community to address the root causes of gun violence.
- The Peace and Prosperity Plan (PPP) takes a strategic prevention, intervention, and re-entry approach that looks at the entire child, family, and community. With a focus on the neighborhoods most affected by crime and violence, the plan addresses social and economic disparities at the root of gun violence, directing resources toward community revitalization needs and economic insecurity. In addition, the plan aims to strengthen relationships between the community and law enforcement agencies through innovative programs and increased enforcement.
- Building trust is a focal point of these initiatives. Additional efforts include transparency, accountability, and responsiveness from government agencies.
- In September 2021, the Miami-Dade Police Department (MDPD) launched the Public Information Dashboard (PID) as part of the ongoing effort to provide transparency, accountability, and strengthen community relations. The PID contains data regarding Police-involved Shootings, Supervisor’s Report of Response to Resistance, and Unauthorized Force Complaints. Each section allows items to be filtered by District of Incident, Date of Incident, and Officer/Subject information, to include race and gender, which allows the public to narrow down their specific area of inquiry. The data is based on three-year blocks of information and includes the MDPD case number to provide additional information if requested by a member of the community.
- The Miami-Dade Juvenile Services provides a continuum of comprehensive services that focus on protecting, empowering, and building resiliency in children and families. Services include assessment, follow-up, and case management according to the individualized needs of children and their families. Partnerships with community-based organizations have been created to serve communities throughout Miami-Dade County, focusing on the strength of families and the safety of children.

### **Police Initiatives and Programs**

The Miami-Dade Police Department (MDPD) embraces the rich cultural diversity of MDC. A diverse community requires varied, wide-ranging, and continual outreach and engagement. MDPD has developed its strong relationship with the African American community through such outreach and engagement. Having learned hard and difficult lessons during the 1980s, MDPD fully embraced the

community policing initiatives of the 1990s. Recognizing that law enforcement alone cannot solve community problems, MDPD has worked with the local community to focus policing initiatives and provide for a safe and secure community. Throughout the process, police legitimacy and procedural justice have been the hallmark of the MDPD policing model. Understanding that police are guardians of the community, not an occupying force, MDPD works hand-in-hand with community organizations, community leaders, local elected officials, and various partners to continually improve service to the community. Some of the many ways that MDPD engages with the local African American community include, but are not limited to, the MDC Community Relations Board (CRB), the Black Affairs Advisory Board, the Independent Civilian Panel (ICP), as well as working closely with community organizations such as the Circle of Brotherhood, the 5000 Role Models of Excellence, and the Group Violence Intervention (GVI) initiative of John Jay College.

- Since 1963, the CRB has worked to foster mutual understanding, tolerance, and respect among all economic, social, religious, and ethnic groups in MDC. The primary mission of the CRB is to intervene and contain community tensions, as quickly as possible. The CRB accomplishes its mission by staying in close dialogue with local government, the community, non-governmental community organizations, and law enforcement. MDPD is actively involved in the CRB and the CRB Criminal Justice and Law Enforcement Committee. At meetings of this committee, the African American community directly addresses MDPD and local law enforcement agencies regarding issues of concern. This allows for open and honest dialogue with the African American community to address their concerns. This open and free communication builds trust, eliminates rumors or misunderstandings, and allows the MDPD to be responsive to the current needs of the Black community.
- The Black Affairs Advisory Board began as MDC's Office of Black Affairs in 1979 to give Black residents equal access to County services. The Black Affairs Advisory Board is involved in many initiatives throughout MDC, among these are "Village Dialogues." These conversations allow direct input from the local African American community regarding pressing issues that affect the quality of life of Black residents. One Village Dialogue resulted in the "Respect Life!" Initiative, where Black Affairs Advisory Board members proposed that law enforcement, the Public Defender's Office, and the Miami-Dade State Attorney's Office implement a "Civil Citation" program. The Civil Citation program was aimed at reducing the number of juvenile arrests of African American youth, who were disproportionately represented in the juvenile justice system. MDC and the MDPD implemented the Juvenile Civil Citation program, and it grew exponentially. Currently, it is now applied throughout the entire State of Florida. The Black Affairs Advisory Board also worked with MDPD and local law enforcement agencies to establish the Law Enforcement and Emergency Services Career Fair which seeks to address the need for proper and compassionate policing in the African American community, as well as greater African American representation in policing, by exposing young people to the host of opportunities in the police, fire, and federal law enforcement services.
- The MDC ICP is an impartial entity created to conduct independent investigations and review and hold public hearings regarding concerns or issues relating to sworn officers of the MDPD. The ICP was established in 2020 by County Ordinance 20-80. There are 13 members, all volunteers, appointed by MDC Commissioners. The ICP has the authority to investigate or review allegations of misconduct; use of force incidents resulting in death, permanent disability, permanent disfigurement, or other great bodily harm to a person; all files that have been closed by the MDPD Professional Compliance Bureau, Internal Affairs Section; and other matters relating to policing. The MDPD strives for transparency in policing. The MDPD's Professional Compliance Bureau handles and investigates all complaints against MDPD personnel. Furthermore, the Florida

Department of Law Enforcement investigates all police-involved shooting and in-custody death incidents involving MDPD personnel, to ensure impartiality throughout the investigations. By affording another avenue for independent review of police incidents, the MDPD continues its commitment to legitimacy and trust with the African American community.

- The Circle of Brotherhood is an organization of primarily Black men from all walks of life dedicated to community service, economic development, crime prevention, conflict resolution and mediation, educational services, and youth mentorship. Members of the Circle of Brotherhood have dedicated their lives to collectively solving the social troubles of the Black community. The mission of the Circle of Brotherhood is to involve Black Men in solving community problems and to help make their communities a decent place to live. The Circle of Brotherhood focuses on youth development, crime prevention, and economic sustainability. The MDPD works hand-in-hand with the Circle of Brotherhood to partner in solving community problems. Relying on their shared upbringings and circumstances, rapport, and relationships to help combat violence, members of the Circle of Brotherhood deploy to major scenes with the MDPD to help solve crimes within the African American community. Additionally, the MDPD works with the Circle of Brotherhood to offer services and resources to at-risk individuals. Like the Circle of Brotherhood, the MDPD believes that all men regardless of their past, current status, or station in life deserve an opportunity to contribute to the rebuilding of the African American community and the improvement of marginalized people.
- The 5000 Role Models of Excellence Project was initiated by the Miami-Dade County School Board in March 1993, due to the realization that there is an ongoing crisis in the lives of many young males. The project's mission is to intervene in the lives of at-risk boys, in order to provide them with alternatives that will lead them away from a life of crime and violence. MDPD actively partners and participates with the 5000 Role Models of Excellence project, with sworn personnel serving as mentors to the youth.
- MDPD actively participates in the GVI initiative in order to reduce homicides and gun violence, minimize harm to the African American community by replacing enforcement with deterrence, and in order to foster stronger relationships between MDPD and the African American community. The GVI message is simple: Community members with moral authority over group members deliver a credible moral message against violence; law enforcement puts groups on notice regarding the consequences of further group-involved violence for the individual and group as a whole; and support and outreach providers make a genuine offer of help for any who want. A central method of communication is the "Call-In," a face-to-face meeting between group members and the strategy's partners. MDPD has taken an active role in GVI, understanding that the local African American community does not want to be terrorized by violence. Even in those communities with high rates of gun violence, the MDPD is aware that very few individuals are involved in the shootings and homicides, and those individuals are usually connected to each other.
- MDPD also initiated "Operation Community Shield" to prevent gun violence, remove violent criminals and guns from the streets of MDC, and improve the quality of life for the African American community. This operation has been welcomed by the members of the African American community who want their neighborhoods to be safe and free of the fear of gun violence created by the few violent actors in the community. Operation Community Shield is funded through Peace and Prosperity Plan. As of December 2021, Operation Community Shield has led to a 55% reduction in shootings as compared to the same period in 2020. Additionally, 1,052 handguns and 166 rifles have been removed from the streets of MDC.



## **Children's Safety and Protection**

MDPD strives to serve and provide the children and youth of MDC with positive experiences and opportunities to grow and develop to become the leaders of our community. With a commitment to community-oriented policing, MDPD offers a host of programs focused on youth safety and education, including the Youth Outreach Unit (YOU), Fit2Lead Fellowship Program, Miami-Dade Police Athletic League (MDPAL), MDPD Turn Around Police (TAP) Academy, Summer Youth Internship Program, as well as Drug Abuse Resistance Education (D.A.R.E.), and Students Together Against Negative Decisions (STAND).

- The YOU Program is an active police mentorship of at-risk youth in MDC that involves trust-building supplemented with the systematic use of communal partnership, problem-solving techniques, and individual growth and transformation. YOU is a partnership between MDPD, Miami-Dade County Juvenile Services Department (JSD); Miami-Dade Parks, Recreation, and Open Spaces (PROS); Florida International University, The Children's Trust; Miami-Dade Public Schools, Division of Educational Opportunity and Access; and other community-based organizations. YOU proactively identifies and engages the siblings of gun violence victims. In collaboration with community stakeholders, YOU officers interact with participants still suffering from the traumatic violence inflicted against a family member. YOU officers work with participants by establishing achievable academic goals, developing life skills, linkage to employment opportunities, and de-escalation activities all focused on pivoting the participant away from potential retaliatory acts and other violence related influencers. By doing so, the participant is engaged in crime prevention activities and developing personal growth to become a productive member of the community.
- MDPAL has been part of MDPD since the mid-1980s and works to reduce juvenile delinquency by promoting a comprehensive program of prevention, early identification, and intervention. MDPAL programs provide a wholesome environment with structured recreational and educational activities, positive peer influence, and constructive interaction with police officers. MDPAL is based on the belief that children, if reached early enough can develop a strong, positive, attitude toward law enforcement in their journey to adulthood and become productive and successful members of the community. MDPAL is another avenue for active police officers to become positive role models for at-risk youth.
- TAP Academy is an intense 11-week program that offers a structured curriculum designed to instill traditional values and encourages community service in juveniles who have entered the juvenile justice system. TAP participants are mandated to attend this program by the courts at the earliest stages of the juvenile justice process as an intervention method rather than incarceration. TAP offers a cadre of prevention techniques that discourage continued delinquency and address gender specific issues. It provides a holistic approach to family, school, and law enforcement intervention. The curriculum includes interactive teaching and field trips that increase awareness of consequences for criminal behavior. TAP lessons, mostly taught by uniformed police officers, encourage career-oriented thinking, build self-esteem, and discourage violent life cycles. Through the certified counselors of "Informed Families," the program offers participants and their parents with counseling services and crisis intervention classes to combat domestic abuse, which is often found in the homes of the selected youth.
- The Summer Youth Internship Program is a partnership with the Children's Trust, MDC, Miami-Dade Public Schools, the South Florida Workforce Investment Board, and the Foundation for New Education Initiatives that seeks to sponsor student internships annually at a variety of organizations during the summer months. Opportunities are given to children who may have identified disabilities and cognitive development issues.

- MDPD participates in the national D.A.R.E. program. This highly acclaimed and recognized program gives children the skills they need to avoid involvement in drugs, gangs, and violence. Founded in 1983, D.A.R.E. has proven so successful that it has been implemented in thousands of schools throughout the United States and many other countries. D.A.R.E. is a police officer-led series of classroom lessons that teaches children from kindergarten through 12th grade how to resist peer pressure and live productive drug and violence-free lives.
- Building on the success of D.A.R.E., MDPD implemented its own youth outreach program. STAND (Students Together Against Negative Decisions) is an educational program within various high schools throughout MDC to help students make constructive decisions. Officers educate students, faculty, and parents on the negative effects of drugs, alcohol, drinking and driving, texting and driving, bullying, and human trafficking, among other negative decisions. Students who enter the program sign a pledge to not be involved in violence and make positive choices. The curriculum lasts the entire school year and continually evolves to include trending topics, emphasizing the consequences of substance abuse, violence and negative decision making. Additionally, students are taught various approaches to conflict resolution and dealing with bullying. STAND officers teach the program lesson plan, mentor at-risk students, and assist with security concerns at their assigned high schools. The STAND program offers a unique opportunity for law enforcement officers to positively impact the lives of high school students.

### **Role Fans Play in Reporting Safety/Security Issues**

The Miami Bid Committee and eventual Miami Host Committee will work with local supporter groups such as the South Florida chapters of the American Outlaws and Inter Miami's three official groups – The Southern Legion, The Siege and Vice City 1896 – to educate and ensure they and visiting fan groups have a safe and fun environment while enjoying World Cup matches in Miami. We understand these supporter groups are an integral part of the success of any World Cup and have an influence over how fans act and behave. Keeping an open line of communication between the Bid / Host Committee and these groups will be a priority to ensure a safe and enjoyable environment during the duration of the tournament.

- Miami Ambassadors/Volunteers will also serve a critical role, assisting and engaging fans in the community via “See Something, Say Something” campaigns.
- MDPD provides non-emergency lines and online reporting to report suspicious activity and keep Miami-Dade County safe from terrorism and crime. To report suspicious activity, call 855-FLA-SAFE (855-352-7233).

### **Housing**

#### **Demand and Housing Capacity**

- Miami-Dade County currently has over 63,000 available hotel rooms with an additional 35,000 in Broward County and 17,000 in Palm Beach County, accounting for approximately 115,000 hotel rooms within an hour of Hard Rock Stadium.
- By the year 2024, there is an additional 17,000 hotel rooms planned within Miami-Dade County, bringing the total available hotel room inventory to over 80,000.
- There are an additional approximately 20,000 rooms available in short-term rental stock.

### **Homelessness**

Miami-Dade County has extensive experience with large-scale sporting and non-sporting events, and a robust homeless Continuum of Care (CoC) with more than 25 years of experience. Through the Miami-Dade County Homeless Trust, the lead agency for the CoC, the County has successfully coordinated with

event planners and organizers, homeless housing and service providers, local governments and law enforcement to assist those experiencing homelessness without criminalization.

### **Accessible Housing and Services**

- There are multiple ways to access CoC homeless housing and services, including the toll-free Homeless Helpline, designated fixed access points across Miami-Dade, and on-the-street engagement with homeless outreach teams from more than a dozen agencies.
- Outreach teams cover the entire geographic area of Miami-Dade County. Housing and services are provided countywide and concentrated in areas where homeless persons are known to congregate.
- In Fiscal Year 2020-2021, there were more than 43,000 contacts with homeless individuals and families by Homeless Trust outreach teams.

### **Low Barrier Entry**

- The CoC is a “Housing-First” oriented CoC, which aims to offer individuals and families experiencing homelessness access to housing and services regardless of the complexity or severity of their needs and without preconditions or service participation requirements.
- Housing First moves people into housing directly from streets and shelters without concern for “readiness,” employment or income. Treatment, service acceptance and/or compliance are not required.

### **Effective Engagement**

- Homeless outreach and specialized outreach teams have expertise in dealing with individuals with substance abuse disorders, severe mental illness and other disabling conditions. They use best practices to engage persons on the streets including Critical Time Intervention, Trauma Informed Care, Motivational Interviewing, Strength-Based Client-Centered Case Management and Restorative Practices.
- In September 2021, under the direction of the Homeless Trust and in partnership with the 11th Judicial Circuit Mental Health Project, outreach teams received Crisis Intervention Training (CIT). This specialized training provides de-escalation techniques for authorities responding to individual with mental health crises.

### **Comprehensive Service Delivery**

- All emergency shelters operate 24/7 and offer temporary accommodations, three meals a day, identification and documentation assistance, health and behavioral health assistance, living skills, work readiness and employment assistance, legal assistance, and permanent housing assistance.
- The vast majority of Miami-Dade County’s homeless population is sheltered – an estimated 72% – with procedures in place to activate emergency shelter overflow procedures during emergencies such as hurricanes and cold weather events. Emergency shelter placement is not a pre-requisite for permanent housing.
- In Fiscal Year 2020-2021, the Homeless Trust placed more than 14,000 households into emergency, transitional or permanent housing.
- The Homeless Trust also partners with Thriving Mind, the State of Florida’s designated Managing Entity for Substance Abuse and Mental Health in Miami-Dade, to provide access to residential treatment for clients experiencing homelessness who request it.

## **Addressing Racial Disparities**

- The Homeless Trust has been very intentional in addressing racial disparities among persons experiencing homelessness. Ongoing quantitative assessments are conducted to ensure persons of color are equitably accessing permanent housing. The CoC has also reviewed its standards of care, policies and procedures for racial bias and embedded new language addressing equity. Across the CoC, training continues to be conducted on racial equity and implicit bias.
- People of color are overrepresented in the homeless population, representing 57% of all new referrals to the homeless system in Miami-Dade, while the U.S. census indicates people of color represent only 18% of the general population. However, 58% of people experiencing homelessness who exit to permanent destinations are people of color. The Homeless Trust continues to work to understand the root causes of homelessness.

## **Proven Results**

- As evidenced by the latest Point-in-Time Count (homeless census) conducted in January 2021, total homelessness is at its lowest point in Miami-Dade in more than 25 years, and unsheltered homelessness is at its lowest point in Miami-Dade since 2014, with 892 persons counted on the streets.
- In 2018, Miami-Dade County Effectively Ended Veteran Homelessness, a designation made by the United States Department of Housing and Urban Development, United States Interagency Council on Homelessness, and the United States Department of Veterans Affairs.
- Most recently, in February 2020, the Miami-Dade County Homeless Trust worked in partnership with the National Football League and the Super Bowl XLIV Host Committee to expand emergency shelter bed capacity for persons experiencing homelessness.

## **Worker's Rights**

### **Miami-Dade County's Living Wage**

- Miami-Dade County awards private firms contracts to provide services for the public and provides financial assistance to promote economic development and job growth. Such expenditures of public money serve the public purpose by creating jobs, expanding the County's economic base, and promoting economic security for all citizens. These funds are spent with the deliberate purpose to promote the creation of full-time, permanent jobs that allow citizens to support themselves and their families with dignity. Sub-poverty level wages do not serve the public purpose. Miami-Dade County has a responsibility when spending public funds to set a community standard that permits full-time workers to live above the poverty line.
- In May 1999, the Board of County Commissioners established a living wage requirement for employees on County service contracts to allow citizens to support themselves and their families above the poverty line and with dignity. The living wage applies to contractors and subcontractors of County construction and service contracts, as well as contractors of privately funded construction on County owned land contracts under Section 2-8-9 of the Code of Miami-Dade County.
- The Living Wage is \$17.62 per hour.

### **Small Business Enforcement**

- The Small Business Development (SBD) Division of Miami-Dade County's Internal Services Department (ISD) proactively enforces Responsible Wages and Benefits for County construction contracts. SBD investigates County contractors and ensures employees are paid the wage rates set in the County's wage schedule.

- In the last three years, the County has awarded 717 contracts valued at \$2.4 billion dollars that were subject to living wages. Compliance Officers interview employees at worksites and review and audit payroll and benefit requirements to ensure compliance with the living wage laws. In the last three years, 503 contractors were found to have underpaid 6,090 employees and were required to pay \$6.8 million in back wages to those employees.
- Contractors found in violation of the living wage are required to pay back wages to employees and a monetary penalty to the County of up to 60% of the underpayment amount. Contractors found to be in repeated violation, will be debarred and prohibited from bidding on future contracts.

#### **Labor Outreach**

- FIFA World Cup 2026 Miami Bid Committee officials have continued to engage with local labor leaders, including Unite Here, AFSCME Local 199 and SEIU, to identify areas for joint participation and involvement. Priorities include working with labor unions and community stakeholders to ensure fair employment, diversity and inclusion throughout all World Cup preparations and activations, in compliance with local, state, and federal laws.

#### **Labor Laws and County Contracts**

- Miami-Dade County's procurement process is governed by several Administrative Orders, Implementing Orders, Ordinances and Resolutions. Contracts being awarded go through a vetting process which include several tiers of review, including approval by the Miami-Dade Board of County Commissioners.
- All awards are open, competitive solicitations based on objective criteria. Any emergency purchases or waivers require approval from the Miami-Dade County Mayor or County Board in a public meeting.

#### **Labor Trafficking**

- The Human Trafficking Task Force that has been previously used encompasses a multi-agency approach to identifying, stopping and prosecuting all types of trafficking.

#### **Awarded County Contracts**

- A comprehensive, fully searchable listing of all Awarded County Contract documents. Information on pricing, awarded vendors, specifications, terms and conditions and contract utilization is available in the related contract documents.

#### **Hospitality and Migrant Workers**

##### **Hospitality Worker Trainings**

As the official destination sales and marketing organization for Greater Miami and Miami Beach, the Greater Miami Convention & Visitors Bureau (GMCVB) is responsible for bringing millions of visitors to our destination each year. The GMCVB, along with our interlocal partners at the Miami Beach Visitor & Convention Authority (MBVCA), Greater Miami & the Beaches Hotel Association (GMBHA) and Greater Miami-Dade Gay & Lesbian Chamber (MDGLC), are committed to ensuring all guests experience excellence in customer service when visiting Greater Miami and Miami Beach.

### **Miami Begins with Me - Destination and Customer Service Training Course**

- Available free of charge County-wide and designed for tourism and hospitality professionals, as well as interested community members.
- Online and in-person courses include topics such as the economic impact of tourism, Miami attractions and recreation, the history and heritage of Miami's multicultural neighborhoods, and customer service refreshers.

### **Hospitality and Guest Relations Training Course**

- Available free of charge County-wide and designed for front-line employees who have daily guest or customer interaction.
- In-person courses focus on best practices for guest arrival, in-house, incident recovery, and departure experiences.
- This training also highlights the economic impact of tourism along with destination visitor profiles and expectations.

### **LGBTQ Sensitivity and Awareness Training**

- Available County-wide and free of charge to multiple levels of hospitality professionals, as well as interested community members, on best practices for providing welcoming and inclusive experiences for lesbian, gay, bisexual, transgender, and gender nonbinary visitors and their families to the Miami region.
- Offered as an online resource and as an in-person class.

### **Pink Flamingo Hotel Certification Program**

- The Pink Flamingo Hospitality Program trains and certifies hospitality service professionals on gender and orientation and gives them tools to respond appropriately to all people, essential for creating environments where all visitors and employees are welcome and Miami businesses thrive. This program is provided by Miami Dade Gay & Lesbian Chamber in partnership with Yes Institute.

### **Migrant Workers (Hospitality Industry)**

Miami-Dade College provides training for hospitality workers who have been furloughed or lost their jobs due to the COVID-19 pandemic.

- The Hotel Worker Relief Grant Program is a collaboration that brings together three key elements: Higher education in the form of MDC's grant administration and curriculum activation, local government resources, and program development through the Greater Miami and the Beaches Hotel Association. Together, this coalition of forces is focusing on providing real support to those in need.
- Hotel employees that are Miami-Dade residents who have lost their jobs or been furloughed due to COVID-19 may apply. The program has the capacity to admit up to 2,500 individuals. Each hotel has a limited number of vacancies for the program. Individuals are enrolled on a first-come, first-serve basis. All applications will be verified by the respective hotels.
- A stipend of up to \$1,000 will be awarded to impacted hotel workers who complete the training workshop. The workshop curriculum focuses on the professional development of hotel workers, and includes employment skills training, opportunities for advancement in the hotel industry, and exposure to other career paths.
- The workshop provides employability skills training, COVID-19 workplace training, resume writing, and assistance with career opportunities

## **LGBTQ**

- It is important to reiterate that Miami-Dade County has a Human Rights Ordinance in place which makes it unlawful to discriminate against any person in Miami-Dade County in employment; housing; public accommodations; and credit and financing practices on the basis of race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, sexual orientation, source of income, gender identity or expression, and/or status as a victim of domestic violence, dating violence, or stalking.
- Miami-Dade County has a long history of inclusion and hosting successful events. Miami-Dade County along with the Miami-Dade Gay and Lesbian Chamber of Commerce, the Greater Miami Convention & Visitors Bureau LGBTQ Department and its many diversities, equity and inclusion partners and stakeholders remain committed to ensuring the 2026 FIFA World Cup is the most inclusive in its storied history.
- The Ergon Report referenced that the State of Florida does not have state-wide protections for the LGBTQ community, however, Miami-Dade County does have protections in place. As the agency tasked with mitigation issues/complaints that may arise from hosting the World Cup, Miami-Dade County is well equipped to address and respond.
- The Miami-Dade State Attorney's Office Hate Crime Hotline, 786-687-2566, is available 24 hours, seven days a week, for anyone wishing to speak to a victim counselor and report a hate crime.

### **Human Trafficking of Children**

The Women's Fund will comprise part of the Host Committee effort. A link to their previous outreach is found below. A campaign unique to the World Cup will be developed. It is critical that a World Cup campaign be survivor-led and appropriately staffed and budgeted in advance. As previously noted, the Women's Fund and several agencies have experience with coordinating these efforts successfully. The efforts of the Host Committee with the involvement from this experienced organization and the Human Trafficking Task Force mentioned below, give The Miami Bid a proven track-record in this critical risk area to the benefit of FIFA and the local community. Efforts will be coordinated with FIFA and the "It's a Penalty Campaign" or other FIFA campaigns as necessary.

<https://womensfundmiami.org/stop-sex-trafficking/>

MDPD/Human Trafficking Squad (HTS) is committed to combatting human trafficking. As such, MDPD has a full-time squad that exclusively conducts human trafficking investigations consisting of Commercial Sexual Exploitation of Children, Minor and Adult Sex Trafficking Cases, Domestic Involuntary Servitude, and Forced Labor. MDPD/HTS dedicates its efforts to ensuring a continuous focus on human trafficking investigations and successful prosecution of trafficking perpetrators.

MDPD is also the lead law enforcement agency for the South Florida Human Trafficking Task Force (SFHTTF), which is federally funded by the Office for Victims of Crime (OVC). The SFHTTF was established in 2008 in partnership with MDPD and has received funding on multiple occasions to continue its efforts. The SFHTTF uses an enhanced collaborative approach composed of local, state, and federal law enforcement and a diverse group of community victim service providers. The SFHTTF has over 400 members from Monroe, Miami-Dade, and Broward Counties. Funding provided by OVC allows for targeted training on human trafficking for law enforcement personnel and community members. Outreach to MDC residents leading to major events are coordinated by SFHTTF in collaboration with law enforcement and professionals working in anti-human trafficking efforts. Miami-Dade is unique in that it's a major tourist destination, has a large agricultural industry, is home to the 8th most populous Core

Based Statistical Area in the U.S., and hosts a variety of high-profile business and professional sporting events. All are key elements that make a region susceptible to human trafficking.

An example of a large-scale sporting event was Super Bowl LIV in February 2020. MDPD was the primary law enforcement agency charged with addressing safety and security for Super Bowl LIV. Multiple committees were established to narrow responsibilities, including the Human Trafficking Law Enforcement Committee chaired by MDPD. Personnel were selected and assigned based on their assignment within the Federal Bureau of Investigation Child Exploitation and Human Trafficking Task Force, SFHTTF, and the Miami-Dade State Attorney's Human Trafficking Task Force. Coordination of more than 20 law enforcement agencies and 204 sworn and civilian personnel was successfully implemented.

MDPD established a dedicated, regional email reporting system to augment the National Human Trafficking Hotline and to receive and disseminate investigative leads of human trafficking, which generated 114 tips. In collaboration with local, state and federal law enforcement agencies, 13 victims of human trafficking, of which three were juveniles, were identified and recovered.

An example of a successful prosecution related to the human trafficking investigative efforts during Super Bowl LIV is a case regarding a subject who coerced two women and a girl into selling themselves for sex in Miami. He was found guilty of commercial sex trafficking by a federal jury and faces a sentence of up to life in prison. This case was investigated by the FBI's ... sentence doesn't finish.

- The State of Florida was recently ranked first in the U.S. in combatting child trafficking <https://thecapitolist.com/florida-stands-out-again-this-time-for-combating-child-trafficking/?web=1&wdLOR=cAEE2A125-9BAC-462B-A974-0914906E67F6>

### **Right to Participate**

Miami-Dade County has a Citizens' Bill of Rights that provides for the right to participate in meetings and transact business with the County and municipalities. The Citizens Bill of Rights also requires "Truth in Government," requiring that no County or municipal official or employee shall knowingly furnish false information on any public matter, nor omit significant facts. All records are open for inspection.

- Citizens have a right to be heard and may appear before any municipality. All County Commission meetings are open to public input.
- The Commission on Ethics and Public Trust also trains employees and people transacting business with the county on rules regarding ethical and illegal behavior in the conduct of county business.
- Miami-Dade has a robust Small Business Program that has contracted more than \$900 million over the past three years with local and small businesses. This model has been effectively used for special events to ensure that opportunities created are provided to all business in our community. As with previous events, programming specific to small and local business contracting will be managed by the Host Committee, working closely with FIFA to facilitate business and perform this function on behalf of FIFA.

### **People with Disabilities**

- Miami-Dade County strives to create opportunities for economic inclusion and facilitate the employment of people with disabilities with a reasonable accommodation fund. Non-proprietary County departments can seek reimbursement from the fund for accommodations for employees with disabilities.



- The Miami-Dade ADA Office provides free training upon request for Miami-Dade County government departments, as well as the other local municipalities, disability non-profits, and arts and cultural organizations. Training is available on a wide range of topics, including ADA requirements for the provision of local government programs and services, cultural and arts programming, employment, as well as disability etiquette and sensitivity.

### **Lasting Legacy**

The Miami Bid Committee understands the importance of leaving a lasting legacy in the community and is dedicated to doing so in Miami and South Florida. In concert with FIFA and US Soccer, and with support from Inter Miami CF and its community stakeholders and businesses, the Bid Committee is committed to ensuring that human rights and inclusion challenges faced when being a Host City are identified and mitigated. We plan to take that one step further by ensuring that, as a Host City, we maximize the platform the World Cup gives us to provide longevity in continuing to raise awareness for on-going human rights issues and support for those affected. Miami plans on creating a positive human rights legacy project that will provide a permanent, physical, and tangible footprint that will last long after the tournament has ended and will improve the communities that make up Miami and South Florida.

The 2026 World Cup will be the 23rd World Cup in the history of competition. To celebrate and commemorate being a Host City during the 23rd World Cup, and to continue to raise awareness and create a positive human rights legacy project that can have measurable impact, Miami will propose building 23 soccer pitches around Miami and South Florida. More than just pitches, each will have a story, a purpose, and a function in the communities they serve. Each pitch will have three main goals:

- Human Rights Issues - Each field will be individually designed and painted to represent a human rights issue to continue to raise awareness and promote equality. The fields will tell a story and promote equality for those it serves.
- Provide Access to Soccer – The fields would be a community pitch and provide access to the beautiful game and other sports for children. Not having a safe and well-maintained pitch to play on is a barrier to entry for many youths across South Florida and this would help provide access for all kids interested in playing. It can also become a sense of pride for the community and promote exercise and healthy living.
- A History Lesson – In addition to addressing and raising awareness for human rights issue and providing access to a safe place for kids to play and gather, the pitches will also serve as a history lesson pertaining to each of the 23 FIFA World Cups.

The pitches can also incorporate the culturally relevant aspects of each community they are built in and can be designed and painted by local artists, children and action groups, ensuring the pitches are complimenting the community they serve.

On a day-to-day basis, the pitches would mainly be used for youth soccer and activities, however, the use will continue to be tied to the cause they represent. They can be used for events or as a meeting location for organizations and groups that work for the betterment of that specific human rights or social issue the pitch is dedicated to. We believe these pitches will serve our community and act as beacons for equality for generations to come.