

FIFA World Cup 2026 HUMAN RIGHTS STRATEGY

City of Los Angeles
Updated 30 June 2021

TABLE OF CONTENTS

OVERVIEW	4
1. Please provide a comprehensive list of relevant engagements with human rights stakeholders taking place between July 2020 and January 2021	6
1. STANDING IN SOLIDARITY	7
2. UPRISING 2020: WHAT'S NEXT	8
3. DISABILITY ACCESS & FUNCTIONAL NEEDS (DAFN) COALITION ZOOM RECORDING	8
4. WOMEN'S EQUALITY DAY 2020	8
5. STAND UP AGAINST HATE: A DIALOGUE WITH THE L.A. TRANSGENDER COMMUNITY	9
6. COMMUNITY FORUM ON POLICE REFORM	9
7. RACIAL EQUITY AND NEWLY EMPOWERED WORKPLACES (RENEW) TASK FORCE	10
8. RE-ENTRY DURING A PANDEMIC	10
9. STAND AGAINST HATE: A DIALOGUE WITH THE ASIAN PACIFIC ISLANDER COMMUNITY	11
10. BLACK WOMEN AND THE LAW SUMMIT	11
11. CITY HUB AND NETWORK FOR GENDER EQUITY (CHANGE) LAUNCH EVENT	12
12. LA VS. HATE	12
13. 29TH EMPOWERMENT CONGRESS	12
14. REACHING LA CITY IMMIGRANTS: RESPONSES AND RESOURCES DURING THE COVID-19 PANDEMIC	13
15. CITY OF LOS ANGELES COMMISSION MEETINGS	14
COMMISSION ON CIVIL RIGHTS	14
HUMAN RELATIONS COMMISSION MEETINGS	17
COMMISSION ON THE STATUS OF WOMEN MEETINGS	19
POLICE COMMISSION MEETINGS	20
COMMISSION ON DISABILITY MEETINGS	25
2. Please provide a list of potential human rights-related risk areas identified and discussed through the stakeholder engagement process	28
1. TRAFFICKING OF PERSONS, INCLUDING MINOR SEX WORKERS	29
2. LABOR ABUSES	31
3. PUBLIC SAFETY AND SECURITY	35
4. DISPLACEMENT OF UNHOUSED RESIDENTS	36
5. ACCESSIBILITY CHALLENGES	38
6. PUBLIC ENGAGEMENT	40
3. Please provide a list of areas where the host city and its stakeholders see opportunities for a lasting positive human rights legacy of the tournament	42
1. SPORTING LEGACY	43
2. ECONOMIC LEGACY	44

3. INFRASTRUCTURE LEGACY	46
4. CULTURAL LEGACY	47
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 (Section) 2	49
1. TRAFFICKING OF PERSONS, INCLUDING MINOR SEX WORKERS	50
2. WORKER'S RIGHTS	51
3. PUBLIC SAFETY AND SECURITY	54
4. DISPLACEMENT OF UNHOUSED RESIDENTS	55
5. ACCESSIBILITY CHALLENGES	56
6. PUBLIC ENGAGEMENT	56
5. Please provide an overview on where and how persons who may be adversely affected with respect to the different risk areas identified may raise concerns with relevant entities and get remedy for impacts they may have suffered	58
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 (Section) 3	60
1. SPORTS LEGACY	61
2. ECONOMIC LEGACY	63
3. INFRASTRUCTURE LEGACY	64
4. CULTURAL LEGACY	65
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	67

OVERVIEW

This report has been prepared by the Office of the Mayor of Los Angeles, in partnership with the Los Angeles World Cup 2026 Host Committee, LLC as host committee representative to the *Fédération Internationale de Football Association* (FIFA) and the United Bid Committee in preparation for the 2026 World Cup. As specific locations for FIFA World Cup events in 2026 have yet to be determined, this strategy will continue to be expanded and enriched through engagement with specific host communities, residents, and human rights stakeholders in the lead-up to the event. The Host Committee looks forward to collaboration across the Los Angeles region to advance human rights as a legacy of the 2026 FIFA World Cup.

Between 2021 and 2026, the L.A. region will host major sporting events, including Major League Soccer and Major League Baseball's All-Star Games, the National Football League's Super Bowl LVI, the National College Football championship, the U.S. Golf Association's 123rd U.S. Open Championship, and the NCAA Division I West Regional tournament. Through these events, other major cultural events, and the regular competition of a dozen professional sports teams, Los Angeles has experience in collaborating across jurisdictions to ensure public safety, mobility, communication, and public engagement.

For Los Angeles and cities across the United States, federal law includes many protections that align with international human rights conventions and prohibit discrimination on the basis of race, color, religion, sex, sexual orientation, national origin, disability, or age. This includes, among others, provisions of the [Civil Rights Acts of 1964 and 1991](#), the [Lilly Ledbetter Fair Pay Act of 2009](#), the [Americans with Disabilities Act of 1990](#), the [Rehabilitation Act of 1973](#), the [Equal Employment Opportunity Act of 1972](#), the [National Labor Relations Act of 1935](#), and the [Trafficking Victims Protection Act of 2000](#). The State of California, likewise, augments these protections with additional laws, such as the [Fair Employment and Housing Act](#), the [California Equal Pay Act](#), among others.

The City of L.A. and other regional authorities complement these federal and state laws with specific ordinances, programs, and initiatives focused on providing greater access to and reinforcing these legal frameworks, protecting vulnerable populations, and eliminating structural inequalities. In August 2019, the [Commission on Civil Rights](#) was created by [City Ordinance 186084](#). This ordinance establishes that "The City of Los Angeles has a duty to protect and promote public welfare within its boundaries and to protect residents and visitors against discrimination, threats and retaliation based on a real or perceived status," laying a strong legal foundation for accountability. Further, the Los Angeles City Council approved [City Ordinance 19-0860](#) in May of 2020, requiring equal pay or compensation for all special events held within the City.

Throughout the global COVID-19 pandemic in 2020 and the public demonstrations against racial injustice, the City of Los Angeles focused on centering equity throughout the City's emergency response and all of its services and operations. In February 2020, Mayor Eric Garcetti built on the Civil Rights Commission and the 2019 ordinance, and announced Capri Maddox would be the first General Manager

of the City's newly launched Civil + Human Rights and Equity Department ([LA Civil Rights](#)) (see below). In June, the Mayor signed [Executive Directive 27](#), focused on Racial Equity in City Government, and in July he announced a series of police reform efforts, including the establishment of the [Community Safety Partnership Bureau](#). In October, the Mayor announced a private-sector complement for Executive Directive 27, the [Racial Equity & Newly Empowered Workplaces \(RENEW\)](#) Task Force, a coalition of private sector leaders pledging their commitment to advance racial equity in their workforces. And throughout the pandemic, the City has been focused on ensuring an equitable response, tracking [data disaggregated by race and geography daily since April 13, 2020](#) to concentrate resources, including testing and now vaccinations, in neighborhoods with the greatest need. Programs and protections, many in partnership with [the Mayor's Fund for Los Angeles](#), included direct financial assistance to families through the Angeleno Campaign, Grocery Initiative for Vital Emergency Needs (GIVEN), and Secure Emergency Relief for Vulnerable Employees (SERVE), as well as Emergency Child Care Assistance, Meals for Seniors, and Project Safe Haven to increase shelter options for survivors of domestic violence. In May 2021, the Mayor's Office launched AAPI United, a new initiative driven by an advisory board of AAPI thought leaders that will focus on developing strategies and a roadmap for providing a greater voice for the Los Angeles Area Asian American Pacific Islander community.

In May 2021, the City launched a year-long outreach campaign in response to the increase in hate incidents during the COVID-19 pandemic. [LA for All](#) messaging will be found on City assets until May 2022. Residents can also access a new resource hub with information on identifying and reporting hate crime and incidents within the City and County of L.A. With over 226 languages spoken in the City, the outreach materials for these and other programs have been translated into several languages to ensure information is widely accessible.

These initiatives in response to COVID-19 are, like all of the City's efforts, focused on making Los Angeles a safer, more prosperous, and well-run city for all Angelenos, and leaving no one behind.

CITY OF LOS ANGELES CIVIL, HUMAN RIGHTS & EQUITY DEPARTMENT

The Civil, Human Rights and Equity (LA Civil Rights) Department was stood up on December 1, 2020 and was formally established by [City Ordinance 187032](#). LA Civil Rights manages and supports the Commission on Civil Rights (CCR), the Commission on the Status of Women (CSW), the Human Relations Commission (HRC), as well as the Transgender Advisory Council and various ad-hoc committees.

LA Civil Rights mission is to maintain and strengthen Los Angeles' diversity, equity, and accountability. LA Civil Rights works toward a racially equitable environment that levels the playing field and enhances opportunities for diverse communities. The department is tasked with addressing the long-standing discrimination impacting underserved and minority communities which denies equal treatment in private employment, housing, education, and commerce.

1. Please provide a comprehensive list of relevant engagements with human rights stakeholders taking place between July 2020 and January 2021

REQUESTED INFORMATION:

Please provide a comprehensive list of relevant engagements with human rights stakeholders taking place between July 2020 and January 2021, including at a minimum for each engagement:

- the format of the engagement (e.g. bilateral meetings or calls, workshops, webinars)
- the entity that led/moderated the engagement
- a list of the names of the participating organisations/entities (both external stakeholders and entities from within the host city authorities) and their roles/types of expertise
- a brief description of the topics discussed and relevant outcomes

1. STANDING IN SOLIDARITY

DATE: June 26, 2020

FORMAT: virtual town hall

LEAD ENTITY: [Young Women's Christian Association \(YWCA\) of Los Angeles](#)

PARTICIPATING ENTITIES:

Karen Bass, U.S. Congressmember of California, District 37

Faye Washington, YWCA GLA President

Capri Maddox, Executive Director, Los Angeles Department of Civil and Human Rights

Dr. Melina Abdullah, Co-Founder of the Los Angeles Chapter of Black Lives Matter

Avis Ridley-Thomas, Co-Director of the Institute for Nonviolence in Los Angeles and Days of Dialogue

Nury Martinez, President, Los Angeles City Council

Terra Russell-Slavin, Director, Policy and Community Building, Los Angeles LGBT Center

Jorja Leap, Director, UCLA Social Justice Research Partnership

Kristen Clarke, President & Executive Director, Lawyers' Committee for Civil Rights Under Law

Justin Sanders, Co-Managing Partner of Sanders Roberts LLP, Carl Douglas, Attorney Specializing in Police Misconduct Cases and President at Douglas / Hicks Law, A Professional Corporation

Tara Peterson, Chief Executive officer, YWCA Glendale

Angeline Chen, YWCA Pasadena Board Chair

Tanis Crossley, YWCA, Executive Director

TOPICS & OUTCOMES: YWCA LA Town Hall "Standing in Solidarity" to discuss racism, social injustice, and reform with a panel of esteemed guests and CBS2's Pat Harvey.

2. UPRISING 2020: WHAT'S NEXT

DATE: July 2020

FORMAT: public webinar

LEAD ENTITY: [Empowerment Congress Human Services Committee](#)

PARTICIPATING ENTITIES: Emily Williams, Senior Deputy for Human Services and Child Welfare for L.A. County; Second District Supervisor Mark Ridley-Thomas; Capri Maddox, Executive Director, LA City Civil and Human Rights Department; Derric Johnson, Founding Director, Crossroads Institute for Equity and Justice; Robin Toma, Executive Director, L.A. County Human Relations Commission

TOPICS & OUTCOMES: A debriefing opportunity around recent local and nationwide police reform and social justice protests that examined how participants can impact racial equity and justice advocacy from the community, professional, and personal perspectives.

3. DISABILITY ACCESS & FUNCTIONAL NEEDS (DAFN) COALITION ZOOM RECORDING

DATE: July 15, 2020

FORMAT: virtual event

LEAD ENTITY: [City of Los Angeles Department on Disability](#)

PARTICIPATING ENTITIES:

Jody Armour - Author, Playwright, USC Professor of Law

Robert Sowell - Assistant Executive Director, County of Los Angeles Commission on Human Relations

Capri Maddox - Executive Director, City of Los Angeles Department of Civil and Human Rights

TJ Hill - Executive Director, Disability Community Resource Center

TOPICS & OUTCOMES: Civil Rights Implications of COVID-19 Policies.

4. WOMEN'S EQUALITY DAY 2020

DATE: August 26, 2020

FORMAT: virtual event

LEAD ENTITY: [The Getty House Foundation Women's Leadership Series](#)

PARTICIPATING ENTITIES: Mindy Kaling: Emmy-nominated writer, producer, *New York Times* best-selling author, director and actor; Valerie B. Jarrett: Attorney, Senior Distinguished Fellow at the

University of Chicago Law School, a senior advisor to the Obama Foundation, a *New York Times* best-selling author, and a former Advisor to President Barack Obama; Aimee Allison: Founder and President of She the People; and María Teresa Kumar: Founding President of Voto Latino and Emmy-nominated MSNBC contributor

TOPICS & OUTCOMES: Women’s Equality Day 2020 honored the 100th Anniversary of the 19th Amendment, granting women the right to vote. The conversation featured the trailer for the documentary “And She Could Be Next” and a panel discussion moderated by Mayor Eric Garcetti with the women driving the work today to expand voter participation, increase the number of women in elected positions, and combat voter suppression.

5. STAND UP AGAINST HATE: A DIALOGUE WITH THE L.A. TRANSGENDER COMMUNITY

DATE: September 18, 2020

FORMAT: public webinar

LEAD ENTITY: City of Los Angeles [Civil and Human Rights Department](#) and [L.A. City Council District 13](#)

PARTICIPATING ENTITIES: Karina Samala, TAC Chair (She/Her), Eric Garcetti, Mayor (He/Him), Mike Feuer, City Attorney (He/Him), Mitch O’Farrell, Councilmember (He/Him), Bea Girmala, LAPD (She/Her), Capri Maddox, CHRD (She/Her), Jazzmun Crayton, TAC Member (She/Her)

TOPICS & OUTCOMES: Elected leaders, LAPD, and members of the transgender community came together to discuss strategies to combat the rise of transgender hate incidents in the city and discuss a path forward.

6. COMMUNITY FORUM ON POLICE REFORM

DATE: October 1, 2020

FORMAT: public webinar

LEAD ENTITY: [Board of Police Commissioners](#) and the Advisory Committee on Building Trust and Equity

PARTICIPATING ENTITIES: open to the public

TOPICS & OUTCOMES: The forum series is aimed at listening to ideas and suggestions for police reform from community groups, social justice advocates, clergy, academics, and other community-based organizations. For more information, see the event [release](#).

7. RACIAL EQUITY AND NEWLY EMPOWERED WORKPLACES (RENEW) TASK FORCE

DATE: October 5, 2020

FORMAT: virtual event

LEAD ENTITY: [Office of the Mayor of Los Angeles](#)

PARTICIPATING ENTITIES:

Karim Webb, CEO, 4th Mvmt; RENEW Co-Chair

Danny Acosta, Boston Consulting Group (BCG)

Nambi Gardner, Senior Associate, Gensler

Audrey Handelman, Senior Associate, Gensler

Karin Kuo, Vice President of People, Relativity Space

Martin Muoto, Founder, SoLA Impact

Perika J. Sampson, Executive Director & Sr. Regional Diversity Officer, Morgan Stanley

Jamie Sullivan, Director of Social Impact, Soylent

Demetra Thornton, Architect & Senior Associate, Gensler

Jose Torres, Vice President of Learning & Organizational Development, Universal Music Group

The Annenberg Foundation will support and fund the data collection and reporting process.

TOPICS & OUTCOMES: The Task Force is a broad coalition committed to a clear goal: rooting out structural racism in our businesses and building a more just, fair, and equitable Los Angeles. The work will be founded on six pillars: 1. Build and shape an inclusive pipeline and equitable hiring process across all levels and functions; 2. Create equitable development opportunities for retention and promotion; 3. Reduce and eradicate any like-for-like racial compensation gap; 4. Build a diverse procurement and vendor network that supports and promotes equity; 5. Include minority groups with an equitable company portfolio and brand; 6. Support organizations and communities advancing equity through communication, donations and action

8. RE-ENTRY DURING A PANDEMIC

DATE: [October 7, 2020](#)

FORMAT: public webinar

LEAD ENTITY: Civil + Human Rights and Equity Department

PARTICIPATING ENTITIES:

U.S. Representative Karen Bass, CA-37

CA Assemblymember RJ Sawyer

Shirley Torres of Homeboy Industries

Peter Espinoza of the Office of Diversion & Re-entry
Doug Bond of the Amity Foundation
Capri Maddox of the Civil & Human Rights Department
Moderator: Joseph Joe Paul of the LAARP Foundation

TOPICS & OUTCOMES: How do individuals just getting out of the prison system adjust to civilian life - during a worldwide pandemic?

The Los Angeles Civil & Human Rights Department hosted an event about Re-Entry during the COVID-19 pandemic.

9. STAND AGAINST HATE: A DIALOGUE WITH THE ASIAN PACIFIC ISLANDER COMMUNITY

DATE: October 29, 2020

FORMAT: public webinar

LEAD ENTITY: Civil + Human Rights and Equity Department

PARTICIPATING ENTITIES: L.A. Civil and Human Rights and Equity Department Executive Director Capri Maddox, Mayor Eric Garcetti, L.A. Police Department Deputy Chief Blake Chow, Councilmember David Ryu, Manjusha P. Kulkarni, Executive Director Asian Pacific Policy and Planning Council, and Hong Lee, hate crime victim & activist; [KACIE Strategies](#)

TOPICS & OUTCOMES: Elected leaders, public servants, and members of the Asian Pacific Islander community came together to discuss strategies to combat the rise of hate crimes against the Asian Pacific Islander in the city and find a path forward.

10. BLACK WOMEN AND THE LAW SUMMIT

DATE: November 6, 2020

FORMAT: workshop and forum

LEAD ENTITY: [Pepperdine Caruso School of Law](#)

PARTICIPATING ENTITIES: Civil + Human Rights and Equity Department

TOPICS & OUTCOMES: This 5-hour workshop provided a forum to examine the status of black women, focusing on the impact of legal and other systemic barriers to societal and professional advancement, while highlighting and celebrating their historic contributions to law and society. This forum equipped participants, Black women, and allies to mobilize in a call to action to open pathways for success and elevate Black women's contributions to the legal profession and to our larger society.

11. CITY HUB AND NETWORK FOR GENDER EQUITY (CHANGE) LAUNCH EVENT

DATE: November 23, 2020

FORMAT: [virtual event](#)

LEAD ENTITY: Six co-founding cities: Barcelona, Freetown, London, Los Angeles, Mexico City, Tokyo

PARTICIPATING ENTITIES: Inga Beale, former CEO of Lloyd's of London; the elected Mayors/Leaders of Barcelona, Freetown, London, Los Angeles, Mexico City, and Tokyo

TOPICS & OUTCOMES: CHANGE will assemble cities throughout the world committed to promoting gender equity initiatives, exchanging best practices in tackling sexism, misogyny, and gender-based injustice, and using the gender equity toolkit developed in Los Angeles to build their own models for progress and action.

12. LA VS. HATE

DATE: November 30, 2020

FORMAT: virtual event

LEAD ENTITY: LA vs. Hate

PARTICIPATING ENTITIES: County of Los Angeles

TOPICS & OUTCOMES: On November 30, 2020, Executive Director Capri Maddox (LA Civil Rights) joined leaders from across the County of Los Angeles for an event with LA vs. Hate - an experiment to build awareness around reporting hate, to streamline and improve the process for victims or witnesses to report incidents, to offer resources for victims, and to build a network of community agencies to collaborate to prevent acts of hate.

LA vs. Hate is an initiative of the County's Human Relations Commission. More information about this ongoing series can be found at www.lavshate.org.

13. 29TH EMPOWERMENT CONGRESS

DATE: January 19, 2021

FORMAT: virtual summit

LEAD ENTITY: City Councilmember Mark Ridley-Thomas

PARTICIPATING ENTITIES:

Capri Maddox, Executive Director of the Department of Civil and Human Rights
Carolyn Hull, General Manager of the Department of Economic and Workforce Development
Danielle Brazell, General Manager of the Department of Cultural Affairs
Raquel Beltran, General Manager of the Department of Neighborhood Empowerment
Ann Sewill, General Manager of the Housing + Community Investment Department
U.S. Congressmember Karen Bass
Los Angeles County Supervisor Holly J. Mitchell
Los Angeles County District Attorney George Gascón
Los Angeles Mayor Eric Garcetti
Los Angeles City Council President Nury Martinez
Los Angeles City Councilmember Mark Ridley-Thomas

TOPICS & OUTCOMES: On January 16, 2021, the start of Martin Luther King, Jr. weekend, City Councilmember Mark Ridley-Thomas hosted the 29th Annual Empowerment Congress, titled "Reimagining Civic Engagement: Fueling a Movement for a Better Tomorrow." The virtual summit featured leaders from across Los Angeles in every level of government.

14. REACHING LA CITY IMMIGRANTS: RESPONSES AND RESOURCES DURING THE COVID-19 PANDEMIC

DATE: [January 28, 2021](#)

FORMAT: public webinar

LEAD ENTITY: Civil + Human Rights and Equity Department (LA Civil Rights) and the City of Los Angeles Human Relations Commission Immigration Ad Hoc Committee

PARTICIPATING ENTITIES:

Los Angeles Mayor Eric Garcetti
Councilmember Gil Cedillo, District 1
Capri Maddox, Executive Director of the Civil + Human Rights and Equity Department
Angelica Solis-Montero, President of the LA City Human Relations Commission
Dr. Paul Simon, Chief Science Officer at the Los Angeles County Department of Public Health
Amanda Daflos, Chief Innovation Officer for the Office of Mayor Garcetti
Nora Preciado, Director of Immigrant Affairs for the Office of Mayor Garcetti
Veronica McDonnell, Housing + Community Investment Department's Family Source Center Program

TOPICS & OUTCOMES: This event brought together city leaders, public health experts, and immigrant community service providers to share the latest COVID-19 information and resources with Los Angeles' immigrant communities. The webinar was specifically designed to support community organizations and service providers in Los Angeles' immigrant communities, empowering them with

information and resources that will allow them to better serve immigrant communities across Los Angeles.

15. CITY OF LOS ANGELES COMMISSION MEETINGS

City Department and Bureaus are headed by General Managers. However, some Departments are also overseen by an advisory or controlling Board or Commission, whose members are appointed by the Mayor and subject to confirmation by City Council.

A list of Boards and Commissions with links to information about their members, contact information, meeting agendas, and minutes can be found [here](#).

Meetings of the most relevant commissions between July 2020 and January 2021 are summarized below:

COMMISSION ON CIVIL RIGHTS

All Commission on Civil Rights meeting agendas and recordings can be found online and are publicly accessible [here](#).

COMMISSION ON CIVIL RIGHTS 7/17/20

DATE: July 17, 2020

FORMAT: teleconference (audio)

LEAD ENTITY: Commission on Civil Rights

PARTICIPATING ENTITIES:

Commissioners in Attendance: Araceli Campos, Aziza Hasan, Helena Marissa Montes, Maegan E. Ortiz, Keith Parker, and Abigail Zelenski

Other participants:

Executive Director Capri Maddox

Manjusha P. Kulkarni of Asian Pacific Policy & Planning Council

TOPICS & OUTCOMES:

PRESENTATION: COVID-19 Related Hate Crimes Against AAPIs

EXECUTIVE DIRECTOR'S REPORT

COMMISSION ON CIVIL RIGHTS 8/13/20

DATE: August 13, 2020

FORMAT: teleconference (audio)

LEAD ENTITY: Commission on Civil Rights

PARTICIPATING ENTITIES:

Commissioners in Attendance: Araceli Campos, Aziza Hasan, Leslie Ivie, Helena Marissa Montes, Maegan E. Ortiz, Keith Parker, and Abigail Zelenski

Other participants:

Executive Director Capri Maddox

Ms. Alexandra Valdes the Executive Director of the LA City/County Native American Indian Commission

Ms. Castro the Chairwoman of the LA City/County Native American Indian Commission

TOPICS & OUTCOMES:

PRESENTATION: LA City/County Native American Indian Commission

EXECUTIVE DIRECTOR'S REPORT

COMMISSION ON CIVIL RIGHTS 9/10/20

DATE: September 10, 2020

FORMAT: teleconference (audio)

LEAD ENTITY: Commission on Civil Rights

PARTICIPATING ENTITIES:

Commissioners in Attendance: Araceli Campos, Aziza Hasan, Leslie Ivie, Helena Marissa Montes, Maegan E. Ortiz, Keith Parker, and Abigail Zelenski

Other participants:

Executive Director Capri Maddox

Professor Victor Narro from UCLA's Department of Labor Studies and Chicano Studies

TOPICS & OUTCOMES:

PRESENTATION: Creation of the Civil and Human Rights Commission - UCLA Labor Center

EXECUTIVE DIRECTOR'S REPORT

COMMISSION ON CIVIL RIGHTS 10/08/20

DATE: October 8, 2020

FORMAT: teleconference (audio)

LEAD ENTITY: Commission on Civil Rights

PARTICIPATING ENTITIES:

Commissioners in Attendance: Araceli Campos, Aziza Hasan, Leslie Ivie, Helena Marissa Montes, Maegan E. Ortiz, Keith Parker, and Abigail Zelenski

Other participants:

Executive Director Capri Maddox

LA Black Workers Center of UCLA Executive Director Janelle Bailey and Ms. Mindy Garland

TOPICS & OUTCOMES:

PRESENTATIONS: LA Black Worker Center Janel Bailey, Co-Executive Director of Organization and Programs

EXECUTIVE DIRECTOR'S REPORT

COMMISSION ON CIVIL RIGHTS 11/12/20

DATE: November 12, 2020

FORMAT: teleconference (audio)

LEAD ENTITY: Commission on Civil Rights

PARTICIPATING ENTITIES:

Commissioners in Attendance: Araceli Campos, Aziza Hasan, Leslie Ivie, Helena Marissa Montes, Maegan E. Ortiz, Keith Parker, and Abigail Zelenski

Other participants:

Executive Director Capri Maddox

Commissioner Filla, President of the Commission on the Status of Women (CSW)

Commissioner Solis-Montero, President of the Human Relations Commission (HRC)

TOPICS & OUTCOMES:

PRESENTATIONS:

Human Relations Commission Presentation - Angelica Solis-Montero

Commission on the Status of Women Presentation - Jackie Filla

EXECUTIVE DIRECTOR'S REPORT

COMMISSION ON CIVIL RIGHTS 01/14/20

DATE: January 14, 2021

FORMAT: teleconference (audio)

LEAD ENTITY: Commission on Civil Rights

PARTICIPATING ENTITIES:

Commissioners in Attendance: Araceli Campos, Leslie Ivie, Helena Marissa Montes, and Abigail Zelenski

Other participants:

Executive Director Capri Maddox

TOPICS & OUTCOMES:

EXECUTIVE DIRECTOR'S REPORT

HUMAN RELATIONS COMMISSION MEETINGS

All Human Relations Commission meeting agendas and minutes can be found online and are publicly accessible [here](#). The [Transgender Advisory Council](#) also reports updates during the Human Relations Commission meetings.

HUMAN RELATIONS COMMISSION 7/22/20

DATE: [July 22, 2020](#)

FORMAT: teleconference(video and audio)

LEAD ENTITY: Human Relations Commission

PARTICIPATING ENTITIES: Commissioners, staff, public

TOPICS & OUTCOMES: Discuss the City of Los Angeles Innovation Fund; Update from Capri Maddox on the Civil and Human Rights Department

HUMAN RELATIONS COMMISSION 8/26/20

DATE: [August 26, 2020](#)

FORMAT: teleconference(video and audio)

LEAD ENTITY: Human Relations Commission

PARTICIPATING ENTITIES: Commissioners, staff, public

TOPICS & OUTCOMES: Discussion on LA Innovation Fund project; Presentation from L.A.'s Chief Equity Officer, Deputy Mayor Brenda Shockley; Update on Civil and Human Rights Department

HUMAN RELATIONS COMMISSION 9/23/20

DATE: [September 23, 2020](#)

FORMAT: teleconference(video and audio)

LEAD ENTITY: Human Relations Commission

PARTICIPATING ENTITIES: Commissioners, staff, public, County of L.A. Human Relations Executive Director

TOPICS & OUTCOMES: Latino Heritage Month presentation, historical and current perspectives // County HRC Presentation on Policing, presented by Robin Toma, County Human Relations Executive Director

HUMAN RELATIONS COMMISSION 10/28/20

DATE: [October 28, 2020](#)

FORMAT: teleconference(video and audio)

LEAD ENTITY: Human Relations Commission

PARTICIPATING ENTITIES: Commissioners, staff, public, Asian Pacific Policy & Planning Council

TOPICS & OUTCOMES: Dinner Dialogues program; Update on Civil and Human Rights Department; Hate Crimes targeting Asians and Asian Americans during the COVID-19 pandemic.

HUMAN RELATIONS COMMISSION 11/30/20

DATE: [November 30, 2020](#)

FORMAT: teleconference(video and audio)

LEAD ENTITY: Human Relations Commission

PARTICIPATING ENTITIES: Commissioners, staff, public, Rudy Ortega of the Tataviam Nation

TOPICS & OUTCOMES: Fernandefio Tataviam Band of Mission Indians Land Use and Recognition

HUMAN RELATIONS COMMISSION 1/27/21

DATE: [January 27, 2021](#)

FORMAT: teleconference(video and audio)

LEAD ENTITY: Human Relations Commission

PARTICIPATING ENTITIES: Commissioners, staff, public

TOPICS & OUTCOMES: Update on L.A.'s Civil + Human Rights and Equity Department

COMMISSION ON THE STATUS OF WOMEN MEETINGS

All Commission on the Status of Women meeting agendas and recordings can be found online and are publicly accessible [here](#).

COMMISSION ON THE STATUS OF WOMEN 7/24/20

DATE: July 24, 2020

FORMAT: teleconference(video and audio)

LEAD ENTITY: Commission on the Status of Women

PARTICIPATING ENTITIES:

Angeleno Card Program, Veronica McDonald, HCIDLA

New Civil and Human Rights Department, Joumana SilyanSaba and Nicole Bryant

CSW Communications, Ana Dahan

TOPICS & OUTCOMES: Angeleno Card Program // Civil and Human Rights Department

COMMISSION ON THE STATUS OF WOMEN 8/21/20

DATE: August 21, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Commission on the Status of Women

PARTICIPATING ENTITIES: Commissioners, L.A. Civil + Human Rights and Equity Department

TOPICS & OUTCOMES: Emerge into Equity Women Speakers Series in Partnership with CD4

COMMISSION ON THE STATUS OF WOMEN 9/18/20

DATE: September 18, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Commission on the Status of Women

PARTICIPATING ENTITIES:

Civil and Human Rights Department, General Manager Capri Maddox
Deputy Director of Auditing, Office of the Controller, Siri A. Khalsa
Emerge into Equity, President Jackie Filla

TOPICS & OUTCOMES: Closing the Gap: Women's Pay and Representation at the City of L.A Report // Women in the Time of COVID-19 Series Announcement

COMMISSION ON THE STATUS OF WOMEN 10/16/20

DATE: October 16, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Commission on the Status of Women

PARTICIPATING ENTITIES:

LAPD Deputy Chief, Emada Tingirides

TOPICS & OUTCOMES: Community Safety Partnership // Working Dreams Annual Holiday Toy Event

COMMISSION ON THE STATUS OF WOMEN 1/15/21

DATE: January 15, 2021

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Commission on the Status of Women

PARTICIPATING ENTITIES: Internal Meeting

TOPICS & OUTCOMES: Department Updates // Staffing & Budget // CSW Commissioner Nomination

POLICE COMMISSION MEETINGS

The full agendas for the Policy Commission meetings can be publicly accessed [here](#). The ten most recent meetings are summarized below.

POLICE COMMISSION 9/29/20

DATE: September 29, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Board of Police Commissioners

COMMISSIONERS: Eileen Decker (President), Shane Murphy Goldsmith (Vice President), Dale Bonner, Maria Lou Calanche, Steve Soboroff

TOPICS & OUTCOMES:

Report of chief of police

Public comments

Regular agenda items

- Department and community based organizations presentation and discussion on the status of Juvenile Youth Diversion programs

- Department's reports

POLICE COMMISSION 10/6/20

DATE: October 6, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Board of Police Commissioners

COMMISSIONERS: Eileen Decker (President), Shane Murphy Goldsmith (Vice President), Dale Bonner, Maria Lou Calanche, Steve Soboroff

TOPICS & OUTCOMES:

Report of chief of police

Public comments

Regular agenda items

- Inspector General's report on the Review of the Los Angeles Police Department's Donation Process

- Department's reports

POLICE COMMISSION 10/20/20

DATE: October 20, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Board of Police Commissioners

COMMISSIONERS: Eileen Decker (President), Shane Murphy Goldsmith (Vice President), Dale Bonner, Maria Lou Calanche, Steve Soboroff

TOPICS & OUTCOMES:

Report of chief of police

Public comments

Regular agenda items

Department's reports

POLICE COMMISSION 10/27/20

DATE: October 27, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Board of Police Commissioners

COMMISSIONERS: Eileen Decker (President), Shane Murphy Goldsmith (Vice President), Dale Bonner, Maria Lou Calanche, Steve Soboroff

TOPICS & OUTCOMES:

Report of Chief of Police

Public comments

Regular agenda items

Discussion of "RIPA in the Los Angeles Police Department" report by the California Policy Lab
Inspector General's report on the Review of Stops Conducted by the Los Angeles Police
Department in 2019

Department's reports

Executive Director's reports

POLICE COMMISSION 11/10/20

DATE: November 10, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Board of Police Commissioners

COMMISSIONERS: Eileen Decker (President), Shane Murphy Goldsmith (Vice President), Dale Bonner, Maria Lou Calanche, Steve Soboroff

TOPICS & OUTCOMES:

Report of chief of police
Public comments
Regular agenda items
 Executive Director's report
 Department's reports

POLICE COMMISSION 11/17/20

DATE: November 17, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Board of Police Commissioners

COMMISSIONERS: Eileen Decker (President), Shane Murphy Goldsmith (Vice President), Dale Bonner, Maria Lou Calanche, Steve Soboroff

TOPICS & OUTCOMES:

Report of chief of police
Public comments
Regular agenda items
 Inspector General's report on the the Review of Stops Conducted by the Los Angeles Police Department in 2019
 Department's reports

POLICE COMMISSION 11/24/20

DATE: November 24, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Board of Police Commissioners

COMMISSIONERS: Eileen Decker (President), Dale Bonner, Maria Lou Calanche, Steve Soboroff

TOPICS & OUTCOMES:

Report of Chief of Police
Public comments

Regular agenda items
Department's reports

POLICE COMMISSION 12/8/20

DATE: December 8, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Board of Police Commissioners

COMMISSIONERS: Eileen Decker (President), Dale Bonner, Maria Lou Calanche, Steve Soboroff

TOPICS & OUTCOMES:

Report of Chief of Police

Public comments

Regular agenda items

Verbal presentation and discussion from Loyola Marymount University, Thomas and Dorothy Leavey Center for the Study of Los Angeles, Fall 2020, "Police and Community Relations Survey"

Department's reports

POLICE COMMISSION 12/15/20

DATE: December 15, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Board of Police Commissioners

COMMISSIONERS: Eileen Decker (President), Dale Bonner, William J. Briggs, II, Maria Lou Calanche, Steve Soboroff

TOPICS & OUTCOMES:

Report of Chief of Police

Public comments

Regular agenda items

Gang Reduction and Youth Development (GRYD) and community representatives verbal presentation and discussion

Department's reports

POLICE COMMISSION 1/21/21

DATE: January 12, 2021

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Board of Police Commissioners

COMMISSIONERS: Eileen Decker (President), Dale Bonner, William J. Briggs, II, Maria Lou Calanche, Steve Soboroff

TOPICS & OUTCOMES:

Report of Chief of Police

Public comments

Regular agenda items

Department's reports

COMMISSION ON DISABILITY MEETINGS

The full agendas for the Commission on Disability meetings can be publicly accessed [here](#).

COMMISSION ON DISABILITY 9/9/20

DATE: September 9, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Commission on Disability

COMMISSIONERS: Myrna Cabanban (President), David E. Wolf (1st Vice President), Robert Bitonte (2nd Vice President), Robert Williams (Secretary), Iran Hopkins, Richard Rothenberg, Alisa Schlesinger, Betty Wilson

TOPICS & OUTCOMES:

Public comments

Law enforcement and community engagement

Urban movement labs and future projects with the Department on Disability

Civil and Human Rights Department

COMMISSION ON DISABILITY 11/18/20

DATE: November 18, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Commission on Disability

COMMISSIONERS: Myrna Cabanban (President), David E. Wolf (1st Vice President), Robert Bitonte (2nd Vice President), Robert Williams (Secretary), Candace Cable, Iran Hopkins, Richard Rothenberg, Alisa Schlesinger, Betty Wilson

TOPICS & OUTCOMES:

Public comments

Health impacts of COVID-19 on individuals with disabilities

Long term employment impacts of COVID-19 on individuals with disabilities

COMMISSION ON DISABILITY 12/9/20

DATE: December 9, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Commission on Disability

COMMISSIONERS: Myrna Cabanban (President), David E. Wolf (1st Vice President), Robert Bitonte (2nd Vice President), Robert Williams (Secretary), Candace Cable, Iran Hopkins, Richard Rothenberg, Alisa Schlesinger, Betty Wilson

TOPICS & OUTCOMES:

Public comments

Access for All fund, Senate Bill SB1376, and transportation network companies; accessibility for persons with disabilities

Metro: Better Bus Stop initiative

COMMISSION ON DISABILITY 1/13/20

DATE: January 13, 2020

FORMAT: teleconference (due to COVID-19)

LEAD ENTITY: Commission on Disability

COMMISSIONERS: Myrna Cabanban (President), David E. Wolf (1st Vice President), Robert Bitonte (2nd Vice President), Robert Williams (Secretary), Candace Cable, Iran Hopkins, Richard Rothenberg, Alisa Schlesinger, Betty Wilson

TOPICS & OUTCOMES:

Public comments

Access for All fund, Senate Bill SB1376, and transportation network companies; accessibility for persons with disabilities

Disability and COVID: public health + mental health

2. Please provide a list of potential human rights-related risk areas identified and discussed through the stakeholder engagement process

REQUESTED INFORMATION:

Please provide a list of potential human rights-related risk areas identified and discussed through the stakeholder engagement process, including for each risk area:

- A description of the area of risk (e.g. what may adverse impacts on people look like; who may be adversely impacted; what is the severity of the potential adverse impact; what activities may cause such adverse impacts and how are they linked to the tournament hosting; how likely is it that adverse impacts will occur in the absence of additional prevention and mitigation measures)
- A description of existing regulations, systems and programs the host city has in place to address the risk (e.g. enforcement of legislation and policies; capacity building programs; collaborative programs with community groups)

At this time, six areas of risk relating to human rights have been identified. Further engagement with other regional jurisdictions and community-based organizations in the lead-up to the 2026 World Cup will further refine a shared understanding of specific root causes and underlying systems that may contribute to these risks.

1. [Trafficking of persons, including minor sex workers](#)
2. [Labor abuses](#)
3. [Public safety and security](#)
4. [Displacement of unhoused residents](#)
5. [Accessibility challenges](#)
6. [Public engagement](#)

1. TRAFFICKING OF PERSONS, INCLUDING MINOR SEX WORKERS

DESCRIPTION OF AREA OF RISK:

Human Trafficking is the exploitation of human beings through force, fraud or coercion for the purposes of commercial sex or forced labor. Per the federal [Trafficking Victims Protection Act](#) of 2000 (TVPA), as amended ([22 U.S. Code § 7102](#)), human trafficking includes both sex trafficking (defined as “the recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purpose of a commercial sex act, in which the commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age”) and labor trafficking (defined as “the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.”)

[California Penal Code § 236.1](#) expands the definition of the use of force, fraud, and coercion to also include deceit, violence, duress, menace, threat, and fear. The California penal code’s definition of duress includes possession or confiscation of an individual’s passport or immigration documentation.

High-profile sporting competitions present trafficking risk, as traffickers may perceive demand for cheap labor, services, and commercial sex due to the activity surrounding the event and an increase in visitors from around the world. In [Los Angeles County](#), those who are especially vulnerable to trafficking include: children who have a history of sexual abuse, physical abuse, maltreatment, and neglect; children with a history of substance abuse; children with disabilities; LGBTQ youth; refugees, immigrants, and non-English speaking youth; children in foster care or who have interacted with the justice system; homeless youth and youth who left home.

DESCRIPTION OF EXISTING REGULATIONS, SYSTEMS, AND PROGRAMS TO ADDRESS THE RISK:

Federal, state, and local regulations and programs have been enacted to reduce the risk of human trafficking in Los Angeles.

The **State of California** has enacted 18 bills over the past five years to protect and assist human trafficking survivors, including a bill that requires specified businesses and other establishments to post a human trafficking model notice created by the Attorney General's Office. A full list of the state's human trafficking legislations can be found [here](#). For more information on state level human trafficking legislation, visit the California Attorney General's [human trafficking webpage](#) or the [National Conference of State Legislatures](#).

The [California Victim Compensation Board](#) (CalVCB) is a state program dedicated to providing reimbursement for many crime-related expenses to eligible victims who suffer physical injury or the threat of physical injury as a direct result of a violent crime. [California Assembly Bill 629](#) authorizes the Victim Compensation Board to provide compensation equal to loss of income or support that a victim incurs as a direct result of human trafficking, in an amount not exceeding the value of the victim's labor as guaranteed under California law for up to 40 hours per week, as specified. The Board's [LGBTQIA Resources](#) has a list of LGBTQIA community centers that can assist LGBTQIA victims with their needs, including applying with CalVCB for assistance for crime-related expenses.

California's [State Bill 1193](#) requires that certain businesses post a notice with information related to slavery and human trafficking, including information related to specified nonprofit organizations that provide services in support of the elimination of slavery and human trafficking, in a conspicuous place near the entrance of the establishment or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted.

In 2016, [Mayor Garcetti announced several L.A. City Departments](#) would enter into an agreement as part of the **U.S. Department of Homeland Security's [Blue Campaign](#)**, focused on raising awareness to combat human trafficking. The campaign was led by then-Deputy Secretary for Homeland Security

Alejandro Mayorkas, who currently serves as Secretary of Homeland Security in the Biden Administration.

[Los Angeles County's Efforts to End the Commercial Sexual Exploitation of Children and Youth:](#)

Los Angeles County has several board motions, specialized protocols, educational videos, curricula, research, and additional resources focused on more effectively serving and supporting youth both to prevent exploitation and intervene effectively, when necessary.

The [Los Angeles Regional Human Trafficking Task Force \(LARHTTF\)](#) is the largest co-located task force in the nation. It combines one mission, under one roof, to support investigative strategies and comprehensive service provision for victims of human trafficking. Co-led by the L.A. County Sheriff's Department and the [Coalition to Abolish Slavery & Trafficking](#), in partnership with Homeland Security Investigations and the United States Attorney's Office, the task force brings together community, government, law enforcement and non-governmental organizations with the victim's needs always at the center.

[Los Angeles County Law Enforcement First Responder Protocol for Commercially Sexually](#)

[Exploited Children](#) is a comprehensive 4-year review designed by L.A. County to combat the trafficking of children and educate the community on how to report and engage with this human rights violation.

[Coalition to Abolish Slavery and Trafficking \(CAST\)](#) is a Los Angeles-based nonprofit organization that is working to put an end to modern slavery and human trafficking through comprehensive, life-transforming services for survivors and a platform to advocate for groundbreaking policies and legislation. See their 2019 Impact Report [here](#).

[LAPD Human Trafficking Unit](#) is responsible for the investigation and enforcement of state and federal crimes involving the sexual exploitation of human beings. The Unit works to reduce the vulnerability of children to acts of sexual criminal activity and strengthen the capabilities of federal, state and local law enforcement through training programs and investigative assistance.

[L.A.'s Commission on the Status of Women](#) has organized educational campaigns related to human trafficking and child labor, also looking at the intersection of domestic violence, human trafficking & homelessness among those who identify as women.

The **Los Angeles Unified School District** has student support programs for students in the foster care system, experiencing homelessness, and/or involved with the juvenile system, including a list of resources on [commercial sexual exploitation and sex trafficking](#) of minors.

2. LABOR ABUSES

DESCRIPTION OF AREA OF RISK:

Workers in the informal economy experience greater wage theft, intimidation, and poor health and safety conditions, and the face of the informal economy is overwhelmingly women of color. Immigrant, refugee, and undocumented populations tend to be the most affected by poor working conditions, low pay, and abuse.

Fluid communication between planners, employers, and labor union representatives can enhance the efforts of the City, combat abuse of persons vulnerable to abuse, and ensure that L.A. remains a leader in advancing worker's rights. With no construction of new venues, the risk of labor abuses leading up to the World Cup are lower than in cities where large development projects may be required to host; however, there may be many worker-related issues for which FIFA and the Los Angeles Host Committee will need to plan. The following are some of the challenges and risks that workers may face before and during the World Cup events in the Los Angeles region:

- A. Bad jobs and/or poor working conditions. Such challenges can be mitigated by labor union protections, collective bargaining agreements, and labor standards required by law or by contract. For non-union workers, these challenges may include:
 - Low wages and few benefits;
 - Lack of access to affordable, quality health care or workers' compensation;
 - A lack of a voice on the job, and any associated retaliation when workers do speak up;
 - Unsafe or unsanitary working conditions, or conditions that contribute to chronic health problems;
 - Employer favoritism in scheduling and assignment;
 - Long hours without adequate breaks or compensation;
 - Irregular, unpredictable work schedules;
 - Diverted gratuities, non-payment of overtime, and other wage theft;
 - Misclassification as independent contractors not eligible for employment protections, including racial and gender discrimination, or unemployment insurance;
 - Employment by poorly-capitalized, low-road subcontractors who avoid important obligations like safety training, fair compensation, and other compliance measures;
 - Not having the bargaining and grievance tools to most effectively address the problems outlined above.

- B. Threats associated with trying to organize a union to address poor working conditions. Where workers take steps to organize themselves into a union to address the problems outlined above, they are likely to face an additional set of challenges, such as:
 - Retaliation including risk of losing their jobs;
 - Extreme anti-union pressure in the form of intensive propaganda, captive audience and one-on-one meetings, among other things.

- C. Discrimination and unequal treatment in hiring. Some workers not getting hired for jobs at all,

because of overt or covert discrimination against certain groups of workers or because of favoritism toward others. Without safeguards in place, employers and contractors may try to discriminate against people of certain backgrounds (e.g. by race, age, gender, sexual orientation, criminal record, union support, health, immigration status, etc.) Discrimination and unequal treatment in hiring may lead to inequitable sharing of the economic benefits from major events like the FIFA World Cup.

- D. Competitive disadvantage for high road, responsible contractors. Contractors who provide employees with higher quality, often union, jobs, could be disadvantaged in bids to contract for various services due to increased costs that are necessary to ensure workers receive living wages and associated benefits. This could lead to unfair use of non-union contractors for food, security, lodging, construction, and other services, and jeopardize unfair labor practices as a legacy of events, including the 2026 World Cup.
- E. Contingent work -- part-time, temporary, or gig – and associated problems. Workers whose jobs are contingent in some way may face additional challenges.

DESCRIPTION OF EXISTING REGULATIONS, SYSTEMS, AND PROGRAMS TO ADDRESS THE RISK:

In California, all workers are protected by labor laws. Any [reported violations](#) will be investigated without a worker’s immigration status being questioned or reported to other government agencies. There is no need for a social security number or photo identification to file a report of a labor law violation.

Anyone who has experienced or observed wage theft or other widespread labor law violations affecting a group of workers should file a report, including:

Non-Payment Of:

- **Minimum wage**
- **Overtime**
- **Business expenses**

Failure to Provide:

- **Rest and/or meal periods**
- **Itemized wage statements**
- **Workers' compensation insurance**

Other Labor Violations:

- [Child labor](#)
- [Farm labor contractors](#)
- [Garment manufacturing](#)
- [Unlicensed contractors](#)

The City of L.A. is a longtime champion of labor rights. Project Labor Agreements and Community Benefit Agreements (CBA) are commonplace for both public and privately funded development efforts. L.A. Live, the 5.6 million square foot campus which is home to the Staples Center, Microsoft Theater, and the Grammy Museum in downtown Los Angeles, was built in 2001 under a CBA that included provisions for affordable housing, local hiring, and living wage jobs. The success of this project has made a community-focused approach with strong benefits for workers commonplace for major development efforts in the region. These agreements are also essential in ensuring a safe and healthy work environment.

Within the City, the [Bureau of Contract Administration](#) includes the [Labor Compliance Section](#), which exists to protect the rights and interests of all parties involved in public works contracting, including guarantees that employees are protected from exploitation and underpayment, contractors are protected from false employee accusations, contractors are protected from unfair contractors who would gain advantage by underpaying their own workers, and public interest is protected by ensuring that the quality of work will not be negatively affected because a contractor hires unqualified workers and pays them less than the prevailing wage rates. The City's Bureau of Contract Administration also provides [certification](#) for Minority and Women-owned Business Enterprises.

The City of Los Angeles has been at the forefront of addressing workers' rights and developing systems to increase worker access and empowerment. However, the Los Angeles region still struggles with wage theft. Encouraging workers to speak up and report such workplace abuse is key to ending it. Compliance can only be enforced when violations are flagged. When workers are intimidated into remaining silent, workplace violations such as wage theft, racial and sexual discrimination, threats of deportation to undocumented immigrant workers, and other human rights abuses may go unreported. The City of L.A.'s Bureau of Contract Administration, the County of L.A.'s Department of Consumer and Business Affairs, and the State of California's Department of Industrial Relations encourage workers to report labor abuses through hotlines, web portals, and information posted on worksites.

In addition, the City of L.A. was the first big city in America to pass a [\\$15 an hour minimum wage](#), putting more money in the pockets of 550,000 Angelenos to date, greatly reducing the gender pay gap, and leading the charge nationally to lift incomes for working families.

[Mayor Garcetti's Executive Directive 15: Equitable Workforce and Service Restoration \(2016\)](#) directed the City's departments to consider a wide range of populations while marketing, conducting

outreach, and ultimately hiring for City jobs. The [Targeted Local Hire and Bridge to Jobs](#) programs are working to create alternative pathways into the City workforce through trainee and vocational worker programs. The Civil + Human Rights and Equity Department will launch its discrimination enforcement division in April 2021, allowing the department to take in discrimination complaints and enforce L.A.'s civil rights laws.

3. PUBLIC SAFETY AND SECURITY

DESCRIPTION OF AREA OF RISK:

L.A. is home to a dozen professional sports teams, and hosts multiple, large-scale events -- from the Academy Awards and the Rose Parade to the L.A. Marathon -- several times per month. Regional public safety agencies, including the Los Angeles Police Department (LAPD), are well-versed in the planning, coordination, and delivery of security for such events.

DESCRIPTION OF EXISTING REGULATIONS, SYSTEMS, AND PROGRAMS TO ADDRESS THE RISK:

Freedom of assembly and speech are the bedrock of American values, and Los Angeles is proud of our long tradition of peaceful protest and activism. Violence has no place in that tradition and is not tolerated in our city. The City of Los Angeles is committed to protecting our constitutional rights to free expression, speech, and assembly. Public gatherings, whether spontaneous or pre-planned, may require support from law enforcement for the purposes of crowd control and management, or intervention to prevent violence or illegal activity and protect the constitutional rights of all persons.

The Los Angeles Police Department has clear policies for Crowd Management Intervention and Control, detailed [here](#).

The Emergency Management Department (EMD) leads the City's effort in the development of citywide emergency plans, revises and distributes the Emergency Operations Master Plan and Master Procedures and Annexes and updates and disseminates guidelines for the emergency response and recovery plans. The department also reviews and tests departmental emergency plans to ensure city departments are ready to fulfill their respective emergency missions. The Civil Disturbance Annex can be found [here](#).

The City's Human Relations Commission has also published a public guide, "Your Rights to Demonstrate and Protest," available [here](#).

The City's civilian Office of the Inspector General for the Los Angeles Board of Police Commissioners performs civilian oversight of the LAPD and reports directly to the Board. This office investigates

incidents of excessive use of force, which could lead to officer discipline or removal. Individuals may submit a complaint to the civilian Office of the Inspector General by calling 213-893-6400, emailing oigcompl@lapd.online, or online at <http://oig.lacity.org>.

[LAPD SAFE PLACE](#) is designed to further enhance the relationship between the LAPD, the LGBTQ community, and local businesses by providing LAPD SAFE SPACE decals and signage to local businesses and organizations and encouraging those entities to clearly post them at their entrances as a symbol of safety for the victims of LGBTQ crime and a warning to those who commit those crimes. LAPD SAFE SPACE also provides an instant and easy link to LAPD and other LGBTQ resources.

Over the past year, the [City of Los Angeles has also committed](#) to sweeping changes that drive toward a model of policing in partnership with our communities — particularly African-Americans, Latinos, and other Angelenos historically impacted by injustice. The goal is to collaborate on a new vision for public safety and build on proven, effective strategies for creating opportunity, reducing violence, and strengthening restorative justice.

4. DISPLACEMENT OF UNHOUSED RESIDENTS

DESCRIPTION OF AREA OF RISK:

Homelessness is the moral and humanitarian crisis of our time. Based on the 2020 regional point-in-time count, the total numbers show an average of 207 people exit homelessness, and 227 people become homeless every day in L.A. County. The City is working closely with the County and the region to build permanent supportive housing, provide temporary housing to bring people off the streets, and work with those facing housing instability to keep them safely indoors.

For large-scale events where new development is required, many cities have experienced displacement of residents through the expropriation or redevelopment of land into sporting venues by host authorities. We recognize that risk for our unhoused residents. However, this risk is minimal in Los Angeles, because no new construction will be required to host the World Cup.

DESCRIPTION OF EXISTING REGULATIONS, SYSTEMS, AND PROGRAMS TO ADDRESS THE RISK:

The City and County of L.A. have made huge investments in both permanent supportive housing and temporary bridge housing to create more housing and shelter options for unhoused residents. A total of [22,769 residents were housed in 2019](#), and the sheltered homeless population in L.A. County rose 27%, including a 39% increase in the City of L.A., meaning thousands more people were able to come indoors.

Avoiding displacement depends upon having an adequate supply of shelter and housing options, which is something the City and County have been focused on building, adding new tools, greater outreach, and more capacity every year.

[Los Angeles Homeless Service Authority](#) (LAHSA) is the lead agency in the Los Angeles Continuum of Care, which is the regional planning body that coordinates housing and services for homeless families and individuals in Los Angeles County. LAHSA coordinates and manages over \$400 million annually in federal, state, county, and city funds for programs that provide shelter, housing, and services to people experiencing homelessness.

LAHSA's [Host Home Program](#) provides a safe living environment and client-driven supportive services to youth 18-24 who have experienced homelessness. Each youth enrolled in the program is matched with a community host (L.A. resident) and lives in a room or shared room in the host's home (owned or rented). There are four LAHSA-funded host home operators in Los Angeles County: [Safe Place For Youth](#), [Jovenes Inc.](#), [Valley Oasis](#), and [Los Angeles LGBT Center](#).

Under the [Homekey](#) program, local entities will partner with the State to acquire and rehabilitate a variety of housing types, including (but not limited to) hotels, motels, vacant apartment buildings, and residential care facilities in order to serve people experiencing homelessness who are also at risk of serious illness from COVID-19. As of the end of 2020, the City, in partnership with the Housing Authority of the City of Los Angeles (HACLA), has acquired 23 properties that will provide a total of 894 rooms for interim housing, 214 units for permanent housing, and 520 beds in congregate settings. The City is actively preparing for the next round of Homekey funding to ensure that more acquisitions can be made quickly and efficiently.

[A Bridge Home](#) is an initiative that Mayor Garcetti launched in partnership with each City Council district to construct bridge housing on land owned or leased by the City. There are now 27 A Bridge Home shelters open or in development across Los Angeles. Bridge housing will be furnished with on-site security, mental health, employment, addiction, housing placement services, and wellness resources.

[Proposition HHH](#), approved by city voters in 2016, and [Measure H](#), approved by L.A. County voters to impose a sales tax – which is raising about \$355 million annually for ten years – are assisting with a major expansion of outreach, emergency shelter, rapid rehousing and permanent supportive housing, as well as benefits advocacy for homeless disabled adults – in all parts of the County.

The Affordable Housing Linkage Fee will help L.A. increase its production of affordable housing and accelerate mixed-income developments — by requiring the developers of certain market-rate housing developments to either set aside units as affordable or pay into an affordable housing trust fund. The fee is expected to generate \$100 million for affordable housing activities, and is part of Mayor

Garcetti’s comprehensive housing strategy — which includes more than tripling the production of supportive housing for the homeless, more than doubling the production and preservation of affordable housing, strengthening the City’s [Rent Stabilization Ordinance](#), and permitting 100,000 units by 2021 through a robust development reform agenda.

The COVID-19 Emergency Rental Assistance programs provide temporary rent subsidy for low-income renter households in the City of Los Angeles who are unable to pay rent due to circumstances related to the COVID-19 pandemic. In 2020, the City allocated \$103 million to provide a rent subsidy to Los Angeles renters impacted by the COVID-19 health pandemic, serving more than 49,000 low-income households. Through State and Federal funding, the City is distributing an additional \$235 million in 2021 with more support on the way.

The COVID-19 Emergency Eviction Defense program was passed by the Los Angeles City Council in October 2020. The proposal was developed by the Housing + Community Investment Department of Los Angeles (HCIDLA) in partnership with local legal service providers, community-based organizations, and L.A. County. With \$10 million of funding allocated for the program’s initial year, HCIDLA will be able to support eviction prevention and legal services that include legal representation, pre-eviction legal assistance, housing stability case management through the City’s FamilySource Centers, outreach and education, as well as legal court representation to individuals severely impacted by COVID-19.

LA Represents is an initiative to enhance legal pro bono and low-cost efforts related to COVID-19. Their mission is to assist vulnerable tenants, victims of domestic violence, and low-income individuals with employment, consumer debt, and bankruptcy matters. The [Legal Aid Foundation of Los Angeles](#) provides free direct representation for those facing wrongful eviction, and defends public housing residents and Section 8 voucher holders; preserves rent-stabilized units; and helps clients living in uninhabitable conditions. The foundation provides assistance in English and Spanish, and focuses their work on the racial, ethnic, sexual orientation, and poverty intersections with homelessness.

5. ACCESSIBILITY CHALLENGES

DESCRIPTION OF AREA OF RISK:

More than [one in five residents of Los Angeles County are living with a disability](#), roughly 1.74 million individuals. Just as the range of impairments range widely, so does the impact of the disability on a person’s lived experience. Many persons with disability may be at increased risk for other chronic conditions that adversely impact health, and youth experiencing disability without support see negative impacts to their educational attainment, employment, and income. Families, especially those with significant caregiving responsibilities, are also impacted.

Major public and sporting events, like the World Cup, must consider how the event will be

experienced by and accessible for all participants. This includes but is not limited to physical access, as well as communications, concessions, ticketing, navigating to, within, and from the venue, seating, water, sanitation, and hygiene (WASH) facilities, service animal accommodation, and emergency preparations and response. True accessibility also includes the opportunities available for persons with disabilities to be involved in contracting, employment, volunteering, and other economic and social benefits associated with major events.

Access to information about the event and opportunities to engage with it must also be accessible in the diversity of languages spoken in Los Angeles. It is essential before, during, and after the event for communications to be made available in multiple languages reflective of both the Los Angeles community, as well as the World Cup's global community of fans.

DESCRIPTION OF EXISTING REGULATIONS, SYSTEMS, AND PROGRAMS TO ADDRESS THE RISK:

The United States adopted the [Americans with Disabilities Act \(ADA\)](#) in 1990. Per the U.S. Department of Justice's Civil Rights Division, Disability Rights Section, the "ADA prohibits discrimination on the basis of disability in employment, State and local government, public accommodations, commercial facilities, transportation, and telecommunications. To be protected by the ADA, one must have a disability or have a relationship or association with an individual with a disability. An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment. The ADA does not specifically name all of the impairments that are covered."

As a covered entity under Title II of the ADA, the City of Los Angeles does not discriminate on the basis of disability and, upon request, will provide reasonable accommodations to ensure equal access to its programs, services, and activities.

Venues, stadiums, indoor and outdoor facilities, whether public or privately-owned, are also subject to Title III of the ADA which provides for basic nondiscrimination requirements that prohibit exclusion, segregation, and unequal treatment. This includes requirements for buildings and modifications, communications and access.

Complaints relating to violations of the ADA may be filed with the U.S. Department of Justice via www.ada.gov, or (800) 514-0301 (voice) or (800) 514-0383 (TTY).

The City of L.A.'s [Department on Disability \(DOD\)](#) offers services to Angelenos, City employees, and residents throughout the City of Los Angeles. The following are the core programs of L.A.'s DOD:

The [AIDS Coordinator's Office \(ACO\)](#) is committed to developing and supporting programs and

policies that prevent the transmission and acquisition of HIV and improve the quality of life for people living with HIV/AIDS in the City of Los Angeles.

[Auxiliary Aids and Services](#) include, but are not limited to: qualified readers; taped texts; audio recording; braille and large print materials; or other effective methods of making written and visually represented information accessible to individuals with visual impairments.

[Community Outreach Referrals and Education \(CORE\)](#) creates ongoing collaborative relationships to promote referrals to social services that may include, but are not limited to: housing, emergency shelter, accessible transportation, employment, and job training.

[Disability Access and Services \(DASD\)](#) coordinates and monitors the City's compliance with Americans with Disabilities Act (ADA) and the Rehabilitation Act of 1973 (Section 504).

[Disability Mediation Program](#) provides mediation services to persons with disabilities or those whose conflicts involve a person or persons with disabilities.

The City's [Commission on Disability](#) works to respond to the needs and concerns of residents of the City of Los Angeles. The Commission advocates for people with disabilities and serves in an advisory capacity to the Department. The Commission holds monthly public hearings on critical issues, identifies priority issues to be addressed, and makes recommendations to the Mayor and City Council.

L.A.'s DOD maintains a public "[Guide to Accessible Event Planning](#)", which serves as a resource for inclusive events.

6. PUBLIC ENGAGEMENT

DESCRIPTION OF AREA OF RISK:

Major events bring economic and community benefits to cities like Los Angeles. They also require support, from the City and its residents, for the disruptions associated with public safety and security provisions, traffic changes and road closures, and increased demands on core infrastructure. Host communities without meaningful opportunities to incorporate public input, participation, and benefit are at risk of negating the success of - or the willingness to host - the event itself.

DESCRIPTION OF EXISTING REGULATIONS, SYSTEMS, AND PROGRAMS TO ADDRESS THE RISK:

The City of Los Angeles is represented by an elected Mayor and elected Councilmembers, representing 15 geographical districts. City Departments and Bureaus are headed by General

Managers. However, some Departments are also headed by an advisory or controlling civilian [Board or Commission](#) appointed by the Mayor, subject to confirmation of the Council. There are a few Boards and Commissions that are appointed by each of the 15 Council members as well.

Boards and commissions have public meetings that can be attended by the general public. Meetings are posted [online](#). See Section 1 of this report for a list of relevant boards and commissions.

The general public is also encouraged to give public comment during City Council meetings. All City Council meetings are open to the public. Meeting times and agendas can be found [here](#).

[Neighborhood Councils](#): The Neighborhood Council system tailors L.A.'s municipal government to the City's communities, ensuring that recognition and accommodation of these communities' diversity is built into City governance. Neighborhood Councils are part of the Los Angeles City government, and have annual budgets funded by taxpayer dollars. Neighborhood Council board members are City officials who are elected by the members of their local communities, but donate their time as volunteers. The Neighborhood Council system was established in 1999 as a way of ensuring that the City government remains responsive to the diverse needs and lifestyles of Los Angeles' rich variety of communities. There are currently 99 Neighborhood Councils in Los Angeles, each serving about 40,000 people.

Neighborhood Councils play an advisory role in the Los Angeles City government. They gather, vet, debate, and come to a consensus on matters that impact City life and policy, and deliver their official stance on these issues in letters called "**Community Impact Statements**" (CIS), which are shared with City decision-makers, such as the Mayor, City Council, or City Departments such as Planning. The Neighborhood Council may also attend meetings of these decision-making officials in person, to advocate for their board's position on a matter. Neighborhood Councils members take action as a board, and not as individuals, so they do not take an official position without a majority vote first.

Department of Neighborhood Empowerment: The [Department of Neighborhood Empowerment](#) is the support agency for L.A.'s Neighborhood Council system citywide. The Department is sometimes called "EmpowerLA" for its mission to empower Angelenos through civic engagement and community advocacy, via the Neighborhood Council system and other outreach programs and initiatives.

3. Please provide a list of areas where the host city and its stakeholders see opportunities for a lasting positive human rights legacy of the tournament

REQUESTED INFORMATION:

Please provide a list of areas where the host city and its stakeholders see opportunities for a lasting positive human rights legacy of the tournament, including for each area of opportunity:

- A description of the area of opportunity (e.g. what could be achieved; how would it positively impact on people and the community)
- A description of how the hosting of games is linked to the opportunity (e.g. how can the event be used as a rallying point for such progress)

Large sporting events provide the opportunity for cities and stakeholders to create lasting legacies that promote human rights. This includes a sporting legacy, an economic legacy, an infrastructural legacy, and a cultural legacy. In each of these areas, Los Angeles is poised to mobilize its existing initiatives and develop new pathways for civic engagement. These legacy opportunities intersect with one another, and are united by two shared lenses: how they promote equity and community through their approach and impact.

Four legacy opportunity areas have been identified:

1. [Sporting legacy](#)
2. [Economic legacy](#)
3. [Infrastructure legacy](#)
4. [Cultural legacy](#)

1. SPORTING LEGACY

The sporting legacy in Los Angeles does not depend on construction of new venues in L.A. in order to host the World Cup. Instead, the sporting legacy will offer a space for community building, an avenue for global solidarity, and an opportunity to welcome the world to L.A. This event, to be held across North America, can further continental collaboration and celebration of our shared cultures. Sport has the power to bring people together, and the World Cup opens a space for discussion about common values of inclusion, equity, and belonging.

The Los Angeles region has robust recreational facilities and leagues for adults and youth, as well as collegiate teams and professional clubs. This includes two Major League Soccer professional teams in L.A. Football Club and the Los Angeles Galaxy, as well as a National Women's Soccer League (NSWL) expansion team, Angel City F.C., set to begin play in 2022. These teams have made lasting contributions to the city and region through investments in programming, fields and equipment, youth advocacy, educational opportunities, and health and wellness and social services. The [Dodgers Foundation](#) has made significant contributions to L.A. since 1995 and has invested more than \$32 million in local programs and grants. The Los Angeles Clippers and their owner Steve Ballmer donated \$10 million to the L.A. Parks Foundation to [renovate nearly 350 basketball courts](#) across L.A.

parks and recreation centers.

The City of Los Angeles has a number of programs focused on increasing access to youth sports and fitness programming through the City's Department of Recreation and Parks. The [Girls Play Los Angeles \(GPLA\)](#) program is focused on girls' sports throughout the Department's underserved communities. The program strives to get and keep girls involved in sports and living a healthy lifestyle, while making friends, building self-esteem, and having fun. The GPLA program is subsidized so that all girls can participate, regardless of economic inequalities. This program has dramatically increased girls' participation in sports and fitness programs, expanding such programs to 100 parks — exceeding the City's original goal of 88. In fiscal year 2014-15, the participation of girls ages 6 to 15 in sport league and fitness programs was 25%. Through the efforts of GPLA, in the 4th quarter of fiscal year 2019, girls constituted 48% of the City's youth sports and fitness participants.

Engaging young women in sport early can also put them on a path to stay active throughout their lives. Through a partnership with Nike, the City has been able to create pathways for GPLA participants into coaching, officiating, and other sports roles. [Women Coach L.A.](#) recruits and trains women coaches for sports programs at our L.A. City Department of Recreation and Parks locations.

In addition to bringing more girls and women into sports, the City has focused on removing barriers to participation for all underserved communities. Through a \$160 million investment in youth sports programming from the International Olympic Committee and the Organizing Committee for the 2028 Olympic and Paralympic Games in Los Angeles (LA2028) over the more than eight years ahead of the Olympiad, the City plans to reduce or eliminate participation fees, expand offerings through partnerships with national governing bodies (like U.S. Soccer), and build more capacity for adaptive sports programs and outreach. This effort follows the success of the [LA84 Foundation](#) and its 35-year legacy of support for greater equity and access to youth sports across Southern California.

Building on these existing programs will help to build partnerships between community-based and local sports organizations, and professional teams and sport federations to the lasting benefit of the Los Angeles region.

2. ECONOMIC LEGACY

If planned and implemented properly, the FIFA World Cup presents our region and its residents with the opportunity to:

- Generate both immediate and long-lasting economic gains for working people and residents;
- Create real economic benefits for “high road” employers and contractors;
- Foster an environment of cooperation and labor peace in our region;

- Provide a great experience with quality service for visiting guests; and
- Present a positive model for the cooperative, broadly supported, constructive execution of a mega-sporting event, with benefits shared broadly throughout the community.

The 2026 World Cup will contribute to an economic legacy that includes jobs and workforce development, further opportunities for local and community business, particularly women & minority-owned small businesses, increased investment, and greater collaboration between business sectors and the community. The City's [Economic and Workforce Development Department \(EWDD\)](#), alongside [L.A. County's Economic Development Program](#), [L.A. Economic Development Corporation \(LAEDC\)](#), [World Trade Center L.A.](#), the [L.A. Tourism and Convention Board](#), [L.A. Sports and Entertainment Commission](#), and [Los Angeles Business Council](#) work with the [WorkSource Centers](#), Business Improvement Districts (BIDs), community-based organizations, labor unions, and others to create lasting and positive economic impact for the Los Angeles region.

The City of Los Angeles [2019 Citywide Economic Development Strategy](#) sets Small Business Support as one of its eight major goals, noting that *"...small businesses are the backbone of the Los Angeles economy, with one-third of establishments in the City employing between five and 49 workers. To support its small businesses, the City will enable increased access to capital and technical assistance, preserve and create affordable space for legacy businesses, and promote new opportunities for underrepresented businesses and entrepreneurs."*

Major events offer an opportunity to connect suppliers, vendors, and community businesses with procurement opportunities, often ahead of the event itself. Participants in such a network benefit from centralizing offers, outreach, training, certification opportunities in the lead-up to the event, and from greater connectivity to event producers. To this point, the National Football League and the Los Angeles Super Bowl Host Committee have initiated a partnership ahead of the 2022 Super Bowl LVI, called [Business Connect](#). The Business Connect program supports minority, women, LGBTQ+, and veteran-owned businesses by facilitating workshops to prepare suppliers, pre-certifying local businesses for participation, and connecting qualified businesses to contract and subcontract opportunities related to the game, its production, and affiliated events. Key to the overall lasting impact will be quantifying the economic benefits that go to working Angelenos, and ensuring that revenues generated by way of the FIFA 2026 World Cup end up in local neighborhoods growing small and local businesses, quality jobs, and targeted local hiring practices that empower women, workers of color, and other disadvantaged communities.

Major events also represent a chance to connect young people and those seeking employment to job and workforce development opportunities. One such pathway for FIFA and the 2026 Host Committee may be to engage with the City's [Hire LA's Youth](#) initiative. This initiative recruits young people (age 14-24) through local schools, YouthSource Centers, community organizations, and the community college network and connects them with local employers. The World Cup offers an opportunity to work directly with Hire LA's Youth to create work opportunities and introduce young people to the

labor market.

[LA:RISE](#) is a partnership between the City of Los Angeles, the L.A. County Workforce Development System, non-profit social enterprises, and for-profit employers, which provides transitional employment to “help people with high employment barriers get jobs, stay employed, and build a better life.” Participants often begin transitional jobs in social enterprises, while also securing training and workforce development services, before securing placement in permanent positions or vocational training programs. By working toward a program like Business Connect, or with Hire LA’s Youth and LA:RISE, FIFA and the Host Committee can support local and community businesses, reduce barriers to employment, and launch new career paths for Angelenos for whom the economic legacy of the 2026 World Cup will be tangible and immediate.

Additionally, Los Angeles’ Labor Movement has three specific worksource programs that train, upskill, and prepare workers for career pathways. Of note are the Building Trades Apprenticeship Readiness Program, the Worker Education & Resource Center (WERC), and the Hospitality Training Academy. All three programs are funded solely through union member dues, and all three programs actively train and place workers into union careers, which offer continued workforce development and advancement opportunities. Further, all three programs have historically recruited, trained, and placed low-income workers of color, women, immigrants, and LGBTQ+ individuals into long-term career pathways. Bolstering programs like these will enrich the long-term legacy of the FIFA 2026 World Cup.

3. INFRASTRUCTURE LEGACY

As host of the 2026 FIFA World Cup, the Los Angeles region is home to at least three venues with the capacity to accommodate more than 70,000 spectators, the Los Angeles Convention Center adjacent to the L.A. Live entertainment complex, two purpose-built soccer stadiums, dozens of training facilities, and a host of other world-class venues to activate fan zones and live sites. This existing inventory precludes the need for any construction to host World Cup matches or any related events. Rather, the infrastructure legacy of the World Cup will focus not on new venues, but on how we can reimagine the use of and connectivity between existing spaces, creating more engagement with public space and transit.

L.A. has made huge investments in infrastructure to expand our public transit system, repave thousands of roads and restore sidewalks, [modernize](#) Los Angeles International Airport (LAX) and the Port of Los Angeles, reimagine the [6th Street Viaduct](#), and make it easier for everyone to get where they’re going. And this investment is complemented by a commitment to sustainability. The [City’s Green New Deal](#) puts L.A. on a path to realize a zero carbon grid, zero carbon transportation, zero carbon buildings, zero waste, and zero wasted water by 2050.

With stadiums already built and world-class venues to activate cultural events and live sites

throughout the region, no new major development projects are required to host the World Cup. This offers event planners an opportunity to work with existing venues to set goals for a more sustainable footprint across transportation and mobility, energy, and waste management.

An infrastructure legacy for the World Cup relies on a sustainable mobility plan and public transit. In late 2016, with the support of more than 70 percent of Los Angeles county voters, Measure M authorized a half-cent sales tax to fund 40 major highway and transit projects through L.A. Metro. The following year, Mayor Garcetti proposed to accelerate [28 Metro initiatives to deliver before the 2028 Olympic and Paralympic Games](#). Many projects will be completed before the 2026 World Cup -- adding to a lasting legacy of equitable and accessible public transportation.

The City of L.A. is developing a new Sidewalk and Street Amenities Program to transform the streetscape, investing in street furniture, shade canopies, and amenities to allow for a safe transit experience. This [STAP Program](#) provides shelter, shade, safety, and comfort with furniture that supports an increased use of transit and alternative transportation, local economic activity and the shared use of City sidewalks. These investments in transit and street-level infrastructure will shape the FIFA World Cup experience in 2026, and offer an opportunity to demonstrate the value and ease of public transportation in L.A.

Drawing on the clean energy and zero waste commitments of L.A.'s Green New Deal to set new goals for the World Cup as a sustainable mega-event will also form a key infrastructure legacy. Whether those goals are to increase the City's tree canopy in areas of greatest need by at least 50% or to install or refurbish hydration stations at 200 sites throughout the City, FIFA and the Host Committee can be a part of advancing and celebrating this legacy in the lead-up to and during the World Cup.

4. CULTURAL LEGACY

To create a lasting cultural legacy for the 2026 World Cup, FIFA and the Host Committees must create a bridge between the world and the host cities, making people from faraway places find familiarity and unity in their love of the game. And for those experiencing the matches in person, visiting Los Angeles offers a chance to celebrate and become more familiar with L.A.'s local artists, community arts organizations, and cultural producers.

In Los Angeles, arts, culture, and creativity are embedded in the fabric and values of our people, our economy, and our way of life. In 2020, Southern Methodist University's Data Arts project ranked Los Angeles as the third largest arts and cultural sector in the United States and #1 in terms of artists and creative workers. The direct employment generated by the County's creative industries and the indirect employment they create through multiplier effects constitutes 16.3% of Los Angeles County's total employment. L.A.'s non-profit arts and cultural sector includes 735 nonprofit organizations in the City, and employs more than 27,000 across the region. Annually, this sector generates more than

\$2.2 billion in revenue for the regional economy.

The City has a dedicated [Department of Cultural Affairs](#) (DCA) that empowers L.A.'s vibrant communities by supporting and providing access to quality visual, literary, musical, performing, and educational arts programming; managing vital cultural centers; preserving historic sites; creating public art; and funding services provided by arts organizations and individual artists.

FIFA and the City of L.A. through DCA can build enthusiasm and support by engaging early and often with artists and cultural producers, including nonprofit arts institutions and cultural organizations, to collaborate on the event itself. And to operationalize equity and inclusion throughout this event and its delivery, local artists, cultural producers, and vendors should be offered the opportunity to design and produce events, festivals, live sites, and cultural experiences in conjunction with the World Cup to tell the story of their Los Angeles.

[Los Angeles has more museums and theaters than any other U.S. city, in addition to its thriving music and gallery scene.](#) This depth of talent in L.A. offers tremendous opportunity for direct support to programming in conjunction with the World Cup and affiliated events, as well as an amazing landscape for visitors to enjoy.

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 (Section) 2

REQUESTED INFORMATION:

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 section 2, including for each risk area:

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

In addition to the below summaries of risk mitigation measures, the City of Los Angeles has committed to a number of international conventions and goals centered on advancing human rights. In 2003, the City adopted [Ordinance number 175735](#), which provides for the local implementation of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). In 2017, L.A. launched an effort to locally implement the Sustainable Development Goals (SDGs), a global development agenda adopted unanimously by the member states of the United Nations in 2015. International [human rights provisions are woven throughout](#) the SDG framework, and are quite explicit in the language of SDG 16 (Peace, Justice, and Strong Institutions). Los Angeles maintains an [open-source, publicly-facing data reporting system](#) to track progress toward these Global Goals, consistent with other [commitments to transparency, reporting, and open data](#). These commitments reflect an ethos of accountability and engagement that complements ongoing efforts to realize our rights-based commitments.

Below are more detailed summaries of the mitigation measures for the six risk areas identified:

1. [Trafficking of persons, including minor sex workers](#)
2. [Worker's rights](#)
3. [Public safety and security](#)
4. [Displacement of unhoused residents](#)
5. [Accessibility challenges](#)
6. [Public engagement](#)

1. TRAFFICKING OF PERSONS, INCLUDING MINOR SEX WORKERS

SPECIFIC MEASURES PLANNED:

Resource Development Associates, a consulting firm, produced [a report for Los Angeles City Attorney Mike Feuer that was released in January 2020](#). This report is intended to inform and develop anti-trafficking strategies within the City. This work was funded by a settlement between the Office of Los Angeles City Attorney Mike Feuer's Sex and Labor Trafficking (SALT) Unit and Motel 6 in

Sylmar.

This report includes several recommendations that can inform the City's plans to combat human trafficking in advance of, during, and after major events like the World Cup. Some of those recommendations include supply chain monitoring, public awareness campaigns, dedicated staff and training for prosecutions, expansion of the Los Angeles Regional Human Trafficking Task Force, enforcement of SB 1193's information posters, and improved data capture and monitoring.

MILESTONES AND TIME FRAMES:

As regional efforts to combat trafficking are well-established and ongoing, a specific set of actions and milestones relevant to the event could be integrated into existing workflows.

EXTERNAL STAKEHOLDERS:

LA Regional Human Trafficking Task Force; regional, state, and federal law enforcement agencies; non-profit advocates including the Coalition to Abolish Slavery and Human Trafficking LA (CAST), and other potential partners like JourneyOut, Saving Innocence, Polaris Project, and California Against Slavery; local business groups; trade associations; labor unions; faith and community-based organizations.

2. WORKER'S RIGHTS

SPECIFIC MEASURES PLANNED:

Recent projects underway in Los Angeles have drawn on a strong history of labor protections, local hire provisions, and innovative partnerships that demonstrate an enduring investment in the community, both public and privately funded. Many projects currently underway provide a template for worker protections in conjunction with major events delivery partners, and will be a model for how the region can raise standards and preserve labor peace in advance of and during the World Cup events. The L.A. region will continue to rely on strong partnerships between government, labor unions, community-based organizations, and educational institutions to provide pathways to safe, rewarding careers and protect workers from abuse. These partnerships will be critical to ensuring safety standards are upheld throughout production and delivery of the event, including required certifications in essential safety elements for activations and live sites in and around the region, as well as upholding local area standards for any performers, including ensuring a living wage for hospitality staff, and other service providers across the landscape of venues and events.

For example, the Lucas Museum of Narrative Art, located in L.A.'s Exposition Park, is a \$1 billion, 300,000 square foot project that will transform a series of asphalt parking lots into a museum surrounded by 11 acres of new parkland and gardens. This privately-funded effort has established partnerships with its contract partners, the City, and labor unions and trades, and [led extensive](#)

[community outreach and engagement](#) with the community around job fairs and small business opportunities. As a result, [76% of the 1477](#) construction workers are residents of L.A. County.

Likewise, L.A.'s Metropolitan Transportation Authority has identified 28 major projects to transform public transit ahead of the 2028 Olympic and Paralympic Games, many of which will be complete in time to support World Cup events. These projects, representing billions of dollars of investment in public infrastructure, will be delivered through a [Project Labor Agreement](#) that facilitates apprenticeship and long-term careers in the construction industry while minimizing risk of labor abuses or disputes.

Project Labor Agreements (PLAs) also ensure safety for workers, a critical element of 2026 World Cup planning and a positive economic legacy. This includes guarantees that workers supporting events and matches are trained and certified in essential safety elements, such as those issued by the U.S. Occupational Safety and Health Administration (OSHA). PLAs have been instrumental in providing living wages and benefit packages to construction workers, have ensured local hiring practices that specifically target disadvantaged communities of color, and have provided a platform for new construction apprentices to embark on career-sustaining pathways out of poverty. PLAs have also created several new points of entry for women and gender diverse individuals into what has historically been a male-dominated industry. Any rehabilitation work, new construction, or infrastructure improvements at a FIFA venue, including the Rose Bowl, the SoFi stadium, and any of the other practice facilities, should adhere to a Project Labor Agreement.

Workplace safety at any event—be it the in-person match at a stadium, or part of the fanfest activities—is paramount to success. With regard to any work associated with stagehands or the construction of new stages, props, or any other element associated with staging, entertainment employees' wages should match the Area Standard Wages for Union Entertainment workers in Los Angeles, Ca. Safety training is essential for workers and entertainers, and at minimum, entertainment employees who are hired to work on any FIFA 2026 entertainment staging should be certified in essential safety elements such as:

- OSHA 10 for all employees;
- OSHA 30 for Heads of Departments;
- Forklift certifications;
- Fall Protection certification for proper harness application when needed. These harnesses need to be used on all moving equipment platforms, including but not limited to scissor lifts, and electric one man lifts; and,
- ETCP Certified rigging.

Additionally, California has enacted Assembly Bill 1978 to establish a registry of janitorial contractors, to combat illegal workforce practices and unsafe conditions and obligate employers to demonstrate compliance with wage, taxes, and liability provisions. Conducting business with an unregistered

contractor is now illegal.

Any janitorial contracting services for the FIFA 2026 World Cup will be solely utilized by a company on the statewide registry (as established by AB 1978). This will ensure parity with industry standards, such as a living wage and access to quality health care. It will also help to ensure full-time employment, thereby helping to ensure that janitorial employees have access to full benefits, particularly for an industry heavily comprising lower-wage workers from immigrant communities and communities of color..

COVID-19 has highlighted the important steps local leaders can take to protect essential workers as part of emergency response. At the start of the COVID-19 pandemic, the Mayor issued a [Worker Protection Order](#), requiring employers to provide face coverings for their employees or reimburse them for their cost; to make sure employees have access to a clean and sanitary restroom, stocked with soap and sanitizer; and to allow employees to wash or sanitize their hands at least every 30 minutes. Non-medical essential businesses described in the order will be allowed to refuse service to customers who do not wear face coverings. The order also recommends that, whenever possible, businesses install plexiglass barriers between cashiers and customers.

Foundational to the tourism and hospitality industry is its workforce, which is overwhelmingly composed of immigrant women and workers of color. These workers historically face lower wages and poverty, despite full-time employment. Hospitality is a major economic engine for the Los Angeles region, and provides an ongoing opportunity to ensure its revenues provide for its employees. Major events, like the FIFA World Cup, can support this by working with hotels and hospitality providers that have been approved for worker's rights protections, including labor peace, living wages, and up-to-date health and safety protocols. This will help to build on the proud legacy of [Los Angeles' Hotel Living Wage Ordinance](#), and help to ensure equity and a positive, lasting legacy for the 2026 World Cup.

Additionally, the City of L.A. took steps to support workers in industries hit hardest by the economic impacts of COVID. The City Council passed and the Mayor signed several laws, including a [Right of Recall Ordinance](#), that ensures workers laid off due to economic challenges resulting from the pandemic receive priority re-hiring by seniority, when a shuttered business reopens, with no change of ownership, as well as a [Worker Retention Ordinance](#) that provides protections by seniority after a change in ownership, requiring businesses to rehire and retain workers employed by the incumbent business, after a successor business reopens following a change in ownership. In so doing, the City all but ensured that the proud legacy of increased wages, household-sustaining benefits, and workplace standards will remain intact. Both ordinances apply to workers in hotels, event centers, and the airport, as well as to janitorial, maintenance, and security workers in commercial buildings to address the unprecedented threats to these workers caused by this pandemic and offer a template for hotels and businesses supporting World Cup activities. Businesses and government must work to ensure

workers, including hospitality and services workers, are supported with local area standards for living wage, up-to-date health and safety protocols, labor or workforce agreements to address living wages, targeted local hire, safety protocols, sexual and gender discrimination, and protections for undocumented workers, and state registry requirements.

MILESTONES AND TIME FRAMES:

Stakeholders, including representatives from community and labor organizations, must be included in World Cup Host Committee planning, particularly those dealing with accommodations, event facilities, and the FanFest. As regional host venues are selected, stakeholders can work together to ensure commitments are in place to protect workers, honor existing labor agreements and standards, and promote opportunities for community businesses and employment. New opportunities for residents and local/small businesses should be made available to ensure the event creates an economic legacy that directly benefits our communities, including through strong local hiring requirements and workforce development programs for construction and operations jobs connected to the World Cup, especially focusing on people with barriers to employment and who are underrepresented in the workforce. Stakeholders can work with the Host Committee to ensure partners and contractors have a history of compliance with applicable laws and operate using responsible business practices, including providing workers' compensation, paying all required taxes and fees, and maintaining appropriate licensing, bonding, and insurance.

EXTERNAL STAKEHOLDERS:

Venue owners and operators; key vendors; local governments and law enforcement; OSHA; State of California's Department of Fair Employment and Housing (DFEH); labor unions including but not limited to the AFL-CIO, IATSE Local 33 (LA) and Local 80 (San Diego), LA and Orange County Building Trades, UNITE HERE Local 11, SEIU-USWW, AFM Local 47, and IBEW Local 11.

3. PUBLIC SAFETY AND SECURITY

SPECIFIC MEASURES PLANNED:

Regional public safety agencies and their counterparts within privately-owned venues throughout Los Angeles regularly collaborate, and may form a unified command as part of their coordinated planning and preparation for the World Cup events. An incident command system may include support from federal authorities, likely including the U.S. Secret Service, the Federal Bureau of Investigation, and the Federal Emergency Management Agency. The planning of public safety and security measures must include consultation with community-based organizations and representatives of the public who may be impacted.

Further, when hiring security contractors, public safety officials and venue operators depend on reliable performance, trustworthy owners and executives, and experienced, well-trained and fairly compensated security officers. When contractors do not meet these expectations, performance failures, financial mismanagement, and executive malfeasance may result – putting taxpayer dollars and public safety at risk.

By working with employees to provide better pay and benefits, responsible security contractors are able to improve workforce stability and reduce the risk of labor disruption. Missteps in responsible contracting can affect the lives of working people, as well as a company’s ability to provide reliable services, particularly in a sector with many low-wage workers of color.

MILESTONES AND TIME FRAMES:

Upon designation of the host venues and cities for the 2026 World Cup, the establishment of the above provisions may begin.

EXTERNAL STAKEHOLDERS:

Residents; Local, regional and state public safety agencies; venue safety and security personnel; U.S. federal authorities; Community-based organizations; Neighborhood Councils; Business Improvement Districts.

4. DISPLACEMENT OF UNHOUSED RESIDENTS

SPECIFIC MEASURES PLANNED:

Through the voter-approved funds supporting Proposition HHH and other funds, the City of Los Angeles, is on track to build 10,000 new units of supportive housing. As of [December 2020, 7,800 of these units were in various phases of development with 2,100 units already complete or anticipated to be ready for occupancy in 2021](#). In addition, as of November 2020, the City of L.A. has 27 bridge shelters open and in development, providing transitional housing to quickly bring unhoused Angelenos off the streets and help them rebuild their lives. In addition to housing, outreach workers are essential to connect unhoused residents with the services they need. The City funds [LAHSA Homeless Engagement Teams \(HET\)](#), which provide direct outreach to individuals experiencing homelessness throughout the City.

While these tools provide more options than ever before in L.A., countering displacement will depend on collaboration between venue hosts, public safety and security planners, local agencies and outreach workers, and residents experiencing homelessness. People in need of help should not be punished for their circumstances. The City’s priority is bringing people indoors, with a safe place to sleep on the way to a stable home and a better future.

MILESTONES AND TIME FRAMES:

As both city, county, and regional efforts to ensure unhoused residents can access affordable, supportive, and temporary housing are ongoing, a specific set of actions and milestones relevant to specific venue locations and the event timing would be required.

EXTERNAL STAKEHOLDERS:

Unhoused residents; Los Angeles Homeless Services Authority (LAHSA); local agencies and governments; homeless services providers; outreach workers; and venue owners and operators.

5. ACCESSIBILITY CHALLENGES

SPECIFIC MEASURES PLANNED:

[DiscoverLA has prepared an accessibility guide](#) for residents and visitors to Los Angeles, including key information for arrivals through LAX, using public transportation, and accessibility at some of the region's signature venues. Additional outreach and collaboration between the host committee, local agencies, and communities with disabilities are essential to ensuring all visitors can participate in and enjoy the World Cup events and their time in the L.A. region.

MILESTONES AND TIME FRAMES:

The host committee will work with venue owners and operators, local government agencies, community-based organizations, and community members with lived experience to consider steps to ensure an accessible and seamless event for persons with disability. The host committee will also work with organizers to ensure communications are accessible and available across the variety of formats and languages that best serve Angelenos.

EXTERNAL STAKEHOLDERS:

Residents, including those living with disability; caregivers for persons with disability; L.A. City Department on Disability and Commission on Disability; L.A. County Department of Public Health; L.A. County Commission on Disabilities; California Department on Rehabilitation; California Department on Developmental Services; and, CA Regional and Community Resource Centers.

6. PUBLIC ENGAGEMENT

SPECIFIC MEASURES PLANNED:

Opportunities for public comment on matters before the City of L.A., at both Boards and Commissions

as well as before the City Council, are well-established. Specific plans with respect to community engagement on matters relating to the events would be developed in collaboration with community-based organizations, the Host Committee, and other regional stakeholders.

In the wake of the COVID-19, Los Angeles Mayor Eric Garcetti signed [Executive Directive No. 29, Contactless and People-Centered City Initiative](#), calling on City departments to facilitate remote, digital interactions during, and after, the pandemic. This and other innovations ensure that pathways and platforms to engage residents and visitors in public decisions continue to evolve.

MILESTONES AND TIME FRAMES:

To be determined in consultation with the Host Committee.

EXTERNAL STAKEHOLDERS:

Residents; the City of L.A. and County of L.A., including affiliated Boards and Commissions and related Departments, L.A.'s Department of Neighborhood Empowerment, and Neighborhood Councils; Community-based organizations.

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

REQUESTED INFORMATION:

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

RISK AREA	LEGAL PROTECTIONS IN PLACE	OTHER REMEDIES
Human Trafficking	Yes	<ul style="list-style-type: none"> • Legal assistance available via: LA Represents ; Bet Tzedek ; Legal Aid Foundation LA; Lambda Legal; Others • LA Civil Rights, Legal Remedies Section • Accessibility complaints: Accessibility Compliance Officer, L.A. DOD • National Trafficking Hotline: Call: (888) 373-7888 or Text: 233-733 (Be Free) • Labor violations: State of CA Department of Industrial Relations; County of L.A. Department of Consumer and Business Affairs; City of L.A. Bureau of Contract Administration. • Reporting child abuse: Los Angeles County Department of Children and Family Services
Labor Abuses	Yes	
Public Safety	Yes	
Displacement of Unhoused Residents	Yes	
Accessibility	Yes	
Public Engagement	Yes	

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 (Section) 3

REQUESTED INFORMATION:

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 section 3, including for each area of opportunity:

- The specific measures planned by the host city
- Whether and how the host city plans to work with external stakeholders in developing and delivering the measures

The four proposed legacy opportunities will guide additional dialogue taking place with regional stakeholders. This dialogue will in turn, inform specific engagements and commitments to realize initiatives directly linked to the FIFA World Cup, the region's preparation for its events, and collaboration with residents, community-based organizations, and coordination across the Host Communities of the 2026 United Bid.

Below are summaries of the planned measures of implementation for the four areas of legacy opportunity:

1. [Sporting legacy](#)
2. [Economic legacy](#)
3. [Infrastructure legacy](#)
4. [Cultural legacy](#)

1. SPORTS LEGACY

PLANNED MEASURE:

The opportunity to grow awareness, participation, and engagement with soccer, professional and amateur football clubs, and the values of sport are at the center of the FIFA World Cup legacy. As discussed above, the City's Department of Recreation and Parks has made ensuring that all youth have access to free or low cost sports leagues, fitness classes, and adaptive programming a focus for the next decade through a partnership with the Los Angeles Organizing Committee for the Olympic and Paralympic Games (LA28) and the International Olympic Committee (IOC).

FIFA, U.S. Soccer, and partners, in collaboration with football clubs, have an opportunity to focus on developing outreach, infrastructure, and pipelines for area youth into soccer, futsal, and more active lifestyles. In addition to the City's programming, Southern California is home to many youth development leagues, club teams, and is the birthplace of the American Youth Soccer Organization (AYSO), one of two main national organizations in U.S. youth soccer for children ages 4 through 19. AYSO, founded and still headquartered in Torrance, California, has been the entry point to soccer for millions of children - as well as volunteer coaches and officials - over its 57 years of operation.

The LA84 Foundation, a legacy organization of the 1984 Olympic Games in Los Angeles, regularly reports on the status of youth sports for the region. As of 2018, they found “[more than 1.2 million young people, 82.3% of all kids in Los Angeles County, participate in sports and that in most sports the participation rates in Los Angeles County exceed national rates, often by wide margins.](#)” This report also found that soccer had the highest participation rate among youth ages 6-17 in Los Angeles County, with 27% of children having played in the past 12 months, pointing to a robust, if diffuse, ecosystem of school-based, recreational, informal, non-profit, and private offerings.

The LA84 survey pointed out that participation remains closely tied to household income, which drives many families to look for school-based programs rather than public or private leagues. They also found that 39% of Los Angeles County youth sports participation takes the form of casual/pick-up play, versus organized leagues.

These findings point to a tremendous opportunity for the World Cup to build a positive legacy in sports, particularly with youth sports. Despite robust participation and many soccer organizations, there remains an opportunity to invest in youth soccer across several dimensions. First, organizations like FIFA and U.S. Soccer can ensure greater equity and access for young people to participate by helping to reduce costs and fees, and by expanding inclusive programming to achieve gender equality in youth sports, as well as expanding adaptive sports outreach, coaching, and programming. Second, FIFA and U.S. Soccer can work locally to consider a more robust development league structure that links youth participants with professional teams, closing a gap in opportunity for young athletes to develop their skills and talents at higher levels of competition, and building greater connectivity within the ecosystem of providers and participants. Third, FIFA and U.S. Soccer can work with partners to better link in to informal play, giving young people the opportunity to connect with coaching, team-building activities and the structured environments that build resilience and promote wellness and community ties.

Finally, studies show that children are more likely to be active if their parents are active. Connecting FIFA’s World Cup and regional stakeholders together can create a legacy for sport around intergenerational participation and an active lifestyle. The City of L.A. and the 2026 World Cup Host Committee are ready to work with regional stakeholders and FIFA to build this sporting legacy in the run-up to 2026.

EXTERNAL STAKEHOLDERS (to be engaged):

Residents, including youth sports participants and their families, youth sports volunteers, AYSO, Positive Coaching Alliance, National Alliance for Youth Sports, Character Counts Coalition, United States Soccer Federation, U.S. Soccer Foundation, Major League Soccer, National Women’s Soccer League, National Soccer Coaches Association of America, and the National Recreation and Park Association, City of Los Angeles, County of Los Angeles, regional sports organizations and clubs, other local governments and recreation providers, the LA84 Foundation, Angel City Sports, YMCA of

Greater Los Angeles, and many more.

2. ECONOMIC LEGACY

PLANNED MEASURE:

As outlined above, the opportunity for an economic legacy breaks out into three major categories: jobs and workforce development, small and underrepresented businesses, and an enduring capacity for collaboration and partnerships across and between sectors. Since March 2020, Los Angeles has been hit hard by the economic impact of the COVID-19 pandemic. As the region focuses on recovery, major events offer opportunities for small, local, and underrepresented businesses. Organizations like the [Los Angeles Business Council have commissioned feasibility studies](#) to better understand the potential for small and underrepresented businesses to benefit from major events, noting that 97% of L.A. County businesses have fewer than 50 employees, and 56% of firms (roughly 642,612 businesses) in L.A. County are minority-owned businesses.

Working with the City of L.A. and regional partners, the FIFA World Cup offers the chance to build enduring channels to community members and community businesses in Los Angeles with opportunities associated with the event, from media to supply and services contracts. Hiring local workers, especially in the groups described below, to support the planning, preparation, and delivery of World Cup matches and events, as well as volunteer staff, can confer skills and on-the-job experience that creates an advantage in future career paths. Los Angeles will work with FIFA, contracted delivery partners and their subcontractors, labor unions, and other regional stakeholders to ensure economic opportunities are accessible to disadvantaged residents, likely including those with a household income below 50% of the Area Median Income; emancipated youth; those receiving public assistance, lacking a GED or high school diploma; single parents, unhoused residents, veterans, and justice-involved individuals.

The World Cup's economic legacy may also include relying on local area industry standards as a baseline, ensuring workers, performers, and service staff are paid a living wage and can secure full-time employment and associated health care and benefits. Such practices affirm that by setting up requirements to work with only responsible providers and to guarantee better pay and benefits, major event delivery partners like FIFA can improve workforce stability and establish a standard that becomes the norm. This includes putting in place responsible standards that ensure official partners and contractors have a history of compliance with applicable laws and operate using responsible business practices (including providing workers' compensation, paying all required taxes and fees and having appropriate licensing, bonding and insurance).

EXTERNAL STAKEHOLDERS:

Residents, small business owners, recent graduates and others seeking employment, the 2026 World

Cup Host Committee, Los Angeles Sports and Entertainment Commission, Los Angeles Business Council and its Institute, L.A. Economic Development Council, World Trade Center L.A., Los Angeles Tourism and Convention Board, City of L.A. Economic and Workforce Development Department, City of L.A. Department of Public Works, City of L.A. Bureau of Contracts Administration, labor unions, trade associations, and many more.

3. INFRASTRUCTURE LEGACY

PLANNED MEASURE:

Nearly 70% of voters throughout the County of Los Angeles passed Measure M in 2016, making it more than double the largest voter-approved investment in infrastructure in U.S. history. More than \$120 billion will support projects to reduce traffic, fix freeway bottlenecks, build new rail lines, make earthquake retrofits to bridges and overpasses, and create nearly 800,000 good-paying jobs. These projects include much-needed sidewalk improvements, pothole repairs, cycling infrastructure, bike share expansion, and a network of greenways, all of which contribute to greater public transit and walkability for residents and visitors to Los Angeles. Measure M's wide base of public support is indicative of what residents want to invest in, and its projects will add significant value to the public infrastructure that will be in place for the 2026 World Cup.

The 2026 World Cup offers a chance for the region to highlight more sustainable modes of transit, and demonstrate greater connectivity across a wider footprint, and with more seamless means. In cooperation with the City and County of Los Angeles and their Departments of Transportation and L.A. World Airports, as well as regional transit agencies like the Los Angeles Metropolitan Transit Authority (METRO), the Southern California Regional Rail Authority (Metrolink), California's Department of Transportation (CalTrans), the 2026 Host Committee can plan for dedicated mobility options to support match spectators, pedestrian-only street closures, activation of live viewing sites around and adjacent to the venues, and integrated communications to make access clear and easy.

The City of L.A. is working on such initiatives now, as well as exploring what mobility may look like in 2026 and beyond. Through the [Urban Movement Labs](#), the City has built a public-private partnership with founding partners including Avis Budget Group, Lyft, the Los Angeles Cleantech Incubator, Hyundai Motor Group's Mocean Labs, Verizon, and Waymo, focused on diversifying how workers, families, and visitors get around Los Angeles. Its goal is to make L.A. the transportation innovation capital of the world, by testing and proving new solutions and measuring them against their positive impacts on people's everyday lives. This includes the recently-launched [Urban Air Mobility Partnership](#), a first-in-the-U.S. initiative and a public-private partnership to educate and engage the City's residents around a new and dynamic City transportation technology — the introduction of low-noise, electric aircraft flying in our local airspace by 2023.

Initiatives like Urban Movement Labs will help define the future of mobility in Los Angeles, and shape how visitors and residents experience the City in and around World Cup 2026. Working with stakeholders across the region, understanding their impact, and championing positive technologies as part of the World Cup experience, FIFA and the 2026 Host Committee can make transportation and mobility a signature legacy of this event.

EXTERNAL STAKEHOLDERS:

Residents, visitors, participants, transportation providers and riders, the City of Los Angeles, regional governments, public transit agencies, private transportation and mobility companies, technology companies, labor unions, trade associations, and community-based and neighborhood organizations, and many more.

4. CULTURAL LEGACY

PLANNED MEASURE:

In 2025, the City of L.A.'s Department of Cultural Affairs (DCA) will celebrate its centennial, marking 100 years of its mission to strengthen the quality of life in L.A. through the support of arts and cultural activities, and ensuring public access to the arts for residents and visitors alike. DCA will enter its 101st year with an opportunity to shape new additions to the cultural landscape of Los Angeles as part of the 2026 World Cup cultural legacy.

Along with the Los Angeles County Department of Arts and Culture, and hundreds of arts and cultural producers throughout the region, DCA can support the 2026 World Cup Host Committee to honor the distinct communities of Los Angeles and their voices. DCA, with oversight from the City's Cultural Affairs Commission, administers curated exhibitions at both LAX and Van Nuys World Airports, vital cultural centers, and works to preserve the City's historic sites and public art, including L.A.'s famous murals.

As the creative capital of the world, the City is part of a deep ecosystem. Organizations like the Getty Foundation and the J. Paul Getty Museum have helped strengthen ties through grantmaking and collaborations like [Pacific Standard Time](#). The initiative has produced hundreds of linked art exhibitions, scholarly publications, and public programs, and the next iteration will be held in 2024. This latest edition will build new capacity and connections that can support the 2026 World Cup, its participants, visitors, and viewers.

As an example of two of the programs that could be supported through collaboration with FIFA, the 2026 World Cup Host Committee, the City of L.A. and regional stakeholders:

- DCA's [Citywide Mural Program](#) seeks to establish a comprehensive network of mural activity and engagement by muralists, property owners, community stakeholders, educators, technicians, technologists, and preservationists in an effort to stimulate Los Angeles' mural resurgence. The World Cup and other upcoming major events provide an opportunity to expand the program to showcase L.A.'s vibrant cultural scene to its visitors.
- [CicLAvia](#) is a 501c3 nonprofit that works in partnership with Los Angeles to create "vibrant public spaces, active transportation and good health through car-free street events." It "engages with people to positively transform our relationship with our communities and with each other." CicLAvia is free to the public and closes streets four Sundays a year so that Angelenos can "bike, walk, skate, dance, and play." Further institutionalizing CicLAvia will be an important legacy of the World Cup. This will catalyze City planning around streets dedicated entirely to car-free transportation.

Reimagining our public space with the creative talent of L.A., as well as connectivity between major sporting venues, public transit hubs, and street-level commerce can become a part of what Angelenos and visitors alike take away from the 2026 World Cup — as well as what L.A. can carry forward well into the future.

EXTERNAL STAKEHOLDERS:

Residents, arts and cultural producers and their organizations, L.A. City's Department of Cultural Affairs, L.A. County's Department of Arts and Culture, other regional and municipal public arts organizations, community and neighborhood arts and cultural organizations, visitors, philanthropic supporters, and many more.

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

REQUESTED INFORMATION:

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

Every year, the County and City of L.A. host several events in celebration of Black History Month (February), Asian American and Pacific Islander History Month (May), Pride Month (June), Labor Day (September 6), and mark significant holidays and remembrances with events, communications, and community-service opportunities. These annual events offer regional engagement on specific Human Rights-related topics with community-based organizations and stakeholder groups mentioned below.

Both also communicate these values through public campaigns, including two launched over the past few months. The County ([L.A. vs Hate](#)) and City ([L.A. for All](#)) campaigns in response to the increase in hate incidents also pose opportunities for engagement around human rights issues. Both campaigns have online resource pages on reporting and responding to hate incidents and crimes in Los Angeles.

Risk Area	External Stakeholders
Trafficking of persons, including minor sex workers	LA Regional Human Trafficking Task Force; regional, state, and federal law enforcement agencies; Los Angeles County Department of Children and Family Services; non-profit advocates including the Coalition to Abolish Slavery and Human Trafficking LA (CAST), and other potential partners like JourneyOut, Saving Innocence, Polaris Project, and California Against Slavery; local business groups; trade associations; labor unions; faith and community-based organizations.
Labor abuses	Venue owners and operators; key vendors; local governments and law enforcement; OSHA; State of CA Department of Fair Employment and Housing (DFEH); labor unions including but not limited to the AFL-CIO, IATSE Local 33 (LA) and Local 80 (San Diego), LA and Orange County Building Trades, UNITE HERE Local 11, SEIU-USWW, AFM Local 47, and IBEW Local 11.
Public safety and security	Residents; Local, regional and state public safety agencies; venue safety and security personnel; U.S. federal authorities; Community-based organizations; Neighborhood Councils; Business Improvement Districts.
Displacement of unhoused	Unhoused residents; Los Angeles Homeless Services Authority (LAHSA); local agencies and governments; homeless services providers; outreach workers;

residents	venue owners and operators.
Accessibility challenges	Residents with disability; Caregivers for persons with disability; L.A. City Department on Disability and Commission on Disability; L.A. County Department of Public Health; L.A. County Commission on Disabilities; California Department on Rehabilitation; California Department on Developmental Services; CA Regional and Community Resource Centers.
Public engagement	Residents; the City of L.A. and County of L.A., including affiliated Boards and Commissions and related Departments, L.A.'s Department of Neighborhood Empowerment, and Neighborhood Councils; Community-based organizations.